BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37

January 25, 2021 **6:00 p.m.**

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

As Mayor of the City of Manchester and Chair of the Board of School Committee, I find that due to the State of Emergency declared by the Governor as a result of the COVID-19 pandemic and in accordance with the Governor's Emergency Order #12 pursuant to Executive Order 2020-04, this public body is authorized to meet electronically.

2. The Clerk calls the roll.

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

Absent: Committee Member Thomas.

A moment of silence was observed.

Committee Member Perich asked for a moment of silence for Ed Ganesh, who worked for over 40 years in the Manchester School District and he was special to me because he coached me in 8th Grade basketball.

Committee Member O'Connell asked for us to keep Francis "Sonny" Griffin in our remembrances also, as he gave 47 years of his life to Little League and Basketball in the City of Manchester who passed away this week.

PUBLIC FORUM

3. Mayor Craig advises that the purpose of the public forum is to give the residents of Manchester the opportunity to address the board on items of concerns affecting the community; each person will be allowed only one submission; comments shall be submitted via email to publiccomment@mansd.org and **shall be limited to 400 words or less**. Your email **MUST** include your **name and address** and must be submitted to the email by 5:00 on the date of the meeting. The submitted public comments will be read at the meeting by the clerk.

Submissions should be regarding items on this agenda. Submission of comments shall not be to make complaints of school personnel or complaints against any person connected with the District, other channels are provided for Board consideration and disposition of legitimate complaints involving individuals which should be referred to the superintendent.

1. **Michael Bachand, 50 Spring Garden Street, Apt. 1, submitted:**

As a guardian of my nephews, one at Southside the other at Memorial, the decision to go back to Hybrid learning on January 25, 2021 has me wondering. Yes wondering who came to this decision as I never was able to give input as a guardian. I never received an email regarding the possibility of returning to hybrid learning like parents did prior to starting hybrid learning back in November 2020. No survey and anything on this change. Then all of a sudden the Covid-19 dashboard just disappears, like it never meant anything. I'd like to remind the board the reason the district went back to fully remote back in November was due to the district fell into the Red, High Risk Level which is where it has been since then. I realize that the students can remain remotely but data is proof that the surge is still at a high. I truly believe students do better when in school but it needs to done correctly.

2. **Gina Seaboyer, Boutwell Street, submitted:**

I will pull my kid out of the district if you allow boys and girls to use the same locker rooms and bathroom.

3. **Pierre Dupont, 71 Circuit Street, submitted:**

Hello board members. I'm very concerned about these new policies being proposed regarding transgender. No way can you let boys, who think they may be girls or want to be in my daughter's locker rooms!!! Stop encouraging such behavior! It's not discrimination to protect our children from some confused adolescents. That is the TRUTH. They are confused and attempting to find their identities. But you MUST protect the overwhelming majorities not the 1 or 2. Though they have rights, wisdom dictates not in this matter. Thank you.

4. **Paula Goduti, 558 Straw Hill Road, submitted:**

I am a parent of 6 girls and the grandparent of 9 girls, all of whom have been (and are) athletes in their own rights. For the safety and privacy of the girls I love - and ALL girls and women - do the right thing and allow girls restrooms and locker rooms to remain gender exclusive. Also, in fairness to women's sports, let girls have a fair chance to compete and win by preventing transgender males to compete in women's sports. Boys are larger, stronger and faster than girls so what chance does a girl have physically against them.

5. **Jenna Pedone, 2200 Elm Street, submitted:**

Hello, I have girls and I do not want them having to share a restroom or locker room with biological boys. This proposed change to school rules is dangerous for my girls who would feel like they are being watched or preyed upon by such biological boys. Please vote no on this.

6. **Jonathan Taylor, 150 Tennyson Drive, submitted:**

To Whom It May Concern: I'm writing to urge the board to reject the transgender policy currently under consideration at tonight's meeting. There is a real risk to young women and girls in allowing biological young men to use restroom and locker room facilities. The possibility of abuse is great and the evidence is robust. The following article lists six separate incidents where predators took advantage of any-sex facilities to prey on women. Giving those girls who are concerned the option of using private facilities protects those individuals, but not others who might become victims unaware. A much more sensible approach, particularly since the numbers of transgender students is much smaller than either of the groups of cis (SIS)-gender students, is to give transgender students the option of using private facilities. Thank you for hearing my concerns.

7. **Barbara Andersen, 917 Countryside Boulevard, submitted:**

I and my daughter competed in JR, HS and collegiate athletics. For the safety and privacy of ALL girls and women - do the right thing and allow girls restrooms and locker rooms to remain gender exclusive. Also, in fairness to women's sports, let girls have a fair chance to compete and win by preventing transgender males to compete in women's sports. Boys are naturally larger, stronger and faster than girls hence they have a physical advantage over them.

8. **Sheila Gagne, 126 Lakeside Drive, submitted:**

School Board: I have been a Manchester resident all my life and have raised my family here, a son and a daughter. To think that my city is thinking about allowing biological boys to compete with girls and to infiltrate the bathrooms, locker rooms and showers with biological females is outrageous. Girls need to have their modesty protected at all times. Girls need to have their own sports where they are equally matched. Isn't this why girls' sports began originally? Are we forgetting? If the transgender wants sports, bathrooms and showers, let them have their own as they should. Don't sacrifice the females for convenience of others.

9. **Kathleen Souza, 628 Belmont Street, submitted:**

What better reason for families to move FROM Manchester! Please do not implement this insane transgender policy. Our children, parents, and families deserve better. In God is our Trust! thank you.

10. Natalie Brankin, 249 Megan Drive, submitted:

Dear Members of the Manchester School Board, I am writing in regard to the proposed transgender policy being considered for Manchester public schools. As a mother, I am dismayed that this school district would consider allowing biological males into any dressing or bathroom space that a girl would occupy. Girls across the country are speaking out about policies just like the one Manchester is now considering. They care for their peers who are gender confused but they also have a right to their privacy. Women have had to fight for centuries to have a voice in the public domain and for accommodations be made in public spaces and schools. With one vote tonight, the city of Manchester risks violating the hard earned rights of women. The frontal lobe of the human brain is not fully developed until a young person is in his mid-20's. It is impossible to understand how a school district could condone the confusion of young people who suffer from gender dysphoria. Clinicians who work with these individuals report that anywhere between 75 to 90% of teenagers who experience gender confusion work themselves out by the time they are in their mid-twenties - meaning they no longer misidentify as the gender opposite one's biological gender. It is outrageous that a school district which purports to care about its students would do anything that could potentially lead to irreparable harm to its students. One would never hand the keys of their car to a preschooler because it is not developmentally appropriate. Indulging the confusion of those whose frontal lobes are not fully developed is developmentally inappropriate and can lead to irreparable harm. I fully sympathize with the hurt and confusion that young people face, we have all been there at some point in our lives in one way or another. I love and care for people in my life who suffer from this and other types of confusion. However, submitting to a distortion of reality is never compassionate to the dignity inherent in human person. Because I care about the dignity of every person, I ask you to emphatically reject this transgender policy for the sake of the children of Manchester and their families. Thank you for your time and attention.

11. Teresa Rouillard, 241 Crosbie Street, submitted:

Good evening, as a parent of school-age children in Manchester, I oppose the proposed transgender policy that would open bathrooms to students of the opposite sex. Instead of equal treatment of all students, this proposal gives preferential treatment to transgender students above non-transgender girls and boys who have concerns about their privacy and safety in a previously same-sex bathroom that is

now also used by students of the opposite sex. These non-transgender students who have concerns should not have a policy that states they have to use private restrooms. This will marginalize those concerned students. Bathrooms separated by sex, regardless of identified gender, should remain the way they are. Private facilities can be established that are unisex. Therefore, transgender and non-transgender students alike can utilize the private facilities and NO student will be marginalized or given preferential treatment. Thank you for your consideration.

12. Patrice Benard, 31 Aurore Avenue, submitted:

I am writing for Public Comment to remind you to support the families of this district. As long as parents are legally responsible for their children, they have the RIGHT to know what is going on with their children at school. It is a parents' responsibility to guide their children according to the family's own value system and beliefs. Until a child reaches the age of majority, yes, parents and children may often disagree, but the parent has the right to set the rules for their own family. As long as parents are held responsible for the health and well-being of their child, for the school to interfere with that could be construed as Custodial Interference. Thank you for your time.

13. Shannon Moloney, 79 Warren Avenue, submitted:

I am a high school teacher in the Manchester School District. I was ecstatic to see so many students in the building today for the first time since last March. It is very exciting to bring back students safely. However, I am very disappointed in the lack of procedures that have been communicated to teachers. Teachers have many questions that have still not been answered. 1. The rules that students are expected to follow have not been thoroughly explained to all students. 2. There is no drinking water in the school. 3. The new block schedule does not align with MSTs, so students will be missing up to four classes per week. Students have been told that they need to figure it out with their teachers. 4. On January 12th, we received an email saying that training was going to be rolled out shortly. There has been no training on how to switch to an eighty minute class period that only meets twice a week with students simultaneously remote and in person (hybrid/block schedule). There has also been no preparation time given to teachers during this transition time. 5. There has been no procedural guide to gatherings in common areas like the bathroom and hallways. Given the extended periods between classes, students will be spending more time in these areas. 6.The schools do not have an appropriate amount of technology. We are NOT a one to one school. There are not enough Chromebooks for students coming into the building. Students are expected to bring their personal devices, not school issued chrome books. Only having a cell phone will not be appropriate for hybrid learning. There are

also no extension cords for students to charge their devices during the day. 7.There are some classes that may have too many students to properly social distance. There has not been ample time to prepare for students to return. Perhaps the return of more students should be delayed until these issues are addressed. Teachers want to be in the building with students, and we want the return to be in a safe manner.

14. Dennis Mullen, 182 Purdue Street, submitted:

To Whom it May Concern, I do not support policy update for students (Students 100.1: Transgender and Gender Non-Conforming Students). It is not acceptable to open bathrooms, locker rooms and sports to students of the opposite sex. It is acceptable for a person who self-identifies as transgender or nonconforming gender to use a private bathroom or facility that is used by either gender.

15. Mary Allen, 132 Red Coat Lane, submitted:

Dear School Board Members, I am writing to oppose opening bathrooms, locker rooms, and sports to members who identify as the opposite sex. My daughter graduated from Central High School as a student in the special needs program. If bathrooms and locker rooms at that time had been open to those identifying as the opposite sex, this would have been wildly confusing to her and caused confusion after graduation regarding using public bathrooms. If it is not marginalizing for those concerned about privacy to use private facilities, then it is not marginalizing for those who identify as the opposite biological sex to use them. Please vote against this ill-advised policy. You have enough problems on your plate now, don't you think?

16. Michelle Doyle, 75 Pinebrook Place, submitted:

As a parent of 5 children, I am concerned and outraged that the school board would even consider making genderless bathrooms. As a mom of 2 daughters, this is concerning as it would open up more possibilities for young girls to get sexually assaulted. As a mom of 3 boys, it's also concerning as this opens up a door for boys to be accused of doing things they didn't do. As a taxpayer, and a parent of children in your schools, I should have been notified of this in advance. I have a right to know what is going on in my children's school. I ask that you consider the safety of All children and not just the wishes of a few. Please don't pass this.

4. 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 Leapley,** duly seconded by **Committee Member Want,** it was moved to take all comments under advisement and further to receive and file any written documentation presented.*

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

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

There were no responses to public comment. Committee Member Beaudry had asked if his questions on the public comments regarding Covid should wait until the update and it was stated that we will address the concerns when that comes up.

6. RECOGNITION/PRESENTATIONS

7. Presentation: *What Should MSD Graduates Know, Understand, & be Able to Do?* **1 – 6**
- Michael Skelton, President & CEO, Greater Manchester Chamber of Commerce
- Topic: Skills Needed in the Workplace

Michael Skelton, President and CEO of the Greater Manchester Chamber of Commerce, was present and stated the following:

The district and the Board are in the process of thinking about curriculum and I appreciate the opportunity to come in and share the perspective of the business community to change or evolve certain elements of the curriculum to align with career and workforce opportunities. He stated he appreciates the opportunity to come and share the business community perspective on that opportunity and others and to help evolve certain elements of the curriculum to align with career and workforce opportunities. He stated he took the assignment literally in terms of answering the question of what graduates should know, understand and be able to do. Workforce development, preparing life skills

and job skills is only one element of our educational system and it is important as business owners of all shapes and sizes see workforce development as their top challenge. This is a challenge that business owners think of frequently and needs to be looked at statewide. Covid-19 has had an economic impact and this exacerbates and complicates some of the workforce challenges. Many folks have experiences economical displacement and have been impacted by the pandemic and some industries, specifically in hospitality, have seen the biggest challenges. As a community, and as a state, we need to focus on what our economy needs in order to recover from the pandemic. In order to recover following the pandemic, our workforce is going to be a major part of that and making sure our available workforce is aligned with the needs. The workforce is really a direct inhibitor of economic growth and job creation. A businesses ability to grow is tied to their ability to attract and retain talent. The quality of life and health of our communities is transferable to how the businesses are able to grow and thrive. Our overall workforce in the state is aging and that's part of the reason this is such a complex and unique challenge. There has been recent positive news over the past few years, where there are some good trends in terms of New Hampshire's positive migration of younger people, young families, and we have been reversing some longer-term trends that we have seen for a while, so this is a good sign but we still have a lot of work to do. In order to have a huge amount of success and make a big impact in retaining more young people that are coming through our school systems in New Hampshire, is connecting them with job opportunities, providing them with some awareness and connection to the great career opportunities that exist in the State, so that they don't leave the state. He stated that he has broken down the questions into three sections, which is to know, understand and be able to do. The core curriculums need to address these questions. Based on the curriculum that Dr. Goldhardt shared with him, it seems that the district is on the right path and has represented these topics. The business communities perspective is to always see the value of the traditional core subjects, English, Social Studies, Math, Science and all the subtopics with them, but the students also need the experience of being in the community, speaking with business leaders and organizations. How can we provide a newer, deeper opportunities or creative opportunities and that could be around civics and in providing a deeper understanding of government politics, especially in the contemporary sense and the modern sense. We have observed among our young professional network that younger people are more interested today than ever in getting involved locally and fulfilling a civic duty and our educational system can be a great pipeline to encourage economics and the significant changes in our economy. There are many new areas within the computer science realm, in technology, whether it is computer science, coding, App development, software or artificial intelligence. The fourth topic that is highlighted is around life skills and those things that may not be applicable to what you do at

work but young people often struggle with developing these or understanding these, while also balancing and launching their careers. These courses could include financial literacy, common adulting topics like buying a home or saving money for retirement and right now young employees are learning this through their employers, so there is more that we can do for creating educational opportunities. Graduates should understand certain concepts, ideas, and skills that can be nurtured and built over the course of their career in their roles as citizens and members of the workforce. These are the more intangible concepts that emerge as you are in the workforce and pursuing a particular vocation or career path and are not your typical book topics, they are more concepts like leadership and teamwork, critical thinking, analysis and being able to approach topics objectively versus subjectively. We need to know when the right time is to offer those different perspectives, learn ability or intellectual curiosity. In the business community they have employees who want to adopt and add new skills to improve their toolbox of skills. Having the mindset of wanting to solve problems and approaching problems. There is a book called "Everything is Figureoutable" that is a business book that helps with the mindset of wanting to solve problems and how to approach them. In order to be able to do this, each person can approach these concepts differently, but from the business perspective it adds value to someone when they are in the workforce. If there are ways to weave this into the curriculum, while learning about other important topics, the student will graduate with enormous advantage and it may uncover some interests that they may not have had otherwise. We need to lay the foundation for soft skills, including communication and public speaking. Communication and public speaking is used frequently in the workplace, whether it is returning emails, speaking with the public, and communicating to others on social media. Everyone should know how to communicate professionally in all platforms, including writing a letter, and emotional intelligence and developing that capacity to be aware of not only your emotions but also someone else's, and to think from their perspective is very important. He summarized his presentation as having a foundational knowledge across the core subjects, starting to understand some key concepts that can be nurtured and coached. There is no expectation if you are hired for a particular job that on day one you will be able to understand all aspects of it, but employers do hope that the employee will bring in foundational soft skills, interpersonal skills, communication skills and that they are able to understand, grasp and excel at things like leadership and teamwork. He stated they offer the Educator Leadership Summit and professional developments and they have to be able to continue to offer that program in the future.

Board Questions and comments included:

1. Bridging the gap between businesses and alumni to come up with needed programs and ideas.
2. Where does the business community think the greatest need is at this time? Mr. Skelton stated he can't give a complete answer this evening, but there needs to be computer science training in coding and software. The State of New Hampshire workforce is aging and opportunities should be offered in every industry sector.
3. At what level of education should student instruction and participation in the skills area of electricity, plumbing, carpentry and other trades start? Mr. Skelton stated the Administration may be better equipped to answer this question. The Chamber is happy to serve as a resource to bring this together and have business owners from different traces come in and provide some firsthand input and feedback. Determining the level could also include determining at what age a student should start job shadowing or having some hands on experience in the trades.
4. It was stated that the non-profit Girls at Work is doing exactly what Mr. Skelton has talked about this evening, which is bringing exposure to the different types of trades and bringing them on site.
5. Kellan Barbee stated that the points of having a more increased education with public speaking and communication is definitely lacking in the system right now and is one of the biggest barriers and as was presented tonight, I think we should focus on this in the future.
6. It was indicated that life skills are needed, as well financial literacy, on top of computer sciences.
7. The school district is an educational entity and we need to educate the whole person and we need to look at school to work or training people at workforce trainings.
8. It is important to get all of the different groups working together, the school district, colleges, workforce, Manchester Proud, Chamber of Commerce to develop a program. Manchester Proud is actively involved in working to better the school district and it is important to focus and recognize the significant efforts that are going on in the business community and working with the school district to make things better.
9. Digital Equity has been working with the local banks as far as financial literacy and there is a program in our elementary schools and we need to see that all the way through.
10. The Chamber is active in terms of marketing and promotion of the City and the greater Manchester area, and they are looking to expand and enhance the abilities of the students.

11. The plan developed by Manchester Proud, being the Master Plan that the school district and the Board has adopted has a six-pillar profile of a graduate, and as far as the equity piece, including the work life basics, do you think that our profile of a graduate hits the mark based on what you have talked about and the plan? Mr. Skelton stated he was on the community planning group as a business community representative.
12. Manchester Proud is working on bringing forward a dashboard and a lot of the pieces would be very valuable to the district and we will continue to give updates on this, but feedback from the graduates would be helpful to see what is missing from the business community?
13. We should be tapping into the wealth of knowledge of our businesses and making sure that this is aligned with what their needs are.
14. It was indicated that we cannot emphasize enough the soft skills, dispositional skills, because you can have all the knowledge but if you don't have the dispositional skills then you are not going to be successful.
15. Where do we go next? It was stated that the superintendent is next going to have the local colleges come in and give an update on needs of the students, but maybe the two groups could work together on developing the profile of our graduates and what that should look like.
16. Manchester Proud working group is working on developing a portal for parents, students, businesses and teachers throughout the district and there will be a report coming up soon regarding what the workgroup is doing.
17. Mr. Skelton stated that we have many recommendations for enhancing and strengthening partnerships that have been untapped in the City, to provide the opportunities, knowledge and experience.

Dr. Goldhardt stated the next group that will be coming in will be Dr. Brian Bignell from Manchester Community College to speak with the Board and give his perspective and then we will start doing forums with members of the community, parents and students, and get their input so that we can give a preview of what the graduation credits should be based upon.

8. **ACTION AGENDA**

9. Manchester Board of School Committee and Manchester Certified Instructors NEA-NH Association Tentative Agreement

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Soule,** it was moved to approve the Manchester Board of School Committee and Manchester Certified Instructors, NEA-NH Association Tentative Agreement.*

Mayor Craig stated it has been a long time since this union has had a contract but the timing is really difficult right now as this is coming in before the budget process and there are a lot of unknowns ahead of the Board. The effective date for this agreement is December 8th, and she asked the Board to table the contract so that the conversations can be had during the budget process.

Committee Member Leapley stated this is the sixth and final union contract and this group is currently not under contract. I want to congratulate the Board for getting all of our workers into contract and this group represents a very small group of District employees and this is not a big dollar amount. She recommended that we move forward with this tonight.

It was indicated that the total impact on the budget is $21,473, which includes $17,000 to the operational budget and then $4,400 in one-time money.

*On motion of **Mayor Craig,** duly seconded by **Committee Member Lachance,** it was moved to table item #9, Manchester Board of School Committee and Manchester Certified Instructors NEA-NH Association tentative agreement.*

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

We were now back to the original motion:

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Soule,** it was moved to approve the Manchester Board of School Committee and Manchester Certified Instructors, NEA-NH Association Tentative Agreement.*

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

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.

Committee Member Perich removed item 13-c and Committee Member O'Connell removed item 15-a.

The balance of the consent agenda was as follows:

12. Approval of minutes: January 6, 2021 Special Meeting; January 11, 2021 Special Meeting; and January 11, 2021 Regular meeting.

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

- **a.** Policy Updates – Foundations
  - **1.** Foundations 101 – District Equity Policy
  - **2.** Foundations 101.2 – Non-Discrimination Policy
- **b.** Policy Updates – Right to Know Policies
  - **1.** Safety 124 – Data Management
  - **2.** Fiscal 128 – Copying and Research Fees
- **c.**
- **d.** Policy Update – Safety 106 – School Closings and Cancellations

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.**
- **b.** Treasurer's Report

c. City Services Invoices ($2,125,493.67)
d. Manifest of Authorized Expenditures ($13,996,695.75)
e. Update on Bequest from the Bruce I. Coggin's Trust for the Coggin's Manchester New Hampshire Central High School Scholarship ($135.41)
f. Motion to give our Attorney, Power of Attorney, regarding the IRS Matter, if needed.

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

A. A resolution that this Committee communicate with our Congressional Delegation to request the incoming administration to initiate two immediate actions – by Committee Chair Jim O'Connell

a. To adequately fund special education resulting in the elimination of an existing unfunded mandate; and,
b. To initiate and fund a National Program of school building and infrastructure development as part of any proposed federal infrastructure project

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

On motion of ***Committee Member Beaudry,*** *duly seconded by* ***Committee Member Perich,*** *it was moved to approve the balance of the consent agenda.*

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

13-c. Policy Update – Students 100.1 – Transgender and Gender Non-Conforming Students

There was a lengthy discussion by the Board, which included:

1. Privacy issues of the students, so the students are not retaliated against or bullied.
2. Utilization of bathrooms should be based on how the students identify but there were concerns about the safety of students who recognize as their birth gender specified.
3. Concerns about sports and it was indicated that the NHIAA also has policies regarding this that should be adhered to.
4. There are versions or descriptions of the policy that are circulating on social media that are not total accurate. On page 30 of the agenda, locker room use will be assessed on a case-

by-case basis. If you have been identifying as a girl since the age of 5 and you are now 15 and still identify as a girl, your teachers and coaches and peers know about this and you are not a predator that is trying to infiltrate the girls locker room.

5. All students deserve to be safe.
6. New Hampshire has a statute that was approved in 2019 and that applies specifically to public schools and prohibits discrimination on many different basis', one of which is gender identity. The District needs to make sure that we are not in any way prejudicing or treating students who identify as transgender differently. The idea behind the policy is not to address every single situation because that is impossible. The policy indicates that decisions will be made on a case-by-case basis, as there are going to be a lot of different situations that come to light. The goal of the policy is to help the district, administrator and educators to make sure that students feel safe, are treated equitably and that they are not discriminated against in any way. The policy was drafted based largely on the New Hampshire School Board Associations model policy, looking at the law, the NHIAA regulations and we have tried to use as much guidance as we could find in order to follow the law and come up with a comprehensive policy to guide treatment of transgender students going forward.
7. There are erroneous thoughts and ideas floating around about what this policy would do. People need to be less alarmist and understand that this policy is simply implementing that transgender students should be not discriminated against.
8. Manchester has had, and will have transgender students, and this policy will not have a material effect on a vast majority of students.
9. On page 36, the policy talks about competitive sports teams and allows transgender or gender non-confirming students to be permitted to participate in Interscholastic athletics in a manner consistent with their gender identity. This has a lot to do with sports and locker room usage. The National law review January 24, 2021 edition, says that transgender inclusive athletic policies violates Title IX. The United States Department of Education Office of Civil Rights issued a letter regarding enforcement action regarding ongoing cases involving transgender athletes and Connecticut Schools. These cases allege that the policy that allows transgender females to participate in Interscholastic athletics discriminates against the cisgender female student athletes. The alleged discrimination involves denying cisgender female student athletes opportunities to compete in State and Regional meets and preventing them from receiving public recognition and college recruitment opportunities.

The OCR determined that the policy permitting cisgender male students to participate in girls track violates Title IX, as it denies athletic benefit and opportunities to female student athletes and that the participation of transgender athletes resulted in a competitive disadvantage for female student athletes. This enforcement action that has been brought forward by Connective Schools and the Athletic Conference has the potential to impact schools nationwide.

10. Idaho has put in a fairness in women's sports act in which 14 states filed briefs supporting Idaho law, which is being challenged, stating that participation in sports is based in your gender at birth.
11. Unisex bathrooms should be put in, that could be used by all students.
12. The Biden administration has come out with an executive order on preventing and combating discrimination on the basis of gender identity or sexual orientation, and it specifically has said that children should be able to learn without worrying about whether they will be denied access to restrooms, locker rooms or school sports. The directive states that incoming Administration is committed to prevent and combat discrimination on the basis of gender identity or sexual orientation.
13. Transgender students should have equal opportunity to participate in athletic programs.
14. Transwomen are being demonized or sort of accused of being this Pandora's box to sexual assault against girls in our high schools. Committee Member Porter stated he has done his homework on this and his wife is a doctor at a family practice for five years, and she has had transgender patients. Transgender folks do not assault people, the numbers are not there. 88% of students that are assaulted are assaulted by people who identify as male, 34% of them are family members and 59% of them are friends or acquaintances. Members of the LGBTQ community are the ones that get assaulted the most.
15. Transgender folks in the community only make up .42% of all Americans, which is a very small group.
16. The American Academy of Pediatrics teamed up with the Harvard School of Public Health in 2019 and did a study over the past 10 years of what's happened to transgender folks, specifically with regards to bathrooms and locker rooms. The research concluded that 10% of high school students got assaulted at some point in high school. The assaults on transgender students rise 2-3 times, being 19% if you are a transgender girl and if you were a transgender boy it was 27%. However, if you go to a school where you are not able to use a bathroom for the gender you identify with, those numbers go up to 49% for

transgender girls and 26% for transgender boys. If students have to use the bathroom that they are assigned at birth to, they are assaulted more.

17. The transgender community needs to be protected the most, as they are the most vulnerable and most disenfranchised.
18. The Board needs to move forward with the policy for the equity of all our students.
19. Progressive cities, such as Philadelphia and Minneapolis have a lot of interesting information that could be very helpful to us.
20. It was indicated that the Administration was looking for the Board to pass this item and then it can be improved upon down the road, with the inclusion of some legal resources.
21. The District needs to stay on top of decisions that are made legally regarding this item and the policy should be reviewed based on those decisions.
22. Having bathrooms for transgender and gender non-conforming students is segregation.
23. The US Military has made executive orders and changes based on gender discrimination.
24. The Board needs to follow the law.
25. The Mission Statement of the District is Excellence and Equity. Every Classroom. Everyday.
26. Better communication is needed with the community. When communication is bad, people jump to conclusions and a topic like this can create a gut reaction and those reactions come from personal beliefs, religious beliefs or cultural beliefs and ideals. A Transgender woman thinks and acts like a biological woman and a transgender male thinks and acts like a biological male.
27. It was asked what the legal ramifications would be if this policy was not passed. Attorney Cox-Pelletier stated the law is specific for public schools and addresses that we cannot discriminate on the basis of gender identity. There was a Decision at the United States Supreme Court last summer that addressed gender identity as being included with the basis of the analysis under Title VII, but also the decision includes gender identity in a category that cannot be discriminated against. Both Federal and State law prohibits discrimination of transgender students and that is the basis for this policy to ensure that we are following those laws and not discriminating against those students.
28. It was asked if we do not pass this policy and there is a transgender student in the school and they filed suit, Manchester School District could be in jeopardy? Attorney Cox-Pelletier stated we would be in a difficult place if we did not have a policy on the books, as there is al aw and it was passed at the end of 2019, so we are playing catch up.

29. Educating people on this issue is very important.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Porter,** it was moved to approve Policy Students 100.1, Transgender and Gender Non-Conforming Students.*

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

15-a. Financial Reports

Committee Member O'Connell stated in looking at page 49 of the packet, I attempted to raise this question at the Finance Committee but wasn't able to be recognized. The debt service line item is for $400,000 for textbooks that have been added back into our debt service line for the next seven years, for a total of $2.8 million. How was it decided that we would start paying repaying the $400,000 this year?

Mrs. DeFrancis stated about seven or eight years ago the Aldermen advanced us a loan for $3.2 million for textbooks. We paid one payment on that loan and then they deferred payments for us because we were looking to get a similar loan for technology and they approved the technology bonds. Therefore, we are paying off the technology bonds and they have deferred the loans and we have to start paying that back next fiscal year, so the budget process will include this debt service line.

Committee Member O'Connell stated our bond number was reduced next year and would have come down $350,000, and the City is now deciding that we need to pay the money back for textbooks. I object to the idea that in the middle of a corporate crisis and given the fact that the Board of Mayor and Aldermen already saw fit to give us the $3.5 million that was given to the City from the State for Education, that now they want the $400,000 during a year that we are facing a deficit.

Committee Member Beaudry stated we will be bringing this back to the Finance Committee next month to discuss. We are planning on writing a letter to the Board of Mayor and Aldermen to allow us to extend the payment. We did make the agreement to pay this back.

Committee Member O'Connell stated this is discretionary, we have made an agreement and the remainder owed is $2.8 million for textbooks, so what is stopping the Board for saying this is not an appropriate time?

Mayor Craig stated the approach the Committee should make should be a respectful request instead of coming on strong the way that you are suggesting, we need to work with the Board of Mayor and Aldermen to appropriate fund our schools and if you come out guns blazing it is a worst approach.

It was stated this is not the interest, this is the actual loan balance and we have made an agreement with the Board of Mayor and Aldermen.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Beaudry,** it was moved to approve item 15-a, Financial Reports.*

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

COMMUNICATIONS

18. Superintendent's Communications.

a) Teaching and Learning Update - by Assistant Superintendent Allen and Stephen Cross

a. Trimester 1 Elementary Report Cards

*On motion of **Committee Member Want,** duly seconded by **Committee Member Soule,** it was moved to send the Trimester 1 Elementary Report Cards to teaching and learning for additional information.*

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

b. Wi-Fi and Broadband Update

b) Verification and Validation of the Data presented in the Facilities study and overview of the Assumptions and the Metrics

*On motion of **Committee Member Beaudry,** duly seconded by **Committee Member Soule,** it was moved to amend the metrics from the last meeting and give Dr. Goldhardt till the 1st meeting in March for recommendations and the Board will receive weekly updates.*

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

c) Vaccination Update

d) Update on Hybrid Learning

e) Log-In information for Athletics

19. Board of School Committee Members' Communications.

a) Discussion and Approval of the Superintendent's Goals for the 2021/2022 School Year

*On motion of **Committee Member Want,** duly seconded by **Committee Member O'Connell,** it was moved to allow the Vice Chair, Dr. Goldhardt and Committee Member Leapley to work with Dr. Goldhardt on the Superintendent's Goals and come up with metrics to bring to the Board for approval.*

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

b) Letter from Mayors and School Board Chairs to Commissioner Edelblut, Governor Sununu, President Morse and Speaker Packard

20. Personnel Report.

The personnel as approved was as follows:

NOMINATIONS: ADMINISTRATION

Name	Position	Building	Salary
Karen Viens	Senior Accountant	Administration	$58,000/$24,820.46

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Name	Position	Building	Salary
Brian Foote	Teacher - Computer Game Design	MST - CTE	$53,840
Alexandra Bubar	Teacher - Elementary	Parker-Varney	$39,004

LEAVES OF ABSENCE: CERTIFIED STAFF

Name	Position	Building	Salary
Amy O'Shaughnessy	Teacher - Art	Parkside	$70,468.00

RESIGNATIONS/RETIREMENTS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Magda Tahoun	Para-Educator II - Special Needs	Weston	$18.68
Rosemary McAllister	Para-Educator II/BST	Southside	$15.66
Mandy Digan	Para-Educator II - Special Needs	Northwest	$13.47
Mary Morrissey	Para-Educator II - Special Needs	Jewett	$13.47

NOMINATIONS: NON-CERTIFIED STAFF

Name	Position	Building	Salary
Mary Morrissey	Administrative Assistant II	Hillside	$17.25
Evangelia Tselios	Para-Educator II - Special Needs	Weston	$13.47

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

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

21. TABLED ITEMS

There were no tabled items.

22. NEW BUSINESS

23. *There was no reason to go into non-public session.*

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 Want,*** *it was moved to adjourn.*

Roll call: Committee Member Porter, Kelley Arnold, Soule, Want, Dobson, Bergeron, Shea, Perich, Beaudry, Leapley, O'Connell and Mayor Craig voted yea. Committee Member Lachance voted nay. Committee Member Beaulieu was muted. Committee Member Thomas was absent. Meeting adjourned at 10:27 p.m.

Respectfully Submitted,

Angela M Carey

Clerk of Committee