BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37

~~**January 26, 2026**~~ **Postponed to JANUARY 27, 2026 (Tuesday)** **6:30 p.m.**

Music: Weston Elementary School Choir

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

2. Mayor Ruais called for the Pledge of Allegiance.

He welcomed Principal DiBenedetto and the students from McDonough Elementary School that are present tonight to lead us in in the pledge of allegiance. He asked Committee Member Taylor to introduce the students.

McDonough Elementary School – Principal DiBenedetto

Jaiden Casado – Grade 4
Peyton Willey – Grade 4
Bella Hudson – Preschool

3. A moment of silence was observed.

Mayor Ruais asked that we take a minute and acknowledge the profound loss experienced by the City of Manchester this week with the loss of our friend, former mayor, colleague, Mayor Baines. We are honoring him this evening as well with a flower in front of his chair, and we're commemorating his chair this evening as well with the covering of it. On behalf of the Manchester Board of School Committee, he read a letter. “The Manchester Board of School Committee mourns the loss of Robert A. Baines, former mayor of Manchester, longtime educator and a deeply respected colleague and fellow committee member. His life was defined by service to our students, our schools and the Manchester community. We are heartbroken by his passing and extend our deepest condolences and unwavering support to his beloved wife of 51 years, Maureen, his children, Tim, Christina, Catherine, and the entire Baines family during this time of immense sorrow. Bob Baines dedicated his life to public education and civic leadership. As principal of Manchester High School West for nearly two decades, he mentored generations of students and educators, helping to shape West into one of New Hampshire's most prominent high schools. His passionate commitment to great public schools and inclusion of all students was evident in his leadership. The endurance and impact of the initiatives he championed are evidence of his ability to bring people together for the benefit of our community. Despite a career filled with accolades, Bob's greatest pride was always his family. He spoke of them often and lovingly, and it was clear to all who knew him that they

were the center of his world. We valued Bob's guidance, encouragement and friendship. He was a public servant to his core, kind, principled and generous. His legacy will live on in the city that he helped shape and in the countless lives he touched. We will miss him. May he rest in peace, and at this time we also have a wonderful singer tonight in the gallery, Soraya Anabi, is present to sing Amazing grace.

4. The Clerk called the roll.

Present: Committee Members Turner, Parr, Georges, Want, Taylor, Bergeron, Stewart, O'Connell, Potter, St. John, Hamer, O'Neil-Wong, Smith, and Mayor Ruais.

Absent: Committee Member Baines.

5. RECOGNITIONS

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.

There was no one present wishing to speak during the public forum.

8. PRESENTATIONS

a. Special Education District Overview – by Ryan Roth, Assistant Superintendent of Student Services, and Aisha Weaver, Executive Director of Student Services and Wellness

The Special Education District Overview was given by Ryan Roth and Aisha Weaver. There presentation included the following:

1. More than half of our Special Education enrollment students have significant needs, where services are being delivered.
2. All students are general education students and special education is not a separate system with fixed costs.
3. The Manchester School District (MSD) serves 12,241 students, with 3,134 having IEPs, placing 25.6% of the total population on IEPs.

4. There has been an increase in out-of-district placements from 292 students in October 2025 to 318 in January 2026, representing a 9% growth.
5. There have been cost reductions in specialized transportation and the financial pressures of out-of-district placements, noting a $1 million over-budget projection for FY 26.
6. There are two Early Childhood Education (ECE) classrooms, with 2 teachers and 4 paraprofessionals.
7. There are three Autism Spectrum Disorder (ASD) Self-Contained classrooms for preschool, with 3 teachers and 9 paraprofessionals.
8. Other related costs included: Occupational Therapists (OT) 23; Speech Language Pathologists 33; Physical Therapists 6; Psychologists 13; and Nurses 36. There is an increased need for service providers and more classrooms.
9. Anticipated Needs for 2026-2027 School Year were explained as being:
    a. Additional early childhood education classrooms and dually certified special education teachers due to increased referrals.
    b. A need for three additional Kindergarten to Grade 4 self-contained classrooms to accommodate students with disabilities.
    c. There has been an increase in related service providers, including occupational therapy, speech therapy, and physical therapy providers.
10. The district's continues their efforts to reduce costs while meeting legal obligations and the balancing fiscal responsibility with student rights.
11. There are 26 additional out of district placements, which has resulted in an increase of additionally $1 million additional dollars. These are highly complex cases and these placements are non-discretionary, and we are required to provide these services under FAPE, which ensures that a child’s needs are met when they cannot be met appropriately in the district.

Questions and Discussions on Special Education Needs and Budget included:

1. These needs should be taken into account in the Phase Two building plan to decrease out-of-district placements.
2. It was asked about the higher percentage of IEP students in Manchester and the possibility of over-identifying students.
3. It was stated that there has been the addition of MTSS programs and there is a thorough referral process.
4. It was explained that there is a need for more resources and the ongoing efforts to find efficiencies.

5. Concerns were expressed about the adequacy of facilities for special education students and the need for more assistance, emphasizing the importance of proper education for students with special needs.

9. ACTION AGENDA

There were no items on the action agenda this evening.

10. CONSENT AGENDA (ITEMS 10 – 17)

a. Mayor Ruais 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 Parr removed items C-1 and E-13.
Committee Member O'Connell removed items C-3 and E-1.
Committee Member Want removed item e-6.

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

The approved consent agenda was as follows:

b. Approval of minutes from the Board of School Committee meetings on: January 12, 2026.

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

1.
2. New Job Description for Licensed Practical Nurses (LPN) General
3.
4. School Transportation Specialist Job Description

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

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

1.
2. Grants, Gifts & Donations Report ($1,000)
3. Request to use schools from Parks and Rec

4. Wireless Access Point Replacement ($240,892.00)
5. Network Switch Replacement ($224,329.00)
6.
7. City Services Invoices ($1,146,362.70)
8. Manifest of Authorized Expenditures (December 2025) ($27,532,979.28)
9. RFP Results-Benefits Consulting Services ($534,000.00)
10. Contract Indemnification Language
11. Professional Leave Requests ($23,221.65)
12. Waiving custodian fees for Manchester Basketball League
13.

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

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

h. Report(s) of the Joint School Buildings Committee (City Committee).

i. Special Committees, if applicable:

- Report from the Special Committee on Athletics, if available.

Removed items

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

1. Policy Students 106: Admission and Tuition of Non-Resident and Education Freedom Account (EFA) Students

Committee Member Parr stated that he removed this item as he had a question on this item. On page 10 of the agenda, one of the additions under B, Full Time Enrollment, is a bit unclear. Where it says that parents who participate in the EFA program and wish to enroll their students full time in the Manchester school district shall follow the normal enrollment process and shall not be responsible for the payment of tuition. He stated that he is confused by someone being able to enroll full time in the district and have an EFA.

Attorney Upton stated that initially this was something that they struggled with, until they realized that the DOE has an internal reconciliation process whereby any student that's fully enrolled in the Manchester School District can actually recover the funds from the scholarship organization, and we receive full credit

for the student. One of the thoughts and what they are seeing is actually this year there are 54 students whose parents enrolled in EFA programs, yet they chose to enroll their children full time in Manchester, and we will get credit for those students. He stated that they are seeing somewhat a trend of people signing up for the EFA program, and then, for whatever reason, deciding that they really would like to continue in public schools. There is this internal reconciliation program at the DOE and they feel comfortable with making sure that with regard to EFA students, that we still allow them full enrollment, as the district would get the credit for full adequacy.

Questions and comments included:

1. A motion to table was not seconded.
2. There were concerns about the policy allowing EFA students to enroll full-time without paying tuition, as this arguably undermines public education.
3. It was stated that it is important that we navigate the EFA system and recover revenues for the district.
4. It was stated that the correct version of the policy begins on page 12 of the agenda packet.
5. The administration has had conversations with superintendents from the surrounding communities, and they are all looking at charging EFA students for the programming that they receive.
6. The law specifically treats EFA students different and does allow the district to charge for them because we've lost the adequacy.
7. It was stated that the policy needs to be revised to include the reconciliation process at the State level.
8. Policies are living items and can change but having the policy in place is necessary and it can be revisited over time.

*On motion of **Committee Member Want,** duly seconded by **Committee Member Taylor,** it was moved to approve item C-1, Student 106: Admission and Tuition of Non-resident and Education Freedom Account (EFA) students. Committee Member O'Connell was opposed. All others were in favor and the motion passed.*

3. Revised Director of Transportation Job Description

Committee Member O'Connell stated that he removed this item as he has some questions on the minimum qualifications of the Bachelor's degree in education, business or related fields, working experience with students, families, communities, computer literacy, possessing excellent communication n

service and delivery skills and hold a valid NH Driver's License. He asked why there is not a requirement for experience in fleet management or transportation management.

Dr. Espinola stated that on Page 28 is the correct job description and page 31 was prior to revisions by the policy committee. She stated that under the responsibilities you will see that there is language regarding the position includes fleet management and scheduling and she agreed and stated that she would be happy to add the language "Preferred experience working in a related transportation field." She also stated that regarding the minimum qualifications, they will be making sure that they are asking more specific questions during the interview process to weed out candidates based on their experience in this field.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Want,** it was moved to approve item C-3, Transportation Director job description as amended. All present were in favor and the motion passed.*

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

1. Treasurer's Report

Committee Member O'Connell stated that he removed this item as a question came up from a Board Member regarding this item, where on page 56 it says that the treasurer's cash projection or the Fiscal Year ending June 30, 2026, on the bottom right hand column, is showing a negative balance of $3,379,408. It was asked for clarification on this item.

Mrs. DeFrancis stated that she will make sure that the treasurer answers this question at the next finance meeting; however, she believes the reason for this is based on the expendable trust funds, and we are scheduled to use about $5.2 million from the trusts this year but the money would be paid out of the operating system, so until the money is transferred it would show the negative balance.

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Potter,** it was moved to approve item e-1, Treasurer's Report. All present were in favor and the motion passed.*

6. Financial Reports

Committee Member Want stated that she removed this item as on page 79 it says that the food service operations is expected to break even and she is wondering about the School Meal Debt that we have talked about and the policy that will be coming forward regarding this and how this debt is about $380,000.

Mrs. DeFrancis stated that this item was discussed at the Finance meeting and although we do expect a break even at this point in time, that could change between now and the end of the year. Two years ago, we actually transferred $825,000 from the general fund into the food service accounts. Last year, it was $600,000, so although at this point we believe it will be a break even, she would caution the committee that by the time the year end does come around, due to the increasing food costs and increasing salaries, we might have to do a transfer. At the end of each year, whatever balance is considered a bad debt, the General Fund has to absorb that debt in accordance with our policy, and we hold on to that debt in the general fund for a year, and if we don't collect any of the fees, at the end of the next year is when we write that amount off. In this year's budget, fiscal year 26 we'll have to write off $382,000 in the general fund, assuming that we don't collect any of that money by year end. In next year's budget, that number seems to be increasing and we have to keep those two things in mind, the actual operations of the food service account due to the salaries and the food costs, transportation costs, as well as that bad debt expense.

Committee Member Want asked if in the future an additional paragraph could be put in discussing the school meal debt and Mrs. DeFrancis indicated that they could do that.

*On motion of **Committee Member Turner,** duly seconded by **Committee Member Want,** it was moved to approve item E-6, Finance Reports. All present were in favor and the motion passed.*

13. Performance Efficiency Audit by the Independent City Auditor

Committee Member Parr stated that he does support this audit but remove this item to see if there was an approximate time frame and he asked what the rationale was for the striking of number five on the Memorandum.

Mayor Ruais stated that the reason for striking number five is per the Charter, where the School Board cannot dictate to the Board of Mayor and Aldermen what the number is on the total amount that can be

allocated. The School Board cannot restrict the BMA on funding allocations. He also stated that the time line is as follows: This item has passed through the Accounts Committee and now will go to the full Board, and once it is approved the audit can begin. Julie Pelletier, the Independent City Auditor, will begin the audit and her intent is to have it completed within 90-100 days.

*On motion of **Committee Member Parr,** duly seconded by **Committee Member O'Connell,** it was moved to approve item E-13, Performance Efficiency Audit. All present were in favor and the motion passed.*

COMMUNICATIONS

11. Superintendent's Communications.

a) Board Report Email Update

There were no questions or comments on the Board Report.

b) Superintendent Updates

1. HB 1831 – This bill repeals the cap on targeted aid for the district. It is important to remember the cap language only impacted our district. No other districts in the state would be impacted by this cap. The impact to the district is expected to be just north of $10.3 million for the 2028 year. This would have a negative impact and she asked that people contact their legislators and the education legislation committee to address this. It was indicated that anyone listening should contact friends and family and let them know how inequitable this bill is and how it is unfair to the students in Manchester. Persons interested can contact houseeducationfundingcommittee@gc.nh.gov
2. School Connect event – Wards 10, 11 and 12 – Thursday, February 5, 2026, 5:00-7:00 p.m. at Parkside Middle School. This event will serve the families that are connected to Parkside Middle School, Parker Varney, Gossler Park, Northwest, and West High School. School connect events are designed to create welcoming spaces, bringing families, students, school leaders, district administration and community partners together in one space to share updates and celebrate student work, while also strengthening the relationships across our school community. We are partnered with Southern NH University and St. Anselm's College and Student volunteers who will be providing multilingual interpretation to ensure accessibility for all families.

3. Standardized Testing (SAT) for grades 9-11 is scheduled for March 24 for Central High School, March 25th for Memorial and MST and March 26 for West High School.
4. MST and CTE Open House is on Tuesday, February 10, 2026, from 5:30-7:30 p.m. at Manchester School of Technology for any students who are interested in the trades. The students and families will have an opportunity to tour the building, meet the teachers and start their career planning.
5. Graduation Date Reminder – Saturday, June 13, 2026 – at the Southern New Hampshire University Arena – the schedule is as follows:
    i. West High School 8:00 a.m.;
    ii. Memorial High School 10:00 a.m.;
    iii. Manchester School of Technology (MST) 12:15 p.m.; and,
    iv. Central High School 2:00 p.m.
6. Winter Storm Cleanup – Dr. Chmiel wanted to thank the city and state, including Manchester Public Works Director Tim Clougherty, as this was the largest storm the city has seen in six years. The crews have been out around the clock for 48 hours and are working hard to remove the snow. Aramark is working to clear our walkways and school entrances. She wanted to make sure that everyone who walks, or drives, does so safely during these clean up efforts.
7. The Ed 306 Presentation is scheduled for tomorrow, January 28th, at 6:00 p.m. in the Aldermanic Chambers to discuss the rule changes that intersect with the work taking place in the district.
8. On February 11th, there will be the Budget discussion and approval at the Finance and facilities committee and all board members should plan to attend. This meeting will be followed up by a public hearing at the full Board level on February 18th and the approval of the budget by the Board.

12. Board of School Committee Members' Communications.

a. Job Openings List

There were no questions or comments on the Job Openings list.

b. Reminders: Budget Meetings for the Month of February

Mayor Ruais read the following:

1. Wednesday, February 11, 2026 – Finance and Facilities Meeting – All Board members should plan to attend this meeting, as the discussion on the budget will take place.

2. Wednesday, February 18, 2026

    - 4:00 p.m. – Education Legislation
    - 4:45 p.m. – Student Conduct
    - 5:30 p.m. – Policy Committee
    - 7:00 p.m. – Full Board – Public Hearing on Budget and Budget Approval

13. Personnel Report.

There were no items removed from the personnel report. The approved report was as follows:

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Name	Position	Location	Salary
Laura Lord	Assistant Principal	West	$129,551.00
Shelly Larochelle	School Principal	Northwest	$134,006.22

LEAVE OF ABSENCE: CERTIFIED STAFF

Name	Position	Location	Salary
Bridget Krieger	Media Specialist Teacher	Smyth	$52,281.00

NOMINATIONS: CERTIFIED STAFF

Name	Position	Location	Salary
Shelby Moore	ESOL Teacher	McDonough	$87,340.00
Ryan Fitzpatrick	50% ESOL Teacher	MST	$21,360.33

RESIGNATIONS/RETIREMENTS: NON-CERTIFIED STAFF

Name	Position	Location	Salary
Alana Cardin-Sweet	Paraeducator I	McLaughlin	$17.51
Jennifer Ollison	Paraeducator I	Hillside	$17.51
Amber Briggs	Paraeducator I	Webster	$17.51
Joshua Dubois	School Bus Driver	District	$23.80
Hannah Velez	Administrative Assistant II	Central	$22.29
Tamara Chase	Paraeducator II	McLaughlin	$25.06
Faith Ramos	Crossing Guard	Beech	$20.00
Angelina Cavallaro	21st Century Club Assistant	Webster	$15.00
Ilombe Maria	Crossing Guard	District	$20.00
Sarah Wood	Paraeducator I	Southside	$17.51
Krista Chesal	Registered Behavior Technician	Highland GF	$30.90
Kaylee Brooks	Registered Behavior Technician	Parkside	$30.90

NOMINATIONS: NON-CERTIFIED STAFF

Name	Position	Location	Salary
Darcie Hambleton	Paraeducator II	Bakersville	$18.03
Barbara Wientzen-Dagenais	Crossing Guard	Weston	$20.00
Kendall Blanchette	Crossing Guard	Northwest	$20.00
Paul Esposito	School Bus Driver - Trainee	District	$15.00

Maddison Berry	Academic Tutor-Non Public Schools	District	$30.00
Amber Daigle	Academic Tutor-Non Public Schools	District	$30.00
Kelsey Larson	Academic Tutor-Non Public Schools	District	$30.00
Nicholas Provencher	Varsity Baseball Coach	Memorial	$3,960.00

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Turner,** it was moved to approve the personnel report and supplemental report as submitted. All were in favor and the motion passed.*

14. TABLED ITEMS

There were no tabled items this evening.

ADDITIONAL PUBLIC COMMENT

8:08 p.m.

It was asked if there was anyone wishing to give public comment. No one came forward to give public comment.

15. NEW BUSINESS

Committee Member O'Connell:

1. Joint School Buildings meeting scheduled for Thursday is now cancelled due to the conflict with the Wake for Committee Member Baines. The next meeting will be at 5:00 p.m. on February 10th.
2. Senate Bill 517 – he sated that he was in Concord speaking on this bill this morning and in support of the bill. This bill would expand current qualifications for free and reduced lunches, with some caveats that those on SNAP qualify at 200% and those who qualify for free and reduced lunches but are not on SNAP benefits, the federal poverty line will be capped at 130%. This would allow school districts to opt into a system whereby the state would cover half and the school district would cover the difference. He encouraged everyone to call Senator Victoria Sullivan to show their support of this bill.
3. Empty Chair – Tonight we have an empty chair and we all feel the emptiness of that chair. Bob if with us in spirt and his son, Tim, who is also a former Alderman, is present this evening. He stated that he does not have any prepared remarks but did want to say that

Mayor Bob Baines is very deeply missed and that we have felt his absence this evening. The board continues to keep the entire Baines family in our thoughts and prayers.

At this time, Mayor Ruais, Vice Chair O'Connell and Dr. Chmiel presented Tim Baines with the flowers located at his father's seat, as well as his name plate.

Committee Member Stewart stated:

1. Memorial High School – She stated that she wanted to thank Principal Ben Dick for the incredible tour. Being new on the Board, she felt is was important for her to get out and meet our incredible teachers, administrators and principals. She wanted to give a shoutout to the Essential Science class, as she has never seen such remarkable creativity and innovations out of a group of students and she was very impressed and moved by the level of kindness the students showed her.
2. Fear of Families in our Community – She stated that it is important and incumbent upon the board to speak out for the many kids and families in the community who feel a level of fear in the community right now. We are stronger as a community and when we pull together and lift each other up.

Committee Member Bergeron stated:

1. Licensed Practicing Nurses (LPN) – He asked if the district is working with the nursing organizations and creating a partnership. Ms. Doherty stated that they are working with both colleges and universities locally and are looking for other ways to connect to our students in the district.

Committee Member Hamer:

1. He attended the Parker-Varney Science Fair where he was a judge for Grade 4. He stated that he was honored to be a judge at the Rube Goldberg machine science fair. He stated that the students and teachers did a great job and were all involved.

Committee Member O'Connell:

1. The Special Committee on Athletics will be made up of Committee Members Stewart (Chair), Smith, Parr, Bergeron and O'Connell.

2. He stated that a message will be going out asking who wants to be part of the committee on Strategic planning in the next few days.

Committee Member Turner:

1. Thursday, February 5th, from 5:00-7:00 at Parkside Middle School will be the School Connect event for wards 10, 11 and 12.
2. She stated that Central High School's Career Fair will be on Wednesday, April 22nd form 10:00 a.m. to 1:00 p.m.. Central is currently seeking business partners to participate. Lunch will be provided. You can email centralguidance@mansd.org if you would like to participate.

Committee Member Want:

1. MST Open House – She wanted to reiterate to everyone that the MST Open House is on February 10th, from 5:30-7:30 p.m. and application for the fall deadline is February 13th.

16. NON-PUBLIC SESSION

A motion is in order to go into non-public session under the provisions of RSA 91-A:3 II RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted; (b) The hiring of any person as a public employee; (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting; (i) Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions; (j) Consideration of confidential, commercial, or financial information that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A; (k) Consideration by a school board of entering into a student or pupil tuition contract authorized by RSA 194 or RSA 195-A and RSA 91-A:2, I (a) Strategy or negotiations with respect to collective bargaining; and, (b) consultation with legal counsel.

8:18 p.m.

*On motion of **Committee Member Turner**, duly seconded by **Committee Member O'Connell**, it was moved to go into non-public session under the provisions of RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted; (b) The hiring of any person as a public*

employee; (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting; (i) Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions; (j) Consideration of confidential, commercial, or financial information that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A; (k) Consideration by a school board of entering into a student or pupil tuition contract authorized by RSA 194 or RSA 195-A and RSA 91-A:2, I (a) Strategy or negotiations with respect to collective bargaining; and, (b) consultation with legal counsel.

Roll Call: Committee Members Turner, Parr, Georges, Want, Taylor, Bergeron, Stewart, O'Connell, Potter, St. John, Hamer, O'Neil-Wong, Smith, and Mayor Ruais voted yes. Committee Member Baines was absent. Motion passed.

Present: Administration: Dr. Chmiel, Karen DeFrancis, Nicole Doherty, Ryan Roth, Dr. Espinola, Matt Upton, Michelle Evans and Daley Frenette (Mayor's Office).

1. *There was discussion that was exempt from public discussion under the provisions of RSA 91-A:3 II(i) Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions.*

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

8:26 p.m.
*On motion of **Committee Member Turner**, duly seconded by **Committee Member O'Connell**, it was moved to call the meeting back to order. All were in favor and the motion passed.*

It was stated that on Thursday, the Board of Mayor and Aldermen and the Board of School Committee will meet at 3:45 p.m. at the Funeral Home to go in together.

On Friday, at 9:00 a.m., the BMA and the BoSC will meet out front of City Hall, where a bus will bring them to the Funeral at the Church, the internment and then to the Rex Theater for the Celebration of Life, which is set to begin at 12:30 p.m.

ADJOURNMENT

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

*On motion of **Committee Member O'Connell,** duly seconded by **Committee Member Turner,** it was moved to adjourn. All were in favor, meeting adjourned at 8:28 p.m.*

True Copy. Attest.

Respectfully Submitted,

Angela M Carey

Clerk of Committee

Jobs	Job Location	NOTES
Special Education Teacher	Bakersville Elementary	Vacant 8/28/2025
CSI Director	Beech St Elementary	Vacant November 2025 New Position
Business Teacher	Central High School	Vacant Since November 2025
Multilingual Liason	Central High School	Vacant 8/28/2025 Sub in Place
Elementary DHH ASL Interpreter	Green Acres Elementary	Vacant since 9/2024 - 2 days Contractor in Place 2 days retiree sub in place
General Special Ed Teacher (2)	Hillside Middle School	Vacant 8/28/2025 - Contract Service Teacher in place for 1 vacancy
ESOL Teacher	Hillside Middle School	Vacant 8/28/2025
Long Term Sub - Middle School Social Studies	Hillside Middle School	LOA 3/11 to 4/11
Long Term Sub - Middle School Music	Hillside Middle School	LOA 5/4 to 6/19
Long Term Sub - Middle School Special Ed	Hillside Middle School	LOA 5/4 to 6/19
Long Term Sub - Middle School Science	Hillside Middle School	LOA 4/13 to 6/18
Self Contained Special Ed Teacher	McDonough Elementary	Vacant 08/28/2025 - RBT in Place
Long Term Sub 2nd Grade	McDonough Elementary	January 14 to April 16 (Approx Dates)
ESOL Teacher	McLaughlin Middle School	Vacant 08/28/2025
7th Grade Social Studies	McLaughlin Middle School	Vacant October 2025 Due to Resignation Sub is in Place
Special Ed Teacher	Memorial High School	Vacant 08/28/2025
Long Term Sub - High School Math	Memorial High School	January 5 to March 13 (Approx Dates)
Criminal Justice - CTE 2/3	MST	Vacant October 2025 Due to Resignation
Long Term Sub 4th Grade	Northwest Elementary	Vacant December 2025 Looking for Long Term Sub
Special Ed Self Contained EBD Teacher	Southside Middle School	Vacant 08/28/2025
Special Education Case Manager	Southside Middle School	Vacant 08/28/2025
NURSES - Open Positions School Nurses		
FT School Nurse	McDonough	Sub to cover 5 days (Retirees)
FT School Nurse	Parkside	Subs and Janet and Jenn Cover as needed
FT School Nurse	FLOAT	
Second Nurse	Central	
Jobs	Job Location	NOTES
DISTRICT OFFICES - Open Positions at SAU Office		
Assistant Director of Student Services and Wellness	SAU	Vacant July 2025
Accounting Technician	SAU	Vacant November 2025
Multilingual Liason	Welcome Center	Vacant January 2026 due to Resignation
Homeless Liasion	SAU	Vacant November 2025
Crossing Guards - Open Positions		
Eight (8) Vacant Positions		
Bakersville 1		
Beech 3		
Gossler 1		
Green Acres 1		
McDonough 2		
Substitutes 2		
8 + 2 Subs = 10		

Manchester School District

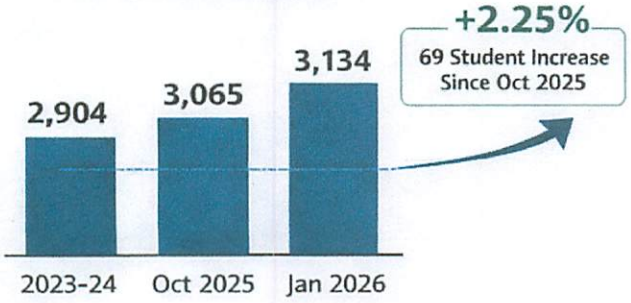
Special Education Overview

Board Reference Sheet – January 2026

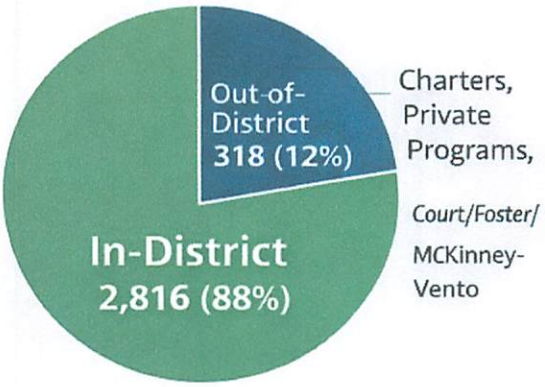
Total Students: 12,241 | Students with IEPs: 3,134 (25.6%)

National IEP Average: **15–18%** | *Comparable NH Districts:* **22–24%**

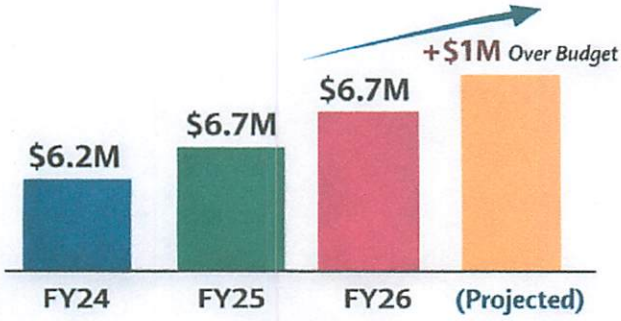
IEP Student Growth



Current Placement Breakdown



Out-of-District Tuition Costs



Cost Factors & Context

- NH IEP Cost ↑ 5.2% in 2024 ↑ 3% in 2025
- **$1.2M** *Added Costs* — *26 New OOD Placements*



- **$600K+** *Complex Cases* — *High-Needs Students*



Anticipated Needs

Early Childhood Capacity



More ECE Slots Needed

Staffing Projections



2 SPED Teachers
4 Paras

Self-Contained Classes



3 *Additional K-4 Rooms Needed*

Managing special education growth through in-district capacity and targeted supports, while meeting legal obligations for out-of-district placements.

THE IEP TEAM

- Student
- Parent(s)/Guardian(s)
- Regular Education Teacher (classroom, PE, Art, Music, Etc.
- Special Education Teacher
- Related Service Providers (SLP, OT, PT, TVI, DHH, BCBA, etc.)
- Local Education Agency Representative
- Participating Agencies (DHHS, DCYF, Mental Health Professionals
- A person with knowledge or special expertise that has been invited by the parent or public agency

SPECIAL EDUCATION EVALUATION WORKFLOW

Initial Concern/Referral
Teacher, staff, or parent identifies a concern. SST convenes to review data or parent submits written request.

↓

Pre-Referral Interventions (SST/MTSS)
Evidence-based supports implemented and documented for 6-8 weeks. Progress monitored.

↓

Evaluation Process
Upon parent consent, multidisciplinary evaluation occurs within 45 school days across relevant domains.

↓

Eligibility Determination Meeting
IEP team reviews data to determine eligibility under IDEA categories.

↓

If Student Qualifies
IEP is developed with goals, accommodations, and services. Implementation begins immediately.

↓

If Student Does Not Qualify
Team recommends general education supports, 504 Plan, or continued SST monitoring.

↓

Annual Review/Reevaluation
IEP reviewed annually; full reevaluation at least every 3 years, or sooner if needed.

MSD
SPECIAL EDUCATION

Every Student is a Regular Education Student FIRST



WHAT IS SPECIAL EDUCATION?

- Provides **individualized instruction** tailored to student needs
- Builds **confidence**, **independence**, and **self-advocacy**
- Supports progress in **general education curriculum**

WHAT SPECIAL EDUCATION IS NOT

- ✗ Not a way to boost grades or GPA
- ✗ Not a substitute for strong general education instruction
- ✗ Not a solution for attendance or motivation challenges
- ✗ Not a "label" for students who learn differently

FREE APPROPRIATE PUBLIC EDUCATION

Free Appropriate Public Education (FAPE) is a federal law that guarantees a free, public education tailored to meet the individual needs of students with disabilities. It ensures these students receive special education and related services, such as therapy and accommodations, to prepare them for further education, employment, and independent living.

DISTRICT CONTEXT

- **26% of students (3,065 of 11,500)** receive special education services as of January 20, 2026
- National trend: 15-18% of students receive special education services
- Sharp increases in:
  - Autism Spectrum Disorder (+30-40%)
  - Other Health Impairments (ADHD/anxiety) (+20%+)
  - Speech & Language Impairments

13 DISABILITY CATEGORIES

AUT: Autism
DB: Deaf-Blindness
DD: Developmental Delay
ED: Emotional Disturbance
HI: Hearing Impairment
ID: Intellectual Disability
MD: Multiple Disabilities
OHI: Other Health Impairments
OI: Orthopedic Impairments
SLD: Specific Learning Disabilities
SLI: Speech/Language Impairments
TBI: Traumatic Brain Injury
VI: Visual Impairment

BUILDING SITE CAPACITY AND ACCOUNTABILITY

We have implemented **professional development**, **IEP service reviews**, and **weekly site-level collaboration meetings** to strengthen understanding and efficiency.

Sites now complete a **formal reflection process** before submitting paraprofessional requests to ensure alignment with IEP service grids and demonstrated need.

You're Invited to

OPEN HOUSE 2026

for prospective students

*Tuesday, February 10th 5:30pm-7:30pm

TOUR OUR SCHOOL! • MEET OUR TEACHERS! • PLAN YOUR CAREER!

Career & Technical Center

For Current High School Students:
See your School Counselor for Sign-up Information for our Career Week Tours
January 27th-29th

MST High School

4-year High School for M.S.D. Freshman Students ONLY

Accepting Applications for Fall 2026
Deadline is February 13th
mst.mansd.org

WINNER UNION LEADER Readers' Choice 2025

*Snow Date: Tuesday, February 17th

Career & Technical Education Programs For
Manchester, Bedford, Goffstown, Londonderry & Beyond

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MANCHESTER, NH
PERMIT NO. 64

Advanced Design Technology
Automotive Technology
Aviation Manufacturing
Business Principles & Marketing
Collision Repair/Refinishing
Cosmetology
Criminal Justice and Law
Culinary Arts and Baking Production
Education and Developmental Science
Electrical Technology
Fire Science/Emergency Medical Technicians
Game Design and Graphics
Health Professions
Horticulture/Landscape Construction
HVAC
Manufacturing Technology
Residential Carpentry
Residential Plumbing
Video & Digital Media Production

Manchester School of Technology
100 Gerald Connors Circle
Manchester, NH 03103
(603) 624-6490