

Concord School District  
**Board of Education**  
July 10, 2017

**Board members present:** Barb Higgins, Alana Kimball, Pam Wicks, Maureen Redmond-Scura, Tom Croteau, Jennifer Patterson, Jim Richards, Nathan Fennessy

**Board member absent:** Clint Cogswell

**Others:** Terri Forsten, *Superintendent*, Jack Dunn, *Business Administrator*, Larry Prince, *Director of Human Resources*

Agenda Item 1. Call to Order

Board Vice President Jennifer Patterson called the meeting to order at 7:10 p.m.

Agenda Item 2. Approval of Agenda

**The Board voted 8-0 to approve the agenda (motioned by Ms. Patterson, seconded by Maureen Redmond-Scura).**

Agenda Item 3. Public Comment– agenda items only

There was no public comment.

Agenda Item 4. Approval of Board Minutes

Ms. Patterson reviewed the minutes of the regular monthly meeting on June 5 and the Public Hearing and Special Board meeting on June 14.

**The Board voted 8-0 to approve the minutes of the regular monthly meeting on June 5 and the Special Board meeting on June 14 (moved by Alana Kimball, seconded by Tom Croteau).**

Agenda Item 5. Personnel

Larry Prince presented several teacher confirmations.

Melissa Louf, ELL Teacher, Concord High School, \$35,260, 80% at B-2, 20% one year only. Melissa replaces Jessica Anderson (80% at M-3 = \$40,582) – 60% transfer and 20% LOA. Budgeted at \$40,582

Jesse Gregoire, Automotive Technology Teacher, Concord Regional Technical Center, \$54,056, B-6. Jesse replaces Craig Emerson (67% at B-10 = \$42,901) and 33% new funded by enrollments. Budgeted at \$42,901

Jean Rubé-Rainier, Speech-Language Pathologist, Concord High School, \$80,665, M-14. Jean replaces Paula Koehler (M-14 = \$80,665) – resignation. Budgeted at \$80,665

Paula Koehler, Speech-Language Pathologist, Rundlett Middle School, \$40,333, 50% at M-14. Paula replaces Jonathan Clancy (50% at M+30-14 = \$41,581) – resignation. Budgeted at \$41,581

Katherine Hosmer, ELL Teacher, Broken Ground School/Rundlett Middle School, \$48,234, M-2. Katie replaces Shannon Lemieux (M-9 = \$65,696) – resignation. Budgeted at \$65,696

Lindsay McGee, Autism Teacher, Elementary, \$41,580, B-1. Lindsay replaces Lori Fosdick (M+30-14 = \$83,161). Budgeted at \$83,161

Patrick Casey, Physical Education Teacher, Abbot-Downing School, \$63,202, M-8. Pat replaces Lauren Last (M-5 = \$55,718). Budgeted at \$55,718

Allison Nico, Speech-Language Pathologist, Mill Brook School, \$53,223, M-4. Allison replaces Sian Crosby (M-14 = \$80,665) – resignation. Budgeted at \$80,665

**The Board voted 8-0 to confirm the teacher hires as presented (moved by Nathan Fennessy, seconded by Barb Higgins).**

Larry Prince presented several coach confirmations.

Simon Parsons, Boys Freshman Soccer Coach, Concord High School, \$2,287, Step 2, Group 11, 5.5%

James Phillips, II, Girls Freshman Soccer Coach, Concord High School, \$2,287, Step 2, Group 11, 5.5%. James replaces Daniel Breen

**The Board voted 8-0 to confirm the two fall coach hires as presented (moved by Ms. Higgins, seconded by Mr. Fennessy).**

Sarah Fuhmeister, Girls JV Basketball Coach, Concord High School, \$3,950, Step 3, Group 6, 9.5%. Sarah replaces Lauren Last

**The Board voted 8-0 to confirm the one winter coach hire as presented (moved by Ms. Higgins, seconded by Mr. Fennessy).**

## Agenda Item 6. Capital Facilities

Committee Chair Jim Richards presented the report of the committee meeting on June 7. The committee heard an update on the Rundlett facility study, and then discussed the possibility of a joint use facility with a community partner; specifically, Concord Family YMCA. He noted research on partnerships of this kind in other parts of the country had been reviewed. The committee recommended increasing HMFH's scope of work to include analyzing the parameters of a partnership with the YMCA. Ms. Patterson noted that this recommendation came before the Board on June 14, including approval of an increase of up to \$12,000 for the additional work to be completed by HMFH (the cost to be shared jointly with the YMCA).

Superintendent Forsten noted that HMFH's formal presentation of the Rundlett facility study has been delayed until September. Mr. Fennessy asked if there were plans to additionally publicize this to the community. Superintendent Forsten confirmed that this presentation would be held at RMS and would be publicized.

Superintendent Forsten said she sent a note to parents and district staff last week, and has heard from several parents as a result. She suggested including parents in the September meeting at RMS. Concord YMCA Board members and membership have been informed. Pam Wicks said she has had several conversations about the impact of moving 5th graders to RMS in a new facility; none were in favor of this. Ms. Patterson reminded the audience that part of the study is architectural and structural, and part is educational. Mr. Richards encouraged the administration to schedule the meeting at RMS and invite the public, to hear some of the innovative ideas that are being discussed.

## Agenda Item 7. Communications and Policy

Ms. Patterson noted that, while the committee did not meet in June, a number of policies were before the Board for second readings and consideration. She noted that the Committee deliberated each policy, and the Board had reviewed the proposed changes.

Policy #212/693 – Superintendent, Approval of Employees (*2nd reading*)

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

Policy #213 – School Cancellation/Delayed Opening (*2nd reading*)

Policy #214/831 – Acceptance of Gifts (*2nd reading*)

Policy #215/442 – Transfer Within the District (*2nd reading*)

Policy #216 – Absence of Superintendent (*2nd reading*)

Policy #248 – Response to Public Information Requests (*2nd reading*)

Policy #249 – Data/Records Retention (*2nd reading*)

Policy #251 – Federal Programs Authorization (*2nd reading*)

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

There was no further discussion on any of these policies.

**The Board voted 8-0 to adopt Policy #212/693 Superintendent, Approval of Employees; Policy #213 School Cancellation/Delayed Opening; Policy #214/831 Acceptance of Gifts; Policy #215/442 Transfer Within the District; Policy #216 Absence of Superintendent; Policy #248 Response to Public Information Requests; Policy #249 Data/Records Retention; Policy #251 – Federal Programs Authorization; as revised, and to delete Policy #212.1 Summer Vacancies and Policy #252 Local/State Grant Authorizations (moved by Ms. Patterson, seconded by Mr. Fennessy).**

#### Agenda Item 8. Negotiations

Mr. Fennessy gave the report of the committee's non-public meeting earlier in the evening on July 10. The committee recommended that the full Board approve the changes in the Central Office administrator contracts. Superintendent Forsten presented the highlights of the contractual changes:

- 2% increase in salaries
- \$500 increase to the tax-sheltered annuity
- 5% co-pay for health insurance (District will pay 95%)

**The Board voted 8-0 to approve the contracts for the Central Office administrators as presented (motioned by Mr. Fennessy, seconded by Mr. Richards).**

Mr. Prince stated that this contract affects only the Central Office administrators, not the remainder of the unaffiliated staff, noting that, when a salary increase is offered to any unaffiliated staff, it is usually offered across the board. Mr. Prince asked that the Board keep the remainder of the unaffiliated staff at health insurance coverage of 100% for the coming year.

Mr. Fennessy stated that it was his understanding that the vote the committee took applies only to the Central Office administrators.

Superintendent Forsten suggested that a salary increase of 2% for unaffiliated staff be approved, and all other benefits remain unchanged.

Mr. Fennessy stated that the Board may not have the ability at this point to change the contracts for other unaffiliated staff, as contracts have been issued.

Ms. Redmond-Scura suggested that unaffiliated staff contracts were not part of the committee's, or the Board's, discussion at this time. Ms. Patterson noted that the Board was neither approving nor disapproving changes to the contracts of the remainder of the unaffiliated staff, but may do so in the future.

Agenda Item 9. Proposed calendar of meetings

Superintendent Forsten discussed the proposed Board committee meetings for July, August and September, noting in particular the September 27 meeting to be held at RMS, at which HMFH will make its presentation of the RMS Facility Study. Mr. Croteau suggested that, as drafts or other information are received, it be made public.

Agenda Item 10. Other – Community Education

Business Administrator Jack Dunn discussed a contract agreement that is being developed with ConcordTV to handle the management of Community Education until the City of Concord takes over the program in January, 2018. The School District will oversee it, and ConcordTV will handle logistics. There is no need for Board action at this time.

Superintendent Forsten noted that hundreds of students across the City are participating in numerous summer programs in the schools. She also noted that construction related to the conversion from steam at four schools is progressing smoothly and on schedule.

Agenda Item 11. Public comment

There was no public comment.

Agenda Item 12. Adjournment

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

The meeting adjourned at 8:06 p.m.

Respectfully submitted,

Tom Croteau, *Secretary*