

Concord School District  
**Board of Education**  
**Regular monthly meeting**  
**September 4, 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 Maureen Redmond-Scura, seconded by Tom Croteau).**

Agenda Item 3. Public Comment– agenda items only

Betty Hoadley, a Concord resident, spoke about two policies. She said she could not believe that the Board would impose a five-minute limit on public comment. She noted that there are some aspects of property tax rates that Board members still do not understand, and that comment about tax rates could well require more than five minutes. She said she would otherwise write a letter to the Concord Monitor stating these points. She also noticed a glaring omission regarding Facebook and other social media guidelines for Board members. She noted that she has read postings on Board members' personal Facebook pages that are in direct conflict with Board ethics.

Agenda Item 4. Approval of Board Minutes

Ms. Patterson briefly reviewed the minutes of the August 6 Board meeting.

**The Board voted 9-0 to approve the minutes of the August 6 Board meeting (moved by Ms. Redmond-Scura, seconded by Chuck Crush).**

Agenda Item 5. Recognitions

Student representative Helen Massah spoke to the Board about upcoming events at Concord High School: the Back to School pep rally on Friday; a Club Fair next week to

prepare for Homecoming: Spirit Week, the Homecoming parade, the football game and Homecoming Dance. A tribute to the late Principal Gene Connolly is planned for next month.

Superintendent Forsten spoke about Opening Day on Monday August 27. "Teacher Voice" includes self-worth, engagement and purpose; each of these also include student voice and school voice. Four staff members were recognized for their awards: Heather Droulet, a Christa McAuliffe sabbatical; Heidi Crumrine, as 2018 Teacher of the Year; Scott Maillot, as "Tools for Schools" award winner, recognized as one of the top skilled trades teachers in the country; and Donna Palley with the Outstanding Service Award from NHSAA. The District focus for 2018-2019 includes youth mental health first aid training opportunities; the demographic study to consider grade configuration and neighborhoods; the transportation study to support bus routing and start/stop time analysis; the middle school facility's design and site considerations; inaugural year for full-day kindergarten; and the District brochure, highlighting Concord schools in the community. She also noted several new administrators joining the District this fall: Paulette Fitzgerald, RMS Principal; Anthony Blinn, ADS Principal; Katie Scarpati, MBS Principal; and Chrigus Boezeman, Assistant Principal at RMS. Superintendent Forsten presented highlights, initiatives and themes for each of Concord's schools.

#### Agenda Item 6. Personnel

Larry Prince presented one professional leave of absence and one medical leave of absence.

Nathan Fennessy asked whether the Assistant Principal position is one-year-only. The Assistant Principal position is not a one-year-only position. Mr. Boezeman was given a one-year leave of absence from his teaching position.

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

Superintendent Forsten presented an administrator confirmation.

Chrigus Boezeman, \$85,275, Rundlett Middle School, Assistant Principal, Step I, prorated 228 days. Chrigus replaces David Bartlett (step IV = \$109,570). Budgeted at \$109,570

Mr. Fennessy said he was very happy the administration had identified an internal candidate for new leadership. Superintendent Forsten noted that SNHU is offering another cohort for a master's in educational leadership to support teacher growth and leadership development.

**The Board voted 9-0 to confirm the hiring of Chrigus Boezeman as Assistant Principal at RMS, as presented (moved by Ms. Redmond-Scura, seconded by Mr. Fennessy).**

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.

Daniel Breen, Social Studies Teacher, Concord High School, \$46,569, B-3\*, one year only. Dan replaces Chrigus Boezeman (M-10 = \$68,191) – LOA to RMS Assistant Principal position. Budgeted at \$68,191

Raymond Sleeper Jr., Chemistry Teacher, Concord High School, \$38,419, 60% B-10\*, one year only. Tray replaces Lyn Vinskus (40% of M+30-14 = \$33,264) – LOA to Science Coach position plus 20% funded through reallocations. Budgeted at \$44,408

Lyn Vinskus, Science Coach, Concord High School, \$33,264, 40% of M+30-14, one year only. New position. Federal Funds

Michelle Barrett, Science Teacher, Rundlett Middle School, \$45,737, M-1\*, one year only. Michelle replaces Jenifer O’Sullivan (M-14 = \$80,665) – LOA. Budgeted at \$80,665

Heidi Vibert, Special Education Teacher, Abbot-Downing School, \$25,364, 50% M-3\*. Heidi replaces James Clute (50% of M-14 = \$40,333) – returned to full-time position. Budgeted at \$40,333

Brittany Courchesne, Preschool Teacher, Beaver Meadow School, \$36,141, 53% M-10\*, one year only. Brittany replaces Selena Blaine (53% of M-3 = \$26,886) – LOA to full-time classroom teacher position. Budgeted at \$27,859

Erin Robichaud, Preschool Special Education Teacher, Mill Brook School, \$36,524, M-3\*. Erin replaces Shira Siegel (60% of M-13 = \$46,404) – resignation and Elizabeth Collopy (40% of M+30-2 = \$20,291) – resignation. Budgeted at \$66,695

**The Board voted 9–0 to approve the teacher confirmations as presented (moved by Mr. Fennessy, seconded by Mr. Crush).**

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

Danielle Rossetti, Girls Freshman Soccer Coach, Concord High School, \$2,079, Step 1, Group 11, 5.0%. Danielle replaces Renee Jeffrey Phillips

Molly Emerson, JV Volleyball Coach, Concord High School, \$2,287, Step 1, Group 10, 5.5%. Molly replaces Renee Zobel

Sarah Grant, Girls Soccer Co-Coach, Rundlett Middle School, \$1,248, Step 3, Group 11, 5.0%. Sarah replaces Amy Sheer

Trevor Wassel, Boys Soccer Coach, Rundlett Middle School, \$2,079, Step 1, Group 11, 5.0%. Trevor replaces William Savage

**The Board voted 9–0 to approve the coaching confirmations as presented (moved by Ms. Redmond-Scura, seconded by Mr. Croteau).**

## Agenda Item 7. Communications & Policy Committee

Mr. Fennessy reported that the Committee met on August 8. A number of policies were before the Board for a first reading.

Policy #132 Agenda Preparation and Dissemination – the Committee recommended adopting this policy with the removal of the final two sentences and addition of a sentence about committee agenda preparation. Mr. Fennessy noted feedback had been received from several people who wanted to know what was being planned for committee meeting discussions. Mr. Crush asked whether a timeline for non-Board members to suggest agenda items was included; it was implied that agendas are created at the Executive Committee meeting. Mr. Fennessy said that this policy was meant to be broad and that a timeline would not need to be set.

Policy #136 Public Participation at Board Meetings – the Committee recommended adoption of this new policy, affirming that public comments must be made in the specified five-minute period, with no extension. Complaints about employees, students or the Superintendent are addressed in Policy 812 Communication of Concerns to School Officials and were not included here. Mr. Fennessy stated that he did not want to require members of the public to bring a topic to the Superintendent prior to speaking at a Board meeting or that the Board be perceived as limiting speech based on commenters' content. Potential disruptive behavior could be addressed by contacting the police if necessary; the Board could adjourn the meeting if a speaker referenced a student by name. It was noted that the Board cannot speak about a personnel matter during public sessions. Jim Richards asked whether there was a provision to allow someone to speak for more than five minutes if the Board wanted to hear from them longer. It was suggested the Board would enter into "viewpoint discrimination" if this were allowed. Mr. Fennessy said he thought the five-minute limit was sufficient. Mr. Richards asked whether this limit would apply to Committee meetings also; particularly if comment addressed topics he himself was unfamiliar with. Ms. Patterson said if there was a situation whether a member of the public was providing information to the Board, the comment could go longer than five minutes. She noted that the Board does not want to discriminate by viewpoint, but also wishes to give everyone equal time for comment. She suggested that if there were only one, or two speakers, their time could be extended. She suggested language to indicate that the Board/committee reserved the right to limit the time as long as each speaker received equal time. Mr. Croteau said the unwritten policy has been to provide flexibility to those who may have something more to say. Mr. Crush stated that he favored the five-minute limit to ensure everyone has a fair and equal voice. Clint Cogswell said he favored giving discretion to the Board President or Committee Chair regarding length of time for comment. Ms. Patterson suggested adding text to the last sentence, "per person, which may be extended ...". Mr. Fennessy did not support leaving the issue to the President's discretion, but favored everyone having an equal five minutes. Mr. Richards suggested the entire Board should be able to vote to extend the time limit equally to all. Ms. Redmond-Scura suggested there might be legal issues if someone was allowed to speak longer at one meeting than another. Submitting

written testimony could be added to the minutes of any meeting. Ms. Patterson suggested adding the sentence, "Submission of written comments is also encouraged." These comments might become part of the minutes of each meeting if the commenter wished that would be so.

Policy #215/#442 Transfer Within the District – the Committee reviewed the policy and made no changes.

Policy #450 Teacher Performance and Evaluation – the Committee recommended changing the name of this policy to Teacher Performance and Evaluation System, based on NHSBA policy GCO, to conform with RSA 189:1-a, Duty to Provide Education, with several other textual changes.

Policy #451 Other Employees – the Committee recommended adopting NHSBA policy GDO in place of the current policy. The name was changed to Evaluation of Non-Teaching Employees.

Policy #461 Substitutes– the Committee recommended adopting NHSBA policy GCG in place of the current policy, with an additional sentence about criminal history records check, and a sentence about Principals' responsibilities.

Policy #480 Trust Fund –the Committee will examine additional background information on the Concord Teachers' Trust.

Policy #101.1/#481 Board Member Indemnification – Save Harmless – the Committee recommended keeping Policy #101.1 as is and will revise at a future meeting policy #481 to cover employees and agents.

Policy #482 Teachers, Exploitation of – the Committee recommended replacing this policy with the text of NHSBA policy GBJ, Personnel Records, which would comply with current privacy laws.

Policy #482.1 Concord School District Self-Funding Plus Program Statement of Policy Regarding the Use and Disclosure of Protected Health Information – the Committee recommended that this policy be deleted, as the District no longer self-funds. Other concerns within this policy are covered by HIPAA (Policy #422).

Policy #483/740 Liability – the Committee recommended changing the name and text of this policy to Liability Insurance and Pooled Risk Management. Several additional text changes were made.

Policy #491 Cafeteria Workers – the Committee recommended replacing the text of this policy with NHSBA policy GDB, Employment of Personnel, and deleting Policy #492 Custodians.

#### Agenda Item 8. City and Community Relations Committee

Committee Chair Clint Cogswell reported on the meeting of August 20, at which the development of the initial pages and overall concept of the District brochure was discussed.

#### Agenda Item 9. Finance Committee

Committee Chair Tom Croteau reported on the meeting of August 27, at which the ineligibility of Beaver Meadow and Christa McAuliffe Schools for the Fresh Fruits and Vegetables Program was discussed. The Committee recommended that the full Board allocate \$48,000 of the current budget funds to cover the cost of providing fresh fruits and vegetables five days per week at these two schools. Ms. Redmond-Scura noted that the funds cannot be distributed from the three schools which do qualify, to the other schools which do not qualify. Ms. Patterson noted that providing fresh fruits and vegetables for only three days would cost less. Mr. Fennessy asked whether the District providing the program to the two schools might jeopardize funding for the other elementary schools. The federal allocations covered three days in 2015-2016 year and have been rising since. Mr. Fennessy asked whether there has been any effort to reach out to community groups to partially fund this program. Mr. Croteau noted that the Food Services Director favored prepackaged fruits and vegetables. Mr. Crush said the Board should strategically plan for this program in the future. Pam Wicks noted that teachers and students are being trained to minimize food waste. Mr. Fennessy said he was concerned about the District taking on the cost of this program for a second year in a row; moving forward he suggested adding this to the overall budget process.

**The Board voted 9-0 to allocate \$48,000 for FY18-19 to fund the Fresh Fruits and Vegetables Program five days per week for Beaver Meadow and Christa McAuliffe Schools (motioned by Mr. Richards, seconded by Mr. Crush).**

#### Agenda Item 10. Proposed calendar of meetings

Superintendent Forsten discussed the proposed Board calendars for September and October. She discussed the agenda for the Instructional Committee meeting on September 5, which will include JV ice hockey, CPI training, Behavior Task Force essential questions and structure, and assessment review for spring assessments.

Agenda Item 11. Public comment

Tamara Hatcher, CHS math teacher, thanked the Board for its work for the community. Ms. Hatcher commented about how she is asked to wear ribbons for several causes. She asked the Board to help her not to have to wear a red ribbon.

Agenda Item 12. Adjournment

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

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

Respectfully submitted,

Maureen Redmond Scura, *Secretary*  
Linden Jackett, *Recorder*