1. CALL TO ORDER and STATEMENT ON REMOTE MEETINGS

2. APPROVAL OF AGENDA ................................................................................... p. 1

3. APPROVAL OF BOARD MINUTES
   a. Regular monthly meeting (May 4) ............................................................... pp. 3-14
   b. Special Board meeting on Superintendent search (May 12) .................... pp. 15-19
   c. Special Board meeting for scheduling (May 18) ........................................ pp. 20-23
   d. Special Board meeting w/interim Superintendent candidate (May 28) .... p. 24-29

4. RECOGNITIONS / REPORTS
   a. Board student representatives
   b. Superintendent’s report
      • Student/faculty ad hoc study committee on grading – update and next steps
   c. Fleischman Family donation, and others

5. PUBLIC COMMENT – agenda items only

6. PERSONNEL
   a. Interim Superintendent ............................................................................ pp. 30-34
   b. CAA (administrator) nominations ............................................................ pp. 35-36
   c. Professional leaves of absence
   d. CEA nominations ...................................................................................... pp. 37-44

7. SUPERINTENDENT SEARCH UPDATE

8. NEGOTIATIONS
   a. Committee meeting report (May 26)

9. PROPOSED CALENDARS OF MEETINGS .................................................. pp. 47-48

10. PUBLIC COMMENT – any subject, in accordance with Board Policy #132

11. ADJOURNMENT
Board members present: Jennifer Patterson, President; Gina Cannon, Tom Croteau, Chuck Crush, Barb Higgins, Liza Poinier, Jim Richards, Danielle Smith, David Parker; student Board representatives Gaven Brown and Alice Richards

Administrators present: Superintendent Frank Bass, Assistant Superintendent Donna Palley, Business Administrator Jack Dunn, Director of Facilities Matt Cashman, Director of Human Resources Larry Prince

Other: Nate Levenson, Managing Director, District Management Group

Agenda Item 1. Call to Order

Board President Jennifer Patterson called the meeting to order at 7:02 p.m. and read the following statement:

As President of the Concord School Board, 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.

The business we intend to conduct today is necessary due to the need to continue moving forward with the regular monthly meeting of the Board. This will include taking public comment as noted on the posted agenda by unmuted phone lines one by one during the public comment period. It would be helpful for those wishing to comment to indicate their names in the “comment” function of Microsoft Teams so we may call on you more easily. In accordance with Board Policy #136, public comments are limited to 5 minutes per person to allow all interested parties to comment. We encourage the submission of comments via e-mail at concordinfo@sau8.org

Please note that there is no physical location to observe and listen contemporaneously to this meeting. However, in accordance with the Emergency Order, we are:

a) Providing public access to the meeting by telephone, with additional access by other electronic means: We are utilizing Microsoft Teams for this meeting. All Board members have the ability to communicate contemporaneously through this platform, and the public has access to contemporaneously listen and, if necessary, participate in this meeting through dialing the following phone # (925) 391-1169, Conf ID: 669 397 408#, by clicking on the link provided on the sau8.org website. The meeting is being broadcasted contemporaneously on ConcordTV’s education channel (Comcast Channel 6 or www.youtube.com/ConcordNHTV), and a recording of the meeting will be posted on the ConcordTV website.
b) Providing public notice of the necessary information for accessing the meeting: We previously gave notice to the public of the necessary information for accessing the meeting, including how to access the meeting using Microsoft Teams or telephonically. The meeting and pertinent instructions were posted on the District website, sau8.org, more than 24 hours prior to the meeting, and are highlighted at the top of the website.

c) Providing a mechanism for the public to alert the public body during the meeting if there are problems with access: If anybody has a problem, please call 603 513-9008.

d) Adjourning the meeting if the public is unable to access the meeting: In the event the public is unable to access the meeting, the meeting will be adjourned and rescheduled.

Ms. Patterson said she would confirm by roll call which Board members were participating, that participating members were able to speak and to hear each other, and whether anyone else was present in the room from which Board members were participating (a requirement of the Right to Know law). She said if any vote was taken it would be by roll call. The following Board members noted that they were present, could speak and hear others speaking on the call, and that no one else was present in the room with them: Gina Cannon, Tom Croteau, Chuck Crush, Barb Higgins, David Parker, Liza Poinier, Jim Richards, Jennifer Patterson, Danielle Smith.

Student Board representatives Gaven Brown and Alice Richards were also in attendance.

Interim Superintendent Frank Bass, Business Administrator Jack Dunn, Assistant Superintendent Donna Palley, Director of Human Resources Larry Prince, Director of Facilities Matt Cashman, and RMS Principal Paulette Fitzgerald attended remotely.

Agenda Item 2. Approval of Agenda

Ms. Patterson made a motion to add an item to discuss the 8th grade Washington, DC trip after agenda item 8.

The Board voted by roll call 9-0 (Jennifer Patterson, Gina Cannon, Tom Croteau, Chuck Crush, Barb Higgins, Liza Poinier, Jim Richards, Danielle Smith, David Parker voted aye) to approve the agenda as amended (motioned by Ms. Patterson, seconded by Mr. Richards).

Agenda Item 3. Approval of Board minutes

Ms. Patterson briefly reviewed the minutes of the Board meeting on April 6; Public Hearings on April 2 and April 6; and Special Board meetings on April 13, April 15, April 21 and April 23.

The Board voted by roll call 9-0 (Jennifer Patterson, Gina Cannon, Tom Croteau, Chuck Crush, Barb Higgins, Liza Poinier, Jim Richards, Danielle Smith, David Parker voted aye) to approve the minutes of the Board meeting on April 6; Public
Hearings on April 2 and April 6; and Special Board meetings on April 13, April 15, April 21 and April 23 (moved by Ms. Patterson, seconded by Ms. Higgins).

Agenda Item 4. Recognitions/Reports

Board student representatives Gaven Brown and Alice Richards reported on the status of remote learning at CHS, which started March 16 and will continue through the end of the school year. They noted that CHS staff and students have put in a great deal of work to develop remote learning. While the structure can vary based on class format, typically teachers would assign work ahead of time with due dates or weekly assignments to be due on the Friday of each week. Google classroom is the main format teachers use to post assignments, as well as email and “google meets” to keep in contact with students. School will officially end for students on June 4. Because it is so new, communication among administration, staff, parents, and students is more important than ever.

A survey was sent out to students mid-April, with a different one sent to parents a few days prior, seeking feedback on the remote learning experience. The student survey provided 538 responses fairly evenly divided across the grades. Based on that feedback, CHS leadership took positive steps in improving remote learning. Many students expressed that the workload was too large due to schoolwork they received in each class along with individual obligations each student faces during this time.

In response to the survey findings, a memo went out to staff suggesting a workload decrease by 20%, and only requiring assignments necessary for student learning and evaluating student learning. Survey results also demonstrated that the most prominent challenges experienced by students at this time were social-emotional and physical health concerns. As a response, guidance counselors have been reaching out to students who were at the greatest risk, such as those with multiple weeks of absences or preexisting social-emotional and physical health concerns prior to remote learning. Guidance counselors are also offering office hours and availability by appointments to meet with parents and students. In addition, teachers and guidance counselors are creating pre-recorded mindfulness activities to further help their students.

CHS has done its best to stay in contact with students, especially those who have not been actively participating in remote learning. Absences are broken down by Commons, allowing counselors, administration assistants, program assistants, and administrators to reach out to students and families with phone calls, “google meets,” letters, emails, and pre-recorded messages. Teachers have also established office hours and are setting more time for one-on-one or small group discussions using similar platforms. Students have sought more live instruction through “google meet,” and teachers have increased video meets, pre-recorded lessons, availability for phone conversations, and additional hours for google chats. A CHS Instagram feed was created to provide updates, as well as to be a platform for CHS Live, our morning video announcements. A virtual yearbook page was also created as well as a senior class “WhereAreYouGoingCHS” page, allowing seniors to connect and show their support as they make their college decisions. The junior class has
undertaken a project for teacher appreciation week and a junior class page with senior class interviews, giving CHS juniors (and underclassmen) advice from seniors and general explanations about where they are going after high school and their work leading up to that. Other organizations such as SAAD (student alliance against disease) have organized a thank you video to healthcare workers with student submissions.

Lastly, CHS has taken additional steps for students to feel connected and support each other in this difficult time, such as creating lawn/window signs to be delivered to all CHS seniors. Going forward, students will continue with the remaining weeks of online learning, hopefully utilizing all the resources they have available and staying connected with each other and the staff as best they can. The students extended their gratitude to the District for making the best of remote learning. Obviously, many students are disappointed they did not get a typical school year, but they know this is new territory for everyone.

Dr. Bass noted that remote learning at CSD has been recognized on a state level. He described a few particular projects undertaken by students: Charlie Duston, in grade 5 at Beaver Meadow School, developed an electronic newsletter; Courtney Renaud, a middle schooler, started making masks for her family and has been making them for her school community. CHS Senior Grennon Gurney joined the meeting by phone to discuss his project to stay connected, using computer science and artificial intelligence. He said he experienced incoming freshman stress in picking classes, and initially developed his project to address this situation, but later expanded it to include the entire school. The software he is developing would recommend classes based on academic prowess and student interests, using recommendations based on social trends. He said the software uses machine learning but was designed to feel less like a machine and more like a guidance counselor. He said it was great to have a good class handbook, but also great to have something more personal — his program.

Nate Levenson of District Management Group discussed his proposal to conduct a Special Education and Struggling Students Opportunity Review for the District, which Ms. Patterson had sent to Board members. He stated he was the Managing Director of District Management Group, and a consultant to public schools for 11 years. Using a Powerpoint presentation, he provided an overview of how his firm conducts its work to better support struggling students. He said that Districts could raise achievement for students who struggle in a way that is great for staff and good for budgets. He stated that his process was about positive change, not just writing a report that would sit on a shelf. He described a best practice as something that had been proven effective in multiple settings, improved teacher work life, and was practical, given the complexities of special education. He said the study would examine academics (elementary and secondary reading; math and English remediation; serving students with severe needs; roles of paraprofessionals), social emotion and behavioral learning, and operations and management. The diagnostic phase would combine qualitative research (interviews with District leaders, stakeholder focus groups, classroom visits) with robust data analysis (national benchmarking, staff schedule sharing, review of third-party contracts, analysis of staffing data) to understand how struggling students were supported. He said that DM Group’s inclusive process would create a shared
vision and a detailed plan with broad-based buy-in. To that end, they would create a
guiding coalition of about 20 people and use a web-based technology system to collect
schedules for a typical week from staff members to deeply understand how students are
supported. Mr. Levenson said the work would typically take four months; with this done
by December, results could be incorporated into next year’s planning.

Mr. Parker asked how this would be presented to staff, and whether the timing of the study
would be problematic in that the Board was also in the process of replacing its
superintendent. Mr. Levenson said the work with a new superintendent would be
the best possible time, as that person would know more about how the District served
students who struggle. The final stage would include culture discussions in November and
December, when the new Superintendent would be an active participant.

Mr. Croteau asked what the “end game” would look like. Mr. Levenson said it might take
multiple years to fully implement with, first, a shared understanding of best practices
between leadership and school. The study would produce a short, vetted, shaped list of
practices that are good for students and aligned with District climate. The company would
also provide prioritization: what you should do and why you should do it, adjusted for
culture and climate. He noted that about 20% of districts ask for help with implementation;
the company therefore keeps its recommendations realistic.

Ms. Cannon asked how this study would be affected by remote learning, and what would
happen if students were not back in the classrooms in the fall, or later. Mr. Levenson said
his firm has been conducting studies currently (in remote learning), particularly in schedule
sharing. He stated that if it made sense to do an interim report, he would do this at no
additional cost.

Mr. Parker noted that special education students had been responding to the Covid-19
pandemic in a variety of ways and suggested settling down first with a new high school
Principal, and then new Superintendent. Mr. Levenson said the study would not be an
assessment how the District was delivering services via remote learning. Every step would
be done with approval from District leadership. His experience was that how any District
works with special education students develops over years, if not decades.

Mr. Parker said he felt this was premature and asked if there would be a problem putting
something like this off. Mr. Levenson noted that teachers would not be engaged and
impacted by the study until late fall.

Mr. Crush said it made sense to him to move ahead now in terms of staffing and budget, as
this would also benefit the new Superintendent.

Ms. Patterson noted these questions were discussed year after year in the budget process;
each year, the Board does not have a full picture of all its practices and does not have a
stakeholder vision combined with pragmatic suggestions, which this study would provide.

Mr. Croteau asked about the time, meeting and input commitment from teachers. Mr.
Levenson noted that the work would maximize engagement and minimize effort. Teachers
would be engaged in focus groups (45 minutes); and would volunteer (not every teacher).
Schedule sharing would take 30 to 40 minutes, only once. He said a handful of teachers would serve on the guiding coalition, meeting for a total of three 2-3-hour meetings. With the frustration over the “achievement gap,” more pressure has been put on teachers, with a resulting challenge of great teachers retiring, or leaving, because the work is too hard.

The Board then discussed how payment for this work might be structured, given that it was not included in the recently approved budget. Superintendent Bass said payments could be made in July, October, and March, with the possibility of using funds from the special education trust. Business Administrator Jack Dunn said he was calculating the status of the budget and the savings of programs that did not occur this spring (unreserved fund balance), and felt there would be sufficient funds for this if the Board wanted it. The cost was $75,000; in payments of $15,000, $15,000 and $15,000 with the remainder to be paid the following year. He said he would obtain feedback from staff before the June meeting.

Ms. Patterson also asked for feedback from the public. Mr. Parker suggested forming a subcommittee to obtain feedback from three or four communities that have worked with Mr. Levenson. Dr. Bass said he would work with Ms. Patterson, Ms. Cannon and others to accomplish this.

Superintendent Bass said every school in the District was experiencing adventures in remote learning, and he could not say enough good about what District staff, students and parents were doing. The District ran a food drive last month, and another that week, as well as a materials run (providing glue, pencils, paper, etc. to students). The administration worked with Comcast to make sure that families without access get free internet during Covid-19 pandemic. He said he wanted to be in a position to have a CHS graduation and was waiting for permission to proceed from DOE Commissioner Edelblut and Governor Sununu. He suggested an all-day outdoor graduation ceremony: Commons A, Commons B, Commons C. Senator Shaheen might provide a congratulatory message broadcast.

Administrators had actually measured Memorial Field to see whether it would be possible to maintain appropriate social distancing. Board members thanked Superintendent Bass and the District team for their hard work trying to plan this.

Superintendent Bass noted that regarding the issue of grading, he wanted to make sure juniors were protected. To this end, he had formed an ad hoc committee of himself, seven students, two administrators and three teachers. No parents, Board members, or building Principals were involved. The seven students were also in the seminar he has been running, with output he termed mindboggling.

Superintendent Bass introduced the question of the 8th grade trip to Washington, DC, which he will discuss later in the agenda.

Lastly, he noted there were a number of hires for the Board to consider at this meeting. He noted that certifications were being checked: whether a teacher was certified now and would be certified as of July 1. Normally this must be done by June 30: a teacher is either certified, or Alt 1, 2, 3, 4 (temporary certification). He noted that this is the responsibility of Superintendent and no one else. He stated that everyone who works for District at this time in a position requiring certification is certified and will be certified as of July 1.
Agenda Item 5. Public Comment—agenda items only. Ms. Patterson reviewed the relevant policy and gave guidance about input.

CHS student Katelyn Levesque commented that she gained confidence by attending CRTC. There was no further comment.

Agenda Item 6. Personnel

Human Resources Director Larry Prince presented several professional leaves of absence: Gabe Cohen, Rob Fogg, Sara Hans, Clint Klose, Carol McCarthy, Michelle Mulligan, Laura-Beth Ulwick.

Ms. Higgins left the meeting at 8:40 p.m.

The Board voted 8-0 by roll call (Jennifer Patterson, Gina Cannon, Tom Croteau, Chuck Crush, Liza Poinier, Jim Richards, Danielle Smith, David Parker voted aye to approve the professional leaves of absence as presented (motioned by Ms. Cannon, seconded by Mr. Croteau).

Mr. Prince presented four administrator nominations.

Kaileen Chilauskas, Assistant Principal, Concord High School, $113,345, step II. Kaileen replaces Tom Crumrine (step III = $118,068) – transfer to CEA. Budgeted at $118,068

Laura-Beth Ulwick, Assistant Principal Student Services, Abbot-Downing School, $110,762, step II, M+30/CAGS, one year only. Laura-Beth is requesting a leave of absence from her teacher position to continue in this role. Budgeted at $113,996

Nancy Pender, Assistant Principal Student Services, Broken Ground School, $111,425, step III, M+30. Nancy is withdrawing her retirement request to continue in this position. Budgeted at $113,996

Carol McCarthy, Assistant Principal Student Services, Christa McAuliffe School, $111,425, step III, M+30, one year only. Carol is requesting a leave of absence from her teacher position to continue in this role. Budgeted at $113,996

The Board voted 8-0 by roll call (Jennifer Patterson, Gina Cannon, Tom Croteau, Chuck Crush, Liza Poinier, Jim Richards, Danielle Smith, David Parker voted aye) to approve the administrator nomination as presented (motioned by Mr. Croteau, seconded by Mr. Crush).

Mr. Prince presented a number of current teacher nominations.

Gabriel Cohen, Performing Arts Coordinator, Concord High School, $17,661, 20% of M+30-14, one year only. Gabe currently holds this position and is requesting a 20% leave of absence from his full-time Music Teacher position at Concord High School to continue in this assignment. Gabe has been employed as a teacher with Concord School District since 2009. Budgeted at $11,957
A. Brin Cowette, Music Teacher, Concord High School, $12,605, 20% of B-8, one year only. Brin is a full-time Music Teacher at Concord High School, 20% of which is one-year-only. She will continue in this position for 2020-2021. She has been employed as a teacher with Concord School District since 2015. She is replacing Gabriel Cohen (20% of M+30-14=$17,661) – LOA. Budgeted at $17,661

P. Clint Klose, Theatre Arts Teacher, Concord Regional Technical Center, $77,687, B-13, one year only. Clint currently holds this position and is requesting a leave of absence from his full-time Music Teacher position at Beaver Meadow School to continue in this assignment. He has been employed as a teacher with Concord School District since 1991. Funded 67% Federal Funds plus. Budgeted 33% at $19,729

Melissa Louf, ELL Teacher, Concord High School, $55,285, B-5. Melissa is currently on an 80% ELL Teacher contract at Concord High School. She has been employed as a teacher with Concord School District since 2017. She replaces Natasha Berlin (M+30-14 =$88,304) – transfer. Budgeted at $88,304

Heidi Vibert, Special Education Teacher, Abbot-Downing School, $57,220, M-4, one year only. Heidi currently holds this position one-year-only. Heidi has been employed with Concord School District since 2018. Heidi replaces Laura-Beth Ulwick (M+30-14 = $88,304) – LOA from CEA to accept CAA position one-year-only. Budgeted at $88,304

Robert Fogg, Music Teacher, Beaver Meadow School, $68,196, B-10, one year only. Rob currently holds this position and is once again requesting a leave of absence from his 40% Music Teacher position at Christa McAuliffe School to accept this assignment. Rob has been employed as a teacher with Concord School District since 2017. Rob replaces P. Clint Klose (B-13 = $77,687) – LOA. Budgeted at $77,687

Mary Palm, School Nurse, Beaver Meadow School, $63,672, BSN-12. Mary is currently a School Nurse at Concord High School. She has been employed as a nurse with Concord School District since 1999. She replaces Susan Dabuliewicz (RN-12 = $62,175) – retirement. Budgeted at $51,292

Michelle Pratte, Classroom Teacher, Beaver Meadow School, $47,548, B-2. Michelle held this position one-year-only in 2019-2020. Michelle has been employed as a teacher with Concord School District since 2019. New Position. Budgeted at $59,784

Robert Couturier, Music Teacher, Christa McAuliffe School, $31,489, 40% of M-12, one year only. Robert held this position one-year-only in 2019-2020. He has been employed as a teacher with Concord School District since 2019. He replaces Robert Fogg (40% of B-10 = $27,278) – LOA. Budgeted at $27,278

Matthew Finney, Physical Education Teacher, Mill Brook School, $77,687, B-13. Matthew replaces Kayla Chase (B-4 = 52,721) – resignation. He has been employed as a teacher with Concord School District since 1997. Budgeted at $52,721

Jennine LaChapelle, Hearing Teacher, District, $35,322, 40% of M+30-14. Jennine is currently on a 60% Teacher of Deaf & Hard of Hearing contract with Concord School
District. Jennine has been employed as a teacher with Concord School District since 2008. 20% Federal Funds plus. Budgeted 20% at $17,661

Michelle Mulligan, Kindergarten Enrichment Teacher, Elementary, $77,687, B-13, one year only. Michelle currently holds this position and is requesting a leave of absence from her Classroom Teacher position at Beaver Meadow School to continue in this assignment. She has been employed as a teacher with Concord School District since 1994. Budgeted at $59,784.

Mr. Prince presented a number of new teacher nominations.

Jill St. Laurent, School Counselor, Concord High School, $85,605, M-14. Jill replaces Rebecca Schaefer (M+30-14=$88,304) — retirement. Budgeted at $59,784

Jessica Heath, Classroom Teacher, Christa McAuliffe School, $44,984, B-1. New Position. Budgeted at $59,784

Timothy LaTorra, Physical Education Teacher, Christa McAuliffe School, $85,605, M-14. Tim replaces Lisa Ham (B-13=$77,687) — retirement. Budgeted at $59,784

Taylor McArdle, Classroom Teacher, Mill Brook School, $54,611, M-3. Taylor replaces Susan Phillips (B-13=$77,687) — retirement. Budgeted at $59,784


Joshua Harwood, Business Teacher, Concord High School, $57,310, M+30-3. Joshua replaces William Crowley (M-14=$85,605) — retirement. Budgeted at $59,784

Meghan Williamson, Teacher, Beaver Meadow School, $70,085, M-9. Meghan replaces James Pike (B-13=$77,687) — retirement. Budgeted at $77,687

Aizlyn Alfonso, Classroom Teacher, Mill Brook School, $44,984, B-1. Aizlyn replaces Heather Silveira (M-7=$64,957) — transfer. Budgeted at $59,784

Liza Poinier asked if Michael Worsley had been brought in to increase diversity in hiring; Superintendent Bass noted that he had not had a role in hiring this year.

The Board voted 8-0 by roll call (Jennifer Patterson, Gina Cannon, Tom Croteau, Chuck Crush, Liza Poinier, Jim Richards, Danielle Smith, David Parker voted aye) to approve the new teacher nominations as presented (motioned by Mr. Richards, seconded by Mr. Croteau).

Mr. Prince asked the Board to vote authorize the administration to hire staff over the summer (from now through August), subject to Board confirm of those hires. This approval has typically been granted at this time of year. Mr. Crush asked whether vacancies this spring were similar to other years; Mr. Prince replied that the numbers were the same. Mr. Parker asked if there were demographic trends with regard to hiring. Mr. Prince said the candidate pool had more experienced teachers at this point. Superintendent Bass said he was confident most positions would be filled by the June meeting.
Ms. Cannon reminded the administration that during the Board’s vote on the budget there was discussion whether to hold off on hiring some of the newly-created positions because of the economic impact of Covid-19 and the anticipated arrival of a new Superintendent. Superintendent Bass expressed caution about doing this, saying it would be very difficult to find highly qualified candidates in July, August or September. Ms. Patterson asked if there was further clarity on the three new positions that would be advertised.

Superintendent Bass listed a half-time social worker position at CMS; special education teacher at RMS; and half-time school psychologist at ADS. He said he deferred to Principals when he could about the need for new positions, which have been advertised. He said he would put the school at risk if he did not fill the positions, and if the Board told him to advertise for these positions in June, he would have trouble filling them.

Mr. Parker said he had concerns about hiring additional staff at this time. Mr. Crush asked Superintendent Bass if he was uncomfortable waiting to fill the positions, as they represented needs expressed by the Principals. He reminded the Board to trust District leadership if it suggested students would be at risk by not filling certain positions.

Ms. Patterson suggested separating out the authority to hire over the summer from whether to hire the three new positions. Mr. Parker said these positions were added after great scrutiny by the public and that he was just raising the question. In response to a question from Mr. Croteau, Ms. Patterson agreed that it was appropriate to raise the question given the discussion during the budget approval meeting. She reminded the Board that these three new positions were included in the “Option A” budget, which was the one approved by the Board. She said that additional relief to the taxpayers, beyond the reduced expenditures in the approved budget, would be considered in a June meeting and again in October, separate from the question of whether to fill these positions. Mr. Croteau commented that he also recalled that the referenced positions were in the budget. Mr. Richards noted his recollection was that the three positions were added back during the budget process, essentially as contingency positions. Mr. Dunn pulled up the slides from the budget meeting and confirmed that the three positions were part of the “Option A” budget as proposed by administrators, and as approved by the Board.

After further discussion, Mr. Crush made a motion to allow the administration to hire the three new positions referenced above, consistent with hiring process for all other positions.

The Board voted 6-2 by roll call (Jennifer Patterson, Tom Croteau, Chuck Crush, Liza Poinier, Jim Richards, Danielle Smith voted aye; Ms. Cannon and Mr. Parker voted nay; Ms. Higgins had left the meeting) to allow the administration to hire the three new positions referenced above consistent with hiring process for all other positions (motioned by Mr. Crush, seconded by Ms. Poinier).

Mr. Crush made a motion to authorize the administration to hire over the summer months, subject to confirmation by the Board after the fact.

The Board voted 8-0 by roll call (Jennifer Patterson, Gina Cannon, Tom Croteau, Chuck Crush, Liza Poinier, Jim Richards, Danielle Smith, David Parker voted aye; Ms. Higgins had left the meeting) to authorize the administration to hire
over the summer months, subject to confirmation by the Board after the fact (motioned by Mr. Crush, seconded by Mr. Croteau).

Agenda Item 7. Update on Superintendent search

Ms. Patterson presented an update on the history of the Superintendent search, noting that the Board was still committed to a full process of public involvement in this stage of the search. Mr. Croteau added that the Board intended to include the public in its discussions once it could be assured that the Board had candidate(s) to move forward, and that he hoped to do that in the coming week. He stated that a non-public meeting was scheduled. And the Board discussed options for public involvement in the remainder of the process.

Agenda Item 8. Negotiations Committee

Committee chair Chuck Crush announced that the committee had met on April 23 to discuss contractual issues. As all negotiations are non-public, no further information was provided.

Agenda Item 9. Eighth-Grade Washington, DC trip

Superintendent Bass noted approximately 85 eighth-grade students had signed up to go on the (non-school-sponsored) trip to Washington DC, which had been cancelled by the company due to COVID19. He explained that most parents had been given a choice between a $250 reimbursement, or a voucher good for two years, to September 2022. He had talked with an attorney, the Attorney General’s office, and the District’s insurance company, but the tour company was steadfast that its position was the same for all tours across the country. He said that parents thought this is unfair; one parent suggested that the District could buy the vouchers from the eighth-grade parents and sell them to seventh-grade parents for next year’s trip, who would not be able to purchase their vouchers from the company but only from the District. Mr. Dunn noted that the District could make this happen, logistically. Board members expressed concern about this plan, including the fact that it would tie the District to using the same company again next year despite concern about its business practices. Ms. Cannon asked if extra expenses above the voucher amount would be paid by parents. Mr. Richards noted that this plan would not be without risk. He said this was not a school-sponsored trip; if the cost went down next year, which parents would pay more and which less? Mr. Parker asked whether some families were willing to forego the cost. Superintendent Bass suggested some families had insurance to cover the loss; if they got all their costs covered, those receiving only $250 might come back to the District for the rest. Ms. Cannon asked if the Board was legally allowed to act on this issue with taxpayer money. Mr. Dunn suggested that, if the event went from a non-school-sponsored event to a school-sponsored event, the liability would be covered by Primex. Mr. Croteau said if this became a school-sponsored trip, every student would have a right to go; including supplying full-time aides if needed. With that in mind, he suggested this
continue to be a non-school-sponsored event. Superintendent Bass said initially he wanted the seventh-grade parents to buy the vouchers directly from the eighth-grade parents. Mr. Parker suggested providing information about competitors going forward. In response to a question from Mr. Richards, Mr. Dunn said there was no fund parents could turn to. Ms. Patterson said she was sympathetic to the parents’ plight but felt it would not be wise for the Board to intervene in this matter using taxpayer funds. Ms. Cannon suggested that the vouchers could be sold on eBay.

Agenda Item 10. Proposed calendar of meetings

Superintendent Bass discussed the proposed Board calendars for May and June, highlighting graduation. Several additional Superintendent search meetings would also be scheduled.

Agenda Item 11. Public comment

Concord resident Leah Willingham let the Board know that she was leaving the Concord Monitor on May 15; moving to Jackson MS to take an Associated Press “Report for America” position. She thanked staff and the Board for her interactions with all of them, and said her time reporting on the District had been challenging and rewarding. Ms. Patterson and other Board members thanked and congratulated her.

Concord resident and parent Beth Richards said she appreciated that the discussion on competency-based grading would be led by students. She suggested that several comments at parent coffees for students transitioning into the freshman year indicated they might have good perspectives as well.

There was no further public comment.

Agenda Item 12. Adjournment

The Board voted 8-0 to adjourn (motioned by Mr. Crush, seconded by Mr. Richards).

The Board adjourned at 10:22 p.m.

Respectfully submitted,

Jennifer Patterson, President
Linden Jackett, Recorder
Board President Jennifer Patterson called the meeting to order at 6:30 p.m. and read the following statement:

As President of the Concord School Board, 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.

The business we intend to conduct today is necessary due to the need to continue moving forward with urgent business of the Board, including the Superintendent search and planning for Concord High Graduation.

We will take public comment by unmuting phone lines one by one during the public comment period. It would be helpful for those wishing to comment to indicate their names in the "comment" function of Microsoft Teams so we may call on you more easily. In accordance with Board Policy #136, public comments are limited to 5 minutes per person to allow all interested parties to comment.

We encourage the submission of comments via e-mail at: concordinfo@sau8.org. Please note that there is no physical location to observe and listen contemporaneously to this meeting. However, in accordance with the Emergency Order, we are:

a) Providing public access to the meeting by telephone, with additional access by other electronic means: we are utilizing Microsoft Teams for this meeting. All Board members have the ability to communicate contemporaneously through this platform, and the public has access to contemporaneously listen and, if necessary, participate in this meeting through dialing the following phone # (925) 391-1169, Conf ID: 763 078 446#, by clicking on the link provided on the sau8.org website. The meeting will be broadcast contemporaneously on ConcordTV's education channel, and a recording of the meeting will be posted on the ConcordTV website. Due to an inadvertent conflict between the posted meeting time and ConcordTV's own annual budget hearing, after the approval of the agenda, I will recess this meeting until 7:00 p.m. or such time as ConcordTV is able to broadcast this meeting simultaneously.

b) Providing public notice of the necessary information for accessing the meeting: we previously gave notice to the public of the necessary information for accessing the meeting, including how to access the meeting using Microsoft Teams or telephonically. The meeting and pertinent instructions were posted on the District website, sau8.org, more than 24 hours prior to the meeting, and are highlighted at the top of the website.

c) Providing a mechanism for the public to alert the public body during the meeting if there are problems with access: if anybody has a problem, please call 603-513-9008.
d) Adjourning the meeting if the public is unable to access the meeting: in the event the public is unable to access the meeting, the meeting will be adjourned and rescheduled. Again, we will be recessing this meeting so as to enable it to be broadcasted contemporaneously on CCTV.

All members will be participating remotely, and any votes that are taken during this meeting shall be done by roll call vote. When each member states their presence, please also state whether there is anyone in the room with you during this meeting, which is required under the Right-to-Know law.

**Board members present:** Gina Cannon, Tom Croteau, Barb Higgins, David Parker, Liza Poinier, Danielle Smith, Jennifer Patterson

**Board members absent:** Chuck Crush, Jim Richards


**Other participants:** Art Bettencourt of NESDEC

Ms. Patterson briefly reviewed the agenda, then recessed the meeting to the end of ConcordTV budget meeting.

Ms. Patterson reconvened the Special Board meeting at 7:00 p.m., recapped the emergency meeting statement, and took roll call of participating Board members.

**Board members present:** Gina Cannon, Tom Croteau, Barb Higgins, David Parker, Liza Poinier, Danielle Smith, Jennifer Patterson

**Board members absent:** Chuck Crush, Jim Richards


**Other participants:** Art Bettencourt of NESDEC

Ms. Patterson noted that, after a diligent and thorough effort supported by NESDEC, the Board is suspending its Superintendent search. Due to the current Covid-19 pandemic, the finalists made the difficult decision to withdraw their names from consideration. She thanked everyone who participated in the process, and assured the community that the search would resume in the fall. She noted extensive community, staff and student input in the development of a “successful candidate” profile, and the work of the screening committee which narrowed the field to five semifinalists and then two finalists for consideration by the Board. She thanked Mr. Croteau for his leadership on the search, and
Mr. Dunn and Ms. Smith for their considerable work on the entire process. She said the Board would develop a plan for moving forward with the help of NESDEC. Mr. Croteau thanked Mr. Bettencourt for his dedication to the search. Ms. Cannon added that the search committee did pick two excellent candidates. Ms. Patterson also thanked Superintendent Bass for his excellent work and dedication to the District since he came on Board in November 2019, noting the completion of his contract at the end of June.

Concord High School Graduation

Superintendent Bass noted that the class of 2020 had missed the senior trip, prom and all the other events of the remainder of the seniors’ final year of high school. He said he, CHS Principal Mike Reardon and other CHS administrators, and particularly Administrative Assistant Lisa Lamb had been working with the NH DOE, Concord’s police chief Brad Osgood and administrators on a proposal that would meet all the criteria established by the Governor and NHDHHS. He thanked Police Chief Osgood particularly for his diligent and detailed work on the plan.

Mr. Reardon described the various permutations of the plans. The original plan was to have three separate graduation ceremonies, one for each Commons. The current plan, which could still change based on additional input from health and law enforcement, would be a single ceremony. He described starting at 9 a.m. on Saturday June 13, with a rain date of June 14. There are anticipated being approximately 300 graduating seniors. He showed a diagram of Memorial Field, designed by teacher George Golden, which would provide an “8-foot box” delineated by painted lines for each senior. Parents would be asked to drop students off in the Memorial Field parking lot (with parents then parking on South Fruit Street, at the State Hospital or in the senior parking lot off Warren Street). No parents would be present at the ceremony itself. Seniors would wear masks prepared by teacher Jennifer Speidel and Board member Barb Higgins. Students would line up alongside the track. Administrators would need to communicate directly and clearly with both parents and students about the stringent social-distancing, mask-wearing expectations of them during the course of the ceremony. Music would be available “remotely;” seniors would march in; faculty would be seated facing the seniors on either side of the new stage. Four student speakers would include valedictorian Victoria Yang, salutatorian Joanna Nichols, a “memory chair” speaker and the winner of a competitive speaking contest. Poetry Out Loud champion Sydney Kilgore would be composing an original poem for the senior class. NH Senators Jeanne Shaheen and Maggie Hassan have planned to submit recorded speeches for the seniors as well. Each graduate, still wearing a mask, would come up the ramp and retrieve their diploma from a table on which it had been placed by a gloved administrator. The ceremony is planned to be broadcast on radio and on ConcordTV. At the end of the ceremony, seniors would process out of the field and begin the March of the Graduates accompanied by the high school band drummers (masked), up South Fruit Street and all the way around the high school in three rows. Parents and community members would line the street and around the school, making as much celebratory noise as possible. Social distances would be marked off along the streets, by family. Several golf carts would be provided for seniors who were unable to walk the distance. The administrative team and school volunteers would be available to guide students in safe
distancing. Arriving finally at the senior lot, parents would meet their students in their cars. Principal Reardon said he felt the administration would be able to make this graduation very special, with the cooperation of students.

Several Board members expressed appreciation for the enthusiasm and work that had been done on this plan. Ms. Patterson acknowledged the necessary future conversation with NH DHHS required before completion of this plan, to ensure the safest possible event. There were questions about the changing nature of health guidance on gatherings, and what liability might be presented. There were concerns expressed about the willingness of community members to adhere to the event guidelines. Superintendent Bass emphasized that the event as outlined would not take place without the approval of state health officials. He noted that there were several contingency plans for various aspects of the overall plan. Principal Reardon noted that the District did not have the authority to make people stay in their cars. Superintendent Bass noted that a meeting was being set up between the administration and NH DHHS for a determination about the plan.

Spring Coach stipends

Mr. Dunn referenced an article in the Concord Monitor about spring coach stipends. The spring season was not cancelled until mid-late April. The Director of Physical Education and Sport had encouraged coaches to be in contact with their students prior to the season being cancelled, so they had done some work on behalf of the teams though the teams did not begin formal practices or compete. He proposed the payment of 25% of coach stipends as a good-faith gesture acknowledging conditioning work and/or virtual meets, which coaches may have already done. Mr. Dunn noted that the total budgeted cost would have been $69,000 (not including FICA and NHRS expenses for coaches who were also employees); 25% of that would be $15,000 plus FICA/NHRS. Mr. Dunn noted that non-athletic co-curricular stipends, which are year-long, would be paid at 100%. At the athletic level, coaches had been doing conditioning and/or other work with students. Stipends are typically paid by May 29. Mr. Parker said he felt the public should be given an opportunity to provide input on this item, which had not been included on the posted meeting agenda.

Public comment

There was no public comment.

Ms. Higgins made a motion to pay 25% of the spring coach stipends at a cost of $15,000 plus associated benefits.

Mr. Dunn commented briefly on the agenda of a proposed Finance Committee meeting related to the unreserved fund balance, noting essentially that the partial dispensation of the coach stipends would not affect the future budget.

The Board voted 7-0 by roll call (Ms. Cannon, Mr. Croteau, Ms. Higgins, Mr. Parker, Ms. Poinier, Ms. Smith and Ms. Patterson voted aye) to pay spring coach stipends at 25% (motioned by Ms. Higgins, seconded by Mr. Croteau).

Ms. Patterson made a motion to enter non-public session under RSA 91-A:3, II(b), the hiring of any person as a public employee.
The Board voted 7-0 by roll call (Ms. Cannon, Mr. Croteau, Ms. Higgins, Mr. Parker, Ms. Poinier, Ms. Smith and Ms. Patterson voted aye) to enter non-public session at 8:23 p.m. under RSA 91-A:3, II(b) The hiring of any person as a public employee (motioned by Ms. Patterson, seconded by Ms. Cannon).

Ms. Patterson made a motion to come out of non-public session under RSA 91-A:3, II(b), the hiring of any person as a public employee.

The Board voted 7-0 by roll call (Ms. Cannon, Mr. Croteau, Ms. Higgins, Mr. Parker, Ms. Poinier, Ms. Smith and Ms. Patterson voted aye) to come out of non-public session under RSA 91-A:3, II(b), the hiring of any person as a public employee at 8:49 p.m. (motioned by Ms. Patterson, seconded by Mr. Croteau).

Ms. Patterson summarized the discussion that occurred in non-public session, the next steps in the Superintendent search. This search would resume next year with NESDEC as consultant, as under the original contract this contingency was included.

Ms. Patterson made a motion to seal the minutes of the non-public session under RSA 91-A:3, II(b), the hiring of any person as a public employee, with respect to potential candidate names and similar identifying information.

The Board voted 7-0 by roll call (Ms. Cannon, Mr. Croteau, Ms. Higgins, Mr. Parker, Ms. Poinier, Ms. Smith and Ms. Patterson voted aye) to seal the minutes of the non-public session under RSA 91-A:3, II(b), the hiring of any person as a public employee with respect to potential candidate names and similar identifying information (motioned by Ms. Patterson, seconded by Ms. Smith).

The Board voted 7-0 to adjourn (motioned by Ms. Higgins, seconded by Ms. Cannon).

The meeting adjourned at 8:55 p.m.

Respectfully submitted,

Barb Higgins, Secretary
Linden Jackett, Recorder
Concord School Board
Special meeting for scheduling
May 18, 2020

Board members present: Gina Cannon, Barb Higgins, David Parker, Liza Poinier, Jim Richards, Jennifer Patterson

Board members absent: Tom Croteau, Chuck Crush, Danielle Smith

Administrators: Interim Superintendent Frank Bass, Assistant Superintendent Donna Palley, Business Administrator Jack Dunn

Board President Jennifer Patterson called the meeting to order at 5:31 p.m. and read the following emergency meeting statement:

As President of the Concord School Board, 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.

The business we intend to conduct today is necessary due to the need to plan the schedule of meetings for the coming month. This meeting takes the place of the Board’s regular Executive Committee meeting.

Please note that there is no physical location to observe and listen contemporaneously to this meeting. However, in accordance with the Emergency Order, we are:

a) providing public access to the meeting by telephone, with additional access by other electronic means:

We are utilizing Microsoft Teams for this electronic meeting. All Board members have the ability to communicate contemporaneously during this meeting through this platform, and the public has access to contemporaneously listen and, if necessary, participate in this meeting through dialing the following phone number (925) 391-1169, Conf ID: 389 958 972#, by clicking on the link provided on the sau8.org website, or by watching the meeting on ConcordTV’s youtube channel. A recording of the meeting will also be posted on the ConcordTV website.

The Board does not intend to take public comment during this meeting. We do encourage the submission of citizen comments via e-mail at: concordinfo@sau8.org

b) providing public notice of the necessary information for accessing the meeting:

We previously gave notice to the public of the necessary information for accessing the meeting, including how to access the meeting using Microsoft Teams or telephonically. The meeting and pertinent instructions were posted on the District
website at sau8.org more than 24 hours prior to the meeting and are highlighted at the top of the website.

c) providing a mechanism for the public to alert the public body during the meeting if there are problems with access: if anybody has a problem, please call 603 513-9008.

d) adjourning the meeting if the public is unable to access the meeting: in the event the public is unable to access the meeting, the meeting will be adjourned and rescheduled.

Roll call/determination of members participating

Ms. Patterson noted that all Board members would participate remotely, and any votes that were taken during this meeting would be done by roll call vote. Gina Cannon, Barb Higgins, David Parker, Liza Poinier, Jim Richards, Jennifer Patterson were present, and each indicated that no one else was in the room with them. Chuck Crush, Tom Croteau and Danielle Smith were not present. In addition, interim Superintendent Frank Bass, Assistant Superintendent Donna Palley and Business Administrator Jack Dunn were present.

Proposed agenda for June 1 monthly meeting

Superintendent Bass noted that Larry Prince had reported that most of the vacancies in the District for the upcoming year have been filled; there were a minimal number of positions yet to be filled. He said he would have a comprehensive plan for the CHS graduation on June 13. He and other administrators were reviewing the plan in detail with Concord Police Chief Osgood and would present it to the community a day or two after the June meeting. He mentioned the Concord Monitor article about the plan for the start of school, noting that the administration needed to be prepared for the worst-case scenario. He said he had continued to hear positive results about remote learning, although students were beginning to wane nearing the end of a long school year. He said the last day of school would be June 4, but his special online literature class would continue until June 11.

The proposal for an in-depth study of special education services from Nathan Levenson would be reviewed at the June 1 meeting. The cost would be $75,000.

Mr. Parker asked about the mode of delivery for summer school programs. Donna Palley noted the plan was for remote learning at the beginning of the summer, with the possibility of some in-person work nearer the end of the summer. She noted that DOE would provide technical advice in the near future.

Superintendent Bass noted that the ad hoc committee on grading composed of teachers, students and administrators, might be in a position to make recommendations soon. He noted that no matter how well the report was written, there would be questions, concerns and misunderstandings. He has planned for small virtual meetings to include the students on the ad hoc committee, to answer questions about the recommendations.
Jack Dunn said he needed to submit the budget that was passed on April 13 with signatures. He has sent out an electronic signature document with straightforward instructions to the Board; once signed, it would go to the next person in alphabetical order. He asked that each Board member move it along quickly.

Ms. Patterson noted that the permanent Superintendent search had been suspended after the two finalists withdrew; an ad hoc committee of the Board was working with Mr. Bettencourt of NESDEC to identify an interim Superintendent for the upcoming year.

Mr. Dunn noted that the District had received a $15,000 donation from the Robert and Marianne Fleischmann family to pay off student lunch debt. Other organizations also reached out, looking for an easy way to donate to families through the food program. An acquaintance from the Concord Y has created a site which allows for community donations, either by check or Paypal. Donations will first be used pay off food service balances, then used to purchase food for families. Ms. Patterson noted that Policy 214 Acceptance of Gifts requires that the Board approve the initial $15,000 gift from the Fleischman family, which will be done at the June meeting. The other donations would not reach the threshold requiring approval. Mr. Dunn explained that every year, seniors are notified of balances. He said that this year, parents of student seniors with money left in their account were being called to ask if they wanted to move those amounts to other students or donate their balance to other students in need. In response to a question from Ms. Patterson whether there was an accounting process in place to account for all donations, Mr. Dunn said he would describe the process at the June meeting. Ms. Cannon asked if there was a way to thank people for making donations. Mr. Dunn said each check received was being acknowledged with a handwritten thank-you from the administration. Ms. Poinier asked about some of the facts on the donation website. Mr. Dunn said there was approximately $18,000 current student debt. Families would first be called to determine if they were able to pay off their balances; donated funds would then be applied. Mr. Dunn said he would reach out to the new Monitor reporter to discuss this significant donation from the Fleischman family.

Proposed schedule of meetings for June 2020

Mr. Dunn proposed a Finance Committee meeting and a special Board meeting on the budget in June.

Donna Palley said there were changes to Title IX from the US DOE and the Communications Committee should plan to meet in August, with the new safety and compliance officer Karen Fischer-Anderson.

Ms. Higgins suggested the possibility of scheduling an Instructional Committee in the early part of August to discuss school re-start plans.

Mr. Richards suggested a Capital Facilities Committee meeting in June.

Ms. Poinier and Mr. Parker discussed the possibility of scheduling a meeting of the City and Community Relations Committee in the future.
Ms. Cannon commented that earlier in the fall there was a conversation about the District assembling a special education advisory committee with parents. Ms. Patterson referenced the Nate Levenson work, and pending legislation on this topic that would not pass this year due to the Covid-19 pandemic. She suggested the advisory committee might have been advisable six months ago but could now wait pending possible approval of a contract with Nate Levenson’s company. She suggested Ms. Cannon bring the topic up again in August.

The Board voted 6-0 to adjourn (motioned by Mr. Parker, seconded by Ms. Higgins).

The meeting adjourned at 6:11 p.m.

Respectfully submitted,

Barb Higgins, Secretary

Linden Jackett, Recorder
Concord School Board
Special Board meeting – interim Superintendent candidate
May 28, 2020

Board members present: Gina Cannon, Tom Croteau, Barb Higgins, David Parker, Liza Poinier, Jim Richards, Danielle Smith

Board members absent: Chuck Crush, Jennifer Patterson

Administrators: interim Superintendent Frank Bass, Assistant Superintendent Donna Palley, Business Administrator Jack Dunn

Board Vice President Jim Richards called the meeting to order at 5:36 p.m. and read the following emergency meeting statement on behalf of Board President Jennifer Patterson:

I, as President of the Concord School Board, have found 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.

The business we intend to conduct today is necessary due to the need of the community to meet Kathleen Murphy, interim Superintendent candidate. Please note that there is no physical location to observe and listen contemporaneously to this meeting. However, in accordance with the Emergency Order, we are:

a) providing public access to the meeting by telephone, with additional access by other electronic means: We are utilizing Microsoft Teams for this electronic meeting. All Board members have the ability to communicate contemporaneously during this meeting through this platform, and the public has access to contemporaneously listen and, if necessary, participate in this meeting through dialing the following phone number (925) 391-1169, conference ID: 94 341 727#, by clicking on the link provided on the sau8.org website, or by watching the meeting on ConcordTV’s youtube channel. A recording of the meeting will also be posted on the ConcordTV website.

The Board does not intend to take public comment during this meeting, but will allow the public to pose questions of Ms. Murphy. The Board will, however, take public comment on candidate Murphy at its June 1 Board meeting. We do encourage the submission of citizen comments via e-mail at: concordinfo@sau8.org

b) providing public notice of the necessary information for accessing the meeting: We previously gave notice to the public of the necessary information for accessing the meeting, including how to access the meeting using Microsoft Teams or telephonically. The meeting and pertinent instructions were posted on the District website at sau8.org more than 24 hours prior to the meeting and are highlighted at the top of the website.

c) providing a mechanism for the public to alert the public body during the meeting if there are problems with access: if anybody has a problem, please call 603 513-9008.
d) adjourning the meeting if the public is unable to access the meeting: in the event the public is unable to access the meeting, the meeting will be adjourned and rescheduled.

Roll call/determination of members participating

Mr. Richards noted that Board members would participate remotely, and any votes taken during this meeting would be done by roll call (other than adjournment). Gina Cannon, Tom Croteau, Barb Higgins, David Parker, Liza Pointier, Danielle Smith and Jim Richards were present. Chuck Crush and Jennifer Patterson were not present. In addition, Assistant Superintendent Donna Palley, Business Administrator Jack Dunn, RMS Principal Paulette Fitzgerald and CMS Principal Kris Gallo were present.

Mr. Richards noted that Board members Barb Higgins, Jennifer Patterson, David Parker and Mr. Dunn met with NESDEC representative Art Bettencourt to seek a qualified candidate for interim Superintendent. The Board then interviewed candidate Kathleen Murphy via electronic meeting, and was pleased to present her to the community at this meeting. The Board planned to vote on her candidacy at its June 1 meeting.

Ms. Murphy noted that she had met “virtually” with some members of staff earlier in the week. She said she was drawn to the position by an obvious passion for education in this community; by the District’s status as a refugee destination and commitment to diversity; and because she wanted to be able to help. She said she was aware of the difficulties the community has faced over the last three years, with the deaths of several administrators, the ever-present history of Christa McAuliffe embodied in one of its newest schools, and particularly in the last 18 months with the teacher sexual assault situation. All these have left employees trying to find their way forward, and to bring resolution to all those issues. She said she was also aware of issues the Board would like to address, including special education and program evaluation, and would feel quite comfortable doing that work.

She said she was aware there was a middle school project on the horizon, noting that she just completed a middle school reconstruction/renovation project, with a ribbon-cutting in September 2019. She said she could lend significant support to the issue of transparency, commenting that every effort needs to be made to reach out to the public, as it needs to understand what’s happening. She described her history as an elementary school teacher for 13 years, her work in Nashua hiring new staff [in Nashua, the school district is not autonomous as is the case in Concord], as Superintendent in Newmarket, as a director at NH DOE during a 4-year appointment, and her 10-year tenure in Hampton. She noted that she was the first Superintendent there, as Hampton was originally part of the Winnacunnet SAU. She said she was also asked by Governor Hassan to be a military commissioner for MIC 3 (title law), which mandates specific rules for the transition of students whose parents are on active duty. While these students transition from school to school, certain rules and standards must be followed. To that end, she worked closely with the Naval base in Kittery, which gave her a whole other look at students who are transient and moving into a district. She said she has been a New Hampshire-ite all her life; she is married, with children and elementary-age grandchildren. She commented that
she had met with staff electronically, and was looking forward to the opportunity to meet community members.

Ms. Cannon asked what Ms. Murphy thought were the top two or three items that needed to be addressed immediately.

Ms. Murphy noted that human connections and relationships were vital, to help the community understand the work that needs to be done, and help educators to understand the work. She said she had heard in a number of conversations that there was much needed healing. She planned to engage the community in forums to facilitate discussion, out of which comes the transparency everyone is looking for. She felt that having someone come in to evaluate programs and get community input on special education was important. While the Board's and community's desire for a permanent Superintendent should be the priority, there were tasks that should be tackled now, including social/emotional learning.

Mr. Croteau asked what she would look for that would need to be addressed right away once the special education programs are evaluated; what weaknesses and strengths would she look for?

Ms. Murphy noted there is typically a limited response rate for surveys, but to understand what parents are thinking and what they want, one must actually meet with them, and even the students themselves. She said it was critical that teachers have the necessary skills and that these were constantly changing. She said that superintendents need to be out in their buildings and see what’s happening, in order to be able to improve. Starting with the question, “What can we do to make things better?”, data was also important. She said it was critical that student progress be constantly monitored by teachers, case managers, etc.

Ms. Higgins noted that the Concord School Board was autonomous; its votes were not overridden by votes of the constituents. She asked, in general, how Ms. Murphy would approach budget development in light of this.

Ms. Murphy noted that the public needs to become familiar with the budget. Coming from a town that had adopted SB2, she had developed videos on the budget which were posted on the local cable TV station, visited groups in towns and noted those critical aspects of the budget that were seeing increases. She said she was concerned about budgets, as the unemployment rate has gone so high; property taxes may not be made which could result in a lack of revenues. She said it was the Board and Superintendent’s joint job to deliberate, develop budget, then share it with community. She commented that she brought the community’s concerns on pending legislation and legislative changes to Hampton state representatives, and recommended this.

Mr. Parker noted that not many people in the community were involved in Board business and asked how Ms. Murphy would invigorate the community.

Ms. Murphy noted that people want you “to go to their place,” where they’re comfortable, and some people do not come to the schools because they may have had a bad experience in school. She said Board members need to be ambassadors of the educational community to the larger community.
Ms. Poinier stated that one of the Board’s biggest challenges was communication and asked Ms. Murphy to expand on how the District could reach parents, students and the rest of the community.

Ms. Murphy noted the need for a presence on social media, as it has become the way people are getting information. She uses Twitter as it is immediate and contains photos or short videos; whereas if she sent a link to an article, she would not get as many “likes.” She said the District and Board needed to use Facebook, etc. She stated that visits with city officials and others were important, though the conversations needed to be focused, including stated topics and goals.

Mr. Richards asked how Ms. Murphy would approach the challenges in determining the launch of a successful school year starting in September.

Ms. Murphy noted that there first needed to be a framework to address all scenarios that might be present in the fall, including remote learning, “rolling learning,” face to face instruction; or a mixed approach. From there, all of the issues that come along with each scenario must be addressed. She said a broad array of stakeholders needed to be involved in those discussions: teachers, paraprofessionals, administrators, support staff, parents, students, members of the wider community. She noted that, in Hampton’s developing plan, the deputy police chief, assistant town manager, director of recreation, chamber of commerce director, a local doctor and others were all included. Once a framework has been established, then post all the information and hold regular meetings. She said there were parents who would not send their children back and other parents who insisted on school physically being in session.

Mr. Dunn read a question from Concord resident Dan Habib: “As I’m sure [you] know, students with disabilities have been disproportionately impacted by the pandemic and the school shut down. These students are often particularly vulnerable to the disease because of underlying health issues, so household stress and social isolation has been particularly high for these families. Additionally, many of the services that students with disabilities and their families rely on – OT, PT, speech, paraprofessional support, individualized instruction – has [sic] been limited or at times nonexistent. So both academically and physically, this is a group that is unlikely to have progressed academically or physically during the pandemic, and may even see regression from the months of isolation. Many students and their families may not feel it will be safe to return to school in the fall, even if non-disabled students return. Do you have any specific, innovative ideas for supporting students with disabilities this summer and in the fall if and when you become the interim superintendent?”

Ms. Murphy replied that there was a concern about the possibility of regression for students with educational and physical challenges. She stated that these students could safely be brought back into school in the summer, but it must be determined whether staff was willing to do that. She noted that, for example, physical therapy could not be done remotely; bringing the physical therapist and student together physically was critical, and not having those sessions since March 16 was very difficult. She noted that, if the District did not provide support for youngsters, there would be significant issues with
compensatory services. She said there were professionals (PT, OT, paraprofessional, etc.) willing to go into the students’ homes; this was a strategy that might be employed to provide those therapies. She said she knew that much critical work needed to be done in the summer, including taking the time to evaluate and measure what those losses had been. She said she had been impressed with speech and language pathologists’ work online and that parents were also participating. She was concerned that parents might be personalizing a sense of “failure” in terms of the child’s possible lack of progress.

Mr. Croteau said he thought the District needed to be aware of making sure teachers, support staff and other service providers were on board with the call for this kind of work; this would usually involve extra pay or a stipend. He said the administration would need to keep in mind the needs of staff as plans proceed.

Ms. Murphy noted that teachers, paras and support staff were the heart of the work and needed to be adequately supported. She said educators had experienced incredible stress for, among other things, knowing they could not always reach students’ IEP goals, etc.

Mr. Dunn read the first of two questions from Concord resident and parent Quentin Goble: “We see that while you were Superintendent at Hampton School District you commissioned and released a redacted report on a bullying incident that occurred in the schools. The Concord School Board also commissioned a report written by an independent investigator about Concord School District officials’ handling of sexual misconduct complaints against Howie Leung. However, they have refused to release a redacted report to the public, and are using tax payer’s money to block that release. As Interim Superintendent would you revisit the Board’s decision and finally offer the community transparency regarding this matter?”

Ms. Murphy noted she had requested an administrative review be done about a bullying incident in her district, and she had previously staged a public forum about racial bullying. She said it was important to do an administrative review to examine responses of the administration, how to improve, and what the district’s policies indicated. When the review was received, names, dates, times of events were specified. Knowing she had to be careful about FERPA and on advice of legal counsel, she did release a redacted report. She said she was not familiar with the referenced District’s report but that, in light of the need for transparency, suggested there might be a way to provide a summary or an executive response to the report without violating student privacy rules. She said she would want to engage with the Board on whether certain information could be given to the community, while still protecting students and personnel.

Mr. Dunn read the second of two questions from Concord resident and parent Quentin Goble: “Based on [a] 2019 legal settlement, the District is required to provide ongoing “district-wide training for its educators and administrators on best practices in protecting students from educator misconduct and addressing complaints by students and educators regarding potential Title IX discrimination.” The District held one of these training in the beginning of last year but that was it. What are your plans to institutionalize ongoing training on this issue for all staff?”
Ms. Murphy noted the US DOE had recently released new Title IX regulations and technical assistance, changing some of the language from the original Title IX. She said this was an opportune question to ask right now, as there would be a need for additional training. Whether Title IX or pedagogical strategies, training must be consistent and ongoing. She discussed the extensive training program instituted in Hampton related to the racial bullying incident some time ago, stating there was a need to ensure everyone was exposed and familiar with policies, procedures, and expectations for how things were going to be, going forward.

Public comment

There was no public comment.

Ms. Murphy reiterated that everyone she had met has been very professional, and clearly cares very much about the community, the students and their families. She said it was important to work together to shine a light on the wonderful things that happen every day in the school community, as people sometimes get caught up in the negative things that happen. She said she would love to participate in helping do that.

In response to a question from Mr. Croteau, Ms. Murphy said she holds an experienced educator certificate with Superintendent and Principal endorsements that expire in 2022. She said it was critical that appropriate credentials are in place for all staff required to have them.

The Board voted 6-0 to adjourn (motioned by Ms. Higgins, seconded by Mr. Croteau).

The meeting adjourned at 6:55 p.m.

Respectfully submitted,

Barb Higgins, Secretary
Linden Jackett, Recorder
TO: Members, Concord School Board  
FROM: Larry Prince, Director of Human Resources  
DATE: June 1, 2020  
REFERENCE: Interim Superintendent Nomination 2020-2021

Kathleen Murphy  
Chester, NH  
Concord School District  
Interim Superintendent of Schools

Education:  
University of New Hampshire, Durham, NH  
CAGS Administration, 1994  
Rivier College, Nashua, NH  
M.S. Educational Administration, 1976  
Plymouth State College, Plymouth, NH  
B.S. Education, 1971

Certification:  
Experienced Educator Certificate, exp. 06/30/22  
Superintendent, Principal

Experience:  
Superintendent, 2011-present  
Hampton School District, Hampton, NH  
Commissioner for MIC3, 2014-present  
Military Interstate Children’s Compact Commission, NH  
Director Division of Instruction, 2008-2011  
New Hampshire Department of Education, Concord, NH  
Superintendent of Schools, 2003-2008  
Newmarket School District, Newmarket, NH  
Instructional Supervisor, 2002-2003  
Nashua School District, Nashua, NH  
Assistant Superintendent, 1996-2002  
Derry Cooperative School District, Derry, NH  
School Principal, 1984-1996  
West Running Brook Middle School, Derry, NH  
Gilbert H. Hood Middle School, Derry, NH  
Grinnell Elementary School, Derry, NH  
Candia Moore School, Candia, NH  
Classroom Teacher, 1971-1984  
Grinnell Elementary School Classroom Teacher  
Kathleen replaces Franklyn Bass, Ph.D.

Salary TBD  
one year only
PRESS RELEASE

May 26, 2020

The Concord School Board is pleased to announce that it plans to bring forward the nomination of Kathleen Murphy as interim superintendent for the 2020-2021 school year. Members of the public will have the opportunity to meet Ms. Murphy remotely during a special board meeting at 5:30 p.m. on Thursday, May 28th. Information on how to observe or join the meeting is as follows:

Virtual Location (click link): Microsoft Team
Audio Conference: (925) 391-1169 | ID# 974 341 727#
Concord TV: Channel 6

The public may also email questions to concordinfo@sau8.org.

Ms. Murphy will also be available this week to meet remotely with District staff members.

Over the past ten days, after both candidates for Concord's permanent superintendent position withdrew from consideration in order to remain with their current districts through the COVID-19 emergency, an ad hoc committee of the Board worked with Art Bettencourt of NESDEC, the consultants supporting the District's permanent superintendent search, to facilitate a rapid search for an interim superintendent. If approved by the Board in June, Ms. Murphy's appointment would last for the entire 2020-21 school year. This will enable the District to maintain stable leadership while also moving forward in the fall of 2020 with its search for a permanent superintendent.

Ms. Murphy would come to Concord from Hampton, where she has served as Superintendent since 2011; she also oversaw the Division of Instruction in the N.H. Department of Education from 2008 to 2011. She has a strong background in special education and student services, has successfully overseen a middle school redesign and reconstruction project, taught elementary school for many years, and has served as a building principal at the elementary and middle school levels. In 2017, Ms. Murphy was honored as Superintendent of the Year by the N.H. School Administrators Association. Her resume is attached.

Board Member Barbara Higgins, who served on the ad hoc committee, noted that, "We feel ready to move forward with Kathleen Murphy. Her references are superb and reflect a child centered educator who is not afraid to do what is necessary to create a safe and positive work environment. She has also given significant thought to how she can be a positive addition to our community during her tenure." Board members David Parker and Jennifer Patterson also served on the ad hoc committee, and its work was supported by Business Administrator Jack Dunn.

The Board welcomes public participation in the May 28 meeting and input on Ms. Murphy's nomination, prior to the Board's vote on the nomination in June. Further information about how to participate and submit input is available on the District's website at www.sau8.org.
Kathleen A. Murphy

CAREER GOAL: To provide outstanding educational leadership through positive communication, fiscal responsibility, and clear curriculum expectations.

EXPERIENCE:

Superintendent of Schools
2011 to Present Hampton School District Hampton, NH
- Established a new SAU for the district
- Developed systems to address Curriculum, Assessment and Instruction
- Created a systemic framework for Teacher Effectiveness and Professional Development
- Engaged with community stakeholders to respond to the needs in the community
- Led the renovation and construction of a 26-million-dollar middle school

Commissioner for Military Interstate Children’s Compact Commission
2014 to Present State of New Hampshire
- Represented NH on National MIC3 Commission
- Led state council to support children of active duty military
- Monitored Title IV Chapter 110-D

Director Division of Instruction
2008 to 2011 New Hampshire Department of Education
- Provide Leadership to the Bureau of Accountability/Assessment/Curriculum, Bureau of Special Education and Bureau of Integrated Programs
- Lead for the statewide initiative for Systems of Support
- Oversight to the Office of Technology and Health Services
- Lead for the development of a state wide grant management system
- Fiscal and policy development for Executive and Legislative branch

Superintendent of Schools
2003 -2008 Newmarket School District Newmarket, NH
- Provided leadership in the development of school bond proposals
- Refined Emergency Management Plan for the school district
- Created a five-year Strategic Plan for the school district
- Negotiated two Professional contracts with Newmarket Teachers’ Association
- Improved budget process for school district
- Enhanced communications to all stakeholders in the district
- Established a mentorship process for tenured teachers
- Developed a systematic review of curriculum K-12
- Enhanced technology district wide

Instructional Supervisor
2002 - 2003 Nashua School District Nashua, NH
- Oversight of the hiring of all professional teaching and administrative staff
- Support Peer Coaches and Curriculum Specialists
- Supervise/observe first, second and third year teachers
- Participate in the planning and delivery of the professional development plan for staff

Assistant Superintendent
1996 - 2002 Derry Cooperative School District Derry, NH
- Revised Math, Social Studies, Science, Language Arts and Humanities Curriculum
- Spearheaded effort to raise student achievement on the New Hampshire State Assessment
• Coordinated effort to ensure a successful transition of students to the high school
• Developed and implemented professional development for all district employees
• Responsible for the hiring of all professional staff

School Principal
1984 - 1996
• West Running Brook Middle School  Derry, NH
• Gilbert H. Hood Middle School  Derry, NH
• Grinnell Elementary School  Derry, NH
• Candia Moore School  Candia, NH
• Participated in the planning, design, construction and opening of an 850 pupil middle school
• Implemented Advisor/Advisee Program
• Initiated the formation of the Parent Teacher Association (PTSA), School Volunteer Program, and the Stage Bear Productions
• Managed the 1200 pupil middle school
• Integrated technology into the curriculum
• Facilitated the reorganization of the school from a junior high to a middle school
  Provided construction oversight and coordination of a 2.1-million-dollar addition
• Developed and implemented a levelized reading program
• Initiated and facilitated Homework Hotline
• Developed and implemented a Readiness Program
• Initiated a School Volunteer Program

Classroom Teacher
1971-1984  Grinnell Elementary School  Derry, NH
• Taught grades four, five and six

PROFESSIONAL RESPONSIBILITIES
• Commission for Mental Health in education
• Leadership Advisor to NH Commissioner of Education
• Past Chair of Seacoast School of Technology Governing Board
• Strategic Plan Facilitator
• Process leadership team at Nashua High School
• Technology Committee Facilitator
• Professional Development Committee for NHASA
• Facilities Planning Committee
• Mentor to administrative staff

EDUCATION
1971 Plymouth State College  Plymouth, NH  BS Education
1976 Rivier College  Nashua, NH  M.S. Educational Administration
1994 UNH  Durham, NH  C.A.G.S. Administration

COMMUNITY
Board of Directors  Endowment for Health  2012-2018
Board of Directors  Region 10 Community Services  1980-2011
Rotary Club Member  Derry, NH  1988-2002
Main Street Project Committee  Town of Newmarket  2004-2008
Various Advisory Assignments
  Seacoast School of Technology/Governing Board/Chair
  Seacoast Learning Collaborative Governing Board
  NH Autism Council
  NH Council for Chronically Ill Children and Adolescence
<table>
<thead>
<tr>
<th>HONORS AND RECOGNITION</th>
<th>Derry Rotary Club</th>
<th>2002</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paul Harris Fellowship Award</td>
<td></td>
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<tr>
<td>NH Superintendent of the Year</td>
<td></td>
<td>2017</td>
</tr>
</tbody>
</table>
TO: Members, Concord School Board
FROM: Larry Prince, Director of Human Resources
DATE: June 1, 2020
REFERENCE: Administrator Confirmations 2020-2021

Kerry Finnegan
South Sutton, NH
Education: Rundlett Middle School
Assistant Principal
Cambridge College, Cambridge, MA, CAGS/05
Cambridge College, Cambridge, MA, M.Ed./03
Cambridge College, Cambridge, MA, M.Ed./01
Certification: Experienced Educator Certificate, exp. 06/30/21
Principal, Special Education Administrator, Associate School Psychologist, Emotional and Behavioral Disabilities, General Special Education
Experience: Rundlett Middle School, Concord, NH
Director of Special Education, 2019-2020
Kearsarge Regional High School, North Sutton, NH
Associate Director of Student Support Services, 2018-2019
Salem School District, Salem, NH
Educational Consultant, 2017-2018
RSEC Academy, Amherst, NH
Educational Consultant, 2017-2018
Bedford School District (BSD), Bedford, NH
Out of District Liaison, 2014-2017
Behavior Specialist Manchester West for BSD, 09/2003-10/2008
Litchfield Middle School, Litchfield, NH
Assistant Principal, 10/2009-06/2014
Special Education Case Manager, 10/2008-10/2009
Somerville Hospital, Somerville, MA
Milieu Therapist, 06/2003-01/2006
Campus Academy, SEEM Collaborative, Woburn, MA
Special Education Teacher, 09/2001-06/2003
New Bond Program, Worcester Public Schools, Worcester, MA
Special Education Teacher, 01/2000-09/2001
Kerry replaces Chrigus Boezeman (step III = $113,996) - resignation
Budgeted at $113,996
Paula Mercier  Rundlett Middle School  $122,138 
Canterbury, NH  Assistant Principal  step III, M+30/CAGS 

Education:  
- Plymouth State University, Plymouth, NH, CAGS/2012 
- Plymouth State University, Plymouth, NH, M.Ed./2007 
- Franklin Pierce College, Antrim, NH, BA/1998 

Certification: 
- Experienced Educator Certificate, exp. 06/30/21 
  Principal, English Education 

Experience:  
- Gilmanton School, Gilmanton, NH  
  Principal, 2018-2020 
- Kearsarge Regional Middle School, North Sutton, NH  
  Assistant Principal, 2015-2018 
  English/Language Arts Teacher, 1999-2015 

Paula replaces Brett Gottheimer (step III, M+30/CAGS = $122,138) – resignation 
Budgeted at $122,138
TO: Members, Concord School Board

FROM: Larry Prince, Director of Human Resources

DATE: June 1, 2020

REFERENCE: Teacher Confirmations 2020-2021 Existing Staff

Jesse Camacho
Concord, NH
Concord High School
Math Teacher

- Jesse is requesting a 20% leave of absence from his full-time Special Education teacher position to accept this assignment: 80% Special Education Teacher/20% Math Teacher
- Jesse has been employed as a teacher with Concord School District since 2006.
- Funded by Special Education Teacher position.
- Budgeted at $17,121

Heidi Crumrine
Concord, NH
Concord High School
Literacy Coach

- Heidi is requesting a 40% leave of absence from her full-time English teacher position to accept this assignment: 60% English Teacher/40% Literacy Coach
- Heidi has been employed as a teacher with Concord School District since 2004.
- Heidi replaces Kaileen Chilauskas (40% of M-14 = $34,242) transfer to CAA
- Budgeted at $35,322

Jeffrey Fullam
Concord, NH
Concord High School
Art Teacher

- Jeff is requesting a leave of absence from his 20% Curriculum Facilitator position to accept this assignment: 100% Art Teacher
- Jeff has been employed as a teacher with Concord School District since 1999.
- Funded by Curriculum Facilitator Position
- Budgeted at $17,121
Alyson Holt  
Concord, NH  
Concord High School  
Science Teacher  
$23,617  
30% of M-12  
one year only  
Alyson will continue in this one-year-only assignment:  
30% Science Teacher  
Alyson has been employed as a teacher with Concord School  
District since 2019.  
Alyson replaces Frank Harrison (20% of M-14 = $17,121) –  
LOA and Lyn Vinskus (10% of M+30-14 = $8,830) – LOA  
Budgeted at $25,951

Kristen Houghton  
Bedford, NH  
Concord High School  
Curriculum Facilitator  
$34,242  
40% of M-14  
one year only  
Kristen is requesting a 40% leave of absence from her full-time  
English teacher position to accept this assignment:  
60% English Teacher/40% Curriculum Facilitator  
Kristen has been employed as a teacher with Concord School  
District since 2007.  
Kristen replaces Kaileen Chilauskas (40% of M-14 = $34,242) –  
transfer to CAA  
Budgeted at $34,242

Zachary Procek  
Hooksett, NH  
Concord High School  
English Teacher  
$47,548  
M-2  
Zachary is a full-time English Teacher, 40% one-year-only.  
Zachary has been employed as a teacher with Concord School  
District since 2019.  
Zachary replaces Denise Fournier (M-14 = $85,605) –  
retirement  
Budgeted at $85,605

Lyn Vinskus  
Concord, NH  
Concord High School  
Science Coach  
$35,322  
40% of M+30-14  
one year only  
Lyn holds this position 2019-2020 and is once again requesting  
a 40% leave of absence from her full-time Science Teacher  
position to continue in this assignment:  
60% Science Teacher/40% Science Coach  
Lyn has been employed as a teacher with Concord School  
District since 1998.  
Federal Funds
<table>
<thead>
<tr>
<th>Name</th>
<th>School/Position</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eric Dyment</td>
<td>Rundlett Middle School Classroom Teacher</td>
<td>$78,722</td>
</tr>
<tr>
<td>Concord, NH</td>
<td></td>
<td>M-12</td>
</tr>
<tr>
<td></td>
<td>Eric holds this position one-year-only 2019-2020:</td>
<td></td>
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<tr>
<td></td>
<td>Grade 6 Classroom Teacher</td>
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<td></td>
<td>Eric has been employed as a teacher with Concord</td>
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<td></td>
<td>School District since 2019.</td>
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<td></td>
<td>Eric replaces Emily Bemis (M-14 = $85,605) – transfer</td>
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<td></td>
<td>Budgeted at $85,605</td>
<td></td>
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<tr>
<td>Ann Lanney</td>
<td>Rundlett Middle School School Nurse/Nurse Coordinator</td>
<td>$63,672</td>
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<tr>
<td>Concord, NH</td>
<td></td>
<td>BSN-12</td>
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<tr>
<td></td>
<td>Ann’s School Nurse position is being redefined:</td>
<td></td>
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<tr>
<td></td>
<td>School Nurse/Nurse Coordinator</td>
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<td></td>
<td>Ann has been employed as a School Nurse with Concord School District since 2002.</td>
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<td></td>
<td>New Position</td>
<td></td>
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<td></td>
<td>Budgeted at $63,672</td>
<td></td>
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<tr>
<td>Alison Casko</td>
<td>Abbot-Downing School Classroom Teacher</td>
<td>$88,304</td>
</tr>
<tr>
<td>Concord, NH</td>
<td></td>
<td>M+30-14</td>
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<tr>
<td></td>
<td>Alison is leaving her position as Technology</td>
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<td></td>
<td>Integrator/Media Specialist to accept this</td>
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<td></td>
<td>assignment:</td>
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<tr>
<td></td>
<td>Classroom Teacher</td>
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<td></td>
<td>Alison has been a teacher with Concord School</td>
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<tr>
<td></td>
<td>District since 1998.</td>
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<td></td>
<td>Alison replaces Diane Serard (B-13 = $77,687) –</td>
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<tr>
<td></td>
<td>retirement</td>
<td></td>
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<td></td>
<td>Budgeted at $77,687</td>
<td></td>
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<tr>
<td>Tina-Marie Hussey</td>
<td>Beaver Meadow School Classroom Teacher</td>
<td>$50,112</td>
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<tr>
<td>Concord, NH</td>
<td></td>
<td>B-3</td>
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<tr>
<td></td>
<td>Tina holds this position one-year-only 2019-2020:</td>
<td></td>
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<tr>
<td></td>
<td>Elementary Classroom Teacher</td>
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<td></td>
<td>Tina has been employed as a teacher with Concord</td>
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<td></td>
<td>School District since 2019.</td>
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<td></td>
<td>Tina replaces Michelle Mulligan (B-13 = $77,687) –</td>
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<td></td>
<td>LOA</td>
<td></td>
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<td></td>
<td>Budgeted at $77,687</td>
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</tbody>
</table>
Andrea McMillan  Mill Brook School  $38,038
Chester, NH  ELL Teacher  80% of B-2
Andrea is an ELL teacher, one-year-only, at Concord High School. Her assignment 2020-2021 will be:
80% Elementary ELL Teacher
Andrea has been employed with Concord School District since 2018.
New Position
Budgeted at $44,228
TO: Members, Concord School Board

FROM: Larry Prince, Director of Human Resources

DATE: June 1, 2020

REFERENCE: Teacher Confirmations 2020-2021

<table>
<thead>
<tr>
<th>Name</th>
<th>District</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alice Ochterski</td>
<td>District</td>
<td>$17,994</td>
</tr>
<tr>
<td>Burlington, VT</td>
<td>World Language Teacher</td>
<td>40% of B-1</td>
</tr>
<tr>
<td>Education:</td>
<td>University of Vermont, Burlington, VT, M.A./20 anticipated</td>
<td></td>
</tr>
<tr>
<td>Certification:</td>
<td>Pending</td>
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<tr>
<td>Experience:</td>
<td>University of Vermont, Burlington, VT</td>
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<tr>
<td></td>
<td>Latin Instructor, 2019-2020</td>
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<td></td>
<td>Alice replaces Nancy Emery (20% of B-13 = $15,537) – resignation and 20% New from Reallocation</td>
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<td></td>
<td>Budgeted at $19,793</td>
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</tbody>
</table>

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<thead>
<tr>
<th>Name</th>
<th>District</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heather Zerbi</td>
<td>Concord High School</td>
<td>$51,812</td>
</tr>
<tr>
<td>Concord, NH</td>
<td>School Nurse</td>
<td>RN-6</td>
</tr>
<tr>
<td>Education:</td>
<td>College of Nursing, Aberdeen, Scotland, UK, RN Gen/88</td>
<td></td>
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<tr>
<td></td>
<td>Foresterhill College, Aberdeen, Scotland, UK, RN Peds/84</td>
<td></td>
</tr>
<tr>
<td>Certification:</td>
<td>School Nurse 2, exp. 06/30/21</td>
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<tr>
<td>License:</td>
<td>Registered Nurse, exp. 04/21/21</td>
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<tr>
<td>Experience:</td>
<td>Concord School District</td>
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<tr>
<td></td>
<td>Permanent Substitute Nurse, 02/2020-06/2020</td>
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<td></td>
<td>Rundlett Middle School One-to-One Nurse, 2017-2018</td>
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<td>Broken Ground School One-to-One Nurse, 2016-2017</td>
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<td></td>
<td>Mill Brook School Preschool Nurse Assistant, 2015-2016</td>
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<td></td>
<td>Australian Embassy Clinic, Jakarta, Indonesia</td>
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<td></td>
<td>Well Baby Clinic RN, 2007-2010</td>
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<tr>
<td></td>
<td>Shekou Medical Clinic, Shekou, Shenzen, China</td>
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<tr>
<td></td>
<td>Acting Nurse Practitioner, 1994-1997</td>
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<tr>
<td></td>
<td>James Paget Hospital, Great Yarmouth, England</td>
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<tr>
<td></td>
<td>Outpatient RN, 1988-1989</td>
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<tr>
<td></td>
<td>Great Ormond Street Hospitals for Children, London, England</td>
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<tr>
<td></td>
<td>Agency Staff Nurse, 1988-1989</td>
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<tr>
<td></td>
<td>Royal Aberdeen Children’s Hospital, Aberdeen, Scotland</td>
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<tr>
<td></td>
<td>Senior RN, Ear, Nose, Throat &amp; Pediatric Emergency, 84-87</td>
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<td></td>
<td>Heather replaces Mary Palm (BSN 12 = $63,672) – transfer</td>
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<tr>
<td></td>
<td>Budgeted at $63,672</td>
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</tr>
</tbody>
</table>
Brianna Durand  
Hooksett, NH  
**Education:**  
- Southern NH University, Manchester, NH, M.Ed./12  
- University of New Hampshire, Durham, NH, B.A./10  
**Certification:**  
- Experienced Educator Certificate, exp. 06/30/21  
- Elementary Education K-8  
**Experience:**  
- Heron Pond Elementary School, Milford, NH  
  - Grade 4 Teacher, 2019-present  
- Windham Middle School, Windham, NH  
  - Grade 6 English Language Arts Teacher, 2015-2019  
- Academy of Notre Dame, Tyngsboro, MA  
  - Grade 5-6 English Language Arts Teacher, 2014-2015  
  - Brianna replaces Julie Harrington (B-13 = $77,687) – retirement  
  - Budgeted at $59,784

Lisa Noordergraaf  
Pembroke, NH  
**Education:**  
- University of New Hampshire, Durham, NH, B.M./20  
- University of Rochester, Rochester, NY, B.A./88  
**Certification:**  
- Pending  
- Lisa replaces Anthony Varga (91 days of M+30-14 = $43,911) – LOA  
- Budgeted at $43,911

Sarah Nute  
Concord, NH  
**Education:**  
- University of New Hampshire, Durham, NH, M.Ed./13  
- University of New Hampshire, Durham, NH, B.A./12  
**Certification:**  
- Experienced Educator Certificate, exp. 06/30/22  
- Elementary Education K-8, English Education 5-12  
**Experience:**  
- Belmont Middle School, Belmont, NH  
  - Grade 6 Language Arts Teacher, 2019-present  
- Academia Cotopaxi, Quito, Ecuador  
  - Grade 6 and 8 Language Arts and Social Studies Teacher, 2017-2019  
- Dover Middle School, Dover, NH  
  - Grade 6 Social Studies Teacher, 2014-2017  
  - Sarah replaces Betsy Heath (M-14 = $85,605) – retirement  
  - Budgeted at $59,784
Megan Vasconcellos  
**Pembroke, NH**

_Education:_
- Abbot-Downing School

_Certification:_
- Experienced Educator Certificate, exp. 06/30/22
  - Elementary Education, K-6

_Experience:_
- Pittsfield Elementary School, Pittsfield, NH
  - Classroom Teacher, 2017-present
- Elm Street School, Laconia, NH
  - Classroom Teacher, 2012-2017
- Beech Street Elementary School, Manchester, NH
  - Classroom Teacher, 2010-2012
- Junior High School 194, Queens, NY
  - Grade 7 English Language Arts Teacher, 2/2010-6/2010

Megan replaces Tracie Carpenter (B-13 = $77,687) – retirement
Budgeted at $59,784

Rachel Casasanta  
**Manchester, NH**

_Education:_
- Southern NH University, Manchester, NH, M.Ed./18
- Keene State College, Keene, NH, B.S./09

_Certification:_
- Experienced Educator Certificate, exp. 06/30/21
  - Elementary Education (K-8), General Special Education

_Experience:_
- Charlotte Avenue Elementary School, Nashua, NH
  - Intensive Needs Teacher, 2014-present

New Position
Budgeted at $59,784

Katrina Faherty  
**Concord, NH**

_Education:_
- Endicott College, Beverly, MA, B.S./99

_Certification:_
- Beginning Educator Certificate, exp. 06/30/21
  - General Special Education

_Experience:_
- Merrimack Valley Middle School, Penacook, NH
  - Special Education Teacher, 2003-2008

Katrina replaces Lisa Mills (M-14 = $85,605) – retirement
Budgeted at $88,304
Meghan MacKinnon  
**Nottingham, NH**  
**Education:**  
University of New Hampshire, Durham, NH, M.Ed./16  
University of New Hampshire, Durham, NH, B.A./15  
**Certification:**  
Experienced Educator Certificate, exp. 06/30/22  
Elementary Education K-6  
**Experience:**  
Daniel J. Bakie Elementary School, Kingston, NH  
Classroom Teacher, 2016-present  
Meghan replaces Matthew Finney (B-13 = $77,687) – transfer  
Budgeted at $77,687

Hannah Hojer  
**Northwood, NH**  
**Education:**  
New England College, Henniker, NH, M.Ed./16  
New England College, Henniker, NH, B.A./14  
**Certification:**  
Experienced Educator Certificate, exp. 06/30/21  
Elementary Education K-8  
**Experience:**  
Dunbarton Elementary School, Dunbarton, NH  
Classroom Teacher, 2015-present  
Hannah replaces Shawni Taylor (B-5 = $55,285) – resignation  
Budgeted at $55,285

Robert Walters  
**Austin, TX**  
**Education:**  
Western Governors University, Salt Lake City, UT, B.A./18  
**Certification:**  
Beginning Educator Certificate, exp. 06/30/22  
General Special Education  
**Experience:**  
Cedar Valley Middle School, Round Rock, TX  
Special Education Teacher, 2018-present  
New Position  
Budgeted at $59,784
## Enrollment Report June 2020

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**District Total** | 4156

*not including preschool numbers*
# Monthly Enrollment Report Summary
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## June 2020 Board Meetings

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# July 2020 Board Meetings

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