

Concord School District
Board of Education
Regular monthly meeting
May 6, 2019

Board members present: Tom Croteau, Chuck Crush, Barb Higgins, Nancy Kane, Jennifer Patterson, Liza Poinier, Jim Richards, Danielle Smith, Pam Wicks

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

Agenda Item 1. Call to Order

Board President Jennifer Patterson called the meeting to order at 7:00 p.m.

Agenda Item 2. Approval of Agenda

Superintendent Forsten suggested amending the agenda by deleting the student representative updates, as Helen Massah and Gaven Brown were not present.

The Board voted 9-0 to approve the agenda as amended (motioned by Barb Higgins, seconded by Nancy Kane).

Agenda Item 3. Public Comment – agenda items only

There was no public comment.

Agenda Item 4. Distinguished Educators

Abbot-Downing School: **Trish Boisvert**

Trish Boisvert joined the District in 2005 and has taught at Conant and Abbot-Downing Schools in grades K-2. School Board members might remember her recent visit to a Board meeting, helping her students hand out “worms” – a memorable moment, and reflective of Trish as an educator ... not that she hands out worms to everyone, but rather, that she regularly goes “above and beyond” and has a passion for making connections to outdoor, hands-on learning. Ms. Boisvert co-authored an article in the environmental education magazine “*Green Teacher*,” called *Riding the Waves of EBE*, describing some of her work. When ADS celebrated Earth Day, Trish coordinated coffee can flower planting for first and second graders, and purchased flower bulbs for kindergarteners to plant. The coffee can flowers are hung along the fence of the playground. She helped design and coordinate ADS’ “Snowshoe” program by partnering with the Winter Wildlands Alliance,

which helped with the purchase of snowshoes and supported curriculum that targets cross-curricular skills. Trish has a strong interest in higher education and professional development, and was formerly the Student Services Coordinator at Southern New Hampshire University and an adjunct faculty member of Salem State College. She mentors student teachers and has committed to SNHU to mentor a student teacher as part of their new “year-round” internship program. She is the building representative for Project GROW, a professional development coach, PTO teacher, and Garden Club coordinator. She has been on hiring teams for the SSR Teacher, Art Teacher, and Principal. Trish understands her individual students’ and their families’ needs and excels at partnering with each family. Her classroom community is built on the Responsive Classroom (RC) model, providing students with opportunities to develop strong social/emotional skills and work as a caring, collaborative community. Each summer she revisits and reads the “Responsive Classroom Guide” to renew her RC mindset. She creatively designs activities to build her classroom community and welcomes parents as active participants. Her inclusive *Thanksgiving Feast*, which featured turkey and all the fixings, was the culmination of a fall curriculum unit. Trish Boisvert is ADS’ distinguished educator for her dedication, passion, and perseverance to ensuring student needs are met and families feel included in their children’s education. She works hard to make ADS a warm, friendly environment for all.

Beaver Meadow School: **John Hatab**

Students, colleagues and parents use these words to describe John Hatab: a passionate leader, a collaborator, hard worker, humorous, the ultimate visionary. John’s limitless dedication to the arts and the lives of his students is colossal and his passion for excellence is unparalleled. He believes that all students are valued contributors as artists and has cultivated this mindset at BMS and beyond. His desire to continue to grow as an educator and foster the talents of his students is only one of many reasons he is worthy of the 2019 Distinguished Educator Award. In the BMS hallways, visitors notice immediately the gallery of legacy projects, awesome works of art that have been displayed by John for the past 23 years. Individual sections of each legacy project are created by a fifth-grade student, who has been told that each student leaves a little bit of himself behind as he moves forward to the middle school. The individual sections are connected to create each masterpiece, symbolizing for students that they are forever connected to something larger than themselves. John is always willing to help and support students in countless ways, that include spending time with students as a silent mentor, encouraging students to be art ambassadors, and offering art therapy. This past year John designed a unique teaching model for students who have experienced trauma, and these students have thrived under his guidance and instruction. He always goes above and beyond to connect with students, and his genuine sense of caring provides an environment where risk-taking is expected. John exemplifies a true team player. BMS’ monthly all-school meetings are an inspirational tradition: every month visitors and students leave this community event inspired by the “peaceable theme,” featured artists, and the other ways the school celebrates and showcases learning and the arts; John’s gifts and liveliness are indelibly

woven into every agenda. Every March, John spends many, many hours organizing, building and assembling display walls for students art work at the Youth Art Month. This is a huge success and loved by the entire community. His creative talents and devotion are crucial components to this popular, annual event. John has been the backbone of the Students Actors Program for over 22 years, a long-standing tradition that has provided Concord with immeasurable entertainment and memories. His unwavering commitment to student growth has resulted in the development of performers who confidently sing solos and dance, with smiles that tear up an audience. As the Concord High School Set Director, he continues to inspire students to perform and be part of theatre magic. By sharing his love of Broadway, he has impacted thousands of students' lives who now share his passion for the arts. One cannot be in the same space as John and not feel his energy and spirit – his vision for art has become legendary. His striving for perfection challenges everyone to become the very best versions of themselves. John will be sorely missed at BMS as he retires; those who have worked with him have been privileged to find such a dedicated and talented teacher – truly a distinguished educator.

Christa McAuliffe School: Carol McCarthy

Passionate, intelligent, thoughtful, diligent, articulate, collaborative, and respectful – a veteran educator, Carol has served at the elementary level as a classroom Teacher, special educator, and Special Education Coordinator. Her extensive knowledge of and expertise with children in both regular and special education has garnered the respect and admiration of her colleagues and students at CMS and BMS. As a classroom teacher, Carol's love of reading inspired her students to think deeply as they learned how to facilitate their own book talks. These book group conversations often inspired other students to read those same books. She designed writers' workshops involving parents and trained volunteers to assist her in conferring with students and giving constructive feedback to grow students' love of writing. Still today, she is masterful in getting students to see themselves as lifelong learners who are capable of great success. Using all her prior experience, Carol began her role as Special Education Coordinator at CMS and BMS six years ago. She used her strong understanding of curriculum, instruction, assessment and the special education process to actively mentor special educators in writing measurable goals, providing appropriate and measurable interventions, writing IEPs, facilitating meetings and collaborating with colleagues. Carol has the unique ability to support staff in transforming their daily practice using data to meet their students' needs. Staff members frequently seek her guidance and advice in their own work with students and families. As a parent meeting facilitator, Carol clearly explains each meeting's agenda as well as the special education process to parents, engaging them as equal members of the team and encouraging them to advocate for their child. Within her first year as Coordinator, Carol was challenged with a special education audit by the Department of Education. She consistently approached this work with positivity and an interest in learning about Concord schools' strengths and areas for growth. This was a long process, but Carol saw every on-site visit and debriefing as an opportunity to improve the District's collective work with students and parents. Social and emotional wellness is at

the forefront of Carol's work with children. Staff have benefited from her vast expertise to better understand and respond to behaviorally challenging students. She maintains that schools cannot hope to educate children without first meeting their most basic needs for physical and emotional safety. She has actively participated on the PBIS Tier 1 and Tier 2 teams and the student study teams between the two schools for several years. She values and seeks out partnerships with community organizations to broaden and establish family supports beyond school hours. She can often be found stopping at the local park, visiting students and dropping off water and snacks as a way to enhance school-to-home connections. BMS and CMS students know that she is an advocate for them both inside and outside of school. During the summer, Carol coordinates the special education extended school year programming. She works far beyond her designated hours, donating her time for the benefit of these children. She provides direct services to students in both math and reading, and collaborates with summer staff to implement and track new interventions to accelerate students' academic growth. An advocate for all children who never gives up on their successes, Carol is the 2018-2019 Distinguished Educator for BMS and CMS.

Rundlett Middle School: **Elizabeth "Biz" Logan**

Elizabeth "Biz" Logan is a dedicated health teacher at RMS who cares about the whole child and demonstrates this through her actions. Biz helped start the Blue Duke Care Closet, which offers food for RMS families struggling with food insecurity. She coordinates food drives within and outside of RMS to keep this room fully stocked, and also coordinates the student volunteers who fill bags or boxes with food for the most needy families. She also helps lead the Social Emotional Learning movement at RMS, by contributing lessons for the weekly advisory program, teaching mindfulness and other strategies to her students, and sharing approaches with her colleagues. She was a member of RMS' Grant Advisory Committee, charged with developing a plan to use grant funds to support the development of strong social/emotional supports for middle school students. Biz is a prolific grant writer, having been awarded grants for alternative student seating (pedal desks), CPR mannequins, and others. She is always looking for opportunities to enhance the health program and to bring innovative practices to her students. Biz is truly a lifelong learner, regularly seeking out opportunities to develop her knowledge and skills in health education. Recently, she didn't hesitate to say yes when asked to offer a workshop to her colleagues at the Social/Emotional Learning conference. She has also helped coach soccer, and provided fitness classes for colleagues! Biz is a quiet, behind-the-scenes sort of earthshaker, a creative teacher who teaches very difficult content to students at a very challenging level of development. Words that have been used to describe Biz include: kind, caring, thoughtful, innovative, compassionate and student-centered – a distinguished educator indeed.

Rundlett Middle School: **Kristine Nyhan**

Kristine "Kristi" Nyhan is an extremely talented art teacher at RMS, contributing without seeking recognition as the yearbook advisor, a time-consuming extracurricular club that

embraces “Blue Duke Nation” pride and provides students with memories of their middle school years. Kristi coordinates the RMS National Junior Art Honor Society, which supports members in their efforts to attain the highest standards in art scholarship, character and service, and to bring art education to the forefront of the school and community. She is a contributor to other District and community events, including Youth Art Month, Art Teachers Art Show, SoupFest and preparing Thanksgiving placemats for Concord Hospital patients. Kristi has done PACE work at both the state and district level, helping to develop engaging performance assessments in art. She has worked to develop the District K-12 art curriculum, and brought great direction to the whole department, using her PACE work as a foundation. This ongoing work has resulted in an outstanding art program at RMS. She has also coached volleyball - rumor has it that she is one of the people who brought it to RMS! In the classroom, Kristi is innovative and passionate about teaching art to middle school students. She seeks to help each student understand that they *can* be an artist and she shows them how. Words used to describe Kristi include: collegial, collaborative, creative, forward-thinking and transformative – a valued distinguished educator.

Concord High School – **James Cobb**

Unsung hero, ultimate professional, and wonderful educator – just a few words to describe CHS Special Education teacher Jim Cobb. Jim has been the go-to teacher for students with social/emotional and/or behavioral concerns, whether identified with an educational disability or not. His go-to saying is, “We’ve got seats!” Jim provides a safe place for struggling students and helps them find the resources they need in order to succeed. For the students on his special education caseload, Jim provides the perfect balance of emotional support, and high expectations for both behavior and academics. All of this takes place not just in his classroom but throughout the building. His work can be observed, quite often, as he walks with students who are struggling, who need to talk, who need to see another teacher or administrator. On these walks, Jim provides students with a platform to express their needs, wants, perceptions and feelings. These walks are an extension of his classroom and his teaching. This strategy has proven time and again to be beneficial for his students. Aside from his great teaching and professionalism, what truly makes Jim Cobb stand out is that he does not see that anything he does goes beyond what is expected. Jim is a valuable resource about behaviors and how they impact a student’s ability to access and make progress in the general education curriculum, and his ability to share this information with teachers, counselors, administrators and parents is key. If you visited CHS in the summer, you would notice that while a majority of the staff are on vacation, some teachers choose to teach. Jim is *not* one of them. Instead, you can find him there on his *own* time, checking in with his students who are completing courses they were not able to finish successfully during the school year. Jim’s students see him as someone who shows them unconditional regard. They confide in him about their struggles and, at times, this information may result in ramifications for them. However, they trust that Jim will both support them in facing consequences and help them move forward and make better decisions. Jim connects his students with resources to reach their

goals, including counseling, job development/internships, housing, and academic tutoring. He is honest with parents, and when faced with challenging family dynamics, has a wonderful way of developing positive, trusting and professional relationships and encouraging them to allow their students to become stronger self-advocates while still providing guidance. Jim has a way of allowing families – all families – feel they are valued and an integral part of their student’s educational team. CHS is proud to honor Jim Cobb as a distinguished educator.

Concord High School – **Brin Cowette**

Brin has worked as a music teacher at CHS for the past four years. On a typical day, her teaching responsibilities include a combination of band, chorus and guitar classes, resulting in daily classroom work with well over 160 students. Whether in the first or last period of the day, Brin is working with students – conducting, singing, playing piano or guitar – with a seemingly limitless supply of energy and enthusiasm. Students respond positively to her instruction as they recognize that her love of teaching and passion for music are genuine. Like any work of art, the celebrated masterpiece can conceal the journey of time and hard work that led up to it. The polished recital pieces at District concerts represent hours of practice. When the chorus hits that difficult-to-reach note or their voices blend in perfect harmony, the thunderous applause of the audience does not equal the sheer delight experienced by Brin and her students, as they recall the early days of learning a new piece. During those ordinary days, when students grow tired of a song believing it is too difficult and beyond their ability, Brin demonstrates what kind of teacher she truly is, remaining the optimist, a voice of encouragement that promotes growth and confidence. Embodying grace under pressure, no mishap ever seems to rattle Brin – perhaps it is her own background as a figure skater that shapes her teaching. Brin’s students embrace her high expectations with the confidence that she will lead and guide them toward success. She understands the importance of engaging parents and communicates frequently to share good news from the classroom and enlist their support. Brin is a highly regarded teacher who gives generously of her time and talent to all members of the school community. Preparing students for the All State Music Festivals or providing extra rehearsal time for a student with special needs so that his solo part at a District concert will be the best it can be, she consistently goes the extra mile. Equally passionate about music and inspiring her students to experience excellence and success in their lives, she is a most distinguished educator.

Concord High School – **George Golden**

CHS Technology Education teacher George Golden is one of those wonderfully rare teachers who teach really hard topics and teach them well, but who also impart a deep love of the subject area – when he shows students how interesting and useful woodworking, architecture and engineering can be, they clamor for more. At CHS, there is a “five-timers club” of students who have taken all five of the classes that George teaches. This speaks to the fact that he is an inspiring teacher whom students just can’t get enough of. George is an esteemed colleague – he meets often with the math and science

department and has been a champion for integrating STEM practices into math and science courses. Every year, he takes students to a bridge- building competition at NHTI, and it is not uncommon for his students to sweep the top three spots. He has reached out into the community on behalf of his students; at least one was offered a lucrative job right out of high school as a result of his efforts and connections. His willingness to stay current on software and technology in his field is noteworthy: he audits college courses, works with his post-secondary partner Professor Khan at NHTI, and does whatever it takes to make sure that he, and therefore his students, have the latest understandings, knowledge and skills. In addition to all this, George has also been the longtime CHS alpine ski coach and his teams have had great success. Steve Mello reports that George has been one of the most dependable and diligent coaches on staff and shared an insightful story: the alpine ski team placed second in a major state championship a few years ago. George later crunched the performance data and realized that, in fact, his team had come in third. The next day, he drove to the school that had actually won second place, bringing them their trophy. This story exemplifies George's keen sense of integrity in everything he does. The District is proud to honor George Golden for the spectacular work he has put in to build a premier program and his overall dedication to CHS students.

Agenda Item 5. Approval of Board Minutes

Ms. Patterson briefly noted the draft minutes of the regular Board meeting on April 1.

The Board voted 9-0 to approve the minutes of the regular Board meeting on April 1 (moved by Liza Poinier, seconded by Chuck Crush).

Ms. Patterson noted that there were two amendments to the draft minutes of the Public Hearing on April 17 – adding the location, and adding a sentence indicating that the floor had been opened for public comment after the presentation.

The Board voted 9-0 to approve the minutes of the Public Hearing on April 17 as amended (moved by Tom. Croteau, seconded by Jim Richards).

Jack Dunn noted a number of errors in the minutes of the March 27, 2019 Special Board meeting at which the vote on the 2019/2020 budget was taken. He asked that the Board amend the minutes per discussion to reflect the actual budget amounts. These amendments will be noted in the March 27, 2019 minutes of record.

Mr. Richards made a motion to amend the March 27, 2019 minutes to reflect a budget for the fiscal year 2019-2020 in the amount of \$90,316,083, with a general fund budget of \$84,868,002 appropriating \$52,136,368 in local taxes and \$7,730,534 in state taxes. Ms. Higgins seconded the motion.

Ms. Higgins left the meeting and returned after the following vote.

The Board voted 8-0 to amend the minutes of the March 27, 2019 Special Board meeting to reflect a budget for the fiscal year 2019-2020 in the amount of \$90,316,083, with a general fund budget of \$84,868,002 appropriating \$52,136,368

in local taxes and \$7,730,534 in state taxes (moved by Mr. Richards, seconded by Ms. Higgins).

Agenda Item 6. Bond Authorization

Mr. Dunn asked that the Board authorize the \$5,000,000 bond for the replacement of the Concord High School and Broken Ground School roofs.

The Board voted 9-0 on the following motion (moved by Ms. Higgins, seconded by Mr. Croteau):

- 1. That under and pursuant to the Municipal Finance Act, Chapter 33, NH RSA, as amended, and any other enabling authority, there be and hereby is appropriated the sum of \$5,000,000 in order to finance the costs of repairing and replacing the roofs at the District’s High School and Broken Ground School buildings, including the payment of costs incidental or related thereto (collectively, the “Projects”).**
- 2. To meet this appropriation, the District Treasurer, with the approval of the Board of Education, is authorized to borrow \$5,000,000 under the Municipal Finance Act, as amended, and any other enabling authority and issue Bonds of the District (and notes in anticipation thereof) (the “Bond”) in the principal amount of \$5,000,000, and notes in anticipation thereof.**
- 3. That the Clerk of the School Board and the signers of the Bond are each hereby authorized to take any and all actions necessary or convenient to carry out the provisions of this vote, including delivering the Bond against payment therefor.**
- 4. That all things heretofore done and all action heretofore taken by the School Board and its officers and agents in its authorization of the Projects and their financing are hereby ratified, approved and confirmed.**
- 5. That the expected useful life of the Projects being financed by the Bond is hereby determined to be as follows:**

Project Description	Useful Life (Years)
High School roof repair and replacement	40+
Broken Ground School roof repair and replacement	40+

- 6. This vote shall take effect upon its passage.**

Agenda Item 7. Recognitions

Superintendent Forsten welcomed Barrett Christina, Executive Director of the NH School Boards Association, who awarded a \$1500 scholarship to Hunter Cogswell, grandson of former Board member Clint Cogswell. He enumerated Hunter's many academic and extracurricular achievements, and his creative and mindful approach.

Superintendent Forsten commented on the five strong candidates for the Assistant Principal positions who would be brought forward for votes later in the meeting. She thanked those on the search committees. Rundlett began a self-study (run by NELMS), related to governance, parent and community involvement, facility, etc. She noted the performance of *The Addams Family* by the CHS Drama Club this upcoming weekend. AP exams will begin next week at the high school.

Agenda Item 8. Personnel

Larry Prince presented twelve professional leaves of absence and one child-rearing leave of absence.

The Board voted 9-0 to confirm the leaves of absence as presented (moved by Ms. Higgins, seconded by Ms. Kane).

Mr. Prince presented five administrator nominations.

Laura-Beth Ulwick, Assistant Principal/Student Services, Abbot-Downing School, \$103,458, Step I, M+30/CAGS, one year only. New position. Budgeted at \$111,760

Nancy Pender, Assistant Principal/Student Services, Broken Ground School, \$107,769, Step III, M+30. New position. Budgeted at \$111,760

Allison Pelletier, Assistant Principal/Student Services, Mill Brook School, \$107,609, Step II, M+30/CAGS

Leigh Childs, Assistant Principal/Student Services, Beaver Meadow School, \$103,778, Step III, New Position, Budgeted at \$111,760

Carol McCarthy, Assistant Principal/Student Services, Christa McAuliffe School, \$111,760, Step III, M+30/CAGS, one year only. New Position. Budgeted at \$111,760

Mr. Crush had several questions about the interview process, including whether parents were involved. Superintendent Forsten noted that the selection process was led by each of the building Principals, who assembled interview teams consisting of parents, teachers, educational assistants and several Board members. Principals would typically invite the PTO president or, if unavailable, other parents in the PTO. Principal Lauze stated that she contacted parents whose students have special needs, and two parents were on the BGS interview committee.

Mr. Crush asked whether all the nominees were certified in special education administration. Superintendent Forsten noted that some had Associate Principal

certification; all carried special education teacher certification; some had a Special Education Administration credential. Mr. Crush noted that not all the nominees were certified in special education administration.

Mr. Crush asked whether the “inclusion” philosophy was part of the interview conversation. Principal Lauze noted that, as inclusion is District philosophy, this was reflected in the selection process.

Ms. Higgins noted that she was planning to vote no on this motion because she felt that more teachers or aides were needed, not more administrators.

Mr. Crush asked if the nominees’ contracts were all the same length. Superintendent Forsten noted that all CAA contracts are drawn up each year.

The Board voted 7-0 (Ms. Higgins and Mr. Crush abstained) to confirm the nominations (moved by Pam Wicks, seconded by Mr. Croteau).

Mr. Croteau expressed thanks to the building Principals for quick and excellent work in the hiring of these individuals. Ms. Kane said she was honored to be part of the Mill Brook interview process, which included 11 members on the search committee and many interviewees. She said she was impressed with the process, and the thoughtfulness and enthusiasm of the staff. Mr. Richards also thanked all the participants of the interview teams, noting that this can be difficult work. Danielle Smith noted that she had voted against those positions in the budget, but having served on one of the search committees, was impressed with the quality of the candidates.

Mr. Prince presented a number of new teacher nominations for 2019-2020:

Ms. Higgins left the meeting.

P. Clint Klose, Theater Arts Teacher, Concord Regional Technical Center, \$76,164, B-13, one year only. Clint currently holds this position and is once again requesting a leave of absence from his Music Teacher position at Beaver Meadow School to accept this assignment. Clint has been employed as a teacher with Concord School District since 1991. Federal Funds

Elizabeth York, English Teacher, Concord Regional Technical Center, \$17,314, 20% of M+30-14, one-year-only. Elizabeth currently holds this position and is once again requesting a 20% leave of absence from her English Teacher position at Concord High School to accept this assignment. Elizabeth has been employed as a teacher with Concord School District since 1990. Federal Funds

Natasha Berlin, Reading Teacher, Concord High School, \$17,314, 20% of M+30-14, one year only. Natasha is requesting a 20% leave of absence from her full-time ELL Teacher position at Concord High School to accept this assignment. Natasha has been employed as a teacher with Concord School District since 2012. This vacancy is from an 80% Reading Teacher position that was filled one-year-only by Heidi Crumrine and Kaileen Chilauskas in 2018-2019. Budgeted at \$11,722

Daniel Breen, Social Studies Teacher, Concord High School, \$51,688, B-4. Daniel is currently in this position as a one-year-only assignment. Daniel has been employed as a teacher with Concord School District 2015-2017 and 2018-2019. Daniel replaces Chrigus Boezeman (M-12 = \$77,179) – transfer to CAA. Budgeted at \$77,179

A. Brin Cowette, Music Teacher, Concord High School, \$11,855, 20% of B-7, one year only. Brin is a full-time Music Teacher at Concord High School, 20% of which is one-year-only. She will continue in this position for 2019-2020. Brin has been employed as a teacher with Concord School District since 2015. Brin is replacing Gabriel Cohen (20% of M-14=\$16,785) – LOA. Budgeted at \$16,785

Heidi Crumrine, Reading Teacher, Concord High School, \$17,314, 20% of M+30-14, one year only. Heidi is requesting a 20% leave of absence from her full-time English Teacher position at Concord High School to accept this assignment. Heidi has been employed as a teacher with Concord School District since 2004. This vacancy is from an 80% Reading Teacher position that was filled one-year-only by Heidi Crumrine and Kaileen Chilauskas in 2018-2019. Budgeted at \$11,722

Karrie Hanson, English Teacher, Concord High School, \$51,026, M-2. Karrie is an English and ELL Teacher at Concord High School. Karrie has been employed as a teacher with Concord School District since 2018. Karrie replaces Meredith Vickery (M-13 = \$80,574) – resignation. Budgeted at \$58,612

Melissa Louf, ELL Teacher, Concord High School, \$10,338, 20% of B-4. Melissa is an 80% ELL Teacher at Concord High School, 20% of which is one-year-only. Melissa will be on an 80% ELL contract for 2019-2020. Melissa has been employed as a teacher with Concord School District since 2017. Melissa replaces Karrie Hanson (M-2 = \$10,205) – transfer. Budgeted at \$10,205

Jane Newton, Reading Teacher, Concord High School, \$33,570, 40% of M-14, one year only. Jane is requesting a 40% leave of absence from her full-time ELL Teacher position at Concord High School to accept this assignment. Jane has been employed as a teacher with Concord School District since 2004. This vacancy is from an 80% Reading Teacher position that was filled one-year-only by Heidi Crumrine and Kaileen Chilauskas in 2018-2019. Budgeted at \$23,445

Kristina Peare, Math Teacher, Concord High School, \$15,233, 20% of B-13, one year only. Kristina is requesting a 20% leave of absence from her full-time Special Education Teacher position at Concord High School to accept this assignment. Kristina has been employed as a Teacher with Concord School District since 2000. Funded by reallocation from special education.

Zachary Procek, English Teacher, Concord High School, \$48,512, M-1, 40% one year only. Zachary is currently in a one-year-only English Teacher assignment at Concord High School. Zachary has been employed as a teacher with Concord School District since February 2019. Zachary replaces Karrie Hanson (60% of M-2 = \$30,616) – transfer,

Elizabeth York (20% of M+30-14 = \$17,314) – LOA and Heidi Crumrine (20% of M+30-14 = \$17,314) – LOA. Budgeted at \$65,244

Kathryn Todd, Speech-Language Pathologist, Concord High School, \$22,135, 30% of M-11, one year only, Kathryn is currently in this position as a one-year-only assignment. This is in addition to Kathryn's 50% Speech-Language Pathologist position at Concord High School. Kathryn has been employed as a speech-language pathologist with Concord School District since 2012. Kathryn replaces Sara Hans (30% of M-14 = \$25,178) – LOA. Budgeted at \$25,178

Michelle Ruopp, Science Teacher, Rundlett Middle School, \$51,026, M-2. Michelle is currently in a one-year-only Science Teacher assignment at Rundlett Middle School. Michelle has been employed as a teacher with Concord School District since 2018. Michelle replaces Kristin Mullen (B-2 = \$46,616). Budgeted at \$46,616

Michelle Mulligan, Kindergarten Enrichment Teacher, Elementary, \$76,164, B-13, one year only. Michelle currently holds this position and is once again requesting a leave of absence from her Classroom Teacher position at Beaver Meadow School to accept this assignment. Michelle has been employed as a teacher with Concord School District since 1994. Budgeted at \$58,612

Selina Blaine, Classroom Teacher, Beaver Meadow School, \$56,098, M-4. Selina has been employed as a teacher with Concord School District since 2016. Selina replaces Patricia Fahey (M+30-14 = \$86,572) – retirement. Budgeted at \$58,612

Brittany Courchesne, Preschool Teacher, Beaver Meadow School, \$71,269, M-10. Brittany is currently a part-time Preschool Teacher. Brittany has been employed as a teacher with Concord School District since 2018. Brittany replaces Selina Blaine (53% of M-4 = \$29,732) – transfer and new position (47% of M-5 = \$27,548). Budgeted at \$57,280

Robert Fogg, Music Teacher, Beaver Meadow School, \$66,859, B-10, one year only. Rob currently holds this position and is once again requesting a leave of absence from his 40% Music Teacher position at Christa McAuliffe School to accept this assignment. Rob has been employed as a teacher with Concord School District since 2017. Rob replaces P. Clint Klose (B-13 = \$76,164) – LOA. Budgeted at \$76,164

Kaleigh Otto, Classroom Teacher, Christa McAuliffe School, \$44,102, B-1. Kaleigh replaces Bonnie Larochelle (M-14 = \$83,926) – retirement. Budgeted at \$58,612

Kristen Perreault, Classroom Teacher, Christa McAuliffe School, \$44,102, B-1, Kristen replaces Meredith Shepherd (M-4 = \$56,098) – resignation. Budgeted at \$56,098

Paula Koehler, Speech-Language Pathologist, Mill Brook School, \$83,926, M-14. Paula replaces Allison Nico (M-6 = \$61,125) – resignation. Budgeted at \$61,125

Mr. Crush asked about the “reallocation from special education” funds for Kristina Peare, who would be moving into regular education for the one year. Mr. Sica answered the question.

The Board voted 8-0 to confirm the nominations as presented (moved by Ms. Wicks, seconded by Mr. Crush).

Mr. Prince presented the list of vacancies.

Mr. Prince suggested that the Board vote to authorize the Superintendent to hire staff over the summer months (the Board will later vote to confirm the hires) per Policy 693 Superintendent, Approval of Employees.

The Board voted 8-0 to authorize the Superintendent to offer contracts over the summer, subject to confirmation by the Board (moved by Ms. Patterson, seconded by Ms. Smith).

Agenda Item 9. Communications & Policy

Ms. Patterson noted that the Committee met on April 10. She presented several policies for a first reading. No action was taken by the Board.

Policy #541.3 Driving and Parking – the Committee recommended adopting the NHSBA policy with several revisions, including a change of title to Student Motor Vehicle Use.

Policy #551 Season Ticket Rates – the Committee recommended adopting the NHSBA policy with several revisions, including a change of title to Admission for Sporting Events.

Policy #561/673 Sargent Memorial Essay Contest – the Committee recommended several revisions to this policy relative to the selection process.

Mr. Crush asked whether there was a need for ongoing follow-up to the counseling provided by NHHS after the arrest of a CHS teacher. CHS Principal Tom Sica noted that follow-up counseling had been offered and few students seemed to take this opportunity.

Agenda Item 10. Capital Facilities

Mr. Richards noted that the Committee met on April 15 to discuss the recent flooding at CHS, caused by a failed valve in the gymnasium. Summer projects include painting in the new elementary schools, and replacing the 1972 floor drain at Broken Ground School. The committee reviewed the work to date on the middle school facility project, including a “visioning session” in 2017 and a trip to Lincoln, Nebraska to tour its new combination middle school/family Y building. The design process and the five design options to date were reviewed. He noted that many additional topics are still to be discussed including traffic study, whether to renovate or build new, grade level configuration, a possible new location, the construction timeline and other items. The next two meetings will be held jointly with the Finance and the Instructional committees.

Agenda Item 11. City & Community Relations

Ms. Poinier reported that the Committee met on April 17 to discuss the proposed Director of Communications position, the District's website and brochure and its social media presence. Members discussed whether the Board might take positions on education-related legislative matters and how this might develop. Ms. Poinier suggested meeting with the City's new Public Information Officer to discuss ways to further the District's mission.

Agenda Item 12. Other Business

Superintendent Forsten noted that there had been only one snow day this winter season, January 9. The other weather-related changes to the school day were all two-hour delays.

The Board voted 8-0 to establish Thursday, June 13 as the last day of school for students (moved by Ms. Patterson, seconded by Mr. Crush).

Agenda Item 13. Proposed calendar of meetings

Superintendent Forsten discussed the proposed Board calendars for May and June, highlighting Commencement on Saturday, June 15.

Agenda Item 14. Public comment

There was no public comment.

Agenda Item 15. Adjournment

The Board voted 9-0 to adjourn (motioned by Mr. Richards, seconded by Ms. Kane).

The Board adjourned at 8:55 p.m.

Respectfully submitted,

Jim Richards, *Secretary*
Linden Jackett, *Recorder*