BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37

March 13, 2023 **6:30 p.m.**

1. Mayor Craig called the meeting to order at 6:32 p.m.

2. Mayor Craig called for the Pledge of Allegiance.

Mayor Craig welcomed Principal Briggs and the students from Smyth Road School and asked Committee Members Parr and Bonilla to introduce the students.

Committee Members Parr and Bonilla introduced the students, who were as follows:

Smyth Road School – Jennifer Briggs, Principal

Awaldalisse Aponte Colon – Grade 4
Alexis Aponte Colon – Grade 5
Lillian Keefe – Grade 2
Keilana Keefe – Grade 4
Jakor Guardado – Grade 3
Kathy Ramos – Grade 2

3. A moment of silence was observed.

4. The Clerk calls the roll.

Present: Committee Members Turner, Parr, Soule, Want, Bonilla, Tassey, Argeropoulos, O'Connell, Potter, Perich, Dion (late arrived at 7:00 p.m.), Hamer, Leapley, Gonzalez (left at 7:44 p.m.) and Mayor Craig.

PUBLIC FORUM

5. The purpose of the public forum is to give the residents of Manchester the opportunity to address the board. All people wishing to speak will have up to three (3) minutes to do so, and any comments must be directed to the chair. Any resident wishing to speak will come forward to the nearest microphone, clearly state their name and address when recognized and give their comments.

Tom Lynch, 34 Woodgate Court, stated:

He stated that he is here tonight to recognize the step forward that he has seen in the last month. He took the opportunity to publicly thank School Board Member Perich for getting the district started on having the discussion about raising the number of credits for graduation. He also thanked the

Teaching and Learning Committee, who at their last meeting, voted to encourage that we raise the credit number to 22.5, which he stated that he strongly supports and encourages. It is time that we get our students on the same footing as other districts around us, we need them to be competitive. He reminded the Board that Personal Finances should be a standalone course and it should not be embedded, it is another course that will make our kids competitive in the real world. So please take this into consideration. As far as two steps backwards, in his estimate, why is it we keep having programs and policies that come out and immediately are rescinded because there are significant problems with them, like the program of studies. When that rolled out, the course descriptions did not match what they were suppose to match. The district had to pause and fix things and then roll it back out. Why was the remote policy sent out on February 20th, only to be rescinded on February 21st. We need to double check everything. Does anyone do any proofreading or fact checking? If they did, the district would have realized we had these problems and could have solved them before making them public. This has added undue stress to families, students and staff and this is an easy fix. As a citizen of Manchester, he stated that he is tired of taking one step forward, only to turn around and take two steps back. He encouraged the board to look into this problem with the hopes that this can be solved. Best wishes and stay safe out there.

Joanna Brown, 246 Blevens Drive, stated:

She stated that in the last meeting, Mr. Potter stated that not all Christians are bigots. She stated that normally she would not reveal personal information but her family is one of the most diverse families in the district. She stated that she has three beautiful biracial grandchildren, three LGBTQ family members whom she loves and adores. She stated that her husband is Mexican. All differences are respected in her family, they may not always agree but they are inclusive and everyone's thoughts are taken into consideration. She stated that calling her a bigot is as far from the truth as you could get. Furthermore, Mr. Potter provided no facts for him behind his statement and he resorted to name calling, showing how disrespectful he is of those with diverse opinions. People in glass houses should not throw stones. She stated that she is not speaking for herself and indicated that the Board may not agree with those speaking but mutual respect is expected. The board serves everyone, not just the portion of the people that you agree with. You are exclusive. When you speak as you have in the past meetings, you are not respectful to all of your constituents. Some level of decorum and respect is necessary for anyone holding public office. Name calling and shutting them down is not going to solve any problems. For instance, when Bryce came up here to speak, both times she got up and thanked him for speaking because while they don't agree with

him, they respect him and they are inclusive. Such words as epidemic and contagion don't carry social connotation as some assume. Goldman Sachs just used the word contagion today, describing a banking issue in the Silicon Valley. It represents how fast something spreads, it carries no negative meaning in and of itself. A good mastery of the English language will make this apparent. But pushing children into gender changes too early without parental consent will cause them a lifetime of medical problems that they cannot comprehend. There is no informed consent and there is no valid medical justification for it. Children with gender dysphoria are victims. They are being lied to by the social media and by the medical community that is profiting from their business. Many transgender adults will agree with this. The last thing you should be doing is hiding gender conversations from parents. We are not asking you to publicly disclose their status, we are asking you to keep their parents informed. There is a big difference. These children need more support, not less and you can fix this quite easily. Why haven't you?

Cali Rojas, 268 Walnut Street, stated:

Mr. Bonilla once stated that our job is to protect all children. She stated that she came here today to ask how are you or the district actively protecting all children? What measures are you taking and what protocols are you following? Are you aware of the New Hampshire laws in place for bullying? She stated to refresh the Board's memory, based on the New Hampshire DOE website, all schools according to RSA 193-F:10 are required to report substantiated incidences of bullying to the Department of Education. According to the Public Safety and Violence Prevention Act of 2000, Parents are supposed to be notified by the school within 48 hours of any known incident. Section 2 roquet, also explains, "the principals are required to develop a response to remediate any incident including imposing discipline, if appropriate, to reduce the risk of future incidents and create a strategy for protecting all pupils from retaliation of any kind". This very school board is in fact responsible for developing a district policy and upholding it. The Manchester School District website explicitly states, "conduct constituting bullying and or cyber bullying will not be tolerated and is hereby prohibited". She stated that to her surprise, over 200 Manchester parents revealed the horrific truth of what behavior and neglect is being allowed in our schools, specifically Parkside. Taxpaying mothers and fathers have been blindly trusting this very school board with their children's safety and protection, to find out their children are being relentlessly bullied, harassed, abused, robbed, threatened and due to this are suffering severe mental health anxiety and depression. Principals, Vice Principals, Teachers, Counselors and even the Superintendent knowing about these issues and doing nothing about them is unacceptable behavior. Some parents even

mentioned reaching out to this very school board with no response and seeing no other option, have removed their children from the district. Children who once left school are now afraid to even attend school. One mother's child was being bullied and physically assaulted by a boy and wasn't notified until three days later. Nothing was done about this, with the mother leaving continual voicemails with the school, and got no response. Sadly, another mother shared the same story of her daughter obtaining nosebleeds from being punched so hard by a male student. No teachers or staff will talk to her and her oldest son was bullied so badly he finally had to be pushed to retaliate and defend himself, just to be banned from the school and now attends a private school for troubled kids. One mother's son was assaulted so bad at Parkside, she had to take him to the ER where it was determined that he had a concussion and she never received a phone call from the school. The amount of similar stories was astounding. Kids being dragged off school buses by their hair, getting juice dumped all over them, humiliated and children being told to kill themselves. Based on the district's bullying statistics, bullying and cyberbullying were on the decline until 2019/2020, when it took a sharp rise, increasing every year since. From 2021 to 2022 it is listed that 1988 reported incidents of bullying and cyberbullying were reported. Only 1001 were investigated and labeled acts of bullying. That means 987 students were told that they were making it up or exaggerating the behavior and claims of being bullied. Again, your very own website states, "the Superintendent or their designee shall ensure that all school employees, volunteers, agents receive annual training on bullying and cyberbullying and related board policies, as well as students participating in this education program". Is this even happening? Again, she asked Mr. Bonilla and the rest of the Board, what are you doing to ensure the safety and protection of all the Manchester children?

Victoria Sullivan, 1056 South Beech Street, stated:

She stated that she is a little taken aback by what was just stated. That is devastating. She stated that she hopes every parent is watching this and takes action. She stated that in Mayor Craig's budget address, she mentioned the investment in the Amplify Literacy program. Although Amplify touts the importance of the viggers of teaching reading in kindergarten through their computer based system, the science behind teaching our youngest learners is quite the opposite. In review of Amplify, it was stated that Amplify actually hurts our youngest learners. She quoted, "Preschoolers and kindergarteners show great gains from play-based programs than from preschools and kindergartens with more academic focus. Active play-based experience in language rich environments help children develop their ideas about symbols, oral language and printed word, all

vital components of reading." Teachers in another state that use Amplify were asked about their experience. One teacher responded that the children are so overwhelmed. I've got kids that say, when is it time to go home? When is lunch? They cry because they don't understand it. The speed of the lessons does not allow the teacher to go back and review and reteach. Although she understands and supports the investment in the literacy program for our district and she supports professional development, forcing the wrong approach and curriculum on students and teachers is more detrimental than doing nothing. Another teacher stated that kids in poverty are going to be the ones that struggle more. Amplify does not bridge the gap and they are having it shoved down their throats. In fact, studies showed that English Language Learners and the most vulnerable students showed the largest education gap when using Amplify. Amplify uses one to two hour blocks of computer time where students often where headphones and are learning in isolation from their peers and their teacher. It reduces teachers to facilitators. If she was a teacher in this district, she would be angry that the administration and this school board od not trust her enough to allow her to actually teacher her kids or has basically reduced her to an online learning facilitator. Parents should be very concerned about their children going to school and sitting in front of a screen for hours at a time. Taxpayers should be upset that their tax dollars are once again being wasted by this district. As a legislator, she sponsored the play-based kindergarten bill that became law in 2018. That law is now the framework for legislation around the country and it is even being used as a template by the US Department of Education. The Brookings Institute invited her to a webinar to discuss our law with other leaders and play-based learning from around the country. She stated that she is here as a resource for play-based learning and will offer her guidance in any way. The preschool development grant through UNH has been a catalyst for bringing coaching and instruction to our schools. We have several teachers in the district that have received training and are trying to implement playful learning in their classrooms. Manchester should be leading in this. Instead, we have Amplify curriculum that is the exact oppositive of this and is tying the hands of our teachers. What is the solution? The New Hampshire Department of Education is offering LETTERs through learning into literacy with Lexia Learning. LETTERs stand for Language Essential for Teachers of Reading and Spelling. (TIME) LETTERS is teacher led, independent, student driven learning. If we truly want to cultivate lifelong learning and a love of reading, we need to incorporate developmental appropriate standards and curriculum into our classrooms. I will be done in a second. Use guided reading and storytelling, help our students to build connections to words through conversations, art and play. You have teachers trained in this who are being held

back. Unplug the children from computers and let these teachers lead our district into being the top of the proficiency rates instead of constantly being at the bottom.

Jean Mathieu, 95 Arlington Street, stated:

She stated that she wanted to address the issue of the plummeting enrollment numbers that were acknowledged at the last meeting. She stated that she was here at the last meeting. The decline was attributed to the crumbling buildings or the building problems that we have. There was no mention of the significant safety and academic issues that were raised by parents, some of which you heard again tonight. At the last meeting, she attended and heard valid concerns expressed by parents and in response to their concerns, this board uncharitably characterized those women as bigots. Families are opting out of the Manchester public schools not because of building problems but rather because of the current policies of this district, the safety and academic issues at the schools and the treatment of the board. If this board wishes to continue on this path, she suggested that the Board should provide families with full disclosure then regarding public school alternatives. Here is an easy place to start, education funding accounts. Education Freedom accounts through the State offer grants for families that can be used to cover the cost of public school alternatives. You should be telling parents that the $4,857 grants that are available per child can be used to pay for private school alternatives, such as tuition costs, textbooks, technology, etc. Many families will qualify for the program, as it allows incomes of up to $83,000 for a family of four to qualify and over 3,000 students in the last school year have participated in the state in Education Freedom accounts. Families can find the information very easily at nh.scholarshipfund.org and at the Department of Education, at education.nh.gov. Why not post these websites right on the Manchester School District website and give family full disclosure as to their options. But these benefits also benefit taxpayers. For every child that goes to a private school alternative, the $21,000 average cost is taken out and it saves the taxpayers money too, and the school district as well, there is one less child in your school district. Of course you already know that those EFA's are there, just ask the parents. Parents want a school that respects their role as guardian of the mind and body of their precious child. No parent wants to be stuck in a school or a district with a board that won't hear them or with extreme policies that endanger their child. Her request was that the district educates parents as to the alternatives to public schools and provide them a link to these websites that she provided.

6. If there is no one else present wishing to speak, a motion is in order to take all comments under advisement and further to receive and file any written documentation presented.

*On motion of **Committee Member Soule,** duly seconded by **Committee Member Argeropoulos,** it was moved to take all comments under advisement and further to receive and file any written documentation presented and to table the remaining minutes for public comment to the end of the meeting for those that have not already spoken. All were in favor and the motion passed.*

7. Response to Public Comment
(Note: Motions limited to sending items to Committees only.)

Questions and comments from the board included:

Committee Member Leapley stated the Board has policies that we should not address individual staff members for criticism at board meetings and this is with good reason. The question was if a member of the public brought such a concern here and named a school, such as was done with Parkside, she would assume that this parent followed the proper procedures and spoke with the principal about her concerns about her child before coming to the Board. It sounds as though they spoke with the superintendent about the concerns of the child and also reached out to some board members, but if there are over 200 complaints about Parkside, were they addressed there? She stated that her child goes to school at Parkside and she is unaware of these concerns. She asked if the administration could address this and if these assertions are true, they should be referred to the Conduct Committee.

Dr. Gillis stated that she has a response for the board and the community on this. We do have a process of reporting. This begins at the building level and then can be bumped up to the Network Director, an assistant Superintendent or to herself. As was articulated, this could be sent to the Conduct committee, to whom they send data to on a routine basis for analysis. Also, Attorney Cox Pelletier will talk about the protocol and process for training that we have in place in the district regarding bullying. Based on the comments that were brought forward this evening about Parkside, they will look into this and will speak with the building level administrator and will bring any information they come up with to the Conduct Committee.

Attorney Cox Pelletier stated just to address concerns about bullying and RSA 193-F, this is the statute and it does define bullying as a single significant incident or pattern of incidents that meets some of the statutory definitions. She stated that she is not going to read the entire thing but it sets out pretty clearly what the parameters are for bullying, and what the steps are that need to happen. There are specific timelines in the statute for reporting to parents, for beginning the investigation, for completing the investigation, for when an extended investigation would need to be completed and then on the back end for where the files need to be kept, what the investigation needs to look like and when it needs to get reported. All substantiated incidents will be sent from the school up to the superintendent's office for proper filing. They did just within the last month finish a series of trainings on bullying reporting procedures. They went through the law on bullying, talked about reporting procedures, there's a form that gets completed and when it's substantiated that form would live at the superintendent's office and be reported. They trained all administrators on bullying and restraint reporting procedures to make sure that our practice is in line with where it needs to be under the statute. So that's where we are right now.

Committee Member Leapley stated that she wanted to ask for a response from the administration on Amplify. She stated that it is her understanding that while something like iReady is computer based, Amplify is not. She asked the administration to respond to that.

Ms. Allen stated that is correct, Amplify is not an online program. In K-2 they have a phonics based direct instruction by the teacher and a knowledge base, which they call a CKLA but it is direct instruction by the classroom teacher. Amplify is not a computer based program that is learned online.

Committee Member Argeropoulos stated that he does not teach Amplify reading but he does teach Amplify science, which comes from the same company. He asked what the philosophy of engagement is and do we have students warehoused in classrooms for hours at a time listening to headphones on a computer?

Ms. Allen stated we do not warehouse students with headphones and on computers for hours at a time. On March 20th, we do have a professional learning day and our kindergarten teachers are doing professional development on play-based learning to incorporate this into our direct phonics instruction. There are also about 30 teachers across the district doing that additional LETTERS

training for a more intensive reading approach and administrators are going through the LETTERS academy. Our education approach for engagement is that direct instruction from teachers to the students.

Committee Member Argeropoulos asked what do we believe engagement should look like?

Ms. Allen stated that it should be active learning, with lots of questions and inquiry and students giving feedback to one another.

Committee Member Argeropoulos stated that we heard some serious things regarding bullying. It is important as a teacher that we have open lines of communication with parent at all times when complaints come in, whether founded or unfounded. He stated that he has found as a teacher so many times that calling home and talking to parents on the phone helps them to work together. Sometimes you need to bring in social workers, guidance counselors and school administrators, and this is very important. The goal should be to push students forward so that they can reach their heights and reach their goals and this takes a team effort. How are we working with teachers so that they understand the goals in the schools as far as discipline and communication?

Dr. Gillis stated that they are looking for incidents to be handled at the lowest level and there are some incidents that are automatically bounced up but they are looking a relationship that incudes communication to be direct from home to school and from the school to home. There is a process for collecting information and that is helpful when there is communication with the families and a relationship is being built at the school level. There is chain of reporting within a school, this starts with the teachers, then the Assistant Principal or Principal, the Network Directors, Assistant Superintendents and then herself.

Committee Member Argeropoulos stated it is important that the community is working together, the Board, the schools, the families, the Board and the community. We are not always going to agree on everything and that is okay but we need to make sure that we are pushing education forward for every students and that every student is reaching their goals, ambitions and everything else so that we can continue to educate and grow our workforce, grow our community and grow our individuals. The comment that was made about having one less kid in Manchester struck a nerve because a goal for him is that as an elected official in Manchester, he wants every single student

that we can serve in the district and in Manchester to be served. We should be working together to address issues immediately and everyone should be working together and coming together to do what is best for the students. We don't want to send any student out of this district, we should want to find a way to better serve them here.

Dr. Gillis stated that we have a depth of resources in our city and sometimes those go unnoticed. We have incidents that are popping up at schools and the team is working with the families to address those concerns. If there are repeat behaviors, they are working through their proactive planning tools to make sure that students are provided with the resources and supports to target those behaviors. They are working with their families and the deep pocket of community partners who have stepped up to help the district as well.

Committee Member Tassey stated that he wanted to thank everyone that has come forward to speak tonight and to exercise their first amendment right to speak and he thanked them for their civil discourse. It is great when we can have an actual discussion without throwing cans and tomatoes at each other. He thanked Ms. Rojas for bringing up the issue of bullying. He stated that he has received reports from parents and even a video in one case and he was traumatized by what he saw. That parent asked him to basically cease moving forward in an attempt to protect her daughter. We need to try to resolve issues. He stated that it is not the bricks that are falling out of the school chimneys, it is the fundamental systemic issues that we need to address in the schools. He stated that to Ms. Brown, he is sorry that you felt compelled to disclose personal things about your family and stated that she has no one to apologize to and she has no reason to have to prove that she is a person that respects diversity.

Committee Member Soule stated that she also wanted to thank everyone who came forward to speak and share their ideas with the board this evening. She stated that in one of the schools that she volunteers in weekly, she has seen students actively engaging in pairs and in small groups with direct instruction from their teachers and has seen multiple modalities being taught with Amplify. She stated that she can't speak highly enough for the engagement of those students, as well as the direct instruction from their classroom teachers. Students go in and out of the classroom, depending on their educational levels and needs. These students are actively engaged and are enjoying learning.

8. RECOGNITION/PRESENTATIONS

a. West High School NJROTC marksmanship team competed at the National Championships in Utah from February 2nd – 4th and finished 21st overall.

Mayor Craig stated we will start with the West High School, Navy Junior Reserve Officer Training Corps (ROTC). The Marksmanship team competed in the national championship in Sandy, Utah. This is the second year in a row that a team from West High School went to the nationals. None of the members of this year's team that competed were part of last year's team. This was a whole new team and despite everyone being new to this, the squad improved its record and came in 21st place. The team competed well despite a bumpy trip to Utah, which included flight delays and cancellations being rerouted and ultimately an unplanned 13 hour drive from Arizona to Utah.

- Tonykus Hebert (team captain)
- Lanna Bergeron
- Maura Doyle
- William Donovan
- Derrick Dixon (Unit CO)
- Connor Bourgeois
- Dominic Molina

She stated that Captain Stauff wanted to note that in addition to the National Championship in February, the West Marksmanship team competed this weekend in the area of Championships, which included the Northeaster United States and the team finished in second place. Congratulations.

Captain Stauff stated that he wanted to briefly help everyone realize how fantastic Manchester is. He stated that he travels around to all of these other JROTC programs, sometimes all over the country and certainly from Pennsylvania and north of there, which is the area four, and there is not a single school district that supports this Navy JROTC program like Manchester. Our administrators support us tremendously. We have seen each other many times in parades and other events. They are blessed to have such tremendous support and he is honored to lead this fine group of young ladies and men.

b. Hillside band members selected for NH Band Directors' Association Honors Band Festival, and will perform tomorrow, Tuesday, March 14, in Stratham.

Dr. Gillis stated in December students from Hillside Middle School Auditioned for the 2023 New Hampshire Band Directors Association Honors Band festival and Hillside students were selected

out of hundred who auditioned to perform at the Honors Band Festival this month, which is Music In Our Schools month. The students who were selected were:

- Quinn Turner (top score in NH for mallet percussion)
- Ryder Belanger (2nd in NH for snare drum)
- Taylor Morin (3rd in NH for tenor saxophone)
- Lucas Astorino (10th in NH for flute)

She stated the Honors Band Festival was scheduled for tomorrow in Stratham; however, that has been postponed due to the incoming snow and has yet to be rescheduled. She stated that she will keep everyone updated on the new date. She hoped that everyone would join us in congratulating the students and wishing them the best of luck in their performance when it is rescheduled.

c. District staff member Chris Ferry, whose quick thinking when an electronic device caught fire, ensured the safety of students and staff and avoided potentially catastrophic damage to the building.

Dr. Gillis asked Chief Cashin and Mr. Ferry to come up. She stated that on February 17th, Mr. Chris Ferry, a District Staff Member in the Information Technology Department, was repairing a Chromebook. Upon removing a defective battery from the device, he placed it in a container and shortly afterward noticed the battery was smoking. He quickly grabbed the container and rushed out of the building. By the time he reached the exterior of the building, the battery was in full flames. Due to the smoke form the device, the District Office and West High School evacuated the building and called the fire department. Chris's quick thinking helped to ensure the safety of our students and staff and avoided potentially catastrophic damage to our building. She hoped that everyone would join her and Chief Cashin in thanking Chris for his quick and selfless actions.

9. ACTION AGENDA

a. Proposed Memorandum of Agreement with the Para-Educators Union for Substitute Teaching – by Attorney Cox Pelletier

There were no questions or comments on this item.

On motion of ***Committee Member Want,*** *duly seconded by* ***Committee Member Turner,*** *it was moved to approve the proposed Memorandum of Agreement with the Para-Educators Union for Substitute Teaching. All were in favor and the motion passed.*

10. CONSENT AGENDA (ITEMS 10 – 17)

11. Mayor Craig advises if you desire to remove any of the following items from the Consent Agenda, please so indicate. If none of the items are to be removed, only one motion will be taken at the conclusion of the presentation.

12. Approval of minutes from the Board of School Committee meetings on: February 13, 2023 regular and special meetings.

13. Report(s) of the Committee of Policy, if available.

14. Report(s) of the Committee of Teaching and Learning, if available.

15. Report(s) of the Committee of Finance and Facilities, if available.

a. Treasurer's Report
b. Financial Reports
c. City Services Invoices ($938,371.51)
d. Manifest of Authorized Expenditures (February 2023) ($21,596,794.72)
e. Grants, Gifts and Donations Report ($23,301.94)
f. 2023 Manchester Cross Country Invitational
g. RFP – Network Switch and Wireless Access Point Licensing ($84,993.00)
h. Updated Request for CIP Project #310219 Reallocation ($15,132.71)

16. Report(s) of the Committee of Student Conduct, if available.

17. Report(s) of the Special Committee on Education Legislation, if available.

*On motion of **Committee Member Argeropoulos,** duly seconded by **Committee Member Turner,** it was moved to approve theconsent agenda. All were in favor and the motion passed.*

COMMUNICATIONS

18. Superintendent's Communications.

a) Superintendent Updates

Items discussed by the administration included:

1. Important Dates for course selections: March 17th all course entries will be reviewed and corrected; March 31st a course audit will take place to see what courses will be offered; April 14 High School students will begin to write their master schedules; April 21st, prior to vacation break, the master schedules will be entered into Aspen. The Teaching and Learning team was commended on the work that they have done to get the courses out early, as well as the work done by the teachers, administrators and our entire high school team and community partners.
2. Tomorrow is a remote learning day, due to the snow. Chromebooks have been distributed to all students, as well as the district has worked with the families to make sure that they have internet if they need it. School teachers and administrators have been communicating with students and families across the district about how to directly access their classwork. It was asked how feedback will be collected and it was stated hat they are reaching out through numerous forums, including direct contact with teachers and students and social media feedback as well. If someone is unable to connect tomorrow, they can reach out to the district and the district will work directly with them to get them connected. The tech support number is 603-413-3420 or your can email tech support at techsupport@mansd.org.
3. The RFP has gone out for Transportation services and responses were due back last Monday, March 6. Those were opened in a public opening on March 7th. ?We do not have any official response at this time. They are going to have listening sessions to get feedback from transportation vendors to better understand why they have not received any responses. An update will go to the Finance and Facilities meeting. The listening session is for vendors to provide feedback on what the stumbling blocks are that resulted in no-responses and they will use this information to better write a new RFP for the district.
4. Ms. Allen has been selected as the Superintendent for the Lebanon School District and has accepted the position. We wanted to thank Ms. Allen and congratulate her on this. This is bittersweet for the district but will be an exciting new role in her career. Many Board Members also indicated their appreciation of Ms. Allen and offered her thanks and congratulations. It was stated that this is a well-deserved and the district will miss her greatly.

b) Update on Long-Term Facilities Planning and Funding for Phase I

Dr. Gillis stated that once they were able to get the update completed, there was not time to get this item to the Finance and Facilities committee, and so it is being brought to the full Board. As the Board is aware, the Board approved SMMA as our vendor for the Long-Term Facilities Project on February 13, 2023. At that meeting, she shared with the Board that they would work with SMMA on the next steps. To date, they have worked on the area of phasing and she is here with an update on that progress. The phasing is outlined on pages 53-56 of the agenda packet. There are two phases identified and they are targeting June to come forward with the next update for the Board and the community. They are beginning with a review of the Master Plan concept, as was outlined in the May 2022 Facilities Planning presentation. The first priorities for consideration are looking at Wilson Elementary School, bringing the remaining two middle schools into the 5-8 model, being McLaughlin and Hillside, and identifying options for a new high school. The cost for phase one of the work is proposed in the packet at $630,000 and this will be covered in the surplus lines of the general fund budget. She stated that as this has already been approved, it did not need to come back to the Board but she brought it back for Board approval as she wants to keep this process as transparent as possible. She is asking the Board to approve tonight the $630,000 for phase I. She noted that the combined total for phase I and phase II is lower than the initial response from SMMA of $101,610,000. This is due to the reduction in work that has already been completed and does not need to be duplicated by SMMA. She thanked Tim Clougherty and Josh Gange for their work in reconciliation and for providing reports and information that was vital to gauge this initial step in the area of the contract development. They have a draft contract that the legal team will review and provide input for and then she will bring this to the Board to review. In addition to discussions with SMMA, they are booking physical walkthroughs of all of our schools with SMMA. They will be accompanied by members of the city facilities team as well. Phase II is expected to closely follow the work in phase I and they will be providing ongoing updates. Starting in April, there will be a standing item on the Finance and Facilities agenda to capture the monthly work to date and projected items for the coming months. She stated that Breen Finnegan from SMMA is present this evening and she stated that the board should become accustomed to someone from SMMA attending our meetings. They will be rolling out the visioning sessions in April and will bring forward the dates, times and locations as soon as they are possible. There will also be additional opportunities to the board members to visit new school construction sites both in New Hampshire

and Massachusetts in the coming months. On the district website, there is a page where all information will be shared with the community, so that they are as transparent as possible through this process.

Questions and comments included:

1. It was asked if it is expected that we will be looking to build a new high school? It was stated that was part of the master plan concept and they are looking to identify what the needs of the district are.
2. The board voted on a model but hasn't actually voted on building a new high school as of this time.
3. It was recommended to possibly visit the Vo-tech school in Hudson, as a model for good things that could be done.
4. A vote of the board is being asked for tonight to utilize the $630,000 for phase I.
5. The project is being divided into two phases, to create two digestible pieces for the board and the public. In the future visioning sessions will take place.
6. Again, the priorities are Wilson, moving to the 5-8 model for the two remaining middle schools and looking at a new high school model.
7. We as a board already voted to commit to SMMA. That discussion is not on the table this evening.
8. Items 1-10 in the summary of tasks are not in specific sequencing order.
9. If it was the recommendation to come forward with a new high school, they would come to the board for approval on that, as well as site selection and conceptual design.
10. The administration is working with Karen DeFrancis on where this money will come from. They are looking at overages in different line items.
11. They will be looking at the need for bonding of other projects.
12. Committee Member Potter stated that the Board could vote against the funding and start with a new contractor. It was stated that as we have already voted to approve the vendor, this was a vote of the majority of the Board and we need to move forward in a clear and precise manner and we need to not work backwards, as this is critical for what is best for the students in the Manchester School District.
13. Sustainability is a big priority when moving forward. The district does not want to spend money now on improvements that will need to be done again in a few years.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Turner,** it was moved to approve the fiscal impact for phase I of the Long-Term Facilities Planning, in the amount of $630,000, to come from the general fund line-item balances. All were in favor and the motion passed.*

19. Board of School Committee Members' Communications.

a. Job Openings List
(Note: This item is for informational purposes only and no action is required.)

There were no questions or comments on this item.

20. Personnel Report.

Dr. Gillis removed item #2 from the Personnel report.
Committee Member Turner removed item #32 from the personnel report.
Committee Member Potter removed item #4 from the personnel report.

The approved personnel report was as follows:

RESIGNATIONS/RETIREMENTS: ADMINISTRATION

Name	Position	Building	Salary
Amy Allen	Assistant Superintendent- Teaching, Learning and Leading	District Office	$141,521.03

NOMINATIONS: ADMINISTRATION

Name	Position	Building	Salary
Bethany Earls	Chief Human Resources Officer	District Office	$130,000.00

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Name	Position	Building	Salary
Bernadette Cassidy	Teacher- English	West	$72,651.00
Jean-Pierre Chretien	Teacher- ESOL	McLaughlin	$80,881.00

LEAVES OF ABSENCE: CERTIFIED STAFF

Name	Position	Building	Salary
Jennifer Sacharko	Teacher- Grade 4	Northwest	$58,843.00
Heather Towle	Teacher- English, Grade 6-8	McLaughlin	$72,651.00
Edward Kissell	Teacher- Business	Central	$80,881.00

NOMINATIONS: CERTIFIED STAFF

Name	Position	Building	Salary
Sarah Court	Teacher- Math/Literacy Intervention	McDonough	$41,000.00

RESIGNATIONS/RETIREMENTS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Brian Kenney	Athletic Coordinator	West	$12,000.00
Deborah Caron	Food Service Worker I	Southside	$15.00
Ana Santos de Rodriguez	Food Service Worker I	Beech	$15.00

Maria Camacho	Enrichment Instructor	Gossler Park	$15.52
Erlyn Marcano Portes	Cook I	Beech	$16.50
Deborah Burke	Para-Educator II	Weston	$21.11
Samra Bicic	Administrative Manager	Central	$22.97
Jennifer LaTurno	School Nurse II	Jewett	$30.23
Laura Bergeron	Assistant Payroll Manager	District Office	$54,912.00
Susan Leiter	Para-Educator BST	Highland	$18.28
Sheila MacDonald	Administrative Assistant II	Central	$24.92

NOMINATIONS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Kenneth Roberge	Coach- Assistant Boys Hockey	Memorial	$2,369.00
Thomas Conley	School Food Driver (Part-Time)	Beech	$15.25
Kailey Johnson	Para-Educator II	McLaughlin	$15.50
Tyler Lillis	Para-Educator II	Beech	$15.50
Janice Platt	Para-Educator II	Northwest	$15.50
Brinn Shea	Para-Educator II	Northwest	$15.50
Merim Husanovic	Coach- Boys Soccer	Hillside	$1,000.00
Benny Pena	Coach- Boys Track and Field	Hillside	$1,804.00
Michael Tebbetts	Coach- Girls Track and Field	McLaughlin	$1,804.00
Mark Williams	Coach- Boys Track and Field	McLaughlin	$1,804.00
Benny Pena	Coach- Girls B Basketball	Hillside	$2,070.00
Kaitlyn Gleason	Coach- JV Girls Softball	Central	$2,420.00

TRANSFERS: NON-CERTIFIED STAFF

Name	To New Assignment	To School	From School
Beth-Ann Flanders	School Nurse I	Jewett	Webster

21. TABLED ITEMS

(A motion would be in order to remove any item from the table.)

There were no tabled items.

22. NEW BUSINESS

Items brought forward under new business included:

1. Committee Member Soule stated as there were many questions that came about regarding our community partnerships, she made a copy of the all of the information hat Ms. Kereage had presented to the Board. This has information on how to access COMPASS if you have not yet done so. This information was translated into 10 different languages, so that our families can access it.
2. Committee Member Want stated that she wanted to thank SNHU for providing the $10,000 for snacks for our students that are doing the access testing. The public hearing was held prior to the meeting and she wanted to make sure that attention was brought to SNHU.

3. Committee Member Tassey asked how we recruit community partners to the district. It was stated that is the information that Committee Member Soule just provided to the Board. It was stated that he could sit down with Amy Kereage and discuss this further.
4. Committer Member Hamer stated that on February 21st he attended the Literacy Night at Parker Varney and it was a great event with a great turnout, that was sponsored by City Year. It was great to see so many of our families present and there were many different literacy games that were set up and it was a great opportunity.
5. Committee Member O'Connell stated that the night prior to our next meeting is the St. Patrick's day parade in the City of Manchester, on March 26th. He asked if Manchester Marching bands would be in the parade. It was stated that information is not available tonight but would be shared with the board.
6. Committee Member Turner stated that Central's marching band is participating in the St. Patrick's Day parade. She also stated that there is a Central Band Concert on Thursday night at 6:00 p.m., and it is inclusive of the Hillside Middle School Band.
7. Committee Member Argeropoulos stated that springs sports are coming out and he wanted to make sure that those that haven't signed up sign up and this is for middle school and high school.
8. Mayor Craig stated:
    a. on March 21st, at 6:00 p.m. is the public hearing on the budget.
    b. She also stated that she wanted to share an email that she received on behalf of the Henry J. Sweeney American Legion post, which stated: "We wish to recognize and thank school board member Peter Perich for his services and judging the New Hampshire Legion, our country, our country, our constitution contest this past Saturday, March 11. At the Institute of Politics at St. Anselm College, Peter exemplifies the true tenants of education in the city." And we are proud to have him as a member of our school board, as we all are, so thank you.
    c. Applications are now available for Boys and Girls State and it is a great opportunity for students who have finished their junior year and are going into the senior year. Applications can be found at www.nhboysstate.org. This is a week long opportunity and will be at St. Anselm College, where they will interact with Municipal officials, lawmakers, elected officials, law enforcement personnel, veterans and other high performing peers. She encourages all students to look into this opportunity. Both her son and daughter participated and it was a great opportunity for them.

9. Committee Member Want stated that she wanted to recognize students at Central High School. On February 21st there was an assembly for the student advocacy committee and it is a new committee there that is entirely student led. Several of the board members were there to celebrate Black History Month and this was a wonderful event and the students should be very proud.

23. A motion is in order to go into non-public session under the provisions of RSA 91-A:3 II (a, b, and c, e, j and l) and RSA 91-A:2, I (b): for the dismissal, promotion or compensation of any public employee or the hiring of any person as a public employee; and, for matters, which if discussed in public, would likely affect adversely the reputation of any person; consideration of negotiation of pending claims or litigation; consideration of confidential, commercial or financial information that is exempt from public disclosure under RSA 91-A:5, IV; consideration of legal advice provided by legal counsel, either in writing or orally; and, Strategy or negotiations with respect to collective bargaining.

*On motion of **Committee Member Parr,** duly seconded by **Committee Member Hamer,** it was moved to go into non-public session under the provisions of RSA 91-A:3 II (a, b, and c, e, j and l) and RSA 91-A:2, I (b): for the dismissal, promotion or compensation of any public employee or the hiring of any person as a public employee; and, for matters, which if discussed in public, would likely affect adversely the reputation of any person; consideration of negotiation of pending claims or litigation; consideration of confidential, commercial or financial information that is exempt from public disclosure under RSA 91-A:5, IV; consideration of legal advice provided by legal counsel, either in writing or orally; and, Strategy or negotiations with respect to collective bargaining.*

Roll Call: Committee Members Turner, Parr, Want, Bonilla, Tassey, Argeropoulos, O'Connell, Potter, Perich, Dion, Hamer, Leapley and Mayor Craig voted yes. Committee Members Soule and Gonzalez were absent during non-public session. Motion passed.

7:54 p.m.

24. A motion is in order to call the meeting back to order.

9:02 p.m.
*On motion of **Committee Member Turner,** duly seconded by **Committee Member O'Connell,** it was moved to call the meeting back to order. All were in favor and the motion passed.*

*On motion of **Committee Member Hamer,** duly seconded by **Committee Member Dion,** it was moved to seal the minutes. All were in favor and the motion passed.*

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Turner,** it was moved to approve items #2, 4 and 32 of the personnel report, as discussed. All were in favor and the motion passed.*

Congratulations was given to the Superintendent for finding a Chief Human Resources Officer.

ADJOURNMENT

25. If there is no further business, a motion is in order to adjourn.

*On motion of **Committee Member Potter,** duly seconded by **Committee Member Perich,** it was moved to adjourn. All were in favor and the meeting adjourned at 9:03 p.m.*

True Copy. Attest.
Respectfully Submitted,
Angela M Carey
Clerk of Committee