

Concord School District  
Board of Education  
**June 5, 2017**

**Board members present:** Clint Cogswell, Tom Croteau, Barb Higgins; Alana Kimball, Jennifer Patterson, Maureen Redmond-Scura, Jim Richards, Nathan Fennessy; student representative Rebecca Proulx

**Board members absent:** Pam Wicks; student representative Esther Elonga

**Administration:** *Superintendent Terri L. Forsten, Assistant Superintendent Donna Palley, Business Administrator Jack Dunn, Director of Human Resources Larry Prince, Director of Facilities and Planning Matt Cashman*

Agenda Item 1. Call to Order

Board President Clint Cogswell 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 (motioned by Maureen Redmond-Scura, seconded by Alana Kimball).**

Agenda Item 3. Recognitions

Retirees:

Margaret Barry started working at Dame School in 2001 as a Reading Recovery teacher and tutor. In 2011, Margaret began teaching kindergarten at Beaver Meadow School. She retires with 16 years of service. Margaret earned her bachelor's degree from the University of Maryland in 1971.

Sara Dallman started working at Concord High School as a special education teacher in 2004. She retires with 13 years of service to the District. Sara earned her bachelor's degree from the University of Wisconsin Madison in 1988.

Lucy Gentilhomme was hired as a guidance counselor at Beaver Meadow School in 1999. She continued in that capacity during her 18 years with the District. Lucy earned her Bachelor's degree from Longwood College in 1974 and her Master's degree from the University of Virginia in 1977.

Diane Johnston was hired in 1988 as a kindergarten teacher at Dewey School. During her 29 years with the District, Diane also worked at Kimball School, Walker School and

Christa McAuliffe School. She earned her Bachelor's degree in 1973 from the University of Massachusetts Amherst and her Master's degree in 2007 from Lesley University.

Susan Maher started working for the District in 1993 as an instructional assistant at Kimball School. The following year she worked at Broken Ground, then in 1997 she transferred to Rundlett Middle School. Susan retires with 24 years of service.

Ann Rines was hired as an aide at Rumford School in 1978. She worked as a reading tutor at Kimball School in 1983. Ann began teaching reading in 1986. In 1993, she became a grade three classroom teacher. Ann began teaching sixth grade in 1996 and moved to Rundlett Middle School in 1997. She was promoted to Assistant Principal at Rundlett Middle School in 2006. Ann retires with 39 years of service to the District. She earned her Bachelor's degree from Tulane University in 1971 and her Master's degree from Boston University in 2001.

Theo-Ann Winch started working in 2000 as a math teacher at Concord High School. She continued in this capacity through her 17 years with the District. Theo-Ann earned her Bachelor's degree in 1981 from the University of Rhode Island.

The following additional employees retired from Concord School District: Toni Crosby, Angel Douglas, Barbara Hemingway, Marianna Latchis and Ronald Michaud, Jr.

The Board then recognized student representatives Rebecca Proulx and Esther Elonga, as well as Jacob Dusseault, the Board's videographer.

Student Board representative Rebecca Proulx noted that the CRTC programs had their graduation on May 31 with the Comp Night (2 years of CRTC program); NH Scholars had their awards night in May; and the NH Honor Society had Tassel Society (students with a NGA of 90 or above half of their junior year and all of their senior year). The Clothesline Project, which publicizes the problem of sexual assault, was recently held at the high school. The documentary "Mr. Connolly Has ALS" was viewed by CHS students last week; Rebecca noted that it was very moving, and the family was present for questions. Tonight is underclassmen Awards Night and tomorrow is the Senior Awards night.

#### Agenda Item 4. Public Comment– agenda items only

There was no public comment.

#### Agenda Item 5. Approval of Board Minutes

Mr. Cogswell reviewed the minutes of the regular monthly meeting on May 1 and the Special Board meeting on May 22. He noted that the Board met with NH DOE Commissioner Frank Edelblut on May 22, after he spent the entire day in the District. Superintendent Forsten commented that she and Donna Palley started off with the Commissioner at CHS with the High School Band (he was particularly impressed by our

percussionists), then visited several classrooms and met with individual students; with the Robotics Club; with Rebecca Proulx to learn about her extended learning project with Jane Voth-Palisi; and with both newly-arrived refugee students and some who are now graduating. They then visited a CMS first-grade classroom and observed reading projects and math work; had a round-table conversation with several teachers; and met with 4<sup>th</sup> grade girls who were coding (robots) during recess to dance to certain songs. They then visited a variety of classrooms at RMS including math instruction; a special education classroom with three children with individual supports; an art class where the group was working with clay; an ELL classroom working on math; a science class; and a group working on underwater robotics. Commissioner Edelblut completed the day with a meeting with the School Board.

**The Board voted 8-0 to approve the minutes of the regular monthly meeting on May 1 and the Special Board meeting on May 22 (moved by Ms. Patterson, seconded by Tom Croteau).**

#### Agenda Item 6. Personnel

Larry Prince presented one administrator confirmation.

Michele Speckman, Director of Special Education, Concord High School, \$99,702, Step III. New position replacing CEA Special Education Coordinator position.

**The Board voted 8-0 to confirm the administrator hire as presented (moved by Barb Higgins, seconded by Mr. Croteau).**

Larry Prince presented several teacher confirmations.

Sarah Gellert, Special Education Teacher, Concord High School, \$50,728, M-3. Sarah replaces Sara Dallman (B-13 = \$73,182) – retirement. Budgeted at \$73,182

Kara Leitner, Special Education Coordinator, Concord High School, \$56,549, B-7. Kara replaces Michele Speckman (M+30-14 = \$83,161) – transfer to CAA. Budgeted at \$83,161

Kathryn Todd, Speech-Language Pathologist, Concord High School, \$19,709, 30% at M-9, one year only. This is in addition to Kathryn's 50% Speech-Language position. New SLP position funded by reallocation of special education teacher vacancy – Sara Hans – LOA. Budgeted at \$24,200

Gail Beaudoin, Criminal Justice Teacher, Concord Regional Technical Center, \$26,619, 33% at M-14. New position

Shawn Moseley, Science Teacher, Rundlett Middle School, \$56,549, B-6. Shawn replaces Joseph Guadagno (M-14 = \$80,665) – transfer. Budgeted at \$80,665

Selina Blaine, Preschool Special Education Teacher, Beaver Meadow School, \$24,117, 50% at M-2, one year only. Selina held this position one-year-only for 2016-2017. Budgeted at \$24,117

**The Board voted 8-0 to confirm the teacher hires as presented (moved by Ms. Redmond-Scura, seconded by Ms. Patterson).**

Larry Prince presented several coach confirmations.

Angela Kingsley, Girls' JV Field Hockey Coach, Concord High School, \$2,495, Step 3, Group 11, 6.0%. "Paige" replaces Andrew Briers

Mark McDonough, Golf Coach, Concord High School, \$2,287, Step 1, Group 10, 5.5%. Mark replaces Edward Deschaies

Tim LaTorra – Winter – Girls Varsity Basketball Head Coach, Concord High School, \$7,069, Step 3, Group 2, 17.0%. Tim replaces Michael Achilles

**The Board voted 8-0 to confirm the two fall and one winter coach hires as presented (moved by Mr. Croteau, seconded by Ms. Redmond-Scura).**

Larry Prince presented one professional leave of absence request, for Sara Hans, to assume another role within the District.

**The Board voted 8-0 to approve the leave of absence as presented (moved by Ms. Patterson, seconded by Ms. Higgins).**

#### Agenda Item 7. Communications and Policy

Chair Jennifer Patterson presented the report of the committee meeting on May 10. A number of policies came before the Board for first readings, and several more to be considered at a second reading. She briefly described the Committee's deliberations on each policy.

##### FIRST READINGS

Policy #212 – Superintendent, Approval of Employees (*1st reading*)

Policy #212.1 – Summer Vacancies (*considered for deletion*)

Policy #213 – School Cancellation/Delayed Opening (*1st reading*)

Policy #214 – Acceptance of Gifts (*1st reading*)

Policy #215 – Transfer Within the District (*1st reading*)

Policy #216 – Absence of Superintendent (*1st reading*)

Policy #248 – Response to Public Information Requests (*1st reading*)

Policy #249 – Data/Records Retention (*1st reading*)

Policy #251 – Federal Programs Authorization (*1st reading*)

Policy #252 – Local/State Grant Authorizations (*considered for deletion*)

Policy #261 – Agreement Between State of New Hampshire and/or City of Concord and the School District (*1st reading*). This policy will go back to the Committee for further review.

## SECOND READINGS

Policy #160 – Non-Discrimination (*2nd reading*)

Policy #170 – School Board Member Development (*2nd reading*)

Policy #171 – School Board Member Conflict of Interest (*2nd reading*)

Policy #180 – Reports and Research (*considered for deletion*)

Policy #210 – School District Calendar (*2nd reading*)

Policy #211.2 – Foreign Study Abroad (*considered for deletion*)

Policy #694 – Field Trips (*2nd reading*)

There was no further discussion on any of these policies.

**The Board voted 8-0 to adopt Policy #160 Non-Discrimination; Policy #170 School Board Member Development; Policy #171 School Board Member Conflict of Interest; Policy #210 School District Calendar; and Policy #694 Field Trips, as revised, and to delete Policy #180 Reports and Research and Policy #211.2 Foreign Study Abroad (moved by Nathan Fennessy, seconded by Ms. Kimball).**

Ms. Patterson noted that the committee had then discussed mechanisms for the potential involvement of parents on the development of policy. Those parents who were present were particularly interested in providing feedback on policies including the special education policy manual. Ms. Patterson reiterated that input from the public regarding policies is welcome. The committee then briefly discussed the role and responsibilities of coaches, including potential language for a coaching policy.

### Agenda Item 8. Negotiations

Nathan Fennessy gave the report of the committee's non-meeting on May 15, at which Barret Christina, NHSBA attorney, provided information to the Board.

### Agenda Item 9. Instructional

Alana Kimball gave the report of the committee's meeting on May 17. The agenda included discussion of assessment data and kindergarten programs. The committee heard in-depth information about assessments in a variety of grades and classes in several schools. Regarding kindergarten, the committee discussed projected staffing, costs of transportation, spaces and places in each elementary school, and other factors.

### Agenda Item 10. Proposed calendar of meetings

Superintendent Forsten discussed the proposed Board committee meetings for June, July and August. The Board set the July meeting date on July 10, due to the fact that Independence Day falls on a Tuesday.

**The Board voted 8-0 to set the July meeting on July 10 (motioned by Ms. Patterson, seconded by Ms. Higgins).**

Mr. Cogswell discussed NHSBA training on the Superintendent review process that several Board members recently received, and set a non-public Board meeting on August 21 to discuss this further.

Agenda Item 11. Public comment

There was no public comment.

Agenda Item 12. Adjournment

**The Board voted 8-0 to adjourn (motioned by Ms. Higgins, seconded by Mr. Fennessy).**

The meeting adjourned at 8:45 p.m.

Respectfully submitted,

Tom Croteau, *Secretary*