

Concord School District
Board of Education
Regular monthly meeting
May 7, 2018

Board members: Clint Cogswell, Tom Croteau, Chuck Crush, Nathan Fennessy, Jennifer Patterson, Liza Poinier, Maureen Redmond-Scura, Jim Richards, Pam Wicks; student representatives Logan Stevens and Helen Massah

Administrators: *Superintendent Terri Forsten, Assistant Superintendent Donna Palley, Business Administrator Jack Dunn, Director of Facilities Matt Cashman, Director of Human Resources Larry Prince*

Agenda Item 1. Call to Order

Board President Jennifer Patterson called the meeting to order at 7:00 p.m.

Agenda Item 2. Approval of Agenda

The Board voted 8-0 to approve the agenda with several modifications: move Item VI.c. to the end of the agenda after public comment, and add under VII. Personnel a request for permission to hire during the summer months (motioned by Ms. Patterson, seconded by Maureen Redmond-Scura).

Agenda Item 3. Presentations

National Merit Scholar from Concord High School

CHS Principal Tom Sica spoke about the National Merit Scholar program and CHS' semifinalist, Grace Venator. From 1.6 million students in the U.S. who entered this program, only 16,000 were named semi-finalists. To advance, one must complete the detailed scholarship application and maintain a record of very high academic performance. Grace has elected to attend the University of Southern California and will spend her first year deciding whether to major in biomedical, environmental, or another type of engineering. She thanked her sophomore Math and English teachers (Bliss and Watson), and her junior year teachers (Mr. Mercier and Ms. Vaught), particularly.

Distinguished Educators

Abbot-Downing School – Nathan Shartar-Howe

Mr. Shartar-Howe is an art teacher, but also a tremendously talented artist in his own right. Throughout the halls of ADS, his beautiful artwork is displayed without signature, for he is not one to call attention to his own talent, saving that for his students. This artwork consists of paintings big and small, colorfully themed hand-built benches with mosaic seats, window paintings, and of course the beautifully designed and built Friendship Bench inspired by a former student's "I have a dream ..." speech and now in a special place on the ADS playground. When the PTO asks for help decorating for an event, it's Nate who constructs giant spaghetti and meatball structures to decorate the tables, helping to make Spaghetti Night an even more special event. When one of our treasured staff members was struck with the horrid disease ALS, Nate was there again, helping with a giant fundraiser, and building the most beautiful end table for her newly-done home – part of the gift from ADS. Scraping ice off sidewalks, directing a traffic log in a snowstorm, somehow when there is a need, you turn around and Nate is there.

Broken Ground School – Liz Finney

Liz Finney is a creative educator who inspires students to do their best and challenge themselves every day – her positive energy is contagious. She consistently uses cooperative learning structures as well as hands-on project-based activities that captivate students' natural curiosity. Visiting her classroom, fully engaged students work in groups and solve real-world problems with excitement and enthusiasm. This year alone she has mentored two teachers new to the grade level, sharing her expertise, materials and ideas, and taking time during the school day (as well as after hours) to support teachers in preparing for their classes. Ms. Finney has been a valued member of the Language Arts Curriculum Committee for many years and serves on the grade 5 ELA PACE committee, conscientiously helping staff both at BGS and across the District to implement new standards and curriculum initiatives. Each summer, she has supported the BGS school-wide Read Aloud Initiative by developing lessons that will hook students' interest and emphasize reading comprehension strategies and close reading skills. She also leads the BGS Climate Committee, publishing periodic news updates and making sure staff are recognized for their contributions and life changes throughout the year. Ms. Finney has been a steady and caring colleague and friend in her support of families with life challenges. Each year she is a key player in organizing the Lip Sync Skit for Spirit Night; all these activities positively improve the BGS culture and community. Ms. Finney organized a BGS Student Council to provide increased student voice in planning and decision-making in the school, attending an intensive two-day training to help them develop their skills as leaders in supporting a positive school. This initiative took extensive time beyond her teaching responsibilities and allowed 12 students the opportunity to challenge themselves. Finally, Ms. Finney is an open and honest communicator with parents, valuing their input as partners in helping their children develop their talents. She reaches out to all families and welcomes their contributions throughout the year. Parents request her as their child's teacher, trusting her guidance and admiring her teaching style.

Beaver Meadow School – Kathy Donovan

Kathy Donovan’s colleagues described her as inspirational, a mentor, an innovator, a leader, humble, creative, an ambassador, and a friend. Her passion and love for learning is contagious, and her never-ending desire to continue to grow as an educator and share her knowledge with others is exemplary. Walking into her classroom, one immediately feels the welcoming climate. Her students are joyfully learning, and she has mastered the “guide on the side” instructional approach. She models a growth mindset, and she teaches her students to persevere. Her classroom is organized and arranged in a kid-friendly manner, including alternate learning spaces that meet students’ sensory needs. She is the lead facilitator for the schools’ Universal Team but goes beyond the role of facilitating meetings to ensure that expectations embedded in positive behavior **incentive** system (PBIS) are implemented with consistency. She has created lessons for school-wide rollouts and incorporated literature to link expectations. Last summer, she asked to present her PBIS roll-out lessons and teaching videos and ideas at the annual PBIS Summer Summit, at which she received high accolades. She coordinates the BMS Title I summer academy, continuing to advocate for the support each student needs throughout the summer. Ms. Donovan is a true professional – with high expectations for herself, her colleagues, and her students, both seasoned and new teachers seek her advice and professional opinion. She continuously seeks ways to improve her pedagogy and strengthen her skills and the skills of her colleagues. Ms. Donovan is a passionate teacher and a pioneer when it comes to integrating technology; her lessons are creative and challenge her students to demonstrate their depth of knowledge in critical content areas. As a member of the Leadership Team, her talents and collaborative approach are an essential element in the school’s synergy. Her positive mindset is an integral component of the professional learning community: she sees the value of collaboration; her love for students is monumental; and her passion for excellence is compelling.

Rundlett Middle School – Victoria Hopkins

In Blue Duke Nation, many individuals show a daily commitment to the improvement and success of the school community, but this year, one person stands out in her ability to do it efficiently and effectively – Vicki Hopkins. She puts in an inordinate amount of time above and beyond her two contracted days. She is a part of the PBIS Tier II team, has helped spearhead the new weekly advisory program, created lessons, videos, and training for staff on the “Zones of Regulation,” co-facilitates a weekly advisory with an 8th grade group and implements the strategies and lessons that she shares with the rest of the staff. She also runs small groups in addition to her individual work with students receiving occupational therapy supports. Ms. Hopkins has an unwavering dedication to positive change and forward progress for the social, emotional and mental health needs of RMS students. The need for educators to be mentors who act in a therapeutic way while not being therapists has never been more important. Many students have traumatic backgrounds, emotional dysregulation and basic daily needs that are not being met. Having an Occupational Therapist such as Ms. Hopkins, with a

rich and skilled background in addressing students' lagging skills, has been an invaluable resource to RMS. She is a key contributor and problem solver for the ever-evolving lives of middle school students.

Concord High School – Justin Bourque

Four years ago, Mr. Bourque, a CHS Social Studies teacher, left the classroom to begin a new adventure as the school's Technology Integrator. His interest in and capacity for incorporating technology into his lessons was no secret, yet, despite the excitement that surrounded his new position, there were some – teachers, parents, and students – who lamented the loss of a gifted teacher with the ability to engage students and share with them his passion for history. The truth, however, is that he never left the classroom. His work as CHS's Technology Integrator continues to tell the story of a teacher who is deeply committed to students and to the work of building a vibrant school community for all. What exactly does a technology integrator do? Perhaps, in Mr. Bourque's case, the better question is, what doesn't a technology integrator do?! CHS has deployed over 1700 Chromebooks in the past two years. Mr. Bourque has worked to develop and design the necessary management systems to support and sustain this massive undertaking. Most impressive is the way he has created an environment charged with the excitement of learning and of possibility. For him, the focus has always remained on how best to incorporate technology in such a way that it provides added value to both teaching and learning. While Mr. Bourque's technological skills set him apart, it is his approachability that makes him truly outstanding. Throughout the building, people often comment upon this. No matter how advanced or how basic a question may be, his approach remains consistent. He honors the question by respecting the person – it doesn't matter if you come to him with the problem of a novice or an expert, he is committed to building capacity in all learners. Mr. Bourque gives generously of his time and talent to all members of the school community. Visit the Helpdesk at CHS and you will discover a hub of learning charged with the excitement of problem solving and innovation. He has established high expectations for all students, and his students embrace those expectations with the confidence that their teacher will be there to lead and to guide them on the journey. He is a master at building positive and productive relationships with students. His fundamental belief that all students can achieve at high levels of success inspires confidence and a willingness to attempt a task that might seem insurmountable. Outside of the classroom, Mr. Bourque seeks to provide opportunities for students to explore and develop their talents; over the years, he has shared his passion for hiking and rock wall climbing with students. He fosters a deep sense of belonging, and an understanding of what it means to be a member of a school community. He has served in a variety of roles in the district. He was a member of the Technology Committee that explored the 1:1 initiative that eventually introduced Chromebooks to all students at CHS. He is a valued member of the faculty who is unfailingly generous in assisting students and staff; recognizing him as a distinguished educator is a humble tribute for a teacher who has transformed the lives of so many.

Concord High School – Andrew Briers

It is with pride and celebration that we recognize Social Studies teacher Andrew Briers as a distinguished educator. Mr. Briers has taught at CHS for eight years and has consistently demonstrated the highest degree of commitment and professionalism. The positive impact that he has had on students is almost impossible to measure. If you talk with him, it doesn't take long to figure out that he is not from around here. In 2005, he made his trip "across the pond" to attend UNH, earning a bachelor's in history and a master's in education. In 2010, he was hired by Gene Connolly as the newest addition to a strong, experienced, social studies department. Mr. Briers took no time immersing himself in CHS culture, and quickly became known as "that guy with the accent" to the student body. Mr. Briers' passion for history and education is always at the forefront in his classes. When one student was asked about his experience with Mr. Briers, his response was simply "he's just awesome ... you can just see in his eyes that he loves what he's doing. I always looked forward to attending his classes." Students have always noted Mr. Briers' clarity and ability to take a complex task or idea and make it accessible to every student in the class. In addition, he has been instrumental in mentoring students in his role as a Social Studies Flex teacher, working with students at risk of failing a social studies course to meet competency. He understands how important it is to establish trust and positive relationships with students, while also providing them with the skills, concepts, and content they need to be successful in their course. His ability to establish a positive rapport with students has resulted in a highly engaging and fun classroom atmosphere. If you observe his class, you are guaranteed to see at least two or three former students of Mr. Briers pop their heads in just to say hello; this is always returned with a smile and a "great to see you, mate." While Mr. Briers seems to display natural teaching talent, it should be noted that he works constantly to improve his craft. After observing his lessons, it is always impressive to listen to his reflections and the "on the spot" adjustments he uses to make the lesson even stronger. Mr. Briers takes a genuine interest in students' lives outside of the classroom and does his part to get involved. For the last several years, Mr. Briers offered his time as an assistant coach for the Field Hockey team before taking the reins as head coach this past season. His players speak extremely highly of him, saying he is unlike any coach they have had before. He always pushes the team for its best, while remaining fun, encouraging, and selfless. One player stated that Coach Briers "wants every player on the team to find success. He's in it for us, not for himself." Mr. Briers has been a vital and valued member of the US History collaborative team. Part of this group's work has been updating course competencies and instructional units that reflect the leading standards in social studies education and building relevant assessments. Mr. Briers' participation in this group indicates a progressive and innovative educator. An obstacle working with "history buffs" can be sorting out what and what not to teach; we see it ALL as being important. Mr. Briers has been a steady voice of reason within curriculum planning, helping the group come to consensus around the most essential content to best help students acquire competencies and skills that will transfer to other facets of their education and lives. In addition to his work within the social studies department, Mr. Briers has extended

himself to other departments, and mentoring a new teacher in the CRTC. His mentee stated "The professional relationship I have established with Andy has been one of highlights of my year. He always gives me clear and constructive criticism while maintaining a great sense of humor. I have really tried to model my own practice based on what I have learned from him." Mr. Briers has already provided many great years of service to CHS and we are confident he will continue to impact the lives of students and staff in this District. We honor him as a distinguished educator and wish him many more years of success.

Concord High School – Kristina Peare

Kristina Peare's professional commitment, integrity, passion and personality enters the room long before she does and remains long after. One needs to prepare themselves before entering her classroom. You must be willing to swear that math is the only true subject that should be taught. In addition, you need to speak her language – the language of mathematics. Kristina, thinks, speaks, and breathes in quantitative literacy. Who else could you email on a Saturday night asking for help with a common core math problem for your 7-year-old nephew? The answer to that question would easily point to Kristina Peare. The special education department as well as the math department are each extremely fortunate to have Kristina as a valuable member. She presents as a leader in both areas, consistently going above and beyond to ensure her colleagues view her as a resource for data-informed decisions. This school year, Kristina has taken on the additional role of liaison between the District's math specialist and the CHS ACCESS Program, providing teachers with curriculum and teaching strategies that have enhanced student performance in math. Not only does her expertise shine through in math but she is also committed to providing students with educational disabilities the best education in the least restrictive environment. She is a wonderful observer, analytical thinker, reflective communicator and keen at interpreting academic assessments. Her commitment to every student and the community shows when she facilitates the CHS food and fund drive, organizes the holiday food basket project, collects prom dresses for those unable to afford them, leads students in social awareness activities and empowers them to use their voices and stand up for what they believe in. When it comes to solving for x , finding the slope, determining the area or a simple (to some) word problem, Kristina will have the answer you are looking for. In addition, she never settles for just providing an answer, but always wants to ensure that whomever her student is, adult or child, they have a full understanding of how they arrived at the answer. Kristina has inspired her colleagues in the special education department to continue to enhance their knowledge and understanding, and provides services that foster independence, and keep the lines of communication open. She is an exceptional educator, leader, co-worker and role model.

The Board took a brief pause to allow school staff and their families to leave.

Agenda Item 4. Public Comment– agenda items only

There was no public comment.

Agenda Item 5. Approval of Board Minutes

Ms. Patterson briefly reviewed the minutes of the April 2 regular Board meeting and the April 11 Special Board meeting.

The Board voted 9–0 to approve the minutes of the April 2 regular Board meeting and the April 11 Special Board meeting (moved by Nathan Fennessy, seconded by Clint Cogswell).

Agenda Item 6. Recognitions

Student Board representatives Logan Stevens and Helen Massah highlighted activities and accomplishments among CHS students since the last Board meeting:

- The Red Cross, with assistance from Health Science students, will hold a second blood drive on Wednesday May 16 in the CHS gymnasium. Everyone is welcome to donate from ages 17 and up (16 with parental consent) to support those in need.
- Today marked the first AP test over the next two weeks for CHS students. Today's exams were AP Psychology and AP Chemistry. Tests end on May 18 with AP European History and Microeconomics.
- Earlier this month, a group of CHS students participated in the Rotary Club speech contest. Students wrote speeches addressing the Rotary's four-way test. Skylar Matthews won with her speech about mental illness.
- On May 16, 8th graders will tour CHS, have a chance to ask current high schoolers questions, explore different locations of the school, and head to the Club Fair to sign up for clubs for the coming year.
- May 1 was national college decision day – seniors at CHS committed to their college of choice by this date.
- On May 6 a "Color Run" was hosted by 21C as a fundraiser. Six District schools will have this programming, in this first year of the second five-year grant.
- Earlier in the month, the NH Music Educators Association hosted the NH All State Music festival at CHS, at which talented musicians from all over the state performed.
- On May 17, CHS will host its first annual Job and Connections Fair. CHS students will have many opportunities to make connections with employers.
- Be the Change Club will host International Night at CHS on May 14 – experience other cultures by trying many foods and dance.
- NH Jump\$tart Coalition recently held its annual NH Financial Capability Challenge to test NH teens' financial literacy. The challenge began in early March with an online test, after which the top eight teams were invited to compete in

FinLit300 State Championship. On May 1, Business teacher Danielle Hilstro accompanied seniors Kasie Maloney (captain), Nora Kirsch, Skyelar Asselin, Joe Stanley, Jr., Aidan MacWhinnie, and Dalton Mutz to represent CHS in the competition. The team made quick work of the first three rounds and semi-finals, earning them a spot in the finals. It was a hard-fought battle, but the team was bested by quicker thumbs in the Jeopardy-style buzzer match and came home with the second-place trophy.

- Social action week: the Feminism Club, Environmental Club, Be the Change, and Tide Pride demonstrated their core values in this week of social action.

Mr. Fennessy attended Government and Politics Day as part of the Leadership New Hampshire training and noted the two CHS students who participated: Oliver Spencer and Rachel Ferrier.

Superintendent Forsten noted that the ADS Principal Search is well underway. A committee of 10 will represent school staff, the PTO and the School Board. Kindergarten enrollments are currently 39, 44, 55 and 104 – with class sizes ranging from 13 to 19 students. She said she is keeping an eye on CMS, where another kindergarten teacher will likely be needed.

Agenda Item 7. Personnel

Larry Prince presented three professional leaves of absence from Jessica Anderson, Clint Klose, and Beth York, each one-year leaves from current assignments to take other assignments.

The Board voted 9–0 to approve the professional leaves of absence as presented (moved by Tom Croteau, seconded by Jim Richards).

Mr. Prince presented several teacher nominations for the 2018-2019 school year.

Fiona Quirk, Occupational Therapist, District, \$70,685, M-11. Fiona replaces Miriam Lebbly (M-14 = \$80,665) – retirement. Budgeted at \$80,665

Jessica Anderson, English Teacher, Concord High School, \$10,146, 20% of M-3, one year only. Jessica replaces Elizabeth York (20% of M+30-14 = \$16,632) – LOA. Jessica is requesting a leave of absence from her 20% ELL teacher position to continue in this assignment. Budgeted at \$16,632

Nancy Emery, Latin Teacher, Concord High School, \$25,613, B-10*. Nancy replaces Michael Brown (20% of M-2 = \$9,647) and 20% new from reallocations. Budgeted at \$25,780

Melissa Louf, ELL Teacher, Concord High School, \$8,815, 20% of B-2, one year only. Melissa replaces Jessica Anderson (20% of M-3 = \$10,146) – LOA. This is in addition to Melissa's 60% ELL teacher assignment. Budgeted at \$10,146

Elizabeth York, English Teacher, Concord Regional Technical Center, \$16,632, 20% of M+30-14, one year only. Beth is requesting a leave of absence from 20% of her CHS English teacher position to continue in this assignment. Federal Funds

Emily Wilkes, Classroom Teacher, Abbot-Downing School, \$50,728, M-3. Emily replaces Luanne Snow (M-14 = \$80,665) – retirement. Budgeted at \$80,665

Elizabeth Collopy, Preschool Teacher, Mill Brook School, \$50,728, M+30-2. Elizabeth replaces Shira Siegal (60% of M-13 = \$46,404) – resignation and Elizabeth Collopy (40% of M+30-2 = \$20,291) – RIF. Budgeted at \$66,695

P. Clint Klose, Theater Teacher, Concord Regional Technical Center, \$73,182, B-13, one year only. Clint is requesting a leave of absence from his music teacher position to accept this assignment. Federal Funds

Sarah Hayes, German Teacher, Rundlett Middle School, \$9,314, B-3*. New Position

Crystal O'Brien, Media Specialist, Rundlett Middle School, \$74,011, M-12*. Crystal replaces Nancy Keane (M+30-14 = \$83,161) – retirement. Budgeted at \$83,161

The Board voted 9–0 to approve the teacher hires as presented (moved by Ms. Redmond-Scura, seconded by Chuck Crush).

Veteran Salary Scale list

Mr. Prince presented a revised Veterans Salary Scale list for the 2018-2019 and 2019-2020 school years, as Mary Palm declined the option. William Crowley is the next person in line to be offered this option.

The Board voted 9-0 to approve the participants on the Veterans Salary Scale as presented, with the addition of William Crowley (moved by Mr. Croteau, seconded by Ms. Redmond-Scura).

Larry Prince presented the request that the administration be able to hire during the course of the spring and summer months. Superintendent Forsten noted that this would be with the exception of the ADS Principal position.

The Board voted 9–0 to authorize the administration to make hires, subject to later Board confirmation, during the spring and summer months, with the exception of any administrator (moved by Ms. Redmond-Scura, seconded by Mr. Cogswell).

Agenda Item 8. Joint Finance/Capital Facilities Committee

Mr. Croteau reported that the Committee met on April 4 to discuss a possible use for the Stable building, with interest expressed by the Abbot-Downing Historical Association, the \$12 million bond, and related expenditures to date. The \$2 million set aside for technology and for buses has been spent to support related purchases. The steam-to-gas conversion was ongoing, with over \$500,000 remaining in the \$9 million

bond set aside for this project. The idea of repurposing \$1 million in the bond that had been set aside for the Stable building to address CHS and BGS roof projects and HVAC and window replacement at the Eastman School building was discussed, as well as issues with a portion of the CHS and BGS third-grade wing roofs. The estimated cost for the CHS roof would be \$685,000; the estimated cost for the BGS roof would be \$250,000.

Mr. Fennessy said he was still concerned about the Board's long-term plan for the Eastman School building. Mr. Richards noted that the Capital Facilities Committee would like to tour that building to see what is needed.

The Board voted 9-0 to reprioritize \$1,000,000 of bond funds originally voted on February 15, 2017 to replace the CRTC childcare building, to do roof repairs and replacement at CHS and BGS, and for HVAC and window replacements at the Eastman School building (moved by Ms. Redmond-Scura, seconded by Mr. Croteau).

Mr. Dunn reviewed the Public School Infrastructure Grant Funds for improved security and access at CHS. He reminded Committee members that this was a reimbursement grant, which meant that the District must pay the costs of the projects up front and then would be reimbursed from the State department for 80% of expenditures.

Mr. Cogswell noted that a bill might come before the Governor for \$10 million to secure school buildings. He also referenced the bill that would give a charter school right of first refusal if the District should choose to lease or sell it (this has not yet been voted on). Mr. Crush asked if the District would collaborate with the Fire Department about security plans. He asked about the timeline for the demographic/enrollment survey; Superintendent Forsten noted the study should be completed in early fall.

The Board voted 9-0 to authorize the administration to use the Facilities and Renovation Expendable Trust to pay for security upgrades to CHS in an amount up to \$943,721 under the following conditions:

- **Upon completion of the project, the state portion of up to \$754,976.80 or 80% of funds expended would be deposited back into the Facilities and Renovation Expendable Trust**
- **Upon completion of the project, the administration would present a plan to reimburse the District obligation of \$188,744.20 or 20% to the Facilities and Renovation Expendable Trust**
- **The Capital Facilities and Finance Committees of the Board would be updated periodically on the status of the project (moved by Mr. Croteau, seconded by Mr. Richards).**

The Board voted 9-0 to award a contract to Davis Demographics & Planning, Inc. for a demographic/enrollment study (moved by Mr. Crush, seconded by Mr. Croteau).

Agenda Item 9. Negotiations Committee

Mr. Fennessy reported that the Committee met on April 9 to discuss negotiations. The Teachers' and Food Service Workers' contracts are not yet settled.

Agenda Item 10. Communications & Policy Committee

Mr. Fennessy reported that the Committee met on April 18. They discussed the resolution related to the need for candidates who run for public office to submit financial disclosure information for spending above \$500. The Committee brought the following policies to the full Board for a first reading.

Policy #411 Physical Examinations. Certain language was reviewed for potential liability for the District, and minor changes were made.

Policy #423 Placement on Salary Schedule Steps. As this policy is covered in several collective bargaining agreements, it was recommended for deletion.

Policy #423.1 Vocational Teachers, Creditable Experience. As this policy is covered in several collective bargaining agreements, it was recommended for deletion.

Policy #423.2 Salary: Advancement to a Higher Degree Category. As this policy is covered in several collective bargaining agreements, it was recommended for deletion.

Policy #423.3 Advance to Higher Salary. As this policy is covered in several collective bargaining agreements, it was recommended for deletion.

Policy #424 Family and Medical Leave Act. This policy would replace Policy #424.1.

Policy #424.1 Leaves of Absence for Health Reasons. This policy was recommended for deletion, to be replaced by a new policy, #424, based on the sample NHSBA policy, Family and Medical Leave Act.

Policy #424.1 Military Leave. This new policy, numbered #424.1, replaces the following two policy notations.

Policy #424.2 Leaves of Absence for Military Obligations. This policy was replaced by the new Policy #424.1 policy based on the NHSBA sample policy Military Leave.

Policy #424.3 Leaves of Absence for Military Service. This policy was replaced by the new Policy #424.1 policy based on the NHSBA sample policy Military Leave.

Policy #424.4 Unpaid Leaves of Absence. The Committee recommended a change of title to Unpaid Professional Leaves of Absence.

Policy #425 Subpoena/Jury Duty. The Committee reviewed this policy and made no changes.

Policy #426 Guidance Counselors. The Committee recommended several minor changes.

Policy #429/681 Instruction of Temporarily Home-Bound Students. Policy #429 will be deleted and Policy #681 will be retained. The Committee recommended a change to 10 hours of instruction rather than 5 hours.

Policy #521 Sexual Harassment – Students. The Committee spent considerable time discussing this policy, and decided to endorse, with minor changes, the NHSBA sample policy on this topic.

Mr. Crush commented on the proposed policy/resolution regarding disclosure of election spending, asking whether the dollar amount would mirror the City's guidelines. Mr. Fennessy indicated that it likely would, and noted that the real question was whether the Board could enforce its policy. Mr. Crush asked whether to add text to Policy #424 Family Medical Leave Act about how to apply. He asked whether there should be a mechanism within Policy #521 Sexual Harassment – Students for psycho- or social support for the purported victim? Superintendent Forsten noted that the development of a related form could include this information.

Mr. Richards asked whether the age-appropriate language for Section VIII. in Policy #521 has been done; Superintendent Forsten noted that this would occur when the policy has been approved.

Mr. Croteau noted that the Committee has undertaken a comprehensive overview of its entire set of policies, as some had not been reviewed in decades.

Agenda Item 11. City and Community Relations Committee

Mr. Cogswell reported that the committee (formerly the Joint City Council/School Board Committee) met on April 30. The Committee discussed its partnership with ConcordTV; ideas to advertise events in the schools; the development of a District brochure to highlight programmatic strengths in the District; and discussions with the *Concord Monitor* covering education.

Mr. Fennessy noted that the BIA is very focused on workforce development and suggested CHS explore becoming involved in this.

Agenda Item 12. Proposed calendar of meetings

Superintendent Forsten discussed the proposed Board calendars for May and June.

Agenda Item 13. Public comment

There was no public comment.

Non-Public Session per RSA 91-A:3, II (c, e)

Jennifer Patterson made a motion to move into non-public session at 7:55 p.m. under RSA 91-A:3 II (c), in part, "... Matters which, if discussed in public, would likely affect adversely the reputation of any person ..." and, in part, (e) "Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the public body or any subdivision thereof, or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled ...".

The Board voted 9-0 by roll call to move into non-public session at 8:42 p.m. under RSA 91-A:3 II (c) and (e) (motioned by Ms. Patterson, seconded by Mr. Fennessy) to discuss matters under RSA 91-A:3 II (c) and (e).

Mr. Richards moved to come out of non-public session at 8:10 p.m.

The Board voted 9-0 by roll call to come out of non-public session (motioned by Mr. Richards, seconded by Mr. Fennessy).

Mr. Fennessy moved to seal the minutes.

The Board by roll call voted 9-0 to seal the minutes under RSA 91-A:3 II (c) and (e) (motioned by Mr. Fennessy, seconded by Mr. Croteau).

Agenda Item 15. Adjournment

The Board voted 9-0 to adjourn (motioned by Mr. Croteau, seconded by Ms. Redmond-Scura).

The meeting was adjourned at 9:30 p.m.

Respectfully submitted,

Maureen Redmond-Scura, *Secretary*

Linden Jackett, *Recorder*