

Concord School District
Board of Education
Regular monthly meeting
August 6, 2018

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

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

The Board voted 9-0 to approve the agenda (motioned by Tom Croteau, seconded by Maureen Redmond-Scura).

Agenda Item 3. Public Comment– agenda items only

There was no public comment.

Agenda Item 4. Approval of Board Minutes

Ms. Patterson briefly reviewed the minutes of the July 2 regular Board meeting and the July 25 Special Board meeting.

The Board voted 9–0 to approve the minutes of the July 2 regular Board meeting and the July 25 Special Board meeting (moved by Clint Cogswell, seconded by Mr. Croteau).

Both Mr. Cogswell and Mr. Croteau commended Bill White for his program, and his presentation, and the focus on inclusion and keeping students within the District. Ms. Patterson said she was impressed by the consultants for the level of detail they provided.

Agenda Item 5. Recognitions

Superintendent Forsten provided an update on the status of the full-day kindergarten program, focusing on curriculum and enrichment, professional development

specifically for kindergarten teachers and the daily kindergarten schedule. With Project KEY (kindergarten enrichment year), each day, each kindergarten class will have a 45-minute block of time for STEAM, creative play, academic and social activities.

She provided an overview of current kindergarten enrollment numbers; class sizes range from 14-18 students. Jim Richards commended the staff who developed and ran the District pre-kindergarten program in 3-week segments through the summer.

Beaver Meadow and Christa McAuliffe Schools did not qualify for the federally-funded Fresh Fruits & Vegetables Program this year. This is based on the percentage of students eligible for free- and reduced-price lunches. The cost is approximately \$21,000 per school, which costs are not currently included in the budget. The cost for two schools was funded last year for one year only. There was a recommendation to add a Finance Committee meeting in September to consider adding this cost to the budget.

Agenda Item 6. Board member resignation

Ms. Patterson announced that she was planning to move from the center of Concord to East Concord, which would mean that she might need to resign from her District B Board seat (Wards 5, 6, 7) for the remainder of her term, which would end in December 2019. There was some discussion whether the School District Charter addressed this circumstance; Policy 115 could also guide decisions related to this change.

Agenda Item 6. Personnel

Larry Prince presented one administrator recommendation. Superintendent Forsten described Kathleen Scarpati's teaching and administrative background.

Kathleen Scarpati, Principal, Mill Brook School, \$107,312, Step IV, prorated 230 days. Katie replaces Phil Callanan (step IV = \$113,483). Budgeted at \$113,483

The Board voted 9-0 to approve the hiring of Kathleen Scarpati as Principal of Mill Brook School (moved by Pam Wicks, seconded by Mr. Fennessy).

Superintendent Forsten invited members of the Mill Brook School community to a meet-and-greet with the new Principal on Wednesday morning, August 8.

Mr. Prince presented one professional leave of absence.

The Board voted 9-0 to approve the leave of absence as presented (moved by Ms. Redmond-Scura, seconded by Mr. Cogswell).

Mr. Prince presented several teacher confirmations for the 2018-2019 school year. All salaries are based on the 2017-2018 CEA salary schedule. Steps reflect 2017-2018 placement unless otherwise indicated with an asterisk.

Aimee Castonguay, English Teacher, Concord High School, \$41,580, B-1*, one year only. Aimee replaces Denise Fournier (40% of M-14 = \$32,266) – LOA and Katherine Mitchell (60% of M-14 = \$48,399) – retirement. Budgeted at \$80,665

Kristin Mullen, Science Teacher, Rundlett Middle School, \$41,580, B-1*. Kristin replaces Jill Whitmore (B-13 = \$73,182) – retirement. Budgeted at \$73,182

Rebecca Hall, Classroom Teacher, Beaver Meadow School, \$41,580, B-1*. Rebecca replaces Emily Wilkes (M-3 = \$50,728) – transfer to Abbot-Downing School. Budgeted at \$50,728

Erin Phillips, Preschool/Outreach Teacher, Beaver Meadow School, \$36,524, 72% M-3*, one year only. Erin replaces Elizabeth Collopy (35% of M+30-2 = \$17,755) – transfer to full-time position. Balance of position funded through reallocations. Budgeted at \$36,524

Ashley Grover Desmarais, Music Teacher, Christa McAuliffe School, \$19,626, 40% B-4*, one year only. Ashley replaces Robert Fogg (B-8 = \$23,618) – LOA. Budgeted at \$23,618

Christine Moore, Special Education Teacher, Mill Brook School, \$74,011, M-12*. Christine replaces Crystal Rubino (M-11 = \$70,685) – transfer to Rundlett Middle School. Budgeted at \$70,685

Debra Caldwell, Classroom Teacher, Mill Brook School, \$48,234, M-2*. This is a new position

Cristin Devlin Kaufman, Classroom Teacher, Mill Brook School, \$49,064, B-4*. This is a new position

Karrie Hanson, English Teacher, Concord High School, \$45,737, M-1*. Karrie Hanson replaces Jessica Anderson – resignation. Budgeted at \$50,728.

The Board voted 9–0 to confirm the staff hires as presented (moved by Mr. Croteau, seconded by Ms. Redmond-Scura).

Superintendent Forsten listed current open staff positions in the District.

Agenda Item 7. Communications & Policy Committee

Nathan Fennessy reported that the Committee did not meet in July; however, a number of policies were before the Board for a second reading and vote.

Policy #132 Agenda Preparation and Dissemination – the major change was adding language about the time period available for public comment, and the appropriateness of public comment.

Ms. Patterson noted that the Board typically does not limit public discussion to agenda items only, at the second place for public comment on the agenda. She and Mr. Fennessy would be comfortable deferring a vote on this policy until September. Chuck Crush said he thought the current language was fine, that the policy does encourage

public comment, and that it might be a good idea to table the vote on this policy until September. Ms. Redmond-Scura noted that the Committee had reviewed the NH School Board Association (NHSBA) sample policy and tried to align its current policy to it, and that NHSBA's specific language was recommended for consistency. Pam Wicks stated it would be best for the Board to codify its practice. Ms. Patterson suggested analyzing other policies to make sure that these topics are included in the appropriate place and are consistent.

It was generally agreed to remove the second sentence of paragraph 1, "Complaints regarding individual employees, personnel or students will be directed to the Superintendent in accordance with relevant policies."

The Board voted 9-0 to send consideration of Policy 132 back to the Communications & Policy Committee (moved by Mr. Richards, seconded by Mr. Crush).

The Communications & Policy Committee's next meeting is August 8, 2018. The public is invited to attend.

Mr. Fennessy briefly discussed the other policies for consideration by the Board: Policy #428 Death Benefits; Policy #430/536.1 Restraint and Seclusion; Policy #431 Professional Expectations; Policy #433 Internet Use – Staff; Policy #434 Social Media – Staff; Policy #436 School District Social Media Websites (*new*); Policy #441 Assignments, Secondary (*recommended for deletion*); Policy #441.1 Department Chairpersons/Coordinators (*recommended for deletion*); Policy #530 Student Wellness; Policy #758 Video/Audio Surveillance and Recordings (*new*)

Mr. Crush noted that there is no time limit stated in the policy for seclusion and, in addition, he did not have a clear idea how often seclusion is used and still would like to personally view the seclusion rooms in each school. Superintendent Forsten said the DOE attorney noted that the law is vague on several parameters of seclusion, and DOE staff would not offer recommendations regarding time limits for seclusion. Seclusion and restraint data will be presented at the next Instructional Committee meeting.

The Board voted 8-0 (one abstention, Mr. Crush) to approve revisions to Policy 430/536.1 as presented (moved by Mr. Fennessy, seconded by Ms. Wicks).

The Board voted 9-0 to approve revisions to Policies 428, 431, 433, 434, 530, new Policies 436 and 758 and deletions of Policies 441 and 441.1, as presented (moved by Mr. Fennessy, seconded by Ms. Redmond-Scura).

Several Board members noted that constituents have complained that agendas for committee meetings are not made available in advance.

Agenda Item 8. City and Community Relations Committee

Committee Chair Clint Cogswell reported on the meeting of July 11.

A booklet to promote the quality of the Concord School District is being prepared; an initial draft will be presented at the next meeting on August 20.

Agenda Item 9. Capital Facilities Committee

Committee Chair Jim Richards reported on the meeting of July 18, which was a tour of the former Eastman School building. The tour focused on the repairs needed to bring the building up to current ADA and life safety codes. The Committee would wait for the results of the demographics study before going further. There is no further update on the proposal to use the Stable Building near Concord High School.

Agenda Item 10. Proposed calendar of meetings

Superintendent Forsten discussed the proposed Board calendars for August and September. Several meetings were rescheduled.

Agenda Item 11. Public comment

Agenda Item 12. Adjournment

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

The meeting was adjourned at 8:30 p.m.

Respectfully submitted,

Maureen Redmond-Scura, *Secretary*

Linden Jackett, *Recorder*