

Board of Education, Concord School District  
**Regular monthly meeting**  
**June 6, 2016**

**Board members** Rusty Cofrin, Clint Cogswell, Tom Croteau, Nathan Fennessy, Alana Kimball, Maureen Redmond-Scura, Jennifer Patterson, Jim Richards, and student representatives Jordyn Macri and Rebecca Proulx

**Absent:** Barb Higgins

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

Agenda Item 1. Call to Order

The meeting was called to order at 7:00 p.m.

Agenda Item 2. Approval of Agenda

**The Board voted 8-0 to approve the agenda with the addition of a wellness presentation (motioned by Jennifer Patterson, seconded by Tom Croteau).**

Agenda Item 3. Public Comment– agenda items only

There was no public comment.

Agenda Item 4. Recognitions

The School Board recognized and thanked retiring District employees; those who have been with the District for 10 or more years.

**Benjamin Allen** was hired in February 1995 as a custodian at Broken Ground School. In July of that same year, he was promoted to head custodian. Ben continued his role as head custodian at Broken Ground and retired last July with over 20 years of service with the District.

**Thomas Burrill** began working as an instructional assistant in 2001. He worked in the District at Rundlett Middle School throughout his career. He retires with 15 years of service.

**Gene Connolly** started working as principal of Concord High School in 2002. Gene spent his entire 14 years working in the District in this position. He earned his Bachelor's degree from Springfield College in 1979 and his Master's degree from Notre Dame

College in 1988. Gene earned his Certificate of Advanced Graduate Study from the University of Massachusetts in Lowell.

**William Dinan** retires after working in the District for 28 years. Bill was hired as a psychologist for the District. He spent his final two years working at Concord High School. Bill earned his Bachelor's degree from the University of Rochester in 1972, his Master's degree from SUNY at Geneseo in 1976 and his Ph.D. in 1979 from the University of Utah.

**Betsy Gammons** started working at Rundlett Middle School in February of 1981. For over 33 years, Betsy taught art to the students at Rundlett. She earned her Bachelor's degree from the University of Massachusetts in 1975 and her Master's degree from the Rhode Island School of Design in 1979.

**Janet Harris** was hired in 1982 to teach home economics at Rundlett Middle School. During her 34 years with the District, Janet has taught Life Studies, Wellness, Family Consumer Science and Health. She earned her Bachelor's degree from Keene State University in 1976.

**Ruth Ann Herbert** began working in 1981 as a Title I aide. In 1983 Ruth Ann began working in the District as a substitute teacher. She became a permanent substitute position in 1993, then in September 2000 she transferred to a tutor position. Ruth Ann continued in her tutor position for 12 years before retiring in June.

**Barbara Jobin** was hired in 1981 as a speech therapist with the District, working with students from pre-school to high school. In 2010, Barbara became the coordinator and instructor for the Project SEARCH program, where she finished her final 6 years with the District. Barbara earned both her Bachelor's degree and Master's degree from the University of New Hampshire.

**Ann Junkin** was hired as an elementary music teacher in 1988. Ann continued to teach and inspire children with music during her 28 years with the Concord School District. She earned her Bachelor's degree from Mansfield University in 1973.

**Marcia Krueger** was hired in 1995 as an instructional assistant at Kimball School, where she worked in that capacity for five years. In 1996, Marcia was hired to teach second and third grade at Rumford School. During the next 19 years, she taught grades two through five at Rumford, Walker, and Conant Schools. Marcia ended her tenure at Abbot-Downing School. She earned her Bachelor's degree from Green Mountain College in 1973.

**Carol McCarthy** started working in the District in February 2001 as an administrative assistant at Concord High School where she was responsible for overseeing the high school's district and student activity accounts. Carol transferred to assist in Commons A at the high school. She retires with 15 years of service to the District.

**Andrea McGahan** retires after 13 years with the District. She was hired in 2000 as a tutor at Kimball School. In 2003, Andrea began teaching first grade at Kimball School, then in

2012 moved to Christa McAuliffe School. Andrea received her Bachelor's degree from Plymouth State University in 1971.

**Susan Moltisanti** began working as a kindergarten teacher at Dame School in 1971. During her time with the District, Susan continued to teach Kindergarten at Dame, Eastman, and Rumford Schools, ending her tenure at Mill Brook School. She earned her Bachelor's Degree from Plymouth State University in 1971 and her Master's degree from the University of New Hampshire in 1986.

**Brian Pierce** was hired in 1975 as a custodian at Broken Ground. After six years at Broken Ground School, he transferred to Millville School then to Dame School. In 1991, Brian was promoted to head custodian of Eastman School. He transferred back to Dame School in 2011, then to Mill Brook School in 2012 where he finished his 41 years with the District.

**Jane Plamondon** was hired in September of 1989 as the elementary psychologist for the District. Jane continued in that capacity during her 27 years with the District. She earned her Bachelor's degree from Southeastern Massachusetts University in 1976. In 1978, Jane earned her Master's degree from Oakland University in Rochester, Michigan.

**Donna Reardon** was hired as a science teacher in 1993 at Rundlett Middle School. In 1997, she transferred to Concord High School, continuing to teach science. Donna earned a Bachelor's degree from Saint Joseph's College in 1975 and a Master's degree from Notre Dame College in 1998. She retires with 23 years in the District.

**W. Karen Roy** started working for the Concord School District in 1987. She worked as an administrative assistant in several different departments in her time with the District. Karen started in Food Service and after a couple of years, transferred to the Payroll department. She also worked for the Pupil Personnel Services Director as well as the Assistant Superintendent before transferring back to Payroll. Karen spent her final eight years working in the Human Resource Department.

**Marlene Sheehan** began working for the Concord School District as a crossing guard in 1987. She worked at most locations throughout the city. She retires in June with 29 years of service to the District.

**George Troisi, Jr.** began his service for the Concord School District in November 2004. George worked as a custodian for Concord High School where he provided quality work during his 11 years with the District.

**Pamela Wroblewski** began working as a Spanish teacher at Concord High in 1989. She spent her 27 years with the District teaching World Language at both Rundlett and Concord High. Pamela earned a Bachelor's degree from the University of New Hampshire in 1976.

**Martha Wyatt** was hired in September 1989 as an assistant cook. In 1990, she became head cook at Kimball School. Martha worked at Abbot-Downing School during her last four years with the District. She retired last July with 26 years of service.

Food Services Director Donna Reynolds and Beth Richards presented information to the Board about the Wellness Committee, including a description of the district's current wellness environment, the committee's activities this year, and its future plans. Ms. Reynolds noted that the FDA requires that every school district has a wellness committee and related School Board policy. Student Wellness Policy #530, the current policy, is now out of compliance with FDA standards; the committee has begun the process of updating it. The CDC's "school health index" has been used as a starting point, followed by a needs assessment, which was completed by approximately 25% of staff and will be reviewed by the committee over the summer.

Clint Cogswell asked that the slide presentation be posted on the district website.

Nick Skafidas was recognized by the School Board for his time and dedication to recording the School Board meetings. He plans to take a GAP year to focus on his *YouTube* channel and look for internship opportunities.

Student representative Jordyn Macri was recognized and thanked for her service on the Board, thoughtfully answering many impromptu questions posed by Board members. She will be going to Providence College next year to study business management.

Student representative Rebecca Proulx, a junior, was also thanked for her work with the Board and particularly Policy #125. The Board anticipates her return next year as a student representative.

Other recognitions that were included in the Board materials highlighted articles in the Concord Monitor about the Diploma Academy and an Abbot-Downing "friendship bench" created by 5<sup>th</sup> grade students; a thank you from Sen. Kelly Ayotte to the CHS Baseball team, which helped with cleaning of the NH Veterans Cemetery; a listing of the 2016 Concord Trust Grant Awards; and a thank you to RMS Principal Tom Sica from the Concord Coalition to End Homelessness for his support of "SouperFest 2016" in March, held at Rundlett Middle School.

CHS junior Rich Clar made a presentation about his proposed Eagle Scout project, which will consist of edging the birch grove and placing a kidney-styled bench in honor of retiring CHS principal Gene Connolly. The edging will prevent erosion and contain the crushed gravel that is typically kicked out of place by student traffic. The style of cobblestone matches what is already on the campus. He has checked with Supt. Forsten and Director of Facilities Matt Cashman about the appropriateness of the project. The CHS PTA is also considering installing a bench in the place where Principal Connolly would stand to greet students in the morning. He asked for approval of this project so he can take it to the Eagle Board.

Board members asked about the placement of the bench; coordination with the CHS PTO; the project's timeframe; his fundraising process; maintenance of the project; who will assist him in the project; and anticipated number of labor hours.

Mr. Clar responded that the bench will be at the front of the school near the music department; that he will speak with Lisa Lamb and contact the PTA to coordinate his bench project with theirs; that he will fundraise over the summer and finish the project

before he turns 18 in April 2017; that since the bench is granite there will not be much maintenance and that he's been assured it is easy to cut the grass around it. He noted that Eagle Scout projects include planning, fundraising, and involving volunteers to build the project. Project man-hours range from 40 to 100 hours. He will ask the music honor society advisors to allow service hours for those students, as well as others. He is also considering starting a scholarship in honor of Principal Connolly with any fundraising monies left over.

**The Board voted 8-0 to approve the Eagle Scout project proposed by CHS junior Rich Clar (motioned by Maureen Redmond-Scura, seconded by Rusty Cofrin).**

Mr. Cogswell noted that he is proud to be part of the School Board when he hears from exemplary students like Rich.

Student representatives Jordyn Macri and Rebecca Proulx reported that next week is Senior Week; the class trip is on the Mt. Washington on Lake Winnepesaukee; prom is on Thursday; and finals are next week for underclassmen. CRTC's graduation was last Wednesday. They also reported that a new gender-neutral bathroom was created; the Varsity Club put on a "Splash Bash" with a dunk tank for the first time; the NH Scholars Club put on a NH Scholars Night this year with awards for members; and lastly, the Track and Field team won the State Division I title with Angel Feliz taking the 100 meter and the 200 meter races, as well as the long jump. Mr. Cofrin noted that 1980 was the last time the track team took the state championship.

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

Clint Cogswell reviewed the minutes of the regular monthly meeting on May 2.

**The Board voted 8-0 to approve the minutes of the regular monthly meeting on May 2 with one change (moved by Mr. Croteau, seconded by Jim Richards).**

#### Agenda Item 6. Personnel

Mr. Prince presented one administrator confirmation.

James Corkum, Assistant Principal, Concord High School, \$97,719, Step III. Jim replaces Ronna Cadarette (Step IV = \$101,256) – resignation. Budgeted at \$101,526

Ms. Redmond-Scura noted that she was on this search committee and felt Mr. Corkum was a fine candidate. Mr. Cofrin noted that he had had him in class.

**The Board voted 8-0 to approve the administrator confirmation as presented (moved by Ms. Redmond-Scura, seconded by Mr. Cofrin).**

Mr. Prince presented several staff nominations.

Karen Cabral Sullivan, Art Teacher, Concord High School, \$12,393, rate at 20% of M-8. This is in addition to Karen's existing 20% Art Teacher position. New position. Budgeted at \$10,925

Sarah Hayes, German Teacher, Concord High School, \$17,284, rate of 40% of B-2. Sarah held this position one-year-only for 2<sup>nd</sup> semester 15-16. Budgeted at \$19,241

Philip Klose, Stagecraft Teacher, Concord High School, \$35,874, rate at 50% of B-13, one year only. Clint is requesting a one-year-only, 50% leave of absence from his full-time music teacher assignment. New position. Federal Funds

Paula Koehler, Speech-Language Pathologist, Concord High School, \$75,823, rate of M-13. Paula replaces Donna McCarron (rate of M-14 = \$79,083) – resignation. Budgeted at \$79,083

Joseph Proulx, Digital Education Teacher, Concord High School, \$31,633, rate at 40% of M-14, one year only. Joe is taking a one-year-only, 20% leave of absence from his full-time mathematics teacher assignment. Joe replaces Joseph Messineo (rate at 40% of B-10 = \$25,110). Budgeted at \$25,110

Jessica Boezeman, Special Education Teacher, Rundlett Middle School, \$40,765, rate of B-1. Jessica replaces Peter Barraud (M-7 = \$59,518) – resignation. Budgeted at \$59,518

Devan Dow, Special Education Teacher, Rundlett Middle School, \$40,765, rate of M-1. Devon replaces Howie Leung (M+30-11 = \$71,747) – transfer to Concord High School. Budgeted at \$71,747

Shawn Moseley, Classroom Teacher, Rundlett Middle School, \$52,996, rate of B-6, one year only. Shawn replaces Tracy Renaud (M-14 = \$79,083) – LOA. Budgeted at \$79,083

Kristine Nyhan, Art Teacher, Rundlett Middle School, \$48,102, rate of B-4. Kristine replaces Betsy Gammons (M-14 = \$79,083) – retirement. Budgeted at \$79,083

Sarah Paquin, Science Teacher, Rundlett Middle School, \$40,765, rate of B-1. Sarah replaces Tamara Anderson (rate of B-13 = \$71,747) – resignation. Budgeted at \$71,747

Tracy Renaud, Mathematics Coach, Rundlett Middle School, \$55,358, rate at 70% of M-14, one year only. Tracy has requested a leave of absence from her full-time Grade 6 teacher position. Budgeted at \$55,358

Janine Roberts, Mathematics Teacher, Rundlett Middle School, \$81,530, rate of M+30-14. New Position. Budgeted at \$54,625

James Clute, Special Education Teacher, Abbot-Downing School, \$39,542, rate at 50% of M-14, one year only. Jim has taken a one year only, 50% leave of absence from his full-time position. Jim replaces Laura-Beth Ulwick (rate at 50% of M-12 = \$36,280) = transfer. Budgeted at \$36,280

Jennifer Otis, Special Education Teacher, Beaver Meadow School, \$44,840, rate of M-1. Jennifer replaces Charlene Vary (B-5 = \$50,548) – resignation. Budgeted at \$50,548

Dana Foulds, Media/Technology Integration Specialist, Broken Ground School, \$69,299, rate of M-11. Dana replaces Amy Gillam (M-14 = \$79,083) – resignation. Budgeted at \$79,083

Shawni Ogle, Classroom Teacher, Broken Ground School, \$40,765, rate of B-1, New Position. Budgeted at \$54,625

**The Board voted 8–0 to approve the staff confirmations as presented (moved by Alana Kimball, seconded by Mr. Cofrin).**

Mr. Prince presented two coach nominations.

David Levesque, Boys JV Assistant Football Coach, Concord High School, \$4,484, Step 1, Group 6. David replaces Robert Bolton

Michael Zahn, Girls Varsity Soccer Coach, Concord High School, \$5,299, Step 3, Group 3. Michael replaces William Nardino

**The Board voted 8–0 to approve the coach confirmations as presented (moved by Mr. Cogswell, seconded by Mr. Croteau).**

Mr. Prince presented five leave of absence requests.

**The Board voted 8–0 to approve the leave of absence requests as presented (moved by Mr. Croteau, seconded by Nathan Fennessy).**

Mr. Cogswell noted that Ms. Arsenault had resigned and then was allowed to come back. Mr. Prince and Superintendent Forsten noted that she had asked if she could rescind the resignation, as she needed a little more time to consider her options, and that this is a not-infrequent occurrence.

Mr. Prince noted the list of present vacancies; there are four interviews scheduled for some of these positions.

#### Agenda Item 7. Negotiations Committee

Jim Richards reported that the Negotiations Committee met on May 16 and recommended approval of a collective bargaining agreement with the Tutors group. Highlights of this agreement include a 2% salary increase in each of the next three years, at a total cost for salary of \$85,948.98. The District will contribute 95% toward the cost of health insurance in the first year of the contract, 92.5% in the second and 90% in the third for existing employees. New employees will pay 15% of their health insurance premiums. Dental insurance will be available to those who work 30 or more hours per week.

**The Board voted 8–0 to approve the contract for the Tutors collective bargaining unit for 2016-2019 as presented (moved by Mr. Richards, seconded by Mr. Cofrin).**

Ms. Patterson noted that this is a new bargaining group and the first time the Board has had an agreement with this group. Mr. Cogswell noted that Mr. Prince did a very good

job negotiating, and that this group really did need representation. Mr. Richards noted that the health insurance plan offered to this group is the Consumer-Driven Health Plan that Mr. Dunn has arranged for district employees.

#### Agenda Item 8. Instruction

Ms. Patterson presented the report of the committee meeting on May 16, at which the committee discussed the Youth Risk Behavior Survey (YRBS) results. It is used to assess trends in youth risk behavior, particularly in light of the Safe Schools Grant. There was a positive movement in those trends in many areas. There may be a need for greater support in certain areas, and communication with parents.

The committee also discussed the work of an Early Childhood Education Steering Committee (ECESC) subcommittee to develop a survey seeking input on early childhood programming in Concord from district staff and the broader community; the survey will not be sent out at this time. The ECESC will present a summary of its findings to the committee at its next meeting in June. The committee is working to answer the questions “what are the best practices in kindergarten programming and how do these practices connect with early childhood programs in our school community?”

Mr. Croteau suggested additional ways to publicize the June meeting, including disseminating the information through the schools; posting the meeting on the website; perhaps asking the *Concord Monitor* to do an article. Mr. Fennesy said it is important to get community input and noted that the Board should make an extra effort to solicit input. Ms. Patterson noted that there will be additional opportunities for the public to receive information and for the Board to receive public input. Mr. Richards noted that the subcommittee will present its findings in the form of a report with considerable research, but not a specific recommendation to the Board. He asked that this report be posted on the website prior to the meeting.

#### Agenda Item 9. Capital Facilities

Mr. Cofrin presented the report of the committee meeting on May 18, which included discussion of the proposed RFP for educational programming and architectural feasibility services for Rundlett Middle School. Attorney John Teague presented the revised report, and further changes were made to this document, which was presented to the Board for its approval.

**The Board voted 8–0 to approve the proposed RFP for educational programming and architectural feasibility services for Rundlett Middle School as amended (moved by Ms. Redmond-Scura, seconded by Mr. Cofrin).**

Agenda Item 10. Communications and Policy Committee

Ms. Patterson presented the report of the committee meeting on May 25, noting that Policy #125 Student Representative, with several annotated changes, was coming before the Board for a second reading and vote. This policy was thoroughly vetted by the committee and discussed by the Board.

**The Board voted 8-0 to approve Policy #125 Student Representative(s) as revised (moved by Ms. Patterson, seconded by Mr. Fennessy).**

The committee also reviewed the Acceptable Internet Use policy for students; guidance from the US DOE and US Dept. of Justice on transgender and gender non-confirming student rights; adding the use of naloxone (Narcan) to the Health Procedures Manual (Policy #531). Other policies, as well as the reorganization of the policy manual to reflect the NHSBA structure, will be discussed at the committee's June meeting. There was discussion about what expectations will be set and the sign-offs that would be required of students and parents next year with the distribution of new ChromeBooks relative to the Acceptable Internet Use policy for students.

Agenda Item 11. Proposed calendar of meetings

Superintendent Forsten discussed the proposed Board committee meetings for June. Adjustments were made to the July calendar.

Agenda Item 12. Public comment

There was no public comment.

Mr. Cofrin called for a moment of silence in memory of Board member Barb Higgins' daughter Molly Banzhoff.

Agenda Item 13. Adjournment

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

The Board adjourned at 8:25 p.m.

Respectfully submitted,

Tom Croteau  
*Secretary*