BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37

September 28, 2020 **6:00 p.m.**

1. Mayor Craig called the regular meeting to order at 6:00 p.m.

As Mayor of the City of Manchester and Chair of the Board of School Committee, I find that due to the State of Emergency declared by the Governor as a result of the COVID-19 pandemic and in accordance with the Governor's Emergency Order #12 pursuant to Executive Order 2020-04, this public body is authorized to meet electronically; however, as this meeting is taking place in person, per RSA 91-A:2, III, this Board allows members of the body to participate in the meeting electronically.

2. Mayor Craig calls for the Pledge of Allegiance.

Committee Member Dobson led us in the Pledge of Allegiance.

3. A moment of silence was observed.

4. The Clerk calls the roll.

Present: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Shea (late), Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance (late), O'Connell, and Mayor Craig.
Absent: Committee Member Bergeron

5. <u>RECOGNITION/PRESENTATIONS</u>

6. EVERFI 2020 Champion District Award

Kayla Boyer was present. We are in a uniquely challenging time right now in education. I'm here to give some good news and talk about some exciting things that are happening in the district. I am the Senior Schools Manager for EVERFI. This is my 4th school year. I have been working with the Manchester School District over the years and I am the mother to a lively 7-year-old and she is in the district and I have been dealing with remote learning. It has been very interesting, while working full time. I am here to tell you about the great things that EVERFI has done with their partnership with Manchester and introduce whole child learning. If you are not familiar with what EVERFI does, we create online Critical Life Skills courses. These are things that students do not encounter in their math and English class but will need in order to be successful in their careers and in life. We aim to educate the whole child, which could include how to file your taxes, how to effectively communicate within a team, how to regulate your emotions and how to fill out a FAFSA application. Our courses are

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available online but they also integrate with CLEVER, making it easy for students to access them. All of the teacher's also get access to me and later this week I am doing a virtual financial workshop with the 5th Graders at Smyth Road and I will teach them about budgeting, savings, and credit scores and it is fun for them. Though I can't get into the classroom this year, we can still do some fun and engaging things. The best part is that all of these resources are at no cost, because we find local organizations that pay for these resources. DCU Credit Union on South Willow and they pay for all of Manchester's High Schools to have access to EVERFIs Financial Literacy course. Fidelity in Merrimack pays for Manchester's Elementary Schools to have access to the Foundational Personal Finance course. The Boston Bruins pay for the STEM program. The New England Patriots pay for our Social Emotional Learning resource at the middle school. EVERFIs mission is to teach the whole child. If the child is not getting their emotional needs met, how are they going to be successful in the classroom and how are they going to be engaged. The four topic areas that we address are Social Emotional Learning, Health and Wellness, Financial capability and career readiness. This is an overview of EVERFI. In Manchester, some great things that are happening, with 12 schools participating (all of the high schools, all of the middle schools and some elementary schools) with nearly 2,000 students and 47 teachers using our courses. We align with the national standards of Common Core, Jumpstart, Next Gen Science, ISTE (which is the technology and computer science standards), America Counseling Association Standards and National Health Standards. You can see our most used courses: Financial Literacy being used in the Elementary and High Schools; Digital Citizenship, which is very important with all students being on the computer so often as it teaches them how to strike a healthy balance between screen time and off line time; Character Playbook Healthy Relationships Course, teaching them how to manage their emotions, how to express gratitude, how to manage conflict; and then our Hockey Scholar Science program, which is really fun for the younger kids who learn math and science through the game of hockey. The main reason why I am here today is because Manchester School District was awarded the EVERFI Champion Seal. We have only awarded this to fewer than 5% of districts across the nation. Manchester is in the wheelhouse of NY Public Schools, LA County Schools in California. This is due to your dedication to teaching the whole child. Teachers in this district don't only want to teach standards, reading and writing, they also want to make sure that kids understand what credit scores are and what mortgages are upon graduating. This is why you have been recognized because you are going outside of the box and teaching these critical skills that align with our mission. The community is also recognizing Manchester School Districts hard work and the dedication to teaching the whole child. I want to highlight that we are taking an approach in the social emotional learning space, so anywhere from the elementary level teaching them compassion, mindful

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breathing exercises, growth mindset, how to regulate your emotions, being empathetic to your peers. At the middle school level, we are teaching them safe internet habits that are important right now. We want to make sure that they understand data privacy and we want to make sure that they aren't on their screens all day and that they understand the risks of cyber bullying. Character Playbook is a way of teaching students the signs of healthy and abusive relationships and conflict resolution and how to communicate better with your family and your teachers. We teach honor code at the high school level, with an antibullying approach. We want to make sure that your graduates are leaders in the community, they are resilient whether they identify as a bully or they have been bullied we want to make sure they understand this process. The Health Teacher at Northwest Elementary, Mrs. Bouchard, uses our compassion project and every time she sees a 3rd or 4th grader demonstrating compassion, she puts it up on her compassion corner. This creates a buzz around the school that motivates students to be more compassionate and empathetic to your peers. Teachers who use EVERFI really do love the ease of the use of the courses, but also the fact that it is engaging and animated for the kids. She highlighted the impacts of the courses. Every year she shares with Jenn Gillis the impact that EVERFI has had in the district and we want to make sure that these skills are not only being taught in the classroom but that they relate to the outside world. In our Character Playbook course, before taking the course 43% of students understood how to avoid conflict and manage conflict, but after taking the course 78% report that they understand that concept. In our digital wellness course, before taking the course 55% of students were able to act respectfully online and after the course 87% feel they behave better online. We don't only offer social emotional learning; we do have personal finance at every stage. A kid needs to understand at the basic level what the difference between a need and a want and if I want it how can I get it. We teach them how to save, how to understand their credit, and about jobs and income. Educators get access to these courses and also to data, with pre- and post-assessments for tracking the progress of the students. Teachers can see time stamps of when the students have logged in, when they completed the preassessment and can use this for their gradebook. We give them a library of extension activities and lesson plans, as well as scholarships. The benefit of the program is that we certify students and give them a certificate in financial literacy or healthy relationships and it has the logo of the Boston Bruins or the New England Patriots, so they feel special when they complete the course and are motivated to get a passing score for this. Because of the state of the US right now and the political environment, I think it is important to highlight that we are coming out with more diversity courses. We did just launch a course in diversity, equity and inclusion that talks about identities and power privilege, bias and depression and this launched a week ago.

PUBLIC FORUM

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7. Mayor Craig advised that the purpose of the public forum is to give the residents of Manchester the opportunity to address the board on items of concerns affecting the community; each person will be given only one opportunity to speak; comments shall be limited to three minutes to allow all participants the opportunity to speak and any comments must be directed to the Chair. Comments can also be submitted via email to publiccomment@mansd.org and shall be limited to 400 words. Your email MUST include your name and address and must be submitted to the email by 5:00 on the date of the meeting. The submitted public comments will be read at the meeting by the Clerk.

Speakers may offer comments on school operations and programs that concern them. The speaker shall not make complaints of school personnel or complaints against any person connected with the District. Other channels are provided for Board consideration and disposition of legitimate complaints involving individuals which should be referred to the superintendent.

Any resident wishing to speak will come forward to the nearest microphone, clearly state their name and address when recognized and give their comments.

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Kellan Barbee, Central School Board representative, stated:

In February I stated that the students don't want to be on the school Board and I said the same thing two weeks ago and I stand by that here tonight. Our main grievance is with the process and not with the policy put forward tonight. Every item that we have brought to the Board has been shot down without any real consideration. I had suggested restarting the AdHoc Committee on Student voice to create a policy that works for all of us. We have talked about homework, midterms, leveling and every answer that we have received has been no. My fear that adding us to the Board will not address this problem. The fact that this Board would consider adding us to the Board, while taking student representation off the agenda twice, is extremely ironic. Saying that we can't represent our fellow students because other schools haven't had their elections yet is a travesty of student voice. Not every seat has been filled in the past and suddenly it is a problem now, why? A similar agenda conflict happened last May and members of the Board apologized to the students. We don't want an apology now, we want to be heard and to me this comes down to one question, is this current system so irredeemable, so unstainable and so inoperable that we throw it out and start all over again? It is extremely disheartening when this Board ignores our feedback on Student Representation and instead focuses on the wishes of individual members, outside organizations and groups. We are not politicians; we are just juniors in high school. Any student was welcome to run and we did and we won. We don't understand why this Board is pushing this on us against our wishes, especially without

any feedback from us. How exactly does this help us to better represent students, even though it obliterates any ability for us to have a dialogue with the Board? How does this lead to better representation for the students, unless that wasn't the goal originally of Student Representation on the Board? All we ask is to be included in the process. Please vote no on this proposal and work with us to create a better one. If this passes we will consider resigning. Please do not put us in that spot. Thank you.

Jessica Smith, 145 Wellington Terrace Drive, submitted:

I'm asking that you stop sending repetitive surveys but instead ask us if we or our students are high risk. Some of us are extremely disabled and unable to get to the school to get the free lunches or supplies needed. It is not safe to stand in lines at the school. Not everyone is taking precautions. I feel like the disabled students don't count when the surveys come out. I say no to in school learning at all. Our community is diverse and kids and parents are at other schools with different guidelines. Concord Christian academy, for example, does not require face masks, social distancing, or deep cleaning after a confirmed case which they now have. Several of their students live right here in our district and are friends and neighbors of ours. How safe are we when we introduce all of those groups to each other? It only makes the best sense to be remote for the rest of the school year and to stop pushing so hard on our children to get them back into school. It's creating such an anxious situation for them. They actually feel pressured and responsible to physically be in the school because their teachers want it so bad. I can't tell you how disappointed I am with the start of this school year. There are so many issues at hand but the most important is to not put them back in school and to make sure that you know why it's not safe for the individuals.

Valene Coleman, 452 Sagamore Street, submitted:

I think the BOSC needs to start putting our children's best interest first right now. The school district has many kids that are falling further and further behind due to lack of proper instruction. After monitoring my children's remote learning over the past two weeks, I can tell you they are not getting any type of proper instruction. I have two children and one works fine with remote learning, the other cannot continue to learn this way. You have a teacher doing a 30 minute live session with them a few times a day, but in reality the child is really only getting maybe 10-15 minutes of instruction because for more than half the time the teacher is telling kids to mute themselves, teacher is frozen, kids are frozen and voices are cutting out. I have watched my child try to take a "spelling test" on a live google meet only to have him completely break down because the teacher is cutting out, he can't hear the

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words and when he tries to raise his hand to have the teacher repeat she can't see it because his screen is frozen on her end. The children are the ones that are suffering the most, emotionally, mentally, and educationally. All last spring, we heard from teachers saying, "don't worry we will get the kids caught up next year" "have patience" It has been over 6 months since kids have been back in the traditional classroom. Remote learning is putting kids further behind, most do not have the skills or patience to attend to a computer with no more than 2 hours a day of live instruction. You are supposed to be improving bandwidth, but your tech support has already admitted that it's the Chromebook that are the issue as they are not made for remote learning. It's time to get these kids back in school before you have more parents pulling them out of the district because they aren't learning.

Krystle Somers, 54 George Street, submitted:

I am thrilled to learn the district is moving forward with the hybrid plan. I am disappointed hearing that high school is asking for More time. I have a freshman and the list of struggles is endless. I'm begging the board to please allow 9th graders Back in school the week of October 12 . My son is on an IEP and I don't know how much longer we can sustain remote learning for him. He is transitioning from middle school to MST high school which is such a huge change. Especially for kids that struggle with transitions. The students in this school are from all 4 middle schools so he does not know any of his classmates. Last school year Going into remote learning he knew his schedule, His teachers, and his classmates. Switching to remote was challenging but at least knowing the expectations of teachers and having classmates to consult with it was helpful. This year he entered a school with block scheduling and competency-based grading. This in itself is challenging for anyone to understand. Trying to comprehend what is expected through a computer screen with such a different schedule and grading system. being a special education student with slow processing speed, attention deficit, anxiety, and Impaired executive functioning skills this is beyond discouraging for him. His IEP requirements aren't being fulfilled and can't be fulfilled from home. This is a child that needs in person instructions and needs things repeated several times. It's difficult for him to communicate his struggles with teachers on a computer screen in front of peers. He's unable to complete any assignments without me assisting him at understanding directions or how to get started. I must return to work and am worried about him accomplishing any work while home alone. The transition from His middle school model to this competency based model with his learning disabilities would be like a person who speaks one language into a new school that only teaches in a completely different language and on top of that they were expected to learn the material taught in a different language from home on a computer. This may sound extreme but I promise you this is what it feels like in my

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household and I am sure we are not alone. Please seriously consider at least allowing ALL IEP freshman to return the week beginning 10/12.

Patricia Somers, 346 Hall Street, submitted (only read the first 400 words – indicated to submitter that this is the requirement and never heard back regarding a revised submission): I just watched the 9/14/20 meeting and was disappointed as a taxpayer with 2 grandchildren who should be attending public school in person. Surrounding towns offer in school or hybrid. I can't believe the lack of compassion and no acknowledgement from anyone in the last meeting for the pain special ed children are experiencing and that parents need to go back to work or they will be unemployed which is more frightening than a flu. It was simply brushed over by a quick comment of we are not the only school system not offering full-time or hybrid learning, heck the little town of Barrington had to close because 2 people tested positive. A town not even close to Manchester. Today my grandchildren were at my house on my day off so their mother could go to work. My grandson had 3 classes, first 2 teachers called in sick. Were they too ill to teach the class from the comfort of their couch? One teacher gave them a quiz the other told them to work off yesterday's assignment . Guess the teachers needed a 3-day weekend. This is where our hard-earned tax dollars are going? A lot of parents would be grateful if they could work from home. Let's review some facts: According to CNN: Antibody tests used to determine if people have been infected in the past with Covid-19 might be wrong up to half the time, the US Centers for Disease Control and Prevention said in new guidance posted on its website. Covid survival rate percentages: 0-19 years 99.997%; 20-49 years 99.5%; 70+ years 94.6%. Every life is precious, every day a gift but are we really locking down our children with these percentages? How many workers are 70+ in the school system? The societal cost to our children's education, health and mental wellbeing is being tossed to the curb. We live in the "live free or die state". What does that mean anymore? Live scared and hide? We are teaching our children to cower at home in fear because of a flu. To quote Franklin Roosevelt "We have nothing to fear but fear itself". The children need to go back to school safely there are guidelines that are sensible . People who are afraid due to medical exceptions or feel safer being at home offer at home learning. Children need to go back to what is " normal".

Barry Brensinger, Manchester Proud Coordinator, testimony from Manchester Proud, 400 Whitford Street, submitted:

Good evening: We appreciate this opportunity to offer comments on behalf of Manchester Proud's Council, expressing support and appreciation for the good things happening in the Manchester School

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District. • Just seven months ago, we all gathered for the adoption of a new strategic plan for our schools. Appropriately titled "Our Community's Plan", it is a plan to make our schools excellent and equitable for all students. • Within weeks thereafter, we were struck by a global pandemic, the challenges of which have been unprecedented. • In the face of this crisis, our District hasn't lost its vision or compromised its goals: Our teachers and staff have stepped-up to embrace remote learning, committed to connecting with and supporting all students. Our school leaders have crafted an exemplary plan for return to school. Our board remains focused on its primary job – ensuring that the District's policies are consistent with the "Plan", and always centered on our students – making each learner a priority, inspired by high expectations and supported by rich opportunities • Of course, none of this happens without skilled and dedicated leadership at the top. We are particularly grateful to Dr. Goldhardt and his team – Amy Allen, Dr. Gillis, Karen DeFrancis, and others. • Thanks to the leadership of Dr. Goldhardt, his team, and this Board, the "Plan" IS being realized: There is renewed emphasis on Teaching and Learning – student centered, student-driven learning c/o Granite United Way, 22 Concord Street, Manchester NH 03101, Fiscal Agent o We are better supporting our teachers with the professional development they need and want to do their best work. Our Board has taken steps to optimize governance and work together collaboratively o Dr. Goldhardt has built long overdue capacity on MSD's leadership team, with the hires of Network Directors, in-house Counsel, Communications Director, and Athletic Director o And, our new Partnership Network Work Group of 15 community leaders, including BOSC members, is creating a robust, city-wide, network of school-community partnerships These are just a few of the many good things happening. Manchester Proud is grateful to all of you and honored that our partnership with Dr. Goldhardt, the District, and our Board of School Committee is growing stronger. We remain driven by our belief that our public schools are a vital community asset with unlimited potential to serve EVERYONE in Manchester if we all work together to make them great! Thank you, MANCHESTER PROUD.

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Sue Hannan, 13 Sundown Drive, Derry, MEA President, submitted:

Good evening. The district is not ready, nor will it be ready, for hybrid to start in two weeks. There are far too many outstanding issues that are not being resolved. You are right to listen to the district leaders, and right to listen to parents. You have not asked the employees, the experts, about opening into hybrid. You are not hearing the issues, the pleas, and the threats to quit on a daily basis. You are not doing your due diligence because you are not being inclusive of every perspective. Please think before you act tonight.

Committee Member Leapley stated I received a letter on the 17th from a student and it was forwarded to everyone on the Board. I received a note tonight, at 5:10 that this student tried calling the clerks office a number of times. He didn't understand that email was better. He was hoping that the clerk would read his letter.

Clerk Carey stated there was nothing submitted to public comment and I haven't received anything sent forward for public comment. They are supposed to submit it to publiccomment@mansd.org.

8. Mayor Craig advises that if there was no one else present wishing to speak, a motion would be 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 Kelley Arnold,** it was moved to take all comments under advisement and further to receive and file any written documentation presented.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yea. Committee Members Bergeron and Shea were absent at the time of this vote. Motion passed.

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

There was no response to public comment.

10. **ACTION AGENDA**

11. SRO Contract Addendum FY21 – by Attorney Katie Cox Pelletier

*On motion of **Committee Member Kelley Arnold,** duly seconded by **Committee Member O'Connell,** it was moved to approve the "Addendum to FY 2021 Agreement" regarding SRO services.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Perich, Beaudry, Beaulieu, Leapley, Thomas, O'Connell and Mayor Craig voted yea. Committee Member Lachance's vote could not be heard. Committee Members Bergeron and Shea were absent at the time of this vote. Motion passed.

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12. CONSENT AGENDA (ITEMS 12 – 19)

Committee Member Leapley removed item 15-d; Committee Member Soule removed item 15-e; and Committee Member Beaudry removed item 18-a.

The balance of the personnel report is as follows:

13. 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, one motion only will be taken at the conclusion of the presentation.

14. Approval of minutes, if available.

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

a. English Speakers of Other Languages (ESOL) Program limited English Proficiency (LEP) Policy – by Nicole Ponti
b. Safety 128: Wellness and Nutrition Policy Revisions – by Jim Connors
c. Policy Updates – by Attorney Kathryn Cox Pelletier
    1. Personnel 102: Sexual Discrimination and Harassment
    2. Personnel 209: Employee Anti-Harassment and Violence Prevention
    3. Students 100: Harassment

d.
e.

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

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

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

a.

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

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Dobson,** it was moved to approve the balance of the consent agenda.*

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Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Shea, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yea. Committee Member Bergeron was absent. Motion passed.

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

d. Student Representation on the School Board
   1. Minority Report – to continue with student representation as is already being done

Committee Member Leapley stated this email was entitled, Official Statement on Behalf of Young Organizers United and sent on September 17th. Good morning Members of the School Board, my name is Nathan Duval, while I'm sure you don't know how I am, I sure know many of you through the work you do for the people of Manchester and for the work you do in keeping the city running. I am esteemed and proud of the contributions you've made for my city Manchester, as well as the great state of New Hampshire. Allow me to introduce myself, my name is Nathan Duval and I am a student at Manchester Central High School. I have just started my senior year as the Student Council President, captain of the varsity basketball team, and a current member of the many clubs Central has to offer. I am also a Primary Leader of Young Organizers United. We are an organization of high school students who are dedicated to strengthening our community and creating solutions for some of the challenges that the high school students of Manchester face. For the last 8 years, Y.O.U has worked diligently on achieving student representation. Last November the people of Manchester voted with overwhelming support of question 3 on the municipal ballot. Question 3 asked, " Are you in favor of a student having a seat on the school committee as a non-voting member?" The question was also non-binding. Having received nearly 3/4 of the vote in support, we took a huge step in finalizing the coalition that we had been working on for many years. Also in support was Mayor Joyce Craig who voiced her support for us as well by really pushing for the question to reach the ballot. I am emailing you in regard to a comment that a peer of mine made before the school board committee, who in summary stated that a seat on the board is not what the students want. This comment received the praise of many members of the committee including Arthur Beaudry. Respectfully my peer Kellen Barber has not been a part of the work that Y.O.U has done and has not reached nearly as many students. Essentially Kellan is trying to dismantle the idea of a student sitting shoulder to shoulder with representatives and while being able to provide input from the schools. The whole purpose of this

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coalition was that the students would be able to give input in a way that would inspire change. Not once have I ever seen a member of the Manchester School Board committee in my school. In all fairness, how do you really know what goes on? The people who know are the students, and that is the exact reason why we've worked so hard to make sure that students get the representation they deserve, even if they don't have the vote, they have the voice and eyes that will be able to sculpt the opinions of the school board. Mr. Beaudry has also expressed concerns for students as occasionally the meetings run a bit late, this was a problem that we have addressed on numerous accounts, the solution is quite literally for the student to leave the meeting if they need to. I am sure that there isn't a member of the board who wouldn't be understanding of the situation. While Kellan, Lilly, and some members of the board all oppose the idea, they sadly represent the minority. The people of Manchester certainly support the idea as well as most of the students. Thank you for your time, Warm regards, Nathan Duval.

Committee Member Leapley stated I wanted to pull this item off the agenda because even though it passed the policy committee 4-1, I heard from Members of the Board that it was something that they wanted to discuss in a little bit more detail. I just want to underline that I hope that we won't focus on our disagreements and instead on the vision that we have embraced as a Board in that we want to communicate better with our students, we want to serve our students and I believe this a great educational opportunity for the students who would be involved and it would be a great opportunity for the Board to improve our communications with student, staff, and families.

Committee Member Beaudry stated the concerns that were addressed at the policy committee, by the students, Kellan did a good job. I want to go over the five points that they sent to me regarding their concerns with the policy that was passed through the Policy Committee. Those concerns are:

1. They like the current process where they are heard at the beginning of the meeting and are able to have a back-and-forth interaction with the Board on the concerns brought to them by the students in their schools and then are able to leave when their communications are done.
2. That they would prefer to be members of a subcommittee, in rotating positions, where their concerns can be addressed and then forward to the full Board prior to the Board making the decision on the item.

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3. The proposed policy states that representatives should be able to do extracurricular activities and this would be impossible with 7-8-hour meetings. If a student was scheduled to sit as a member of the Board on a given night and had prior extracurricular activities, it would be impossible to attend both.
4. It may be hard to find a student pool willing to run for the position with the recommendations as put forward.
5. The students have indicated that they are not politicians. They believe that they should be representing the students and being members would force them to bring their personal politics into it. We feel we would only be representing ourselves and not the student body.

Committee Member Beaudry stated after the meeting that evening, I was contacted by one of the students that felt they were intimidated that evening by Committee Member Leapley, in questioning their understanding of the policy. They understand the policy that was presented and do not agree with it. Adults are telling the students what is good and what isn't good for them. The students should be making this decision ourselves. Why I put a minority report on and what I would do is that I would move that we have a subcommittee and that the Administration works with the student body on creating a policy based on the preferences of the students. We want the students to be heard, so why would we tell them how they are going to be heard. I have asked every single student if they like the way we are doing student voice now compared to sitting on the Board, who has come before us and two of them were part of the YOU Group, and everyone said they like the way they do it now. In this manner they can address their concerns and they have all the time they want to have a back-and-forth discussion with the Board.

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Shea,** it was moved to approve minority report for Student Representation on the School Board and establish a subcommittee with the Administration who will work with the students to create a policy based on the preferences of the students.*

There was a lengthy discussion of the Board. The Board Members stated the following:

1. That they are in favor of the students sitting on the Board.
2. If we want to include them as part of the process they should be at the committee level, so they are part of the process prior to items coming before the Board.

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3. Student involvement should start at the Committee Level.
4. This item was in committee for a full year.
5. Voters have voted in favor of student membership.
6. YOU students worked hard to get this before the Board.
7. If students were on the Board now, they would be able to be part of this back-and-forth conversation right now.
8. Students could receive credits for being on this Board.
9. It was indicated that if this was a normal year our students would have been voted into these positions, but due to the Pandemic this hasn't happened.
10. The value of student representatives is a diverse representation of the schools, participating in the conversation.
11. Students were out canvasing during the election to get it approved to have students sitting on the Board.
12. Many people have been frustrated that this has not happened sooner and the whole community will benefit from the voice of a diverse group of students across our four high schools represented on the Board.
13. The students would not be here every month and with the indulgence of the committee they could be excused for extraordinary circumstances.
14. Students have insights into different situations that the Board Members do not have. Students do not want to have to sit through hours long meetings to discuss their opinions. The students should be at the Sub-Committees where the decisions are really made. Young people should not have to sit on the Board and listen to pre-determined policies. After a few meetings, these students will probably stop attending the meetings.
15. It was indicated that Committee Member Leapley developed a policy that will work.
16. We are not eliminating student voice by keeping it as is.
17. The students should have a voice in determining how the process moves forward and this motion allows them to do so. If they vote to have a sitting member, they can, but let the Students have their say in how the process will go forward. We should be doing what the students want and not what the adults in this room want.
18. We are having a hard time finding students from other schools to come because of the commitment.
19. The policy was written based on the vote that came forth in the elections. And getting this item on the ballot was due to the hard work of students.

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20. The RSA passed in 1983 due to the students working on this and bringing this forward.
21. The policy committee did the work on this policy and voted in favor of this 4 to 1.
22. Under the section of the policy that explains rotation, the idea is that there would be 8 students sitting in a congress and each student would attend at least 2 full Board Meetings a year. Each student would be seated on one of three standing committees: Teaching and Learning, Finance and Facilities or Policy. The Student members can participate in the work of other committees by request or invitation, not including subjects that are confidential.
23. Being thoughtful of the students is important. Just like members of the Board, if a student can't stay through the entire meeting, they would be free to excuse themselves.
24. Having the students participate in the setting of the Policy would be great, but this Body doesn't get to invent the way that student members would be placed on this committee or how their voice would function as that is outlined in the RSA. The students would set, per the RSA, how to set up the elections and how they participate.
25. It was asked that the Policy be passed tonight so that there is a process on which we bring students to the table and then the Students can work on the policy later.
26. Currently there is not a functional, consistent and equitable student voice that we can pull together to write the policy, so we need to write the policy so that we can pull the students together to help us make this policy better.

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*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Shea,** it was moved to approve minority report for Student Representation on the School Board and establish a subcommittee with the Administration who will work with the students to create a policy based on the preferences of the students.*

Committee Member Beaudry stated if you are going to let people speak once the question is called, you should allow people to rebut what is being said.

Roll Call: Committee Members Kelley Arnold, Shea, Beaudry and Lachance voted yea. Committee Members Porter, Soule, Want, Dobson, Perich, Beaulieu, Leapley, Thomas, O'Connell and Mayor Craig voted nay. Committee Member Bergeron was absent. Motion failed.

2. Majority Report – approval of new policy and motion made at Policy

Committee

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Soule,** it was moved to approve the majority report for Student Representation as was passed by the Policy Committee.*

Committee Member Beaudry stated after the vote is taken, I would like to have our legal counsel look at the sections of the law, RSA 671:4 and RSA 194:23f. Solicitor Rice's opinion does not take into effect RSA 195:1, which we are not a corporative school District. Our Charter would take precedence over the law. If this does not meet the rules and the Charter trumps, then we would need a charter change to allow this seat on the Board.

Mayor Craig stated we will have the attorney look at this. The City Charter cannot conflict to the State Statute.

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Perich, Beaulieu, Leapley, Thomas, O'Connell and Mayor Craig voted yea. Committee Member Shea, Beaudry and Lachance voted nay. Committee Members Bergeron was absent at the time of this vote. Motion passed.

e. Evaluation of Board Clerk

Committee Member Soule stated I have a suggestion on the evaluation, adding a column on the far right for comments on each item. Each Board Member can then comment on why the rating was given.

*On motion of **Committee Member Soule,** duly seconded by **Committee Member Beaulieu,** it was moved to approve the Evaluation form for the board clerk, with the addition of an area for Board Members to comment on the reason for each of their responses.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Shea, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yea. Committee Member Bergeron was absent. Motion passed.

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

a. The Manchester BoSC requests that the State of New Hampshire fund all public schools to a minimum level equal to the state allocation from the 2019/2020 school year. The BoSC recognizes that any reduction in school population due to the COVID 19 Pandemic is temporary and a one-year reduction in school funding would be disruptive to the good governance of schools.

Committee Member Beaudry stated I removed this from the table because I am confused on whether the language in A is what we will be sending as the request, as no backup documentation was submitted as part of the packet. Will the state have to change how they fund education? The Governor's letter that was written to us provides a good point that we asked for money and they gave us $3.5 million and the Aldermen took that money away from the School District and put it towards uses that were not educational.

Mayor Craig stated the majority of the Aldermen did want to allocate those funds to education. Due to the tax cap, it couldn't be done.

Committee Member O'Connell stated this request is to fund all public schools in the State of New Hampshire. It broadly makes the point that due to the Covid-19 Pandemic we expect to see a disruption in numbers across all districts and that any reduction in funding for one year would adversely effect cities and towns to maintain their schools. This asks the State to level fund the schools within the State at their current 2019/2020 funding level.

Mayor Craig stated as this effects all schools, the letter may be better coming from the School Board Administrators or the NHSBA would be better than coming from the Manchester School Board. Would the board consider encouraging organizations that represent all of the public schools within the state send the letter?

Committee Member O'Connell stated if the feeling of the committee thinks this would be better sent forcefully by our Administration and the NHSBA then I would be okay with that.
Mayor Craig stated the New Hampshire School Administrators.

Dr. Goldhardt stated I was listed as voting in favor at this meeting and I did not vote on this issue.

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Committee Member Beaudry stated I agree the letter would be better coming from the School Board Association, who represent the majority of the districts in the state. When we request things be sent that state they are sent forcible, you get more with honey than vinegar. Our requests should be sent stating only the facts and the position we would be in, as I don't know what Committee Member O'Connell meant by forcefully stated. If we state the facts like the Mayor did in her letter regarding the GOFFR funds, including the data and statistics, this is how they should be sent.

Committee Member Kelley Arnold stated this letter should talk about the huge gap in funding for all districts, but I have an issue with just sending letters. I don't know that there has been a letter that has been sent by this Board that has done anything positive. Letters tend to work against us.

Mayor Craig stated if you think about the additional funding that the School District received, it was the combination of written communication and in-person communication in working with State Representatives and Senators.

Committee Member O'Connell stated the voice of the largest school district in the state is important to be heard.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Soule,** it was moved to ask the State School Board Association to make this representation on our behalf.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Shea, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yea. Committee Member Bergeron was absent. Motion passed.

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COMMUNICATIONS

20. Superintendent's Communications.

a) Covid-19 Update

Dr. Goldhardt reminded to parents and guardians to check your school aged students' symptoms daily and if you children have a fever, runny nose, cough, chills, sore throat, nausea, diarrhea, loss of taste or smell to keep them home. Do not give your children medications to reduce a fever and then send them to school. If you are unsure about a symptom or have questions, please contact your school nurse, teacher or administrator and they can help you with any of those questions. Prevention is three fundamentals, wearing a mask, maintaining 6' social distancing and washing our hands repetitively. The Board adopted a metric to better measure where the community is in relation to Covid-19. We are in yellow and we can begin bringing more students back to the school buildings in the hybrid model, meaning ½ the students come to school two days a week, and the opposite half coming in two other days. Cohort A would come in Monday and Tuesday and Cohort B would come on Thursday and Friday. Wednesday's students do makeup work, interventions, and re-dos. What Manchester has done in the buildings is above and behind what other districts have provided. Measures are in place above the standards, including: Masks on buses and in schools, 6' social distancing, temperature checks in every building, increase outside airflow in every building screens on windows so windows can be left open for added airflow, enhanced HVAC filtering (with MERV 13 or portable HEPA filters), hand-sanitizer stations with foot pumps in every building, transitioning to CANVAS learning management system by January to prevent the handling of papers and continuous nano-septic cleaner stickers on crash bars in building. The hybrid model cuts classes in half to lesson contact with each other, there are added cleaning and sanitation protocols in place and continuous monitoring and review by our operations staff and the Manchester Health Department. It is still a struggle for some of our staff to come back to buildings and work with students even with these protocols in place. I understand the concern. Plans can and will change, we will hit roadblocks, there will be problems and difficulties. I understand the struggle and concern of our parents. 70-75% of our parents want their children back in the schools. Parents are truly worried about their children academically and emotionally. There have been higher levels of anxiety, depression, misbehavior and a lack of interest in learning in students. The metric standard has been met and it is time to bring students back into the buildings in a safe and responsible manner, following the protocols adopted by this Board. I would ask the Board to change from the adopted schedule of return for elementary schools and Parkside Middle School. The change is that we add an additional week for return, so that we return only one grade each week, based on feedback received from the principals that I am comfortable with. The change would be as follows:

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1. The week of October 12th, all Elementary school's 2nd Grade returns and Parkside 5th grade, with all other Middle Schools having 6th grade return.
2. The week of October 19th, all Elementary school's 3rd Grade returns and Parkside 6th grade, with all other Middle Schools having 7th grade return.
3. The week of October 26th, all Elementary school's 4th Grade returns and Parkside 7th grade, with all other Middle Schools having 8th grade return.
4. The week of November 2nd, all Elementary schools east of the Merrimack River welcome back 5th Grade returns and Parkside 8th grade.

The reasoning is to allow for only one grade to return each week. The high school principals came forward with a proposal for a slightly slower return than the K-8 Schools and this was shared with you over the weekend. Essentially the change would be as follows:

1. High School teachers return to building by October 13th.
2. Freshmen return in the hybrid model the week of October 26th.
3. Grades 10-12 all return in the hybrid model the week of November 9th.

The principals came forward to share their reasons for the proposal.

Principal St. Onge stated principal at Memorial. Friday night was one my greatest experiences as an educator, having students come up to me after the game and told me I got my first win as a Principal. It's a challenge for students and families at home, as it is with my own home. We want to make this as safe and as right as we can. On Friday we found out we had a confirmed case of a Staff Member. Our responses, the school nurses, Dr. Gillis', as well as the preparedness that we had to go through the contact tracing and communication was extremely impressive. As a school community we need to recognize that we are learning every day. There are now 8 staff members on quarantine until October 5th. The building staffing is a concern and that effects supervision of the students coming in. Schools across the nation are opening and closing. We want everyone to know we want everyone back but it has to be safe and we need to be prepared for the unknown. We have 8-10% of staff who will out for approved leave and there is a potential for unknown staff who may receive approval to be out, bringing the number up to 20%. If you add the unknown of any staff that may be quarantined because

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of contact, then we don't know about staffing for our students. We need to be prepared to provide the best education and right now, we are seeing quality education in many households and classrooms.

Mayor Craig stated your concerns mirror concerns we received from preschool and 1st grade teachers at the start. If we consider holding off, we will be in the same situation on the date we say we want to start. From the beginning, we stated we wanted to make sure that the schools are a great environment that are safe for the students and teachers. Many teachers in high school are working out of their classrooms already. I believe if it is a safe environment, and our metrics are showing that, we need to bring our students back in front of teachers where there is true value and we have had a lot of time to prepare. Teachers are working very hard and we have seen firsthand the teachers teaching online, but it is not the same. Why can't we bring our students back on the schedule that we agreed to?

Principal St. Onge stated this is why I brought up the staffing. We can't predict what will happen. What happens after we bring the staff back? Technology and Scheduling becomes a snowball effect. I wanted to focus on the staffing because this is a new experience and we didn't have time to look at 8 members being out.

Mayor Craig asked what did we do for pre-k through 2nd grade? Wouldn't we follow the same model?

Principal St. Onge stated I am not sure as I was not involved in those.

Principal Machado stated I am from MST. I am not afraid to bring students back. There is a difference between bringing kids back for CTE and MST High School. I advocated to not bring MST High School back right away because we needed to work out the situation with the CTE students. This was our test run that has been going for 2 weeks and has been going well. The reason it is going well is because we have all of our staff there. The issue bringing back the other students is that 10% of MST High School has chosen to do remote. I have a possibility of 32% of my staff not being in person. Supervision is a big problem and if we have to follow all the guidelines, which we do, we can't do it without teachers and paraprofessionals being in person to supervise. Our school runs on a 1 to 1 device and we do not use textbooks or worksheets. We use Chromebooks and right now we don't have enough Chromebooks for all of our students. In the past you could have them double up, sit next to each other and share the Chromebook, but we can't do that anymore. There is also the issue of the

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busing. My students rely on the busing from the other high schools. We are a regional school and kids come in from Memorial, West, Central, and buses bring them in for CTE, if you have to add the students from MST High School, which is another schedule, this will be even more complex and we don't know how we are going to be able to work that out. This is why we are asking for more time, so that we can test all of these things. Kids come in from Londonderry, Goffstown, Bedford and other schools. We don't have the staffing to supervise the kids coming from 10 different high schools in the parking lot and in the quads. The MST High School students are doing exceedingly well remotely and bringing them into an untenable situation that will get parents and students angry.

Mayor Craig asked do you think one extra week will allow you to iron it all out?

Principal Machado stated it will help for running through bus schedules. We also need the time to determine how many staff members will be in person. Once we tell teachers they need to come back we will have more teachers applying for ADA and other leaves.

Mayor Craig stated the deadline for submissions was weeks ago. Every other school has been able to stay on schedule. Where are the network directors in this? Are they assisting you?

Principal Machado stated yes.

Principal Dichard stated proud principal at West High School. He stated he agrees with his colleagues that the major issue is the staffing and the supervision. The difference between a high school and elementary school is that when calling a grade back in an elementary school you would be calling back 4-5 teachers and in order to bring the Freshman back, it requires the recall of 34 staff members. High Schools are more complex, as each teacher teaches different grade levels. I didn't sign up to be a remote principal. I want our kids back in the building. It's great to see the kids that are coming in each day, being EL students and special needs students. I think we can bring in more kids, but we have other major issues that need be solved, including supervision of lunches and we though we are working on this, we do not have the answer right now. Teachers are entitled to a duty-free lunch. If we can't use our cafeteria's for lunches, then we need the teachers to supervise the students during lunch, which has an impact. We can't move forward until this is resolved and we need this extra time to do this. We can't open the buildings until our buildings are staffed appropriately.

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Principals are meeting almost daily to come up with solutions. We will need to deploy our regular substitutes.

Mayor Craig stated we all agree we need the supervision but it is important to note that there is a lack of substitutes. Dr. Gillis, when do you think we will have an answer to the lunch issue?

Dr. Gillis stated we have been working on this issue and we brought in Facilities and Health on Friday to review the plan West proposed and they will be getting direct feedback from us shortly. We should have that by tomorrow.

Principal Vaccarezza stated he is the principal of Central High School. When you talk about a high school course, you are dealing with specialized education. If you offer a class and one teacher teaches the class, but there are two sections, if that teacher is not able to be in the school then someone will need to cover that class every day. We sent an email to our staff indicating they were being called back into the building and that anyone on remote or hybrid status needed to be back in the building by October 7th. Staff members have reached out that they put in for FMLA, ADA or any other requests. HR is overwhelmed and have not answered all of these, but they are doing the best that they can. We need the answers to these questions. Once we have the numbers we can then run tests of the infrastructure, being technology in the schools. Teachers use their homes to teach because of the reliability of the internet. Come October 7th we will have the teachers in the buildings, teaching from the school and this will be a stress test of the infrastructure to see if it can handle what is necessary. We will also be able to see how many staff members are in the building, and how many subs are needed to run the classes. It would take 5-6 teachers to cover for one teacher in a 6-mod situation. If you have 10 teachers out, you need 60 teachers to cover that or you need substitutes or administrators to cover. You need to run test runs to make sure that this is feasible. You used to be able to cancel a class, put the kids in one area, supervise them and hold then, which isn't ideal but it does happen, and it cannot be done now due to social distancing. We need to run test runs to make sure that we are giving our students the best opportunities and give no harm to them by taking away an educational opportunity, such as a math class, art class or any other class. We need to know our staff numbers to test this and be able to move forward.

Mayor Craig asked why haven't we been testing for the last two weeks?

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Principal Vaccarezza stated because you don't have the answers as far as the staffing numbers. Some staff have been hybrid, remote and in the building. As of October 7th, we will have a more completely answer to the number of staff that will be in the building.

Mayor Craig asked but this is only happening in the high schools?

Principal Vaccarezza stated this is specific to high school because you have courses and curriculum that are specialized to the teacher.

Mayor Craig stated it is 50 percent of the students, so it isn't the number that it was.

Principal Vaccarezza stated correct. If our classrooms used to be able to house 30 students, now you are looking at 13. In the classroom setting the 50% is beyond the threshold of what is allowed with social distancing. We have to figure out if the cohort numbers work, do we have to adjust students, still offering the classes and not taking them away, for the students. You can have very unbalanced classes in the high schools. We need to know what we have for staffing for supervision before we bring kids back but we want to bring the kids back. We need to look at the physical safety of our students and staff.

Committee Member Kelley Arnold stated is there a way to set up a block for a class to be remote all the time if a staff member is remote?

Principal Vaccarezza stated we have looked at all options. There are changing working conditions that need to be discussed before block scheduling is put into place. We are looking at the training for block scheduling for next year. You don't want to change the schedule without training the staff. We are continuing to look at different possibilities.

Committee Member Kelley Arnold stated the schedule doesn't have to change. When the students are in school they can have the classes of the teachers that are in the buildings, but when they are on their remote days they can have the classes with the teachers who are remote.

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Principal Vaccarezza stated the first step is to figure out when the students are in person who is present, then we can prepare, practice and perform. We need to know who is in front of the students when they are in the buildings.

Committee Member Beaudry stated I talked to Dr. Gillis to make sure she was aware of the questions I would be asking and she was able to answer my questions. Last week were in orange.

Dr. Goldhardt stated if we were in orange high schools would be remote. We aren't in orange.

Committee Member Beaudry asked how long do we stay in yellow before we bring students back? You are saying students would come back October 12th, what happens if we end up back in orange? How long do we need to be in orange to go back to remote learning?

Dr. Goldhardt stated we would need to get strong recommendations from the Health Department to determine what is best for all of the students and the staff. If we are long term in one color, we need to follow that metric.

Dr. Gillis stated we watch the 14-day average and we watch the 14 consecutive days in one color to establish that our trend has shifted. We were in yellow for a long time and then we shifted to orange. We have remained in yellow since last Friday. We are averaging 4.8 cases since. If we saw a trend starting to establish that would push us closer to red, we can push to remote easier than we can ramp into the building. What Dr. Goldhardt has been explaining is that once we start moving kids into the schools, we want to give notice to our families. The 14 days is the marker of time.

Committee Member Beaudry asked if parents would have the option to remote learn no matter?

Dr. Goldhardt stated correct.

Committee Member Beaudry asked how students without internet access will get their work?

Dr. Goldhardt stated Steve Cross is identifying the students because everyone 2-12 is remote currently. If they don't have internet they wouldn't have access currently. Mr. Cross is working to get them the necessary service.

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Committee Member Beaudry stated the person who contacted me lost the internet due to non-payment. I am not sure what Mr. Cross can do for individuals who lost their internet due to this.

Mayor Craig asked if Committee Member Beaudry could reach out to Mr. Cross and give him the contact information to work directly with the family.

Committee Member Beaudry stated he would do that. If parents want paper and that is the only means to educate their children, we will allow them to get paper?

Dr. Goldhardt stated yes.

Committee Member Leapley stated the metrics were set up to make sure that our buildings and practices were ready to receive students in the schools. The metric that was developed doesn't talk about staff. If we have the resources that we need to welcome students back into school and the metrics have been met, we will welcome them back. We have heard from principals that as of today they are not positive they have the staffing, the Chromebooks or the busing needed to successfully teach these students. To bring students in without having these things in line, is not fair. We have been told that in the elementary schools there would be a teacher in the classroom teaching in person and a teacher teaching student's remotely. Due to a lack of staff, we are seeing that teachers have to teach in-person and remotely at the same time. We are having challenges and that is because our staff are human beings who could get Covid-19. This is an HR issue and we can't fabricate more teachers that are trained and ready to roll out. If we don't have the human capital, we need to recognize that and adjust. I want kids in school, but how can we send students to schools where there isn't the number of teachers needed to supervise the kids and keep them physically safe. This is complicated and the principals have been working on this all summer. The stance of the school board is that we will not ask Staff or teachers to do something they can't do if they don't have the resources that they need. We are in a pandemic that is unpredictable and we need to all work together and if that means that we need to push it back for a week because we don't have the answers, then we need to do that. We need to do what is right for the students.

Dr. Vaccarezza stated predictability wise, we have 11 teachers currently out on ADA and the three that texted me tonight. The predictability is that we are around 13-14 teachers before anything else comes up. That is predictable. We are indicating that this is an issue that we need definitive answers

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to so we can offer the education that we want to offer. We are trying to make things happen for the kids.

Mayor Craig stated I agree with Committee Member Leapley but my frustration is that I thought we had already provided a deadline to teachers and we were working on staffing. So, to hear about a staffing issue now when we are about to roll things out is concerning and I want to know when this will be determined. Everything is flexible and things will change.

Dr. Gillis stated we are working on the requests that are coming. When we say we are doing a recall in the remote plans, we see an uptick in the requests that are coming in. We have seen a dramatic uptick since last week in requests. These are being processed and we wish we could tell you the definitive date that we will have the answers, but that will keep rolling. This is an interactive process, with back and forth, so it takes some time. We are moving as quickly as humanly possible to get the clarity for the schools.

Dr. Goldhardt stated we are not allowed to set a deadline for the submission of the requests.

Mayor Craig stated but to set expectations in the community is really important. I question whether the additional week is enough time.

Principal Vaccarezza stated you would have a better idea because the staff has been recalled for the 7th, giving the district a better understanding of who needs to be in the schools.

Committee Member O'Connell stated I have every confidence that the four high school principals in front of us are better equipped to manage those schools. The process is complex. The situation does not allow for clarity, as the pandemic and its effects will govern what can be done. We have had some positive cases in our schools that will affect our plans. Have we thought about outside classrooms?

Principal Vaccarezza stated this will not work during implement weather (including rain) and the cold.

Dr. Gillis stated we have talked about outdoor use and there is a process if we want to use tents to have them permitted. This takes some time. We are looking at outdoor spaces without needing tents.

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Committee Member O'Connell asked if we could get a weekly or bi-weekly update on the metrics?

Dr. Goldhardt stated absolutely.

Committee Member O'Connell stated regarding Canvas software, a teacher contacted me and indicated that Canvas Licensing Agreement requires that anything uploaded to it that the Intellectual Property (IP) authority is handed over to Canvas to have unlimited access to your work. A teacher that has created something, if they put it on Canvas they no longer have control of it and Canvas is free to use it. Can we address it?

Dr. Goldhardt stated he would have Mr. Cross looking into this.

Committee Member O'Connell stated we need to keep in mind it is not just about having kids back but having them back safely.

Committee Member Want asked can the teachers all teach simultaneously from one building and if the bandwidth is available? Also, are we going to be asking the students to do paperwork when they are in class and then computer work from home and will teachers be expected to keep track of this or will students be able to carry their Chromebooks back and forth? Do we have cases for the Chromebooks to protect them if they are transported back and forth?

Dr. Goldhardt stated we don't have all the cases yet and we don't have the funds to buy covers for every Chromebook in the district. We would expect the students to keep the one Chromebook for both at school and home. We expect them to take care of the Chromebooks they best they can. As far as paper, I will not dictate to teachers on whether they use paper or not. I prefer to get away from paper all together but not everyone is prepared for that. If you do expect papers to be turned in, you need to use the wait time to make sure the virus is not on the items.

Committee Member Want asked about how areas are cleaned in between classes?

Dr. Gillis stated the cleaning process will be all hands-on deck. We can't have Aramark in every classroom between classes. Each class has the Oxivir Spray and wipes, to keep them clean throughout the day. Logistically we would have to have 10-15 Aramark people in each building to flip the

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classrooms in between classes. We spoke with the Administrators of the buildings about thinking about where students are located, so we can reduce the amount of transition throughout the school.

Committee Member Perich asked if you were asking for a one week or two-week delay?

Dr. Goldhardt stated two.

Committee Member Perich asked who will cover for teachers teaching home remotely when the kids are in the building? This is why you stated you need the time to figure this out to determine if this would be substitutes or paraprofessionals.

Principal Vaccarezza stated getting subs during this time is very difficult. We may be asking other teachers to cover those classes. There are limits on the time frame for paraprofessionals.

Committee Member Perich stated my second concern is lunches. Where do the kids go that would be in the lunch if that lunch can't occur at that time?

Principal Vaccarezza stated all schools are working on rotating what the numbers are and what is the occupancy permitted. You are also trying to limit the travels of the students to lunches. We are looking at different ideas that meet the health and supervision standards, that is not taking away a teacher's individual duty-free period for lunch. We are also looking at student's movements throughout the building and making this as safe as possible.

Committee Member Perich asked if we are assured that the technology will happen by October 1st?

Dr. Goldhardt stated we are hoping that will happen.

Committee Member Perich stated whether we start now, or later, this will not be perfect and we will run into glitches. We will learn from our mistakes and build on them.

Committee Member Soule stated I echo the thoughts and concerns that have been voiced this evening and I appreciate the thoughtful considerations that are being done. I appreciate the principals coming

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forward and requesting the time to get everything in place that they need to get started. It won't be perfect but if the extra time better assures that our kids are safe, that is the important thing.

Committee Member Beaudry asked if the substitutes from SNHU would be active throughout this?

Ms. Allen stated they will be able to substitute within the schools that they are at. We have created a master list of all 22 schools to see where all of our student teachers are and where they are not. We are working with Human Resources as we recruit and deploy for the schools that do not have access to the SNHU program.

Committee Member Beaudry stated where are we at with the letter to the Representatives on the FEMA funds?

Dr. Goldhardt stated I haven't received anything back on my end. He stated the letter went out.

Mayor Craig stated Senator Shaheen and Congressman Pappas has signed on.

Committee Member Beaudry stated I would like to send a thank you letter to Senator Shaheen, who was one of 21 senators working on FEMA to release funds related to Covid-19.

Dr. Goldhardt stated that when he spoke with the principals about their plan, he asked for reassurance that this plan will not change when we are getting close to the reentry. Also, I will receive updates from the High School principals on the preparation that I will share with the Board. The group has worked well together and has been very creating to improve the situation, schedules and improvements beyond this year.

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Kelley Arnold,** it was moved to approve the revised re-entry into schools plan as presented by Dr. Goldhardt this evening.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Shea, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yea. Committee Member Bergeron was absent. Motion passed.

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21. Board of School Committee Members' Communications.

a) Vote of Confidence for Dr. Goldhardt – by Committee Member Beaudry

Committee Member Beaudry stated even though some of us had a difference in opinion on implementing the re-entry of students and staff, that we as a Board have the utmost confidence in this administration as it relates to the entry plan established by the Board and supported by the Health Professionals in this great City. As it relates to this unprecedented pandemic that has struck this country, Dr. Goldhardt has listened to the concerns brought to him and has revised the entry plan to accommodate those concerns. He has proven to put our students and staff's safety first and foremost and has been honest and forthright with the board and all the stakeholders within the district. He has indicated to the Board on more than one occasion that this plan is fluid and could change as additional information becomes available. Dr. Goldhardt has moved this district forward in many positive ways and I have confidence that he will continue to do what is best for our students and staff in these unprecedented times.

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Beaulieu,** it was moved to approve a vote of confidence for Dr. Goldhardt and his administration and give them the support that they need moving forward.*

Committee Member Leapley stated this goes without saying that you have our confidence. I hope that if a vote like this is put on the table, it's not coming from a place that he doesn't feel like he has our confidence. If we don't bring up a vote of confidence, you do have our confidence.

Committee Member O'Connell stated it is regrettable that we are having this vote of confidence at this time, because I don't feel this is necessary as I don't feel that there is a widespread view of a lack of confidence in Dr. Goldhardt. We are in the process of evaluating the Superintendent in November.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Dobson,** it was moved to table item #21-a, vote of confidence for Dr. Goldhardt.*

Committee Member Shea stated we talked about students coming to the meeting and to come in and listen to people pontificate at the meetings and waste time by conversing a lot but saying nothing in terms of what is really meaningful. If you don't want to approve a motion, all you have to do is vote

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against the motion and you don't have to give a 5-minute lecture about their own opinions. I worked for 7 or 8 superintendents and we have the best superintendent that the City of Manchester has ever had. No one works hard then our present Superintendent or the Assistant Superintendents and all the other Administrators of the district. Let's take a vote and stop wasting other members time by talking forever and not saying anything.

Roll Call: Committee Members Dobson, Beaulieu, Leapley and O'Connell voted yea. Porter, Kelley Arnold, Soule, Want, Shea, Perich, Beaudry, Lachance, and Mayor Craig voted nay. Committee Member Bergeron and Thomas were absent. Motion failed.

Mayor Craig thanked the superintendent for all he has done. She stated she has worked with a number of Superintendents and I appreciate his dedication, talent, forethought and strategy brought to the district. We are all engulfed by the pandemic and it is hard to remember everything that was accomplished before the pandemic, one thing being the plan to discuss the curriculum that had been in committee for years. There are a number of things that you have put forward and gotten approval for. Due to the stresses everyone is under, this is a good time to take a vote of confidence to give you a boost and to say that we are grateful for all the time and effort you are putting in to make sure that our schools are safe and everyone in the schools are safe.

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The board voted on the original motion as follows:

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Shea, Perich, Beaudry, Beaulieu, Leapley, Lachance, O'Connell and Mayor Craig voted yea. Committee Member Bergeron and Thomas were absent. Motion passed.

b) Partnership Network Work Group Update – by Committee Member Soule

Committee Member Soule stated I just wanted to give an update to the Board and the community on the Building School Partnerships and optimizing access and opportunity for all. Our goal as the partnership workgroup is build a robust, coordinated and sustainable network to optimize learning opportunities to provide access to the whole child and family supports. We are the core working group. We will be outreaching to the community, but we are going to make this happen. The

organizations represented in this partnership are the Manchester School District, the Manchester Board of School Committee, the Manchester Health Department, Granite United Way, Greater Manchester Chamber of Commerce, the Manchester Boys and Girls Club, Amoskeag Health, City Year, Gear Up, Southern New Hampshire University, the Palace Theater and we will have at least two student members of the group. If anyone in the community knows of a student that you would recommend, please let us know. We have already begun the process by interviewing and selecting an entity, Karen Hersh is going to do a districtwide community resource asset mapping to look at what we have, what we need, where our gaps are, where our overlaps are, so that we can decide where we are and where to go from here. After this, we will work with Abe Fernandez, the director of the National Center for Community Schools and he is a consulting partner for the organizations structure and overall network development, to partner with us to look at the purpose and potential of the community partnership network, specific to the needs in Manchester. He works all over the country and has also done work in Manchester with the community schools. I have already received a call from the Coordinator of the Manchester Children's initiative integration team and she is interested in being involved. We are able to connect with our resources easier through Zoom due to the pandemic.

c) Amendment to Board Rules Section 2.10 – by Mayor Craig

Mayor Craig stated the suggested amendment is to move the public forum before the roll call.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Leapley,** it was moved to approve the amendment to the Board Rules Section 2.10, as amended.*

Clerk Carey stated to clarify, it would be public forum, response to public forum and then the recognitions.

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Shea, Perich, Beaudry, Beaulieu, Leapley, Lachance, O'Connell and Mayor Craig voted yea. Committee Member Bergeron and Thomas were absent. Motion passed.

d) Confirmation of work session to be held on October 7, 2020, at 6:00 p.m. – by Vice Chair Want

Committee Member Want reminded the Board of this meeting and indicated that it would be held remotely.

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22. Personnel Report.

*On motion of **Committee Member Soule,** duly seconded by **Committee Member Perich,** it was moved to approve the personnel report as submitted.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Shea, Perich, Beaudry, Beaulieu, Leapley, Lachance, O'Connell and Mayor Craig voted yea. Committee Member Bergeron and Thomas were absent. Motion passed.

The Personnel report as approved on September 28, 2020, is as follows:

Resignations/Retirements: Administration

Name	Position	Building	Salary
Ernest Kilman	Accounting Supervisor	Administration	$64,943

Resignations/Retirements: Certified Staff

Name	Position	Building	Salary
Maxine Mosley	Teacher - Guidance Counselor	McLaughlin	$79,177
Sandra Ratliff	Teacher - English	West High	$75,218
Valerie Tarbell	Teacher - Elementary	Jewett	$75,218
Judith Troy	Teacher - Elementary	Bakersville	$75,218
Evan Papajohn	Teacher - Physical Education	Jewett	$70,468
Emily Bedard	Teacher - Special Needs	Smyth Road	$41,964
Melissa Flynn	Teacher - Health	McLaughlin	$39,004

Resignations/Retirements: Non-Certified Staff

Name	Position	Building	Salary
Doris Blankenship	Para-Educator II - BST	Smyth Road	19.81
Margaret Hathaway-Watts	SFNS Cook II	McLaughlin	$18.95
Liyin Zeng	Para-Educator II - Special Needs	Memorial	$13.47
Kristina Floyd	Para-Educator II - Special Needs	Southside	$13.20
Lindsey Johnson	Para-Educator II - Special Needs	Weston	$13.20
Erik Shaffer	Para-Educator II - Special Needs	Central	$13.20
Abigail Williams	Para-Educator II - EL	Webster	$13.20
Diana Mora	Para-Educator I - Special Needs	Gossler	$12.24
Jessica Rork	Para-Educator I - Special Needs	McLaughlin	$11.77
Lynda Prunier	SFNS Food Service Worker I	West	$11.35

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Nominations: Non-Certified Staff

Name	Position	Building	Salary
Nathaniel Ware	Coach - Boys Cross Country	Memorial	$2,759.00
Sophia Luppold	Administrative Assistant II	MST	$17.22
Kareema Prescott	School Crossing Guard	Parker-Varney	$14.35
Taryn Caito	Para-Educator II - Special Needs	Bakersville	$13.47
Kenneth Fox	Para-Educator II - Special Needs	Southside Middle	$13.47
Erin Carter	Para-Educator I - Special Needs	Wilson	$12.24
Shannon Kelly-Cunan	Para-Educator I - Special Needs	Southside Middle	$12.24

Transfers: Certified Staff

Name	To New Assignment	To School	From School
Neha Joshi	Teacher - German + EL (1.0 FTE)	Memorial	Memorial

TABLED ITEMS

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

23. NEW BUSINESS

Committee Member Kelley Arnold asked if the Administration could give an update on what the paraeducators are doing currently. What is their roll during hybrid and remote?

Mary Steady stated the paraprofessionals are instrumental in making our school day function smoothly, effectively and efficiently. They are supporting our students who are coming into the building and we are adding extra layers of support, so we can work out any kinks that you heard about this evening. We are also doing some training on our new Medicaid to School Program with them. I recently met with the Boys and Girls club and got a tour and we are going through the students that are there that may have special education needs to see if that student needs to be supported within our school or we will give them the supports for those children. We met with the network leaders on Friday to discuss this, and what are the next stages and phases of how we want to use our paraprofessionals and do we have community partners where our students are participating in remote learning and does it make sense to push our services to those organizations.

Committee Member Kelley Arnold stated they are instrumental in helping our kids now and the more we can have them reach out to those families in need, especially those who are hybrid or not in school, but have an IEP and need that special attention as well.

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Committee Member Dobson stated absentee ballots are getting ready to go out and one of the questions is regarding the charter commission and some changes. Does it make sense to have someone from the Charter Commission to come in and speak about voters will be seeing on the ballot?

Mayor Craig stated there are sample ballots online.

Committee Member Dobson stated the wording is sometimes confusing to some, so I didn't know if the Board was interested in having someone come in during public comment to speak on this item.

24. A motion is in order to go into non-public session under the provisions of RSA 91-A:3 II (a, b, c) 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.

*On motion of **Committee Member Perich,** duly seconded by **Committee Member Beaudry,** it was moved to go into non-public session under the provisions of RSA 91-A:3 II (a, b, c, and i) 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.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Shea, Perich, Beaudry, Beaulieu Leapley, Lachance, O'Connell and Mayor Craig voted yay. Committee Member Dobson voted nay. Committee Members Bergeron and Thomas were absent. Motion passed.

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

*On motion of **Committee Member Kelley Arnold,** duly seconded by **Committee Member Soule,** it was moved to call the meeting back to order and to seal the minutes of the non-public session.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Shea, Perich, Beaudry, Beaulieu Leapley, Lachance, O'Connell and Mayor Craig voted yay. Committee Members Bergeron and Thomas were absent. Motion passed.

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ADJOURNMENT

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

On motion of ***Committee Member O'Connell****, duly seconded by* ***Committee Member Soule,*** *it was voted to adjourn.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Shea, Perich, Beaudry, Beaulieu Leapley, Lachance, O'Connell and Mayor Craig voted yay. Committee Members Bergeron and Thomas were absent. Motion passed. Meeting adjourned at 9:37 p.m.

Respectfully Submitted,

Angela M Carey

Clerk of Committee

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