BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37

August 28, 2023 **Immediately following Special Meeting**

1. Mayor Craig called the meeting to order at 6:30 p.m.

2. Mayor Craig called for the Pledge of Allegiance and asked Committee Member Want to lead us.

3. A moment of silence was observed. Mayor Craig asked that we keep three individuals from Manchester who recently passed away and were all outstanding citizens, pillars of the community and devoted to their families in our thoughts: Marilyn Houghton, Alfred Sapienza and Denis O'Neil. She also asked that we keep the three people that were killed in a racially motivated shooting in Jacksonville Florida in our thoughts: Angela Michelle Carr, A.J. Laguerre and Jerrald Gallion.

4. The Clerk called the roll.

Present: Committee Members Turner, Parr, Soule, Want, Bonilla, Tassey, Argeropoulos, O'Connell, Potter, Perich, Dion, Hamer, Gonzalez (left at 7:25 p.m.) and Mayor Craig.

Absent: Committee Member Leapley.

5. RECOGNITIONS

a. Student Leadership Award Winner – Dr. Jennifer Gillis, Superintendent

Mayor Craig stated that Dr. Gillis is going to speak to the Student Leadership Award winner but before she does, she wanted to mention a few things about this student. She is the founder of the Black Student Union at West High School, she is a YOU member and leader and she was a student school board member. She is an amazing community organizer and helped put on the Juneteenth, the Pride celebration at West High School, the West High School fashion show and most recently the We Are One festival, where she collected signatures to get the AP Black History course going in the school district. She is articulate, engaging and a wonderful person and we are very proud of her.

Dr. Gillis stated a model of compassion, brave in the face of challenges and fearless are a few of the words used to describe West High School rising senior Mackenzie Verdiner. This summer, a team from our district and Gear Up were able to be with Mackenzie as she received the Gear Up Student of the Year Award. This award is presented yearly at the National Gear Up Conference in San Francisco and the winner is selected from among the half a million students across the country who participate in Gear up. Again, Mackenzie was chosen from among a half a million other students. In her three years at West Mackenzie has shown her dedication not just to the school, but to her community as a whole. She's a testament to the power of student voice and the importance of partner organizations that support our students. We are incredibly proud of you Mackenzie and so excited to see what you will accomplish next and with that we have a quick certificate for you.

PUBLIC FORUM

6. 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.

Patricia Anglin, 17 Congress Street, stated:

She stated that she is the school nurse at West High School. She first wanted to congratulate Mackenzie and stated that she looks forward to seeing her next Tuesday. She stated that she is present to speak tonight in support of the tentative agreement between the Manchester School District and the School Nurses. It is her hope that the board will vote in favor of this agreement. She wanted to assure the board and the general public that this agreement was not taken lightly and was thoroughly thought out and discussed prior to being brought to the board as a complete and whole document. She stated that we are currently starting the school year short nine nurses. The district and the nurses have worked hard to make sure that this was something that would enable the district to become more competitive amid a severe nursing shortage, raising our wages to those of comparable districts, such as Nashua, all while staying within the district's budget. She stated that it is with their hope that 5this agreement and the recent passing of Senate Bill 215 will make it easier to fill the nine vacancies with full-time district nurses and not have to rely on agency staff at a higher expense to the district. They also worked on consolidating and clarifying the nurses contract, solidifying the transition from the health department to the school district was no easy

task. She thanked Attorney Cox Pelletier, Karen DeFrancis, Mr. Ransdell and Dr. Gillis for their dedication and attentiveness to this matter, and for working with the nurses on ways to enhance retention and recruitment of nurses in such a competitive environment, while the entire nation faces a nursing shortage. She also wanted to express that she is happy to assist the HR department on more creative and targeted advertising in an effort to recruit school nurses. That being said, if there's anyone watching who is a registered nurse, enjoys working with kids and would love to be able to spend school vacations with their family, please reach out. School nursing offers perfect parents hours.

The following three people spoke together.

Matt Bison, Class of 2017 Central High School alumni and now coach for the Central High School Robotics program, First Robotics, Team 131, Chaos, currently working as a systems engineer at DECA in the Manchester Millyard.

Sara Beauchine, Class of 2017 Memorial High School alumni and Robotics Team 238, studied Manufacturing Engineering at WPI after receiving a full scholarship from First Robotics, now working at DECA as a Manufacturing Engineer working on Medical Advancement and now coaching Team 238 at Memorial.

Ian Coburn, Class of 2017 Central High School alumni, who attended Manchester Schools from Kindergarten through 12th grade, and now has returned as a teacher in the District, at West High School, and is a volunteer for Team 501 V, West Team.

All of 380 Blevens Drive, stated:
They stated that robotics has had a big impact on all of them. They stated that the First Robotics program changed their lives. For those that are not familiar, First Robotics is a global robotics program with more than 3200 teams worldwide. Each year, teams of high school aged students design build and compete with 150 pound robots at events around the world. The program also happens to be founded right here in Manchester by Dean Kaman with the first ever competition held at Manchester Memorial High School in 1992. This program has an incredible, incredible impact on the students who participate. There are four Manchester teams including the team from

the Manchester School of Technology. Throughout the school year, each team supports community STEM outreach efforts, mentors local middle school robotics teams and focuses on youth leadership development, the design, execution and competition of robotics. Each of these teams have demonstrated unprecedented success in the last year alone. The Central High School team placed second and was recognized for outstanding community impact. The Memorial team came in first place at the New England championship, one of the most competitive events in the world. The West High School team came in second at one of their events and the team from MST won one of their local events. Notably, in the last two years each team has qualified for the World Championship event held in Houston, Texas, have been forced to decline for lack of funding. Investing in FIRST Robotics changes kid's lives as we demonstrated that the students participating in the Manchester robotics team go on to succeed in many ways. The Central High School team alone boasts a college participation rate above 90% for the students graduating from their team. Matt Bisson personally pursued an education in Engineering I, as a direct result of his participation in FIRST Robotics at Hillside and Central. On top of that, Sara was awarded a quarter million dollar scholarship to WPI, as a result of her participation in the program, and Central and West High School students just last year won scholarships from their events. Even beyond the students themselves, investing in First Robotics is an investment in the Manchester community. Sitting in front of the Board are three examples of this, but it goes far beyond alumni returning to live, work and pay taxes in the Manchester area. The high school robotics programs give students a creative outlet, particularly those from marginalized backgrounds, offering them a safe and supportive environment. The teams also promote STEAM throughout the community, mentor Lego robotics teams at local middle schools, participate in community service and so much more. Finally, as you might imagine, there are many expenses associated with competing in FIRST, a typical season can cost between $30,000 to $60,000, to pay for the robot transportation and lodging for events. Currently, teams are self-financed through combinations of grants, fundraising and corporate sponsorship. The fact that these four teams, in the same city that FIRST was founded and are not funded by this city is a grave oversight. Matt works closely with Jim O'Connell and he thanked him profusely for his help in understanding these challenges that face these teams. They are very thankful for the Board's time and effort. Approving this proposal would quite literally change the game for each of these teams. They hope that the Board acts to help them meet and rise above these challenges.

a. 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 and to table the remaining minutes for public comment to the end of the meeting for those that have not already spoken.

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

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

Committee Member Potter asked if the board is able to make motions in response to public comment and it was stated that they cannot.

Committee Member O'Connell stated it is a great way to start a meeting when former students come up and speak about the importance of robotics. He stated that he knows that the district is looking into how we might finance or contribute towards financing robotics. This is expected to come forward to the board in the future.

Dr. Gillis stated thanked those that came up to speak this evening and indicated that she would love to sit down with them and talk about a proposal, so that she can get a better understanding. She stated that she would like Mrs. DeFrancis to attend this meeting as well and asked them to reach out to her so that she could get some more information.

Committee Member Perich stated he knows how hard the nurses work and stated that his sister was a school nurse at Beech Street School and he knows what she went through during that time. He also stated that he understands how important FIRST Robotics is, as he was a coach at Memorial for a long time and all three of his kids were members of the FIRST teams and they got a lot out of it and it turned them into good citizens.

8. **PRESENTATIONS**
There are no presentations this evening.

9. ACTION AGENDA

a. Extension of the School Resource Officer Memorandum of Understanding (MOU) – by Kathryn Cox Pelletier

*On motion of **Committee Member Argeropoulos,** duly seconded by **Committee Member O'Connell,** it was moved to approve the extension of the School Resource Officer Memorandum of Understanding (MOU).*

Questions and comments included:

1. Committee Member Potter stated that his concern with this is that when there are instances of misconduct, they are handled by the police department, which he stated is right but he stated that prior to the School Resource Officers returning to the schools, he would like to see them come before the board to brief the board and what kind of discipline occurred and what kind of coaching occurred. Attorney Cox Pelletier stated that Committee Member Potter has brought this to her attention before and her response is the same, in that under the terms of the memorandum, the officers are not employees of the schools, they are employees of the police department and anything in their file could not be discussed in a public meeting and is not public information, so the board, as they are not their employee, would not be privy to this information. The School Resource Officers work in our schools, under the oversight of the principals but are not district employees. She stated that this evening, the changes are very minimal from the last time that this was approved by the Board and she stated that nothing on pages 69-70 have changed. They have pushed to get feedback on discipline for the Aspen files.
2. Next year this Memorandum of Understanding (MOU) will go to the Conduct committee for feedback before coming to the full board. Based on the timeline, it needed to come here so that we would have School Resource Officers in our schools at the start of the year.
3. Attorney Cox Pelletier will be meeting with the School Resource Officers and the Principal to continue their discussions.
4. The Board thanked the School Resource Officers for the work that they do in our schools, as it is a difficult job.
5. We received $7.6 million in a grant to help with mental health issues and behavior issues in our schools.

6. It was stated that any discussion on personnel would need to be had in non-public session.
7. It was indicated that on page 12 it stays during the 2023 school year and this should be 2024.

All were in favor and the motion passed.

b. Agreement with the Nurses – by Attorney Katie Cox Pelletier

*On motion of **Committee Member Soule,** duly seconded by **Committee Member Parr,** it was moved to approve the Memorandum of Agreement and the amended Collective Bargaining Agreement with the School Nurses. There were no questions or discussion. All were in favor and the motion passed.*

c. Long Term Facilities Planning – by Dr. Jennifer Gillis
(Note: Please see the documentation located in the 8/28/2023 Special Meeting Agenda Packet)

It was stated that this is the time for questions from the Board regarding the presentation that was given at the special meeting that took place prior to this meeting this evening.

Questions and comments included:

1. Concerned with possible disruptions of students by asking them to move out of their classrooms and into modulars.
2. It was asked if the inspection reports are available to the public? It was stated that the information shared tonight is on the dashboard.
3. Committee Member Tassey moved to table this item but there was no second to his motion. His reason for tabling was to be able to answer questions from the public.
4. It was stated that the it was indicated tonight that Wilson will be closing. It was stated that they looked at all of the schools and did inspections of all of the schools. It was stated that they did look at other sites for future placement of schools and they do not want to put themselves into a positions that would prevent them from possibly using the Beech Street school in the future.

5. Many sites were looked at across the city. They are looking to do additions onto McDonough due to the increase population and the modulars would be only temporary while this work is completed.
6. It was stated that the work that was done on this is fantastic and some hard decisions are going to need to be made. The three priorities were identified, closing Wilson Elementary School, making the middle schools 5-8 and building a new high school and the high school proposal is missing from the phase one project. McDonough will be increased to 710 students, Beech will have 734 students and that seems like a lot of students for elementary schools. The highest student count in an elementary school currently in Manchester is 500. It was stated that the numbers are not solidified right now and are an estimation. They are looking at how they will divide up the students from Wilson to Beech and McDonough. They are looking at all of the options, including staff coverage.
7. With the middle school model, they are dedicating specific areas of the schools to specific grade levels.
8. It is hard to say yes to this model with the capacity of the elementary schools that has been brought forward.
9. Over the past few months, while conducting the master plan, they have heard numerous comments about the condition of Wilson and that we need to move all middle schools to the 5-8 model and this is how it would need to be done.
10. The administration indicated that they will make this transition as seamless as possible and will limit the disruptions to student learning.
11. It was stated that a lot of feedback was received from the Wilson staff about the conditions of the building. They have heard from the 5th grade students at the school who have stated that they want to be in the middle schools and they support that move.
12. They are reviewing class sizes to make sure that they are staying as close to those class sizes as possible with this plan, which is why the modulars are needed while the work is being done.
13. It was asked if the elementary schools are not bursting at the seams, then does it make sense to leave the 5th graders in the elementary schools until the work is completed, rather than sending them to the middle schools. If there is not room in the buildings for classrooms, then it affects the class sizes. It was stated that Beech is over capacity and they are projected to be over the class size amounts in grades 2, 4 and 5. At Green Acres, they are over class

sizes in 1, 2, 3 and 4. McDonough is over their class sizes in four and five. Smyth is over in grades three and four. Webster is currently okay and are sitting under the projected class sizes for the coming year. Weston is over in grades 1-5. Wilson is over in grades 2-5.

14. There was concern about the timeline and how Wilson is looking to be closed next year but students would not move into a new school until 2027. It was asked if the school is in such a bad condition that it cannot remain open until 2027 when the new school opens. The concern was moving staff and students to a temporary location and then moving them again in a few years. It was stated that kids are resilient and the effects are more on the parents than the teachers or students. Wilson is not fit for education and the proposal is a far better environment for all. The schools are being merged. The teachers will be integrated into the schools, they would not be the Wilson teachers at McDonough, they will be McDonough teachers. It was stated that the temporary modular classrooms are a far better environment and space for learning than the current Wilson School.
15. Dr. Gillis stated that she cannot in good conscience recommend keeping students in Wilson for an extended period of time. She stated that she has spoken with the Wilson staff and she has heard nothing negative about this. The staff is being proactive and have stated that it is time that the Wilson students get access to what other students in the city have access to. She again reiterated that in her heart of hearts she cannot in good faith recommend keeping Wilson open any longer.
16. It was stated that after completing the national assessment and going through all of the schools, with the information on the class sizes, some of the schools in the district are overcapacity and they are not going to have excess capacity. This is the reason that the modulars are needed.
17. The modulars may house Art, Science, music, band and teacher's rooms, which would open space in the main building for additional regular classrooms.
18. We need to see the recommendations for the high schools and that should have been included in this plan this evening. It was stated that the hope is that they will have a recommendation for the high school prior to the end of this year and to complete the Master Plan by spring of 2024.
19. We need to make sure that we are not taking away the walking school neighborhoods.

20. It was stated that the Wilson school property is only .99 acres and is landlocked, so in order to build on this site you would have to build up and they do not recommend building an elementary school that is more than three stories tall.
21. We do not want elementary school students to have to spend more time on a bus when they use to walk to a school because we are closing a school in their neighborhood.
22. How is the project being paid for, besides the flexibility in the bonding? Federal funding will be applied for.
23. It was stated that they have looked into possible locations of different city owned sites for the new schools being built. They are reviewing the feeder patterns to make sure that students are staying together across all three levels. They want students to go to school closer to their homes and we do not want to build on a site that is outside of the city, thus some of the larger properties on the outskirts of the city are not being looked at. They are looking at the larger sites and existing sites that already house schools. A comprehensive plan will be completed before any significant spending is done.
24. They are looking at the Beech Street School and Gill stadium location for a possible siting of a high school.
25. Anything that is approved by the Board will need to go forward to the Board of Mayor and Aldermen for approval. If the board does not move forward tonight, it will hold up getting land use approval and additional adequacy based on the next steps that need to be completed, including going to the BMA for approvals.
26. They need to talk to Sharon Wickens, at the City, on bonding and if the portables can be bonded. They have talked about the bond for this project being 20-25 years. The buses are bonded for 8 years, as is our technology, because the bonds should not be longer than the estimated life of what is being bonded. They are looking to use the additional $35 million from the adequacy formula change. The Financial advisors for the district will work on the bonding and level out the payments and that will come back to the board for approval. The highest scenario is that they could bond the entire $360 million.
27. The increase in adequacy aid is expected to be $20 million per year and they could take the $35 million this year and the $20 million in subsequent years and put this into the debt service.
28. It was stated that the state formula for adequacy aid could change at any time.
29. Sharon Wickens has stated that we would have to meet with the bond counsel.

30. It was stated that we can move forward with this work while working on these concerns.
31. It was stated that we need to have the total number for the entirety of the project prior to asking for approvals.
32. It was stated that we do not want people to lose jobs due to the consolidation of schools and it was stated that the employees would be redeployed and they do not expect for people to lose their jobs.
33. The Wilson students need to have the opportunities that all other students in the city are receiving and by closing Wilson, they will.
34. Money and funding are very important but the top priority should be our students, families and staff.
35. This work has not been done in a silo. Feedback is being received from all parties that this would affect.
36. Most Master Plans are for 20 years. They are critical pieces that help determined what the priorities of the district are to help create equity for all students in the district. A master plan is very important for a district of our size.
37. When looking at the bonding they are looking at the bonding for both phase one and phase two and not just the current phase being discussed tonight.
38. Karen DeFrancis stated it comes down to the additional adequacy, we're receiving an additional 35 million. If you look at our current debt service today, the question came up about what does this do to our budget, currently, our debt service line item within our operating budget is $11.4 million. There are three years that we need to look at until we pay off the design build debt from 20 years ago and the last payment for that is in 2028. There is going to be three years where we have a high debt service payment. The matter is are we going to pay for that with the money that we're going to set aside these next few years? Or are we going to work with the financial advisors to maybe move that payment around a little bit, maybe it's interest only or different mechanisms to lower that debt for those three years. But what you really want to look at is right now we are at $11.4 million. In fiscal year 29, when the design build project has been paid off, our debt service, including the $306 million of this project, which is about 20 million per year, will go to $24.6 million. It is about a $13 million increase over today's debt service line item. The hope is that we will be bringing in an additional $35 million in adequacy and again, that number could change because it's also based on our enrollment and a big portion of it is based on our free and reduced. But if we're

looking at that additional $35 million coming in, $13 million of that would have to be allocated to the debt service line. Again, that doesn't include those three years that we still need to level out.

39. Assuming that we get this increase in adequacy aid, we could afford this project but we need to have the high school piece as well to make sure that what is being projected will cover this work.
40. The discussion tonight is presumptive of a few variables falling into place, first being Board of Mayor and Aldermen approval for the additional adequacy aid to be appropriated back to the district and we will need to show them how we are looking to distribute those funds. The second thing is that we also need to discuss with them any type of land usage and get endorsement. Third we need to get Bonding approval.
41. If these are approved then they would have to come in frequently to the Board of School Committee and the Board of Mayor and Aldermen to give updates.
42. They have started to draft out what the additional adequacy aid distribution would look like, the $35 million, and that will be brought back to the Board for approval and then will need to go to the Board of Mayor and Aldermen for approval. They are anticipating that $20 million will be set aside into the capital projects expenditure trust and that the rest will be fully distributed. The reason for moving $20 million and not the total $35 million is based on priorities that they need to fund with the additional adequacy money. The administration stated they are comfortable setting aside $20 million for capital projects.
43. We cannot apply for monies from the Building Aid fund until 2025, as that funding is based on a biannual submission and the next round of funding is not available until fiscal year 2026.
44. There are other options available for funding and all options will be exhausted.
45. A ceiling for funds was not identified as they need to go through and do a facilities and educational assessment of the schools before making a recommendation.
46. Once phase two is completed, based on the decisions made at that time, could that possibly make anything that was accomplished in phase one irrelevant or moot? It was stated that is not the case. Determining what to do with Wilson was first priority and figuring out how to get those students an equitable school experience like their peers across the city. Also, another top priority is definitely moving to the 5-8 model. This is what is being brought forward as the first steps in this and those need to be done now.

47. All possibilities and worst case scenarios are being reviewed.
48. We have talked about the age of our schools but if you look at some of the greatest institutions in the world, the age of their schools are greater, including, Harvard is 386 years old, Yale is 321 years old and Cambridge in the UK is 814 years old. They have used funding to modernize their schools and to institute the best technology that they can by doing renovations and not entirely new construction. It was stated that these schools are private and not public entities and that they do renovations every summer to their buildings. They receive billions in endowments.
49. A motion was made to approve however, Committee Member Argeropoulos stated that he would send the motion if some conditions of approval were added, based on what was discussed above.
50. The Wilson community staff came up to speak. They stated that this was hard news to hear but it is also very exciting. They have been begging for years for the students and staff to get what they deserve and that the inequities be stopped. Dr. Gillis has heard this and they are appreciative of the opportunities that will be available for the students and staff based on this decisions. The building needs to be closed now, the students and staff deserve better. The Kids do not have land area to play and have had to climb under portables to get shade while outside. There are no windows in some rooms and no WiFi, bathrooms flood on daily basis, this is not fair to these kids. They need to have the same options as all other kids in the district. The Wilson staff stated that when this goes before the Board of Mayor and Aldermen, they will come out again to make sure that everyone knows that they support this.
51. It was stated that the amount of $306 million incudes more than just the elementary schools.
52. If through the process funds need to be diverted or an issue arises, they will come back to the board to get approval.
53. This project goes along with the strategic plan that was approved in 2020 and we need to make sure that everyone knows that we heard them and are moving in the right direction.
54. There was a question about possibly renting the modular's instead of buying them and it was stated that once you reach the three year mark of renting a modular, you have paid the same amount as purchasing them.
55. The new modulars are not like the old ones that people may be thinking of and they are great spaces designed around 2st century learning.

56. All the staff have been working with us on this and have been giving us feedback. The Wilson staff is present tonight, but so are the middle school principals.

*On motion of **Committee Member Want,** duly seconded by **Committee Member Argeropoulos,** it was moved to approve the long term facilities planning project as presented, with the following stipulations:*

1. *That Board of Mayor and Aldermen approval is granted.*
2. *That Bonding is approved.*
3. *That Land acquisition and road discontinuance is approved.*

A Roll call vote was called for by Committee Member Want. Committee Members Want, Bonilla, Argeropoulos, O'Connell, Potter, Perich, Dion, Hamer, Turner, Parr, Soule and Mayor Craig were in favor. Committee Member Tassey was opposed. Committee Members Gonzalez and Leapley were absent. The motion passed 11-1-2.

10. <u>CONSENT AGENDA (ITEMS 10 – 17)</u>

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

Committee Member Turner removed item 14-c.

The balance of the consent agenda was as follows:

12. Approval of minutes from the Board of School Committee meetings on: August 14, 2023 meeting.

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

a. Revisions to BOSC Policies
   1. BOSC 100: School Board Operational Goals
   2. BOSC 100.1: School Board Self-Evaluation
   3. BOSC 101.1: School Board Policies
   4. BOSC 102: Board Member Authority
   5. BOSC 102.1 Substantive Duties

6. BOSC 103: Board Contact with District Professional Advisors
7. BOSC 104: Board Member Code of Ethics
8. BOSC 105: Board Superintendent Relationship
9. BOSC 106: Administrative in Policy Absence
10. BOSC 110: New Board Member Orientation
11. BOSC 111: Board Member Development Opportunities
12. BOSC 112: Board Member Conferences
13. BOSC 113: Board Member Indemnification
14. BOSC 114: School Board Legislative Program
15. BOSC 115: Liaison with School Board Associations

b. Policy Safety 139: Student Identification Cards (ID Cards)

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

a. 2023/2024 District and State Assessment Calendar
b. Mikva Challenge
c. New Hampshire Jobs for America's Graduates (NH JAG)

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

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

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

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

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

c. New Hampshire Jobs for America's Graduates (NH JAG)

Committee Member Turner stated she pulled this off the consent agenda based on questions that she had asked of Dr. Gillis and asked Dr. Gillis to address the concern about extending this offering to all four of our middle schools and for us to look at our ESSER funding to see if we can repurpose monies, possibly from vacancies in positions, for this purpose.

Dr. Gillis stated that when JAG approached them with this opportunity they had two staff that they were able to identify to push in. That time, they looked to put them in the middle schools that already had the 5-8 model in place. Subsequently, the committee asked them to consider and identify funding for all four middle schools, which they have done. This will still be contingent upon being able to find two staff members. They are looking to do this for the second half of the year, so that they can be trained and ready for the start of the school year.

*On motion of **Committee Member Turner,** duly seconded by **Committee Member Argeropoulos,** it was moved to approve item 14-c, New Hampshire Jobs for America's Graduates (NH JAG). All were in favor and the motion passed.*

COMMUNICATIONS

18. Superintendent's Communications.

a) Update on the Opening of Schools

Transportation Update: Dr. Gillis asked Assistant Superintendent Ransdell to give an update on. He stated that we have successfully transitioned MTA to covering their portion of our routes and STA as our second vendor and they have hired and supplied drivers to fulfill their 13 established bus commitments that they made to us in the Spring. STA will continue to hire and expand the number of buses that they are putting into service, as part of our agreement with them and directly address some challenges that we will speak of. Some of the successes that we are looking forward to for this coming year is that we will have fewer planned early, late or double runs than last year because we managed to add the second vendor. Last year there was regularly seven to eight schools that experienced planned late or double runs, or earlier runs. We anticipate this number to be three to four for the coming year, with a reduction to this number as STA continues to expand. They believe that these actually will be diminished completely or eliminated completely, probably within 30 to 40 days of school. They do continue to have, challenges of early, later, or double runs at those schools. The workforce shortage does continue to hamper efforts of everybody involved to move these issues forward without some specialized planning. He thanked Kelly O'Brien Hebert, as she has been tireless the last three months. She has worked not only to help integrate the new vendor, but to get all the routes ready and to assist them in their planning. The actions we will continue

include STA will continue to expand their capacity and tangentially they have actually settled one of the most comprehensive and beneficial plans, labor agreements in the state with their drivers and we certainly believe that's going to act as a major draw in the hiring process for them. We will have more detailed information at the financial facilities meeting as we get to the first couple of weeks of school and have our first experiences. He stated that he is very confident at this point that we're going to successfully navigate the opening of school with our transportation system, our specialized transportation. The number of students served has dropped by about 18% over last year. We should see some additional movement in that area, as that number is always fluid, because new students are identified and that process is just an ongoing, continuous piece. He wanted to commend the special education department, Salina Millora, and her team, who have literally manually gone through 3000 IEPs, and began to really take stock of what's in those IEPs, taking a look at who has transportation and under what conditions. He stated that he expects to see a change in the overall number of students being provided specialized transportation in the next cycle, as well due to this continued review EasterSeals, STS (as opposed to STA), which is our lowest cost provider has increased the number of students from our transportation roster that they're able to transport. We're able to start shifting some of those students from our high or higher cost providers to do that gentle care again, one of our lower cost providers has also increased the number of students that they're able to serve and have pulled them from our higher cost providers. Again, at the finance and facilities meeting, we will have a more detailed report on the opening sessions in a couple of weeks of school.

Questions and comments included:

1. It was asked for clarification that what was said was that right now there are four routes that are planned to be early, late or doubled up, but within 30 days we will have mitigated that with additional staffing from STA? Mr. Ransdell stated that is correct. Right now there are four schools that will have early, late or doubled up routes. Two of the four schools will have one bus that arrives 15 minutes early, one will have a bus that arrives in the afternoon about 10 minutes late, Parkside will have one bus and Southside will have three buses that run early.
2. It was asked if STA is in compliance with the agreement that they made with the district and that they are providing what was promised? It was stated that they is correct.

3. It was asked if there are backup drivers for either company in case they are needed? Mr. Ransdell stated that he anticipates having no problem getting everyone there everyday and there are specific terms in the contracts to this point.
4. It was asked that when the 30-40 days is up that the Administration give an update of what is going on and where we are with the late, early and double routes and any impacts to after school activities. It was stated that they can do that but expect to do this more often at Finance and Facilities.

School Food and Nutrition Update: Dr. Gillis wanted to give a quick update on food services. So that team is very active right now in inventory and ordering for a smooth opening to our school year. Two quick notes, the team has been engaging this summer. This is new for us in some professional development, which she knows Mr. Connors will go into a little bit more detail in an upcoming financing Facilities Meeting. She wanted to commend both Mr. Connors and his team, as they've been working with the Manchester Food Bank sharing tips and tricks for large scale food preparation. Also, they have just completed ServSafe certification. She stated that she thinks the team is showing a lot of commitment, and they are gearing up for an exciting opening for the school year. Just a reminder, we do have our free and reduced meal applications out at this point in time. If any family needs any assistance, one either getting the form or to filling it out, please reach out to the principal or the admin team at your child's your student's respective school.

Questions and comments included:

1. Can we drop hard copies of the food service applications for free and reduced lunches to different places within the community? It was stated that they have them out and about but if there are locations that you think they should go to, they would be happy to get them to them. They are available with trusted community partners and they are not only working on getting them out but also getting them turned in.
2. Community partners and district staff are also available to help fill out the applications.

Professional Development: Dr. Gillis stated that just a couple other quick nuts and bolts, I just wanted to share with all of you that we had our administrative retreat last week, the admin retreat pulls in all of our district and building level leaders. The focus was on leadership and leveraging leadership within our school buildings along with alignment to the strategic plan, district and

department goals, and our schools focusing on their individual ABC goals. I do want to thank the executive leadership team at the district office, all of you pitching in making sure we had all of those trainings in good shape as we rolled out our admin retreat. We've also got our staff, our new staff came in, we had our clap in which is always incredibly warm, and now it's become kind of our welcome into our district. That PD happened last week, as well, they had two days, one that the MEA helped us facilitate. She stated hats off to the whole team that pulled those two days together and it's really invigorating when you get to see new stuff coming in and they walk through that club thru line with big eyes. And now it's our responsibility to make sure we keep shepherding them through their first year. Our voluntary PD for teachers has started this week, I'm pleased to share that, at first count we had 728 Teachers attend today. So that is a nice number to see opting into that PD day for day one. We have opening day for all staff at this new arena the morning of August 31. So that is this Thursday, I'm just making sure you all have your invitations. So as the board, you can be a part of that welcome. And then just a reminder to our students that our families, first day is coming, we will see you on Tuesday, September 5, we are really excited to get you back into school, get you back on learning and have everybody back in our buildings, filling our hallways with your voices and all of your energy. So don't forget September 5. Next Tuesday, we'll be back in school.

b) Staffing Update

Mr. Ransdell stated that he wanted to bring everyone's attention to the job opening report. A lot of hard work has taken place this summer and the principals and school administrators have been diligently working to fill positions in a continuing to be challenging search environment. He stated that he engaged with Ms. Millora today and they met with all of the principals to get an idea of where all the schools are today. He stated the format that they have been using has changed with the addition of one column with the direct instructional openings, actual classroom teachers, and those folks that are expected to be in the classrooms every day. A column showing pending, mitigated or contracted has been returned to the document. There are 43 positions still open but that number was around 100 at the start of the summer. There are only 6 direct instruction classroom positions remaining, that are not pending hiring or connected to a contracted service. Of those six, three or four of them have mitigation plans in process. He stated that he is confident that these positions will be filled. Last year at this time, we were looking at 20 positions and we are happy where we are currently. The HR

department does have some positions that are being reviewed currently. Part of the mitigation is that he principals are working with teachers to pick up a sixth class to help temporarily, allowing for instruction for all students.

Questions and comments included:

1. Some of the para positions have been eliminated because they were having trouble filling them. They are utilizing contracted service employees to make sure that the needs are met.
2. It was stated that in the far right column, where it says mitigated or pending, 60% of these are probably contracted services.
3. They will continue to attempt to fill positions in order to decrease the contracted services, as we are paying more for the contracted services.
4. The Student Services department are reviewing all IEPs to make sure that services will be provided and that we are making sure that services are deliberate and not duplicative.
5. We are still doing advertising. They did add radio advertising, at a cost of $27,000 to the district.
6. It was stated that some letters have been sent home letting students know who their teacher is and students are very excited to open these letters but it was asked if a teacher position hasn't been filled does that letter still get sent but the teachers name is blank? It was stated that contingency plans are in place for these classrooms without teachers.
7. We once again have a vacant HR director position and it was stated that this is a crucial time for hiring in the district and we need to get an HR director to fill this spot. It was stated that we have a consultant that has worked with the district before that is helping us with coverage.
8. Everyone is pulling together to make sure that candidates are being screened during the hiring process.
9. It was asked if a report would be coming to the board on the EL time we are giving our students, as we were told that we are only supplying 50% of the time that is required by the state. It was stated that Wendy Perron is back working with the district and has been going through the staffing and who is working in the schools and will be coming in to committee in September to address this. Mrs. Perron was working with the State and is an expert in this.
10. There are numerous positions we need to hire, including: An Assistant Superintendent of Teaching and Learning, HR Director, Director of Fine Arts, Director of Guidance, Assistant

Athletic Director. The issue is that at this point and time, most of the people who would work in these positions are already under contract at another district.

11. The Director of Comprehensive Guidance has been hired. They are in the process of the Director of Fine Arts.

19. Board of School Committee Members' Communications.

There were no items submitted for Board Member Communications.

20. Personnel Report.

On motion of ***Committee Member Argeropoulos,*** *duly seconded by* ***Committee Member Hamer,*** *it was moved to approve the personnel report and the supplemental personnel report, with the removal of item number 76 as this was a duplicate of an already existing item. All were in favor and the motion passed.*

The approved personnel report was as follows:

RESIGNATIONS/RETIREMENTS: ADMINISTRATION

Name	Position	Building	Salary
Maegan Hoberman	Assistant Principal	Southside	$95,154.00

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Name	Position	Building	Salary
Cheryl MacDuff	Teacher - ESOL	Bakersville	$51,479.00
Ashley Bellemore	Teacher - Kindergarten	Webster	$53,970.00
Tayla Timpe	Teacher - Elementary	HGF	$58,843.00
Joanne DeBello	Special Education Coordinator	Parkside	$65,592.39
Madison Platte	Teacher - Elementary	Southside	$46,873.00
Carol Ritchie	Teacher - ESOL	MST	$58,843.00
Karen Jorgensen	Teacher - Elementary	Parker-Varney	$55,319.00

NOMINATIONS: CERTIFIED STAFF

Name	Position	Building	Salary
Leah Giampietro	Teacher - Pre-K Autism	Weston	$45,094.00
Kevin Cleary	Teacher - Orchestra	Southside	$70,638.00
Danielle Jubinville	Speech and Language Pathologist	Southside	$53,801.00
Jacob Compagna	Teacher - Latin	Central	$42,025.00
Monica Wilson	Teacher - Social Studies	Parkside	$70,550.00
Laura Flynn	Pre-K Occupational Therapist	Webster/Weston/McDonough	$79,190.00
John Thomas	Teacher - English	Memorial	$79,190.00
Marie Jalbert	Teacher (K-4)	Gossler	$42,025.00
Cari Hoglund	Occupational Therapy	Weston	$74,104.00
Margaret Burke	Apex/Credit Recovery	Central	$15.00 Hourly
Patricia Puglisi	Teacher - Health/Science	MST	$79,190.00
Frorance Kwizera	Teacher - 5th Grade	Beech	$42,025.00
Abigail Maloney	Teacher - Kindergarten	Beech	$42,025.00

Garrett Walker	Teacher - Social Studies	McLaughlin	$48,069.00
Heather Niebel	Teacher - 2nd Grade	Parker-Varney	$57,872.00
Kaitlyn Croteau	Behavioral Health Counselor	Webster	$62,891.00
Mary Victoria Barger	Teacher - 1st Grade	HGF	$71,431.00
Cassandra Darisse	Teacher - 1st Grade (1 Year Position)	Gossler	$42,025.00
Tiffany Roberts	Teacher - Grade 1	Smyth	$46,649.00
Brooke Riberio	Teacher - 5th Grade	Wilson	$42,025.00
Joyce LaPointe	Teacher - Grade 1	Webster	$79,190.00
Cam Detscher	Teacher - Physical Education	Parkside	$42,025.00
Garrett Walker	Teacher - Social Studies	McLaughlin	$48,069.00
Lauren Reed	Teacher - LA Essentials	Parkside	$42,025.00
Hannah Carbonneau	Teacher - ESOL	McLaughlin	$82,581.00
Alexander Mellor	Special Needs - EBD	Webster	$45,094.00
Ryan Fitzpatrick	Teacher - EL	Central	$77,495.00
Makenna Platte	Teacher - 3rd Grade	Wilson	$42,025.00
Carlos Martinez	Teacher - Music	Parker-Varney	$47,421.00
Christine Vigneau	Teacher - Special Education	Parkside	$62,891.00
Lisa Bienvenue	Teacher - 2nd Grade	Parker-Varney	$42,025.00
Steven Kidder	Teacher - ESOL	Parker-Varney	$42,025.00
Andrea Kelly	Teacher - 4th Grade	Parker-Varney	$55,319.00
Jessica Gifford	Teacher - Spanish	Parkside	$52,679.00

RESIGNATIONS/RETIREMENTS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Joe Calderon Villegas	Para-Educator I	Jewett	$15.45
James Corson	School Crossing Guard	Weston	$15.89
David O'Brien	SFNS Driver	SFNS District Wide	$16.38

NOMINATIONS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Ana Delgado	Para-Educator II	Webster	$15.96
April Zapora	Para-Educator BST	Parkside	$16.91
Merrick Rocque	Para-Educator I	Green Acres	$15.45
Tina Hossfeld	21st Century Site Coordinator	Gossler	$31,700.00
Amanda Ronchi	Para-Educator I	Green Acres	$15.45
Randy Frederick	Assistant Football Coach	West	$1,000.00
Nadia Boga	Girl's Soccer Coach	Parkside	$1,804.00
Miguel Frett	Girl's Soccer Coach	Hillside	$1,804.00
Abby Yerrington	Field Hockey Varisty Coach	Central	$3,499.10
Mattea Schevey	Para-Educator II	Webster	$15.97
Tracy St. Amand	Para-Educator I	Gossler	$15.45
Patrick Yourell	Assistant Football Coach	West	$1,851.50
Ryan Ducharme	Boy's Soccer Coach	McLaughlin	$1,804.00
Scott Dolan	JV Football Coach	West	$3,450.00
Joshua Ratacik	Assistant Football Coach	West	$3,450.00
Gary Bartis	Para-Educator I	Memorial	$15.45
Katerina Tselios	Para-Educator I	Green Acres	$15.45
Innocent Nkurunkiza	Para-Educator I	Hillside	$15.45
Christina Petriel	Para-Educator I	Memorial	$15.45
Bryan Austin Frederickson	Site Coordinator	Bakersville	$31,700.00
Amanda Klardie	Para-Educator I	HGF	$15.45
Kimberly Cardona	Food Service Worker I	McDonough	$15.00
Kaley Abrego-Rodriguez	Para-Educator I	Parker-Varney	$15.45
Gabriel Aguirre	Para-Educator I	Hillside	$15.45
Jacqueline Garcia	Food Service Worker I	Smyth Rd	$15.00
Kristen Vazquez Garcia	Food Service Worker I	McDonough	$15.00

Mark Boardman	Coach - Freshman Football	West	$3,465.00
Travis Manzo	Para-Educator I	Gossler	$15.45
Danielle Bouthiette	Coach - Girls Soccer	Southside	$1,804.00
Nathan Baldwin	Coach - Boys Soccer	Hillside	$1,804.00
Adeleine Schmitt	Administration Assistant II	West	$18.90
Michael Hugle	Coach - Assistant Football	Central	$1,570.00
Peter Guertin	Coach - Assistant Football	West	$2,850.00
Anila Janko	Food Service Worker I	Hillside	$15.00

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

There were no tabled items.

At this time, Mayor Craig asked if there was anyone else present wishing to speak and no one was present that wished to speak.

22. NEW BUSINESS

1. Committee Member Parr

a. Class Sizes – it was asked if we could see something soon on where we anticipate receiving this information. It was stated that this information would come to the board in September. They are seeing enrollments coming in and student going out of district. They will bring something to the board after the finals are tallied up.

b. Five through Eight Middle School Model – it was asked if an update can be given to the board on how we are going to communicate this out to the parents and families of those schools that will be effected and what programming will be available to support this shift.

2. Committee Member Potter

a. Robotics – He stated that he knows that Dr. Gillis asked them to contact her so that this can be reviewed but he asked if it would then come forward to Finance and Facilities for approval. Dr. Gillis stated that they will meet with those that came forward to see what the ask is and then will look into available funding that might be available or grants that could be applied for and will come back with information.

3. **Committee Member O'Connell**
    a. Robotics – He stated that he has had discussions with Mrs. DeFrancis and Dr. Gilis about this and the possibility of helping with some annual costs, possibly in the amount of $5,000 for each of the four schools, to eliminate some of the self-funding that they have to do each year for buying equipment and other costs. He is hoping something will come forward in the near future.
    b. Board Workshop – he stated that a survey has been sent out and we expect to go forward with a workshop in the fall and will talk to the administration and will come back to the board with some information.
    c. Board Goals – a survey will be sent out this week on this item. This item will then come forward at the next full board meeting.
    d. Joint Committees – Facilities and Building and Education – these are committees with the Board of Mayor and Aldermen and they will be setting up times for these committees to meet soon.

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

9:13 p.m.

On motion of ***Committee Member Soule,*** *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, and c, e, j and l) and RSA 91-A:2, I (b): for the dismissal, promotion or compensation of any public employee or the hiring of any person as a public employee; and, for matters, which if discussed in public, would likely affect adversely the reputation of any person; consideration of negotiation of pending claims or litigation; consideration of confidential, commercial or financial information that is exempt from public disclosure under RSA 91-A:5, IV; consideration of legal advice provided by*

legal counsel, either in writing or orally; and, Strategy or negotiations with respect to collective bargaining.

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

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

9:34 p.m.

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

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

*On motion of **Committee Member Soule,** duly seconded by **Committee Member O'Connell,** it was moved to approve the Manchester School District Emergency Operation Plan and the Suicide Prevention Plan addition. All were in favor and the motion passed.*

ADJOURNMENT

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

*On motion of **Committee Member Perich,** duly seconded by **Committee Member Dion,** it was moved to adjourn. All were in favor and the meeting adjourned at 9:34 p.m.*

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