BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37

November 22, 2021 **6:30 p.m.**

1. Mayor Craig called the regular meeting to order at 6:31 p.m.

2. Mayor Craig calls for the Pledge of Allegiance.

Committee Member Dion led the Board in the Pledge of Allegiance.

3. A moment of Silence was observed.

4. The Clerk calls the roll.

Present: Committee Members Turner, Soule, Want, Dobson, Bergeron, Shea, Dion, Leapley, Gonzalez (late 6:33 p.m.), O'Connell, Mayor Craig and Student Member Camire.

Absent: Committee Members Kelley Arnold, Perich, Beaulieu, and Lachance.

Committee Member Bergeron left the meeting at 9:03 p.m.

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 given only one opportunity to speak; comments shall be limited to three minutes to allow all participants the opportunity to speak and any comments must be directed to the Chair. Any resident wishing to speak will come forward to the nearest microphone, clearly state their name and address when recognized and give their comments.

Bob Fuller, 97 Beechwood Drive, Haverhill MA, stated:

I am here in my capacity as the Vice President of the Manchester Education Association. The topic I want to speak on tonight is regarding your discussion last week about the addition of an extra SRO for Memorial High School. I feel that addition is needed for three different reasons: economic, best practice and also for safety. Number one, economic, right now you are currently paying two detail officers at our school at a rate of either $32 or $56 an hour, depending on where they are on the pay scale. So, times by two, for 175 days of the school year, and that comes to almost $76,000. He stated that if he remembers the proposal correctly, it was for $61,000 and therefore, you are paying more for people who are only there a half day. This goes onto best practices. There is a big misconception

about what an SRO really is and the fact of the matter is that an SRO within a high school is proactive and not reactive. There's the impression that they are there with a gun and it isn't like that. They make relationships with the kids and I know at our school, the SRO does a fine job and is a valued member of our staff. A lot of the school staff work with him and the fact of the matter is that with a good SRO in the school it can really be an addition to the community. The third item is school safety. Safety is obviously a paramount concern. If you look at lunches at Memorial, for example, where he works, there are red and blue lunch days, and when he has blue lunch duty, lunch one has over 500 kids in the cafeteria and they had to bring in extra seats for the extra kids to have a place to sit. In terms of the safety, they have four of them on duty, the SRO comes in to provide support, and then you have all the kids. Due to staffing, they only have one lunch line most days, when there used to be four lines, with 30 minute lunches. There used to be four lunches and now there are only three lunch periods. You have long lines of kids not being able to get food and that is an issue. We need to be able to get everyone fed and be able to control the room for all the students. We are here to keep the kids safe, to educate them, to provide them the space where they are going to be safely educated. The fact of the matter is that the extra SRO will be one step in the right direction, because the school is vastly understaffed. He stated he is hopefully that they can add the SRO, more teachers, more paras, and actually fully staff the schools so that we can go in and provide the education that the students deserve, because every student in Manchester deserves a quality education and voting in this SRO will be a down payment on the promises that we all make because we are pro-education, right?

Joanna Brown, 246 Blevens, stated:

In our current world, truth tellers are vilified, so its no wonder that I am often only one of a few people speaking. I am lucky enough to have the time and the confidence to speak up but I speak for hundreds more who can't or won't for many different reasons. In one weekend we collected over 100 signatures on our petitions and we can easily get more if needed. How dare any educator guilts a child into wearing a mask, so their elderly family members don't get deathly ill. There is no direct connection between our children and your family. That guilt, that psychological hard, is just one kind of damage these masks are making. In fact, it's horribly cruel. If you think that masks work so well, you simply must wear a mask around your high risk family. I don't judge anyone for wearing a mask. Everyone is in a different situation. Real science is provisional, until refuted or confirmed over time. Questioning and doubting are inherent in the scientific process. We now know that the COVID virus is a microscopic size, called aerosol, and aerosols pass right through any mask because it is not a

droplet, it is an airborne aerosol. Therefore, masks cannot prevent the spread of COVID. But masks do harbor heat loving bacteria. They do mask communication. They are incredibly hard on children with disabilities and asthma. They slow the learning of very young children just learning the language. They hide much needed facial expressions. Having a dissenting opinion is necessary to the scientific process to prevent group think. Natural immunity is the gold standard. Building up immunity through regular exercise and a healthy diet are key to survival. Staying strong and an ideal weight will prevent many ailments, including sever COVID. So, is your mask rule based on science or propaganda? Why are cases at a record high? Likely, it's because both schools and businesses are testing healthy people every week and COVID tests are known to have false positives. Isn't this flu and cold season. It is not unusual for people to be sick in the winter. So, is this misinformation or the inconvenient truth? We're told not to believe what we can see with our own eyes, while big pharma makes of 10s of billions of dollars of profits from this pandemic. These masks are just a part of their plan to keep us scared and compliant. It's time to wake up. I have petitions to submit.

6. Mayor Craig advises that if there was no one else present wishing to speak, a motion would be in order to take all comments under advisement and further to receive and file any written documentation presented.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Shea,** it was moved to take all comments under advisement and to further 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 O'Connell stated that he was interested to hear the gentleman from Memorial speak regarding the SROs. I think if I remember from our packet last meeting, the salary range for the SROs was between $73,000 to $98,000. The questions he brings up about over 500 students in the cafeteria, he stated that he experienced that himself at Memorial last month when he went to visit there. The question becomes, as a teacher there, he's saying that its of concern. To the administration, is 550 kids in the cafeteria okay? And secondly, is it true that Memorial is vastly understaffed and needed additional staff urgently?

Ms. Allen stated that this board has approved additional staff for Memorial this year. We had added a guidance counselor back and added several teachers back. They are hiring a one year

assistant principals. They are reacting to the staff concerns due to the population increase at Memorial, which is positive, but we did have to make some adjustments.

Mayor Craig stated just to be clear, you are saying that there are not significant staff shortages at Memorial High School right now?

Ms. Allen stated that she does not have the exact number of para openings in front of me, but we do know that there are para openings throughout the city. I do believe they have two vacant teaching positions there that we are trying to fill that are budgeted and we are looking for people.

Committee Member O'Connell stated that he hears that answer but he is concerned about the discipline issues at Memorial High School. Since our last meeting, he has heard report after report from teachers and parents about incidents of violence and bad behavior inside the school, on the school property, and that the current SRO is not able to cope with the level of violence that is going on in the schools and that is very concerning to him and it jars with the picture that he has received as a board member about other things that are going well. What he hears on the streets so to speak, is that things are going the opposite of well and that the SRO is desperately needed alongside possible greater resources.

Mayor Craig stated that administration brought forward to this board a recommendation that we approve the hiring of an additional SRO for reasons that were articulated but the Board tabled it.

Dr. Goldhardt stated they agree that there should be an additional SRO at Memorial and they support that 100%.

Committee Member Shea stated I think that Committee Member Soule wants to address this.

Committee Member Soule stated that she reviewed the minutes from the last meeting and the recommendation of the Board was to table this and to send it to the Student Conduct Committee for the December meeting to get further data from the Administration, which she thinks will probably support the recommendation and bring it back to the full Board on December 13, for

the full Board to act expediently on it. That's where we are now. She stated that she thinks it is important to realize that we are going to act on it. It was a request of the Board to table it to get more information. The Board voted in the affirmative to do that. In all honesty, she would pull it from the agenda tonight; however, we know that we are not going to be able to hire someone at least until probably the end of January. So, allowing time to get the additional data, it will help the Board to make a better decision and support this. She wanted to the community to know that this is an issue that we are going to deal with because we are concerned about the safety and well being of our students. She stated that she has received a number of emails, as have other Board Members, making sure that we are going to expediently act on this. She wanted to share that every single one of the emails that were received were high respectfully and really focused on the safety of our staff and students in that school. She wanted to make sure that the community knew that we are working on this.

Committee Member Shea stated he wanted to thank the Assistant Principal at Memorial for bringing this up because you and the teachers are living with the problem. The board members here are not living with the problem, you are and therefore the Finance committee was very adamant in their approval of this particular SRO. We have approved SROs for many years, both as an Alderman and now as a School Board Member I know how important this is and the difficulties that are presently confronting teachers in terms of student activity. A teacher doesn't know whether they should handle any type of problem for fear of being sued. A student is able to say whatever they want to a teacher and get away with it but if the teacher reacts towards that student they are going to be sued and the students have been known to say this to the teachers. The very members of this particular board that are speaking in one way tonight, were speaking another way a couple of weeks ago. Rest assured that on the 13th we will be prepared to approve this and he hopes that all members of this Board will do the same.

Dr. Gillis stated that she wanted to remind the public and the Board that we do have the detail in place at this point. We did bring the detail in when we saw the demand increase at Memorial, so there was an immediate response to make sure that safety was first and foremost.

8. RECOGNITION/PRESENTATIONS

There were no recognitions or presentations.

9. **ACTION AGENDA**

There were no items under the Action Agenda.

10. CONSENT AGENDA (ITEMS 10 – 17)

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

12. Approval of minutes, if available: Minutes of the November 8, 2021, meeting.

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

a. Student, Family and Community Engagement Project Assistant
b. Revisions to policy Instruction 152: Limited English Proficiency Instruction

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

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

a. Grant, Gifts and Donation Report ($30,000.00)

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

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

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

COMMUNICATIONS

18. Superintendent's Communications.

Dr. Goldhardt stated that first he would like to wish everyone a Happy Thanksgiving. As a country, we celebrate that important holiday this week and we are very thankful at this time that we are in a good place. We have a great district and great employees and we live in a place where we have a lot of caring people who are helping one another during difficult times. He wanted to make sure that we

make this recognition and thank all of those that work in our district to ensure all of our students are taken care of, that our employees are taken care of and watched over.

He stated that the reason that we do not have the iReady data on today's agenda is because the data sets that they printed were not user friendly and were hard to read. They did not want to present this and then have to say, this is what it means. They decided to pull back and redo it, so that it makes more sense and they will present it at the next meeting.

a) Covid Update

Dr. Gillis stated that she wanted to give a brief update on the COVID data. Back on November 1, we saw our new case numbers sitting at 601.7 and unfortunately today we are looking at 881.1. Our test positivity on November 1 was sitting at 7.8 and today it sits at 10.9. We continue to sit in substantial community transmission. She wanted to remind everyone of the layered approach to managing COVID in our schools. She piggybacked a little on what Dr. Goldhardt stated and indicated as we celebrate Thanksgiving, be thoughtful in your celebrations because we want to be able to get back to school and have our students back in the buildings. So, celebrate safely applying layered mitigations that we have in our schools when celebrating with large gatherings, wear a mask, stay home if you are sick. She added that they have started the vaccine clinics for those ages 5-11 and are happy to share with the Board that they are hovering right around 200 vaccinations to date. They have facilitated three locations and more dates will be coming up in December and as the need presents itself, they will continue to add more dates to the schedule. She thanked the Manchester Health Department and the volunteers who have been showing up to all the clinics to make sure that we have access points for the families.

Committee Member Bergeron stated that he is curious if we have been informing people about the boosters.

Dr. Gillis stated the information is on the Health Department website. They have free clinics for the boosters. The district did a booster clinic and the information has been shared to 211.

Committee Member Leapley stated that she was thinking about the return to school document and there is a term that is used in the document about controlled and uncontrolled spread and the numbers

were very high. We are bordering on the highest numbers that we have seen. She stated in looking back at last year, and the numbers this year, she asked what qualifies as uncontrolled spread and asked if this was something set by the governor, or if there was an actual number that would spill us over into that?

Dr. Gillis stated that is a great question. We are currently sitting in substantial. The next level up would be if we did see an emergency order come from the State level. She reminded everyone that we have been consistently looking at layered mitigation since the start of COVID. When there are cases in the schools or clusters or outbreaks, they work with the team at the school and there is a very dedicated approach to making sure that those layers are enhanced so that we can control as best as we can within the school setting. Only the governor can declare uncontrolled spread.

Committee Member Leapley stated that her understanding is that the Commissioner of Education is elaborating rules to make it so that if our schools went into remote days those would not count and she asked if this was correct and if it could be clarified.

Dr. Gillis stated that this muddy water right now because the State Board of Education is going over policy where they want to make that permanent. They have received information where the governor himself and the commissioner told them that if they go remote those days will not count. There have been times where there have been clusters in the schools and they have tried to pull classrooms out and have received an interesting response from the state office where they stated we wouldn't get to count those days towards our instructional days.

Committee Member Leapley stated that she wanted to share her concern for the record, as it seems unlikely that the governor would declare this spread as uncontrolled, even though it is the highest we have seen thus far and that the Commissioner would not count our days if we went remote. If this gets worst, the Superintendent's and the Administration's hands are tied and they are limited as to what they can do.

Mayor Craig stated that while we all appreciate the layered approach that we have been taking snice day one, it is not just one thing that will get us through this, but is a combination of social distancing, masks, vaccinations, air quality, and the changes that have been made in our schools.

Committee Member Turner stated that there is also the testing layer that is optional to families and it is easy to opt in. If a student is notified of a potential contact, they can opt into the testing, get the rapid test and then go to school.

b) Board Updates

Committee Member Leapley stated that she had a question on the Board report on pages 17 and 18 of the agenda. The initiatives laid out on those pages sound fantastic and they sound like they mostly initiated and the heavy lifting was done by the community partners. She asked if ESSER Funds are being used for some of these initiatives.

It was responded that they are working with their partners in the community, including the Bank of New Hampshire, to develop tech support classes for middle and high school students. After they go through the tech support classes, the students that graduate through the program will get a refurbished laptop. This is a great program and they have had a considerable amount of interest. They are starting at Parkside and West High School and they will be able to get a digital badge. The program is just starting and it is very exciting.

Committee Member Leapley stated that on page 18, it talks about Professor Ford, from SNHU, is working on an articulation agreement and it was asked if this is part of the ASPIRE Program.

It was stated that this is very similar project to ASPIRE. Last year they had some leadership changes at Southern New Hampshire University and especially within the Department of Education at SNHU. They have a follow-up meeting in January and there will be some recommendations that come forward regarding the associate bachelor's approach. We still believe that growing our own educators is really tapping into our students who want to be teachers and working with them through the college process. They are having the conversations with Dr. Ford and other universities, including Manchester Community College, to provide from high school to the associates.

Committee Member Shea stated that he recently saw on TV some students in Nebraska working with the University of Stanford regarding investing. It was asked if during this process, they could gradually introduce the value of young people investing in the market and have it focused on realizing that social security could or could not existing in the future and having those discussions about finances.

It was stated that our banking partners are really excited to create pathways to banking and finance investments. We are working on those relationships and working with the high schools to be able to offer this opportunity.

Committee Member Want stated that this fall she knows there was a hiccup with the ASPIRE program at SNHU and the website is still advertising this.

It was stated that they are still doing the program and the changes was that they are taking people with associates degrees to their bachelor through the project ASPIRE. This is the only change but it is not official and they are working on the contract. It is anticipated that SNHU will make this change and they will not do from High School to the associates degree; however, those that have been going into the program are paraprofessionals who typically come to the high schools already having the associates degree, and so it is a great opportunity for them and we need to strengthen our partnership. They have also noticed one way to increase diversity and equity within our own system is to grow our own teacher and there is a national shortage of teachers.

Committee Member Want stated that she had had paras reach out to her and say that they want to take advantage of the program but that they can't contact the person that is listed in the contract information. It was asked for this information to be updated.

Committee Member Bergeron stated we also need to work with partners on digital equity.

Committee Member Soule stated that new Americans don't have financial literacy where they come from and it is very different. She stated that she has shared this information with NeighborWorks because this will help support their efforts for financial literacy and economic literacy for families and they have been appreciative of the information. Making these connections is key for moving forward.

19. Board of School Committee Members' Communications.

There were no items under Board of School Committee Member's communications.

20. Personnel Report

Committee Member O'Connell removed items 2, 4, 28 and 29.

*On motion of **Committee Member Want,** seconded by **Committee Member Bergeron,** it was moved to approve the balance of the personnel report. All were in favor and the motion passed.*

The personnel report that was approved is as follows:

TRANSFERS: ADMINISTRATION

Name	To New Assignment	To School	From School
Timothy Otis	Acting Principal - High School	MST	MST
Robert Kleiman	Principal	Bridges	MST

RESIGNATIONS/RETIREMENTS: ADMINISTRATION

Name	Position	Building	Salary
Angelica Mahoney	Assistant Director, Student Services	Administration	$83,500

NOMINATIONS: ADMINISTRATION

Name	Position	Building	Salary
Robert Walmsley	Assistant Principal - High School (1 year)	Central	$94,095/$55,958.85
Joanne DeBello	Coordinator, Special Education	Parkside	$61,147.50

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Name	Position	Building	Salary
Lisa Morelli	Teacher - Guidance Counselor	Green Acres	$79,420
Ann Kalasky	Teacher - Elementary	Green Acres	$76,211
Joan Conforti	Teacher - Elementary	McDonough	$71,398
Kathryn Covey	Teacher - **Art** (correction from 11/8)	**McLaughlin**	$71,398
Terri Ersick	Teacher - Elementary	McDonough	$71,398
Wendy Croasdale	Teacher - Elementary	Green Acres	$68,991
Joshua Gagne	Teacher - Special Education/EBD	Hillside	$43,720
Emily McGowan	Teacher - Out-of-District Case Manager	Administration	$42,518
Adrian Minichiello	Teacher - Elementary	Wilson	$39,519

LEAVES OF ABSENCE: CERTIFIED STAFF

Name	Position	Building	Salary
Samantha Harries	Teacher - Elementary	Green Acres	$49,738.00

NOMINATIONS: CERTIFIED STAFF

Name	Position	Building	Salary
Sheryl McCarthy	Teacher - Elementary	Parker-Varney	$44,002
Jacobo Muniz	Teacher - Special Education	Wilson	$39,250

RESIGNATIONS/RETIREMENTS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Kristen Shimer	21st CCLC Site Coordinator	Jewett	$28,091.67
Shauri Gilot	21st CCLC Site Coordinator	Bakersville	$27,199.29
Nirmala Adhikari	Paraeducator / BST	Hillside	$15.61
Heidi Elgart	Paraeducator / BST	Highland	$15.61
Bette Cleveland	Paraeducator II - Special Needs	Parkside	$15.05
Hannah Robitaille	21st CCLC Enrichment Instructor	Northwest	$15.00

NOMINATIONS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Craig Whittick	Coach - Wrestling	Memorial	$3,721.00
Connor Chute	Coach - Boys B Basketball	McLaughlin	$2,070.00
Tracy Colbroth	Administrative Asst. to Asst. Superintendents	Administration	$32.13
Cheryl Dupuis	Administrative Assistant III	Hillside	$18.29
Jonathan White	Paraeducator II - EL (*part-time)	Webster	$13.74

Naila Eluzbir	Food Service Worker I	Gossler Park	$10.90
Jocelyn Carnahan	21CCLC Club Assistant	Webster	$10.00
Alexandra Mlodynia	21CCLC Club Assistant	Gossler Park	$10.00

TRANSFERS:CERTIFIED STAFF

Name	To New Assignment	To School	From School
Carolin Norton	Math Essentials, Grades 5-8	Southside	Southside
Julia Crane	Mathematics, Grade 7	Southside	Southside

21. TABLED ITEMS

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

A. November 3, 2021, Finance and Facilities report, Memorial SRO Adjustment.

Mayor Craig stated that in the agenda prep meeting it was discussed that this item is not being removed from the table. A discussion will be held at the December Student Conduct meeting and then the item will be pulled from the table at the December full Board meeting.

22. NEW BUSINESS

Committee Member O'Connell stated that we are hearing about the disconnect between what the truths are of where our schools are right now. We heard from an educator that the schools are understaffed and when you look at the website for the school district you can see there are many vacancies. We hear that Memorial High School had four lines for serving students and now they are done to one line. Parents and teachers are calling him saying this is what is happening in our schools and we don't hear that reflected at the Board meetings. He asked how serious the discipline issues are that we are having in the schools? Are they at the same level that they have been and what is the impact in the schools?

Dr. Gillis stated that we have brought the request for the additional SRO at Memorial to committee and to the full Board. The key factors were that we saw enrollment increases at Memorial and their enrollment is higher than Central. At the last meeting, it was asked for the data. The data is planned to come before the Student Conduct committee in December. In collaboration with the Manchester Police Department, they would like to add an SRO to Memorial. We can hold off on this until December, as we do not have anyone available for this position until January. Currently there are two SROs but one is a detail and is only working 4 hours, from 10-2. The SROs are working proactively, building relationships and tamping down on incidents that could emerge.

Mayor Craig stated the additional SRO goals is to build relationships and to be known in the school. She stated that she voted no to table this as there is already a detail there but that person is on an ongoing basis. As this item is tabled, the district is doing the best that they can to ensure that the students and the schools re safe with the additional detail that is in the schools.

Committee Member O'Connell stated that he voted to table the item because the evidence was not provided that proved that need for the additional SRO.

Clerk Carey stated that if the Board is going to discuss the SRO this item should be removed from the table.

Dr. Goldhardt stated the unfortunate realization is that our students have been unsupervised at home for nearly a year and there are numerous incidents occurring in our schools. This is happening across the country and there have been more behavioral issues with kids this year then in the past. We need to be able to pull this data and get hat to the Board. The SROs are doing incredible work and trying to make a difference. He stated that all schools have had a decrease in personnel and they are working hard to get the staffing needed. They have been trying unique ways of attracting people. Comparable have been done with surrounding districts as far as pay, as some people can make more money in other fields.

It was stated that the district can not compete with a food industry that is starting people out at $15 an hour when we are only starting some of our staff out at $10.90 per hour.

Committee Member Leapley stated that the issues with staffing and discipline are connected. She stated she is disappointed that the suggested need for SROs is the way to fix this. We do not know that the problems are that are in our schools and if the SRO is needed. Taxpayers need to know what is taking place that we need to pay an additional SRO to be in our schools, what is their role, and how long will they be there. Once we receive all the data that we need on the problems and have the discussion on the possible solutions, then we can decide if the additional SRO is needed. How can we approve paying someone $100,000 who is not an educator in our schools? She stated that the National Association of SROs recommends as their best practice to have one SRO per school. There are things that need to be considered, such as the size of the campus, the school climate and location, and what

the team looks like at the school. She stated that we are not being thoughtful about this discussion and we need the data to make the decisions. Currently there is a detail SRO at Memorial, but this is a short term solution.

Clerk Carey again stated that if we are going to discuss the SROs then we should take this item off the table.

Committee Member Leapley stated the larger problem is staffing and discipline are connected. If we are done paras in the schools that is exhausting our teachers, its exhausting the students whose IEPs are not being met, it is exhausting the administration and people are frustrated. Copy machines are not working. The Board and the Administration need to take a step back and come up with a three year plan on how we should be spending the federal dollars. We need to make sure that we are meeting the needs of the students and if that means we need subs, paras, teachers and food workers then the administration needs to come forward with a plan for bonuses or ways to fill the positions. We need to look at how we can support our teachers and our students and get through this year.

Committee Member Soule stated that she wanted to remind the Board Members that they received an email from Dr. Gillis that she has the September discipline information but does not yet have the October or November information. This gave the Board the opportunity to see the disciplinary issues. As a Board Member, if a parent, teacher or community member emails us something that the administration should know about we need to forward it to the administration because they cannot solve problems that they do not know about. We need the data and we need the information about what is going on at Memorial and what the needs are.

Committee Member O'Connell indicated that we have heard about incidents at the schools through emails from the Administration.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Dion,** it was moved to remove item 21-a, Memorial SRO Adjustment, from the table. **Committee Members Want, Dobson and Leapley** were opposed from taking the item off the table.*

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Shea,** it was moved to move forward with the SRO but to still bring the information forward to the Student Conduct Committee in December.*

Committee Member Leapley stated that she hopes that we still have the discussion sent to the Student Conduct committee as this item only went to the Finance committee. She stated it would be really helpful to contextualize the discussion within a broader discussion of conduct and discipline. She stated it feels inappropriate to pass this tonight with the little information that was brought forward. Items that come forward for approval should include details to back up the reasoning to approve and the need for the positions. SROs are there to build relationships is what has been said but from what they are hearing from the parents and the students at Memorial, we need them for our students to feel safe.

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

Motion failed.

Committee Member Leapley asked if she could make a motion to send this to the Student Conduct Committee.

Mayor Craig stated it is already going there.

It was stated at this time that we do not need to make a motion, that this item can return to the Board after going to Student Conduct Committee.

Committee Member Bergeron asked if we could invite the student representatives to the Student Conduct committee so that we can hear from them. It was stated that they all receive the agendas and can attend any meeting that they would like to.

Student Member Camire stated that she can reach out to the students through their platform and let them know about this meeting and ask for their input.

Committee Member Gonzalez stated that if there is a disconnect with the parents, the students and what the board is hearing on what is happening in the schools when it comes to the school situation and the discipline and conduct. We need to engage with the parents. It was stated that he knows the Superintendent is going to schools and talking to the Administration and he asked if he has been to Memorial yet.

Dr. Goldhardt stated that meeting is coming up.

Committee Member O'Connell stated that we need to hear from the students about what is going on in the schools and we should also speak with the Office of Youth Services, principals, assistant principals, teachers, nurses and the SROs. We need to look at the larger issue which is the lack of resources in our schools, the lack of people and we need to address these issues as this is a bigger problem in itself.

It was stated that there is frustration on all fronts. At some point we need to have trust in our administrators, our teachers, our families, our students, the district office to work together to present the information to the Board so that we can move forward in the best way possible.

Committee Member Dion asked if it was possible for someone from the district to be at Memorial to observe the behaviors that we are hearing about, short term, until we have a vote on the SRO. The Administration needs to see what is going on and provide support to the staff at Memorial. He asked if they can also be at the school in the morning before school starts, as he has heard that there are issues at this time and there is minimal staff during that time.

It was stated that this has been done and Network Director Forrest Ransdell has spent 8 days in the school in a row, as well as we have had administrators at the athletic events. They are doing everything that they can to support the school. It was reiterated that an assistant principal is being added at Memorial and Central and they hope this helps to alleviate some of the stress of the lunches. The goal is to have staffing get to capacity, and we can move lunches and make sure they are supervised. The district staff is working on building relationships, getting kids in school and engaged in learning. It was added that they can work to have a presence of administration there before school.

23. 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 Soule,** duly seconded by **Committee Member O'Connell,** 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 Turner, Soule, Bergeron, Shea, Dion, Gonzalez, O'Connell and Mayor Craig voted yay. Committee Members Want, Dobson and Leapley voted nay. Committee Members Kelley Arnold, Perich, Beaulieu and Lachance were absent. Motion passed.

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

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

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

*On motion of **Committee Member Soule,** duly seconded by **Committee Member Turner,** it was moved to approve items 2, 4, 28 and 29 of the Personnel Report. **Committee Member O'Connell** was opposed. Motion passed.*

ADJOURNMENT

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

*On motion of **Committee Member Soule,** duly seconded by **Committee Member Turner,** it was moved to adjourn. All were in favor; motion passed. Meeting adjourned at 9:57 p.m.*

True Copy. Attest.

Respectfully Submitted,

Angela M Carey

Clerk of Committee

(1)

State of New Hampshire

PETITION FOR SPECIAL MEETING

To the Manchester School District SAU #37:

Pursuant to RSA 197:2, we, the undersigned duly registered voters within the Manchester School District, in the town of Manchester, New Hampshire, hereby make application to our School Board to warn a Special Meeting to act upon the following question:

> "To see if the voters of the Manchester School District will vote to adopt the following provisions pertaining to requirements to wear face coverings within the Manchester School District; (a) The use of face coverings shall be optional for all students at the sole discretion of their parent or guardian, (b) the use of face coverings shall be optional for any employees and visitors on school district facilities and attending school sanctioned events."

	Print Name	Physical Address	Signature
1	Irina Tundel	36 Marguerite St, Manchester	Irina Tundel
2	Edward Avizant	50 Marguerite St.	
3	Yermonya Avizan	50 Marguerite St	
4	Michele Elliott	36 Prince St	Michele Elliott
5	Alise Daigle	46 Brooklyn Ave	Alise Daigle
6	Christopher Daigle	same	Christopher Daigle
7	Phil Tutin	638 Chestnut St	
8	Kaylin Tuttle	638 Chestnut St	Kaylin Tuttle
9	Natalya Gvizda	28 Eastmeadow Way Manchester	Gvizda
10	Oleg Gvizda	28 Eastmeadow Way	Gvizda
11	Leila White	164 Eastgate Way Manchester	Leila White
12	Chris White	" - "	Chris

(2)

State of New Hampshire

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	Print Name	Physical Address	Signature
1	Richard H. Girard	283 Orange st. 03104	
2	Christopher A Vaught	150 Huntington Ave 03109	
3	Jonathan Figueroa	178 Grand Ave 03109	
4	MARK MILLET	70 GRAND AVE 03109	
5	Jacob Bennet	70 Grand ave 03109	
6	Mike Foote	161 GRAND AVE 03109	
7	ANN Foote	161 GRAND AVE 03109	
8	Michael Foote Jr.	161 Grand Ave 03109	
9	Jesiva Cruz	100 Grand ave 03109	
10	Ross Williams	112 GRAND AVE 03109	
11	Colin Lynch	35 Grand Ave 03109	
12	Sherrie Lynch	35 Grand Ave. 03109	
	Susan Williams	112 Grand Ave 03109	

(3)

State of New Hampshire

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	Print Name	Physical Address	Signature
1	Hannah Jones	104 Parker St Manchester NH 03102	
2	Eric Rheame	104 Parker St Manchester NH 03102	
3	Joanna Brown	246 Blevens Dr Manchester	
4	Mandy Baumgarten	320 Blevens Dr manch	
5	Erica Arzilli	33 Jonathon Ln 03104	
6	Mari Fontaine	96 Allen Street, Manchester 03102	
7	Conrad Nelson	4 Cartier St. Manchester 03102	
8	Brittany Ring	408 Rimmon W. Manchester	
9	RACHEL GOLDSMITH	349 MANCHESTER ST MANCHESTER	
10	Brian B Baumgarten	320 Blevens Dr Manch 03104	
11	Amanda Johnson	376 Dubuque St #1	
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(4)

State of New Hampshire

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	Print Name	Physical Address	Signature
1	Shanna Bassett	929 Mammoth rd	
2	Diane Lessard	875 Montcalm	
3	Kevin Brown	1162 Colley Rd	
4	Elizabeth Moreau	370 Whitford St	
5	Steve Forcier	370 Whitford St	
6	Julie Mahone	152 Faith	
7	Mike Rocha	90 Henderson St	
8	Lisa Gravel	30 Belmont St	
9	Brady E Tiemby	528 Cilley Dr	
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(5)

State of New Hampshire

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	Print Name	Physical Address	Signature
1	Christy Takekoshi	543 Fox Hollow Way	
2	KRISTI Berry	134 Harriman St	KBerry
3	Paula Cange	716 Fox Hollow way	PCange
4	Jacqueline Lavoie	40 Skyline Dr	Jacqueline Lavoie
5	[illegible]	545 Fox Hollow Way	Marie Worthen
6	Bruce D. Worthen	545 Fox Hollow Way	Bruce Worthen
7	Mediha Kamaric	544 Fox Hollow Way	Mediha Kamaric
8	Deborah SLAVIK	1650 CANDIA Rd	DSlavik
9	Steve Slavik	1650 Candia Rd	
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(6)

State of New Hampshire

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	Print Name	Physical Address	Signature
1	Marie Hasty	362 Douglas St. Manchester 03102	
2	Matt Hasty	362 Douglas St Manchester NH 03102	
3	Mitchell Conaca	1495 Bodwell Ave Apt 1 Manchester, NH 03102	
4	Samantha Sessa	96 School St Floor 2 manchester NH	
5	Lyoia Clegg	313 Lowell St Manchester NH	
6	Megan Ross	56 Sherwood Drive	
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State of New Hampshire

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	Print Name	Physical Address	Signature
1	Kathy-Jean Moore	705 Jewett St.	Kathy-Jean Moore
2	TINA Marlene Sucha	17 Priscilla Cir	Tina Marlene Sucha
3	Carynlegros	5 Priscilla Circle	CarynLegros
4	Lisa Howe	93 Cobleun	Lisa Howe
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(8)

State of New Hampshire

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	Print Name	Physical Address	Signature
1	Harvey Doutt	3931 Old Brown Ave Manchester NH 03103	
2	David Brown	246 Blevens Dr Manchester NH 03104	
3	Angela Lacey	531 E. High St Manchester 03104	Angela Lacey
4	Victoria Sullivan	1056 S Beech St	Victoria L Sullivan
5	Therese Lawrence	165 Village Circle Way #17 Manch. 03102	Therese Lawrence
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(9)

State of New Hampshire

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	Print Name	Physical Address	Signature
1	Constance Spencer	356 Central St #3 Manchester	
2	Roy Helwig	280 Spruce St Manchester	
3	Amber Daves	280 Spruce St Manchester	Amber Daves
4	Stephen Daves	280 Spruce St Manchester	
5	Kayla Kammerud	284 Spruce St Manchester	
6	Miranda Green	356 Central St.	Miranda Green
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(10)

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	Print Name	Physical Address	Signature
1	Elizabeth Dennis	69 Skyline Dr	
2	Dean Almeida	30 SKYLINE DR	Dean Almeida
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(11)

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	Print Name	Physical Address	Signature
1	Molly mae washington	90 4th St. Manch, NH 03102	
2	Scott Stallbaum	87 4th Street 03102	
3	Kelsie McEwen	89 Fourth St 03102	
4	Nicole Kennedy	103 Walker St. Manchester NH	
5	Chris Morin	394 Second St. Manchester 03102	
6	Robin Towne	718 Smyth Rd 03104	
7	Lynn St Louis	284 Union St. 03104	
8	Lori Marin	407 Hanover Manchester NH 03104	
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X			
11	Chantelle Lacasse-Heavenly Torch	655 Chestnut St 03104	
12	Frank Staples	332 Merrimack Street 03103	

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	Print Name	Physical Address	Signature
1	Mahealani Nakoa	1200 Elm St #104, Manchester 03101	
2	Chloe Sawyers	520 Dubuque St #2, Manchester NH	Chloe Sawyers
3	JACK TRUELOVE	17 Quarry Way, Manchester NH	
4	Tyler Chase	17 Quarry Way	
5	Pete Eyre	376 Dubuque St. #1, Manchester, NH	
6	[illegible]	[illegible]	
7	[illegible]	[illegible]	
8	Nicholas Thomas	67 Brook St Manchester, NH 03104	Nick Thomas
9	Lisa Valle	284 Bell St. Manchester N.H. 03103-5404	
10	Viviana Figueroa	377 Dubuque St. #1. Manchester NH 03102	
11	Michael Mullin	377 Dubuque St #1 Manchester 03102	
12	Anja Matusic	555 Canal St #803 Manchester 03101	

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	Print Name	Physical Address	Signature
1	Bethany Labonville	104 Allied St	Bethany Labonville
2	Tabatha Lesko	468 Lowell St.	Tabatha Lesko
3	Greg Lesko	468 Lowell St.	Greg Lesko
4	DANIEL L. MAHONEY	112 HOLT AVE	
5	David Smith	112 Holt Ave	David A. Smith
6	Mary E. Lessard	41 Pratt Court	Mary E. Lessard
7	JAMES A LESSARD	41 PRATT CT.	James A Lessard
8	June R Premier	45 Chartrand St.	J.R.P.
9	Anna Brown	1162 College Rd	
10	Mike Cady	85 Sears Dr	
11	Katherine Cady	85 Sears Dr.	
12	Milton L. Moore	70 S. Jewett St.	Milton L. Moore

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State of New Hampshire

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	Print Name	Physical Address	Signature
1	Patrick Binder	96 Allen St	
2	Rebecca Thompson	386 Rimmon St	
3	Frederick Rice	386 Rimmon St	
4	Amber Diaz	129 Amory St	
5	Sara Lachance	412 Hevey Ct.	
6	Mike McRae	412 Hevey St	
7	Matthew Pingo	408 Rimmon	
8	Joshua Holmes	888 Somerville	
9	Carla Genicke	63 Durette	
10	Lewis GALTTZ	63 DURETTE CT	
11	Sara Granger	36 Ward St.	
12	Karina McGinnis	36 Ward st	

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	Print Name	Physical Address	Signature
1	Hilary Martinez	379 N. Bay St.	
2	Kristin Humboldt	671 Beacon St.	
3	Aury Humboldt	671 Beacon St.	
4	Liz VanLandingham	241 Cartier St	
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