

Concord School District  
**Board of Education**  
**Regular monthly meeting**  
**June 4, 2018**

**Board members:** Clint Cogswell, Tom Croteau, Chuck Crush, Nathan Fennessy, Jennifer Patterson, Liza Poinier, Maureen Redmond-Scura, Jim Richards, Pam Wicks; student representative Logan Stevens

Board members absent: Jim Richards, student representative Helen Massah

**Administrators:** *Superintendent Terri Forsten, 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 7:00 p.m.

Agenda Item 2. Approval of Agenda

Nathan Fennessy asked to amend the agenda with the addition of a non-public session after Item 12 Public Comment.

**The Board voted 8-0 to amend the agenda with the addition of a non-public session under 91-A 3 (II. (c) after section 12 (motioned by Mr. Fennessy, seconded by Tom Croteau).**

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

Agenda Item 3. Presentations

Retirees

Superintendent Forsten welcomed the retirees and recognized each one, with thanks.

Lorna Austin retired with 21 years of service.

Mary Barnum retired with 25 years of service.

Linda Becker retired with 38 years of service.

Peter Bombaci retired with 25 years of service.

Deb Converse retired with 11 years of service.

Laurie Earp retired with 19 years of service.

Diane Fink retired with 31 years of service.

Jim Harvey retired with 28 years of service.

Nancy Keane retired with 26 years of service.

Jonathan Kelly retired with 32 years of service.

Joan Kirkpatrick retired with 14 years of service

Marianne LaPlante retired with 31 years of service.

Miriam Lebby retired with 24 years of service.

Katherine Mitchell retired with 21 years of service.

John Moss retired with 11 years of service.

Sharon Nicosia retired with 34 years of service.

Deborah Schulte retired with 10 years of service.

Luanne Snow retired with 31 years of service.

Jill Whitmore retired with 21 years of service.

The Board thanked each and every retiree, expressing appreciation for their many years of dedicated service to Concord school children and to the entire community.

Agenda Item 4. Public Comment– agenda items only

There was no public comment.

Agenda Item 5. Approval of Board Minutes

Ms. Patterson briefly reviewed the minutes of the May 7 regular Board meeting and the May 16 Special Board meeting.

**The Board voted 7–0 (Mr. Fennessy abstained from approval of May 16 meeting minutes) to approve the minutes of the May 7 regular Board meeting and the May 16 Special Board meeting (moved by Maureen Redmond-Scura, seconded by Mr. Crush).**

Agenda Item 6. Recognitions

Student Board representative Logan Stevens highlighted activities and accomplishments among CHS students since the last Board meeting:

- Ethan DeAngelis will receive the Billy Michal Student Leadership Award from the National World War II Museum in New Orleans, given out annually to one

student from each state who demonstrates the American spirit in their community. Ethan, using the ArcGIS system, a highly detailed mapping system, marked and photographed all the graves at the New Hampshire State Veterans Cemetery in Boscawen. When a name is queried, the search will show where the grave is located in the cemetery, a picture of the grave, and the name. This will be available to be used by the public in the upcoming months online and on a computer at the NH State Veterans Cemetery.

- Envirothon – 8 teams of AP Environmental students competed in a statewide competition. Concord teams placed second, third, and fourth overall, taking 5 of the top 10 positions. Additionally, Concord teams scored first place in aquatics, second and third in forestry, second and third in soils, third in wildlife, and second and third in presentation.
- NH Scholars ceremony recognized 162 seniors (45% of the senior class) – each student received a medal to wear at graduation. All of these scholars were invited to attend a Fisher Cats game and celebration.
- Yearbooks: Yearbooks were distributed this past week to all students. Students were thrilled with the way they came out.
- Les Misérables: The CHS Drama club put on three showings of Les Misérables, open to the public. It was an amazing production, with all the tickets sold out to all the performances beforehand
- CRTC Graduation: Recently, The CRTC program held its graduation, recognizing all seniors who successfully completed one or more of the programs through CRTC. It was great to see the result of these students' hard work and dedication.
- Eighth Grade transition: Eighth grade students and their parents had a chance to attend the eighth-grade transition night, at which clubs, sports and more set up tables with information about all CHS has to offer.
- Prom will be June 14 – most students are excited to experience this night
- Graduation is June 16 at Memorial Field – seniors are excited
- Logan thanked the Board for allowing him the opportunity to serve the Board

The Board thanked Logan Stevens, Helen Massa, Chris Renaud and Keisha Johnson for their service to the Board during this past year.

Superintendent Forsten thanked the Board and the Concord community for its support of the Mill Brook School community after the tragic death last week of Principal Phil Callanan. She expressed hope that his family is seen through difficult days ahead with the support of their community. Ms. Patterson noted that Mr. Callanan brought great energy and passion to his position and was loved and deeply appreciated.

Agenda Item 7. Personnel

Larry Prince presented two professional and one person leaves of absence.

**The Board voted 8–0 to approve the leaves of absence as presented (moved by Clint Cogswell, seconded by Ms. Redmond-Scura).**

Superintendent Forsten presented one administrator nomination, Anthony Blinn, as the new Principal of Abbot-Downing School.

Anthony Blinn, Principal, Abbot-Downing School, \$113,483, Step IV. Anthony replaces Kathleen Riordan (step IV = \$113,483) – resignation. Budgeted at \$113,483

The search committee was unanimous in its endorsement of this candidate.

**The Board voted 8–0 to approve the nomination of Anthony Blinn as the new Principal of Abbot-Downing School (moved by Mr. Fennessy, seconded by Liza Poinier).**

Mr. Prince presented several teacher nominations for the 2018-2019 school year.

Alex Scarelli, English Teacher, Concord High School, \$63,202. M+30-7\*. Alex replaces Jonathan Kelly (M-14 = \$80,665) – retirement. Budgeted at \$80,665

John Giles, Special Education Teacher, Rundlett Middle School, \$48,234, M-2\*. John replaces Amanda Knight (M-9 = \$65,696) – resignation. Budgeted at \$65,696

Michelle Mulligan, Enrichment Teacher, Kindergarten, \$73,182, B-13. New Position. Budgeted at \$46,569

Robert Fogg III, Music Teacher, Beaver Meadow School, \$59,044, B-8, one year only. Robert replaces Clint Klose (B-13 = \$73,182) – LOA to Concord Regional Technical Center theater arts position. Robert is requesting a leave of absence from his 40% music teacher position. Budgeted at \$73,182

Kevin Parsons, Physical Education Teacher, Beaver Meadow School, \$41,580, B-1\*. Kevin replaces Sharon Nicosia (B-13 = \$73,182) – retirement. Budgeted at \$73,182

Ernest Rowe, Special Education Teacher, 17-1, Christa McAuliffe School, \$41,580, B-1. Ernie replaces Dana Davidson (M-10 = \$68,191) – resignation. Budgeted at \$68,191

Mary Brown, Classroom Teacher, Mill Brook School, \$48,234, M+30-1\*. Mary replaces Nancy Bannon (M-14 = \$80,665) – retirement. Budgeted at \$80,665

Courtney Giddis, Classroom Teacher, Mill Brook School, \$41,580, B-1\*. New Position. Budgeted at \$46,569

**The Board voted 8–0 to confirm the teacher nominations as presented (moved by Tom Croteau, seconded by Ms. Redmond-Scura).**

Superintendent Forsten noted that 119 kindergarten students have been enrolled for the upcoming year at Mill Brook School, with comparable enrollments at other schools.

## Agenda Item 8. Negotiations Committee

Mr. Fennessy reported that the Committee met on May 9 and June 4 to discuss negotiations. He reported that an agreement has been reached with the Food Service workers, highlights which include:

Wage increases contain a new base in Year 1; 1.75% in Year 2, and 2.00% in Year 3. The District agreed to keep employee contributions to health insurance at current levels for all 3 years of the agreement. Six paid holidays were added. Only those who are scheduled to work 30 hours or more per week will accrue sick leave; maximum accrual is reduced from 125 to 90 days. Payout of sick days at the time of separation was eliminated. Those who leave with 10 years of service, and are contracted to work 30 or more hours per week, will be paid a flat amount of \$6,000. Those who leave with 10 years of service, and are contracted to work less than 30 hours per week, will be paid a flat amount of \$2,000.

**The Board voted 8-0 to confirm the Food Service Workers' contract as presented (moved by Mr. Fennessy, seconded by Mr. Cogswell).**

Mr. Fennessy also reported that the Committee recommended that CO administrators have additional benefits in their contracts.

**The Board voted 8-0 to confirm an increase in salary of 1.5% for Central Office administrators, an increase in the District contribution to their 403(b) accounts from \$3,000 to \$3,500 and increased vacation/sick days (motioned by Mr. Fennessy, seconded by Ms. Redmond-Scura).**

Unaffiliated staff will bear a 2.5% increase in the employee contribution to health insurance.

**The Board voted 8-0 to confirm that unaffiliated staff will bear a 2.5% increase in the employee contribution to health insurance (moved by Mr. Fennessy, seconded by Mr. Cogswell).**

The Business Manager salary will be increased to \$70,000. All other unaffiliated staff will receive a 1.5% salary increase.

**The Board voted 8-0 to increase the salary of the Business Manager to \$70,000; this increase in lieu of the 1.5% increase provided to other unaffiliated staff (moved by Mr. Fennessy, seconded by Ms. Poinier).**

## Agenda Item 9. Communications & Policy Committee

Mr. Fennessy reported that the Committee met on May 14 but that, as a quorum was not present, policies discussed at that meeting would not be brought to the Board for a first reading yet. A number of policies were before the Board for a second reading.

Policy #411 Physical Examinations. Several changes were made.

Policy #423 Placement on Salary Schedule Steps. This policy was recommended for deletion.

Policy #423.1 Vocational Teachers, Creditable Experience. This policy was recommended for deletion.

Policy #423.2 Salary: Advancement to a Higher Degree Category. This policy was recommended for deletion.

Policy #423.3 Advance to Higher Salary. This policy was recommended for deletion.

Policy #424 Family and Medical Leave Act. This policy would replace Policy #424.1.

Policy #424.1 Leaves of Absence for Health Reasons. This policy was recommended for deletion, to be replaced by a new policy, #424 Family and Medical Leave Act.

Policy #424.1 Military Leave. This new policy, numbered #424.1, replaces the following two policy notations:

Policy #424.2 Leaves of Absence for Military Obligations. This policy was replaced by the new Policy #424.1.

Policy #424.3 Leaves of Absence for Military Service. This policy was replaced by the new Policy #424.1.

Policy #424.4 Unpaid Leaves of Absence. The Committee recommended a change of title to Unpaid Professional Leaves of Absence.

Policy #425 Subpoena/Jury Duty. The Committee reviewed this policy with no changes.

Policy #426 School Counselors – Additional Days. The Committee recommended several minor changes.

Policy #429/681 Instruction of Temporarily Home-Bound Students. Policy #429 will be deleted and Policy #681 will be retained.

Policy #521 Sexual Harassment – Students. The Committee endorsed, with minor changes, the NHSBA sample policy on this topic.

**The Board voted 8-0 to adopt new and revised Policies 411, 424, 424.1 (new), 424.4, 425, 426, 521 and 681, and to delete Policies 423, 423.1, 423.2, 423.3, 424.1 (older, separate policy), 424.2, 424.3 and 429 (motioned by Mr. Fennessy, seconded by Ms. Redmond-Scura).**

## Agenda Item 12. Instructional Committee

Ms. Redmond-Scura reported on the meeting of May 16. Fifth grade students presented their research on whether the fifth grade should continue in the elementary schools or move to the middle school. Ms. Palley discussed AP class enrollments. The committee discussed the autism and behavior services contract, which has been awarded to Bill White Associates.

Agenda Item 13. Proposed calendar of meetings

Superintendent Forsten discussed the proposed Board calendars for June and July.

Agenda Item 14. Public comment

There was no public comment.

Agenda Item 15. Non-public session

Mr. Fennessy made a motion to move into non-public session at 7:40 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 ..."

**The Board voted 8-0 on a roll call vote to move into non-public session at 7:40 p.m. under RSA 91-A:3 II (c) (motioned by Mr. Fennessy, seconded by Ms. Redmond-Scura) to discuss a personnel issue.**

Jim Richards arrived during the non-public session.

Mr. Fennessy moved to come out of non-public session at 8:54 p.m.

**The Board voted 9-0 on a roll call vote to come out of non-public session at 8:54 p.m. (motioned by Mr. Fennessy, seconded by Mr. Croteau).**

The Board voted to seal the minutes of the non-public session.

**The Board by roll call voted 9-0 to seal the minutes under RSA 91-A:3 II (c) - public employee (motioned by Mr. Fennessy, seconded by Mr. Croteau).**

Agenda Item 16 Adjournment

**The Board voted 9-0 to adjourn (motioned by Ms. Patterson, seconded by Mr. Fennessy).**

The meeting was adjourned at 8:56 p.m.

Respectfully submitted,

Maureen Redmond-Scura, *Secretary*

Linden Jackett, *Recorder*