

Concord School District
Board of Education
April 3, 2017

Board members present: Clint Cogswell, Tom Croteau, Barb Higgins, Alana Kimball, Jennifer Patterson, Maureen Redmond-Scura, Pam Wicks, Nathan Fennessy; student representatives Rebecca Proulx, Esther Elonga

Board members absent: Jim Richards

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 with one correction (motioned by Maureen Redmond-Scura, seconded by Jennifer Patterson).

Alana Kimball arrived at 7:06 p.m.

Agenda Item 3. Recognitions

Champions for Children

Abbot-Downing School – Donna Wheeler

Principal Kathleen Riordan wrote of Donna Wheeler: “I’ll never forget the day I met her – the day she interviewed for the Head Cook position at Abbot-Downing School. She walked into the conference room, glanced at all of us around the table, and smiled. She smiled *that smile*, that smile that lights up any room she is in. And so, well, we hired her that June afternoon. But let me be perfectly clear about one thing ... Donna Wheeler is *not* our Head Cook – Oh no, no, no! Oh sure, she provides hundreds of nutritious meals for our children! Oh yes, she displays the food in such a delightful way that even the most dedicated junk food snacker wants some ‘pristine pears’ (as she calls them)! And yeah, she reworked the serving line and condiment table so that students can be served ‘lickety-split’! Oh, and let’s not forget, she keeps an immaculate

kitchen and abides by every rule, law, policy and statute regarding health and safety! Okay, so I guess Donna Wheeler *is* our Head Cook – but, as important as that is, Donna Wheeler is so much more, she is our sunshine ... our sunshine on a cloudy day!

Is it that she lets our breakfast bunch sneak in five minutes early so they have plenty of time to eat? Is it that she takes the time to speak to each child as he/she goes through the line, trying to make those all-important decisions, applesauce or sliced peaches? Is it the chocolate stash she keeps hidden for the staff? Is it the 'grab and go' bags she established so that our late arrivers could be certain to have something in their tummies before we put their minds to task? Is it the fanciful seasonal decorations in our café, that blink and sparkle much like herself, reminding us that we all have a little child on the inside? Is it the hugs she quietly gives the grown-ups (me included) when she can tell you just might need one?

Nope. It's just Donna Wheeler – someone very special, making everyone around her feel that they are too. I will share one story: One of our students had been acting out in class. He was angry, really angry – maybe even a little depressed. His teacher tried to speak with him, but the more she tried, the worse the behaviors became. His teacher brought him to me, and so I too tried to help – to no avail. He was in no place to be learning math that morning. Suddenly it occurred to me – I brought him into the café where Mrs. Wheeler was prepping for the lunch crowd. She and I locked eyes – and that was all it took. She came from behind the prep station, put her arm on the child's shoulder and said, 'Oh my gosh! I can't believe my eyes! Mrs. Riordan, I'm short-handed this morning, do you think – could help me, just for a bit?' Then, turning to the boy, she said, 'I really need you. Would you help me?' Instantly the child's face lit up and he looked at me and said, 'Can I?' I replied, 'Okay, but just for a little bit.' And as I winked and walked away, I heard Mrs. Wheeler say, 'Alright Bud, let's get you an apron! Time to put you to work!' And the child felt wanted. The child felt special. Donna Wheeler makes everyone in her presence feel special."

Beaver Meadow School – Judy DePietro

Principal Michele Vance wrote of Judy: "Over the past five years "Grammy Judy" has dedicated her time and efforts to support the quality of our students' kindergarten experience. Our students refer to her as Grammy Judy and love to have her in their classroom. Her interactions with our youngest learners is always a delight; she models respect and kindness; and the students demonstrate that her modeling has had a positive impact on their development. When one student was frustrated and wanted to give up, she took the time to listen and helped him believe in himself to persevere through the challenges of the task. She enters the building with a warm smile and is always ready to share her experiences and acts of kindness with our students. The students look forward to her visits and help get her set up for story time. One student will prepare her chair, while another gets a pillow to make sure she is comfortable. Grammy Judy is always thinking about ways to make connections and foster relationships that support children's social, emotional and academic wellbeing. She is creative, making homemade personalized gifts and special treats to celebrate holidays

and special occasions. On any Tuesday morning, if you walk into a kindergarten classroom, you would hear a story being read to a large group of students who are sitting on their carpet squares. You would immediately note that the children were glued to her voice and looking at the illustrations for clues to make possible predictions in the story. Beaver Meadow School is a wonderful place to be on any given day, but it is an especially special place to be on Tuesdays because of the exceptional volunteer we have in Judy DiPietro.”

Broken Ground School – Amylyn Wachter. Amylyn was not present, but Principal Susan Lauze read her recognition.

“As a mother of four children who have attended BGS, Amylyn Wachter has always been willing to volunteer to support our school. Amylyn’s time at BGS began about 10 years ago, when her oldest son enrolled. The mother of three sons, Noah, Jonah and Nater and one daughter, Maddy, who is a fifth grader this year, Amylyn has always been a steady, reliable volunteer. Two years ago, when the PTA leadership moved on to Rundlett Middle School and the role of President seemed daunting, Amylyn helped re-imagine the way PTA worked, emphasizing committees with volunteers to lead various events, rather than relying solely on the PTA board – and agreed to preside for the last two years. Amylyn has worked on Harvest Fests, Walk-a-thons, KIA shows, and Book Fairs. She has been a collaborative leader, who has taken the time after each event to reflect on how efforts to support students and the school can be improved. Amylyn has been a regular classroom volunteer, field trip chaperone and supported the library program each week by manning book check-out times and helping to reshelve books and organize materials. Her warm smile and willingness to pitch in have made her a valuable presence in our school. In addition, Amylyn has been a leader in organizing the BGS Ski/Snowboard Program for years. Knowing how chaotic it can be to dismiss 80 students at mid-day, this year she arrived early and helped supervise the 4th and 5th grade skiers in the cafeteria. Amylyn’s connections with students and her patient, kind demeanor have made a positive impact on students and staff alike. We will miss her regular visits and volunteer efforts at BGS next year, but know that she and her children will continue to be proud alumni who care about and support BGS.”

Christa McAuliffe School – Lisa Donovan

Principal Kris Gallo wrote that Lisa Donovan has a passion for literature and a passion for children. Since her retirement from the District, Lisa has been a faithful volunteer in numerous CMS classrooms, bringing experience, enthusiasm and flexibility to her work with students grades K-5. She has devoted a full day in CMS classrooms every week since our doors opened as Christa McAuliffe School. Beyond providing clerical support for many staff members, Lisa specifically creates a schedule for herself to maximize her time with as many children as possible throughout the school day. She makes strong connections with students as she shares her expertise in comprehension and decoding skills. Students look forward to spending part of their school day with her – she makes them smile, laugh and enjoy their learning; they especially love her

“little parables.” Lisa’s dedication to the Concord community is inspiring and unwavering. Each week, she can be found leading small groups in word work, listening to children read, guiding students toward deeper insights in their reading, supporting the writing process, and asking probing questions that promote teacher reflection on their own practices. Lisa has an incredibly upbeat attitude, and her positivity is contagious as she encourages children to persevere in their learning. She has a gift for delivering that one critical comment or suggestion to a student who is on the verge of giving up. Her natural rapport and visibility within our community garner trust and respect from students – they respond to her direction and work diligently to make her proud. More than a few CMS teachers appreciate and depend on Lisa’s unfailing support to ensure positive learning experiences for our students. Lisa has dedicated her life to supporting children as they grow and mature through their elementary years, and has a deep passion for children and learning.

Mill Brook School – Karla “Corky” Holley

Principal Phil Callanan wrote of Corky Holley that, “as the ‘Box Top’ Coordinator, she has generated valuable PTA funds that go directly to children in the form of field trips, activities and learning events each year. This year’s goal was to earn \$2,000 through Box Tops collections, and the first check has totaled \$1,000! The work that goes into the Box Tops collection needs to be shared: let’s do a little math together. At \$.10 per Box Top, how many would be needed to earn \$1,000? Each Box Top submitted must meet standards that most of us will never fully comprehend. In my house, I often find my Cheerios box torn apart at the top, never to close adequately again, because my daughter recognized a valuable Box Top! The Box Top must meet specific dimensions that never match the dimensions torn away from my Cheerios. This is where Corky starts her work: cutting, clipping and measuring each Box Top takes a lot of time – but this is only one piece of the work. Box Tops are also dated: they expire! Who checks the date? Corky does. On each one! She has two deadlines to meet each year. Getting as many in at the deadline increases our chances of reaching the school goal. Corky’s participation goes beyond Box Tops, however. She is active member of our community, participating in every event with her grandchildren, and can always be seen in Family Center with her youngest grandchild. When talking with Corky, it doesn’t take long to see that she has a commitment to quality education in Concord. She wants to see the best for all the youngest learners, no matter where they start in the process. Clipping and checking every Box Top is her way of enhancing opportunities for MBS students every year. I am sure there is a smile on her face when the large Box Tops box is filled with new ones. So, let’s answer that math problem. At \$.10 per Box Top how many would we need to receive a check for \$1,000? The answer is 10,000! Our goal for the 2016-2017 school year is to earn \$2,000. She has her work cut out for her, but I am sure MBS will surpass its goal!”

Rundlett Middle School – Kevin Greene

Principal Jim McCollum wrote: “Starting in January with try-outs for the always popular RMS Performance Ensemble Group’s spring musical production and

culminating with show week in early April, flocks of middle schoolers spend long hours after school each week. It takes a mighty force of performers, lighting and sound techies, stage managers and stage hands, costume and set designers to pull off a PEG production! That's a lot of adolescent energy to harness! Now, who is minding all those kids? Yes, we have a terrific director in Karen Braz and a tireless team of parent volunteers who know how to make it happen ... but who coaches all those singers for all those many hours after school and into the evening hours in January, February, March, and April to bring the music to life when the curtain opens? You guessed it – our 2017 Champion for Children, Kevin Greene! As the choral director of the 6th, 7th, and 8th grade choral groups and the Chamber Chorus, Kevin knows how to develop the talent and confidence to perform in our middle school students. Kevin volunteers his time because he knows just how important it is for middle school students to have opportunities to discover and grow *all* their interests and passions, not just those in the classroom. As a lifelong choral singer himself, he demonstrates to students how an interest developed in middle school can ignite a rewarding and enriching hobby or career that can last a lifetime. When it comes to PEG, the show simply could not go on without Mr. Greene. As a member of the music department, Kevin is always available to support Rundlett students and his colleagues. He is part of the team that makes the *Music in our Schools* concert series possible. Moving equipment to the Capitol Center for the Arts, contacting families, checking on rides for kids, organizing 600 students on the evenings of their performances so that no one misses a beat, congratulating and greeting parents ... Kevin does it all with amazing calm and humor. If it's a RMS Orchestra or Band Concert in winter or spring, Kevin is there to man the sound system and herd the musicians into place for their performance. In late May, Concord residents will usually see Mr. Greene bringing up the rear of the RMS Band as they march the Memorial Day Parade route through downtown – he likes to make sure we don't lose a musician along the way. He will rush to say that his colleagues in the music department support his choral program with the same enthusiasm and they do – he'd be the first to say, "I get by with a little help from my friends." But, tonight, we're here to sing our song of praise for Kevin Greene and the many volunteer hours he has committed to our Fine Arts program. Thank you, Mr. Greene, for making a difference in the lives of our middle school musicians!"

Concord High School – Nate Cordova, Mark Sedutto, and Andrew Spain

Principal Tom Sica nominated three individuals who have selflessly volunteered their time, knowledge and mechanical enthusiasm with the CHS Robotics "Tidal Force" team. Each season, the CHS Robotics Team, under strict rules, limited resources, and an intense six-week timeline, are challenged to raise funds, design a team "brand," hone teamwork skills, build an industrial-sized robot from scratch, and program it to navigate difficult field games against like-minded high school competitors. Thirty students on the CHS Robotics team include 15 core members who meet daily – and this is the first year that girls have participated on the team!

Nate Cordova is the Robotics Team's "Lead Mentor." He has volunteered with the

team for two years; five years with the FIRST program (“For Inspiration and Recognition of Science and Technology”). He works with students after school every day and on weekends, driving up from Manchester after a full day of work, and has assisted the team in applying for the first time for the FIRST Robotics Chairman’s Award – the most prestigious award honoring the team that best represents a model for other teams to emulate and best embodies the purpose and goals of FIRST. Nate easily puts 40+ hours in a week during the building period. He has a BA in mechanical engineering, makes sure the team’s technology and mechanical work is on track, and coaches the team’s technical writing. The students enjoy Nate’s great sense of humor and the fact that he “drops a ridiculous amount of money at Wendy’s” to feed the kids! He works for DEKA, whose founder, Dean Kamen, started FIRST Robotics.

In his first year working with the Robotics team, Mark Sedutto has donated countless hours of welding and shop work. Students can go to his fully-equipped machine shop to use his tools/equipment, and he has conducted several safety seminars with them on various equipment. Mark has an MS in electrical engineering and biomedical engineering, and is also a machinist. Team members find it fascinating that he has walls of technology and a pristine jet engine in his basement!

Andrew Spain has worked with the robotics team for three years – after school for 1 to 1½ hours every day, and all day on Saturdays and Sundays. He has a BA in mechanical engineering, is a master at CAD, and has helped the team with general design. He has helped the team with considerable woodworking; there were a couple specific cuts they could not have done on their robot without him. One of the team members called him “The Sage.”

The Robotics Club is having an incredible season and is heading next to the New England District Championships. This would not be possible without the help, time, and expertise from these three amazing volunteers – they go “above and beyond” with the time and passion they spend on this school club. The three are members of the team’s 1721 non-profit and contend with the red tape that entails, and also work to organize the students to raise the \$5,000+ entry fee for a FIRST robotic season. Club members are fortunate to have such diligent mentors of this caliber. Jason Petzold, the team’s school advisor, states about Mr. Cordova, Mr. Sedutto, and Mr. Spain: “What is impressive is that the Concord team has always taken a student-driven approach, which means that the engineers do not design or build or program anything. They point the gaggle in the general direction and then triage the crazy that comes out, and it is an awesome crazy to behold.” These three individuals – Nate Cordova, Mark Sedutto, and Andrew Spain – are truly Champions for Children.

Student Board representative Esther Elonga noted that Chromebooks are being supplied to all students in the ELL program, which will help them complete their homework and research. CHS freshman and sophomore girls had the opportunity to participate in Girls Technology Day on March 17. *Be the Change* club is sponsoring International Night on May 19, at which students will present music, dance, or cuisine

from their country. The CHS Spirit Team placed 4th in the New England Championships held in Rhode Island recently.

Student Board representative Rebecca Proulx noted that juniors are scheduled to take the SAT on April 5. The Crimson Creation Salon will host an “evening of pampering” on April 19. She noted that academic quarter 3 is officially over; and the e-Common application is now open, through which seniors can apply for scholarships from CHS. Rebecca commended seniors Esther Elonga and Brinkley Brown for their acceptance into Harvard University.

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 March 6, noting that there was a great deal of public comment on several topics. Mr. Cogswell reviewed the minutes of the budget work session on March 8, the minutes of the budget work session on March 15, the minutes of the Public Hearing on March 20, the minutes of the Public Hearing on March 22, the minutes of the budget work session on March 27, and the minutes of the Special Board meeting on March 29. Several corrections were noted.

The Board voted 8-0 to approve the minutes of the regular monthly meeting on March 6, the budget work session on March 8, the budget work session on March 15, the Public Hearing on March 20, the Public Hearing on March 22, the budget work session on March 27, and the Special Board meeting on March 29, as amended (moved by Ms. Patterson, seconded by Ms. Kimball).

Agenda Item 6. Personnel

Larry Prince presented the Concord Education Association (CEA) nominations for 2017-2018.

The Board voted 8-0 to approve the CEA nominations as presented (moved by Tom Croteau, seconded by Ms. Redmond-Scura).

Larry Prince presented the Central Office administrator nominations for 2017-2018.

- Terri Forsten, Superintendent
- Donna Palley, Assistant Superintendent
- Robert Belmont, Director of Student Services
- T. Matthew Cashman, Director of Facilities and Planning
- John Dunn, Business Administrator
- Larry Prince, Director of Human Resources

The Board voted 8-0 to approve the administrator nominations as presented (moved by Ms. Patterson, seconded by Nathan Fennessy).

Larry Prince presented several coach nominations.

Philip Cistulli, Jr., Girls Tennis Co-Coach, Concord High School, \$1,733, Step 2, Group 6, 8.5%. PJ shares this position with Rebecca Killinger. PJ replaces Gregory Coache

Paul Kiernan, Boys JV Lacrosse Coach, Concord High School, \$2,650, Step 1, Group 8, 6.5%. Paul replaces Stephen Shippos

Rebecca Killinger, Girls Tennis Co-Coach, Concord High School, \$1,733, Step 2, Group 6, 8.5%. Rebecca shares this position with Philip Cistulli, Jr. Rebecca replaces Gregory Coache

Lucas Meyer, Boys Freshman Lacrosse Coach, Concord High School, \$2,038, Step 1, Group 11, 5.0%. Lucas replaces Taylor Warden

Michael Bouffard, Assistant Track Coach, Rundlett Middle School, \$1,019, Step 2, Group 14, 2.5%. Michael replaces Peter Barraud

The Board voted 8-0 to approve the coach nominations as presented (moved by Ms. Higgins, seconded by Mr. Fennessy).

Larry Prince presented the list of those electing to participate in the Veterans Salary Scale option.

The Board voted 8-0 to approve the participants on the Veterans Salary Scale as presented (moved by Mr. Croteau, seconded by Ms. Patterson).

Larry Prince presented the request that the administration be able to hire during the course of the spring and summer months.

The Board voted 8-0 to authorize the administration to make hires, subject to later Board confirmation, during the spring and summer months (moved by Ms. Higgins, seconded by Mr. Croteau).

Agenda Item 7. Communications and Policy

The Communications and Policy Committee did not meet in March, but a number policies came before the Board for a second reading and vote. Chairperson Jennifer Patterson briefly reviewed the committee's discussion about and changes to the 1 policies that were before the Board for a second reading: Policy #131 Regular School Board Meetings; Policy #131.1 Agenda – Administration and Publication; Policy #132 Agenda Preparation and Dissemination; Policy #134 Non-Public Sessions; Policy #135 Rules of Order; Policy #140 School Board Policies; Policy #140.1 School Superintendent Duties; Policy #140.2 Administrative Prerogative in the Absence of Policy; Policy #141 Policy Development/Revision; Policy #142 Exceptions to Policy; and Policy #143 Suspension of Policies Regarding Internal Board Operations.

There was no further discussion on any of these policies.

The Board voted 8-0 to adopt Policy #131 Regular School Board Meetings, as revised; Policy #131.1 Agenda – Administration and Publication, as revised; Policy #132 Agenda Preparation and Dissemination, as revised; Policy #134 Non-Public Sessions, as revised; Policy #135 Rules of Order, as revised; Policy #140 School Board Policies, as revised; Policy #140.1 School Superintendent Duties, as revised; Policy #140.2 Administrative Prerogative in the Absence of Policy, as revised; Policy #141 Policy Development/Revision, as revised; Policy #142 Exceptions to Policy, as revised; Policy #143 Suspension of Policies Regarding Internal Board Operations, as revised (moved by Ms. Patterson, seconded by Ms. Redmond-Scura).

Agenda Item 8. Other Business

Update on special education leadership – Superintendent Forsten reported that at this point in time, the administration is not likely to move forward with any significant changes based on the budget process and current staffing, but noted that this is an area of continuing interest.

Update on RMS Assistant Principal search – Assistant Superintendent Donna Palley reported that a pool of over 40 initial candidates was narrowed down to a dozen, of which the 11-member search committee interviewed six. The committee is bringing a candidate to visit RMS this week.

Update on RMS visioning process – Matt Cashman reported that the process is now at the point of focusing on smaller groups, working with teachers and other staff. Structural engineers will be analyzing the building itself. Superintendent Forsten noted that several Board members were able to participate in this process.

Update on steam to gas conversion – Mr. Cashman reported that several cranes were at ADS and RMS last week delivering water heaters, with copper lines being run from the existing to the new systems. Foundations and footer locations have been established. Footers may be poured at CHS tomorrow if weather permits.

Agenda Item 9. Proposed calendar of meetings

Superintendent Forsten discussed the proposed Board committee meetings for April and May.

Agenda Item 10. Public comment

There was no public comment.

Agenda Item 11. Non-Public Session per RSA 91-A:3, IIc and RSA 91-A:3, IId

Jennifer Patterson made a motion to move into non-public session at 8:10 p.m. under RSA 91-A:3 II (c) that states, in part: "... Matters which, if discussed in public, would likely affect adversely the reputation of any person ..." and RSA 91-A:3 II (d) that states: "Consideration of the acquisition, sale, or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community."

The Board voted 8-0 on a roll call vote to move into non-public session at 8:10 p.m. under RSA 91-A:3 II (c) and (d) (motioned by Ms. Patterson, seconded by Mr. Fennessy).

Ms. Wicks recused herself from the part of the non-public session under RSA 91-A:3 II (c) - public employee.

Ms. Patterson moved to seal the minutes.

The Board by roll call voted 7-0 to seal the minutes under RSA 91-A:3 II (c) - public employee, and RSA 91-A:3 II (d) – consideration of the acquisition, sale, or lease of real or personal property (motioned by Ms. Patterson, seconded by Mr. Fennessy).

Ms. Patterson moved to come out of non-public session at 8:39 p.m.

The Board voted 7-0 to come out of non-public session (motioned by Mr. Cogswell, seconded by Ms. Patterson).

The Board recessed the non-public session at 8:39 p.m.

Agenda Item 12. Adjournment

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

The meeting adjourned at 8:45 p.m.

Respectfully submitted,

Tom Croteau, *Secretary*