BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37

April 13, 2020 **6:00 p.m.**

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

Mayor Craig stated 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.

Please note that there is no physical location to observe and listen contemporaneously to this meeting, which was authorized pursuant to the Governor's Emergency Order. However, in accordance with the Emergency Order, I am confirming that we are:

a) Providing public access to the meeting by telephone, with additional access possibilities by video or other electronic means:

We are utilizing Manchester Public Television, Channel 22 for this electronic meeting. All members of the Board have the ability to communicate contemporaneously during this meeting through google meets, and the public has access to contemporaneously listen and, if necessary, participate in this meeting through dialing the following phone # 978-990-5000 and password 761615#.

b) Providing public notice of the necessary information for accessing the meeting:

We previously gave notice to the public of the necessary information for accessing the meeting, including how to access the meeting telephonically, located on the website of the Board at: https://sites.google.com/a/mansd.org/bosc/ and also located under letter a) above.

c) Providing a mechanism for the public to alert the public body during the meeting if there are problems with access: If anybody has a problem, please call 715-5280 or email at: publiccomment@mansd.org.

c) Adjourning the meeting if the public is unable to access the meeting:

In the event the public is unable to access the meeting, the meeting will be adjourned and rescheduled. Please note that all votes that are taken during this meeting shall be done by roll call vote. Let's start the meeting by taking a roll call attendance. When each member states their presence, please also state whether there is anyone in the room with you during this meeting, which is required under the Right-to-Know law.

2. The Clerk called the roll.

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

Absent: Committee Member Shea.

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3. RECOGNITION/PRESENTATIONS

4. Congratulations to Aidan O'Connell, who is the recipient of this year's New Hampshire School Board Association's Student Scholarship (South Central Region).

Mayor Craig stated that the Board of School Committee would like to congratulate Aidan O'Connell who is a recipient of this year's New Hampshire School Board Association's Student Scholarship for the South-Central Region of New Hampshire. They mentioned in a letter that they sent to all of us, that they received many applications from many highly qualified students and they said that Aidan's application, his essay, and his letters of reference stood out among all of the rest. I want to wish Aidan much congratulations from all of us, as well as his proud parents, Kathy and Committee Member Jim O'Connell.

Committee Member O'Connell stated I've asked Aidan to join us for a moment and he would like to say something.

Aidan O'Connell stated I would like to thank everyone, my Administrator's, and all of my teacher's for leading me to where I am now and leading me to the success that I have had. This is just a thank you to them.

PUBLIC FORUM

5. 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 allowed only one submission; comments shall 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 prior to the start of the meeting. The submitted public comments will be read at the meeting by the Clerk. Submissions of comments shall not be to 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.

Christina Clements, 500 Middlesex Turnpike, Billerica, MA, stated:

Esteemed Board Members, my name is Christina Clements and I am a teacher at Memorial High School. I am writing to urge you to decline to combine Manchester Memorial and Manchester School of Technology. I understand the desire to cut administrative costs, and I certainly would

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love all MST students to have every athletic opportunity possible, still these two schools serve different functions and having that variety in the district is important and a strength. I believe the empty classroom dilemma is slightly oversold, as giving each full time teacher their own, individual classrooms allows teachers to not only curate their space to increase student engagement, but makes it much easier for students to get extra help during prep periods, lunch periods, and reduces time lost to shuffling in and out of classrooms with materials. I wonder what the number of actually unused rooms is, versus the number of rooms being unused during a prep or lunch period? I would also encourage the board to consider simply making the start times of the two schools coincide, allowing for students to more easily access MST programs while going to Memorial. More importantly, MST high school gives students a place to choose to be, not a place they "end up in." I want all of our students to have that chance to choose something that could be a good fit for them. When we encourage our students to enroll in post-secondary education we ask them questions about what sort of education works for them. Not every school works for every student, I wish it did. Please allow MST to continue in its important function in our school system, and please allow Memorial to continue serving their function. I sincerely believe that if the board would like for MST students to have more co-curricular opportunities for clubs and after school activities, all you would have to do is write a board policy allowing it. Most club leaders at Memorial are happy for more students and are not out to be exclusionary. I do not know enough about the rules regarding high school sports to know if a similar policy would work in that instance.

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Joan Levine, 16 Sherwood Drive, Nashua stated:
English teacher at Manchester Memorial High School for 18 years

To the members of the Board of School Committee, I am writing regarding the proposal to create a Career and Technical Education magnet school at the site of the current Manchester Memorial High School. I strongly believe that this is not in the best interest of the majority of students who desire a more traditional curriculum that prepares them for college courses. The families of students at MST high school choose to send their students there because of the curriculum, but now that curriculum may be forced upon hundreds of students who did not request it. Their only other choice would be to travel out of their neighborhood to attend Central or West. MST high school and Memorial currently do not follow the same schedule and do not offer the same courses. Combining them into one campus will disrupt the learning of students at both schools

and also cause security concerns since the school grounds are not contiguous. Additionally, eliminating an administrative leadership position by having one principal for both sites seems counterproductive to enacting positive progress in educational outcomes for all students. Furthermore, this is a major change and should not be made during a time when it is difficult for all stakeholders to participate in decision making. The citizens of Manchester should be able to ask questions and provide feedback. I do not believe that the general public is even aware that this is being proposed. I urge the board to wait on a decision of this magnitude until it can be properly investigated and understood by all interested parties.

Kristin Venator, 565 Oak Street, stated:

Good morning, my name is Kristin Venator. I have two children in the school district: a 4th grader at Smyth Rd School and a 7th grader at Hillside. It has been brought to my attention there is going to be a decision on whether or not to keep April vacation. The Union Leader posted an article over the weekend which stated that Manchester's remote learning started on Monday, March 23rd. I disagree with that statement. In Manchester as early as Monday, March 16th teachers were reaching out and assigning work via google classroom and paper learning packets were available online and via bus routes later that same week. As a community (parent, teacher, and student) there has not been a break in education. Since there has not been a break I do not think April vacation should be cancelled. This will give students, parents, and teachers a week to recharge. My husband and I are thankful to still be working, however, this leaves our kids alone for most of the day to tackle their schoolwork. What they can't do independently or have questions is reserved the evenings or weekends. April vacation would allow us recharge, catch up, and be ready to tackle the rest of the school year. Furthermore, there hasn't been any indication over the last month that April vacation may be cancelled. As of this morning on the FAQ's on mansd.org website states: *"Will April vacation be cancelled to make up missed days? At this time, there are no plans to cancel April vacation. Remote learning is intended to fulfill daily education requirements, so there would be no need to cancel vacation to make up those days."* Thank you for listening.

Benjamin Dick, 8 Garden Song Drive, Hooksett, stated:

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My name is Benjamin Dick of Hooksett, NH. I'm the English BLIL at Memorial High and a former MEA president. I'm writing regarding the consolidation of the Memorial and MST campuses. Had I received any information about this, I would have written sooner and while I did go back and search my emails, I found nothing in reference to this seismic shift. Clearly, I'm concerned and hope you'll consider the following: Why consider this mammoth move without including the faculty and staff? Frankly, finding out about this within days of the meeting is hard to fathom, but it seems to be the case. It was only because a colleague spoke with board members that I even know about this. One board member is said to have remarked that he was surprised he had not heard from more teachers. Of course, it's hard for teachers to remark about something when we're not aware of it. What does this consolidation look like when it comes to day-to-day operations? The inference is that, eventually, MMHS will be expected to more closely resemble MST, with both grading and schedule, which begs these questions: When and how will staff be trained to "replicate the successful competency-based learning approach in place at MST"? If the schedules are to be aligned, when and how will staff be trained to go from teaching fifty-three-minute classes to one hour and forty-minute classes? Has the MEA been consulted about the changes in working conditions? There is a distinction between the schools' schedules. This significant shift represents a change in the working conditions for teachers and requires negotiations with the MEA. Has that happened? Finally, is this the time for a move of this gravity to be made? The world is dealing with unprecedented times. Each of us is giving everything we have to keep up with an ever-changing dynamic both at school and at home. If we are to debate whether or not to combine two schools that are, as Dr. Goldhardt says, "unique schools with unique and somewhat different missions" we should, at the very least, wait until we return to a sense of normalcy not in the midst of truly unique times. And if, as the recently revitalized slogan claims, we are all in this together, then surely all stakeholders should be included in the process. Thank you for your time.

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Kendra Shidlovsky stated:

Mayor and Board of School Committee Members, my name is Kendra Shidlovsky (Ward 8), and I'm an English teacher at Memorial High School and a proud graduate of the class of 2007. After looking over Monday's school board meeting agenda, I've decided to express three reasons why I oppose merging Memorial with MST. 1) Memorial and MST have independent academic identities worth embracing to maximize students' opportunities. Memorial should offer core

courses and copious electives, extracurricular activities, and school events that instill pride and spirit in the community, including students attending MST. MST should offer vocational training to all students from Manchester, and to students from surrounding towns, as it once did. If we want to attract students, give them more opportunities to follow their dreams. Memorial can't just serve those who want careers as mechanics, plumbers, electricians, cosmetologists, etc.; it must also serve those aspiring to become teachers, doctors, lawyers, politicians, journalists, CEO's, and more. Change is good, but sometimes going back to our roots is, too. Don't dismantle the identity and history of one school to lift and support that of another. 2) Memorial doesn't need CBL to be a progressive, effective school. What Memorial and all Manchester schools need is a push towards student-centered and project-based learning. Why aren't we putting our resources there? Invest in adequate training for your teachers, and you'll see students from all walks of life investing in their education. 3) Memorial needs more teachers and smaller class sizes, not a merger of schools that results in more students and larger class sizes. Many classes at Memorial have 26-32 students, taking away from 1-on-1 support students deserve. I've yet to meet parents who move to Manchester to have their kids learning in a class of 30, but I know many parents who move away for this reason. If we want surrounding communities to send students to Manchester, and if we want people like me—people who came back to MMHS to continue the legacy of *Crusader Pride*—to stay in Manchester and send their kids to our schools, then we need to pause on the school merger to hear the voices of those who will be directly impacted by it first. I urge you to ask students, parents, teachers, and administrators what they want before moving forward. Thank you for your service to our city. *Once a Crusader, Always a Crusader*.

Ron Budway, Memorial HS Teacher, stated:

Dear Mayor Craig, I am a teacher at Memorial high school. Superintendent Goldhardt's plan to turn all of Manchester's public high schools into magnet schools, starting with the merging of MST and Memorial, is a terrible idea that would leave the students with no comprehensive high school. This plan is being pushed forward with zero input from parents and students. Please be the leader who puts the brakes on this proposal. Much more research into the success or lack thereof of the model in place at MST is needed. MST practices competency-based education. What do I know about CBE? Well I'm in the exact same post grad CAGS program as Karen Machado that is run by the same organization (2 Revolutions) that created the Manchester Proud plan that has been accepted by the school board. What I know is that despite having a building

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full of dedicated professionals, MST is failing to provide their students with a quality academic experience. Their test scores are much lower than Memorials, despite having smaller classes, spending much more money per/pupil, and sending problem students back to Central, Memorial, and West. Despite every advantage, they are failing. Why would anybody want to spread this model? CBE has many positive elements that I believe can improve educational outcomes in the city, and as a soon-to-be-graduate with a CAGS in CBE I hope to be a leader in this shift. I just don't see any evidence at all that Karen Machado has successfully implemented those elements at MST. Bringing their brand of CBE to Memorial would be a step in the wrong direction. Making MST a high school was a mistake. You have the power to fix it. The solution is to abandon the MST high school model and return MST to its former state as a pure CTE program. At the same time, the district can begin to adopt the policies laid out in the Manchester Proud plan.

Charlotte McClaughry, 44 Rockwell Street, stated:

I am a Parent of 2 children attending school in this district. MST allows for all students in our district to partake in CTE programs already. MST uses Chromebooks not textbooks. How will the district pay for all the needed Chromebooks when they can't afford textbooks now? As for athletics if home school kids can participate in athletics at their home-based school, so can MST students. It looks like Memorial H.S. is looking to take credit for how MST does things already. Nothing in Dr. Goldhardt's proposal is grounds to move forward with his proposal. Seems to me Memorial H.S. wants to shine and take credit for nothing they did. This is a horrible mistake on this district if they move forward on this. Remember Jewett Elementary and Preschoolers at Memorial? Let's have this as a memory only as well. Vote NO on this proposal. I vote NO TO HAVING APRIL VACATION and vote to have students get out of school a week earlier (remote/physically in school).

Nicole Bordeleau, 262 Brunelle Avenue, stated:

Please do not combine these two schools. Both are so different. I have had one child attend and graduate from MMHS and my other is attending MST. Two different children with different needs. My daughter at MST would be lost at MMHS. She thrives with the smaller school setting and the competency-based grading. Having her attend MMHS for her core classes would be devastating to her academic needs. She struggles and has more support and she needs the smaller

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settings versus the large population at MMHS. MST is the only high school in the area that is for "non-traditional" students and learning and please don't take that away from the children that need this environment to thrive. thank you.

Creig Lessieur, 105 Platts Avenue, stated:

Psychology Teacher, Ward 6 City Resident, Manchester Memorial High School. Madam Mayor and Members of the School Board, it has come to my attention within the last two days that there is going to be a discussion and possibly a vote on a merger between Memorial and MST this evening. I can't express strongly enough how surprised and concerned I am with this information. I've been an educator at Memorial for the past 18 years and can't understand why the faculty was not included in this monumental discussion. We are currently dealing with an unprecedented pandemic that is affecting education in a way that could never have been imagined and this is the time that the superintendent and the board feels is appropriate to have this discussion? I have spent countless hours over the past month designing lessons that can closely mirror what I do in the classroom that will fit the traditional 50-minute class period. What do I do with those plans when block scheduling is implemented? When is the training for this shift from traditional periods happening? Why are we even focusing on this now? I beg of you to not push this idea through without including the faculty at both Memorial and MST in the discussion. The combined years of educational experience at both schools is an invaluable resource that should not be ignored or discounted. I implore the board to do the right thing and table this discussion until normalcy is restored and the people that are going to be directly impacted are included in the process.

Colleen Fields, 419 Cohas Avenue, stated:

Good afternoon I just wanted to send an email regarding the proposal of combining MST and memorial high school. I think this is something that as a parent I would definitely need a lot more information regarding as to how this would support the students moving forward. I have a freshman and a student that is currently in fifth grade. This would greatly impact both of them. While I am not saying I am against this, I just don't feel that I have enough (or any) information on how this would be a good thing for my son as a Memorial student. How would this also impact athletics in Manchester? My son is a multi-sport athlete and this is something I

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would want to know as well. Hopefully, we can have more input and information regarding why this is being proposed and how it will benefit both schools.

Maxine Mosley, 76 Sherburne, Ward 6 stated:

Good Evening. Tonight, I want to address the plan being brought forward to merge the principalships of Memorial and MST. In my opinion, this plan has little-to-no educational merit. In our Urban setting, our schools, especially the high schools, are faced with of drugs/alcohol, aggression/violence, poverty, increasing mental health needs and so many more life interrupters on a daily basis. To expect any of our school buildings to operate safely and with fidelity without a full-time Principal on the grounds is quite frankly ill-advised and foolish. The need for immediate responses from a Principal is constant and, in most cases, demand no lag time. Just because someone has an idea, it is the BOSC's obligation to vet ideas out and to make sound, rational determinations about the best environments in all our schools. I fear that this proposal potentially could take us down a dangerous road. Would the City side consider merging the Police and Fire Chiefs? Of course, not- it would not be prudent. I ask you to not move forward with any plan such as the one proposed that would be highly disruptive to the safety of our students and staff as well as incredibly unwise to the functioning of our high schools. Thank you for your time.

Tom "Lynchie" Lynch, 34 Woodgate Ct, Ward 8, stated:

Dear Mayor Craig, I know we have not talked much since the election season ended but I want to bring to your attention a concern I have for tonight's meeting. I am writing this letter to you to ask that you reconsider the speedy movement of combining MST and Memorial High School at this time. Why is the principal position not posted for all to apply? Why weren't the parents/citizens asked their opinion on such a drastic move combining the two schools? What is the plan with this merger going forward? Are there going to be any teacher reductions? I think all of these issues should at least be addressed before we rubber stamp such a major change. Thank you for hearing me out. Hey, I hope your family is feeling better and I hope you all continue to be safe. Best wishes.

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Shane Rozamus, 7 Eagle Nest Way, stated:

Mayor Craig and Members of the Board, my name is Shane Rozamus, and I reside in Ward 2. I spent nine years as an educator at Manchester Memorial High School, from 2009 until the Summer of 2019. I am writing with much concern about the potential consolidation of Manchester Memorial High School and Manchester School of Technology. The first concern that I have is the addition of this proposal to the Board's agenda without any conversation. I do not believe that students, teachers, or parents in the District were made aware of or allowed input on this initial proposal. I am baffled that the input of these stakeholders was not considered. Another concern that I have is the timing and timeline of this proposal. Introducing a change of this magnitude while schools are in a "remote learning" model is a poor decision that will add stress and anxiety to students and educators who are already working to deal with the chaos of the "new normal". When would this proposal be rolled out? There is much that need to be discussed before this should move forward. The third concern that I will mention is the security risk that this move may potentially pose. I know there have been many issues with the current set up of MST sharing select classrooms with Memorial, and I believe that these issues should be remedied before a larger, more intrusive model is even discussed. Additionally, the idea of one principal overseeing two separate campuses also raises red flags logistically and functionally. Finally, I am worried about the support and direction that the District will offer its educators. My assumption is that if Memorial and MST were to merge, the block scheduling and competency-based model would be adopted by the combined school. Will the District provide professional development training to its staff? How and when will this take place? How will this shift affect teacher evaluations, and how will the District work with the MEA to address the drastic change in working conditions? These are no small concerns, and they need to be well thought out in advance of any introduction of this proposal. I appreciate your time, and I hope that you will fully consider how this proposal will impact the students, parents, and teachers of Manchester.

Shannon Moloney, 7 Eagle Nest Way, stated:

Good evening Mayor and Board Members, my name is Shannon Moloney, and I am currently a math teacher at Memorial High School. I wanted to reach out about an agenda item. I would like to ask you to consider your positions on combining MST and Memorial. In my personal opinion, that would be a huge mistake. I believe that MST works wonderfully as a career and technical

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educational school, as it was first established. I do not believe that their academic program is as effective as Memorial's. In fact, the test scores show that Memorial is more successful.

Percent of Students Testing Proficient

	Memorial - 11th grade Math	MST - 11th grade Math	Memorial - 11th grade Reading	MST - 11th grade Reading	
2019	26	21	51	38	
2018	27	27	53	46	

I believe that Competency Based education works in some environments, but to believe it would be effective at Memorial, with little to no foresight would be a huge disaster. To facilitate such a drastic change with little to no time and training would be a problem for this concept. I surveyed my students to see how they felt about the possible change. Many were opposed because they feel Memorial is already too crowded. We may not be at capacity, but that's not a bad thing. Students already need smaller classes, more teachers, and more student-centered learning. All of this can be done by putting more resources into our schools. I am also very concerned about the timing of this proposal. With the distance learning and pandemic going on, students are begging for normalcy. Now is not the time to completely change their high school experience. Now is certainly not the time to discuss this either. We need to be discussing how to get our students internet access and chrome books. There is no reason that after a month of remote learning, 80+ students at Memorial are still not connected to online instruction. We have issues that need to be solved now. I also cannot fathom how one principal could be able to oversee two different school buildings. This seems like an impossible task. If the MST building turns back into only CTE and all students take their academic classes at the Memorial building, doesn't it make sense to have two principals for two separate buildings with two separate purposes? There may need to be some changes made to Memorial, but such drastic measures as stripping the students of their identity is not the solution. The teachers and students love Memorial High School. To try to change it, would send many teachers away and really deter students.

James Colby, 3 Leda Avenue, stated:

Mayor Craig and Members of the Board, my name is James Colby, I reside in Ward 2 and I am a teacher at Memorial. I'm writing regarding the consolidation of Memorial and MST. To be

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honest, I first heard rumblings of this issue prior to Christmas from a colleague who is taking graduate course work with Ms. Machado. Ms. Machado indicated in several discussions that she and the superintendent were in discussion of combining the two schools into one campus. Interestingly enough, many people Including the current principal at Memorial and (probably many of you on the BOSC and the public) did not know what was in the "works" until it appeared in the school board agenda recently. Why wasn't the full faculty and staff of the schools or parents included in the process? Is this the new norm of the district to back door a decision without the input of ALL the stakeholders? A few of the issues that should be addressed: Safety- As it is now, MST students wander the building (I know because I have stopped them in the halls) Students enter the building at most times, through the back door that is propped open because MST staff do not walk over with the students and find it easier to go to their classroom rather than monitor the students entering or leaving the building. The major safety problem we as staff have is that we do not know these students- They are unidentifiable and in many cases when the students are stopped in the hallway- They run away. When most schools are ramping up safety measures- we seem to be relaxed. Parent Concerns- Have the parents been asked for input? Many parents did not want their students attending MST or have pulled their student from MST for a more traditional education. Schedule- What does the schedule look like- especially for electives? Lastly, the world is dealing with drastic changes in educational delivery. Many of us have spent countless hours changing our curriculum to go online with little to no training. Rather than flip the educational foundation on its head again, why not focus on things like training, especially technology training that is drastically needed in the district, rather than disrupting the apple cart. Thank you for your time.

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Patrice Benard, 31 Aurore Ave, stated:

Tonight, you are being asked to address a number of items, some of which I feel are inappropriate at this time. Item 9 would grant unlimited authority to the Superintendent during the shutdown. It is during these critical times when the public is limited in its ability to attend meetings and ask questions, that MORE oversight, not less, is needed. The ramifications of decisions made now will affect our students and staff members for many years to come. These Zoom meetings are getting easier as we get comfortable with the technology. Please continue to exercise your oversight as our duly elected officials. Item 10 would ratify the organizational

chart proposed by the Superintendent. There are positions in this chart that have not been fully justified to the public and would add hundreds of thousands of dollars to the budget. In these times of economic upheaval, it might be wiser to stay the course and add only those positions that are essential to our current situation. Without furloughing any employees, I cannot see how we will be able to afford any new positions. Furthermore, next year's budget is sketchy as this remote learning environment may encourage many parents to switch their children to other online classes or schools. We cannot be sure of our enrollment figures, so I would hope we could be cautious about new expenditures that cannot be justified. Item 11, the proposed combination of MST with Memorial needs a full vetting before the public. There are definitely benefits for the taxpayer, but the switching over of Memorial to a competency-based system deserves to be further explored. At this time, MST's test scores are considerably lower than Memorial's scores and we should be looking to raise the bar for all students. Competency-based learning appears to lower the bar.

Percent of Students Testing Proficient

	Memorial - 11th grade Math	MST - 11th grade Math	Memorial - 11th grade Reading	MST - 11th grade Reading
2019	26	21	51	38
2018	27	27	53	46

There are still challenges I have noticed with the remote learning. I want to thank the staff members who have helped my family this past week. Moving forward, I hope that no technology is provided to the school without required training for all staff members. It is time for them to receive the Professional Development they need so that they can truly begin to start teaching our children 21st Century skills. Thank you for providing for more meaningful Public Comment.

Stacey Cooper-Jennings, 141 Main Street, Newmarket, stated:

Hello School Board. Thank you for the opportunity to speak. I would like to voice my concerns about making Manchester Memorial and MST one campus. At this time during the pandemic, we are dealing with so many people not having food and clothing, to think about another change for families would be unfair at this time. Memorial and MST have their unique services and

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educations for students, to combine without more time and input from all is a challenge. Teachers, students, parents should have a say. Thank you.

Sue Hannan, Derry NH, stated:

I have five things to address today: Equity among school is seriously lacking as we teach remotely. Some educators are having to do over and above because their administrators are asking them to work more than they would on any given day. Please consider what this remote learning is actually costing educators. The costs for the district have reduced for utilities like heat, electricity, and daily cleaning. Those same costs have risen dramatically for educators in their homes as we are paying for data plans, using our own devices, and paying higher utilities. We are bearing costs that the district normally bears, we and are not being repaid. Once again, educators are working their hardest with students without a ratified contract and not being compensated for it. April vacation is entirely necessary. Students and staff are worn out and need the break. Parents need it too. It also gives the ability to have the time to return to school, if we are able, and have time to finish the year appropriately. Approval of the calendar is a function of the MEA contract, and as such any change would need to be negotiated. Merging MMHS and MST is a step in the direction toward magnet schools, something for which MEA has advocated for the last 5 years. However, to have one principal for two physical plants is a misstep. The principal at MST must concentrate on the Perkins grants. Losing that because of lack of supervision would be catastrophic. Phasing out the MSTHS model and going back to a sole CTE center seems to be the plan. It seems you will also end up transferring educators or letting them go. This is unacceptable. If there is a time in this district when we need consistency it is now. This is not the information given to rising freshmen. Their interest in MST is not founded in attending Memorial. Thank you for truly supporting the educators by approving the tentative agreement. This is a big step in attracting and retaining quality educators. Please take time to speak with your corresponding Aldermen to ask for their support. From what I have seen on social media, some of them are thinking they are to do your job in approving the language of the contract. As you know, the agreement stays within the tax cap. That should be their only concern.

Stacey Brown, 120 Maple Street, stated:

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I just learned of the proposed merger between MST and MMHS from an email I received today from a teacher at MMHS. I am the parent of two current MMHS students. I am currently strongly against this merger as I have questions and concerns. I need to know the full details of the planned proposal including the impact on non-technical students before I would consider changing my opinion. Please consider ALL students when discussing the potential merger, not just CTE students. Thank you in advance.

Pauline Thibeault, Ward 6, 1222 Lake Shore Road, stated:

Dear BOSC Committee Members, I speak to you as a Ward 6 taxpayer and as an individual with deep roots in the Manchester Memorial High School community. I have seen the operations of Memorial from many different perspectives; as an alumnus, a sister, a cousin, and a parent but most importantly, as a teacher at Memorial for over 25 years. It is primarily in the role of educator that I am writing to express my profound concern about the potential policy change concerning the merging of the Memorial and MST campuses as described on pages 13 and 14 of the 4/13/2020 BOSC agenda. I am not saying that I am necessarily for or against the proposed changes, but I believe that modifications of such magnitude need to be discussed in full detail by teachers, students, parents, and other community members. I am even more perplexed about the lack of information given to the Building Level Instructional Leaders, a position I have held for over six years. How is it that such impactful changes, such as the adoption of MST competencies by Memorial, can even be considered without getting any input from the very members who will, in part, be responsible for implementing them? In closing, I want to be clear that I care deeply about the Manchester Memorial High School community and I only want what is best for our students. I implore you to reconsider taking any action regarding the merging of the Memorial and MST campuses until a meaningful discussion about how such changes will affect students can take place.

Robert Fuller, **97 Beechwood Drive, Haverhill, MA, stated:**

I have taught at Memorial High School since 1998 and never have I seen the future of our school so threatened as it is now. Dr. Goldhardt's proposal to merge our school with MST is troubling. There are merits to his proposal in terms of CBE and the like. However, doing this under one combined principal is asking for trouble. Each school needs to have a principal, especially in

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these times where safety is of paramount concern. There is so much required of a high school principal that asking one person to cover two buildings is not realistic. Also, why is there such a rush with this? Why were the staff not consulted? Is the schedule at Memorial going to mirror MST? Will there be issues with the contract with the teachers? Will there be training be provided for the staff to switch to CBE and when would this occur? Will there be a RIF (reduction in force)? With the elimination of the principal position at MHS and potential layoffs, this seems to be a "Manchester Special." As a former president of MEA said years ago, "stack them deep and teach them cheap, that is the Manchester way!" Another quote which comes to mind is Manchester in how it educates is "penny wise and pound foolish." This refers to the propensity of the city to adopt new changes without considering the long-term effect. These are but a few questions which come to mind. Those observations, by the way, were shared when Manchester invested in education at a much more competitive rate than we do now. Currently, we allocate just over $12,000 per student, which is LAST in the state. Memorial's per pupil spending is just under $10,000 per student, which is last in the city among its 22 schools. Meanwhile, in terms of graduation rate, first year college attendance and dropout rate, we have some of the best numbers in the city, to point out a few examples. When we should be dedicating more support to the students of Manchester, we continue to offer less. The staff does the most with the least amount of support. Considering these facts, I cannot support this proposal as presented. Memorial High School students deserve a quality education and this does not come close to accomplishing that. Thank you for your time.

Tara Michaud, 6 Westray Drive, Nashua, stated:

Good Evening! My name is Tara Michaud and I am a teacher at Manchester Memorial High School for the last 14 years. I am writing in regard to the MST/MMHS merger that I was just made aware of over the weekend. First, I will say I am saddened to know this is being brought up at a time when no one was aware this was happening. We are at an unprecedented time when we are working from our homes, trying to juggle our own families and all of our students. If a friend had not told me about the agenda for tonight, I never would have known this was even being considered. I'm not sure if you know about the fabulous things happening at Memorial. We have an 83.6% graduation rate (within four years), which is the highest in the city, AND a 1.7% drop out rate, which is the lowest in the city. Our daily attendance is better overall because our students enjoy going to school every day. Not only that, they work very hard. This has resulted in 72 students in the class of 2020 expected to receive high honors

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medals at graduation. Normally, things are fixed when they are broken; Memorial is not broken and in fact it's thriving. This is not to say MST is not doing well. Memorial and MST are two different types of high schools. They both have their strengths and weaknesses. MST has their own specialty of CTE. By taking away the traditional high school curriculum at Memorial you are hurting a large group of students who need and want it. We are better than that as educators! We want our students to succeed and will do anything possible to provide them every type of educational opportunity. Please do not try to fix something that is not broken. A major decision like this should not be made until all people involved have been able to learn more about this and express their opinion.

Joanne Cockerill, stated:

Good evening, I am the Guidance coordinator at Memorial and I have many concerns regarding the merger of MST and Memorial including staff changes, procedures, timing, school security, etc. I would hope we could gather information from both schools including the staff, students, and parents before a decision is made regarding this plan. I would ask that the decision be deferred at this time. Opening up the conversation and allowing more time will allow the district to foresee potential issues and proactively resolve them if the plan moves forward. Thank you.

Alexandrea St. Jean, stated:

Good Evening, I hope this letter finds you well and healthy. My name is Alexandrea St. Jean and I am a Math teacher at Memorial High School, a proud graduate of 2009, and a taxpaying resident with children entering the school system in a couple of years. After looking over the agenda for tonight's school board meeting, I have some concerns regarding the topic of whether or not merging MST and Memorial is a good idea. First, why is a decision like this not being given the chance to receive community input? I know when most families, especially with young children like myself, purchase homes – the biggest thing they look at is the school system. I feel as though a decision like this should, at the very least, be postponed until the residents affected by this decision can provide their feedback. If the goal of this merger is to draw more people into our district, I'm afraid that's not the outcome I'm hearing from most people I've spoken to. Quite the opposite actually. Most people I've spoken to weren't even aware this was up for discussion and were honestly a little insulted. As members of the community that pay taxes to support our school system, do our opinions not matter? Some have found themselves wondering if they should be selling their homes before their children are school-aged to seek out educational

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systems that are truly going to put their kids first. If I'm being 100% honest, this has come up for discussion at my own dinner table once or twice in the past couple of years, and it's heartbreaking. I spent my entire k-12 education in Manchester, as did my entire family. But this, this I cannot stand behind. Class sizes are already huge – Would that be the new normal if this merger were to happen? I'm genuinely curious where the "extra space" is at Memorial because I have not seen it in my own classes – I have some classes with 30, 31 even. These students are being deprived of the one-to-one attention that they truly deserve, need rather, and it's just not fair. I know teachers are doing their absolute best with what they are given, but I'm not sure I want that for my own children. I mentioned I was a graduate of 2009. This is a time when MST's sole focus was their CTE program. For a lot of students (my friends included) this was a great program. It still is a great program – but I strongly believe we need to put more resources towards letting that aspect of MST flourish so that it can compete with some of the leading tech schools in the state. Let their focus be on the trades, to service those that are not going the traditional 4-year college route. Keep in mind that currently these students CHOOSE to participate in this program. What about the students who didn't? What about the students that thrive in a traditional school setting? Is it fair for us to impose this change on them without considering their input? Overall, I feel like this decision is being rushed and not inclusive to all involved. I plead with you to at least wait. Wait until the community can provide their input – I think you'll be surprised with what you receive. Wishing you all the best.

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6. Mayor Craig advises that if there are no other public comments that have been submitted, a motion would be in order to take all comments under advisement.

On motion of ***Committee Member Want,*** *duly seconded by* ***Committee Member O'Connell,*** *it was moved to take all comments under advisement.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yay. Committee Members Bergeron and Shea were muted and could not be heard. Motion passed.

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

Mayor Craig stated the next item is response to public comment. The public comment items that I believe are covered tonight were the Memorial MST consolidations, April vacation, the Organizational chart that Dr. Goldhardt put forward, as well as remote learning, all of which are on our agenda. So ,I would ask that if we can just move forward. We'll talk about those items when they come on to the agenda. Does that work for everyone?

The board agreed.

8. **ACTION AGENDA**

9. Granting the Superintendent authority to suspended or bypass policies as needed for the duration of this emergency.

Committee Member Want stated I spoke with Dr. Goldhardt this morning. This was a recommendation from the New Hampshire School Board Association and he felt at this time that there was no urgent need to move this forward. So. I would make a motion to receive and file it at this time.

*On motion of **Committee Member Want,** duly seconded by **Committee Member O'Connell,** it was moved to receive and file item #9, Granting the Superintendent authority to suspend or bypass policies as needed for the duration of this emergency.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yay. Committee Members Bergeron and Shea were muted and could not be heard. Motion passed.

10. Approval of Superintendent's new organizational chart

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Soule,** it was moved to approve the Superintendent's new organizational chart.*

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Committee Member O'Connell stated I have some reservations about the about the chart. First of all, in the way that it was presented, I think it would be helpful in the future, if a couple of things happened. If we could have had the same Organizational Chart down through the organization, it is a minor matter would have made easier to read. And secondly, it would have been better I think to have the positions that don't currently exist, that were Asterix or are marked in different ways on the charts, that they'd be identified very clearly. It's not that I'm too lazy to do the work, but I just found it wasn't that easy on the eye. More importantly, my first question has to do with the peer group of six or seven people and the first thing I noticed is that I would imagine that when you look at a school district, you imagine you have a Superintendent and two assistant superintendents that form a sort of a V, in my worldview, and then you have a series of whatever term you want to use for them, directors or whatever it might be underneath them. And this our chart has a superintendent going to what looks to be a peer group across the six or seven positions. I'm wondering what the rationale for that design is? And does that mean that the two assistant superintendents are removed from some parts of the administration of the district. And I one other thing I would say when you're considering that, and that is that, maybe it's just me, but it has no functional difference, but it's a form matter and that is, there's an awful lot of Chiefs. Maybe it's my age or something. I just want to be clear about this to anybody listening and to my fellow Board Members and to you. My opinion is that the school districts administration is light and needs to be enhanced, and we need more people. I'm not saying that we have too many Chief's from the point of view of being top heavy in administration. I'm just looking at your chart and saying there's something seems a little awry with it. Substantially the first issue and then the appearance issue.

Dr. Goldhardt stated the chief issue, that is a very common term in all school districts across the country, that's not unusual. And I'm just trying to make it more common with the language that's used in organizational leadership across school districts. And as far as the organizational needs, looking at academics for operations, legal, Information and cybersecurity, policy, finances, and equity, and so forth, in that area and then underneath them coming forward. The most important part of the organizational chart for this first part is the cabinet. And then going from there, we will go through each department with each one of those chief officers and go through each department in a more fine tooth way, coming forward with more detailed organizational charts with more of the positions and which ones we don't have, as well as the ones we do have, so that you can see those and approve those in the future and have more information and showing those

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needs. And then separating things by academics and operations and leadership makes more clear lines in regard to the organization. So, that's why that that way. In the future, we'll probably designate one of those chiefs as a deputy superintendent position, so that person will always be designated as the next in line, so you have succession planning, and have somebody in place who's a designee over the district, if the superintendent is not present or is injured or something goes array in that regard. But as far as our needs right now, this would help us make things a lot more streamlined and help us focus on the needs of teaching and learning in the district and the operations of the district in a more efficient manner.

Committee Member O'Connell stated to reiterate, I support the idea. I think I was shocked when I became a board member at how little administrative depth there was, but with regard to our two assistant superintendents on the org chart as it looks to me now it is as though that they are put in charge of one seventh or whatever it is, they're two members of a seven member cabinet. Things are being stripped out, move off to one side and so I'm wondering, it's a change in the way in which I view the school district which may be wrong, but my view is, or was, we have a superintendent, two assistant superintendents and if I don't get an answer from Dr. Goldhardt, if he is not available or because we can't get ahold of them, I'm presuming I'm going to go to one of our two assistant superintendents. Under this org chart, I would only be going to them for the discrete items under their watch and I have seven co-equal peers in charge of various parts of school district. If you wouldn't mind just addressing that.

Dr. Goldhardt stated what we would what we do is we'd have people go to those that are in those specialized areas. So, if the questions are in regard to a policy or a legal question, they would go to the chief policy or legal officer. If it's in regard to teaching, learning or leadership, it would go to the Chief Academic Officer. If it's going to an operations issue, it would go to the Operations Officer. Technology, it goes to the information officer. Most questions are going to go towards operations or academics, that's 95% of all questions, which are the two current Assistant Superintendents in place, and they would be over those two areas. The other questions would go to the other people as needed. But quite frankly, those are the two areas we get most questions in.

Committee Member Leapley stated I just had a question and I'm sorry that this is a little bit in the weeds but I see that Jenn Gillis as Chief Operations Officer, if you look down two of the

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things she's in charge of are Student Conduct hearings and truancy and courts. And then if I look over to acting Chief Equity Officer and look down from there, I see student wellness, including social workers, school psychologists, school nurses, school counselors, under the Acting Chief Equity Officer. And I'm just thinking that from my own perspective, I see often discipline issues are issues that are very linked to student wellness. And I know that the administration works very closely together now and that seems facilitated by just the fact that our administration is so small, right. So, as it grows, I was wondering if any thought had been given to making sure that those two pieces are connected somehow and how those two might connect.

Dr. Goldhardt stated I've actually put a lot of thought into that and trying to figure that out, because I would like those two to connect and even considered having them under the same umbrella, where they were in the same area and I'm still even considering that as a possibility actually, where Student Conduct and the psychologists and social workers were part of the operations side or vice versa, because they do go hand in hand. So, that is still a conversation that is not actually complete in regard to that org chart side. Because you are correct there. They do go hand in hand.

Committee Member Porter stated in looking this over, I had a question about the IT expansion. I remember when Mr. Cross presented to us about some issues earlier in the year, he also talked about kind of being woefully understaffed. And it seems like we're building out here and giving them some more stuff, which looks great. But there's nine new positions on the bottom level and then to other that look to be in the management level. Do we have dollar figures associated with this expansion? Because it also can the other part of your chart, which I like a lot, you have notations about how things are funded in our tax cap budget, this one is in our wish list budget, but in this one that isn't there. So, I was just curious about the rollout of the IT expansion.

Dr. Goldhardt stated yes, that one I had not priced out yet. So, that one was one we'd have to come back in and fill that out because we would have to get an additional budget for that to happen. We wouldn't fill those of us we had the budgets to do so.

Committee Member Porter stated is there a flow to it that you know off the top of your head that you'd be looking to hit first?

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Dr. Goldhardt stated he would have to talk to Steve because he has immediate needs, mostly in the needs of working at the school levels, on getting the help they need at those sites.

Mayor Craig stated just a quick question for clarification of the vote that we would be taking tonight. Is it just that conceptually we approve what you've presented because not all of these positions are final based on what Committeeman Leapley asked and budget? So, what are you looking for from us?

Dr. Goldhardt stated number one is the cabinet would be the main part of it. Okay. And then as we go forward, we would go department by department with a fine-tooth comb, really detail those out and come forward to you with each department in a more detailed org chart per department and finalize those. This is kind of like the first draft of the org chart, allowing us to move forward, first at the cabinet level, and then we would go out into each department level in a more detailed manner.

Mayor Craig stated so this evening, you're looking for a motion to approve the cabinet portion of this.

Dr. Goldhardt stated right and then with the department side, that that's kind of like the first draft and then we would come forward with more detailed plans at each level.

Committee Member O'Connell stated I would like to move to table this item.

Mayor Craig stated there's a motion on the floor already.

Clerk Carey stated a motion to table would take precedence.

Committee Member Lachance stated tabling would overrule.

There was no second on the motion to table.

Clerk Carey stated that as there is no second, we're back to the original motion.

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The motion was amended as follows:

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Soule,** it was moved to approve the cabinet portion of the Superintendent's new organizational chart.*

Committee Member Beaudry stated excuse me. May I interrupt for one second? If that is just the start of it, does he have to come back to us every time he wants to continue with the org chart, or can we give him authority to start with that and pursue the rest with the Board knowledge.

Mayor Craig stated my understanding is we're approving the cabinet piece of it this evening. I would imagine the process would be as we normally would, he'll continue to work like he mentioned on each department within and then come forward to a committee or this board if we're still in a predicament that we are for approvals.

Committee Member O'Connell stated before we vote on this, I reiterate my point that I think there's less known here that needs to be known. And so, the motion that I have heard read, I understand there wasn't a second for the table, is to approve the cabinet, which I think is that top line of six people. And I would like it to be typed exactly as that.

Mayor Craig stated that's exactly what the motion is.

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, and Mayor Craig voted yay. Committee Members Bergeron and Shea were muted and could not be heard. Committee Member O'Connell was opposed. Motion passed.

11. Manchester Memorial High School and Manchester School of Technology as one Campus – by Dr. Goldhardt

***Committee Member Beaudry** moved to allow Dr. Goldhardt to move forward with the one campus for Manchester Memorial High School and Manchester School of Technology as submitted.*

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Committee Member Lachance stated I would make a motion to table this. I'd like to speak to my motion.

Committee Member Beaudry stated a motion is non-debatable if it is to table.

*On motion of **Committee Member Lachance,** duly seconded by **Committee Member Want,** it was moved to table item 11, being the Manchester Memorial High School and Manchester School of Technology being one campus.*

Clerk Carey started the roll call.

Committee Member Porter asked can you read it.

Clerk Carey stated this is a motion to table.

Committee Member Porter stated to not discuss at all.

Clerk Carey stated correct. It's to table this item tonight.

Committee Member Leapley stated which means we can't discuss it at all.

Mayor Craig stated there's a motion on the floor. So, there should not be discussion.

Committee Member Porter stated I do want to discuss.

Roll Call: Committee Members Kelley Arnold, Want, Dobson, Perich, Thomas, Lachance, O'Connell and Mayor Craig voted yay. Committee Members Bergeron and Shea were muted and could not be heard. Committee Member Porter, Soule, Beaudry, Beaulieu, Leapley was opposed. Motion passed; item was tabled.

Committee Member Leapley stated Madam Chairman, I have a question.

Committee Member Beaudry stated I have a question also.

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Committee Member Beaudry stated this is the second time that we have tabled this item. I don't know when we are going to have an opportunity to actually talk about it. But if that's the case, if we're going to table it, I would say within the next two weeks that Dr. Goldhardt and his staff reaches out to the appropriate people and discuss the concerns, so that we can move this thing forward because if we're going to implement this, then we should make a decision fairly soon.

Committee Member Leapley stated after public comments, many of us held our comments because it was our understanding that we wouldn't be able to address those issues later in the meeting. And we're now being told that we cannot address those issues.

Clerk Carey stated what you would want to say would be brought at the meeting the next meeting, that we actually bring this item up.

Committee Member Leapley stated does not mean that we're putting the item on the agenda of our next meeting?

Clerk Carey stated tabled items remain on the agenda.

Committee Member Leapley stated thank you.

Mayor Craig stated I didn't anticipate this being tabled. But I would believe, Angela, correct me if I'm wrong, that if a Committee Member has a question, they can bring it up under new business?

Clerk Carey stated correct.

Mayor Craig stated so, you could bring up your questions under new business if you wanted to address this then.

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12. Ratification of the phone poll to approve the co-op field hockey team between Central High School and West High School

*On motion of **Committee Member Soule,** duly seconded by **Committee Member O'Connell,** it was moved to ratify the phone poll and approve the co-op field hockey team between Central High School and West High School.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Perich, Beaudry, Beaulieu, Thomas, Lachance, O'Connell and Mayor Craig voted yay. Committee Members Bergeron and Shea were muted and could not be heard. Committee Member Leapley abstained. Motion passed.

13. CONSENT AGENDA (ITEMS 13-14)

14. Mayor Craig advises that there are no consent agenda items for approval this evening.

COMMUNICATIONS

15. Superintendent's Communications.

a) Covid-19 Update and EOP Response

Mrs. Gillis stated to give a quick recap to our last update formally which was on March 21. Since March 21, we have continued to look at busing for meal and material delivery. I want to convey to the community we have made all decisions on the buses with respect to social distancing and making sure we are protecting our community to the best of our ability. Since we started, we started with 33 buses running five days a week out of eight kitchens. Today's date, we are running three days a week, eight buses out of one kitchen. We made those decisions logistically, so that we could reduce the number of volunteers coming forward to our schools in addition to the amount of times we are drawing people out of their homes. We have felt strongly in conjunction with the EOC to make sure we are taking all steps and actions that can keep our community as safe as possible. In addition to the reduction of the buses for the meals and material delivery, we have also implemented on the 23rd or essential staffing plan. If and when a principal feels that they're staffing needs to be different than what is captured in the essential staffing plan, we have worked directly with the EOC to review a plan that has been offered to us from a building. All of those steps and actions are taken with the input of the EOC and then we

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convey that message back to the school buildings. On March 28, we started our first SNHU weekend meal delivery. Since that initial delivery, we have trimmed back a little bit. We started with five locations and we are down to three and then a roving bus that meets a number of other locations in the city. Again, we're making decisions based on need when we are seeing community members go out to the locations we've set and the times that they are heading there. I would like to thank our EOC, our city and community partners, our students, our families, our teachers. This has certainly been an all hands in to making sure we are keeping our students, our staff, and our community as safe as possible. With that, those are my updates on the EOC at this time.

Committee Member Beaudry stated it's a comment more than a question. I was going to bring it up under communications because I know we're giving a thank you to all our staff but where she mentioned the food service. I truly want to give a special thanks to our cafeteria workers that are coming in to provide meals for our students in despite the pandemic. Also, the bus drivers and the volunteers that are going in those buses, to hand out the lunches to our students. These people are doing this and they don't have to. There are a lot of workers that are working from home and some choose not to come into work at all. But the cafeteria workers that are coming in, I think they should get a special thanks and I don't know if there's something special we can do for them but without them, students would be going without food. I think that's something that we should actually give them a little additional if there is a way to do it for coming in under those circumstances.

Mrs. Gillis stated we are collecting and we will be recognizing. What we want to do is make sure we recognize as a whole so that we're not missing anybody. I agree with you 100%. Those who are coming in to make sure the meals are prepared, those who are on the buses and those who are volunteering to make sure everything is getting distributed have done a huge amount for our community. We are trying to strategically think about how we recognize everybody to say thank you.

Committee Member O'Connell stated I would also like to thank everyone and thank Mrs. Gillis for the work that she has been doing in this regard. Our children need food and it is a sad fact that our school district finds itself responsible for being the primary delivery of the food throughout the year. He stated his main concern is around the safety of our staff, student, and

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families. I am glad to hear that you are being advised by the EOC as you proceed with this matter. There were two articles, one in the Wall Street Journal and one in the New York Times, that was alarming. The Wall Street Journal has talked about school districts that have suspended their remote learning and food distribution, due to the death of two bus driver's in the last few days in one school district. In the New York times talked about 21 New York School Teacher's who have already died because of the Coronavirus. I continue with my concerns of safety and I am glad that you are monitoring this and every precaution is being taken to keep everyone safe and following proper procedures.

Mrs. Gillis stated to just follow up on that we do meet with the EOC. We give weekly updates. Our updates consist of everything that's going on as far as our meals and our materials distribution, as well as who is in our schools. We have taken this incredibly seriously and we are incredibly appreciative of the input from the EOC. That team, including the health department, has been instrumental in guiding us in the steps in the actions we take. I will say they take they take steps to make sure we are safe as well. So, they know that the volunteers are out there, they are the ones making sure we have the masks, the gloves, and the resources we need for those volunteers.

Committee Member Porter stated I observed a drop off and I have to say that everybody was following social distancing rules, people had masks on and a couple of families in my neighborhood were just so appreciative to have this service still being offered and thanked me. I haven't done anything, it really goes down to what the school district setup, how hard Superintendent Gillis and all the people in the cafeteria and the buses have worked to make this happen because it really is making a huge difference to people. And I also just wanted to give a shout out to the YMCA, which I know we've partnered with to help to food drop off on the weekend as well. So, I think it really is a pretty amazing thing that through all this we're helping the needs of all people of our community.

Mayor Craig stated very well said. Mrs. Gillis, you've done a great job coordinating this effort. It has not been easy. I know. And I appreciate all of your efforts to ensure the safety of everyone involved. And all of us recognizing how important it is to keep our students fed and healthy during this whole epidemic. So. thank you.

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b) Remote Learning Update

Dr. Goldhardt stated some people are calling this our new normal and I don't like that term because there's nothing normal about it. I prefer calling it our new now. I've asked three of our professionals in our district to share their experiences, three of our principals, and so I'll start with our principal from Jewett, Pete Lubelczyk. And so, we'll have a principal Pete start and then after him, we will hear from our principal at Southside, Jess Milligan, and then we'll finalize with our principal from West High School, Rick Dichard.

Mr. Lubelczyk stated thank you very much and thank you for giving this opportunity to speak tonight on behalf of the remote learning experience, not only from Jewett, but also from the elementary level. I want to start by saying if I had the opportunity to, if there was such an award, I would nominate my entire staff for staff of the year. This year as some of you know, we've endured flooding, which resulted in us having to do some off site learning at the Boys and Girls Club for a few days and that required a lot last second planning, which my staff was brilliant with, and the accommodations were made and it worked out really well. Then we had a water main break, which gave us another day off that we weren't expecting. And once again, the staff stepped up and did what they needed to do to ensure that students were caught up on the learning that they missed that day. And then of course, this situation which is by far so different than what we've ever encountered, and once again the Jewett staff has done an amazing job of establishing these remote classrooms in no time. We were thrown a curveball, we were told what we needed to do, they went and they got to work and I am just so proud and impressed of the amazing work that they've done to establish these very thorough and operational classrooms that are working for our students. My paraprofessional staff jumped right in and started to volunteer when they were needed, and they have been remarkable with their professional development, learning, and helping in all regards to this remote learning. If I could, if there was such an award, I would also nominate all my families for family of the year. They have been incredibly understanding. We're all living this and we all know the hurdles come with this situation. And I can't tell you how proud I am of our families for working together, not only with their children, but with our staff to accommodate this remote learning and we're all growing together as we go through this. So, I just want to give that shout out to the Jewett family and staff. Today at our elementary principals remote meeting, there was a lot of things shared about what has gone very well with remote learning. Number one, first and foremost, all of our staff members in the Manchester school

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district through the elementary schools have worked diligently to connect with families during this great time of need. And we're talking hours and hours of work beyond what we would consider a quote normal workday. Folks are on the phone, emailing, facetiming, zooming and all these terms are becoming very familiar with us, parents and students to make sure that they are connected, to make sure they're able to access the curriculum and the lessons and it has been a lot of work from day one, to continue to make these connections. I know that through the remote classrooms that have been developed, people are becoming technological experts in Google Classroom, Remind, Seesaw, Zoom. YouTube has become a huge avenue where folks are videotaping themselves and posting to YouTube channels that are dedicated to their elementary schools. Manchester Public Television has jumped in and allowed us to take lessons so that they can be broadcasted through public television for folks that may not have internet access. School websites have many of my specialists, and my preschool staff at Jewett, I can speak for those, have created their own webpages that are interactive for students so that they can find the Jewett website, log into the specialist webpage and find the activities that they can do for that class during the course of their school day. A lot of the building principals talk about, they're trying to keep things consistent and teachers are working really hard to do so. And so, examples of this are people taping themselves doing the Pledge of Allegiance every morning, so that children can start their day in a quote unquote normal fashion with the Pledge of Allegiance. Some people talked about how they do weekly awards through their schools and they're continuing to do these awards remotely, for student of the week and things of that nature. Again, trying to keep it as normal as possible. Teachers are posting schedules, I know that my specials teachers will go into the different Google classrooms, Remind and Seesaw, and talk to students and remind them that this is your day of the week to do art or PE or library, so that the student can log in on their normal day so that they can keep that schedule going. The special education staff and the preschool staff have been remarkable, continuing to work on and doing their one on one remote sessions for things like speech and occupational therapy and physical therapy. I know teachers are doing videos of their circle time and calendar, again, more towards the primary grades and preschool grades but trying to keep that consistency that these children were used to before we moved into this remote learning. The preschool at Jewett has also created their own webpage, which is very interactive, and can also be used by some of our special needs classrooms as well. I know that my resource room teachers are connecting with the children on their case load, having zoom meetings with children and parents doing those individual lessons and trying to provide that individual support on their work, and or just reaching out to consult and work with students

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to help them through some of the issues that they may be having during this remote learning. Again, it's all about keeping connected with the families and working hard to stay connected and to stay focused on the needs of our children and our families. A lot of teachers reached out and again, we're always looking at technology needs for our families, we're continuing to loan out Chromebooks for those that need them. A lot of teachers got some input from parents that they needed some hardcopy learnings, that developmentally it was a little bit easier for students to learn that way or they were having struggles with connecting to the internet or not enough computers at home with many children that are working remotely. So, teachers created lessons for the next few weeks, we had some hard copies, we distributed those hard copies very safely following the CDC guidelines of social distancing wearing masks and wearing gloves. A few of my paraprofessionals volunteered to come in and help distribute those packets along with distribution of more Chromebooks. My staff has been incredible, and I'm sure other principals will say the same thing, about providing IT support. I know that the district has great support for our families as well. But parents may feel a little more comfortable reaching out to a staff member first and they've been not only helping parents and students with IT support, but all of us, it's helping us all learn as we go with this remote learning. My guidance department and I know again, I speak for other principals, our guidance counselors are still managing the find time to have lunch lunches with groups of students and keep that social connection going. My guidance counselor, she's monitoring our email addresses and answering questions that students and parents may have throughout the course of this and she's such a great person to attend to. And my administrative assistant is also doing that, as well as my Assistant Principal and myself. But they do a great job at just keeping everybody informed and making them feel connected to the school. For us, as an administrative team, and again, I've heard a lot of feedback from the other principals that the elementary level, we're trying to have weekly team or grade level meetings using Google meets or Zoom, whatever works best. It's been a great way to keep in touch to answer questions. Just to get a sense of what's going on and how teachers are feeling about the remote learning experience. Obviously continuing to use emails and phone calls. I'm doing a couple of emails a week to my parents, just sort of giving them updates as to what's going on with the school. I email my staff daily, to provide information as provided us by our district leaders, as well as just to let them know they're doing a great job because they really are doing a great job and I want to make sure that they're feeling that because they are feeling overwhelmed. This is a lot of work. I always try to find the positive in things, the silver linings, and this has been one of the greatest professional learning community experiences we've ever

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had within our school. The collaborative effort of all our staff members working together not only for IT support, but for ideas for planning lessons, and so on and so forth, you can't put a price tag on something like that. I think we've learned a lot about each other over this month and we will continue to learn and grow together. This has been an amazing continued connection with our staff and our families. We are learning more about our families and what makes them tick, so to speak, and these connections, not only are very helpful and beneficial now as we go through this remote learning, but they will have lasting effects when we get back to normal, and get back into school. And of course, we're learning about technology and we're learning about how it will enhance and we'll continue to enhance our teaching as we move forward, obviously, it is what we need now to be productive in remote learning but it's something that's going to be useful when we get back into the school and we start having our regular classes. I'm proud of the efforts of my Jewett staff and my Jewett families. This has strengthened us as a community and we'll continue to grow and continue to get stronger as we move forward. That's it for me. Thank you very much for allowing me to present tonight.

Mrs. Milligan stated well, that's a very hard act to follow. So, I echo a lot of what Pete said, I can't tell you how proud I am of my staff, my families, and my students. They have adjusted to something that we all know is unprecedented. And as one of my staff said to me, she formerly served in the military. And she said it was almost a military operation to get this thing up and running and it happened so fast and it was so amazing. That first day we got in, they were making the copies. It was a well-oiled machine almost for something they'd never done before. At Southside, the middle school principals, we continue to meet weekly. Jenn Gillis joins us for those meetings to keep us updated on what's happening, gives us an opportunity to ask questions so that we can bring that information back to our staff. From Southside one of the things that myself and my other two administrators have decided to do is to reach out to our staff daily in a personal way. So, we've broken up the staff into kind of three groups. And every single day, it's our mission to get in contact with our staff because I think the point of all of this for us in terms of remote learning is to keep our staff and to keep our students really connected. At this point, we have only two students in a school of over 700 who are having trouble, but for the most part, our kids are logging into their teachers Google classrooms every day or contacting them every day, emailing and I've been very fortunate to be a member of all those Google classrooms. So even though my email filled up pretty quick that first day, it was nice to get in and be able to talk to the kids. We continue to communicate with parents on a regular basis. So, the district emails

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are going out, I do a weekly newsletter that I'm still sending out to parents and then our PSG Facebook page still has a ton of information and parents are able to ask questions and get their answers there. Also, in terms of fun, we want our kids to still feel like they're part of our building, and some of the fun things that we had planned. So, we just did spirit days, and children sent in pictures and we encouraged other schools in the district to do it as well. And we posted those pictures on our website. We had a superhero day and a letter for your school day. And then we just put together and I know some of the other middle schools do this as well, slideshows of our teachers at home with signs or props telling their students how much they missed them and we put that together in a slideshow and send it out to families and then I even had children emailing me back telling me how nice it was to see all the staff. Through our Gear Up grant, we're still offering incentives for iReady. So, we're still keeping the kids engaged and excited about some of the learning that they're doing with incentives and individual teams are doing that as well. Our teachers are running live sessions with students, I've been able to sit in on a couple of algebra classes and then two algebra teachers are tag teaming those classes, which is kind of nice. And then there are some teachers that are recording lessons and having students play them and then we have a daily log that teachers have to make contact with students daily, whether it's Google Classroom, or whether they're calling families because they haven't heard from the students. So, they're trying really hard to keep the kids connected to us. The district nurses are going out on visits for students who need things that they can't come into school for. We still are giving out Chromebooks when needed, we're still having students drop off work and then we have in the front of our building, and I know it's a little bit different at each of the middle schools, how they're giving them materials, but we do still have hardcopy packets for students who are having a little more difficulty managing the online piece. So, the other piece that we've put into place at our school and that came out from district was the WINN Wednesdays. So, that's an opportunity we had a WINN block in our school already, we call it what I need now. So, the R2LI piece that was brought up, gives students an opportunity, and teachers an opportunity to meet with those students in small group to reiterate some of the skills that they might have struggled with that week. And it also gives teachers the opportunity to give some more advanced work for students who need a little bit more of a challenge. It's also an opportunity for teachers to catch up with parents, to catch up with their students and it’s also an opportunity for me to kind of get in there and really be part of the discussions with my staff around what they need to do a little bit better or what they are doing really well on in terms of the online learning because it's very new to all of us. So again, I echo a lot of what Pete said, I

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can't tell you how proud I am of my staff, and also our families. I'm doing the student at home along with doing my work too. So, I know how difficult that is and I know there are a lot of moms and dads out there that are working really hard to do what they need to do in their day and still make sure that they're there for their student and keeping them connected. I thank all of them and I also think our district staff, I am a brand-new principal, so it's been more than a learning curve for me. And so, I think for all the support that they've given us in making this what I would consider as successful as it possibly could be given the circumstances. I also thank my middle school colleagues for being there to support me as well, through all this and our conversations are really helping to lead the charge forward as we see what happens as we move in this whole thing. So, thank you for giving me the opportunity to speak and I look forward to getting back to school and back to the kids.

Mr. Dichard stated those are tough acts to follow, but I'll do my best. I'll reiterate what my colleagues have said with regard to staff. And this is right up through our janitorial staff, cafeteria staff, our teachers, paraprofessionals, all just stepping up to the plate to get the job done. This not easy work. One of the golden caveats that is going to come out of this is that our teaching staff is becoming very, very proficient by the day in terms of technology, and I'm incredibly happy with the progress that they have made in getting remote learning up and running so quickly. What I'd like to do, I asked my colleagues at the other high schools to give me a synopsis of what was going on in their buildings, so I could report to you specifically on what is happening in each of our buildings. Mrs. Machado reports that things are going well. There are a small percentage of students who we are still looking to engage, but we'll use our resources that we have in terms of guidance staff, and our social workers to get those kids on board as best we can, and then look to district office for some assistance there. MST was already using Google classroom and Chromebooks as a primary teaching mechanism, so their transition hasn't been as difficult in this in this remote learning setting. CTE is struggling a bit. Mrs. Machado indicates, obviously, it's difficult to get our students out in the field, difficult to get them out to apprenticeships and internships and job shadowing but they're managing as best as they can. Their teachers are demonstrating to students and asking them to complete their career portfolios and moving CTE as best as they can. Principal Vaccarezza from Central stated his staff and students are working hard. Some students are doing very well with this format, other students just really need that social emotional support and what I've found is in college students myself is that once we connect with a student, and get them a path to getting their assignments

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completed, they're in a much better place. But really, it is this interaction, the interaction that we're doing right now, via this Google meet that is critical and most important to them. They want to hear our voices, and they want to see our faces because they miss us. And they indicate that across the board. I was in a Zoom meeting today and after the meeting, in which two of my students were involved, they both asked me on the side to have a global meet just because they wanted to see me. And first of all, it was great for me to have that have that connection with our students but it was great for me to see them too, because I've got to be honest being a principal under these circumstances, is most definitely been the most trying times, for me is principal. And so just the connection was nice to have today. Going along with Principal Vaccarezza report, it's been a huge learning curve with the process of remote learning, staff are working hard to connect with students, and they're doing everything we can to help them succeed. And, the biggest thing is at all three schools is we're trying to just continue to push these kids to stay on the path that they need to be stayed on in terms of learning and competencies and other learning areas. Mr. Adamakos reports that staff are doing okay with remote learning. Those students who are not remotely connected or internet connected continues to be a challenge for all of our schools. He indicates it's like hitting a moving target. Staff meetings at all high schools are occurring on a regular basis. Guidance meetings, BLIL meetings, all that stuff is going on as normal, just remotely. Like Principal Milligan and Principal Lubelczyk, I just want to say kudos to everybody in this community, our parents, our students, our Board, our administrative team at the SAU, for just staying the course here. This is not easy work and people are working long, long hours. I haven't stopped since 630 this morning and I know that most people in the real world feel my pain there. I want to say that connection with our students is everything and we are doing our very, very best to move that. I hope that some of you will get wind of my new concert series, which will begin this week. The first song will be selected that the Assistant Principals and I will be performing is an oldie but a goodie, the first selection for our concert series in order to get a little school spirit going on the West side and I encourage all of our school principals to do something of this fashion. And I know most of us have already been on camera in front of our staff and our students, at some point, Be True to your School by the Beach Boys. I hope that it goes viral and our kids and staff get a kick out of it and that's the update from the high school side. And I really appreciate the opportunity, Dr. Goldhardt and the Board for allowing me to speak here this evening and represent our high school Principals in the City of Manchester. I couldn't be prouder to be a principal in this city with how we are all facing this challenge. So, thank you very much.

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Dr. Goldhardt stated Mr. Dichard, there's no doubt in my mind that it will go viral and I'm sure it'll sprout across the country, I am counting on it. And thank you so much for that. And I appreciate these three fine principals who are excellent leaders, for their willingness to share with the board tonight, what's going on with remote learning. This is a new world for our folks. It's not easy work. It takes a lot more time. It is hard for our parents. We have a lot of parents who were doing things they not been used to in this world. And we've really appreciated what they're doing as well. And so, thank you, to the parents out there who are watching tonight for what they're doing to help our kids and for all of our teachers and support staff during this time. And as we move forward and as we learn and improve on what we're doing to try to help every student be successful. So again, thank you very much.

Committee Member O'Connell stated thank you Dr. Goldhardt and our three principals, thank you so much. I there was a time when I would spend a few minutes each day on social media. And I find myself for the last three weeks, just going from one school principal to another as they have their social media events with their staffs and parents and it's wonderful to see and I am very proud of all of you, as I think everybody is for all the work that you're doing. There are a million things one could say but I was interested in how our unified arts for instance, might deal with remote learning etc. And I have to compliment in particularly some of those, the unified arts teachers and particular art teachers, I find that our art teachers have put amazing things online to share with their kids and it's not just their product, but they have children producing things, photographing it, and then displaying the whole classes work and it's just wonderful to see. So, kudos to everybody. I couldn't be prouder of the administrators and workers, everybody in the Manchester School District. I would say this that I continue to be concerned for the mental health of our students in this time of anxiety and pressure and social isolation. And I was very glad to hear the principal's talking about your peer groups that you're meeting with the other principals in at your level and having that interaction. And, talking about reaching out to your staff on a daily basis is so commendable because I think some people are struggling, perhaps more than more than others. I commend you all I'm very grateful to you. I think that as a school district, the positive from this is talk about professional development, like this is professional development on speed almost, self-directed, and we're going to be such a richer community heading into next year as a result of all the work and all the learning that's been done on all these different platforms. I commend Principal Pete and all of you, Principal Dichard and Mrs. Milligan, and everybody. I appreciate it.

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Committee Member Want stated I too want to thank all three principals for coming forward tonight, your information is really so valuable. And I couldn't be more thrilled with everything that all of our staffs done district wide. And I know I've heard from many of them saying how many more hours they put in every day than they ever have, even from the first year they started teaching. This is a tremendous challenge not just for our families and our students, but I think our staff has really risen to the occasion. I do have a quick question to ask and a second question after this first question, which is how are the teachers keeping track of student engagement and progress? I sort of heard Mrs. Milligan touch on in a little bit. But I'm kind of wondering at the other levels are they doing it teacher by teacher and are we making sure that we don't miss a single student.

Mr. Dichard stated let me try to tackle this at least at the high school level. Our R2LI approach at the buildings is a little different based on the needs of our students. One of the things that we're doing at West is we're kind of keeping a master list of all students and sort of updating it with our R2LI Wednesdays. I know each teacher at Central and Memorial are reaching out on a daily basis, for connectivity. We're asking our teachers to log this information and keep track of it on their own. And, it's building specific but it's on point where it needs to be. The problem is a volume issue. This medium doesn't allow us to get a whole lot of bang for the buck. I'm finding myself even calling 10 kids a day because that's what my capacity is right now and I want to call eight kids a day and just check in, just see how they're doing, so that they hear from their principal. I know that all of our combined teaching staffs are trying to connect with kids in whatever means is best for the student, whether they be through a Google meet, whether that be through a Chat, a Zoom meeting, whatever way possible we're trying to have these connections with kids to keep them moving forward. So, I hope that answers your question.

Mrs. Milligan stated I can speak for my middle school. When this all started, I think it was the very first day, the teams broke their students up in two groups by their team teachers. We called them their advisory groups. And it was different than their typical advisory groups because we wanted all children back on team. So, we broke the students up and then special education had their students who they were the primary contact for. We came up with a spreadsheet and then the teachers are tracking their contact every single day with the students, so they know if they haven't heard from a student, if they haven't logged into Google, if they haven't emailed them if they haven't spoken to them on the phone, in a couple of days, we go into action with what we

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call our tier two and we get the guidance counselor's involved, because sometimes families have a relationship with a guidance counselor and they might share something they wouldn't want to share with a teacher or however. And then we do have a couple of kids that we've had to go into a tier three situation, where I'm making the calls, and then we were getting home visits when this all first started, that social worker would go out and do home visits. And then now that we're not putting people out there like that anymore now, I'm communicating with the district nurse, and she's going out to check on kids and making notes about was the student sick, was the parent not in a good place, whatever it may be, were they having trouble with connectivity? And so, we've been able to log that and we've really been able to track every one of our students. And then one of our admin assistants also has been really wonderful about going in and checking those sheets to help me manage if we're seeing a pattern of kids so that we have another set of eyes so that we're not missing any kids who haven't been on for a few days or a week, but for the most part, I think that system is working very well.

Mr. Lubelcyzk stated just to speak about the way the elementary school is monitoring, each teacher is in charge of their classroom and something we do at Jewett, and I'm sure we're doing it at the other elementary schools on a daily basis, is monitoring the connectivity. If students are not connecting, teachers are reaching out to parents via email, a phone call. If we go about 48 hours or so without getting any communication back then the staff is reporting that to myself to my guidance counselor to my admin assistant, my assistant principal and then we start to try to reach out with phone calls, emails and things like that just to connect with parents to see how things are going, see if they if they have any technology issues or whatever may be the case. But the teachers have done a fantastic job of staying connected with students, and they report daily. I use a Google form because that's what everybody's using now as Google Forms, right. And so, they have a daily check in through a Google form and one of the questions on that daily check in is they're going to tell me how many students they connected with for the day and then we can monitor our connectivity rate throughout the course of the weeks.

Committee Member Want stated that sounds really good. I'm particularly impressed by the Middle School and elementary school, you guys seem like you're really not missing a single kid. Thank you very much. I just have one additional question. I'm wondering, out of the students you have in your buildings, how many do you think don't have Wi Fi and still need the internet

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access? I know you guys can give them computers and have given them computers, but how many actually just don't have the Wi Fi at home?

Mr. Lubelcyzk stated I think that percentage of population will range from different buildings, and amongst the elementary schools, I can speak for Jewett, we're seeing roughly 96 to 97% connectivity, not on a regular basis, but for the majority of the time. I feel pretty strongly that the majority of our population has Wi Fi connectivity, but there is a small amount that do not and so we're trying to advise them on opportunities through Comcast and so on and so forth to see if they can get hooked up during this time. And folks are willing to listen and do the due diligence to try to get that connection, get that Wi Fi. Jewett is at a smaller percentage. I know some schools are a little bit higher. I can't give you a full-on accurate number but I would say roughly anywhere between three to 5% may not be connected at Jewett.

Mrs. Milligan stated for Southside we have 31 students who are working out of paper packets, but that's not necessarily a connectivity issue, that may be a choice by the family that it's just a better solution to the remote learning is to work in the paper packet. And I'm not exactly sure about the other middle schools. I do know the majority of Parkside; I think the last I heard almost all their students are online. I think at the middle school, we're in pretty good shape in terms of students having internet access, and we've shared a ton of the information that's come down to us from the district office about where families can go to get that if they didn't have it already.

Mr. Dichard stated we are about 20 or so at West. You can double or triple that at the two larger high schools, Central and Memorial. A little less than that at the MST. We're working through it. I'm amazed at how high or how low that number is, although I wish there were a way to get everybody connected in some way because our students learn valuable skills with the technology under this as well.

Mayor Craig stated thank you so much for sharing your experiences. It's great to hear directly from you. We all do appreciate all that you're doing and all that your staff is doing on behalf of our students here in Manchester.

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c) DC Trip Update

Ms. Allen stated tonight I'm going to be recommending that this board approves to suspend any advertising, promotion, or recruitment by Capitol Tours to our students in our middle schools. I will be looking to identify another vendor for the 2021 eighth grade Washington DC trip. I'm not sure if some of you have been contacted by any eighth-grade parents regarding the Capitol Tours DC trip. It was set to go over April break, as you know Governor Sununu suspended all out of state travel and at that point the trip was postponed to May of 2020. Families had pushed back and said, we're not sure we're even going to be allowed to travel in May of 2020 and ask for refunds, the company we're bonded and offered another trip for the eighth grade in October of 2020. Again, this is not a district sponsored trip, it's actually a trip that the parents signed the contract but they have staff members that work for Capitol Tours that are also teachers for us but they recruit from our schools and they also leave from our schools. We've tried to reach out to Capitol Tours to connect with them to see if we could help get our families refunds. There has been zero contact back from Capitol Tours for the last three weeks. We've also reached out to the commissioner to help, he contacted Capital Tours, they have not responded to him and he forwarded the information on to the Attorney General's office. I did speak to the Attorney General's office and he did recommend that we continue to follow up with the families as they are ones that had signed a contract, so people that have had bought insurance still had yet to get any refund. Some people are saying they're promised partial refund, but no one has received any money back at this time or there has not been any further communication from the company. So, at this point, I'm thinking we should write a letter to them suspending any advertising, promotion or recruitment going forward for our trip and look to another vendor.

Mayor Craig stated just to clarify the letter would include that we're requesting full refunds to our parents.

Ms. Allen stated correct. Some people opted for insurance. They are saying for the people that didn't get insurance or keeping a portion of it, although we all agree that COVID-19 was not something that was mentioned in the contract that we need to do right by our families by this time.

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On motion of ***Committee Member O'Connell,*** *duly seconded by* ***Committee Member Beaudry,*** *it was moved to suspend any advertising, promotions, or recruitment by Capitol Tours to our students in the middle schools and identify another vendor for the 2021 Eighth Grade trip to Washington DC.*

Committee Member Beaudry asked has this company done any other business with us other than with the school?

Ms. Allen stated not that I'm aware of. And as I said before, there's really no official contract side of the district, it's signed with the students. And as I did an investigation around the State, most people sign up with the district but I'm not sure I think has been going on about eight to 10 years with them as far as the information I have received during my research on this, but given the lack of response they've had to our families and the multiple attempts that I've tried to reach them, as well as the families, the commissioner, and even the attorney general's office. I think it's time that we've tried to find a different vendor.

Committee Member Beaudry stated I don't disagree. I support our families. I just hope that in the future that the district would be maybe a little more aware of what's going on and hopefully prevent something like this, but if they've been doing business with them for a long time I'm surprised that they're not going to do right by them. But I definitely support the motion.

Ms. Allen stated I wouldn't disagree. I think it's a little blurry line when we say it's not a district sponsored trip, but we're letting them recruit from our schools, our staff members are employed by both places and they pick up from our school. So, I think it's something that we need to look at as a liability and something that we might even consider an RFP for. There are lots of companies that offer this experience.

Committee Member Beaudry stated another suggestion that maybe a policy should be drafted. So that there's clear understanding of who's in charge of doing what.

Mayor Craig asked Amy, you will copy the commissioner and the attorney general's office on the letter that sent?
Ms. Allen stated correct.

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Committee Member Perich stated one quick comment, Amy, we were doing Capital Tours back in the late 80s when I was at Southside. I was going on those trips.

Ms. Allen stated thank you for that background. It's interesting, we have zero contracts signed with them as a district because they have done it with the parents. So, I think it is something that we probably want to explore at this board, what is the proper way? Other districts that have worked with them because they signed with them as a district, they're allowing the money just to carry over as a district until 2021 in the springtime, but we can't guarantee our eighth graders, who will be ninth graders in October, will even go.

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yay. Committee Members Bergeron and Shea were muted and could not be heard. Motion passed.

d) Grading Recommendations – by Assistant Superintendent Allen

Ms. Allen stated I'm hoping when we talk about these grading recommendations, we can think about passion versus compliance. This is a whole new paradigm for us. We've been looking and researching greeting recommendations over the last three to four weeks. And our goal was to do no educational harm to our students. At first, we will consider the pass/fail option. After researching this, there were some long-term effects that would have disrupted GPA, Class Rank, NCAA, and our current transcript year. We moved away from this and are proposing grading recommendations for elementary, pre-k through grade 2 will be focusing on student progress and learning and not on individual assignment completion and due date. For Grades 3-4, it is very similar to what we have in place now and will be continuation of learning and working toward the learning goals. Grading will be done with feedback, looking at student work, collaboration, the videos that Mr. Lubelcyzk talked about, journals, posts, and responses. In the middle schools and high schools, we would like to move forward with a recommendation that using an F or failure is not in place during remote learning and instead a grade of incomplete would be recommended when a student is at risk of failing. This is really important and we need to realize that not everyone is on a level playing field, not everyone's learning environment at home is the same. We heard tonight we still have students without access and we are working to close. This

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will give them that incomplete and then we can work with the students on a learning plan for them to get those competencies and learning experiences completed. Our goal is that learning during this time we will not penalize anyone for being in a remote learning environment. Around the country, some are giving no grades, but we think we need to acknowledge the work that our students are doing. Some students are striving and exceeding in this remote learning environment and we need to think about those students and the students with access issues. We feel this proposal of eliminating the F and using the incomplete will do less educational harm during remote learning.

Committee Member Beaudry stated the question I have is in regard to our seniors, what happens to seniors that don't have the appropriate number of credits due to incompletes? Are they going to graduate or are they going to have to come back and make up the incompletes before they will get a diploma?

Ms. Allen stated we reached out to our high school principals already for them to identify those students that may be in jeopardy of failing, so they could be on top of that. One of the things that have come up is credit for athletic sports so some people were waiting for that spring season to play sports and get their PE credit, the NHIAA has yet to cancel spring sports but proactively our principals have reached out to those students and their families and created alternatively learning plans. So, that won't prevent them from not graduating.

Committee Member Beaudry stated I'm speaking more academically because of the incompletes, how much time will they have because our graduations are already set?

Ms. Allen stated correct. If you have an incomplete for the third quarter, you can automatically start making that up immediately. This board approved to accept makeups and not penalize for late assignments. So, I have to say that guidance counselors and principals are really working hard to make sure that those students are not getting lost and are able to graduate.

Committee Member Beaudry stated one more question regarding this is if the governor moves to have the stay at home order stay beyond the May 4 we will be into the fourth quarter. I'm just concerned. Will these students have enough time at the end of the fourth quarter and graduation to make up any incomplete so that they can walk?

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Ms. Allen stated in order to get the credit you need to add in your first and second quarter and your midterms. I think there are other data points that we need to look at. And when we spoke with the principals today, they have been reaching out to those students to make sure that we're not having someone fall through the cracks. One other thing just to add about the pass/fail situation, so if you get a pass it goes into your GPAs is 65 and a fail is a 64.99. So, although we thought that sounded good in the beginning, those students that had been working on an A average for quarter one and two, this would have significantly dropped them down further. We do realize that a pass/fail may be beneficial for students, within this grading recommendation we did put in that a student and parent can petition the school with a signature of their teacher, principal and the superintendent's office to go for the pass/fail, as well.

Committee Member O'Connell stated a high school teacher raised something with me today that I want to read. His concern was, "here is the language that has me concerned. Student's current grade and the current system of the school is maintained or improved and does not decrease providing that the student demonstrates continued engagement and an ability at a passing level after the transition to instructional remote learning dates. Read literally this suggests that a student with an A grade in quarter 3, on March 13th, the last day in the school building, could finish quarter 3 and 4 with an A providing that they do D level work for the duration of the remote learning and possibly through the end of the year. Is this the intent of the policy?" He goes on about if you use the date of the 13th, is it the intent to ensure students do not fail due to their potential strokes with remote learning or is it the intent that they hold the grade that they have on the 13th. He stated if that is the intent, maybe the language could be tweaked to make it clearer and state that no student will be given an F but that other grades will be based on demonstration of mastery of course material in the remote learning environment. His main concern is if a student had an A on the 13th, would choose not to work or demonstratively not be working because they were guaranteed to hold the grade that they had on the 13th.

Ms. Allen stated I want to go back to that compassion piece versus compliance in the assignments and we have student members that are dealing with the loss of loved ones from COVID-19. They're in homes where parents are working. There are so many variables that the school district can't control. I really do think at this point in time, we need to be flexible, and really think about that whole child and learning as a whole. Very rarely am I hearing there's

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situations where that student of March 13 has had an A and they haven't done anything. But I am hearing there are students that are struggling with the work. They're struggling with assignments, the amount of work, sometimes the internet, sometimes sharing computers with their siblings. So, I think we have to be mindful of that and giving every student every opportunity to succeed.

Committee Member O'Connell stated he agrees. I think the whole student and being cognizant of the many issues that our students and parents are dealing with. Academics are very important and it is one of the reasons that we are all here, but their wellness is most important. With regard to graduation, I have heard discussion amongst friends of mine and teachers, around the idea of allowing every senior the ability to walk and whether they get a diploma or not would be different than the actual graduation. The date July 25th has been booked as a fall back date, if necessary, and rather than students stressing, we should be lenient and allowing students to walk, but not necessarily receiving their diploma.

Ms. Allen stated I think we have to look at individual cases for that, but I would certainly support that. I'm just one, Dr. Goldhardt, I'm assuming you would as well. I think right now, it's really important and we've reiterated to our guidance counselors, our social workers, our principals, especially for seniors, everyone is reaching out making sure we're engaging those students and they're on track to graduate. But I would not have a problem with that and then if they needed that extra time into August and September to complete their work. It's not about making up work, it's about demonstrating learning.

Committee Member Want stated I just want to say about students that are in danger of not having enough credits to graduate. Has it been made clear to those students that there's a credit recovery program that they can avail themselves of to make up those credits and be prepared to graduate with their peers?

Ms. Allen stated if you look within our current grading recommendations we have if they get an incomplete, they're going on a learning plan, but students that were in danger of not graduating prior would have been previously engaged with their guidance counselors and their teachers and principals. So, this would not be a shock to them, if COVID-19 never happened.
Committee Member Want stated are they having to wait to not graduate or not have the credits at the end of the fourth quarter to start credit recovery or can they start that now?

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Ms. Allen stated if you have got an incomplete grade in quarter three, which is ending soon, they can start making that up now, immediately. You don't have to wait to the end of the year. They can makeup those assignments.

Committee Member Want stated and if they're missing a gym credit, can they start credit recovery on the gym right away?

Ms. Allen stated I reached out to the principals because I would hate to have someone not graduate because of the gym credit. It is April 13. We should be being proactive right now and reaching out to them and getting them on credit recovery, a learning opportunity VLACs or something, getting them into a class, there's should be no student not graduating because they didn't get that spring credit for sports. We have enough time to work for those families and students.

Mrs. Gillis stated we increased our seats within credit recovery, so that we could meet the need and we are working with all four high schools to address any student who is at risk to monitor both student progress and the number of seats that we're currently using and if we can identify any trends or patterns.

Mrs. Steady stated PE is available through credit recovery. Just so you're aware.

Committee Member Leapley stated I have two issues. The first one is, I know many of us are parenting children through this and we know how hard this is for our own children, who have entered the Covid stage with no deficiencies. It is hard for me to imagine that someone who was already behind is going into this very challenging setting and is able to make up something from the past, keep up with todays work and then maybe get an incomplete in quarter and moving into quarter four where we may still be remote learning and they will still be trying to catch up and trying to keep up with quarter four. Learning remotely when you may be dealing with sick family members, parents who may have lost jobs, going to work each day where their health is endangered and we are grading as if we are delivering the same education that we promised these children in September. We need to think through this. As a college professor, her syllabi at the beginning of the semester laid out what I expected of the students and what they should expect

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from me. Through no fault of our own, we are unable to deliver the education that we promised in September. The teachers are not in contact with the children in the same way. It seems unrealistic that we would assessing learning in a way that is comparable to an everyday class. I am concerned that we are considering that we might be able to continue grading. I would be in favor of giving everyone who shows competency and that the learning has happened a pass. The second issue is that I want to push back on the messaging from the Administration or ask for more information. It seems the reason that we are not moving forward with the pass/fail approach is because of difficulty with GPA, transcripts, and the NCAA. I am concerned that we are trying to create a procedure before we create a policy. The only problem with this is that if we write a policy it is written with a goal in mind. A goal making sure that we are not harming children. When we are writing a procedure we think of how we can implement a policy and the goals and then we run into the practical problems, is this an Aspen problem, how to pass actually work in Aspen, does it spit out a 64? If we are making this policy because of something that Aspen isn't very good at doing, that makes me hesitate because we should be able to solve the problem with the software that lots of us around the country are using. We are all dealing with Covid. The NCAA question is a real question that we should consider, but we should also know how many kids are affected by the NCAA question and if there is another way to address it. There is a line in this policy that says "parents and guardians may petition for a pass or no grade status. The petition must indicate why this is beneficial to the student's overall education at this time." Why is the policy that we are adopting more beneficial? Why would we not err on the side of simplicity and parents that want to petition for grades get to petition for grades?

Ms. Allen stated the previous Board has determined a pass, and it is not NCAA, it is Manchester School District, and our pass within our own system is a 65. If your children were averaging a 90/95 all year, their quarter 3 and 4 grades would come in as a 65. I do not think this is motivating for children to work very hard and it would certainly disrupt everyone's GPA and standings.

Committee Member Leapley asked why is that equivalent to a 65, is it a software problem?

Ms. Allen stated the Manchester Board of School Committee made the decision before within the courses and we have current courses that are going on right now and as a student I can say I want to take my history class as a pass fail and if I take it as a pass I get it as a 65. We can't

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unwrite those current rules and current grading system, because if we did that we would lose all of our current grades and the seniors current class rank would collapse. You can't undo the Aspen system. I am looking at Mr. Perich, who agrees with me on the grading.

Committee Member Leapley stated so we are making policy because of an Aspen limitation.

Ms. Allen stated no, it's a Board policy. The policy states that a pass is a 65.

Committee Member Leapley stated so, we use a term like no-grade, we use a term like GPA neutral no grade. We create a new term that would not have that 64 percent attached to it, because this is certainly not effectively the same system we were under last semester.

Mayor Craig stated I think that we have to also take into consideration what Ms. Allen said in terms of motivating students at the high school level. If students know that their work means that they get no grade, what is going to motivate them to work? I think this recommendation goes beyond limitations in our system. When Amy started this, she stated grading during this time should do no harm; however, it should also continue to motivate students to do their best, which is what we heard tonight that our principals are working toward and what our educators are working toward. We need to have the ability to work individually with students who are having troubles and are not meeting the requirements that they need to meet but are working with their teachers and other educators to get there.

*On motion of **Committee Member Perich,** duly seconded by **Committee Member Want,** it was moved to approve the grading recommendations as submitted by the Administration during the Covid-19 Pandemic.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yay. Committee Members Bergeron and Shea were muted and could not be heard. Motion passed.

Committee Member O'Connell stated we had a comment overheard, nothing impolite, but we don't want the repeat of other instances on live meetings so people should not comment if their microphones are live.

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e) Update on Medicaid to School – by Assistant Superintendent Allen and Mary Steady

Mrs. Steady stated I'm going to just kind of do some level setting of how we even got here because I'm not sure everybody on the Board is familiar of what transpired to do some upheaval to Medicaid for school. Probably about three or four years ago, I worked with the Children's Behavioral Health Collaborative to pass a bill to open up Medicaid to school and the National Medicaid to Schools Office, which is the Center for Medicaid services, had written essentially a Dear Colleague letter saying that any child who applies for Medicaid, school can be reimbursed for those medically necessary services that the child did not need to have an IEP, they just needed to qualify for Medicaid and it had to be a medically necessary service. In New Hampshire, there was a limitation to that, where our state laws essentially said they have to be on Medicaid and they have to have an IEP, which was in conflict with the federal laws. The Children's Behavioral Health Collaborative did a lot of advocacy, they pass their bill, which turned into the law that opened up Medicaid to school in that as long as that there was a care plan written, schools could collect for kids who need those services. DHHS had a little bit of difficulty opening up that and they went into emergency rulemaking for a short period of time. But during that time, there was some difficulties from DHHS on what is the care plan look like? How would districts submit? So, that emergency rule had expired, they went into another emergency rule where they started to look at the Federal language around Medicaid to school, our state law and our state, HEMs and rules and regulation. At the State level, it says that there are certain people who can order services and that they can provide ongoing treatment. At Federal level, that says that it can be a doctor, a physician assistant, a nurse practitioner, and others of the healing arts. At the state level, the law essentially had said that it could be a doctor, a nurse, a physician assistant, and other licensed practitioner. Our HEM, which is what we implement, essentially said that it could be a doctor, a nurse, a physician's assistant, and other licensed practitioner healing of the art. That language other licensed practitioner of the healing arts is really what kind of threw this into a tailspin. There was no federal definition of what that meant and it didn't align with our state rules. So, when DHHS went into that next rulemaking session, they forgot to put in other licensed practitioner, which would marry our state law, they left it out. So, it said the only people who could order and treat would be a doctor or a nurse practitioner or a physician assistant. This all this emergency rule precluded us from being able to bill now for OT, PT, speech, mental health services without a doctor's order, or nurse practitioner

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or a physician assistant. Through some advocacy across the state, DHHS, open back up those rules and man has been very much on the front line of helping to recraft that language. It has been recrafted to allow certain things like school psychologists, social workers, speech, and language pathologists now to be able to order those services. So, at this point, we're going back and making sure that there's an order in for all of those kids who have that service and making sure all that stuff is in the Medicaid to School, our billing system for that through X Logs. One of the areas that we're still working through is rehab assistance, which is the paraprofessionals, BCBAs, OTs, who gets to sign off on those orders, right now it still says a doctor or nurse or a nurse practitioner or physician assistant. To be able to comply with the law. We've been engaged in a couple of conversations with an organization who could sign off. Their rates are fairly expensive. They want us to sign a one-year contract. We don't think that that's necessarily what's in the best interest and we've been working with Amoskeag Health at this point, to be able to say what would it cost us to have one of their doctors, nurse or practitioners sign off on that. One of the things that you should be aware of that was taken out of the rule is that guidance counselors or school counselors can no longer be considered a medically necessary service. I disagree with that. And I've been doing some advocacy because there are other states such as Massachusetts, and I believe it's Tennessee, that has rewritten their Medicaid to school laws so that those particular people can be seen as a mental health provider. We're still working on that with DHHS. Our Medicaid to School Coordinator and myself we're part of a national group called Healthy Students Promising Futures, where there's some states that come together with the Center for Medicaid to school and SAMHSA and really discuss what is the impact across the state? What is everyone's, they are called SPA Plans, which is the State Medicaid Plan for children. What do those all look like? And making sure there's some uniformity. One of the things that they did just recently change again, is that after you've gotten your doctor's order, you could go back six months, they're now saying that we can go back to the beginning of the school year, which is going to be great for Manchester as we start to move forward with actually once we pull the trigger on being able to bill. So, right now we're trying to work to be able to get the doctor's orders so much that's going to cost us and then making sure that all our Rehab Assistant's and all our related service providers, all of their Medicaid to Schools is up to date. So, once we do have that order, we can bill. That's kind of a snapshot, a quick overview.

Mayor Craig asked do you need us to take any action to help you?

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Mrs. Steady stated I think at this point we've been advocating pretty fiercely and we get to be part of a specialized group. The head of Medicaid to school right now wants to meet with Manchester to be able to spot speak about our unique needs. So, once that meeting gets scheduled, it got canceled because of the whole COVID thing. Maybe at that point, I probably will need somebody of a little more power than me to be able to say this is the impact and they need to understand what this has done to Manchester, especially around some of our transportation reimbursement cost. But I feel right now we're strong and going in a good direction.

Committee Member Want stated do you have the idea, ballpark figure, how much money this might mean for Manchester?

Mrs. Steady stated I'm not sure what you mean? Loss of money or how much we will submit?

Committee Member Want stated how much we might gain after you've submitted the request?

Mrs. Steady stated well, last year, we submitted 1.3 million. I don't think it'll be up that high only because we're going to have to pay for doctors signing off on it and we might lose some of the reimbursement through the services that school counselors provided. However, we are advocating that there's a piece of Medicaid to School law that the state has never billed, which is administrative billing, which will account for evaluation time to write those evaluations because right now, you can only build for the time you're giving the evaluation to a student versus now it takes me four or five hours to be able to write the report. Our Medicaid to School Coordinator, her time, anytime that I may spend on it, so we're advocating for that piece. We might be able to recoup a significant amount back through that. So, it's all still really in flux because of the emergency rule and the barriers that it put up. But as we start to move through these next phases of rewriting that law, we might actually see more reimbursement but I would plan on probably having a bit of a loss unless that does get written quickly and we can submit those administrative claims.

16. Board of School Committee Members' Communications.

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a) Job Opening List
(Note: This item is for informational purposes.)

There were no questions or comments on this item.

b) Discussion for suspension of April Vacation and shorten the school year – by Committee Member Beaudry

Committee Member Beaudry stated I had this put on the agenda because when the Governor first postponed canceled school for two weeks, I had gotten some calls from parents wanting to know if the April vacation would be eliminated. I spoke to the superintendent at that time and he said he was still planning on having it. But then the governor extended the stay at home until May 4 and we really don't know what the future holds. I had more parents call me after the extension and right now with the stay at home water, all the parks are closed, all the public areas are closed for kids to go and they can't go with them on vacation. And the parents that called me that they believe it would be better for them to have their kids. The parents who are working are having difficulty because they have to work and if their students are not going to be in school, how are they going to handle both situation? So, I think it's a good discussion. I looked at the two surveys that were done. I know the Manchester school district did a survey over the weekend and it was about 50/50 for the employees that were in favor of canceling. It was overwhelming to cancel by the parents, 62% said they would like to cancel a vacation. And then 51% of the students said that they would cancel vacation. So, if you look at the total 56% of the people that voted, would want to cancel the April vacation. And the Union Leader had a survey done April 1, and that was overwhelming, it was 78% of the people that were in that survey voted to cancel the April vacation. So, that's why I'd like to discuss it and after the discussion, I would make a motion, if it can get a second to cancel the April vacation and get allow the kids to get out a week earlier in June. And I just want to state we have to be flexible, there's been a lot of discussion about the work that's being done by our teachers and our principals and all our staff and they are working extremely hard and the students are working extremely hard. But as board members, I hope we recognize that this is not a normal school year. And we have to allow for this flexibility and I applaud everybody that is working hard to have this accomplished and open the discussion, but I would I would make a motion afterwards to eliminate the April vacation and move the school year up one week.

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On motion of ***Committee Member Beaudry,*** *duly seconded by* ***Committee Member Lachance,*** *it was moved to approve suspending April vacation and move the school year up by one week.*

Mayor Craig asked Dr. Goldhardt to weigh in on his opinion of what would be best for the students of Manchester. Before you do that, I just want to clarify something that Committeeman Beaudry said. Playgrounds are closed and off limits, but parks are open; however, we don't condone or suggest anyone gathering in our parks. Individuals can still go out for walks and be in our parks, as long as they are at least 6 feet away from each other.

Committee Member Beaudry stated baseball parks they can go into and athletic fields can be used?

Mayor Craig stated tennis courts are off limits. The baseball fields are probably not fenced off and we can't stop people from going in. We are not condoning large groups of people gathering and we cannot have that happening until the stay at home order and less than 10 people getting together is done. It is important that people do get outside, get fresh air, and go for walks. I want people to understand that public places are open and available to do that.

Committee Member Beaudry stated I agree, Madam Chairman, and one point before Dr. Goldhardt takes over, we talked about feeding our students and that's another big thing. This was this would allow our students to continue to be fed for that week. A lot of parents are out of work and things are tight at home and with us providing meals for that week would be another plus to my opinion.

Mayor Craig stated I sure Mrs. Gillis can speak up. We're doing everything that we can and the hope is that meals will continue that week.

Mrs. Gillis stated correct. We're looking at both options.

Dr. Goldhardt stated the overwhelming feedback I've received from staff members in particular, as well as parents that have contacted me, not from surveys but just personal contacts through email or phone calls I've received the past week, has been that they would prefer to keep the vacation in place. Especially from the teaching side. I've had many teachers contacted me

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because they feel they need to have some downtime and just let kids have a week away from the computer and away from that time. Of course, there are concerns if you had the break of making sure that we really emphasized and had a strong campaign that is not a time to gather, it is not a time to go out. There's nowhere to travel. There's no cruises. You can't go on the normal Spring Break tours. But there could be opportunities for families to do staycations in their yards and go outside and do things together as a family. I'm thinking that it may be healthy for some of our families to have a week away from the remote learning. However, it might be good for folks to get done with school a week early, so they could go on vacations in June when things are hopefully cleared out. My personal recommendation would be that we keep the April break, just because I believe that people need some downtime from what's going on. But we would need to really emphasize the importance of social distancing and hope that people will follow through with that.

Committee Member O'Connell stated he supports Dr. Goldhardt's thoughts. He stated he received quite a few communications and emails on this topic. He stated he had 49 emails on the issue of MST and Memorial and probably had 15 or 16 comments on this topic. People took two sides and the arguments were legitimate on both sides. I heard from a few people about the unintended consequences. One person talked about how she had planned on having a special week with her children and do the nature of her domestic relationship this was court mandated and it would be taken away from her if schooling were taking place. There may be unintended consequences of moving something that people have relied on and planned for. Based on the stress and mental health issues, and we heard from our principals about the amount of work that our educators are expending every day, working longer hours than normal and many of them are looking forward to having a week to be able to take a breath and get ready to get back into the trenches. This is not an easy decision and I see both sides, but I come down in favor of keeping April vacation.

Committee Member Dobson stated personally, I think there are merits to either but my question is whether or not there's any sort of impact to our contracts if we were to suspend the vacation and if there were other issues that either HR or Dr. Goldhardt could speak to? We don't want to run into challenges if we do decide to suspend the vacation.

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Dr. Goldhardt stated the MEAs contract does have a clause in there that they do have a say in the calendar and we would have to make negotiations with them if we were to suspend the vacation and work with them to make sure that they approved.

Committee Member Dobson stated if we do decide to suspend then it would have to go to them for a vote or something along those lines?

Dr. Goldhardt stated we would have to get approval or an MOU.

Committee Member Beaudry stated I just want to go over the survey. Dr. Goldhardt stated that he had people calling him in favor, but if you look at the survey, 1672 employees voted and out of those, it was 50/50, 872 wanted to cancel and 850 wanted to keep the vacation. When you look at the parents, there was 4,518 parents that voted and it was overwhelming, 62% said they wanted to cancel the vacation. As far as the students, there were 2,935 students who voted and 51% stated they wanted the vacation cancelled. As far as the contract, I disagree with Dr. Goldhardt and the only say that they have in the contract is the start time, that we don't start before Labor Day, and how many days we will be working as we went to the hours calendar. As far as vacation days that we have, there have been times that we had school during certain vacations because we had to make up the days. The people that called me are concerned and they are working families that are saying if they have to work at home and their kids will be on vacation, they are concerned about what to do with their kids. I think the evidence is overwhelming when you look at the survey done by our own people. There are roughly 2,000 employees, so 1,672 employees voted and that is a pretty significant vote. The evidence does not show that people are against this.

Committee Member Perich stated I look at it is if we had vacation, and we went back to school even in June, it would give another week for the seniors and eighth graders to be able to spend to do their senior things or 8th grade things. It would also allow our athletes to get out on the field, softball, and baseball players, even if it is just for a couple of games. I understand the parents concerns, as I have also received some calls from parents, indicating that they are finding a hard time finding coverage while they are home. It is too bad we can't do something like Exeter did, going to school Monday and Tuesday with the rest of the week off. I know the teacher's voted

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50/50, but what is good for teacher's, do they need the week off to get themselves back together? On the other hand, are we going to lose some kids if we go on vacation?

Committee Member Want stated I have to say with 50/50 on the employee, most of the employees I've heard from said that they would like to cancel the vacation because they feel like they've just got their momentum going with their kids and they don't want to lose them. Given that we have a resounding greater number of parents who would like to cancel vacation that weighs heavily in the favor of canceling vacation I think and ending the school year earlier. Students see me seem to be 50/50 or indifferent. But I think there's also a compelling argument to be made for the fact that if kids are off on vacation, they're going to be out and they've not seen each other for such a long time, I fear that they're going to get out and they're not going to socially distance themselves from each other. They are children. They want to see each other so badly. I think it's not a lot of pressure put on them to ask them to have a week off and not get together with their friends. For me, I would like to see us cancel the vacation and then in June end early when hopefully this is in our rearview mirror, and we don't have to worry about kids getting infected and then causing the harm of the disease continuing.

Mayor Craig stated I think the last thing any of us want to do is put our students in harm's way, just to be clear on that, and whether or not we have vacation, if we do, parents still have to participate in this and we need to make sure, as we all have been, that our children and our students understand whether they're on vacation or they're in school, they cannot get together with others during this time with a stay at home order in place.

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Lachance,** it was moved to approve suspending April vacation and move the school year up by one week.*

Roll Call: Committee Members Porter, Kelley Arnold, Perich, Beaulieu, Leapley, O'Connell and Mayor Craig voted nay. Committee Members Soule, Want, Dobson, Beaudry, Thomas and Lachance voted yay. Committee Members Bergeron and Shea were muted and could not be heard. Motion failed.

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c) Motion to have a letter of support and appreciation sent to all MSD employees for their dedicated and swift response to the Covid-19 pandemic remote learning plan – by Vice Chair Want

*On motion of **Committee Member Want,** duly seconded by **Committee Member Soule,** it was moved to have a letter of support and appreciation sent to all MSD employees for their dedicated and swift response to the Covid-19 Pandemic remote learning plan.*

Committee Member Beaudry stated I just want to reiterate what I stated earlier, I think all our employees are doing a remarkable job but our cafeteria workers, the bus drivers and the people that are volunteering to be on the buses to distribute the food, I think a thank you would be nice, but I don't know if there's anything we can do above that to show our gratitude because they are actually putting themselves out on the line with this epidemic. I hope we've given them the precautions that they need, but they're still coming into work every day and they're interacting with other staff and people, so that our children will be fed and I think they deserve more than just a thank you. And, again, our teachers, I don't know what more I can say about them, because I hear that they are going out in the field if they haven't had contact with a student, and the same thing with our guidance counselors and social workers. I don't know if at the end of this whole thing if there's some way we can thank them a little bit better than just given a thank you letter, it'd be nice.

Mayor Craig stated I sent a thank you note to all city staff and school district staff a week or so ago. This letter that Committeeman Want wrote is addressed to all school district employees, so it will go to all and we are tremendously grateful for all of the efforts from everyone. I think it's a great letter and Committeeman Beaudry if you have any suggestions on anything else we should be doing, feel free to bring them forward.

Committee Member Beaudry stated my suggestion, I don't know if we can afford it, but I would like to give a 10% differential for those people that are putting themselves in harm's way by coming in and interacting with others to get the job done. That's my opinion.

*On motion of **Committee Member Want,** duly seconded by **Committee Member Soule,** it was moved to have a letter of support and appreciation sent to all MSD employees for their dedicated and swift response to the Covid-19 Pandemic remote learning plan.*

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Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Bergeron, Perich, Beaudry, Beaulieu, Leapley, Lachance, O'Connell and Mayor Craig voted yay. Committee Member Shea was muted and could not be heard. Committee Member Thomas had left the meeting. Motion passed.

d) That the BoSC draft and submit a letter to our congressional delegation and to Gov. Sununu seeking emergency funding for the upcoming school year for Manchester School District to enable our schools and students to overcome the fiscal and educational deficits that we anticipate as a result of the Covid-19 pandemic – by Committee Member O'Connell

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Soule,** it was moved to that the Board of School Committee submit a letter to our congressional delegation and to Governor Sununu seeking emergency funding for the upcoming school year for Manchester School District to enable our schools and students to overcome the fiscal and educational deficits that we anticipate as a result of the Covid-19 pandemic.*

Committee Member Soule stated I just wanted to say I think this is an excellent idea and the fact that we're being proactive on this now and letting them know how we feel and what we expect when this is over.

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

17. Personnel Report.

Item 11 was removed from the personnel report.

Committee Member Beaudry pulled item #1 from the personnel report.

The personnel report approved on 4/13/2020 is as follows:
RESIGNATIONS/RETIREMENTS: ADMINISTRATION

Name	Position	Building	Salary
Brandon French	Assistant Principal - Elementary	Webster	$90,909

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NOMINATIONS: ADMINISTRATION

Name	Position	Building	Salary
Nicholas D'Agostino	Coordinator - Medicaid to School	Administration	$55,000/$10,808.10

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Name	Position	Building	Salary
Michael Holfelder	Teacher - Culinary Arts	MST-CTE	$71,893

RESIGNATIONS/RETIREMENTS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Linda Linscomb	Computer Operator II	West	$26.24
Patricia Decoteau	Paraeducator/BST	West	$18.31
Lorrie Ellis	Accounting Technician - Student Services	Administration	$18.28
Alan Gomes	Food Service Worker I	Parkside	$11.28

NOMINATIONS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Juan Chavez	Coach - Girls JV Basketball	West	$2,741.00
Eiman Badawi	Food Service Worker I	Beech	$10.90

*On motion of **Committee Member Want**, duly seconded by **Committee Member Kelley Arnold,** it was moved to approve items 2-10 on the personnel report.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Bergeron, Perich, Beaudry, Beaulieu, Leapley, Lachance, O'Connell and Mayor Craig voted yay. Committee Member Thomas was absent as of this time. Committee Member Shea was muted and could not be heard. Motion passed.

18. TABLED ITEMS

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

19. Item # 16 from the March 9, 2020 Personnel Report

No items were removed from the table as of this time.

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20. NEW BUSINESS

Committee Member Beaudry stated beings we were not able to respond to public comment, I just wanted to comment. One of the comments made was that Memorial High School doesn't have empty classrooms. In 2002, under the Design Build, we expanded all of our high schools and middle schools to accommodate the population. There were 2,400 students at Memorial in 2002. Up until about 12 years ago there was 2,300-2,400 students in that building. There are currently 1,400 students. How can someone say there isn't an empty classroom when it is 58% occupied. When I hear comments like that, I get frustrated because the public needs to be aware of what the occupancy of the high schools are. Using the number from a decade ago, West High School is roughly 40% occupied, Central High School is less than 50% occupied. Manchester Proud talked about implementing magnet schools and we keep tabling something that has been proven to be a workable and very successful school, MST. The numbers are growing at MST, while the numbers at the other high schools are diminishing. I hope we don't keep prolonging this and if people are going to put out facts, they need to make sure they are factual.

Committee Member Leapley stated that she will wait for this to come back to us so that we can have a real discussion about it.

Committee Member Perich stated a couple of comments. First of all, I'd like to go back to when we were discussing and I'm not sure I can do this, but I'm going to try anyways. When we're discussing the students that do not have enough credits, I just want to let Committee Member Want know that the counselors start at the end of the junior year talking to those kids who do not have enough credits and then again, they will do it in September, so that they sign up for the correct classes to make up those credits, or they'd start taking credit recovery at that point. And also, with that, I received more calls of parents concerned about the student's GPAs and parents concerned about pass/fail. So, I think that that's important, we keep that. The other main thing I wanted to talk about is the Memorial MST merger. I'm just going to throw out some questions they don't have to be answered tonight but maybe the superintendent can give us some answers the next time around. Number one, where's funding going to come from to make the change? Number two, will there be an impact on the students that are not technical or CTE students at Memorial? Number three, will the community have a chance to comment or communicate with the superintendent their comments? Those came from the constituents in my

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district. For me, I am still concerned that we are eliminating one principal at one of the schools. I think that the traditional high schools are going to bring enough problems or enough work with their concerns. The MST high school they have enough work when they work on grants and things like that. From all the ward eight parents that contacted me, they're all against this. The MST parents are against it because they feel that their identity will be taken away, they feel that their kids are at MST for a reason. The Memorial parents are concerned, they feel their identity will be taken away. So, I'm just concerned about that. And I think that Committee Member Beaudry made the comment about the 58% and he is probably correct about that. The thing that is wrong about that is I think the comment that was read was that many of the teachers back in the heyday, when we had Auburn here, a lot of more traveling teachers from room to room. Now they all have their own rooms and I think that is what the guy was trying to say, not that they're completely gilled during the day, but they all have their own rooms where they can do their own work with the students even on their periods off.

Committee Member O'Connell asked if Dr. Goldhardt was going to respond to that or should I just continue?

Dr. Goldhardt stated I'll respond to Mr. Perich at another time because it'll take a lot of lengthy response.

Committee Member O'Connell stated I'm glad we tabled the discussion tonight on MST and Memorial. I don't plan on visiting it all here. I think it's maybe not the right part of the meeting since we've gone delayed comments on public comment. I do have grave concerns. With regard to Committee Member Beaudry indicated that he wishes that people would state facts. There is an old saying that there are more statistics than lies, and it is often in the eye of the beholder, because I don't believe the facts as stated by Committee Member Beaudry. My main comment is that I am very disturbed by something as momentous as this coming to the Board without us having the information that we need to make the decision. I don't know what the metrics are but my biggest concern is that as a new Board Member, surrounded by many other new Board Members, I don't like the idea that I keep being told by people outside of this Board about the plan, never written, never explicit, never explained to anyone, but the plan for our school district that we are moving forward with. It really irks me. If we have a plan for the future of our schools, and in particular our high schools, then let's have it out in the open and have people tell

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us what that plan is. If there is not a plan right now for our four current high schools, then let's begin the conversation about what we should do with our high schools. I do not want a piecemeal solution, being revealed a little piece at a time while there are people off stage saying we have a plan that we are moving towards or against. Dr. Goldhardt came before us last month and the month before and talked about issuing an RFP to look at our facilities and our future needs, in particular our high schools, but all of the buildings. I would request that the Board rejects whatever else goes on outside of this Board, because as a Board we have a duty to look to our students, to our families, to our educators, to our students and the future of the city and the cities needs for schools. We should decide based on some science and do it the right way. On a different topic, I had a couple of questions with regard to Governor Sununu's interview today on MPR, that while he wouldn't be making an announcement until later this week, but he suspected that it was very likely we would not be going back to school. This led to a question I received as to if there was any discussion about Power Scholars or Summer School and if we had a decision or any ideas about that.

Dr. Goldhardt stated we haven't made any decisions yet on summer school because we don't know yet what's going to happen with summer school or what the condition of what will happen in the summer will be.

Mayor Craig stated I think this has been alluded to by a number of Board Members tonight and we heard it in the comments regarding MST and Memorial High School. We need to do a better job of working with our community, working with our staff, and making sure that everybody is on board and has an opportunity to comment and provide input into the types of decisions. It's a very difficult time right now with COVID-19 and not having an opportunity to meet with people. I think the timing of this was really tough tonight but I do believe that there is a potential opportunity here and that we shouldn't just put it on the shelf and forget about it. But we do need to reach out and make sure that we are gathering information to meet the best needs of our community. So, with that, Dr. Goldhardt, what are you thinking in terms of next steps and can we, I mean it's difficult right now because we are not necessarily going through a committee process. But with major decisions like this, I do believe that, we need to either put together some working groups or go through the Teaching and Learning committee for these opportunities.

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Dr. Goldhardt stated we can either to do a special Working Group on this particular one or go through Teaching and Learning. I'm fine either way, or we just need to decide are we going to consider magnet schools or not? We do have an opening for a high school principal for Memorial High School, and we can't put that off for a long period of time because we need to move forward in that regard and decide which direction we want to go.
Committee Member Beaudry stated are we done with this one, because I want to make a comment about a different subject.

Committee Member Porter stated I received about 24 different emails today and I read a lot of different comments of things on each side of it and some folks that said they didn't really know. And I think this did boil down a little bit more to a process. It got me thinking to how oftentimes, we talked about wanting to have a working meeting or a segment. And this is something that like, yes, we've tabled it and we want to have it out a little bit. I think it could be worthwhile to think about having a segment of our next meeting as kind of a workgroup on this subject, so that we can talk about it and get everything out there and it doesn't necessarily have to get voted on but we can start that process of getting people involved, getting information out there. Unfortunately, it's not like it was when we rolled out five through eight and we could hold town hall meetings at all the schools, we can't do that right now and that needs to be recognized. A lot of the stuff that I got from the emails I read was we haven't had a chance to talk about this. I had first said that I wanted to discuss it. I thought it would be good to get all this stuff out there. Let's air it out. I had 16 questions written down from different emails that I wanted to get answered before I could even have an informed vote on it. So, I think it'd be worthwhile to consider that for our next meeting.

Committee Member Beaudry stated really quick, I have my other point that I want to make but now that that Committeeman Porter said what he stated. As far as the knowledge of this, it's like redistricting when people say that they didn't know anything about redistricting. When we went around the City for over a year on redistricting. This was part of Manchester Prouds plan also to make magnet schools and I think they even might have said MST with Memorial. I'm not sure about that but I know they talked about magnet schools. But Dr. Goldhardt, in his presentation to us over a month ago, when he talked about his goals and initiatives, that was part of his goal and initiative was to make MST and Memorial High School a campus. So, I don't know where people were when that discussion was taking place. But I've been saying people have to be aware of this

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because on more than one occasion it's been brought up and I know this was brought up even in the last board when there was support with Dr. Vargas to go ahead and implement this. This was on Dr. Vargas' radar also. Maybe it is just that I am too close to it, being on the board for the last few years when it was talked about, but it definitely was not a secret. Let's put it that way. But with that being said, my other concern when we talked about the social distancing, and now that we didn't cancel the April vacation, I have gotten several phone calls about kids playing on the Memorial High School field. With kids going out now and we're going to police these fields or put signs up that they can't go out.

Mayor Craig stated it is my understanding that they did put a sign up. The police did go out and patrolled too.

Committee Member Beaudry stated alright, from my understanding it's not stopping and the police have a lot on their plate also. If we are not going to have social distancing then I don't know why we have the stay at home order.

Mayor Craig stated we have SROs at the schools as well during the school days.

Committee Member Beaudry stated I would hope that they are going to disperse these kids because it is an ongoing problem.

Committee Member Bergeron stated I wanted to compliment Andrew because he is doing a great job with communication in this new position. Andrew is a Director level in Communications and I would like to get his feedback on this, because we need to share our vision of this to the community and I know we already have. I wanted to thank Andrew and get his feedback on some of these items. I don't think he has seen a school function normally, or a district office, and I wanted to congratulate him on the job he is doing and I look forward to him weighing in on these things as he will have a good tie to the community. This is relative to MST and Memorial and it would be good to involve the community more, although we already did and I agree with Committeeman Beaudry that we did go around. I feel this is more of a redistricting thing.

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Committee Member Leapley stated I agree that it's really important that we continue to communicate during this break and I know that's really hard. Along those lines I wanted to ask was the policy committee meeting for April canceled. I didn't see it on the calendar marked canceled or not. It's just not on there anymore.

Committee Member Want stated we didn't have anything brought forward by the administration. So, we didn't schedule a meeting. I don't know why it wasn't put down as cancelled.

Committee Member Leapley stated as a member of that committee, it seems strange that I wasn't informed that we were not having a meeting. Is that how we're going to do going forward? We just won't meet anymore. Or is there a way that I can request that we meet?

Committee Member Want stated absolutely. Any committee member can request something we put on an agenda, but we didn't have anything on our agenda and no requests from the administration.

Committee Member Leapley stated the BOSC Rules state that the committee will regularly meet every month. So, it was my assumption that I didn't need to request that the meeting happen. But can I request that we at least meet in May?

Committee Member Want stated absolutely and then please submit agenda items, and we'll ask the administration to do the same.

Committee Member Leapley stated thank you.

Committee Member Soule stated I just wanted to say that I have a number of thoughts and comments regarding MST but now it's not the time and place to discuss it. I spent a lot of time reading everything that was submitted and I was a little disappointed that it got tabled tonight but tomorrow's a new day and we'll get an opportunity to share our thoughts at a later time.

Committee Member Perich stated yes, just a real quick thing on something that Committee Member Beaudry was talking about before. I've been walking down at both Memorial and St.

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Anthony in the afternoons. And it's a lot of graduates that are out in the fields, not the high school kids themselves, and it happens mostly on weekends. And that's what I've noticed. So, if it happens on weekends the SROs are not around.

Mayor Craig stated we all have to step up in these instances when we see in who is too close or putting others in a situation where it's not safe. So I would just ask all of you, as I mentioned, at any opportunity that you have, if you see people gathering and they shouldn't be or they're too close, and they shouldn't be, it's upon all of us to make sure that they understand that's not right at this time.

Committee Member O'Connell stated I just wanted to in response to Mr. Beaudry and to Mr. Bergeron, I just want to say that, just this idea with regard to people knowing and a communications issue, and they should know or not. With the greatest respect, people do not know, and I'm one of the 100,020 people in the City of Manchester, if there is a plan for the schools or the City of Manchester that has been decided by a previous board or discussed by a previous board, and that plan exists, and we're marching towards it, if there was something in the Manchester Proud plan that was in code in there that said, we're closing this school, opening that school and amalgamating another school. I'd like it to be explicit. We're four months into being this new committee. There are nine new members on this committee. I don't want any more to be looking through the clouds trying to find out what might be in the fog. If there is a plan, call it out, say what it is. If there isn't a plan that we should get about the business of the plan. I for one, absolutely have no idea what you're talking about when you say people should know anything about closing or opening or amalgamating schools. Secondly, I would say that with regard to the position at Memorial, I would strongly suggest that administration that we disassociate and the amalgamation of schools from the position of the principal at Memorial High School.

Committee Member Bergeron stated I do have one more thing. I just wanted to thank the teachers of Green Acres because I happen to live fairly close and I was here for their car parade that actually came to the neighborhood. And I know other schools have done that. But I wasn't aware it was happening but all the neighbors were in their front lawns, it was the perfect social distancing. It was car after car, all the teachers, and I just have to say, I was pretty impressed and

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it was very motivating. So, I wanted to just thank them and I know other schools were going to do it too, but they just happen to be the ones to go through my neighborhood. So, it was great.

Committee Member Kelley Arnold stated I just wanted to get back to my committee. If MST and Memorial wants to come through Teaching and Learning, that's great. But I think it would be even better if we could form a special committee because we'd have a lot coming through Teaching and Learning. But I think there's a lot of misinformation out there regarding that merger and I see it as some great opportunities. I don't think that we're getting the information out there. So, I think a small workgroup that could work on our approach of getting the information out there would be more important right now. So, can we make a motion to have the vice chair, put a committee together for it or make a motion to send it to Teaching and Learning, but let's do something with it.

Mayor Craig stated unless we waive our rules, we can't make motions in new business. But if you would like to waive the rules and do so you can.

Committee Member Beaudry stated you can make a motion to send it to committee under new business, but that is it.

Mayor Craig stated I like the idea of a special committee focused on this.

Committee Member Kelley Arnold stated can I make a motion that we set up a special committee? Can that happen? Can we make a motion to send it to a special committee?

Committee Member Want stated motion to suspend the rules.

Committee Member Beaudry stated you don't have to suspend the rules.

Committee Member Want stated to take a motion under new business.

Ms. Allen stated I don't know if there's someone that's not a board member on the call.

Committee Member Beaudry stated I don't know who this Tim Russell is.

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Committee Member Bergeron stated he is a music teacher at Memorial.

Committee Member Beaudry stated how come he's on with Board Members?

Ms. Allen stated I think he just joined. I'm not sure how he has the link.

Committee Member Beaudry stated because we're going to be going into non-public. Are these people going to be having access to our non-public?

*On motion of **Committee Member Kelley Arnold,** duly seconded by **Committee Member Want,** it was moved to send the MST and Memorial item to a special committee that would be designated by Vice Chair Want.*

Committee Member Dobson stated I would just like to say I'm okay if going to committees a better way of doing this. The other thing we keep pushing down the street, which is kind of have any working session to have real discussion without a vote similar to what Committeeman Porter had said. So, a committee's okay. I just think that to get that input from the community to really be more kind of public and transparent, that I think those working sessions and those retreat type sessions would also be a great forum for this. So, I guess I would support it going to a committee as well.

Committee Member Lachance stated if I could ask a technical question. We've got an item on the table that we're now making a motion to form of Special Committee on, I'd like to think about one.

Committee Member Beaudry stated I agree with you Committeeman.

Mayor Craig stated I do too. Thank you.

Committee Member stated the administration has been working on this. I think we should leave it in their hands.

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Mayor Craig stated I don't disagree with you at all. There's been a lot of work done. But there are a lot of questions in the community and we need to make sure that we include the community and address the concerns.

Committee Member Beaudry stated 100% agree with you, but I think the administration can do that, like Dr. Vargas did with redistricting, and set up some forums. I think the superintendent wanted to do this in September. I don't know what the deadline would be to get that accomplished. If it goes to a committee, and it takes months, obviously, it's not going to happen then this September, I'm not sure that was going to happen. It was going to be phased in, from my understanding, over a four-year period. So, I don't have a problem, I want the public to weigh in because I want a consensus. But I also don't want to stop the program. It seems like this district whenever they don't want to do something, we just push it off to a committee in hopes that it just dies. And I don't want that to happen.

Mayor Craig stated I'm speaking for myself. That's not the intent at all. In fact, one of the things I think would be very beneficial and it could happen quickly, I think Committeeman Porter said he had about 15 questions, other board members probably have similar questions or different ones. But if we could get those to someone in the administration, and they could be answered and then posted on the district website, at a minimum that would get information out immediately to address some of our question but also get answers to community members and teachers who have questions. I think that would be a good start. And, next meeting, I guess we can decide how we want to move forward with this but I think it's important that we do, communicate, and talk about this more in public, so everybody understands the path and where we're trying to go with this and the implications and how we're moving forward.

Committee Member Beaudry stated I totally agree with you, Madam Chairman, and maybe all those questions get funneled to the superintendent, it is tabled as Committeeman Lachance said to next month, we can we can have all those questions answered in public, and if there are more questions, we hopefully will have them answered.

Mayor Craig stated I would get them online and as soon as possible, and then we can even send them out.

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Committee Member O'Connell stated I just want to differentiate between communication about a plan to amalgamate Memorial and MST and that as a decision that I don't know where that derives from. If this decision had been taken last September by the previous board, and it was proposed and seconded and passed, then we would be having a problem of how do we communicate this to our teachers and students and parents? No such decision was made. So I don't want to jump through the process of deciding how we answer questions about what we intend to do with two buildings that we've never taken a decision by any board or any committee of this board to go ahead and do it. So, I'm not happy that we're concentrating on how do we explain to people how we're moving forward. I'm a board member, I've taken vote and how we're moving forward. I haven't been asked other than tonight to take a vote to move forward and I haven't had input and most of the people I represent don't know anything about the plan we're moving forward with. So, ultimately I want to go back to the first cases, if we have a plan, what is the plan? And I would frankly, Mayor, I would suggest, I don't understand why we'll be issuing an RFP about what to do with our high schools, when we've already decided what to do with two of them. So, the whole thing does make sense, I think people in the public are right to be upset about the fact that there's an agenda afoot, that we're moving forward on things, to talk about amalgamating and making Memorial something other than what it is today, after 100 more or more years of the Crusaders and their traditions, and to come into a board and say we need to explain to people what we're doing, when no board in this city has made the decision to take any action with regard to Memorial. That action should be explicit. It should be done against a set of facts and knowledge and studies done as to what's the right thing for the future of our students and our city and our buildings. And we should do that with all deference to the taxpayer. All deference to their money and the way it's going to be spent and what we're going to do in the future and to be taking these decisions one at a time is just not correct. I really want to see a decision. I want to see where it's coming from. I don't want to inherit hearsay and half thoughts. We were thinking about it and we all talked about it last year. The people who insist that the public know about them, there's been lots of meetings we've talked about it, there has been no occasion that this board has decided to move forward with any such action. That's the place where we should start.

Mayor Craig stated I still see no harm in answering the questions that have been asked of this board and would appreciate that we can. Dr. Goldhardt, would you be the right person to for us to send those to?

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Dr. Goldhardt stated I'd be happy to take those questions.

Mayor Craig stated great. Thank you.
Committee Member Kelley Arnold stated can we call the question, because I think we didn't pull it.

Mayor Craig stated you will rescind the motion?

Committee Member Kelley Arnold rescinded her motion and **Committee Member Want** rescinded the second.

Committee Member Leapley asked what is the conclusion?

Mayor Craig stated there is no motion because the item was placed on the table this evening.

21. 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 Dobson,** duly seconded by **Committee Member Kelley Arnold,** it was moved to go into non-public session under the provisions of RSA 91-A:3 II (a, b and 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.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yay. Committee Member Bergeron was muted and could not be heard. Committee Member Thomas was absent. Committee Member Shea was muted and could not be heard. Motion passed.

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

*On motion of **Committee Member Soule,** duly seconded by **Committee Member Lachance,** it was moved to call the meeting back to order.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Bergeron, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yay. Committee Members Thomas was absent. Committee Member Shea was muted and could not be heard. Motion passed.

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member O'Connell,** it was moved to seal the minutes of the non-public session.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Bergeron, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yay. Committee Members Thomas was absent. Committee Member Shea was muted and could not be heard. Motion passed.

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member O'Connell,** it was moved to deny item #1 on the personnel report.*

Roll Call: Committee Members Porter, Kelley Arnold, Soule, Want, Dobson, Bergeron, Perich, Beaudry, Beaulieu, Leapley, Thomas, Lachance, O'Connell and Mayor Craig voted yay. Committee Members Thomas was absent. Committee Member Shea was muted and could not be heard. Motion passed.

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ADJOURNMENT

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

*There being no further business, on motion of **Committee Member O'Connell**, duly seconded by **Committee Member Perich**, it was voted to adjourn.*

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

Committee Members Thomas was absent. Committee Member Shea was muted and could not be heard. Motion passed; meeting adjourned at 10:05 p.m.

Respectfully Submitted,

Angela M Carey

Clerk of Committee

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