

Concord School District  
Board of Education  
**Special Board meeting**  
**April 13, 2020**

**Board members present:** Jennifer Patterson, President; Gina Cannon, Tom Croteau, Chuck Crush, Barb Higgins, David Parker, Liza Poinier, Jim Richards

**Board member absent:** Danielle Smith

**Administrators:** *Superintendent Frank Bass, 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 5:33 p.m. She noted that its primary purpose was to vote on the 2020-2021 budget.

Agenda Item 2. Emergency meeting statement

Ms. Patterson noted that a declaration of an emergency meeting which would suspend the presence of quorum or a physical location under the Governor's emergency order #12 and RSA 91-A must be stated and included in the minutes. She noted the following:

In calling the meeting, the Board President, in consultation with Interim Superintendent Frank Bass, in keeping with the Governor's Emergency Order #12 and with the necessity of Board members remaining in separate locations to protect public health during the Covid-19 emergency, no physical location was provided for the meeting, all members would participate remotely, and this emergency determination would be noted in the minutes.

Pursuant to paragraph 3 of Emergency Order #12, she declared the meeting to be an "emergency" meeting per RSA 91-A:2, III (b) qualifying for suspension of the requirement that a quorum be present at a physical location of the meeting.

The requirement of a physical location from which the public could observe was also suspended based on the following steps the District had taken, consistent with Emergency Order #12.

The Board utilized *Microsoft Teams* for the electronic meeting. All Board members had the ability to communicate contemporaneously during this meeting through that platform, and the public had access to contemporaneously listen to and, if necessary, participate in the meeting through dialing (925) 391-1169, conference ID: 413 501 867, by clicking on the link provided on the sau8.org website, or by watching the meeting on ConcordTV's education channel (Comcast Channel 6 or streaming online at

[www.youtube.com/ConcordNHTV](http://www.youtube.com/ConcordNHTV)). She said a recording of the meeting would be posted on ConcordTV's website.

Ms. Patterson noted the Board would take public comment in accordance with Policy #136 by unmuting phone lines one by one during the public comment period. Public comments were limited to five minutes per person; she asked that the public please make comments shorter if possible, to allow all interested parties to comment. She encouraged the submission of comments via e-mail at: [concordinfo@sau8.org](mailto:concordinfo@sau8.org)

The meeting had been posted for more than 24 hours on the District website. The meeting and pertinent instructions were posted in a legal notice that ran in the *Concord Monitor* on March 24, 2020. Instructions were also provided on the District website.

District staff were available by phone during the meeting for members of the public to contact if they were unable to connect to the meeting. If there was a systemic problem preventing the public from observing the meeting, District staff would inform the Board President, who would recess the meeting if the problem could be addressed quickly, and adjourn and reschedule the meeting if it could not be addressed quickly.

On the basis of these actions, she said she believed the meeting could go forward without a physical location, and that holding the meeting in this manner was consistent with the emergency order, other relevant provisions of RSA 91-A, and the protection of public health during the Covid-19 emergency.

#### Agenda Item 3. Roll call/determination of members participating

Ms. Patterson said she would confirm by roll call who was participating, that participating members were able to speak and to hear each other, and whether anyone else was present in the room from which Board members were participating. She said votes would be by roll call. The following Board members noted that they were present, could speak and hear others speaking on the call, and that no one else was present in the room: Gina Cannon; Tom Croteau; Chuck Crush; Barb Higgins; David Parker; Liza Poinier; Jim Richards; Jennifer Patterson. Danielle Smith was not present.

Interim Superintendent Frank Bass, Business Administrator Jack Dunn were present at the SAU; Assistant Superintendent Donna Palley, Director of Human Resources Larry Prince and Director of Facilities Matt Cashman were present remotely.

#### Agenda Item 4. Review and approval of agenda

Ms. Patterson reviewed the agenda.

**The Board voted 8-0 by roll call (Ms. Cannon, Mr. Croteau, Mr. Crush, Ms. Higgins, Mr. Parker, Ms. Poinier, Mr. Richards and Ms. Patterson voted aye) to approve the agenda as presented (motioned by Mr. Richards, seconded by Ms. Higgins).**

#### Agenda Item 5. Superintendent Search Process Update

Mr. Croteau noted that Board would meet on April 15 at 5:30 p.m. in a non-public meeting to interview the superintendent candidates. Ms. Patterson noted that there would be ample opportunity for the public to participate in the Superintendent selection process when the finalists have been announced.

#### Agenda Item 6. Summary of public comment received on budget

Ms. Patterson reviewed the public comment that had been received by telephone or email.

1. Parents and other community members expressing support for specific portions of the budget, including the teacher of the deaf. Several expressed strong appreciations for the person currently in the position and explained those services are critical for their children. The person in the teacher of the deaf serves is at 60%; the budget proposal is 80%. There was also an email from parents about the importance of the school nurses.
2. A number of emails regarding special education services (including William White Educational Consulting – WWEC); safety concerns expressed by staff, whether services in IEPs were being fully provided; the philosophy of WWEC and the best ways to deliver services. As background: in view of the complexity of special education and within the budget context, Superintendent Bass convened a Board ad hoc group to explore possibilities for examining WWEC services. That was interrupted by the Covid-19 pandemic, but a proposal will be presented to the Board at its May meeting.
3. A number of emails commended the proposed budget reductions in light of the Covid-19, pandemic, and urged that further reductions be made due to impacts on taxpayers. These stated that “Option A” was the only way to go; the Board should not add costs; even Option A could be pared down further. Another comment stated the writer was delighted the budget had been reduced.

#### Agenda Item 7. Public Comment on agenda items only

There was no public comment.

#### Agenda Item 8. 2020-2021 Budget – Board discussion and vote

Jack Dunn reviewed the history of the proposed budget, and presented slides with two options for the Board to consider

#### **TABLE TO BE INSERTED; OPTION A**

Mr. Dunn noted that Option A represented a 1.78% increase in the budget, decreasing from an additional \$1.5 million over last year’s budget to an additional \$45,000.

**TABLE TO BE INSERTED; OPTION B**

Mr. Dunn noted that Option B represented a 2.08% increase in the budget, as it includes all the costs of Option A, and adds back several requested professional staff positions at RMS.

Superintendent Bass had proposed a full-time social worker position to be split between ADS and CMS, a school psychologist position for those two schools, and a special education teacher position at RMS.

Mr. Dunn reviewed the additional expenditure, revenue and growth adjustments that needed to be made because of the Covid-19 pandemic. Under Option A, the tax impact on a house assessed at \$250,000 would be \$27; under Option B it would be \$47.

The District was recently notified that payroll for at-home food service workers would be required to be paid out of the general fund; if these staff are not actually working, they cannot be paid out of the USDA grant. Mr. Dunn said he anticipated revenue reductions for athletics, building rentals and tuition; remote learning lost and damaged items. He said there was a need to coordinate to get all the loaned equipment back. He also anticipated about \$1.2 million in the unreserved fund balance (expenses that were not incurred this year but are likely to be incurred next year). He would need the Board to decide in June whether to return this money to the taxpayers or to transfer it into one of the District's restricted funds. He noted that the 2021 budget would reflect the result of negotiations with four CBA groups. Mr. Dunn also commented that some children who currently attend private schools may elect to come back to public school due to the economic downturn. He said there is a possibility of an increased need for free and reduced-price lunch service. Compensatory services for special education would also need to be provided after the shutdown ends. He described several outside factors anticipated to affect the FY 2022 budget, including the unknown economic impact of Covid-19. The state's biannual budget will start next year; it is likely state rooms and meals tax and other revenue will be down. He noted that the District would receive a one-time federal stimulus grant (estimated at 85% of Title I funds). The District has not received guidance from DOE about how district would use these funds, nor whether, should grant funds not be fully spent, whether those funds are allowed to be kept. He noted that the last time there was an economic downturn the District built three new elementary schools with infrastructure funding.

The Board decided to hold off on the status of JV hockey (whether it would be in the general budget or otherwise funded) and make a final decision at the October 2020 budget approval meeting. The athletic program fees would also be discussed at that time.

Board members discussed the WWEC contract, which was being provided to the District at a reduced rate. Asked to further reduce his fee, Mr. White asked whether other vendors were being asked to reduce or hold their fees. Mr. Parker asked how the District determines what would be a reduced rate. He said he was unclear what professionals were working with Concord students, their certifications and professional levels. Assistant Superintendent Donna Palley noted that she did not have WWEC historical billing data immediately to hand; what is charged to other districts is different from what CSD is charged. In response to a question from Ms. Patterson about WWEC hourly rates, Ms.

Palley said she did not have the hourly rate immediately available. While the salaries for individuals displayed in an earlier budget presentation had not gone up at a substantial rate, she said she was not sure about the consultation rate. Mr. Parker said he needed those rates, and this seemed unusual and ambiguous. Ms. Palley noted that people do receive raises, and the cost of health insurance and other cost of living expenses do go up. She noted that other out-of-district placement costs, contractor costs, etc. do tend to go up over time. Ms. Higgins commented that it would be good for these costs to be available, as the Board needed to balance its responsibilities to students and to taxpayers. Mr. Crush suggested that asking WWEC to keep its costs stagnant to help carry the burden of cost to taxpayers was not unreasonable, in his opinion, given the amount of money that has been spent on this contract over a number of years.

Superintendent Bass suggested that at this late stage, immediately prior to a vote on the budget, it was difficult for administrators to come up with exact pay raises. He noted that it was important to evaluate services to students and determine the year over year costs of this program, whether they were going up and by how much. He had suggested hiring an outside agency to review the WWEC program and student services to seek the best possible services at a reasonable rate. He said that analysis could not be done right now.

Ms. Cannon said she thought the increase in the contract was \$63,2300, a 12.1% increase over last year. Mr. Parker said he supported special education, and that part of the WWEC program was to manage student behavior, especially autistic students. He said it was important to scrutinize this area, to ensure the District was paying a reasonable amount for the required services.

Speaking to the budget overall, Ms. Higgins said she was not a particular supporter of a budget that was administrator-heavy. She said she supported Option A, as it was the most fair to taxpayers and she felt the Board need to take the least expensive option. She said it was easier to add items later if needed.

Ms. Cannon expressed a concern about the many people out of work now; she felt Option B was not realistic in this situation. She wanted to modify Option A to set the money aside for some of those positions and not actually fill them now, except she wanted to bring the teacher of the deaf up to full time. She said the new Superintendent might not think the same way about the proposed new positions.

Ms. Patterson said it was possible to direct the administration not to fill certain positions.

Larry Prince commented that the later in the school year the District was hiring, the harder it would be to obtain a large pool of qualified candidates. In response to a question from Mr. Parker whether, if those people are hired, the District was obligated to pay them, Mr. Prince noted that once a contract was issued, the District was obligated to pay.

Mr. Crush said he supported budget Option B. He said the budget was posted prior to the Covid-19 pandemic, which has had a negative impact on the economy. He commented that the District was just coming out of an unprecedented experience [the Leung case], which profoundly changed it; he felt the most important focus should be to make sure the

infrastructure was in place to support students. he said that the Covid-19 pandemic would also have an emotional impact on our students, and additional psychologist and social worker positions would be needed to support students.

Ms. Poinier noted that the Board had a very difficult balancing act with the budget this year, noting the need to support students. She suggested it would not be wise to postpone hiring for these positions, as the need would be great, and the District would not get great candidates if the hiring was done at an odd time of year. She said while she understood that many people would be losing work, the potential of state assistance, while still unknown, might benefit taxpayers. She supported Option B.

Mr. Croteau said he supported budget Option A. The needs of students were considered in all the budget hearings, but the budget also belongs to the city taxpayers. He said Covid-19 was unprecedented and its effect on the economy unknown. He said revenues from the state including the lottery, rooms and meals, etc.) would be down, with the ultimate effect on taxpayers by the end of the summer unknown. He said the Board owed it to taxpayers to tighten the budget as much as it can.

Mr. Richards spoke in support of Option A for the 2020-2021 budget. He thanked the Board members. He said there was a tremendous amount of uncertainty. \$900,000 in this biennium from the state but was not guaranteed in the future.

Mr. Parker stated that he supported budget Option A, noting that the Board was in a difficult time, but if people were hired, the District was obligated to honor those contracts. He suggested administrators could be to calling families to check on students. he said he wanted the staffing focus to be on what was important.

Ms. Patterson said this was the toughest budget she could remember, and the Board really did not have the opportunity to be creative and work through issues. She said she was appreciative of the administrators who had worked to put together options for the Board's consideration, and she was assured the District would not be compromising the quality of education to students. She suggested the administrators could help prioritize the new positions at the May meeting, and may not fill all positions immediately.

Superintendent Bass suggested that flexibility in filling positions would be important.

Mr. Crush noted that the teacher of the deaf position was grant-funded under either Option A or Option B. Mr. Richards pointed out that these were additional positions made possible by reductions in other parts of the budget. Ms. Cannon asked whether the school psychologists were simply doing testing. Superintendent Bass stated that the District emphasized that school psychologists do interventions and guidance, as having a dedicated psychologist in a dedicated position allows for more opportunities. Ms. Cannon noted the need to have people to help transition kids back to classrooms, and she felt the positions needed to be clinical and not testing. She said she wanted the teacher of the deaf position to be made full-time (from .6 to 1.0). Ms. Patterson asked whether the Board could add \$32,000 to Option A to make the position full time; half coming from a grant and half coming from the general fund. Mr. Croteau expressed approval of making the teacher of

the deaf position full-time. Mr. Parker said evaluations by school psychologists were critical, and though there were wonderful evaluators in Concord it would be hard for them to do much additional counseling. Mr. Richards noted that in Option A, the position was already going from .6 to .8. He asked how many students this teacher currently had. Ms. Palley noted that the person in this position did augmented communication (devices) and also worked with deaf students part of the time. Ms. Poinier said it was important to note that there was some number of students who were provided these services in their IEPs. Ms. Palley said there were 50 students on the hard of hearing caseload. The person in this position might consult intermittently on equipment, and work directly with some students. There were 36 students on the augmentation caseload, including some students on IEPs and some on 504 plans. She said that initially, a .8 position had been indicated by Mr. Belmont; Ms. Palley did not know what this person's interest was in FT work. Superintendent Bass suggested increasing the budget by \$32,000: .2 from the general budget and .2 from grant. (\$22,813) Mr. Crush said he would not want the increase of the position to disadvantage the person currently in that position.

Mr. Dunn displayed the draft motions for approval of the budget.

**TABLE TO BE INSERTED; REVISED OPTION A**

Ms. Higgins made the motion as follows (Mr. Croteau seconded):

Move that the School Board adopt a budget for fiscal year 2020-2021 in the amount of \$93,396,010, with a general fund budget of \$87,702,296 appropriating \$ 53,411,211 in local taxes and \$7,495,955 in state taxes inclusive of the following, deposits, and withdrawals to existing funds or expendable trust funds:

DEPOSITS

Vocational Capital Reserve fund for an amount up to \$193,918

Facilities and Renovation Trust Fund for an amount up to \$1,417,746

Food Service Fund for an amount up to \$20,000

Renovation and Maintenance Trust Fund for an amount up to \$98,665

and also inclusive of the following WITHDRAWALS from expendable trust funds to fund appropriations:

Special Education Expendable Trust Fund for an amount up to \$100,000

Vocational Capital Reserve for an amount up to \$125,000

Instructional Trust for an amount up to \$50,000

Health Risk Management Reserve for an amount up to \$100,000

Ms. Cannon suggested amending the motion to not fill new positions immediately. Superintendent Bass suggested voting on the budget and entertaining a second motion on the timing of hiring. Ms. Cannon suggested amending the motion to advise the administration to be discretionary in terms of hiring new positions for at least 30 days until

the Board had a better idea how the District would be able to go. Mr. Prince said the District would not “be on the hook” to pay unless a contract was issued. He stated that a motion for this was not needed and did not need to be part of the budget vote. The Board could just advise the administration to hold off on hiring.

Ms. Patterson suggested voting on the budget motion first.

Mr. Crush commented that he would support Option A, as his Board colleagues had made many good points. He said he was concerned about student services, and the potential trauma after the pandemic.

**The Board voted 8-0 by roll call (Ms. Cannon, Mr. Croteau, Mr. Crush, Ms. Higgins, Mr. Parker, Ms. Poinier, Mr. Richards and Ms. Patterson voted aye) to approve the 2020-2021 budget as presented (motioned by Ms. Higgins, seconded by Mr. Croteau).**

Mr. Croteau said it was important for the Board to give the administration leeway in hiring. Ms. Patterson noted that the administration would give an update on hiring at the May 4 monthly meeting.

#### Agenda Item 9. Personnel

Human Resources Director Larry Prince presented one professional leave of absence for 2020-2021.

**The Board voted 8-0 by roll call (Ms. Cannon, Mr. Croteau, Mr. Crush, Ms. Higgins, Mr. Parker, Ms. Poinier, Mr. Richards and Ms. Patterson voted aye) to approve the professional leave of absence (motioned by Ms. Higgins, seconded by Mr. Crush).**

Mr. Prince presented several teacher nominations.

Natasha Berlin, Reading Teacher, Concord High School, \$88,304, M+30-14. Natasha filled this position one-year-only 2019-2020 with two other teachers. Budgeted at \$59,784

Thomas Crumrine, Science Teacher, Concord High School, \$85,605, M-14. Tom replaces Dianna Matzo (M-2=\$52,046) – resignation. Budgeted at \$52,046

Frank Harrison Jr. ROPE Teacher, Concord High School, \$17,121, 20% of M-14, one-year-only. Frank is requesting a leave of absence from 20% of his full-time science teacher position to continue in this assignment. Budgeted at \$11,957

Emily Bemis, Reading Teacher, Rundlett Middle School, \$85,605, M-14. Emily held this position one-year-only in 2019-2020. Budgeted at \$59,784

Kaitlin Schofield, Classroom Teacher, Broken Ground School, \$60,458, B-7. Kaitlin replaces Brenda Hastings (M-14=\$85,605) – retirement. Budgeted at \$59,784

Heather Silveira, Classroom Teacher, Mill Brook School, \$64,957, M-7. Heather replaces Kaitlin Schofield (B-7=\$60,458) – transfer to Broken Ground School. Budgeted at \$60,458



**The Board voted 8-0 by roll call (Ms. Cannon, Mr. Croteau, Mr. Crush, Ms. Higgins, Mr. Parker, Ms. Poinier, Mr. Richards and Ms. Patterson voted aye) to approve the teacher nominations as presented (motioned by Mr. Richards, seconded by Ms. Higgins).**

Human Resources Director Larry Prince presented the list of CEA returning teacher nominations for 2020-2021.

**The Board voted 7-0, with one abstention, by roll call (Mr. Croteau, Mr. Crush, Ms. Higgins, Mr. Parker, Ms. Poinier, Mr. Richards and Ms. Patterson voted aye; Ms. Cannon abstained) to approve the CEA returning teacher nominations as presented (motioned by Mr. Crush, seconded by Mr. Croteau).**

Human Resources Director Larry Prince presented the Central Office administrator nominations for 2020-2021.

Vacancy – Superintendent

Donna Palley, Assistant Superintendent. Certification: Experienced Educator Certificate, exp. 06/30/20; Assistant Superintendent, Special Education Administrator; Elementary Education, General Special Education; Specific Learning Disabilities

Robert Belmont, Director of Student Services. Certification: Experienced Educator Certificate, exp. 06/30/23; Special Education Administrator, Emotional and Behavioral Disabilities, General Special Education

T. Matthew Cashman, Director of Facilities & Planning

Terence Crotty, Director of Transportation

John Dunn, Business Administrator. Certification: Beginner Educator Certificate, exp. 06/30/22, Business Administrator

Karen Fischer-Anderson, School Safety Compliance Officer

Pamela McLeod, Director of Technology

Larry Prince, Director of Human Resources

Donna Reynolds, Food Service Director

Mr. Croteau thanked all the administrators for stepping up in difficult time these last few months. Struggled and have begun to come through due in large part to those people named on this list.

**The Board voted 5-2, with one abstention, by roll call (Mr. Croteau, Mr. Crush, Ms. Poinier, Mr. Richards and Ms. Patterson voted aye; Ms. Higgins, Mr. Parker voted nay; Ms. Cannon abstained) to approve the Central Office administrator nominations as presented (motioned by Ms. Patterson, seconded by Mr. Croteau).**

Mr. Prince noted that the following CEA members, listed in order of eligibility, were being recommended for the Veterans Salary Schedule for the 2020-2021 and 2021-2022 school years. Six CEA members applied for the Veterans Salary Schedule, out of 33 members who

were eligible to apply: Diane Watson, English Teacher, Concord High School, 30.00 years; Elizabeth York, English Teacher, Concord High School, 23.90 years; Audrey Knapp, Occupational Therapist, Preschool/Elementary, 19.20 years; John Hubbard, Construction Trades Teacher, Concord High School/CRTC 19.00 years; Fatma Isikdag, Social Studies Teacher, Concord High School, 17.00 years; Jodi Ostrowski, Language Arts Teacher, Rundlett Middle School, 17.00 years.

**The Board voted 8-0 by roll call (Ms. Cannon, Mr. Croteau, Mr. Crush, Ms. Higgins, Mr. Parker, Ms. Poinier, Mr. Richards and Ms. Patterson voted aye) to approve the list of eligible staff for the Veterans Salary Scale, as presented (motioned by Mr. Croteau, seconded by Mr. Richards).**

Larry Prince presented the Concord Administrators Association (CAA) nominations for 2020-2021. He noted that ADS Assistant Principal Laura-Beth Ulwick and CMS Assistant Principal Carol McCarthy would be nominated in May. He explained that the CEA had filed a grievance because it disagreed that the Assistant Principals be hired as administrators, not teachers. Mr. Crush asked whether the discrepancy would be resolved in May. Ms. Higgins noted that, as long as this was resolved fairly, she was in agreement.

Ms. Patterson noted that Danielle Smith would not be joining the meeting.

Ms. Higgins revisited the agenda item, approval of all Central Office administrators, commenting that she was uncomfortable that all the administrators were lumped together. She said perhaps in the future the Board could consider approval for CO administrators in a different matter. Mr. Richards said this proposal was good for transparency. Superintendent Bass stated that evaluations of Central Office administrators were usually at the time the contracts came up for renewal. In some districts, individuals would be presented to the Board confidentially, as would building Principals. CAA nominations are done as a group, as Concord, unlike most districts, has an administrator union. He said he would like to see evaluations done in the future. Ms. Higgins said she would not be honest with herself and not doing what was best for herself if she did not comment on this. Mr. Parker stated that he believed he was elected because there had been some concern over several administrators' decision making. He said he had considerable respect for everyone on that list. As an elected Board member, could not support the decision to nominate all administrators. He stated the report was at the DOE and the Board may have a list of administrators. Ms. Patterson said the Board could look at its practices, and Superintendent Bass had some suggestions about that. Mr. Crush stated it was inappropriate to discuss any administrator's performance publicly, good or bad. Superintendent Bass suggested looking at establishing a process whereby the Board would consider the quality of the administrator based on individual evaluations done by the Superintendent. Ms. Higgins said she "just wanted it out there." Mr. Parker stated he had not meant to suggest this should be a public discussion, either.

Michael Reardon, Ph.D., Concord High School Principal; James Corkum, Concord High School Assistant Principal; Timothy Herbert, Concord High School Assistant Principal; Steven Rothenberg, Concord High School Assistant Principal; Vacancy, Concord High

School Assistant Principal; Michele Speckman, Concord High School Director of Special Education; Steven Mello, Director of Physical Education and Sport; Paulette Fitzgerald, Rundlett Middle School Principal; Chrigus Boezeman, Rundlett Middle School Assistant Principal; Vacancy, Rundlett Middle School Assistant Principal; Kerry Finnegan, Rundlett Middle School Director of Special Education; Anthony Blinn, Abbot-Downing School Principal; Vacancy, Abbot-Downing School Assistant Principal/Student Services; Michele Vance, Beaver Meadow School Principal; Leigh Childs, Beaver Meadow School Assistant Principal/Student Services; Susan Lauze, Broken Ground School Principal; Vacancy, Broken Ground School Assistant Principal/Student Services; Kristen Gallo, Christa McAuliffe School Principal; Vacancy, Christa McAuliffe School Assistant Principal/Student Services; Kathleen Scarpati, Mill Brook School Principal; Allison Pelletier, Mill Brook School Assistant Principal/Student Services

**The Board voted 6-1, with one abstention, by roll call (Mr. Croteau, Mr. Crush, Ms. Higgins, Ms. Poinier, Mr. Richards and Ms. Patterson voted aye, Mr. Parker nay, Ms. Cannon abstained) to approve the CAA nominations as presented (motioned by Mr. Crush, seconded by Mr. Richards).**

#### Agenda Item 10. Spring 2020 school calendar/COVID-19 emergency changes

Superintendent Bass noted that he had received feedback from some parents who wanted to continue school through the April vacation; he had already stated publicly that the District would observe the April vacation. He said he anticipated an announcement from the Governor when schools would reopen. He said the DOE Commissioner named Concord School District as one of the best in the remote learning platform, noting that teachers have put in a great deal of time to make this work. He suggested several options: Option 1: keep the calendar as is. Option 2: take days off on Monday and Friday; end school June 5. Option 3: have no spring break; end school on June 3.

Ms. Higgins said she felt the Superintendent should have the latitude to make decisions about school planning. Mr. Parker commented that expectations have been to have April vacation, and that ending school early might put some students at risk. Ms. Poinier commented that having April vacation and ending school on schedule were preferable. No vote was taken.

#### Agenda Item 11. Other business

There was no other business.

#### Agenda Item 12. Adjournment

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

The Board adjourned at 8:00 p.m.

Respectfully submitted,

Barb Higgins, *Secretary*

Linden Jackett, *Recorder*

**Addendum: returning CEA members**

	LAST	FIRST	ONE YEAR ONLY	FTE
DISTRICT	CAYER	ERIN		1.00
	DEMERS	CHRIS		1.00
	DENAPOLI	CHANTEL		1.00
	LACHAPELLE	JENNINE		0.60
	SHOEMAKER	ADRIENNE		1.00
<b>DST Total</b>				<b>4.60</b>
OCCUPATIONAL THERAPIST	BAXTER	KAREN		1.00
	HOPKINS	VICTORIA		1.00
	KNAPP	AUDREY		1.00
	QUIRK	FIONA		0.80
	SHIPPOS	ALLISON		1.00
<b>OT Total</b>				<b>4.80</b>
PRESCHOOL COORD	CARIGNAN	SUSAN		1.00
<b>PRE Total</b>				<b>1.00</b>
STRONG FOUNDATIONS	BOURGEOIS	JENNIFER		0.30
<b>SFC Total</b>				<b>0.30</b>
WORLD LANGUAGE	BLAIS	LISE		1.00
	CHAMBERLIN	KERRY		1.00
	EMERY	NANCY		0.20
	ERNST	LAURA		1.00
	HAYES	SARAH		0.60
	LAKHDIM	WENDY		1.00
	MCDONOUGH	KATHERINE		1.00
	PAGE	DAVID		1.00
	PREWITT	LAURA		1.00
	VAN STEENBERGEN	MARNIX		1.00
VISCO	GABRIELA		1.00	
<b>WL Total</b>				<b>9.80</b>
CONCORD HIGH	VACANCY	BUSINESS		1.00
	VACANCY	ELL		1.00
	VACANCY	PERFORMING ARTS COORDINATOR		0.20

	VACANCY	SCHOOL COUNSELOR		1.00
	VACANCY	SCHOOL COUNSELOR		1.00
	VACANCY	SCIENCE	1YO	0.20
	VACANCY	SCIENCE COACH	1YO	0.40
	VACANCY	SPECIAL EDUCATION		1.00
	AVERILL	KYLE		1.00
	BARNETT	NICOLE		1.00
	BARRY	LESLIE ANN		1.00
	BATCHELDER	JULIA		1.00
	BEAULIEU	TIMOTHY		1.00
	BELAIR	DAWN		1.00
CONCORD HIGH	BERLIN	NATASHA		1.00
	BLACK-INGERSOLL	TRISTAN		1.00
	BLEIER-WOODS	KIMBERLY		1.00
	BLISS	ADAM		1.00
	BOFINGER	LISE		1.00
	BORAWSKA-POPIELARZ	MALGORZATA		1.00
	BOURGEOIS	AMY		1.00
	BOURQUE	JUSTIN		1.00
	BOYAJIAN	STACIE		1.00
	BRASLEY	STEPHANIE		1.00
	BREEN	DANIEL		1.00
	BRIERS	ANDREW		1.00
	BROWN	ERIC		1.00
	BRYDE	JONATHAN		1.00
	CAMACHO	JESSE		1.00
	CARSON	SARAH		1.00
	CHILAUSSKAS	KAILEEN		1.00
	CLARNER	PHILIP		1.00
	COBB	JAMES		1.00
	COHEN	MUSIC		1.00
	CORMIER	KARA		1.00
	COWETTE	ALEXANDRA		0.80
	CROWTHER	GRAEME		1.00
	CRUMRINE	HEIDI		1.00
	CRUMRINE	THOMAS		1.00
	CURTIN	MICHAEL		1.00
	DALY	HAYDEN		1.00
	DATER	ANGELA		1.00
	DIETSCH	ERIKA		1.00
	DUCLOS	JEREMY		1.00
	DUGAN	HELEN		1.00
	FLEMING	CHAD		1.00
	FLOWER	JONATHAN		1.00
	FOURNIER	DENISE		1.00
	FUHRMEISTER	SARAH		1.00
	FULLAM	JEFFREY		1.00

	GELLERT	SARAH		1.00
	GOLDEN	GEORGE		1.00
	HANS	SARA		1.00
	HANSON	KARRIE		1.00
	HARRISON	FRANK	20% 1YO	1.00
	HATCHER	TAMARA		1.00
CONCORD HIGH	HERR	CHRISTOPHER		1.00
	HILSTRO	DANIELLE		1.00
	HOUGHTON	KRISTEN		1.00
	ISIKDAG	FATMA		1.00
	JARED	PATRICIA		1.00
	JONES	ERICA		1.00
	KILDAY	CATHERINE		1.00
	KINSLER MALLOY	REBECCA		1.00
	LAWSON	LINDA		1.00
	LIZ	DIANA		1.00
	LOONEY	JENNIFER		1.00
	LOUF	MELISSA		0.80
	MAILHOT	KELLY		1.00
	MARCOU	LISA		0.33
	MCLAUGHLIN	JODIE		1.00
	MERCIER	DEREK		1.00
	MUNNELL	HAMILTON		1.00
	NEWTON	JANE		1.00
	NOEL	KELLY		1.00
	ORLEN	LAUREN		1.00
	OUELLETTE-CYGAN	HEATHER		1.00
	PEABODY	ELIZABETH		1.00
	PEARE	KRISTINA		1.00
	PETZOLD	JASON		1.00
	POSPYCHALA	BART		1.00
	PROCEK	ZACHARY		0.60
	PROULX	JOSEPH		1.00
	RILEY-MARTIN	SHANNON		1.00
	RUBE-RAINIER	JEAN		1.00
	SALAGAJ	MARILYN		1.00
	SARGENT	RACHEL		1.00
	SCARELLI	ALEX		1.00
	SKOBY	MATTHEW		1.00
	SLICK	KAREN ANN		1.00
	SOMMERS	AARON		1.00
	SPEIDEL	JENNIFER		1.00
	TANCREDE	REBECCA		1.00
	TODD	KATHRYN		0.50
	TUTTLE	ADAM		1.00
	ULRICH	SARA		1.00
	VARAGIC	GORDANA		1.00
	VARGA	ANTHONY		0.40
CONCORD HIGH	VASHAW	MYRNA		1.00
	VAUGHT	CHERYL		1.00
	VINSKUS	LYN		1.00

	VOTH-PALISI	JANE		1.00
	WATSON	DIANE		1.00
	WELSH	ALISON		1.00
	WOODY	KIRSTEN		1.00
	WYATT	MEGAN		1.00
	YORK	ELIZABETH		1.00
	ZWICK	KAREN		1.00
<b>CHS Total</b>				<b>103.23</b>
CRTC	VACANCY	ENGLISH	1YO	0.20
	VACANCY	THEATER ARTS		1.00
	BEAN	SHARON		1.00
	BEAUDOIN	GAIL		1.00
	BEAUMAN	BRIAN		1.00
	GREGOIRE	JESSE		1.00
	HANNON	KIMBERLY		1.00
	HUBBARD	JOHN		1.00
	KOCH	VALERIE		1.00
	MARCOU	LISA		0.67
	MAYOTTE	SCOTT		1.00
	MCINTOSH	ROBERT		1.00
MUNGOVAN	THOMAS		1.00	
<b>CRT Total</b>				<b>11.87</b>
RUNDLETT	VACANCY	GRADE 6		1.00
	VACANCY	GRADE 6		1.00
	VACANCY	GRADE 6		1.00
	ALLARD	KATHLEEN		1.00
	BARLOW	DIANE		1.00
	BARRETT	CHELSEA		1.00
	BARTLETT	MICHELE		1.00
	BEDNAZ	STEPHANIE		1.00
	BEMIS	EMILY		1.00
	BOEZEMAN	JESSICA		1.00
	BOURGEOIS	JENNIFER		0.50
	BRAGG	RICHARD		1.00
	BROWN	ROBERT		1.00
	BYERS	DEVAN		1.00
	CARSON	JILLIAN		1.00
	CASALE	JOANNE		1.00
	CHARLESTON	JENNIFER		1.00
	RUNDLETT	COSTANZA	TINA	
CURREN		KRISTEN		1.00
DOHERTY		CHRISTOPHER		1.00
DUFORD		LESLIE		1.00
FERRY		DARCY		1.00
GAUTHIER		DAN		1.00
GIANNETTI		VINCENT		1.00
GILSON		KARA		1.00
GOCHA		JAMES		1.00
GOLDEN		AMY		1.00
GRANT		SARAH		1.00
GUADAGNO		JOSEPH		1.00

	HANEY-ROSEN	LAURIE	1.00
	HERBERT	LINDSEY	1.00
	HOSMER	KATHERINE	0.50
	HOYT	DEBORAH	1.00
	HUCKINS	BRIAN	1.00
	HUCKINS	MELISSA	1.00
	JACQUES	RONALD	1.00
	KASHI	SOMAYEH	1.00
	KELLEY	THERESA	1.00
	LANE	CHRISTOPHER	1.00
	LEBLANC	SUZANNE	1.00
	LEWIS	KRISTA	1.00
	LOGAN	ELIZABETH	1.00
	LYNN	CAROLINE	1.00
	MALAY	DAVID	1.00
	MCCAFFREY	MELISSA	1.00
	MILLS	ANNE	1.00
	MOSELEY	SHAWN	1.00
	NAZAKA	MARY	1.00
	NEWTON	SARAH	1.00
	NORWALT-OWEN	LAURA	1.00
	NYHAN	KRISTINE	1.00
	O'BRIEN	CRYSTAL	1.00
	O'CONNOR	BRENDAN	1.00
	O'CONNOR	CAROLYN	1.00
	O'CONNOR	KATHLEEN	1.00
	O'ROURKE	LINDA	1.00
	OSTROWSKI	JODI	1.00
	OWEN	SCOTT	1.00
	PARENT	JESSICA	1.00
RUNDETT	PAVEGLIO	MARK	1.00
	PENNIMAN	ERIC	1.00
	PFITZENMAYER	DEBRA	1.00
	RENAUD	TRACY	1.00
	RINES	ANN	0.50
	ROBERTS	JANINE	1.00
	RUBINO	CRYSTAL	1.00
	RUOPP	MICHELLE	1.00
	SCHAEFFNER	AMY	1.00
	SHERR	AMY	1.00
	SHIPPOS	STEPHEN	1.00
	THERRIEN	NATHAN	1.00
	TREFETHEN	LORI	1.00
	VAN HORN	LEEANNE	1.00
	VARGA	ANTHONY	0.60
	WEEKS	KATHERINE	1.00
	WINGER	THERESA	1.00
RMS Total			74.10
ELEMENTARY	VACANCY	ENRICHMENT	1.00
	AMERO	KRISTEN	1.00
	AMESQUITA	LORI	1.00



	BARNFIELD	KATHLEEN	1.00
	BOWSER	STEPHANIE	1.00
	DELORIE	JACQUELINE	0.60
	KENNY	ELLEN	1.00
	LEWIS	CHRISTOPHER	1.00
	MCGEE	LINDSAY	1.00
	PAZDON	MELISSA	1.00
	PROSPERE	JENNIFER	1.00
	SPENCER	TARA	1.00
<b>ELE Total</b>			<b>11.60</b>
ABBOT-DOWNING	VACANCY	CLASSROOM	1.00
	VACANCY	CLASSROOM	1.00
	ALBERICI	MICHAEL	1.00
	BELANGER	PAIGE	1.00
	BOZEK	ELIZABETH	1.00
	CARY	ZACHARY	1.00
	CASEY	PATRICK	1.00
	CASKO	ALISON	1.00
	CHAMPNEY	LYNNE	1.00
	CLUTE	JAMES	1.00
	GAJOWSKI	JOSHUA	1.00
ABBOT-DOWNING	IRELAND	CASEY	1.00
	IZZI	ERICA	1.00
	JOWDERS	TRISH-MARIE	1.00
	LEDEE	JILL	1.00
	MACRI	STACY	1.00
	MASAITES	LYNDA	1.00
	MCSTEEN	MELANIE	1.00
	MIGNAULT	ELIZABETH	1.00
	MORRELL	PATRICIA	1.00
	POLANEC	KIMBERLY	1.00
	SANTITTO	HEATHER	1.00
	SARGENT	ALEXANDRA	1.00
	SHARTAR-HOWE	NATHAN	1.00
	STICKNEY	CHELSEA	1.00
	ULWICK	LAURA-BETH	1.00
	WEBB	JESSICA	1.00
	WILKES	EMILY	1.00
<b>ADS Total</b>			<b>28.00</b>
BEAVER MEADOW	VACANCY	CLASSROOM	1.00
	BARSALEAU	ASHLEY	1.00
	BEANE	PAMELA	1.00
	BLAINE	SELINA	1.00
	BLAU	LILY	1.00
	BOND	SARAH	1.00
	CERNUDA	MICHELE	1.00
	COLGAN	JENNIFER	1.00
	COURCHESNE	BRITTANY	1.00
	DENONCOUR	WANDA	1.00
	DONOVAN	KATHY	1.00
	HALL	REBECCA	1.00

	JEWETT	MALLORY	1.00
	KLOSE	PHILIP	1.00
	LAFRAMBOISE	KAYLA	1.00
	LAGASSE	MELISSA	1.00
	LINQUATA	HANNAH	0.72
	MICHAUD	AMY	1.00
	MOUNSEY	SHANNON	1.00
	MULLIGAN	MICHELLE	1.00
	O'BRIEN LANE	BARBARA	1.00
	OLSZEWSKI	SHANA	1.00
	PARSONS	KEVIN	1.00
	PIKE	JAMES	1.00
BEAVER MEADOW	SANBORN	JENNIFER	1.00
	SCOTT	MELISA	1.00
	SHAW	JILL	1.00
	SMAHA	DIANNE	1.00
	SNOW-MAJOR	DEBORAH	1.00
	VANDYKE	SANDRA	1.00
	WALLING	KRISTEN	1.00
	WILLIAMS	ELIZABETH	1.00
<b>BMS Total</b>			<b>31.72</b>
BROKEN GROUND	DODSON	JANE	1.00
	FINNEY	ELIZABETH	1.00
	FINNEY	MATTHEW	1.00
	FOLEY	LINDSEY	1.00
	FOULDS	DANA	1.00
	GOULET	SAVANNAH	1.00
	HAMILTON	RACHEL	1.00
	HARRISON	WENDY	1.00
	HASENFUSS	KATHERINE	1.00
	HOEFS	PHILLIP	0.50
	HOSMER	KATHERINE	0.50
	KOMOREK	MICHAEL	1.00
	LECOUR	NICOLE	1.00
	MACRI	MICHAEL	1.00
	MATAVA	LAUREN	1.00
	MCCARTHY	CAROL	1.00
	MCCORMACK	KAREN	1.00
	MOORE	CHRISTINA	1.00
	NEAL	NICOLE	1.00
	NEIDHARDT	AMANDA	1.00
	O'BRYANT	BRITTANY	1.00
	OLIVEIRA	SARAH	1.00
	PRESUTO	SARAH	1.00
	PROULX	ANNIE	1.00
	ROUSSEAU	CHRISTINA	1.00
	SCHOFIELD	KAITLIN	1.00
	ZERAS	NICHOLAS	1.00
	ZIPKE	JAMIE	1.00
<b>BGS Total</b>			<b>27.00</b>

CHRISTA MCAULIFFE	VACANCY	PHYSICAL EDUCATION	1.00
	BARNEWALL	CASEY	1.00
	BROWN	LARISSA	1.00
	BROWN	MARY	1.00
CHRISTA MCAULIFFE	CALDWELL	DEBRA	1.00
	DESFOSSE	KIMBERLY	1.00
	DROLET	HEATHER	1.00
	FOGG	ROBERT	0.40
	FRANZEIM	BARBARA	1.00
	FRIEND	REBECCA	1.00
	FYFE	HEIDI	1.00
	GROHS	EMILY	1.00
	GUZMAN	EILEEN	0.60
	HEPBURN	HEATHER	1.00
	HOADLEY	BETTY	1.00
	HOLLIDAY-ROWE	CHRISTINE	1.00
	LAROCHELLE	STEPHANIE	1.00
	LATORRA	ELIZABETH	1.00
	LONERGAN	CHELSEY	1.00
	MACBRIDE	ELIZABETH	1.00
	MACCINI	MARY	1.00
	MCLAUGHLIN	TRACEY	1.00
	MORAN	DANIELLE	1.00
	NOYES	MELISSA	1.00
	OLIVE	REBECCA	1.00
	OTTO	KALEIGH	1.00
	PELLETIER	MICHAEL	1.00
	PERREAULT	KRISTEN	1.00
	RICHERT	SHARON	1.00
	ROWE	ERNEST	1.00
	TAYLOR	REBECCA	1.00
	TAYLOR	SHAWNI	1.00
CMS Total			31.00
MILL BROOK	VACANCY	CLASSROOM	1.00
	VACANCY	CLASSROOM	1.00
	VACANCY	PHYSICAL EDUCATION	1.00
	ALLEN	JENNIFER	1.00
	AUDET	MEGAN	1.00
	CASHMAN	CHRISTINE	1.00
	CHAMBERS	JESSICA	1.00
	CUTLER	MARLEY	1.00
	DEVLIN KAUFMAN	CRISTIN	1.00
	EDWARDS	JENNIFER	1.00
	FLYNN	KAYLEIGH	1.00
	GALLAGHER	KAITLIN	1.00
	GALLO	LUCAS	1.00
	MILL BROOK	GALLO	SUMMER
GIDDIS		COURTNEY	1.00
HOEFS		PHILLIP	0.50

HUNT	HEATHER		1.00
KERIAZES	KRYSTLE		1.00
KNIGHT	JESSICA		0.80
KOEHLER	PAULA		1.00
MACDOUGALL	LORNA		1.00
MCKENNA	LAURA		1.00
MOORE	CHRISTINE		1.00
MOORE	ERIN		1.00
MORRIS	DAWN		1.00
NIX	CINDY		1.00
OTIS	LORI		1.00
ROBICHAUD	ERIN		1.00
SILVEIRA	HEATHER		1.00
SORETTE	SHARON		1.00
ST PIERRE	ABBY		1.00
WEBER	LETA		1.00
WILLIAMS	SARAH		1.00
MBS Total			32.30
			371.32
CONCORD HIGH	D'ALLESANDRO	RENEE	1.00
	PALM	MARY	1.00
CHS Total			2.00
RUNDLETT	LANNEY	ANN	1.00
	STEWART	ERIN	0.50
RMS Total			1.50
ABBOT-DOWNING	MOFFETT	JANET	1.00
ADS Total			1.00
BEAVER MEADOW	VACANCY	NURSE	1.00
BMS Total			1.00
BROKEN GROUND	GESEN	STUART	1.00
BGS Total			1.00
CHRISTA MCAULIFFE	CELESTIN	STEPHANIE	1.00
CMS Total			1.00
MILL BROOK	CORKUM	JANET	1.00
MBS Total			1.00
			8.50
			379.82