I. CALL TO ORDER

II. APPROVAL OF AGENDA ................................................................. p. 1

III. PUBLIC COMMENT – agenda items only

IV. PRESENTATION – Summer in our Schools

V. RECOGNITIONS .............................................................................. pp. 3-5

VI. APPROVAL OF BOARD MINUTES
   a. Regular monthly meeting (July 5) .............................................. pp. 6-11

VII. PERSONNEL
   a. Leave of absence requests
   b. Staff confirmations ....................................................................... pp. 12-13
   c. Coach confirmations ...................................................................... pp. 14-15

X. PROPOSED CALENDAR OF MEETINGS ........................................ pp. 16-17

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

XII. ADJOURNMENT
Children reading to animals up for adoption helps both grow

by KATIE GALIOTO, Monitor staff, Monday, July 25, 2016

Seven-year-old Drayden Nyambo looked up from his reading to make sure his audience was still paying attention.

"Hey, this kind of looks like you," he said, pointing to the white puppy on the cover of his picture book.

Zavya, a 5-year-old Great Pyrenees therapy dog, blinked in response.

Drayden attends Camp BGS — short for "Becoming Great Scholars" — at Broken Ground School in Concord. School staff worked with Pope Memorial SPCA, the Concord-Merrimack County animal shelter, to design the three-week summer program, which aims to make reading more fun for kids who need a little extra practice.

Once a week, campers read to animals — usually cats, dogs and bunnies, and there’s been talk of a ferret making an appearance at some point. Jane Dodson, the school’s reading specialist and coordinator of the summer literacy camp, said everything was planned with one goal in mind: to put an exciting twist on the literacy experience.

"With anything, if it’s hard, you don’t necessarily want to do it," she said. "But the only way you get better at it is through practice. I think having the animals gives them the encouragement to do what they need to do to become better readers."

Every Thursday, volunteers from the SPCA’s Reading Tails Program come to the school, bringing their trained pet therapy dogs. Campers read their book of choice — the one they’d been practicing during sessions leading up to the visit — to the dog and its owner.

At the same time, some of the students make a trip over to the shelter to read to the animals up for adoption.

"There are some sort of shy, timid animals in the corner..."
Blacky the bunny. "One of them was flopping his ear, like he was listening."

This is what motivates students the most – the feeling that their reading is making a difference, Dodson said. "They're helping the animals, and they're helping themselves as well," she said.

The camp consists of students going into third, fourth and fifth grade. It's an invitation-only program, Dodson said, for students who receive reading support during the school year.

Elizabeth said she liked camp better than school. "Usually we have to do math, and that's boring," she said. "I mostly love to do reading and writing."

"My book was really long for a third grader," she added. "I think that's why the bunnies started getting bored and going back to their cage."

Lindsey Elefante, a third-grade teacher at Broken Ground, said the program is all about building confidence. "They're reading to an audience that's fun and that they know won't judge them," she said. "It helps keep the stamina up before school starts."

Some of Broken Ground students are new Americans, Elefante said, so the program can help in additional ways. "Oftentimes, where they're from, animals are wild, not pets, and not always friendly," she said. "This can help them feel more comfortable around cats and dogs and other pets."

The rest of the week, students practice their reading through a number of other games and activities. They still get to see animals sometimes, when Dodson and Elefante and other teachers – bring their pets to school.

Lori Taylor, interim executive director at the SCPA, said the program really does benefit both parties – it's good for the animals to socialize, and the kids always learn a lot. "There's a handful that never want to leave," she said. "It's really remarkable how much more they seem to want to come back and read."

The shelter generally has a high adoption rate, Taylor added, citing 100 to 120 adoptions each month. This camp may be able to help even more. "We just adore it," she added. "It's a whole bunch of education and fun all wrapped into one."

Dodson said she hopes the program can continue during the school year. She plans to try and set something up with the shelter so students and their parents can sign up for time slots to read to animals.

Eight-year-old Logan Deschene said he hopes to keep reading to the animals. He might even practice sometime by reading to his cats at home.

"But they're not as good at listening," he said, as he petted TeeTonka the dog.
Daly wins Coach of the Year award

The Concord High boys' track and field team took home plenty of hardware following its win in the Division I championship this past spring.

Now, the Crimson Tide can add one more accomplishment to its long list of accolades: Coach of the Year.

Concord boys' and girls' Coach Hayden Daly was named Boys High School Coach of the Year for the state of New Hampshire on Tuesday by the U.S. Track and Field and Cross Country Coaches Association.

Daly, whose team won its first title in 36 years in May, has been coaching the team for 13 years.
Board of Education, Concord School District
Regular monthly meeting
July 5, 2016

Board members: Rusty Cofrin, Tom Croteau, Alana Kimball, Jennifer Patterson, Jim Richards
Absent: Clint Cogswell, Nathan Fennessy, Barb Higgins, Maureen Redmond-Scura
Administrators: Superintendent Terri Forsten, Assistant Superintendent Donna Palley, Business Administrator Jack Dunn

Agenda Item 1. Call to Order
Board Vice President Jennifer Patterson called the meeting to order at 7:07 p.m.

Agenda Item 2. Approval of Agenda

The Board voted 5-0 to approve the agenda (motioned by Tom Croteau, seconded by Jim Richards).

Agenda Item 3. Public Comment—agenda items only
Concord resident and former Board member Betty Hoadley remarked on two agenda items: the minutes from both the Early Childhood Education steering committee and the Finance committee. She suggested that the report should be read carefully and studied to understand the work of the committee. She noted that missing was the information about the collective bargaining statement that teachers must have planning time, and that the costs are not complete until this aspect is determined. She also urged the Board to develop a solid understanding of the state adequacy grant and how it applies to kindergarten. She said she does not believe that the state will provide a full-day rate for adequacy. She suggested reading the information about preschool, especially noting the long-term positive outcomes from quality preschool, and suggested the Board consider the cost savings of providing preschool. She also suggested visiting the district preschool and Family Centers, noting that the Family Center model is very beneficial. She said she appreciated learning about the types of targeted preschool programs that are being offered in our community. Mrs. Hoadley also urged a review of the Finance Committee notes, stating that the upcoming budget season will be challenging. She noted a number of issues that will need to be addressed, including issues concerning Concord Steam, possible changes in the New Hampshire retirement system, additional cost-sharing from the State, planned technology improvements, copier leases, the unreserved fund balance, upgrades for food service and staffing, the results of upcoming collective bargaining, the Rundlett
Middle School study, the increased costs of doing business, and any changes to programming at the preschool and/or kindergarten level.

Agenda Item 4. Recognitions
Superintendent Forsten noted several recognitions:
  • Curriculum Institute work by over 200 teachers in the district over the summer
  • World Language Teacher of the Year award for Laura Ernst, Middle School/High School German teacher, from the New Hampshire Association of World Language Teachers
  • An article in the Concord Monitor about the Family Centers, a program of the Concord Community Center and the district

Agenda Item 5. Approval of Board Minutes
Jennifer Patterson reviewed the minutes of the regular monthly meeting on June 6.

  The Board voted 5-0 to approve the minutes of the regular monthly meeting on June 6 (moved by Mr. Croteau, seconded by Rusty Cofrin).

  The Board voted 5-0 to approve the minutes of the Special meeting on June 29 (moved by Mr. Richards, seconded by Mr. Croteau).

Agenda Item 6. Personnel
Ms. Forsten presented one administrative confirmation.

  Chali Davis, Assistant Principal, Concord High School, $92,529.00

  The Board voted 5-0 to approve the confirmation of Chali Davis as Assistant Principal at Concord High School (moved by Mr. Cofrin, seconded by Mr. Richards).

Ms. Forsten presented several staff confirmations.

  Daniel Breen, Social Studies Teacher, Concord High School, $25,927, 60% of B-2, one year only. This is in addition to Dan’s 40% Social Studies position. Dan’s 90% Social Studies position was cut to 40% for 2016-2017. Dan replaces Kimberly Bleier-Woods (60% of M-14 = $47,450) – LOA. Budgeted at $47,450

  Thomas Bruno, Health Science Teacher, Concord High School, $59,518, M-7. New Position

  Courtney Connor, Mathematics Teacher, Concord High School, $21,198, 40% of B-6, one year only. Courtney replaces Joseph Proulx (40% of M-14 = $31,633) – LOA. Budgeted at $31,633
Katherine Hosmer, French Teacher, Concord High School, $17,936. 40% of M-1. Kate replaces Jessica Burggraf (20% of B-4 = $9,620) – resignation, and Lise Blais who was 20% one year only, in place of duty. Budgeted at $25,274

Kirsten Woody, Mathematics Teacher, Concord High School, $61,963, M-8, 50% one year only. Kirsten replaces Theo-Anne Winch (50% of B-13 = $35,874) – LOA, and Graeme Crowther (50% of M-7 = $29,759) – transfer. Budgeted at $65,633

Christine Giacalone, Spanish Teacher, Rundlett Middle School, $55,439, 80% of M+30-10. Christine replaces Pamela Wroblewski (80% of B-13 = $57,398) – retirement. Budgeted at $57,398

Somayeh Kashi, Art/Technology Education Teacher, Rundlett Middle School, $47,289, M-2. Somayeh replaces Betsy Gammons (M-14 = $79,083) - retirement


Lynda Masaites, Special Education Teacher, Abbot-Downing School, $40,765, B-1, one year only. Lynda replaces James Clute (M-14 = $79,083) – LOA. Budgeted at $79,083

Maria Isaak, Music Teacher, Beaver Meadow School, $33,427, 50% of M+30-9, one year only. This is in addition to Maria’s 40% music teacher position at Christa McAuliffe School. Maria replaces Philip Klose (50% of B-13 = $35,874) – LOA to CRCT. Stagecraft teacher position. Budgeted at $35,874

Meredith Shepherd, Classroom Teacher, Beaver Meadow School, $44,840, M-1. Meredith replaces Bethany Franz (B-5 = $50,548) – resignation. Budgeted at $50,548

Marley Martin, Preschool Special Education Teacher, Mill Brook School, $40,765, B-1, one year only. Marley replaces Victoria Arsenault (B-8 = $57,886) – LOA. Budgeted at $57,886

The Board voted 5-0 to approve the staff confirmations as presented (moved by Mr. Cofrin, seconded by Mr. Croteau).

Ms. Forsten presented one leave of absence request.

The Board voted 5-0 to approve the leave of absence request as presented (moved by Mr. Cofrin, seconded by Alana Kimball).

Agenda Item 7. Communications and Policy Committee

Ms. Patterson presented the report of the committee meeting on June 13, noting that the reorganization of the policy manual, to reflect the NHSBA structure, has begun. The committee is also reviewing policies that may be out of date, and is also looking for gaps. Policies have been assigned to each member for review. The complete committee will discuss the reports of the individual members at the next meeting. Ms. Kimball had missed the meeting; she was assigned a few policies to review. The next meeting will be on August 10.
Agenda Item 8. Instructional Committee

Ms. Patterson presented the report of the committee meeting on June 22, at which the Early Childhood Education Steering Committee presented its report. The committee has been working to answer the questions “what are the best practices in kindergarten programming and how do these practices connect with early childhood programs in our school community?”

Ms. Patterson noted that the committee’s report was thorough and detailed. Going forward into the fall, this will be a significant area of focus. The Board will consider how to bring this to the community, and how to think about directives to the administration about possibly incorporating findings into the coming budget. Ms. Patterson said that she would like to visit some of the current district programs. These visits could be scheduled for Board members in the fall.

Mr. Richards noted that it was a very good meeting. He suggested creating an outline and timeline going forward with this issue, and asked when discussions and visits will take place. He suggested the Board might give the administration guidance as early as possible to make sure that there is time for appropriate planning.

Ms. Patterson suggested there might be an opportunity for creativity about how to bring forward potential budget recommendations in this area.

In response to a question from Superintendent Forsten about whether these recommendations would happen through the Instructional committee or the full Board, Ms. Patterson suggested joint meetings of the Finance and Instructional committees.

Mr. Richards suggested that perhaps the Capital Facilities committee also be involved. He noted that incorporating Finance early will be key, as the Instructional committee will likely want Finance involved in order to make decisions; early September would be a good time for this. The Board will want to seek public input early as well, probably in September. A recommendation in October would probably provide enough time for the administration to consider the situation fully as the budget is prepared.

Jack Dunn noted that he will be able to provide a menu of items for the Board’s consideration, including costs for issues related to Concord Steam and other building issues, among other things. He will put this list together for September.

Mr. Croteau noted that in order to make an informed decision, he would need to see more information about the costs of kindergarten. He also noted that there may be some positive things going on in the district’s early childhood programming as well as in the private sector, and that perhaps the Board should consider any gaps in services. He noted that this is a complicated issue: if the Board decides to offer full-day kindergarten, it would be important to understand what will need to be given up.
Mr. Richards noted that bussing issues will need to be considered. Ms. Kimball noted that the neighborhood concept may not be as significant as some have stated, especially with parents who may be bringing their young children to other communities.

**Agenda Item 9. Finance**

Mr. Croteau presented the report of the committee meeting on June 29. As of the day of the meeting, the budget had not been completely closed out; however, he reviewed the year-end numbers, including nutrition services and projects, with a brief look at FY18. Concord Steam was discussed. The out-of-district costs for transportation were very high this year. Mr. Croteau noted that the deficit in food service budget was $124,869 in 2015 and will be between $43,000 and $63,000 for this past year – a great improvement.

**Agenda Item 10. Negotiations Committee**

Mr. Richards reported that the Negotiations Committee met on June 29, noting that negotiations are ongoing with the Concord Administrators’ Association (CAA).

**Agenda Item 11. Other Business – Grant Signature Authorization**

The administration requested an update of the authorization for the Superintendent and several District administrators to sign state and federal grant forms on behalf of the Board, a requirement of the DOE.

_The Board voted 5-0 to authorize Superintendent Terri Forsten, Assistant Superintendent Donna Palley, Business Administrator Jack Dunn, Director of Human Resources Larry Prince, and Director of Student Services Robert Belmont to sign state and federal grant forms (OMB Forms 1, 3 and 4) originating from Concord School District, on behalf of the Board, a requirement of the DOE (moved by Mr. Croteau, seconded by Mr. Cochrane)_.

**Agenda Item 12. Proposed calendar of meetings**

Superintendent Forsten discussed the proposed Board committee meetings for July and August. The joint Capital Facilities/Finance committee meeting on July 18 was cancelled, as it would not be needed. The Executive Committee meeting on the 18th at 5:00 p.m. was the only other meeting in July. There might be a need for a Negotiations meeting, which could be scheduled as needed.

**Agenda Item 13. Public comment**

There was no public comment.
Agenda Item 14. Adjournment

The Board voted 5-0 to adjourn (motioned by Mr. Croteau, seconded by Mr. Richards).

The Board adjourned at 8:08 p.m.

Respectfully submitted,

Tom Croteau
Secretary
TO: Members, Concord School Board
FROM: Larry Prince, Director of Human Resources
DATE: August 1, 2016
REFERENCE: Teacher Confirmations

Christopher Makris
Concord, NH
Concord High School
Social Studies Teacher
University of New Hampshire, Durham, NH, M.Ed./79
University of New Hampshire, Durham, NH, BA/76
Experience: Concord High School
Social Studies Teacher, 85-15
Chris replaces Kimberly Bleier-Woods (40% of M-14 = $31,633) - LOA
Budgeted at $31,633

Lisa Marcou
Swanzey, NH
Concord Regional Technical Center/Concord High School
Information Technology/Digital Education Teacher
Keene State College, Keene, NH, M.Ed./06
Keene State College, Keene, NH, BS/99
Experience: Keene Middle School, Keene, NH
Industrial Technology Education Teacher, 00-16
Lisa replaces Joseph Messineo (B-10 = $62,776)
Budgeted at $62,776

Heather Ouellette-Cygan
Belmont, NH
Concord High School
English Teacher
Southern New Hampshire University, Manchester, NH, MFA/14
Plymouth State University, Plymouth, NH, BS/96
Experience: Concord High School
English Teacher, part-time, 01-16
Hillsboro Deering Cooperative High School, Hillsboro, NH
English Teacher, 96-99
Heather replaces Elizabeth York (20% of M+30-14 = $16,306) – LOA
This is in addition to Heather’s 60% English teacher position.
Budgeted at $16,306
Elizabeth York
Concord, NH
Education: Concord High School
English Teacher
University of New Hampshire, Durham, NH, M.Ed./90
University of New Hampshire, Durham, NH, BA/89
Experience: English/Special Education Reading Teacher, 09-16
English Teacher, part-time, 90-92, 93-09
Beth is taking a 20% leave of absence from her existing English
teacher position.
New position
Federal Funds

Jane Cogswell
Concord, NH
Education: Rundlett Middle School
Out-Of-District Coordinator
University of Northern Colorado, Greeley, CO, MA/72
University of Colorado, Boulder, CO, BA/70
Concord School District
Out of District Coordinator, part-time, 09-13
Drop Out Prevention Program Coordinator, 08-09
Diploma Academy Coordinator, 80%, 2/08-6/08
Guidance Counselor, 87-06
Position not filled 15-16
Budgeted at $15,817

Amanda Knight
Concord, NH
Education: Rundlett Middle School
Special Education Teacher
Plymouth State University, Plymouth, NH, M.Ed./09
Bridgewater State College, Bridgewater, MA, BA/06
Experience: Winnacunnet Cooperative High School, Hampton, NH
Special Education Teacher, 14-16
John Stark Regional High School, Weare, NH
Special Education Teacher, 11-14
Laconia Alternative High School, Laconia, NH
Alternative Education/English Teacher, 10-11
Concord High School
Diploma Academy, Assistant Coordinator, 08-10
Amanda replaces Elizabeth Logan (M+30-10 = $69,299) – transfer
to Health teacher position
Budgeted at $69,299

Bethany Roberge
Concord, NH
Education: Mill Brook School
Media/Technology Integrator
Liberty University, Lynchburg, VA, BS/16
Bethany replaces Amy Gillam (50% of M-14 = $39,542) - resignation
Budgeted at $39,542
TO: Members, Concord School Board  
FROM: Larry Prince, Director of Human Resources  
DATE: August 1, 2016  
REFERENCE: Fall Coach Confirmations

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| Jeremy Duclos     | Concord High   | Girls Varsity Soccer Coach      | Rivier College, Nashua, NH, M.Ed./08 | Social Studies Teacher, 99-present | Girls Varsity Soccer Coach, 08-10  
| Concord, NH       |                |                                 | Rivier College, Nashua, NH, BA/98   |                                     | Boys Assistant Varsity Soccer Coach, 00-07  
|                   |                |                                 |                                     |                                     | Jeremy replaces William Nardino                                               |
| Sarah Furhmeister | Concord High   | Girls JV Soccer                 | Salve Regina University, Newport, RI, BS/13 | Social Studies Teacher, 15-16 | Girls Freshman Soccer Coach, 2015  
| Newmarket, NH     |                |                                 |                                     |                                     | Rundlett Middle School  
|                   |                |                                 |                                     |                                     | Girls B Basketball Coach, 2013  
|                   |                |                                 |                                     |                                     | Salve Regina, Newport, RI  
|                   |                |                                 |                                     |                                     | Basketball Player, 09-13  
|                   |                |                                 |                                     |                                     | Team Captain, senior year  
|                   |                |                                 |                                     |                                     | Exeter High School, Exeter, NH  
|                   |                |                                 |                                     |                                     | Varsity and JV Soccer Teams Player, 06-08  
|                   |                |                                 |                                     |                                     | Voted most valuable player  
|                   |                |                                 |                                     |                                     | AAU Basketball Coach, 09-11  
|                   |                |                                 |                                     |                                     | Blue Hawk Basketball Camp, 08-12  
|                   |                |                                 |                                     |                                     | Sarah replaces Devon Rabun  
|                   |                |                                 | $5,299                              | Step 3, Group 3                                                                  | 13.0%  
|                   |                |                                 | $3,873                              | Step 3, Group 9                                                                  | 7.0%  

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**Concord School Board...August 2016**

- **Sun, Mon, Tue, Wed, Thu, Fri, Sat**

**Events**

- **1 July**: 7:00 p.m.
  - Board Meeting

- **7 July**: 5:30 p.m.
  - Communications & Policy

- **14 July**: 5:30 p.m.
  - Joint Capital Facilities / Finance

- **21 July**: 5:00 p.m.
  - Executive Committee

- **28 July**: First Day for Staff

- **29 July**: First Day for Students

- **30 July**: 5:00 p.m.
  - Executive Committee

- **31 July**: Labor Day weekend

- **1 August**: NO SCHOOL
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