BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37

March 14, 2022 **7:00 p.m.**

1. Mayor Craig called the meeting to order at 7:00 p.m.

2. Mayor Craig called for the Pledge of Allegiance.

Committee Member Tassey led the Pledge of Allegiance.

3. A moment of silence was observed, keeping all of those who are living in Ukraine, as well as the many Manchester Families who have family members there, as well as Patricia Kubit, Ben Dion's grandmother, and his family in our thoughts.

4. The Clerk called the roll.

Present: Committee Members Turner, Parr, Soule, Want, Bonilla, Tassey, Argeropoulos, O'Connell, Potter, Perich, Hamer, Leapley, Gonzalez, Camire, and Mayor Craig.

Absent: Committee Member Dion.

PUBLIC FORUM

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

Richard Lehmann, 6 Garvins Falls Road, Concord, stated:

He is an attorney practicing law in Concord and he stated that he filed the lawsuit against the city that the Board may have read about in the Union Leader this week and last week. He stated that he came to talk to the Board about the transgender student policy that he understands that the Board is taking up tonight. He stated that he is glad to see that the Board is taking steps to make changes to the very worst parts of the policy but the proposal coming to you from the policy committee goes nowhere near far enough, for the very simple reason that it does this: It encourages school personnel to lie to parents. He stated that he can't imagine a context in which it is appropriate for school personnel to lie to parents about their children. Parents are better suited than school employees to

look after the best interests of their children and nothing in the proposal that you will be considering tonight is going to change that in any way. The proposal takes out a reference to including parents and other school personnel but by taking out that reference, it simply leaves everybody in the statement that school personnel should not disclose information that may reveal a student's transgender status or gender non-conforming presentation to others. That necessarily includes parents. If you are going to do right by the parents of your district, you should exclude them from the group of people who are not told about their student's behavior in school. He stated that he is not here to tell the board that there's anything wrong with any kind of behavior or anything right with any kind of behavior. That's not what the lawsuit against the district is about. It is strictly about communicating with parents to put them in a position to help their children. He asked the board to consider the situation because he stated that he thinks it would be hard to be a young person who feels transgender inside and that's what they want to be and that they might be concerned how the parents are gong to react when they disclose that fact to their parents. But by encouraging the school to deny parents access to information about the student's outward expression in school, not some communication with a school counselor or a teacher where a student might say that they have some confused feelings or they have some concerns or they have something that they want to talk about, you are denying that child the privilege of having a parent wrap their arms around them and tell them that they love them no matter what. And if you make a child, in some instances, and there's no age limit on your policy, so we're talking about children who are too young to drive a car with a learner's permit, you deny them the ability to have their parents tell them that they love them no matter what, you are doing them a grave disservice and you shouldn't do it. You should encourage your school personnel to communicate with parents openly about their children, to tell them the truth and to encourage them to help support their children in every way that they can. Thank you.

Nicholas Pigeon, 643 South Main Street, stated:

He stated that he is here to talk about the Deaf and Hard of Hearing program in Manchester. He stated that he wanted to start off by saying that his son is four and he has bilateral cochlear implants and they use American Sign Language at home, as well as spoken English. Right now, he is attending Green Acres for the Deaf and Hard of Hearing program, as many people who have lived in the state of New Hampshire have before him. Essentially, what they learned at their IEP meeting last week is that the Deaf and Hard of Hearing program is now longer going to be at the end of this year. So, coming up this next school year, the Deaf and Hard of Hearing program at Green Acres,

McLaughlin and Memorial will now be a general special ed program, which expanding special ed is terrific; however, there are now three teachers of the deaf for the entire Manchester School District and one of them is going to be kindergarten teacher, not focusing on being a teacher of the death, which leaves two for the entire City of Manchester. With the program now being a general special education class, we were also told that our son is not going to be forced but would have no reason not to go back to the neighborhood school, which for us is Parker Varney and not Green Acres. Deaf students need specialized education. Deaf students, before the age of 5 if they receive access to learning and access to language, they will develop just as their normal hearing peers, they will have no other issues. As a licensed social worker in the State of New Hampshire he has seen the alcoholism, the depression, the anxiety, the suicide attempts in the deaf community. As a parent, I have had the opportunity to work with the Hands and Voices program and through this he has met many deaf adults, many of them have had the opportunity to go through Manchester's brilliant program. He stated that he knows a very well renowned artist in California. He knows a High School Teacher at Pinkerton right now whose daughter just made honor roll and he was able to parent a hearing child that made honor roll at RIT in Rochester, New York. Another person who owns a well renowned Carpentry business in New Hampshire. By giving deaf students access to language and education, they will develop just as everyone else does. If they don't, the results speak for themselves and are very poor. He asked the Board to consider not getting rid of the Deaf and Hard of Hearing program. There were 80 students at one point in this program and it's down to 12, that's an 85% reduction. This is not due to Cochlear implants that his son has. Many of the current students do have cochlear implants. This is due to Manchester not welcoming outside communities any longer, which has pros and cons to that but students pay tuition. That is what it is. We need to maintain our Deaf and Hard of Hearing program. Thank you.

Sue Hannan, 13 Sundown Drive, Derry, stated:

She stated that she teaches at Hillside and is the President of the Manchester Education Association. She stated that she is here to address the STREAM program and guidance and health educators tonight. She stated that you will see a presentation about the STREAM program tonight and how wonderful apparently it is. What you will not see is the guidance role in this presentation and how the program has completely upended how guidance works in that school. In order for the STREAM program to work, the social emotional piece must be addressed. The School Counselor has been forced to hold groups daily to the point where she cannot service students, address emergency situations or attend special education meetings that she should be at. The ASCA (American School

Counselor Association) Standards for School Counseling were adopted by this Board in October, derailing what the counselors do for a new program flies in the face of those standards. A school counselor sets up their own student meetings according to the students and what they need. In this model, meetings are set up for the counselor and there is no time for students to meet with their counselor for their IEPs, for other groups, or for individual meetings. The counselors in elementary have been working all year to develop standards for Manchester that are aligned with ASCA, as directed. Elementary counselors meet monthly and have done significant work to make sure the services they are providing are part of ASCA, as well as the Standards of Manchester. This group of people are the ones that hold the whole school together. Taking them away from the already too many things they do would invite an inability to address students, service students with IEPs or 504 plans, assist SROs and Administration with student processing, and so many other services. A science teacher doesn't provide the same curriculum as a health teacher. The District and MEA worked together a few years ago to make sure all of our health teachers were certified in health, it was a big, big undertaking. Dropping health would create a domino affect reduction in force for placing these teachers elsewhere in the district. Please be aware that this is a change in working conditions for guidance and for health. This needs to be impact bargained and approving this program tonight will provably violate our collective bargaining agreement. The program should cease and desist all together until bargaining can take place. Please consider taking another look and including the MEA in this conversation. Thank you.

Joanna Brown, 246 Blevins Drive, stated:

She stated that she knows that this is a very touch subject but she is also here to talk about the transgender policy. She stated that she read the changes in the agenda and is frankly shocked that you would remove parents from your policy and strike out that you're excluding, because previously you excluded parents from the discussions, explicitly excluded parents form the discussions. Now you are only saying that you will only discuss transgender discussions as applicable by law. What does that mean? Are parents included in that applicable by law group? Because it is not clear. What seems to be clear is that you are trying to hide the fact that you are hiding this from parents. She stated that she is not affected by this directly but she is very shocked in the way that things are happening here. How could you possibly exclude parents from such a life altering decision from children that are not even legal adults yet? Are school people going to be having conversations with third graders, fourth graders, fifth graders, students who are too young to really take on these types of conversations? And why aren't parents involved? How are we to know that you are having the

right discussions with our children about life altering choices? It is very shocking the way that this policy is written and she stated that she thinks it needs to be rewritten and give the parents the right to be involved from the beginning. Parents should be notified as soon as there is such a discussion happening. Not because we want to be angry with our children but because we want to love them and encourage them and protect them. That is all I have to say.

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

*On motion of **Committee Member Want,** duly seconded by **Committee Member O'Connell,** it was moved to take all comments under advisement and further to receive and file any written documentation presented. All were in favor and the motion passed.*

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

Committee Member Tassey stated he wanted to thank Mr. Pigeon for showing up this evening and stated it takes a lot of courage to get up in front of the public. He stated to him that his voice is very important in this matter. He stated that Mr. Pigeon's presence here and him bringing this up will be cause for this conversation to take place.

Dr. Gillis stated that they received an inquiry last week on this topic. She stated that she connected with Mrs. Steady and she asked Mrs. Steady to respond.

Mrs. Steady stated a question came in and they have not made any changes for next year and the Deaf and Hard of Hearing Program is still available and will still be available for students. There has been significant decline over the years, even since she has been here for four and a half years and some of that is due to cochlear implants, other kids graduating and moving out of the district. She stated that she wanted to address not accepting other students, and stated that during Covid they struggled, as every school district did, to meet the needs of students of students here. There were students that we could not provide services for and so when parents in other districts choose to home school their students and then wanted to come back during Covid, we just didn't have the service providers, so they did make the decision on two students to not have them come back from another district. Other than this, during Covid they didn't accept additional students. There was only one

additional student that had asked to come. She stated that she does see this changing in the near future, as we can provide more services for students. The Deaf and Hard of Hearing program has not gone away and she doesn't know why it was said during an IEP meeting but she stated that she has already reached out to the principal to get more details on this.

Mayor Craig asked so just to be clear there are no intentional changes that the district is making in terms of accepting students into the Manchester School District for this program.

Mrs. Steady stated not at this time. She stated there was during Covid when we couldn't meet needs, like interpreters and things like that. We didn't want to accept students when we knew we couldn't fulfill their IEP.

Mayor Craig asked starting effective today and going forward this program is in effect and if there is a student from out of district that wants to come to this program, we will allow that?

Mrs. Steady stated yes and if we can hire the support staff and there is the availability, absolutely, we can meet student's needs.

Mayor Craig stated this board has not made any decisions or changed anything so this was news to all of us.

Committee Member Hamer asked if any Manchester students go out of district with hearing loss?

Mrs. Steady stated that she thinks that if she does disclose that it could be possibly disclosing someone's disability and she can't do that. She stated that they do meet the needs of our students.

Committee Member Soule stated that she is hearing that you would accept students and the reason that you didn't accept students was during Covid when you couldn't provide the services for out of district students?

Mrs. Steady stated and students were home. Kids were remote and things like that happened. There was a time period, if you recall, that not all students were back in the buildings. Service providers had decided to go to other places and when she inquired why it was because the pay is

higher in other districts. There have only been a couple of students that they have chosen not to because of the fact that we can't meet their IEP needs.

Committee Member Soule asked if we currently have the support staff and the staff available beyond servicing our students to meet the needs of those other students?

Mrs. Steady stated she doesn't think at this time that we do but it is not as if we couldn't if another district asked, we could try to hire and they would definitely look into that.

Committee Member O'Connell stated he is glad to hear that the program is not going away because that would have come as a surprise to all of us. He stated that he heard Mr. Pigeon state that historically there have been nearly 80 students in this program and now the numbers are down to around 12.

Mrs. Steady stated that was way before her time. She stated that historically this is many years ago. She stated that this was probably 15-20 years ago. She stated that when she came on board and acquired about it she pulled the numbers and those numbers were very small amount and they said that the reason that they had coordinators and the other positions within this program was due to the previous high numbers. She stated that she asked the people that are in this program why they thought there was such a reduction in the numbers and they stated it had a lot to do with the cochlear implants at such a young age that kids don't need a self-contained program. That is what we are really talking about, kids needing to be with just kids with disabilities due to the fact that the regular education environment, plus resource rooms or supports within that, can't meet their needs and so they go into a separate program. When they looked at the numbers, prior to Covid, in just the preschool program we had two students and that was it. That was when we had students coming from out of district. It really has decreased over time and it is not due to us not accepting students. She stated that for preschool they did look at how they can get this program to continue and they looked at other kids with disabilities that would benefit in a self-contained, who may have communication or some sort of hearing loss, who would benefit from ASL. She stated that they were able to increase the program. Historically since she has been here there have been 2-4 students to around 6-8 this year. She stated that she doesn't see us changing this. The issue of the kindergarten teacher leaving, that is a district decision around HR and doesn't have anything to do

with the program. If someone says that they want a different position in the district, then they go through the HR process.

Mayor Craig asked if Mrs. Steady could pull the historical enrollment information over the past ten years for the Board to see, as it would be interesting to see the trend, including students in the district and also students from out of district?

Mrs. Steady stated that she can do that.

Committee Member Argeropoulos asked about the STREAM program and it was indicated this is an item on the agenda that will be discussed later.

8. RECOGNITION/PRESENTATIONS

9. Recognition of Central and Memorial High School Award Recipients – by Andrew Toland

Mayor Craig stated we are onto recognitions. Tonight, we are recognizing folks from Central Memorial High School who are award winners. We are excited to celebrate students from both Central and Memorial tonight whose work received awards in the visual arts portion of the 2022 Scholastic Art and Writing awards. Students from around the state submitted their visual and literary artwork. Winners were recognized in a virtual ceremony on Friday, March 11. Students will be recognized this evening in a moment but she did just want to recognize and take a moment to call out our wonderful art teachers because without them these students wouldn't have known about this opportunity and they continue to motivate them and encourage their creativity and tonight we have Corey Doherty here from Central and Laurie Sweeney and Ron Budway from Memorial. She stated that when she calls the students names if they could come up and be recognized. The students recognized included:

From Central High School

- **Helen Huynh**, Grade 12, 2 Gold Keys, 1 Silver Key, 6 Honorable mentions
- **Anna Grondin**, Grade 12, Gold Key Portfolio
- **Alexa "Lexi" Roux**, Grade 12, Honorable Mention
- **Emma-Rose Cote**, Grade 12, 2 Silver Keys

From Memorial High School

- **Lauren Bartnicki**, Grade 12, Honorable Mention in Ceramics
- **Evan Galvez**, Grade 12, Silver Key in Ceramics
- **Madison Stumpf**, Grade 11, Gold Key in Photography, "Brycen"
- **Rema Ahmed**, Grade 11, Honorable Mentions in Photography, "Lost Within a Book" and "Old Love"
- **Fatima Alzaobedy**, Grade 11, Honorable Mention in Digital Art, "Outside World"
- **Olivia Brown**, Grade 12, Honorable Mention in Digital Art, "The Surrealist Way Down"
- **Olivia Gelinas**, Grade 11, Honorable Mention in Photography, "Defying Gravity"
- **Sushan Koirala**, Grade 12, Honorable Mention in Digital Art, "Captured"
- **Caroline Makara**, Grade 12, Honorable Mention in Photography, "Through the Eyes of Society"
- **Brianna Pepin**, Grade 10, Honorable Mention in Photography, "Blurred Arcade"

Mayor Craig thanked everyone for joining us this evening and congratulated everyone and wished them luck.

10. **ACTION AGENDA**

11. Memorandum of Understanding (MOU) between the Manchester School District (MSD) and the Manchester Educational Support Personnel Association (MESPA)

There were no questions or comments.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Soule,** it was moved to approve the Memorandum of Understand between the Manchester School District and the Manchester Educational Support Personnel Association. All were in favor and the motion passed.*

12. Memorandum of Understanding (MOU) between the Manchester School District (MSD) and the Manchester Educational Association (MEA)

There were no questions or comments.

*On motion of **Committee Member Hamer,** duly seconded by **Committee Member Argeropoulos,** it was moved to approve the Memorandum of Understanding between the Manchester School District and the Manchester Educational Association. All were in favor and the motion passed.*

13. Memorandum of Understanding (MOU) between the Manchester School District (MSD) and the Manchester School Para Educators Association (AFSCME)

There were no questions or comments.

*On motion of **Committee Member Potter,** duly seconded by **Committee Member Leapley,** it was moved to approve the Memorandum of Understanding between the Manchester School District and the Manchester School Para Educators Association (AFSCME). All were in favor and the motion passed.*

14. Gear up College Field Trip – by Kelly Jobel, Data and Technology, and Damond Ford, Gear Up

There were no questions or comments.

*On motion of **Committee Member Potter,** duly seconded by **Committee Member O'Connell,** it was moved to approve the Gear up College Field Trip as submitted. All were in favor and the motion passed.*

15. <u>CONSENT AGENDA (ITEMS 15 – 21)</u>

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

Committee Member Argeropoulos removed item 19-a from the consent agenda.

The balance of the consent agenda was as follows:

17. Approval of minutes from the Board of School Committee meetings on: January 24, 2022, regular meeting.

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

a. Amendment to Policy Students 100.1: Transgender and Gender Non-Conforming Students
b. Policy Foundations 107: Labor Negotiations
c. Policy Community 115: Glossary of Terms

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

a.

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

a. Treasurer's Report
b. Financial Reports
c. City Services Invoices ($1,675,895.05)
d. Manifest of Authorized Expenditures (February 2022) ($17,543,069.01)
e. 21st Century Program Site Coordinator Pay Adjustment ($107,065.11)
f. RFP Results – Interactive Panel Display – Spring 2022 ($2,190,003.00)
g. RFP Results – Digital Multi-Functional Products (MFPs) ($557,162.00)

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

22. Report(s) of the Special Committee on the Superintendent Search

a. Timeline
b. Ad for Superintendent Search
    - Vote of the BoSC to allow the utilization of up to $5,000 to be utilized through funds identified by the Chief Financial Officer, for the postings of the Ad
c. Revised Superintendent Job Description

*On motion of **Committee Member Soule,** duly seconded by **Committee Member Want,** it was moved to approve the balance of the consent agenda. All were in favor and the motion passed.*

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

a. Science Technology Reading Engineering Art and Mathematics (STREAM) Elementary Elective Program

Committee Member Argeropoulos stated during public comment there was a comment regarding guidance counselors and the STREAM program. He stated that he is confused about the connection between the guidance counselors and this program. Health class includes going over things that would entail social emotional well-being of students and maybe because we are shifting to a more

strictly science based curriculum, this could take away from time of guidance counselors having to cover these things. He asked if there is something more direct than this because he knows they also talked about the health standards being embedded through the STREAM program? How are the guidance counselors being affected and are those health standards really being met while being embedded in the science curriculum?

Ms. Allen stated that this is based on a pilot at Beech. She stated that she needs to make sure that she is not talking about people in particular. Our social emotional program is a Tier I intervention, which means that it is school wide. She stated we have several programs, such as PBIS, Choose Love, Second Step, that are school wide programs and it is integrated in all of our work. Next month at Teaching and Learning you will get an update form Mary Steady on all of our Social Emotional programs. Putting in STREAM will not put all that work on the guidance counselor and we are glad to be able to clear that up. As far as the health curriculum, the current curriculum is based on the 1995 Michigan Model, which is fairly outdated. New Hampshire Department of Education is now requiring that by 2026 that all PE Teaches have to be health certified, so they are moving towards a wellness approach within physical education and they are also embedding all health standards into the general education classroom. We are moving away from the standalone elective within the elementary and asking for it be embedded into the work. Within our STREAM curriculum that was covered at Teaching and Learning, emotional and health care is included in STREAM, as well as Arts and Wellness. Unit seven in Amplify, which runs K-8, is all about the body systems, health choices, brain science and things like that. Those health standards are being met through that STREAM. She stated that she hopes this clarifies that.

Committee Member Argeropoulos stated the second part clarified that. With the guidance counselors, can you speak to what Mrs. Hannan brought forward tonight about the guidance counselors being pulled out and having less time to service the students? Have we seen this?

Ms. Allen stated this would be a question for the school principal and she will follow up with this. She stated that the principals within their plans help to schedule with their counselors to make sure that the schools are meeting the requirements. She stated that this is new to her and something that she can follow up and get back to the Board on.

Committee Member Argeropoulos stated that we need to make sure, as we do not have enough guidance counselors, that they have the time that they need to meet the needs of the students.

Ms. Allen stated that right now all but three of the elementary health teachers hold Elementary Education certification and one of them is already teaching the project based learning STREAM components. They would be looking at two teachers, as mentioned in the proposal, in a staggered approach through attrition so that there would not be a reduction in force. This would allow the district to provide the training needed. Currently right now, one of those people could move into a high school Health position that is open due to a retirement.

Committee Member O'Connell stated he is also concerned about the impact on School counselors that this program might have and partially this is due to his lack of full understanding of exactly what we are doing here. He stated that he did hear from a school counselor that was very adamant that the effect of passing this tonight would mean that this person was no longer able to do the school counseling job that she was required or needed to do and felt very strongly that this was an ill thought of policy. She stated that she doesn't want to identify who this was and so he can't say more about this at this time. He asked how critical in timing is this? If the Board was to table this item tonight and seek clarification on these topics is that going to be an issue?

Ms. Allen stated she wanted to clarify that there is no impact to the guidance counselors, as she said before social emotional is a Tier I learning and there will not be an impact. She wanted to highlight the reason why they are looking into this is that currently our students are 17% proficient in science, on the state assessment, and we can do better than this but in order to do better we have to provide direct instruction for science for all of our students.

Committee Member O'Connell stated that we are all in agreement on that. 17% or anything near it is unacceptable and anything that we can do to fix that should be done. He stated that he is concerned that if what he was told and given what we heard in evidence tonight, there may be unintended consequences of this by moving forward tonight. He is wondering if we could table this item and bring it back to a future meeting when we have had time to look at the items and address them.

Ms. Allen stated that she doesn't know if she can provide any more clarity about the role of the guidance counselor. It is not a component of the STREAM curriculum; we are looking at the health program. She stated that she can certainly give the Board the binders of the 1995 Health curriculum by the Michigan model. It is outdated and it is not culturally appropriate and is not relevant to our school district. She stated that she finds that this is important and timely for the needs of our students.

Committee Member O'Connell stated we need to listen to those that are coming forward and if it is not critical to be done this evening then we should take a step back and bring it back to the next meeting.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Leapley,** it was moved to table item 19-a, STREAM Elementary Elective Program. Committee Members Soule, Want and Perich were opposed. Motion passed.*

At this time, a Board member indicated that he had wanted to talk about 18-a, the Transgender Policy. Attorney Cox Pelletier stated that the Board already moved to approve this item and it is past the point of discussion.

COMMUNICATIONS

23. Superintendent's Communications.

Dr. Gillis stated she wanted to open with thanking the members of our school community as we have navigated the last few weeks together. She stated that we have managed to transition and have been doing this in-step working collectively for the best interest of the district. She wanted to reflect that from the moments of attending the king and queens' ball at Beech, to the start of the HVAC projects, she has been able to be part of events and planning that have demonstrated and showcased members of our staff coming together to exceed expectations. She also wanted to share her appreciation for those that attended the recent community officer hours last week. The Central Jazz band opened their evening and Damond and Nicole from Gear-up provided an amazing overview of the Gear-up work, while providing opportunities for continued student, staff and family involvement. Please note we will be sharing more on Gear-up in our upcoming communications. Of particular note, she wanted to thank the staff, families and students who also attended this first event.

They changed things a little bit and they opted to add in a theme and they opted to make sure that it was connected to the school that was hosting the event. It is of particular interest to her to recognize the student voice that came through loud and clear in that meeting. She wanted to remind all of the students that they welcome their voice and appreciate when we hear from the mat events. They will be releasing an update on the next community office hours date and will be sharing the theme very soon.

a) Board Updates

There were no questions or comments on the Board updates.

b) Covid Update

Dr. Gillis stated that it has been many months since she was able to share any good news when it pertains to Covid, but we have effectively shifted to low. With the CDC community tracker, we are now in low community transmission, which is welcome news. On February 14, 2022, they were looking at 51 active cases within our school district and right now we sit at 11. That is a moment in time that we have all been looking forward to and we all eagerly welcome these downward shifts. She wanted to remind the community that while we are seeing the shifts, we are continuing to push in layered mitigation. They continue with enhanced ventilation, health screening, hand washing, physical distancing when possible and enhanced cleaning products, opt in masks, access to vaccinations and opt in testing. She wanted to commend the school teams and that includes every member from students to staff. It has been a collective pull since March of 2020. This is good news to be able to get to this place and see faces, to see people back at community forms and it is really exciting to see us moving in this direction. To everyone involved in the school community, she wanted to say a huge thank you.

She stated one last update is regarding the HVAC projects. They did start the Gossler and Memorial projects over February break and she was happy to report that both school teams have been incredibly flexible and creative in how we have managed transitioning into those projects. They have not suspended classes. They have not changed services. They are simple moving things to different locations within the buildings. She wanted to commend both the Memorial and Gossler teams for administration, to staff, to students, to families for being patient with us while we work these projects forward.

c) Co and Extra-Curricular Activity Update

Ms. Allen stated that before she discusses the spring sports this evening, she wanted to highlight two of the programs that were funded through ESSER dollars. First is elementary basketball and she stated that she is excited to announce that they had over 550 students participate in the elementary basketball league. She wanted to thank the volunteers, coaches and our athletic director, Christine Telge, who made this possible.

She then updated that board on E-sports, another program funded by the ESSER funds. Currently they have over 55 students across the city participating in an e-Sports league. The level of engagement and sportsmanship has been phenomenal, where they have been contacted by the program to commend our students. Because of the success of both programs and the social emotional needs, they will be looking to expand these programs through ESSER funding.

She stated that tonight at Manchester Memorial, they are hosting their first Sports nights. Central is hosting tomorrow and West is hosting on Thursday. All of the athletic teams are being represented, as well as our local community partners and leagues. All athletes who are playing in college will have an opportunity to have an official signing night. She would like to thank again Athletic Director Telge, our principals, Athletic Coordinators, students, coaches and partners who made this happen.

Finally, we are just a few short weeks away from the start of the spring sports season. There are currently no Covid restrictions for athletics and co-curricular activities.

Questions and comments of the Board included:

1. This is great news.
2. Having sports nights at each of the high schools is a very welcome and wonderful thing. These are opportunities for sports at all levels, including school and recreational leagues and organizations across the city, to be at one place and one time at each high school and isn't just for high school students. You can attend this event and sign up for multiple sports.

3. Is e-Sports across the high school or middle schools? Ms. Allen stated it is middle and high school.
4. The mayor stated that prior to this meeting she was over at Central for the athletic recognition and it is just wonderful when we have students before us here but then when you are in the schools and you can see how happy the kids are to be back to a bit of normal. It is great to hear that are heading into the next sports season like we are used to. She thanked Ms. Allen and Athletic Director Telge for all the work that has been put into this.

24. Board of School Committee Members' Communications.

a) Letters and BoSC Letterhead – by Committee Member Parr

Committee Member Parr stated he is looking to propose that the board have an opportunity to use letterhead for notes of congratulation on an individual basis for students regarding activities, honors or awards. He stated that he is proposing a draft letterhead and is happy to entertain edits or comments.

Questions and comments included:

1. Adding to the bottom of the letterhead the wording that is on our agendas, "Excellence and Equity. Every Classroom. Every day."
2. This is a wonderful idea.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Turner,** it was moved to approve the adoption of the letterhead as amended. All were in favor. The motion passed.*

25. Personnel Report.

*On motion of **Committee Member Perich,** duly seconded by **Committee Member O'Connell,** it was moved to approve the personnel report. All were in favor. The motion passed.*

The balance of the personnel report is as follows:

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Name	Position	Building	Salary
Sandra Chapman	Teacher - FACS	Central High School	$71,398.00
Hannah Finnigan	Student Assistant Program Couns.	Parkside	$52,145.00

LEAVES OF ABSENCE: CERTIFIED STAFF

Name	Position	Building	Salary
Jennifer Sacharko	Teacher - Grade 4	Northwest	$54,551
Marissa Gengo	Teacher - English	Hillside	$47,331.00

NOMINATIONS: CERTIFIED STAFF

Name	Position	Building	Salary
Stephen Koziatek	Teacher	MST CTE	$71,398.00

RESIGNATION/RETIREMENTS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Jamie Suarez	21st CCLC Site Coordinator	Wilson	$32,871.41
Joede Brown	Accounting Technician (PT)	District	$20.40
Linda Amirault	Para-educator	Southside	$20.21
Dessiah Williams	Para-educator II Special Needs	Beech	$13.74
Merce J. Ayala	Food Service Worker I	District	$10.90

LEAVES OF ABSENCE: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Tanya Coloumb	Para-Educator II Special Needs	Weston	$14
Diane Drewn	Para-Educator II Special Needs	Green Acres	$13.74

NOMINATIONS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Kathleen Sang	HR Coordinator	District	$54,000.00
Lisa Walsh	Jr. Applications Systems Adm.	District	$28.67
Kathleen Blanchette	Admin Assistant III	MSTHS	$22.07
Shereen Badawy	Pare-Educator II Special Needs	Southside	$15.61
Kathy Joe Cameron	Admin Assistant III	Southside	$18.84

TRANSFERS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Tammy Verville	Admin Assistant III - Guidance	Memorial	$27.48
Susan Davies	Admin Assistant III - Guidance	West	$29.15

TABLED ITEMS

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

26. Superintendent Priorities

This item was not removed from the table.

27. NEW BUSINESS

Committee Member Soule stated she heard on WMUR this morning that New Hampshire is following up with the Bright Futures Survey and it opened today. It was not online this morning when she tried but it is online now and it is for families, school staff and the community to fill out, it is three separate surveys. She stated that her understanding that these surveys are also done in other languages. They are trying to collect information about public education here in New Hampshire. It is easy to get to the surveys, you just go to the New Hampshire Department of Education website, and it is on the bottom and you can't miss it. She wanted people to be aware of this and she stated that she believes that you have till mid-April to fill out the survey.

Mayor Craig asked if she knows what they are doing with the information.

Committee Member Soule stated there wasn't anything about that. She stated that they did the survey right before the pandemic, so it will be interesting to see the results. She stated that she thought it was important that the Board new about this and participated in it.

Committee Member Turner stated she wanted to highlight some accomplishments at Webster Elementary School. There is a mural that is rounding the corner to completion down in the auditorium. Mrs. McGuire, the art teacher, partnered with a grant and Howie Green, a muralist and artist from Boston, and he has been working with all the students at Webster School. Every student and any teacher that wanted to has been able to contribute to the mural. The Mayor, Ms. Allen and Dr. Gillis had a hand in this as well. She wanted to encourage anyone that has the opportunity to go to Webster and see the mural in the auditorium, it is amazing and the students had a hand in picking the icons. It is a mural about Manchester and it has icons that include, creepy Santa, to SNHU Arena, to the Brady Sullivan building with the Christmas tree lights in it. The kids picked out what they thought were iconic to Manchester and Mr. Green is also working on two emblems to finish it off and he is working on those in his studio and will be put in for finishing touches. One of these is a

nod to the indigenous people and Native Americans that helped establish Manchester, as well as another emblem that is going to give a nod to and highlight the women and the mill workers. This is something to be seen and she hopes that everyone takes some time in the near future to look at this. She then also wanted to highlight that the Webster Principal, Ms. Doherty, encouraged our kids to do a lot of reading for the read-a-thon and the students read over 51,075 minutes and reached above 129% of their goal. Ms. Doherty was transformed into a human sundae last Friday, where every teacher and ever student was able to come in and pour ice cream and toppings on her head. She was a very good sport about it.

Committee Member O'Connell stated that he wanted to announce the education legislation committee. Committee Member Parr has agreed to chair the committee and the committee will be made up of Committee Members Parr, Want and Leapley, as well as the Superintendent or their designee and Patty Cornell, who is a member of the House of Representatives.

28. A motion is in order to go into non-public session under the provisions of RSA 91-A:3 II (a, b, c, e and L) for the dismissal, promotion or compensation of any public employee or the hiring of any person as a public employee; for matters, which if discussed in public, would likely affect adversely the reputation of any person; consideration or negotiation of pending claims or litigation; and consideration of legal advice provided by legal counsel.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Argeropoulos,** it was moved to go into non-public session under the provisions of RSA 91-A:3 II (a, b, c, e and L) for the dismissal, promotion or compensation of any public employee or the hiring of any person as a public employee; for matters, which if discussed in public, would likely affect adversely the reputation of any person; consideration or negotiation of pending claims or litigation; and, consideration of legal advice provided by legal counsel.*

Roll Call: Committee Members Turner, Parr, Soule, Want, Bonilla, Tassey, Argeropoulos, O'Connell, Potter, Perich, Hamer, Leapley, Gonzalez, and Mayor Craig voted yea. Committee Member Dion was absent. Motion passed.

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

*On motion of **Committee Member Potter,** duly seconded by **Committee Member Leapley,** it was moved to call the meeting back to order. All were in favor and the motion passed.*

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

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Leapley,** it was moved to receive and file the item that was brought forward by Dr. Gillis. All were in favor and the motion passed.*

ADJOURNMENT

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

*On motion of **Committee Member Leapley,** duly seconded by **Committee Member Soule,** it was moved to adjourn. All were in favor and the meeting adjourned at 8:45 p.m.*

True Copy. Attest.
Respectfully Submitted,

Angela M Carey

Clerk of Committee