Annual Organization Meeting

Agenda Item I. Call to Order
Superintendent Chris Rath called the meeting to order at 7:00 p.m.

Agenda Item II. Seating of New Board Members
The Superintendent, having verified that they were properly sworn in, seated, introduced and welcomed the four new Board members: Jack Dunn, Kevin Fleming, Clint Cogswell, Eric Williams.

Agenda Item III: Election of Officers

President
The Board voted 9–0 (Clint Cogswell made the motion, Eric Williams seconded) to appoint Kassandra Ardinger the President of the Concord School District Board of Education for the term January 1 through December 31, 2009.

Vice President
The Board voted 9–0 (Chris Casko made the motion, Kevin Fleming seconded) to appoint Megan DeVorsey as Vice President of the Concord School District Board of Education for the term January 1 through December 31, 2009.

Secretary
The Board voted 9–0 to appoint Jennifer Patterson (Casko made the motion, Cogswell seconded) Secretary of the Concord School District Board of Education for the term January 1 through December 31, 2009.

Treasurer
The Board voted 9–0 to appoint Michele Croteau (Casko made the motion, DeVorsey seconded) Treasurer of the Concord School District Board of Education for the term January 1 through December 31, 2009.

Clerk
The Board voted 9–0 to appoint Roger B. Phillips, Esq. (Casko made the motion, DeVorsey seconded) as Clerk of the School Board for the term January 1 through December 31, 2009.
Agenda Item I. Call to Order

The Board moved into its regular session at 7:10 p.m., called to order by new Board president Kass Ardinger.

Recess

The Board voted 9–0 to recess the meeting for a public hearing to consider a request for the School Board to expend funds from the District’s Instructional Trust Fund to purchase literacy materials for reading specialists and others working with children who need additional reading and writing instruction (DeVorsey made the motion, Patterson seconded).

Public Hearing

The purpose of the public hearing was to consider a request for the School Board to expend funds ($48,000) from the District’s Instructional Trust Fund to purchase literacy materials for reading specialists and others working with children who need additional reading and writing instruction.

Superintendent Rath provided information on the nature of the Instructional Trust Fund. The Fund, a legal mechanism to set aside funds for very specific purposes, was developed and implemented in the mid-90s by the Board and then-Superintendent Curt Sokness. Establishing the Trust allowed the process of curricular materials selection to be more considered and unhurried, by dedicating funds over a period of years and not necessarily in the same year in which the funds are expended. The current Trust balance is $285,628. She described various curricular materials that have been purchased over the years.

The request before the Board was for Level Literacy Intervention (LLI) materials, which reflect an evolving change in practice in the district. The comprehensive literacy framework in place in the District includes independent reading, word or phonics work and guided reading. A series of district literacy assessments also takes place at the elementary levels, given multiple times throughout the year to identify children who may not be making desired or expected progress. The materials are designed to be delivered by reading specialists (or trained individuals under their supervision) over a defined period of time to provide additional reading instruction in addition to classroom reading instruction. This is a short-term commitment on the part of teacher and student and will not take the place of Tier I classroom instruction. (Tier I describes the classroom program and should not be replaced. Tier II intervention occurs when it is required for children not making progress. Tier III is a more individualized intervention, including Reading Recovery, a referral to special education and/or a diagnosis or assessment of what may be interfering with the child gaining adequate reading skills.) All but one of the reading specialists are already trained in the use of these materials; the other will receive training in the spring.
Mr. Dunn indicated his concern with the discount offered by the vendor, suggesting that the product could be purchased at the same price directly from the vendor’s web site. He also indicated concern with the shipping cost and asked if the materials could be purchased from a reseller.

Mr. Cogswell commented that he had worked with teachers piloting these materials and found this to be a very powerful program with positive outcomes.

Ms. Barbara Fleming of Shaker Heights, Ohio asked how many children need different programs to learn to read. Eric Williams indicated that 15 to 20% of the city’s elementary population would need these services, or about 150 to 250 children.

The Board voted 9–0 to close the public hearing (DeVorsey moved, Casko seconded).

The Board voted 9–0 to reconvene the regular meeting (DeVorsey moved, Casko seconded).

The Board voted unanimously on a voice vote to recess the meeting pursuant to RSA 91-A:3 II (a) and (c) for a non-public session to discuss a personnel matter (Patterson moved, DeVorsey seconded).

Non-Public Session

The Board returned from its non-public session.

The Board voted unanimously on a voice vote to come out of non-public session (DeVorsey moved, Patterson seconded).

The board voted 9–0 to seal the minutes of the non-public session under RSA 91-A to protect the reputation of the person discussed (DeVorsey moved, Patterson seconded).

Agenda Item II. Approval of Agenda

Ms. DeVorsey made a motion to modify the agenda under Item VII. Personnel to add an amendment to the planned retirement list and to take up an additional leave of absence request.

The Board voted 9–0 to approve the agenda with the above modifications.

Agenda Item III. Public Comment

There was no public comment.

Agenda Item IV. Recognitions

Superintendent Rath made note of the many recognitions in this month’s board book, some of which were deferred from the December, 2008 meeting:
a letter thanking Northeast Delta Dental for its support in the refurbishment of the Concord High School Fitness Lab.

a letter from Clerk of the School Board Roger Phillips thanking the City Clerk’s office for its help in preparing the school district ballots, getting them printed, training Ward officials and running a smooth election.

an article in the Concord Monitor on former music history and theory teacher Clara Brogan’s extensive volunteer activities in the community and storytelling in the Concord schools.

a letter from the NH Charitable Foundation to Dame/Eastman Principal Ed Barnwell on the award of $5,000 to expand opportunities for preschool, parenting, and family literacy programs for recent refugee and immigrant families at the Concord Heights Neighborhood Family Center.

da letter from Dame/Eastman Principal Ed Barnwell on the many grants and donations in support of the Concord Heights Neighborhood Family Center, which total over $60,000.

a letter in support of the elementary school consolidation plan and complimenting the good work of Director of Facilities & Planning Matt Cashman, by Concord resident and parent Jodi Beaudry.

a letter from U.S. News & World Report congratulating Concord High School on its winning a bronze medal in its second annual list of America’s Best High Schools.

a letter from NH Interscholastic Athletic Association Executive Director Patrick Corbin to Concord High School Principal Gene Connolly congratulating him, the athletic director, coaching staff and student athletes on the CHS girls’ soccer team for an entire soccer season without any yellow or red cards.

a letter to Assistant Superintendent Rob Prohl from Suzanne Rackham, Education Consultant for Title III and Supplemental Educational Services Director for Title I, NH Department of Education, thanking him and particularly ELL teacher Ellen Kenny for their cooperation and high level of professionalism during her November monitor visit.

an email from Beaver Meadow principal Roger Brooks noting that the Beaver Meadow PTO has received three additional grants for its new playground: Concord Rotary ($3,000), CVS Caremark ($2,000) and NH Charitable Foundation ($6,000). The Playground Committee has raised $80,798.20 since May of 2007.

a reprint of an article by Concord Monitor education reporter Meg Heckman on Concord High School’s Diploma Academy, designed to provide alternative, differentiated programming to high school students at risk of dropping out.

Student Representative Jennifer Brown noted that the senior-directed One Act play auditions will be held Wednesday and Thursday of that week. The Hypnosis show, originally scheduled for December, has been rescheduled on Thursday at 7 p.m. She
finished her report by noting that mid-terms would be held on January 20, ending the first semester.

Agenda Item V. Approval of Board Minutes

Ms. DeVorsey made a motion to amend the minutes reflecting the November 17, 2008 Finance Committee meeting to correct erroneous salary figures that did not in any case affect the budget.

The Board voted 9–0 to amend the minutes of the November 17, 2008 Finance Committee meeting to correct erroneous salary figures that did not in any case affect the budget (DeVorsey moved, Casko seconded).

The Board voted 9–0 to approve the minutes of the December 1, 2008 regular Board minutes with the amendment and correction noted (DeVorsey moved, Casko seconded).

Agenda Item VI. Curriculum and Instruction

Ms. Ardinger reported on the Instructional Committee meeting of December 15, 2008. She noted that reading specialists Heidi Fyfe and Nancy Siff came to the meeting to speak about the need for literacy materials. The instructional Committee in a 4–0 vote recommended to the full Board that up to $48,000 be drawn from the Instructional Trust for these materials.

Ms. DeVorsey made the motion, seconded by Ms. Patterson, to expend up to $48,000 from the District’s Instructional Trust Fund to purchase Level Literacy Intervention materials for reading specialists and others working with children who need additional reading instruction. Chris Casko spoke about his intent to vote for this and suggested that efforts could continue to seek a more favorable discount and reduce shipping costs.

The Board voted 9–0 to expend up to $48,000 from the District’s Instructional Trust Fund to purchase literacy materials for reading specialists and others working with children who need additional reading and writing instruction with the understanding that additional questions raised regarding shipping costs and more favorable discounting will be pursued.

The second part of the Instructional Committee meeting concerned a request from RMS principal George Rundlett to add an additional assistant wrestling coach based on sign-up numbers that would be paid for by unspent funds for other coaching positions. The Board asked that a more specific philosophy and guidelines be drafted for RMS athletics and specific recommendations be made for the committee’s consideration. The committee voted to recommend to the full Board the addition of a RMS assistant wrestling coach position for the 2008-2009 school year at a stipend of $1,049.
The Board voted 9–0 (Patterson moved, DeVorsey seconded) to approve the addition of a RMS assistant wrestling coach position for the 2008-2009 school year at a stipend of $1,049.

Agenda Item VII. Personnel

Leave of Absence

The Board voted 9–0 to approve the requested leave of absence for the second semester for medical reasons (DeVorsey moved, Casko seconded).

It was noted by Ms. Bonk that this is a paid leave of absence, as the teacher is using sick days until the sick day allowance runs out.

Coaching Nominations

Ms. Bonk expressed an interest in changing Board practice such that the Board no longer will review and approve individual coaches, stating that it doesn’t approve bus drivers, etc. Mrs. Rath noted that the policy requiring Board approval for coaching positions can be brought before the Instructional Committee for review. Ms. Ardinger indicated that the Board is involved with coaching nominations to the extent that coaches act in the role of teachers in their interactions with students, and that they are paid on the basis of their experience as instructors. Mr. Fleming asked whether the Board had discussed individual coaches. Ms. Ardinger indicated that coaches’ pay levels are linked to teacher contracts as they relate to teaching experience.

The Board voted 9–0 (Williams moved, Patterson seconded) to approve the coaching nominations as described in the Board book, including the following new individuals:

Steve Shippos, RMS Wrestling Coach (supplemental) at a salary of $1,049 at Step 3
William Cosentino, Jr., RMS Wrestling Coach at a salary of $1,049 at Step 3

Planned Retirement

Mrs. Rath noted that the Board regularly takes action on approving individuals for planned benefit retirements in June as specified. She made a request to amend the list to include Lisa Donovan and Jade Warfield, for a total of 12 teachers on this year’s list and 8 teachers on next year’s list.

The Board voted 9–0 (DeVorsey moved, Casko seconded) to amend the planned retirement lists to 12 for this year and to 8 for next year to include the teachers named.

Agenda Item VIII. Negotiations

Jennifer Patterson reported that the Negotiations Committee met several times in December and anticipates meeting again soon.
Agenda Item IX. Other
There was no other business.

Agenda Item X. Proposed Calendar of Meetings
Superintendent Rath noted the addition of a Negotiations non-meeting on Wednesday, January 7, 2009 at 5:30 p.m.
The Instructional Committee will meet on Wednesday, January 14 and hear from the principals of Concord’s schools in need of improvement about their improvement plans.
The Friday, January 16 meeting of the Joint City Council /School Board Committee is at 7:30 a.m.
The School Board retreat will be held on Saturday, January 24 from 8 a.m. to 1 p.m. in the Conant PD room.
The Capital Facilities Committee will meet on January 26 to consider three items: architect, the next planning committee, and RMS building issues.
The 2010 budget work sessions scheduled for January 21 and January 28 will be televised.

Agenda Item XI. Public Comment – Any subject, in accordance with Board Policy #132
There was no comment.

Agenda Item XII. Adjournment

The Board voted 9–0 to adjourn (Casko moved, Patterson seconded).
The meeting adjourned at 8:26 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
Board of Education  
Concord School District  
**Concord School Board Retreat**  
**Saturday, January 24, 2009**

**Board Members present:** Kassandra Ardinger, Laura Bonk, Christopher Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams  
**Administrators present:** Chris Rath, Rob Prohl, Matt Cashman, Michele Croteau, Larry Prince  
**Member of the public present:** Elizabeth Hoadley

Vote on CEA Contract  
The Board discussed and agreed upon a rationale for voting on the proposed CEA contract on Monday, February 2, 2009 at its regular February meeting.  

Introductory Activity  
The Board and administrators participated in an exercise called “Zoom” and discussed the kinds of behaviors that help a group achieve a given task.  

Looking Back  
Recently-retired Board member Betty Hoadley joined the group and reviewed what she believes are the five major tasks of school board members:

1. Developing and passing the annual budget  
2. Developing and implementing negotiations with the various unions and signing CBAs (collective bargaining agreements)  
3. Creating and revising necessary district policy  
4. Collaborating with, sometimes directing, supervising and evaluating the superintendent  
5. Providing general oversight to all district activities and programs

She also reviewed what she saw as things the School Board accomplished during her tenure. These included:

- Developing the Selection of Instructional Materials policy  
- Separate salary schedule for nurses (untied to teacher schedule)  
- Revising the sabbatical application to emphasize teachers’ contributions to the district  
- Eliminating summer sports camps in Community Education  
- Building capacity to serve all students, including students with special needs  
- Establishing the Instructional Materials Expendable Trust
− Working with the city to review the Facilities Use Policy
− Publishing the Board’s newsletter twice a year
− Revising the list of coaches, steps and stipends
− Establishing the “debt differential” fund
− Securing the renovation of CRTC reimbursement ($4.5 million)
− Mentoring new Board members

Other Board members added the following to the list of accomplishments:
− Decreasing availability and use of JW Health insurance option; savings to district
− Developing the elementary facilities master plan (representing a commitment to equalize opportunities for children across the city)
− Making a first stab at a Wellness Policy (more work remains on this)
− Building a strong Central Office administrative team
− Energy conservation work (Noresco project)
− Program development at CRTC
− Task Forces I and II (Ed specs and costs) (need to get Task Force III underway and develop a more detailed plan for the East Side)
− Improving the process for negotiating with the CEA
− Supporting the efforts to provide appropriate services for 16 to 18 year olds

What Has to get Done

Kass Ardinger reviewed the tasks the Board must do each month of the year.

Goals and Directions for the Future

Members of the group generated lists of “headlines” they hope to see in December 2011. These included:

Governance:
− Autonomy of Board retained

Capital Facilities
− New Conant School opens; model school; receives accolades
− Ground broken at Broken Ground
− New self-sustaining elementary school opens, incorporating student ideas; greenhouse supplying health food, science learning opportunities
− School Board approves Phase III (East Side) consolidation
− Concord students have strong ethic of community service
− Board/community support use of new facilities
− Board reviews class size policy for new schools
− Written facilities master plan: renovations, expansions, consolidations, timelines, estimated costs
Financial/Stewardship of resources

- Renewable energy – geothermal systems (and other systems) for Conant and Rundlett
- Concord students lead in energy efficiency
- District puts health insurance out to bid

Student Achievement

- Change in NCLB to focus on individual student progress leads to improved progress in Concord schools
- Significant improvement in AYP for special education and SES groups
- Class size policy reviewed for student achievement

Excellence

- CHS: best in nation
- CHS receives gold medal
- CHS teams win sportsmanship awards
- CRTC program sets standard for state
- High school completes setting competencies for all classes

Health and Wellness

- District focuses on health and wellness
- CHS student body shrinks (lower level of obesity in Concord students)

New Programs/Innovations

- CSD starts magnet program for special education students; tuition students from around NH
- New methods of delivering courses to students
- Increased use of technology in instruction and opportunities
- Economics course includes strong financial literacy instruction
- Integrated arts education spotlighted in district; 100% of students involved in arts

Improved Communication with Community

Role of committees

The group read a selection by John Carver about role of committees on a Board and the group discussed aspects of the article of interest to the work of this Board.

Concord School Board committees are not all parallel. It was suggested the “terms of reference” for each committee be put in writing. Superintendent Rath will work with Eric Williams to get this work started. More than one committee meeting may be scheduled on
a given night and efforts will be made to keep committee meetings to one hour. This will require more preparation when it is appropriate for committee meetings to focus on collecting information for full Board discussions.

In February, the Board will begin the work of developing terms of reference for the work of the Capital Facilities Committee. One of the first tasks for the Instructional Committee is to review the research on class size and relate it to the work of the Capital Facilities in terms of size of classrooms as well as the implications of the class size policy to the budget. The Communications Committee will work on improving communications with the community through the web site.

The Board agreed to meet on a Saturday in early June in order to review how it is doing on the tasks and approaches.

The meeting adjourned at 1:00 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
Concord School Board members present: Kass Ardinger, Laura Bonk, Megan DeVorsey, Clint Cogswell, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams

Concord School District Administrators present: Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman

City Council members present: Concord Mayor James Bouley, Dan St. Hilaire, William Stetson (also state rep.), Fred Keach


Members of the public present: Martin Honigberg, Wilbur Glahn, Elizabeth Hoadley, Claudia Damon, David Ruedig

School Board President Kass Ardinger called the meeting to order at 7:40 a.m.

Superintendent Rath described the Diploma Academy, the School Board’s budget, the District’s agreement with NORESCO and the School Board’s plan for consolidation of the city’s elementary schools.

Representative Steve Shurtleff discussed HB 33, a proposal to amend the Concord School District Charter, indicating that the bill would be taken up in executive session on Tuesday, January 27 at 10 a.m. in LOB 301. A general discussion on this legislation followed.

Representative Jessie Osborne discussed HB 319, a proposal to amend the Concord School District Charter. A general discussion on this legislation followed.

Education funding was also discussed.

No action was taken.

The meeting adjourned at 9:30 a.m.

Respectfully submitted,

Jennifer Patterson, Secretary
Board of Education  
Concord School District  
Regular Meeting  
February 2, 2009  

Board Members present: Kass Ardinger, Laura Bonk, Christopher Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams  

Administrators: Chris Rath, Rob Prohl, Larry Prince, Matt Cashman, Michele Croteau  

Agenda Item 1. Call to Order  
Board President Kass Ardinger called the meeting to order at 7:00 p.m.  

Agenda Item 2. Approval of Agenda  
Megan DeVorsey made a motion to approve the agenda.  

The Board voted 9–0 to approve the agenda (Ms. DeVorsey moved, Chris Casko seconded).  

Agenda Item 3. Public Comment  
There was no public comment.  

Agenda Item 4. Recognitions  
Student representative Jennifer Brown noted that the annual CHS Film Festival was held the weekend just past, with Alex Pickering winning first prize for his film, Clay. This Thursday the high school will host its first-ever Prom Fashion Show, which will include raffles to raise money for that event. CHS has been chosen this year for NEAP testing, which the seniors will take on Tuesday. The senior-directed One-Act Plays will be presented on Feb. 19-20 at 7:30 p.m.  

Superintendent Rath made note of the recognitions in this month’s board book:  
- A letter from Barrington resident Barbara Sirois Doyle remarking on the consideration shown her and her two young sons by Concord High School track and field athletes.  
- A letter to CHS principal Gene Connolly from Executive Director Jerry Madden of The Friends Program, acknowledging the contribution of four CHS students during the current school year: Rebecca Hey, Ashley Roberts, Mihika Nepal and Mike Samuels as volunteer Senior Friends.
A letter thanking Jeff Siegel from Kathy Wyle, 2008 Event Chair for “Making Strides Against Breast Cancer,” for the District’s support and his coordination efforts.

A letter to Dame Principal Ed Barnwell from Maria Lokensgard, Program Manager of Target’s Scholarship Management Services on the awarding of an $800 Target Field Trip grant.

Agenda Item 5. Approval of Board Minutes

A motion was made to approve the minutes of the January 2009 Board meeting.

**The Board voted 9–0 to approve the minutes of the January 5, 2009 Board meeting (Jennifer Patterson moved, Ms. DeVorsey seconded).**

School Board Retreat and Legislative Breakfast

A motion was made to approve the minutes of the January 2009 Board Retreat and the minutes of the January 2009 Legislative Breakfast meeting.

**The Board voted 9–0 to approve the minutes of the January 24, 2009 Board Retreat and the January 26, 2009 Legislative Breakfast meeting (Kevin Fleming moved, Jack Dunn seconded).**

Agenda Item 6. Personnel

Coaching Nominations

**The Board voted 9–0 (Mr. Casko moved, Dr. Fleming seconded) to approve the coaching nominations as described in the Board book, including the following new individuals:**

**Gregory Coache**, CHS Girls Tennis (head) Coach at a salary of $3,322 at Step 3 (Group 6, 9.5% of B-1)

**Eric Brown**, CHS Varsity Head Football Coach at a salary of $6,645 at Step 3 (Group 1, 19% of B-1)

Leave of Absence

**The Board voted 9–0 to approve the requested child-rearing leave of absence for the 2009-2010 academic year (Ms. DeVorsey moved, Mr. Cogswell seconded).**

In response to Jennifer Patterson’s request for clarification, Mr. Prince noted that the collective bargaining agreement allows child-rearing leave for the rest of a given year and the following year.
Agenda Item 7. Curriculum and Instruction

Mr. Cogswell reported on the Instructional Committee meeting of January 14, 2009, which included reports from the principals of five schools to discuss their AYP (annual yearly progress) plans. The subgroups that caused the schools to be classified as not meeting AYP included students who are educationally disadvantaged, economically disadvantaged, Black African American and English Language Learners. The five schools are Beaver Meadow, Rundlett Middle School, Rumford, Kimball and Walker schools. Some of the programs involved after school activities, summer programming and extra instruction during the school day. He noted that the committee was impressed with the principals’ presentation and is looking forward to continued progress.

Agenda Item 8. Finance

Laura Bonk reported on the Board Work Session of January 21, 2009 and February 2, 2009, reported in minutes of those sessions.

The proposed budget is 1.94% higher than last year. The school board must approve the budget at a special meeting of the board on March 11. Two public hearings will be held: on Wednesday, March 4 at 7 p.m. and Thursday, March 5 at 5:30 p.m., both in the Central Office board room.

Two priority areas of the budget are technology and special education. The board also discussed staff additions and reductions and replacement plans for buses, computers and telephone systems. The board also discussed the tax structure between 2001 and 2008. The county has had the greatest tax increase at 13.64%, the municipal rate increased at 4.43%, and the school district rate increased 2.48%.

Tonight at its work session just previous to this meeting, the board discussed health insurance and personnel additions and reductions.

Agenda Item 9. Joint City Council/School Board

Chris Casko reported on the meeting of January 16, 2009. New committee members were introduced and welcomed, including three of the four new school board members (Eric Williams, Jack Dunn and Kevin Fleming), and the committee moved to a discussion of legislative breakfast. The committee identified topics for future discussion, including: potentially adopting a recommendation on a public position on any proposed modifications to the Concord School District charter; evaluating the possibility of holding school board elections on days other than the day for state and federal elections; and a joint facilities use policy between the city and the school district. The committee discussed a plan for a parking lot expansion and/or repair at Memorial Field with an estimated cost of $1 million price tag and the long-term plan for field maintenance, use, upgrade and expansion. The committee reviewed unemployment and foreclosure rates in Concord to better understand how these trends may affect budgeting and fiscal health of both the city
and the school district. Both entities are on a July 1 to June 30 fiscal year. The city is facing decreasing revenues and that has significantly impacted the budget. City and district projects that have been identified as benefiting from the economic stimulus plan include the Fisherville Road/Manchester Street repair project, the RMS HVAC project and the wastewater project. The committee discussed the COMF lease agreement (a joint agreement between the city and the school district for bus and vehicle maintenance) and long-term space needs for the city, including demand for gym space and community centers. In this context, the possibility of surplus school buildings was discussed; the committee will come up with recommendations and periodic development updates including building permits issued and actual or projected growth. Superintendent Rath talked about the new web site at concordnhschools.net, a drastic improvement over the previous site. No action was taken at this meeting.

Agenda Item 10. Capital Facilities

Megan DeVorsey reported on the meeting of January 26, 2009, which had two agenda items.

Rundlett Middle School HVAC Update

A report from Mr. Caulfield of The Turner Group provided estimates for steam, natural gas, and geothermal combined with solar. This important project may include the development of a campus heating plan to include RMS and Conant. No decisions were made on this issue; the committee will look to the administration for a recommendation to address the problems. The report from The Turner Group is available at the Central Office.

Mr. Cogswell asked if the RMS HVAC report is online and was told that it is.

RFP for Conant Elementary School

The administration’s request that the Board vote on issuing an RFP for the Conant/Rumford project passed by a vote of 3 to 1, although the administration has since withdrawn that request. A Board work session scheduled on February 11 will allow an opportunity for a discussion of bonding capacity in the coming years and development of a full implementation plan; while Task Force II looked at feasibility and costs, it did not address an actual plan for implementation of the consolidation plan. It was noted that a real impetus for issuing the RFP is state funding; all three projects have been applied for, although state construction aid for the total project is unlikely to be disbursed in the next two years. Ms. Ardinger noted that the priority could be delayed for one month. Superintendent Rath noted that an updated version of the master plan is on the new website and that all the background data will be brought over from the old website.

Agenda Item 11. Negotiations

Jennifer Patterson reported that the CEA agreement was ratified by its membership last Tuesday. The Negotiations Committee is bringing the contract to the full Board tonight for
its vote. The new agreement covers 2009-2012 and includes provisions to protect the district from possible financial penalties due to legislative changes in the state retirement system. Changes in employee and retiree health benefits will result in savings for the district but continue to provide quality health care. The savings will be realized primarily in “the JW plan,” one of the three health insurance plans available to teachers (HMO, JW, and point-of-service). If an eligible employee chooses the JW plan, his/her rate will increase from 21%-24% to 29% in the 3rd year of the contract. A retiree who selects the JW plan will pay 100% of the premium. As part of the District’s encouragement to teachers to pursue professional development, $165K has been dedicated as reimbursement for classes over the three years of the contract.

Salary increases are scheduled to be 2.5% in the first year and 2.75% in each of second and third years. The maximum step payment to teachers at the top of the pay scale will rise by 1% over the course of the contract. A change has also been made in the way the district credits new hires in certain categories.

Mr. Dunn thanked former and current Board members, especially Bill Glahn, previous Negotiations committee chair, for their help in understanding the negotiations process, and District educators. He commented that his primary concern about this contract is that it will cost more than this community can afford at this point in time. The city of Concord currently has a $5.2 million deficit and, with NH’s market-based property tax assessment, the decrease in housing prices will translate to lower assessments and a higher tax rate. He noted that the school board is charged to pass a budget that both supports quality educational programming and is responsible with the community’s money. The CEA contract, with its $90.5 million over three years salary and benefits package, makes up at least half of the total District budget, so its impact on the community can’t be overstated.

Mr. Dunn noted that, while he believes both parties to the contract have an abiding commitment to education, he still believed that in light of today’s economic realities and his commitment to the public for fiscally responsibility he could not in good conscience approve this contract.

Ms. DeVorsey noted that cooperation between CEA and School Board made negotiations a positive process with huge cost savings to the district and to taxpayers. She noted that the contract will protect the district from financial penalties due to changes in the state retirement system.

Clint Cogswell thanked Jennifer Patterson, Bill Glahn and others as well as the CEA negotiating committee. As a retired Concord citizen, he commented that he, too, looks for his tax rate not to go up but, noting that the CEA has agreed to changes in the benefits plan, is supportive of this contract that will contribute to the small overall budget increase of 2%.

Ms. Ardinger stated her support of the contract, noting that although it appears costly in these times, the contract does reflect a longstanding tradition that the Concord School District can compete for superior staff in New Hampshire. She stated that the contract reflects the primary goal of reducing district costs for very expensive healthcare benefits.
by significantly increasing the percentage of contributions by teachers and eligible retirees. She pointed out that this contract is conservatively estimated to save $500 million in cost-avoidance by moving off JW to point-of-service insurance. By revising its planned retirement program, the District will avoid penalties assessed by the NH retirement system. Lastly, she recognized the value to the community of the ability of the negotiating teams to cooperate and compromise to reach a successful agreement.

Dr. Fleming noted that a particular interest in the financial aspects of health insurance, based on his medical background, and felt that the contract provided long-term opportunities to move on from this particular issue.

The Board voted 7–1 (7 ayes, 1 nay, one abstention) (Ms. DeVorsey moved, Dr. Fleming seconded) to approve the CEA contract.

Mr. Casko abstained from this vote.

Agenda Item 12. Proposed Calendar of Meetings
Superintendent Rath noted the budget is scheduled to be posted by Friday, February 20, 2009. March 11, 2009 is the Board vote on the budget. She noted a February 11 Board work session on moving forward with the elementary school consolidation.

Agenda Item 13. Public Comment
Mr. Eric Weiner asked whether the proposed 1.94% increase in the 2009-2010 budget is inclusive of the contract increase. He commented that as a taxpayer, he feels everyone’s done a wonderful job, and noted that, despite the increase in teacher salaries of 2.5% this year, the overall budget was kept just under 2%.

Agenda Item 14. Adjournment

The Board voted 9–0 to adjourn (Ms. DeVorsey moved, Dr. Fleming seconded).

The meeting adjourned at 7:58 p.m.
Respectfully submitted,

Jennifer Patterson, Secretary
Board of Education
Concord School District
Regular Meeting
March 2, 2009

Board Members present: Kass Ardinger, President, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams

Administrators: Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman, Larry Prince

Agenda Item I. Call to Order
The meeting was called to order by Board president Kass Ardinger.

Agenda Item II. Approval of Agenda
Eric Williams made a motion to add an agenda item after Item X, under Other Business; to discuss legislation affecting the Concord School District.

The Board voted 9–0 to approve the agenda with the addition of an item to discuss legislation affecting the Concord School District (moved by Eric Williams, seconded by Jennifer Patterson).

Agenda Item III. Public Comment
Mrs. Elizabeth Hoadley of 74 West Parish Road made a number of comments regarding the 2009-2010 budget. She suggested that the Board not look at the budget as “an island unto itself,” but rather as just one of the components affecting Concord taxpayers. She remarked on the deepening economic crisis in Concord and its implications for the city side: deep cuts in revenue sharing by the state, and other cost shifting from the state to the city. Mrs. Hoadley suggested that it would behoove the Board to investigate possibilities presented by the federal stimulus funds, and concurrently reduce the School Board budget to provide a sorely needed tax break to the city side and, therefore Concord taxpayers. She urged the Board to listen carefully to the public at its public hearings on March 4 and March 5 and to talk with city staff, the Department of Education, the governor’s office and each NH Congressional delegate to determine the monies to be expected as well as the revenue shortfall.

Agenda Item IV. Recognitions
Superintendent Rath made note of the recognitions in this month’s board book:
− Certificates of Merit have been awarded to three CHS seniors: Eric Gallagher, Benjamin Stinson and Samuel Kirsch. All three are now eligible to be considered for Merit Scholarship awards, including National Merit scholarships of $2,500. The School Board congratulated these young men for their academic achievements.

− The Concord High School girls’ basketball program held a Concord Recreation night on February 17 at CHS, which included a half-time game between two of the 5th/6th grade girls teams.

− A positive article in the Concord Monitor about the RMS wrestling team directed by teacher Scott Owen, featuring comments by middle schoolers about the value of teamwork, sportsmanship, hard work

− A thank-you note from Plymouth University Professor of Science Education Mark Terski to RMS teacher Chris Lane for speaking to his class.

Student Representative Jennifer Brown is ill and unable to attend this month’s meeting.

Agenda Item V. Approval of Board Minutes
Regular Monthly Meeting
Mr. Casko made a motion to approve the February 2, 2009 minutes as written.

The Board voted 9–0 to approve the minutes of the February 2, 2009 regular Board minutes (moved by Chris Casko, seconded by Ms. DeVorsey) with changes as noted.

Agenda Item VI. Personnel
Leaves of Absence

The Board voted 9–0 (moved by Megan DeVorsey, seconded by Ms. Patterson) to approve a first-semester 40% leave and second semester 20% leave for a CHS teacher to extend a child-rearing leave.

The Board voted 8–1 (moved by Ms. DeVorsey, seconded by Ms. Patterson; Laura Bonk voted nay) to approve a leave for a RMS art teacher who will teach in Switzerland for a second year.

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Mr. Williams) to approve a Walker classroom teacher leave in order to take a Title I Reading Recovery position at Walker School.

Staff Nominations

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Mr. Williams) to approve the following teacher nominations as described in the board book:
Janet Poisson, Chorus Teacher, Concord High School, $13,209, rate of 60% of M-4, second semester only, replaces Linda Mai (90 days at 60% of B-14 = $18,163) – LOA

Christina Harmon, Music Teacher, Kimball/Walker Schools, $10,595 rate of 40% of B-10, second semester only, replaces Linda Mai (90 days at 40% of B-14 = $12,109) – LOA

Coaching Nominations

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Ms. Patterson) to approve the coaching nominations as described in the Board book, including the following new individuals:

Zach Emerson, CHS Spring Track Boys (assistant) at a salary of $2,248 at Step 3
Nick Zeras, CHS Spring Track Boys (supplemental) at a salary of $1,399 at Step 3
Kathleen Weeks, CHS Softball Freshmen Girls (coach) at a salary of $1,749 at Step 1
Kristen Trunellito, CHS Spring Track Girls (assistant) at a salary of $2,273 at Step 2

Planned Retirement

Mr. Prince presented the Board with requests from two teachers who would like to withdraw from the planned retirement list for 2009-2010.

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to amend the planned 2009-2010 retirement list to allow the withdrawal of two eligible teachers as requested.

Ms. Ardinger reviewed the process by which two part-time teacher sabbaticals were granted: one to Dawn Morris and one to Lisa Burton.

Agenda Item VII. Finance

Ms. Bonk reviewed the five budget work sessions held by the Board in the month of February as reported in the minutes of those sessions. She noted discussions over those five work sessions on a comprehensive range of topics, including personnel staffing issues, health and dental plans, enrollments, class sizes, 5- and 10-year maintenance plans, savings from NORESCO project, special education budget, the athletic programs at both RMS and CHS, projected revenues, trust funds and bus revenue.

Agenda Item VIII. Capital Facilities

Ms. DeVorsey remarked on the proceedings of the February 11 board work session that included extensive discussions of the elementary school consolidation plan, ADA and life safety issues, declining enrollments, history of the master plan, the uneven status of “specials” across the elementary schools, bonding structure and others. The end result was approval for the issuance of a Request for Proposal for architectural services for the three major elementary school projects. Mr. Cashman described the RFP document, the
process and timetable, the evaluation process and selection procedure. The selected architectural firm will assist the Board in developing a phasing plan for the three projects.

The Board voted 7-2 (moved by Ms. DeVorsey, seconded by Mr. Casko; Ms. Bonk and Mr. Williams voted nay) to approve the issuance of a RFP for architectural services as presented, with the addition of language requiring evidence of bond-worthiness, credit references and experience with historic renovation, and a change in language to indicate that more than one architectural firm’s services may be sought.

Mr. Williams commented on his intent to vote against this motion based on his preference that analysis of reconfigured use of some of the elementary buildings also be considered.

Ms. Patterson suggested incorporating language into the RFP (first page, first sentence in the fourth paragraph) to read “one or more architectural firms” rather than “an architectural firm.”

Agenda Item VIII. Negotiations

Ms. Patterson noted that the Negotiations Committee met in February to discuss three remaining contracts that expire in 2009: educational assistants, secretarial staff, and maintenance and transportation workers.

Agenda Item X. Proposed Calendar of Meetings

Superintendent Rath reviewed the March schedule of Board meetings, noting scheduling of PTO meetings with the Board. She noted that the final budget vote will be held on March 11. A non-public session to discuss staff nominations will be included in the March 9 budget work session.

Agenda Item IX. Other

Ms. Ardinger described several proposed pieces of legislation currently in the House Municipalities and County Government committee that would affect the Concord School District charter. She noted that she has distributed to the Board members her proposed testimony to the Committee on behalf of the Board, and read it into the record:

“Thank you for this opportunity to speak to you about the Concord School District charter changes and House Bills 33 and 319, more specifically. The Concord School Board has met and discussed the issues involved, and agreed to speak as a Board in urging caution as you move forward in the legislative process to change the rules governing the way our board operates. For well over 100 years, Concord School District, formerly known as the Union School District of Concord, has been organized and operated under special acts of the NH legislature. Dating back to 1907, Penacook, although a district of Concord, decided to form its own school district which became
known as the Penacook School District with its own school board. We have been told that one of the reasons the NH legislature retained control over the Concord charter has been because of the unique, non-contiguous nature of the municipality and the school district. Charter changes that have occurred since the early 1960s have recognized the role the NH legislature has retained, not as the governing body which conceives and formulates the changes, but as the body which enacts them. In the past, the legislature has relied on charter commissions, made up of Concord officials and citizens, to thoroughly study the issues. While the proposed legislative changes to our charter did not emanate from school board members, the Concord school board would appreciate the opportunity to participate in a commission established to study any proposed changes. After 100 years of governance under legislative statute, we are being asked to on proposed changes which have not been subject to any sort of study by local citizens or school officials, and furthermore, with respect to a possible change to a 49B home rule district change, we are being asked to comment on an amendment or bill which has not even been written. Therefore, the Concord School Board respectfully requests that these bills be sent to a legislative study committee, where we would offer to work with such a committee to set up a local charter commission.”

Ms. DeVorsey commented on the unique nature of the Concord School District charter that has provided a strong basis for excellent education and student parity in the city. She commented that Rick Watrous, Charlie Russell and others dissatisfied with the proposed changes to the elementary schools and proposed closing of several elementary schools have tried to change the entire structure of how the school board is run; a very hasty and ill-conceived idea. Ms. Ardinger commented that the tenor of the discussion indicates the NH legislature may no longer want jurisdiction over the Concord School District charter. She noted that the proposal that has not been written is to somehow take the Home Rule law and apply it to the Concord School District. Ms. Patterson commented that the Board should support this testimony and work directly with the legislature on this issue. Mr. Casko indicated that the testimony accurately reflects what the Board’s position should be on these bills. Mr. Williams commented that the testimony offers a constructive way forward.

The Board voted 9-0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to support the testimony as written to be entered into the NH legislative record by Board President Kass Ardinger both in writing on District letterhead and by spoken testimony.

Agenda Item XI. Public Comment – Any subject, in accordance with Board Policy #132
There was no comment.

Agenda Item XII. Adjournment
The Board voted 9–0 to adjourn (moved by Ms. DeVorsey, seconded by Mr. Casko).

The meeting adjourned at 8:27 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
The Board of Education, Concord School District, held a Public Hearing in the Board Room at the Superintendent’s Office, 16 Rumford Street.

**Board Members present:** Kassandra Ardinger, *President*, Laura Bonk, Christopher Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams

**District administrators present:** Christine Rath, Rob Prohl, Michele Croteau

Board President Kassandra Ardinger welcomed the public to the hearing and called the public hearing to order at 7:03 pm. President Ardinger then turned the meeting over to Business Administrator Michele Croteau for a *PowerPoint* overview presentation of the proposed preliminary Concord School District 2009/2010 Board Recommended Budget.

Michele Croteau began her presentation by explaining that the figures in the proposed budget were compiled not only by the administration, but by principals, department heads, specialists and teachers before being presented to the Board. Ms. Croteau reminded the public that all of the information that has been distributed at all of the Budget Work Sessions can be accessed on concordnhschools.net, which is the District’s new web site.

The budget preparation timeline was reviewed by Ms. Croteau beginning with January 21, 2009, leading up to the March public hearings and finally with the goal of passing the Board Approved Budget on March 11, 2009. As Ms. Croteau went on to review the District’s Vision and Mission, she noted that the budget is created with the purpose to support both.

Next, Ms. Croteau presented the following 2009/2010 program and budget goals:
- Present an Operating Budget within 2% growth;
- Include anticipated cost of settlements within the 2%;
- Strive for greater efficiencies in the use of all district resources while maintaining effective programs;
- Protect our investment in facilities and equipment;
- Identify two areas of priority for this budget: technology and special education;
  - Note: The District continues to rely heavily on federal and state grants to advance its work.
- Protect our investment in facilities and equipment by continuing regular replacement plans for furniture, buses, computers, and telephone systems and by beginning plans to update equipment and facilities at BMS and CHS.
Ms. Croteau stated that the CSD has a staff of approximately nine hundred and sixty-five (965) with eight (8) Collective Bargaining Agreements which cover 87.4% of the CSD employees and various “unaffiliated” staff positions.

Properties owned by the Concord School District that are in use and not in use were reviewed by Ms. Croteau, as well as two leased properties for the maintenance and transportation departments.

Cost per pupil, Board policy for class size, and enrollment graphs and charts were used to explain professional staff decreases and increases in different schools and subject areas. Other staff reductions were made in an effort toward cost reduction, and additions were due to special education and ELL student needs.

The General Fund balance was then discussed by Ms. Croteau using charts and graphs by object and by function. The following budget key notes were reviewed by Ms. Croteau:

− CBAs being negotiated for 7/1/09 – CEA (settled), CEAS, CEOPA and Maintenance/Transportation;
− Estimated cost included in projection of budget increase and tax rate;
− Includes increase in NHRS rates;
− COMF lease projected to decrease – continuing negotiations with City;
− Utilities;
− Continue bus replacement plan;
− Phase III of phone replacement – lease/purchase;
− Replace two driver education vehicles – lease/purchase;
− Continue investment in equipment at $40,000 per year;
− Continue transfer into Facility Purchase and Renovation Expendable Trust Fund;
− Transfer funds from $600 capital fee per student to Vocational Center Capital Reserve;
− Pilot program – cameras for six (6) buses – Board cut for further review.

Ms. Croteau presented the projected revenue for the Concord School District from both taxes and other sources showing how they are incorporated into the budget. The percentage of the total tax rate between the District, City and County was explained along with the assessed valuation trend and the projected tax rate.

Ms. Croteau recapped her presentation stating:

− General Fund operations budget current proposal at 1.86%;
− Assessed valuation projected increase of 0%;
− Projected tax rate – current proposal – 1.08% increase, 12 cents per $1,000 increase, rate of $11.27.

The following additional budget changes under consideration were reported by Ms. Croteau:

− Reductions in teaching positions due to enrollment -.6 FTE RMS World Language (.01 tax rate impact) & 2.15 FTE CHS (.03 tax rate impact);
− Impact of funding from Stimulus Package;
− Estimated tax rate impact of the above items (.04);
− Current proposed tax rate increase .12 (1.08% increase);
– Estimated tax rate increase at .08 (.72% increase).

Ms. Croteau reminded the Public and the Board that the next public hearing was Thursday, March 5, 2009, and that the Board would hold a work session on Monday, March 09, 2009, and the Board would meet Wednesday, March 11, 2009, for deliberation and to adopt a budget.

The hearing was then turned over to President Kassandra Ardinger. President Ardinger thanked Michele Croteau for her presentation, then invited public comment on the proposed budget.

A total of seven (7) Concord residents, teachers and a teacher assistant addressed the Board:

Cathy O’Connor, Barbara Higgins and Greg Newberry encouraged the Board to reconsider eliminating the Facility Manager position at Concord High School.

Bill Weinhold, Greg Newberry and Tim Robinson requested that the Board work together with city officials on financial shortfalls and sharing with the city the Federal Stimulus Funds that will be allocated to the School District.

Shawn LaFrance suggested that the Board look into the District’s use of consultants and see if there are areas which may be decreased. Mr. LaFrance also stated that he felt the co-curricular funds were not equally dispersed within the District. He would like to see a comparison of the co-curricular funds among the elementary, middle and high schools.

Former Board President Elizabeth Hoadley encouraged the Board not to lose sight of the whole economic picture and suggested nine areas for the Board’s consideration to further decrease the budget.

Superintendent Christine Rath commented that the District has begun work with the City of Concord and have had meetings at City Hall working together to find creative way to deal with this financial crisis.

There being no further requests for public comment, the public session was adjourned at 8:45 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
The Board of Education, Concord School District, held a Public Hearing in the Board Room at the Superintendent’s Office, 16 Rumford Street.

**Board Members present:** Kassandra Ardinger, President, Laura Bonk, Christopher Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams

**District administrators present:** Christine Rath, Rob Prohl, Michele Croteau, Larry Prince, Matt Cashman

Board President Kassandra Ardinger called the Public Hearing to order at 5:30 pm. President Ardinger then turned the meeting over to Business Administrator Michele Croteau for a PowerPoint overview presentation of the proposed preliminary Concord School District 2009/2010 Board Recommended Budget.

Michele Croteau began her presentation by explaining that the figures in the proposed budget were compiled not only by the administration, but by principals, department heads, specialists and teachers before being presented to the Board. Ms. Croteau reminded the public that all of the information that has been distributed at all of the Budget Work Sessions can be accessed on concordnhschools.net, which is the District’s new web site.

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- Protect our investment in facilities and equipment;
- Identify two areas of priority for this budget: technology and special;
  - Note: The District continues to rely heavily on federal and state grants to advance its work.
− Protect our investment in facilities and equipment by continuing regular replacement plans for furniture, buses, computers and telephone systems and by beginning plans to update equipment and facilities at BMS and CHS.

Ms. Croteau stated that the CSD has a staff of approximately nine hundred and sixty-five (965) with eight (8) Collective Bargaining Agreements, which cover 87.4% of the CSD employees and various “unaffiliated” staff positions.

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- Impact of funding from Stimulus Package;
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Ms. Croteau reminded the Public and the Board that the Board would hold a work session on Monday, March 09, 2009, and would meet Wednesday, March 11, 2009, for deliberation and to adopt a budget.

The hearing was then turned over to Board president Kassandra Ardinger. Ms. Ardinger thanked Michele Croteau for her presentation, then invited public comment on the proposed budget.

A total of six (6) Concord residents addressed the Board:

- Joe Ayotte spoke regarding the Nordic Ski Program and would like the Board to reconsider changing the club into a team sport. Mr. Ayotte thanked the Board for the stipend for the advisor, but indicated that it was not sufficient for the amount of time and effort that the advisor expends and that this individual should be paid as a coach.

- Jim Baer, a ten- (10) year resident, expressed concerns regarding the increasing special education expenses. Mr. Baer asked if the Board realized how the budget affects taxpayers and if there was any way of cutting back on these expenses. He also stated a concern about whether these increasing expenses have short-changed advanced placement and regular education students. Mr. Baer indicated that there should be a vigorous debate on special education.

- Charlie Russell commented that there was not a hard copy of the budget at the Concord Library to date and felt that there should be more hearings around town at larger public places and not only at the Superintendent’s Office. Mr. Russell also would like the Board to look into leasing transportation services from independent bus companies as other school districts do to see if that would save money, and have driver education be privatized if cost-effective. Mr. Russell asked why the enrollment goes down and the costs go up. Mr. Russell stated that there should be a 0% increase in the budget due to the present financial situation and that money that is being set aside in reserve accounts should be used for necessary repairs and not accumulated.
− Elizabeth Carrel asked that one of the Board or Administrators explain to her at a later date how the Vocational Education capital reserve fund works. Ms. Carrel asked if tuition students were an asset to the District to the point where more tuition students would be desirable. Ms. Carrel also stated that she believes that the energy conservation plan makes sense.

− Deborah Lynch observed that some schools within the District have free pre-school for regular education students where others do not. Ms. Lynch stated that she was disappointed in the amount of gifted and talented programs that the District offered and indicated that there should be more. Ms. Lynch stated that the 2% increase in the budget was not acceptable and that there should be 0% increase. She added that all top-level administrators should forgo a pay raise for one (1) year.

− Elizabeth Hoadley agreed with Mr. Baer and urged the Board to look at special education, considering the rise in the number of students who are coded. She indicated that the percentage of coded students is too high. Ms. Hoadley asked if consideration had been given to reducing staff in art, technology education and health at RMS. Ms. Hoadley requested that the Board look at the District’s athletic programs, the number of interscholastic sports with travel teams, the number of coaches, expensive tournaments and expensive sports to see if reductions can be made, with the money saved going into other activities. Ms. Hoadley asked the Board to look at the staff in departments such as HR or staff hours for the math and professional development coordinators for possible reductions. Ms. Hoadley then suggested having fees charged for services for employees such as “Section 125” and “My Learning Plan.” Lastly, Ms. Hoadley addressed the Elementary School Principal position that will need to be filled for the 2009/2010 school year stating that she felt that the District should hire from within the assistant principal pool, as the Board had stated previously, when those positions were created.

Board member Jack Dunn suggested that the questions asked during the public hearings and their answers be posted on the web site as many other residents may have the same questions.

Board member Kevin Fleming stated that if he were to vote right now he would be against the Proposed Budget as he feels that the budget should have a 0% increase. He would also like to reevaluate the amount allotted to the Facilities Trust and look into a better interest rate for the CSD accounts.

Jack Dunn suggested extending the budget process for two weeks as he would like to examine the oil contract and health insurance costs.

Superintendent Christine Rath replied that the administration has already spoken with the CEA to see if the teacher contract deadline can be moved into April.

Director of Human Resources Larry Prince stated that the Human Resource Department would need at least three (3) weeks notice to be able to process the contracts.
Jack Dunn then suggested looking into a purchasing agent versus the current District purchasing procedure.

Laura Bonk asked Superintendent Rath to bring information about class sizes at RMS to the next meeting.

Eric Williams would like to understand the background on the board’s thought process on elementary school principals.

There being no further requests for public comment, the public session was adjourned at 7:10 pm.

Respectfully submitted,

Jennifer Patterson, Secretary
Board of Education
Concord School District
Special Meeting
March 11, 2009

Present: Kass Ardinger, Laura Bonk, Chris Casko, Clint Cogswell, Jack Dunn, Megan DeVorsey, Jennifer Patterson, Eric Williams (for the first part of the meeting)
Absent: Kevin Fleming
Administrators: Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman, Larry Prince

Agenda Item I. Call to Order
The meeting was called to order by Board president Kass Ardinger. She noted that the budget being considered tonight is a preliminary budget. Public hearings are held in March because contracts need to be sent out now. The final budget vote is in October, and additional cuts can still be considered. The budget has now been cut to a 0% increase in the local tax rate from the current year to next year. Ms. Ardinger noted that the unknown amount of federal stimulus funds and the Governor’s budget present uncertainties that will affect the school budget.

Agenda Item II. Approval of Agenda
Ms. Ardinger asked for a motion to approve the agenda.

The Board voted 8–0 to on a motion to approve the agenda (motion by Chris Casko, seconded by Eric Williams).

Agenda Item III. Public Comment
There was no public comment as no members of the public were present.

Agenda Item IV. Consider Approval of the 2009-2010 Budget
Michele Croteau described appropriations that the Board took action on, bringing the tax rate to a 0% increase over the current year FY 2008-2009 at $11.15.

She reviewed the “Budget Adjustments Proposed after Public Hearings on 2009-2010 Budget” document, explaining that the document represented the total appropriation proposed to the Board for a vote.

The budget as presented at public hearings and posted as Form MS-26 shows total appropriations of $70,220,910.
Three categories of revenue support this budget: revenues and credits before taxes total $26.6 million; local tax assessment of $35.1 million; and state tax assessment of $8.4 million.

She described the action taken by the Board on March 9: items 1-4 indicate cuts of a .6 World Languages position at RMS for a reduction of $33,000 and 2.15 FTEs at CHS for a reduction of $118,000. Several items that are funding-related have been moved to projected grant-funded status for a total of almost $250,000 in new, additional revenue.

Ms. Ardinger noted that these additional revenues (federal stimulus funds) will supplement new items, not supplant items that have been previously in the budget.

The cut of an assistant principal position represents an additional reduction in the appropriations. The action taken by the Board on March 9, 2009 reduced the appropriations to $69,976,761 and modified the revenue to $26,869,942, resulting in a tax rate of $11.15. The changes in those two items are what impact the local tax assessment.

Superintendent Rath described the additional cuts made since Monday, March 9.

The first is the reinstatement of funding for the Game Director position at RMS, for an increase in appropriations of $4,470, reflecting what the Board was already paying. This had been inadvertently cut when the board rejected the proposed RMS Athletic Facilitator.

The second item is a reconsideration of the COMF lease, proposed as a two-year lease (the current year, and 2009-2010) of $59,514 and an increase of 10 cents per gallon for the fuel that will be purchased through that cost-sharing arrangement for an increase of $43,014. Part of the district’s original rental fee included an amount to contribute toward the $79,000 bond, which has since been paid off. Ms. Ardinger noted that the district, after having attempted to negotiate a much lower rate with the city based on the district’s contribution to the payment on the bond, is now proposing to settle the negotiation with the city by an amount that reflects an increase to the district budget. Jennifer Patterson asked whether this is a reasonable amount to pay. Ms. Croteau indicated that “reasonable” depends on the need and arrangement. She indicated that the district uses about 8% of the total space, and noted that the city’s estimate is closer to market value than cost-sharing, which would be about $17,300. Ms. Croteau noted that the city is not interested in allowing the district to expand its use of the city’s facility. Superintendent Rath and Mr. Casko suggested that the district cooperate with the city to the extent that it can, settle the COMF lease now, and reexamine the situation in a year’s time.

The third item is to change the funding of the $40,000 new furniture budget to grant-funded, anticipating that this might be covered with federal stimulus funds.

The fourth item is a proposal to cut a .6 music teacher position at the elementary level, a reduction in appropriations of $33,000. Superintendent Rath noted that, at times, teaching 27 classes in one building may mean a teacher will not have to travel for one class to another school. Mileage is budgeted for, and reductions in travel costs are sought. Ms. Ardinger commented that this presents another example of how having eight elementary schools affects the district budget.
The fifth item is to move the $90,523 cost of Smartboards and projectors to grant-funded, with projected federal stimulus funds.

The sixth item is an increase to the athletic fee of a fuel surcharge of $25. The availability of scholarships to cover this cost was discussed. Mr. Williams noted that, while the surcharge is a good idea, it is likely that the proportion of students who will need a scholarship will correspond to those on free/reduced lunches, a number higher than that proposed here. It was noted that there may not be a correspondence between numbers of students receiving free/reduced lunches and athletes on competitive teams at the high school level. Ms. Patterson asked whether demand for scholarship goes up as the surcharge goes into effect. Ms. Bonk noted that the $25 surcharge added to the current $35 fee will end up costing parents $60 per child per sport per season at both RMS and CHS. Mr. Williams noted that he would support increasing to 10% the percentage of students eligible for scholarships to encourage participation.

Ms. Croteau noted that, if these adjustments are accepted, the appropriations requested for Board approval will be $69,991,213. The adjusted revenue will be $27,042,390. The adjusted local tax assessment will be $34,538,635. The state tax assessment will not change. The resulting tax rate will be $11.11, a 4-cent decrease in the current tax rate or just under 1% decrease.

Ms. Croteau pointed out that, when an appropriation number is approved, it is inclusive of an amount that the administration will ask for a Board vote to transfer into the vocational capital reserve fund. The request would be to raise and appropriate a sum up to $176,400 to be transferred to the vocational capital reserve fund. This will cover the monies collected on the capital fee that must be transferred into this reserve fund.

The last two items are a reclassification of the requested amount to be put into the transfer for the facilities purchase and renovation expendable trust fund. While there is some concern about voting the amount to go into the reserve at this time, not putting it into the budget will fail to create a placeholder to earmark the funds for possible transfer in the future. The proposed transfer has been reclassified as a proposed increase to the general fund budget of $800,000, providing a placeholder in the current budget. Superintendent Rath noted that the administration is looking at a major renovation project at Rundlett Middle School. Ms. DeVorsey noted that the HVAC system at Rundlett, the original system, has been in critical need of replacement for a number of years.

Ms. Croteau noted that having reserved funds set aside is a huge positive in the bonding process as the district looks to structure its repayment plan to minimize the impact on the tax rate.

Mr. Cogswell made a motion to accept the reductions and adjustments to the budget proposed by the administration, including an increase to 10% for scholarships to offset the proposed increase in the athletic fee. Mr. Williams seconded the motion.

Ms. Bonk discussed increases in class sizes at the high school, commenting that Board policy for secondary education is between 16 and 30 students per class. She suggested that
some of the proposed budget cuts may result in a significant number of classes with 26 students or more. There was considerable discussion about the impact on class size with the proposed cut of 1.8 teaching positions.

*Board member Eric Williams left the meeting at this point.*

Mr. Cogswell called the question.

Mr. Casko commented on the pending motion regarding the .6 elementary music teacher reduction, which he had not been in favor of the last time it was discussed. Due to declining enrollments and Dr. Rath’s comments regarding class size and travel costs, he has been persuaded and changed his position on this reduction.

Ms. Croteau clarified that the athletic fee scholarship increase translates to an increase of up to 10% of the participation level, for a total of 40 slots at RMS and 97 slots at CHS, each at $60.

*The Board voted unanimously (7–0; Dr. Fleming and Mr. Williams absent) to approve the proposed budget changes (#5 through #12 on the “Budget Adjustments Proposed after Public Hearings on 2009-2010 Budget” document).*

Ms. Bonk made a motion to add 1.8 teaching positions at CHS for 9th grade English, Science, and Social Studies for 2009-2010 school year (Ms. Patterson seconded). Ms. Croteau noted this change would cost $99,097, for a $.03 increase over the $11.11 tax rate.

Mr. Cogswell noted that, while he feels an obligation to all students in the school system and while he would like to see additional reading instructors at the elementary level, he feels that this is just not the time to do this.

Mr. Casko noted that the Board has an obligation to the taxpayer and that, if the Board revisits this item, what other items will it also need to revisit. He noted that the Board is still within its class sizes guidelines.

Ms. Patterson said that, while she agrees with Ms. Bonk’s reasoning on class sizes, she feels that now is not the time to make these additional adjustments.

Ms. Ardinger noted that the district offers considerable numbers of electives, college prep course and AP opportunities.

Superintendent Rath noted the alternative of limiting the number of students who can take a class, forcing some students to take a required class in a subsequent year. While there is no flexibility in the freshman year, limiting student enrollments at the other levels is feasible.

In response to a question from Mr. Dunn about the level of experience of science teachers teaching Biology, Mrs. Rath noted that science teachers are veteran staff and that some turnover is beginning to take place.

*The Board voted not to pass the motion to increase CHS teaching positions by an additional 1.8 (1–6, Ms. Bonk voting in favor).*
Ms. Croteau requested that the Board formally vote an appropriations amount including the transfer to the vocational capital trust fund.

Ms. Ardinger noted a proposed increase of $10,000 in the co-curricular fund for football helmet reconditioning fee. She proposed a $30 per helmet fee for football players. She proposed charging a tuition fee for reverse mainstreaming preschool and for childcare services. Mr. Prohl noted that the reverse-mainstreaming preschool fees have been raised 4% per year for last several years, and an additional increase is in the current budget. Superintendent Rath noted that Title I-eligible students are funded for reverse mainstreaming on a sliding scale.

Ms. Ardinger proposed deferring the costs of scheduled maintenance at Eastman, Rumford and Walker. Mr. Cashman noted that window blinds and floor replacements at Rumford and Walker could be deferred another year, but that a complete failure of a unit ventilator at Eastman required the cancellation of preschool for several days last winter. This led to a discussion about the desirability of closing Eastman and moving all Dame and Eastman 2nd graders to Broken Ground, with the understanding that this would impact staff traveling and other expenses. Ms. Bonk noted that the Board needs to look at closing Eastman School by fall 2010.

Ms. DeVorsey noted that the Board has considered closing Eastman. She noted that Walker and Rumford will remain open until something better happens; that “something” will be the consolidation plan. She noted that if 504 plans require noise reduction or other accommodations, this presents problems for students who can’t hear, in noisy buildings with old floors.

In response to a question about the age of the Eastman ventilator, Mr. Cashman noted that reports indicate there are hazardous materials in the building and the possibility of increased repair costs certainly exists.

Superintendent Rath, noting that cutting these particular maintenance fees would total about $50,000, the administration wouldn’t look to cut the budget line, but would consider how to address the next priority items in the schools.

Mr. Dunn asked if there is any possibility of moving Eastman students by fall 2009, and what monies would be saved by closing that building. Mr. Cashman noted that the administration was not ready to present those numbers immediately. Ms. DeVorsey noted the success of the administration’s efforts to work with Walker and Kimball School parents over a year, including the option of voluntary movement.

Ms. Bonk commented that $35,000 cost for ice time and the cost of reconditioning football helmets is worth reconsidering. She noted that football is a non-cut sport, while hockey has 40 participants and still pays $35,000 per year for ice time. Ms. Ardinger noted that there is a need to examine establishing higher user fees for athletics in the district.

Mr. Dunn commented that he would like the collective bargaining units to work together with the administration and school Board to examine health insurance payments. Mrs. Rath suggested that the Board will direct the administration to reactivate the health and
wellness committee to seek recommendations. Mr. Prince noted every collective bargaining unit has a sidebar agreement that provides that each association will be part of that committee. Mr. Dunn asked whether a timeline can be delineated for a report of that committee; perhaps by the May Board meeting.

Mr. Cogswell made a motion (seconded by Mr. Casko) to pass the budget for next year as adjusted to date.

The Board voted 7-0 to approve the FY 2009-2010 budget appropriations at $69,991,213 to be raised and appropriated for general education, inclusive of an amount up to $176,400 to be raised and appropriated for transfer to the Vocational Center Capital Reserve Fund. The two revenue adjustments are the addition of a fuel surcharge for athletic participation at RMS and CHS, and an increase to 10% of participation of scholarships to defray the athletic fees.

Mr. Dunn made a motion (seconded by Mr. Cogswell) to direct the administration to task the health and wellness committee to present a report by May 1 indicating ways to lower district health insurance costs.

The Board voted 7-0 (moved by Mr. Dunn, seconded by Mr. Cogswell) to direct the administration to task the health and wellness committee to present a report by May 1 indicating ways to lower district health insurance costs.

Ms. Ardinger reiterated the need to commit to monthly financial meetings regarding the Governor’s proposed budget and federal stimulus funds. She noted that the legislature recognizes this is an unusual budget year.

Ms. DeVorsey noted that the Board has increased the cost of participating in sports at RMS and CHS. She noted that it is important to ensure that the RMS and CHS principals inform parents, especially with large families, that there are scholarship monies available to defray those fees.

The Board voted 7-0 to adjust the order of the agenda, to reverse the order of Section VI and Section V (moved by Mr. Cogswell, seconded by Ms. Patterson).

The Board voted 7-0 to withdraw up to $60,897 from the Facilities Purchase and Renovation Trust Fund to be transferred into the Capital Project Fund for budgeted expenditures of that fund (moved by Ms. DeVorsey, seconded by Ms. Patterson).

Agenda Item V. Public Comment

There was no public comment.

Mr. Casko and Ms. Patterson thanked the administration and staff for their outstanding work on this budget.
Agenda Item VI. Personnel

The Board voted 7-0 on a roll-call vote to move into nonpublic session at 7:13 p.m. for the purpose of discussing personnel administrative nominations per RSA 91-A:3:II (moved by Ms. DeVorsey, seconded by Ms. Patterson).

The Board voted 7-0 on a roll-call vote to come out of non-public session at 7:30 p.m. (moved by Ms. DeVorsey, seconded by Ms. Patterson).

The Board voted to 7-0 to seal the minutes of the non-public session (moved by Ms. Patterson, seconded by Ms. DeVorsey), as disclosure of the minutes may adversely affect the reputations of a person other than a Board member.

Superintendent Rath presented administrative staff nominations: Matt Ballou, Director of Technology, Chris Demers, Assistant Principal at Kimball Walker School, Gene Connolly, Principal of Concord High School, Heather Barker, Assistant Principal at Rundlett Middle School, Ed Barnwell, Principal of Dame and Eastman Schools, Mark Denoncour, Assistant Principal of Conant and Rumford Schools, Susan Lauze, Principal of Broken Ground School, Chris Lewis, Special Education Director at Rundlett, Deborah McNeish, Principal of Conant and Rumford Schools, Steve Mello, Director of Physical Education and Sport, Susan Noyes, Principal of Kimball Walker School, Adam Osburn, Assistant Principal of Concord High School, Ann Rines, Assistant Principal of Rundlett, George Rogers, Principal of Rundlett, Steve Rothenberg, Assistant Principal at Concord High School and Director of the Concord Regional Technology Center, Tom Sica, Assistant Principal of Concord High School, Jeff Siegel, Director of Community Education.

The Board voted 7-0 to accept the Superintendent’s administrative nominations (CEAA) for the 2009-10 year (moved by Ms. DeVorsey, seconded by Ms. Patterson).

Mr. Prince reviewed the leave of absence requests for the 2009-2010 school year prior to voting on teacher nominations.

The Board voted 7-0 to approve a leave of absence for Chris Demers (moved by Ms. DeVorsey, seconded by Ms. Patterson).

The Board voted 7-0 to approve a leave of absence for Tom Crumrine (moved by Ms. DeVorsey, seconded by Ms. Patterson).

The Board voted 7-0 to approve a leave of absence for Ms. McCarthy (moved by Ms. DeVorsey, seconded by Mr. Casko).

The Board voted 7-0 to approve a leave of absence for Mark Denoncour (moved by Ms. DeVorsey, seconded by Mr. Casko).

The Board voted 7-0 to approve a leave of absence for Dawn Florino (moved by Ms. DeVorsey, seconded by Mr. Casko).

The Board voted 7-0 to approve a leave of absence for Russell Young (moved by Ms. DeVorsey, seconded by Mr. Casko).
Mr. Prince presented the Board with the administration’s recommendations for CEA nominations for the 2009-2010 school year, listing name, title, location, source of funding, and FTE total.

Ms. Bonk read NH RSA 189:39 regarding the election of teachers holding valid educational credential issued by the state Board of Education.

The Board voted 7 – 0 (motion by Ms. DeVorsey, seconded by Ms. Patterson) to elect all of the nominations except Alison Casko.

The Board voted 6 – 0 (motion by Ms. DeVorsey, seconded by Ms. Patterson) to elect the nomination of Alison Casko (Mr. Casko abstained from this vote).

Agenda Item VII. Adjournment

The Board voted 7-0 to adjourn (moved by Ms. Ardinger, seconded by Ms. DeVorsey).

The meeting adjourned at 7:43 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
Board of Education  
Concord School District  
Regular Meeting  
April 6, 2009

**Board Members Present:** Kass Ardinger, President, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams  
**Administrators:** Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman, Larry Prince

**Agenda Item I. Call to Order**  
The meeting was called to order at 7 p.m. by Board president Kass Ardinger.

**Agenda Item II. Approval of Agenda**  
The Board voted 9–0 to approve the agenda (moved by Chris Casko, seconded by Eric Williams).

**Agenda Item III. Public Comment**  
Mr. Charles Russell asked the Board to give Concord Steam consideration as the source for heating Rundlett and Conant schools. He noted that using Concord Steam would cut down on the space requirements of a furnace, support NH forestry and trucking industries and that, even though geothermal may be a good option in the future, an immediate $1 to $2 million savings would be realized by using steam now.

**Agenda Item IV. Recognitions**  
Superintendent Rath made note of the recognitions in this month’s board book:

- Nancy Keane, library media specialist at Rundlett Middle School, has been named among the “2009 Movers & Shakers,” a Top Librarian Professionals and Library 2.0 Web Technology Leader, by *Library Journal*. Nancy, with thousands of daily podcasts, free booktalks and reading lists, is a truly collaborative “wiki.”
- A letter from Janice Boudreau, Family Support Coordinator for Community Bridges, thanking Broken Ground School teaching assistant Deborah Monson for her work to develop and utilize best practices to assist children with chronic health conditions in the school system.
A letter from Shanti Nuli, Kimball-Walker School Destination Imagination team advisor noting that, for the first time in Kimball-Walker history, five 4th grade students are advancing to compete in the “globals” on May 20 in Tennessee.

Student Representative Jennifer Brown is not able to attend tonight’s meeting, as she is attending the accepted students’ weekend at Carnegie Mellon University in Pittsburgh.

Agenda Item V. Presentations

Superintendent Rath introduced the annual awards sponsored by the NH Superintendents Association, Champions for Children, and presented the awards to the following:

Beaver Meadow School Principal Roger Brooks introduced Tina Daniels.
Broken Ground School Principal Sue Lauze introduced Jane Bredeson.
Conant and Rumford Schools Principal Deb McNeish introduced Linda Ashford.
Dame and Eastman Schools Principal Ed Barnwell introduced Mitzi Calderon.
Dame and Eastman Schools Assistant Principal Bruce Blau introduced Jennifer Devanny.
Kimball-Walker School Assistant Principal Chris Demers introduced Doris Pinard.
Conant and Rumford Schools Assistant Principal Mark Denoncour introduced Karen McClellan.
Kimball-Walker School Principal Susan Noyes introduced Pia Shea & Victoria Su.
Principal George Rogers introduced Trina Hayes.
Principal Gene Connolly introduced Ursula Maldonado.

Agenda Item VI. Approval of Board Minutes

Regular Monthly Meeting

Ms. DeVorsey made a motion to approve the minutes of the March 2, 2009 regular meeting, the March 4, 2009 public hearing, the March 5, 2009 public hearing and the March 11, 2009 special Board meeting (with changes as noted in the March 11 minutes).

The Board voted 9–0 to approve the minutes of the March 2, 2009 regular Board meeting, March 4, 2009 and March 5, 2009 public hearings and the March 11, 2009 special Board meeting (moved by Megan DeVorsey, seconded by Mr. Williams) with changes as noted.

Agenda Item VII. Personnel

Leaves of Absence

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to approve the leaves as described.
Melissa St. Pierre, for a 50% leave as speech and language pathologist at Broken Ground, to continue as a Literacy Leader for the 2009-2010 school year.

Laura Hoglund McKenna, for a one-year-only 50% leave as kindergarten teacher at Conant, to take a one-year-only 4th grade classroom position at Rumford.

Terri Grant, for a leave as classroom teacher at Rumford School, to continue as a reading specialist.

Staff Nominations

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to approve the following teacher nominations:

David Page, World Language Teacher, Concord High School, $13,909, rate of 20% of M-14. David was nominated to 80% World Language on March 11, 2009 due to 20% World Language RIF. David is exercising bumping rights and is reinstated to 100%.

Stephen Shippos, Health/Physical Education Teacher, Rundlett Middle School, $24,842, rate of 45% of B-10. Stephen was nominated to 55% Health/Physical Education on March 11, 2009, due to 45% Physical Education RIF. Stephen is exercising bumping rights and is reinstated to 100%.

Christina Reed, Special Education Teacher, Broken Ground School, $37,998, rate of B-2. Christina replaces Jade Warfield (M+30-14 = $71,695) – planned retirement

Melissa St. Pierre, Title I Teacher, Broken Ground School, $34,772, rate of 50% of M-14, one year only. Melissa is requesting a leave of absence from 50% of her Speech-Language Pathologist position.

Bruce Blau, Classroom Teacher, Conant/Rumford School, $69,544, of M-14. Bruce replaces Sarah Pike (B-6= $46,602), transfer to Broken Ground School

Elizabeth Bozek, Classroom Teacher, Conant/Rumford School, $50,186, rate of M-6. Elizabeth replaces Gary Sokol (M-14 = $69,544) – planned retirement

Zachary Cary, Classroom Teacher, Conant/Rumford School, $41,583, rate of M-2. BA/04, replaces Paula Bonner (M-14 = $69,544) – planned retirement

Laura Hoglund, Classroom Teacher, Conant/Rumford School, $48,036, rate of M-5, one year only. Laura is requesting a leave of absence from her 50% kindergarten position at Conant School

Teri Grant, Reading Specialist, Eastman/Rumford Schools, $71,695, rate of M+30-14, one year only. Teri is requesting a leave of absence from her classroom position at Rumford School

Mr. Prince noted that the savings within this particular group of nominations is $39,000 less than what had been budgeted. He noted that seniority is determined by years of service to the District, years of teaching service and level of qualification; the teacher must be certified in his/her particular subject.
Ms. DeVorsey asked about a nomination for Music. Mr. Prince reported that the administration did not include that nomination because the HR Department had not yet received a letter of resignation from the current music teacher.

Coaching Nominations

The Board voted 9–0 (moved by Mr. Williams, seconded by Ms. Patterson) to approve the coaching nominations as described in the Board book, including the following new individuals:

William Cosentino, Jr., Lacrosse (Freshmen) at a salary of $1,924 at Step 2
Amanda Bacher, Girls Lacrosse (Freshmen) at a salary of $1,749 at Step 1
Paul Riendeau, Spring Track Boys (Assistant) at a salary of $874 at Step 2
Jessica Blackman, Spring Track Girls (Assistant) at a salary of $874 at Step 2

Planned Retirement

Mr. Prince presented the list of candidates for planned retirement for 2010. Mr. Prince noted a request from Jan Smith to withdraw from the 2010 retirement plan for compelling personal reasons. The administration agreed it is a legitimate reason. This is the final list going forward to 2010, representing a maximum savings of $160,000.

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Mr. Dunn) to approve the 2009-2010 planned retirement list as presented (not to include Jan Smith).

Mr. Prince presented the list of candidates for planned retirement for 2011, noting that the CEA membership had until March 31, 2009 to indicate plans to retire in 2011. He noted that the 10 people on the list, if approved with this vote, will be notified and have 20 days to accept.

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Ms. Patterson) to approve the 2010-2011 planned retirement list as presented.

Agenda Item VIII. Finance

Laura Bonk reported on the work sessions on March 2 and March 9, and on the meeting of the Finance Committee with the City’s Finance Advisory Council on March 23. She noted that on these dates the committee discussed reductions at RMS and CHS. The committee further discussed the American Recovery and Reinvestment Act of 2009 (ARRA) stimulus monies, the state fiscal stabilization fund for public education, and how federal money would be used to supplement, not supplant, the district’s programs.

The Board voted 9–0 to approve these minutes (moved by Mr. Casko, seconded by Mr. Williams).

The minutes of the meeting between the Finance committee and the City FPAC are not yet on the website, as they are in draft form.
At the Board work session just prior to this meeting, the possibility of reducing the District budget to help the City of Concord was discussed. Ms. Ardinger clarified that this was not assistance, but a reduction in the School Board budget. The Board will move forward with further constructive meetings with the city, with a goal of keeping the tax rate as low as possible in the coming year and to factor in other uncertainties as they become known.

Superintendent Rath noted that the administration will institute a freeze on expenditures for the remainder of the 2008-2009 budget year.

Agenda Item IX. Instructional

Mr. Cogswell reported on the meeting of the Instructional Committee on March 9, 2009. Mr. Connolly, Mr. Rothenberg and Mrs. Cogswell appeared at that meeting to discuss the Diploma Academy, funds for which will run out this June. The team is submitting a grant for $665,000 to continue the Diploma Academy for an additional two years. Approximately 75 students dropped out in the 2006-2007 year. To date, 65 students dropped out this year and a smaller number is predicted next year. The new proposal adds the following components: a free GED class with a focus on intensive reading and math skills, extended learning opportunities using the 21st century school model and summer school for entering 9th graders at risk. The JAG program will not continue. The committee voted 4-0 to approve the submission of the grant, and if grants are not available at the start of the year, the board will need to identify how to continue the program until the grant funds are awarded.

The Board voted 9–0 (on a motion by Mr. Casko, seconded by Mr. Williams) to approve the minutes.

Agenda Item X. Communications

Ms. DeVorsey reported on the meeting of the Communications Committee on March 23, and read aloud the following draft policies, which were adopted by the committee on a 4-0 vote.

Policy #890 Designated Volunteer – First Reading

This policy is being developed in response to RSA189:13-a, that requires a criminal background check of volunteers who may be alone with a child in a non-public setting.

Policy #248 Response to Public Information Requests - First Reading

Policy #249 Data Retention – First Reading

No action was taken. The three policies will be presented next month for a second reading.
Agenda Item XI. Capital Facilities

Ms. DeVorsey reported on the meeting of the Capital Facilities Committee on March 23. Mark Saltsman, a former member of the School Board, and Peter Bloomfield from Concord Steam were guests at this meeting, as were Gene Connolly, Steve Rothenberg and Myrna Vashaw. Mr. Saltsman and Mr. Bloomfield spoke about Concord Steam’s ability to deliver steam heat to RMS. Mr. Saltsman noted the geographic proximity of Concord Steam’s endlines at South Fruit Street, to RMS. As Mr. Russell mentioned earlier during the public comment, that the new Concord Steam plant will be 75% wood chip burning.

Ms. DeVorsey noted that the committee also heard from CRTC director Steve Rothenberg, about the Cosmetology program. A vote of the board is required regarding certain aspects of the work at CHS that will be used for the Cosmetology program: designating space for or doing away with the school store; and taking down a contiguous wall that is part of the Culinary Arts program and putting in extra electrical power so there can be a baking station. The committee unanimously voted (4-0) to recommend to the full board that it accept option B, which includes designated space for a school store.

The Board voted 9-0 (on a motion by Ms. DeVorsey, seconded by Mr. Dunn) to direct the administration to move forward with option B regarding the Cosmetology program construction, to include a school store.

The grand opening for the Cosmetology program is anticipated on August 17.

Agenda Item XII. Proposed Calendar of Meetings

Superintendent Rath reviewed the April schedule of Board meetings as detailed in the board packet, and which will be posted on the website, concordnhschools.net. Mr. Cashman noted that the Capital Facilities committee meeting on April 29 will include a discussion of the architectural RFP, summer projects and the RMS project.

Agenda Item XIII. Public Comment – Any subject, in accordance with Board Policy #132

There was no public comment.

Agenda Item XIV. Adjournment

The Board voted 9–0 to adjourn (moved by Ms. Patterson, seconded by Dr. Fleming).

The meeting adjourned at 8:32 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
Present: All Board members, all administrators

Guest: Attorney John Teague

This retreat was a follow-up to the annual retreat held in January 2009. Attorney John Teague was unable to attend the meeting in January. Attorney Teague reviewed a number of laws, regulations and procedures that govern School Board work and recommended good practices for the School Board to use to meet all the requirements of the law. The areas reviewed included:

The Right to Know Law
During the review of the Right to Know Law, the Board had a discussion about the use of email between and among School Board members. It was noted that any email of substance from a Board member to a constituent must be considered a public document and forwarded to the district office for the Board’s records. Board members should refrain from communicating by email on any issue of substance with other Board members.

Conflict of Interest
Attorney Teague reviewed the Board’s Conflict of Interest policy adopted a number of years ago, and recommended that the Board consider revising this policy to clarify what action the Board would take in the instance where there is a question about the existence of a conflict of interest for one of the Board members.

Policy Making
Attorney Teague reviewed the state law outlining the duties of School Boards in New Hampshire, noting that the Board’s role is to make policy, develop and approve a budget, approve teacher nominations and hire a superintendent to whom it delegates policy implementation and all other personnel issues. Attorney Teague reported on a recent Supreme Court case regarding the termination of a school principal in New Hampshire, reminding School Boards that there can be a perception of a conflict of interest if a Board member is involved in personnel issues and must later sit in its judicial role.

Code of Ethics
Attorney Teague reviewed the School Board’s Code of Ethics and talked about the advantage for School Boards when they can “speak with one voice” in public matters. The Board reviewed how it generally handles parent and citizen concerns and complaints, referring the individual back to the appropriate administrative level.

Respectfully submitted,

Jennifer Patterson, Secretary
Board of Education  
Concord School District  
Public Hearing  
May 4, 2009

**Board Members present:** Kass Ardinger, President, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams  
**Administrators:** Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman, Larry Prince

**Call to Order**

The hearing was called to order at 7 p.m. by Board president Kass Ardinger.

Ms. Ardinger noted that the public hearing was called for the purpose of considering withdrawal from the Instructional Materials Trust and from the Vocational Center Capital Reserve.

Business Administrator Michele Croteau explained that the request for funds from the Instructional Materials Trust for 60 additional civics textbooks at the high school was recommended by the Instructional Committee for a cost up to $4,302.00.

Superintendent Rath described the genesis of the Instructional Materials Trust in the early 1990s, designed to provide funds when major curriculum changes are undertaken that require significant materials. Once the materials are bought, building budgets will cover replacement of the materials.

There was no public comment.

**Vocational Center Capital Reserve**

Ms. Croteau noted that the District maintains a differential rate of $600 per student, a portion of the tuition fees from the sending districts (the costs are shared by the sending districts and the State) earmarked for a capital reserve for future needs for the vocational center. The District is planning to establish a Cosmetology Program, and make renovations that will make that program feasible. The major portion of the Cosmetology project is being funded through state funds. The renovations include a list of equipment that will be funded through the Vocational Center Capital Reserve. The project has been discussed in detail with both the Capital Facilities and the Finance committees. The equipment expenditure is up to $143,000 and includes Culinary Arts instructional materials, a ceiling for the auto floor, heating for the automotive area, IT humidifier, flooring for Graphic Arts, sinks for the Health Science area and Cosmetology equipment.

There was no public comment.

Respectfully submitted,  
Jennifer Patterson, Secretary
Board of Education
Concord School District
**Regular Meeting of the Board**
**May 4, 2009**

Board Members present: Kass Ardinger, *President*, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams

Administrators: Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman, Larry Prince

Agenda Item I. Call to Order
The meeting was called to order at 7:10 p.m. by Board president Kass Ardinger.

Agenda Item II. Approval of Agenda

**The Board voted 9–0 to approve the agenda (moved by Eric Williams, seconded by Clint Cogswell).**

Agenda Item III. Public Comment on Agenda Items

Mr. Michael Reynolds of Concord commented that, regarding Agenda Item IV, Non-Public Session, there is no requirement under RSA 91A:3(d) for the Board to go into non-public session. He suggested that the Board consider whether moving into non-public session is necessary.

Agenda Item IV. Recognitions

Student representative Jennifer Brown reported that on May 15, 16 and 17, the spring musical *Grease* would be presented at the high school. HOSTA is holding a blood drive on Tuesday, May 5 in the gymnasium from 8 a.m. to 2 p.m. The Corner Café, an initiative of the School Improvement Committee and spearheaded by junior Amos McCandless, opened on the first day after the spring recess. She noted that most seniors have made decisions about their future schools and careers. Jennifer was congratulated by the Board on her acceptance to Carnegie Mellon in Pittsburgh.

Superintendent Rath noted that Linda Lawson, journalism teacher at Concord High School, has been awarded the fourth annual Fitzwater Medallion for contributions to public discourse by a high school teacher.
The following juniors at Concord High School have qualified to be considered for National Merit Scholarships: Parker Finch, Jameyanne Fuller, Yitong Gao, Cote Laramie, Amos McCandless, James Merin, Swathi Nuli, Daniel Reinemann, Emma Scudder and Zeb Webulon.

Agenda Item V. Presentations

Awards for the 2009 Distinguished Educators were presented by Superintendent Chris Rath. The principals of the respective schools read the citations.

Frank Harrison (Concord High School)
Betsy Peabody (Concord High School)
Beth York (Concord High School)
Marianne LaPlante (Rundlett Middle School)
Cathy Furlong (Beaver Meadow)

Agenda Item VI. Approval of Board Minutes

Jennifer Patterson made a motion to approve the minutes of the April 6, 2009 regular meeting and the April 15, 2009 Board Retreat.

The Board voted 9–0 to approve the minutes of the April 6, 2009 regular Board meeting (moved by Jennifer Patterson, seconded by Kevin Fleming).

Ms. Ardinger reported on the Board retreat of April 15, during which Attorney John Teague reviewed with the Board the Right to Know Law, use of email between and among School Board members (to be discouraged in general), conflict of interest, including a possible update of that policy, the roles of the Board (to make policy, develop and approve a budget, negotiate contracts with employees, approve teacher nominations, and hire and evaluate a superintendent), code of ethics, how parent and citizen concerns and complaints are generally handled and the advantage for the school board when it can “speak with one voice” on public matters.

The Board voted 9–0 to approve the minutes of the April 15, 2009 Board retreat (moved by Jack Dunn, seconded by Ms. Patterson).

Agenda Item VII. Personnel

Leaves of Absence

Mr. Prince brought forward three leaves of absence and described each in brief.

The Board voted 9–0 (moved by Mr. Cogswell, seconded by Mr. Casko) to approve the leaves as described.
Jane Donohue, from a position as classroom teacher at Broken Ground School to take the position of reading specialist at Broken Ground School for the 2009-2010 school year.

Deanna Descoteaux, for a 40% medical leave from a full-time reading position at Beaver Meadow School for the 2009-2010 school year.

Heather Santitto, from position as third-grade teacher at Conant School to continue current position as Reading Specialist at Walker School.

Staff Nominations

_The Board voted 9–0 (moved by Mr. Cogswell, seconded by Mr. Casko) to approve the teacher nominations as presented._

Nancy Wiggin, Mathematics Teacher, Concord High School, $20,863, rate of M-14, 30%, one-year-only, replacing Curriculum Facilitator, Harriet Kraybill

Michael Komorek, Classroom Teacher, Broken Ground School, $40,149, rate of B-3, one-year-only. Michael replaces Jane Donohue (M-14 = $69,544) – LOA to Reading Specialist

Ericka Metevier, Classroom Teacher, Conant School, $37,998, rate of B-2, one-year-only, replaces Heather Santitto (M-13 = $66,676) – LOA to Reading Specialist

Cindy Nix, Kindergarten Teacher, Dame School, $28,319, rate of M-9, 50%, one-year-only. This is in addition to Ms. Nix’ 50% Kindergarten position. Cindy replaces Dawn Morris (50% of M-14 = $34,772) – Sabbatical

Melissa Noyes, Title I Teacher, Walker School, $55,204, rate of B-10 (federal funds).

Coaching Nominations

Ms. Ardinger raised questions about credentials and relevant coaching experience to be clarified in subsequent presentations for coaching nominations. Dr. Fleming pointed out an error in the reporting of Elizabeth Allen’s coaching duties. Mr. Williams noted that he appreciates the nominees’ own playing experience along with academic credentials and coaching experience.

_The Board voted 9–0 (moved by Dr. Fleming, seconded by Mr. Williams) to approve the coaching nominations as described in the Board book and including the new individuals named herein._

Hamilton Munnell, CHS Football (JV) at a salary of $4,660 at Step 3

Derek Mercier, CHS Football (Freshman, Team Assistant) at a salary of $3,047 at Step 2

Stephanie Georgievits, CHS Field Hockey (Head) at a salary of $3,047 at Step 2

John Gilbert, CHS Girls’ Soccer (JV) at a salary of $2,509 at Step 3

Elizabeth Allen, CHS Girls’ Soccer (Freshman) at a salary of $1,972 at Step 2

2011 Planned Retirement

Director of Human Resources Larry Prince reported on the status of planned retirements for 2011.
Christopher Makris and Diane Johnston have declined the planned retirement benefit for 2011. The administration recommends the next two applicants, in order of seniority, from the 2011 applicant list. Peter Bombaci and Marian Richard will now have 20 days to accept or decline the offer. The names are listed in order of eligibility for planned retirement.

Jari Hastings-McNamee, Life Studies Teacher at Concord High School
Christine LeBrun, Classroom Teacher at Beaver Meadow School
Cynthia Davis, Mathematics Teacher at Concord High School
Susan Robichaud, Classroom Teacher at Beaver Meadow School
Elwood Carter, Guidance Counselor at Elementary
Jeanne Torpey, Classroom Teacher at Broken Ground School
John Wheeler, Auto Tech Teacher at Concord High School
Harriet Kraybill, Mathematics Teacher at Concord High School
Peter Bombaci, Special Education Teacher at Concord High School
Marian Richard, Classroom Teacher at Rumford School

The Board voted 9–0 (moved by Mr. Williams, seconded by Laura Bonk) to approve the individuals listed for the planned retirement benefit as described.

Agenda Item VIII. Finance Committee

Laura Bonk reported on the Finance committee meeting of April 27. She noted that the committee discussed the new Cosmetology program at the Capital Region Vocational Center, the March 31, 2009 financial statements for the District. The end of year balance is estimated to be in the range of $1.6 million to $2.1 million; $1.2 million is committed to the 2009-2010 budget for the purpose of reducing the tax rate. She noted that Superintendent Rath reviewed the American Recovery and Reinvestment Act of 2009 (ARRA) stimulus monies. The committee reviewed the Qualified School Construction Bond Program, which provides 0% interest bonds, and its deadline. The RMS HVAC project could be financed using a bond through this program.

The Board voted 9–0 (moved by Mr. Cogswell, seconded by Jack Dunn) to withdraw up to $143,000 from the Vocational Center Capital Reserve Trust Fund for the list of equipment as proposed for Concord High School’s CRTC programs.

Agenda Item IX. Instructional Committee

Clint Cogswell reported on the Instructional Committee meeting of April 13, which included three agenda items: Concord High School Civics course and the need to
purchase 60 additional textbooks; RMS Intramural and Athletic Philosophy; identify a preferred process to review the Board’s current class size policy.

The committee voted unanimously to recommend to the Board the purchase of the textbooks. No action was taken on agenda item #2; the administration will bring the revised Athletic Philosophy to the Instructional Committee at a future meeting. A subcommittee to be chaired by Eric Williams and to include Mr. Cogswell, Mr. Casko and Mrs. Patterson was appointed to review research regarding class size.

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to withdraw up to $4,302 from the Instructional Trust Fund for the purchase of 60 additional civics textbooks for Concord High School

Agenda Item X. Communications

Ms. DeVorsey presented the three policies listed below for second readings.

1. Policy #890 Designated Volunteer – 2nd Reading
   The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Ms. Bonk) to approve Policy #890, Designated Volunteer.

2. Policy #248 Response to Public Information Requests – 2nd Reading
   The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Dr. Fleming) to approve revised Policy #248, Response to Public Information Requests.

3. Policy #249 Data Retention – 2nd Reading
   The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to approve revised Policy #249, Data Retention and the associated Data Retention Schedule.

Agenda Item XI. Capital Facilities

Ms. DeVorsey reported on the Capital Facilities Committee meeting on April 29. The first agenda item was a review of the Summer 2009 projects, including generators at RMS, tile replacement at Broken Ground and roof upgrades at Beaver Meadow. The second agenda item was RMS HVAC. Representatives of Concord Steam and Turner Building Science were present. The committee considered Concord Steam as a source of heating fuel for RMS.

Mr. Cashman noted that the District currently produces its own steam in that building but that with this change to Concord Steam, the delivery mode would convert steam to forced hot water (hydronic). No boilers, no. 2 heating oil or natural gas will be required.

Mr. Williams noted that Turner Building Science had provided an updated payback chart, which demonstrated that the steam option would recoup the investment in 21 years versus at least 30 for the geothermal option. In response to a question from Mr. Williams,
Mr. Cashman indicated that the estimated $3.2 million cost is for the interior HVAC system, including design and implementation.

Laura Bonk noted that Concord Steam produces its steam 75% from wood chips and 25% from oil at the existing plant. The new plant under construction on South Main Street is anticipated to produce steam 100% from wood chips.

Mr. Cogswell noted the importance of completing work phases during times when school is not in session, establishing a ceiling to total costs, and financing options.

Ms. Croteau discussed the District’s eligibility to present a proposal for the Qualified School Construction Bond Program, which is due May 12. She discussed interest rates, federal restrictions and other aspects of project financing.

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to give the administration authorization to enter into negotiations with Concord Steam for using steam as a fuel source for the RMS HVAC project.

Ms. DeVorsey noted a recommendation from Board member Eric Williams to keep both Conant and Rumford open, with K-1-2 at Rumford and 3-4-5 at Conant. The motion failed for lack of a second.

The fourth agenda item was an update on architect selection for an elementary final plan. Fourteen firms submitted proposals by the deadline of April 15. A recommended grading criteria will be used to narrow the field to five semi-finalists.

Agenda Item XII. Negotiations

Committee chair Jennifer Patterson reported on the meeting of the Negotiations Committee on April 27. An agreement with the Maintenance and Transportation Association will cover the next three school years. The JW plan will be eliminated beginning July 1, 2009. Other changes will address recent legislative changes related to the NH Retirement System, provide an increase in longevity payments, an increase in number of vacation days that may be accumulated, require a B or better for reimbursement of the cost of approved classes for reimbursement, adds a master stipend of $1500 to those who maintain two state licenses (with prior approval). The salary schedule provides a 2.5% salary increase in the first year and 2.75% in each of the other two years.

The Board voted 9–0 (moved by Ms. Patterson, seconded by Dr. Fleming) to approve the Master Collective Bargaining Agreement between the Concord School District and the Maintenance and Transportation Association.

Agenda Item XIII. Proposed Calendar

Superintendent Rath discussed the calendar of Board meetings for June, noting that the Executive Committee will meet at 1 p.m. on May 27.
Agenda Item XIV. Non-Public Session re: discussion on property acquisition

The Board voted 9 – 0 on a roll call vote to move into non-public session at 8:50 p.m. for the purpose of consideration of the acquisition, sale, or lease of real estate or personal property per RSA 91-A:3 II(d).

The Board voted 9 – 0 on a roll call vote to come out of non-public session at 9:00 p.m. per RSA 91-A:3 II(d).

The Board voted 9–0 (moved by Ms. Patterson, seconded by Ms. DeVorsey) to seal the minutes of the non-public session per RSA 91-A:3 II(d), with a note that it is the Board’s intent that these minutes will be unsealed at the regular meeting of the Board on June 1, 2009.

Agenda Item XV. Public Comment

Ms. Kathy Connors of Concord spoke about her interest in a consideration of historic renovation for the Kimball School building. She discussed the recent Kimball PTO meeting. She discussed membership of the Recommendation group and asked that it be revised to include community members and Board members with historic preservation interests.

Agenda Item XVI. Adjournment

The Board voted 9–0 (moved by Dr. Fleming, seconded by Ms. DeVorsey) to adjourn.

The meeting adjourned at 9:05 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
The Board of Education, Concord School District, held a Special Board Meeting in the Board Room at the Superintendent’s Office, 16 Rumford Street on the Qualified School Construction Program Bond for the Rundlett Middle School HVAC.

**Board members present:** Kassandra Ardinger, President, Laura Bonk, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams

**District administrators present:** Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman

Board President Kassandra Ardinger called the Special Board Meeting to order at 7:05 pm. President Ardinger then turned the meeting over to Business Administrator Michele Croteau and Director of Operations and Facilities Matt Cashman for an explanation of the Qualified School Construction Program Bond for funding the Rundlett Middle School (RMS) HVAC System.

Ms. Croteau began by reminding the Board that the Qualified School Construction Program Bond (QSCB) is part of the stimulus bill, the American Recovery and Reinvestment Act. Ms. Croteau explained that the application process for the QSCB began with the submission of the A24P form to the Department of Education and that Ms. Croteau and Mr. Cashman went to the Department of Education School Building Authority, as well as, seven (7) other applicants, where Mr. Cashman gave a required ten (10) minute presentation to complete the application process. On May 26, 2009, the District was informed that it had been awarded 100% funding for the RMS HVAC project which will be a substantial amount of savings for the District.

One requirement of the bond is that the District will have to comply with the requirements of the Davis Bacon Act and use prevailing wage rates as criteria in contracting with builders. This requirement is estimated to cost the District an additional 15% which adds $480,000 to the original RMS HVAC Project cost of $3,200,000 thus increasing the cost to $3,680,000. The bond will be for 15 years at 0% interest rate on $3,680,000 with a payment of $250,000 per year. Also, the State Building Aid program, if continued, will reimburse the District for this project at 43% of the principle per year.

Ms. Croteau turned the meeting over to Mr. Cashman for a brief explanation of his application presentation to the Department of Education School Building Authority.

Mr. Cashman stated that a 10- minute *PowerPoint* presentation was given on May 21, 2009 to the Department of Education School Building Authority for the QSCB. Mr. Cashman explained that the presentation included the history of RMS showing that the school was built in 1957 and that since that time, there have been four (4) renovations resulting in
fourteen (14) different types of heating units. He also explained to the School Building Authority the frequency and difficulty of repairing the RMS HVAC system and how disruptive these repairs have been to the students and faculty.

A discussion ensued on the QSCB bonding process and the RMS HVAC system.

The Board voted 8–0 (moved by Megan DeVorsey, seconded by Jennifer Patterson) to authorize District Administrators to move forward with the QSCB for the RMS HVAC system in the amount of $3,680,000.

The meeting was adjourned at 7:35 pm.

Respectfully submitted,

Jennifer Patterson, Secretary
The Board of Education, Concord School District, held a Public Hearing in the Board Room at the Superintendent’s Office, 16 Rumford Street.

Board members present: Kassandra Ardinger, President, Laura Bonk, Christopher Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Jennifer Patterson, Eric Williams

District administrators present: Rob Prohl, Michele Croteau, Matt Cashman

Others present: Mark Saltsman, Concord Steam Vice President

Board President Kassandra Ardinger called the Public Hearing to order at 6:14 pm.

President Ardinger then turned the meeting over to Director of Operations and Facilities Matt Cashman for an explanation of the Rundlett Middle School (RMS) HVAC System. Mr. Cashman began by reviewing the history of RMS stating that the school was built in 1957. Since that time, there have been four (4) renovations resulting in fourteen (14) different types of heating units.

Mr. Cashman went on to state that in March 2008, the Board approved Turner Building Science to evaluate RMS and provide heating recommendations. On October 1, 2008, Turner Building Science offered five (5) recommendations; natural gas, geothermal, biomass, oil, and steam. It was decided that steam was the best option and most cost effective with an estimate of a $40,000 savings to be realized in the first year as well as each following year. Another savings would be a 3% credit from the government for utilizing green energy, due to Concord Steam’s conversion to wood pellets.

Mr. Cashman further explained that steam converts into hot water thus no boiler system will be required which contributes to more savings. He then stated that the project should take about eighteen (18) months to complete with the system fully implemented by the fall of 2011 and that in the future, the Conant Project would also have the option of using steam. Mr. Cashman assured the Board that most of the work would be done when school is not in session, but there would still have to be some work done during the school year.

The Board invited Concord Steam Vice President Mark Saltsman to the table for further explanation of the steam conversion process and implementation.

Board President Kass Ardinger then turned the meeting over to Business Administrator Michele Croteau to present the Qualified School Construction Program Bond (QSCB) program which is part of the American Recovery and Reinvestment Act. Ms. Croteau opened her presentation by welcoming the public and inviting anyone in the viewing audience who may have a question or comment to please feel free to e-mail her or Matt
Cashman and they will gladly respond. She began her presentation by stating that a bond application had been submitted to Ed Murdough at the Department of Education due to an application deadline of May 12, 2009. Should the Board subsequently decide not to approve the project, we would seek to withdraw the application.

It was noted by Ms. Croteau that there would be a Special Board Meeting held on Wednesday, May 27, 2009, in the Board Room at the Superintendent’s Office at 7:00 pm to vote to approve or not to approve the project and bond financing for the project. Ms. Croteau further stated that if the District is awarded the bond, the interest rate will be at 0% and investors who will be financing the bonds have been given tax incentives by the government to participate in the program. The District does not know what percentage of the project will be funded via QSCBs if the project is awarded financing through this program nor is there any guarantee that any financing will be awarded to the District through QSCBs.

Ms. Croteau went on to explain that for this bond, the project is required to be ready to move forward and the RMS HVAC project meets that requirement. Another requirement of the bond is that the District will have to comply with the requirements of the Davis Bacon Act and such use prevailing wage rates as criteria in contracting with builders. Complying with this requirement is estimated to cost the District an additional 15% which adds $480,000 to the original RMS HVAC Project cost of $3,200,000 increasing the cost to $3,680,000. If the District is awarded only a portion of the bond, the 15% cost of complying will still be required, therefore, the District will need to make sure that the amount of interest saved equals or exceeds the cost of complying.

The bond is projected for 15 years at 0% interest rate on $3,680,000 with a payment of $250,000 per year. An added benefit of this financing will be realized if the State continues to fund Building Aid. The State Building Aid program will reimburse the District for this project at 43% on the principal only. If the District is not awarded the financing through QSCBs or decides not to pursue the amount awarded, the project would be funded through traditional, regular bonds. As of today, that bond would have an estimated interest rate of 3 ¾% on the original $3,200,000 with a yearly payment of $267,000.

Ms. Croteau reminded the Board that the evening’s meeting is for public knowledge and information and that the vote on the bond will be on May 27, 2009. The vote is required to finalize the application for QSCBs for this project.

There being no public comments or questions, the public session was adjourned at 6:55 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
Board members present: Kass Ardinger, President, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams

Administrators: Chris Rath, Rob Prohl, Michele Croteau, Larry Prince

Agenda Item I. Call to Order
The meeting was called to order at 7:10 p.m. by Board president Kass Ardinger.

Agenda Item II. Approval of Agenda
The Board voted 9–0 to approve the agenda (moved by Kass Ardinger, seconded by Jack Dunn), with the addition of one item under “Other Business.”

Agenda Item III. Public Comment– Agenda Items Only
There was no public comment.

Agenda Item IV. Recognitions
Linda Stuart, Elementary Math Specialist, has been presented the 2009 Excellence in Teaching Award by the NH Joint Committee of Engineering Societies in the Elementary School. She was nominated by her peers in the education field, based on her dedication as an educator of tomorrow’s engineers and inventors, and for encouraging math learning among young learners.

Riverbend Community Mental Health, in collaboration with Concord School District and others, was awarded a grant from the Endowment for Health to develop a model for improving access and collaboration who serve students with mental health and behavioral health needs.

The Beaver Meadow School Safe Routes to School Task Force was featured in The Concord Insider as it began meeting in the winter to develop a plan to increase the number of children, parents and staff who walk or bike to Beaver Meadow School. The group is applying for grant funding from the state’s Department of Transportation.

Jennifer Brown, student representative to the Board, reported that the National Honor Society brought a guest speaker last Friday for “Brain Injury Awareness Week.”
senior benefit concert raised funds for graduation rehearsals. The film *Anchorman* is being shown in the high school courtyard this evening. Two concerts will be held this week: the chamber singers/jazz band on Wednesday, and the Pops concert on Thursday.

Agenda Item V. Presentations

Superintendent Rath explained that the Administration and School Board annually at the June Board meeting celebrate the achievements of retiring staff who have been with the district for 10 or more years. This year’s retirees represent a combined 464 years of service. They are, listed alphabetically: Kathleen Baum, Concord High School, 22 years – Life Studies Teacher; Paula Bonner, Conant School, 30 years – Classroom Teacher; Roger Brooks, Beaver Meadow School, 35 years – Principal; Phil Browne, Concord High School, 22 years – Science Teacher; Virginia Carlson, Walker School, 22 years – Classroom Teacher; Lisa Donovan, Walker School, 22 years – Classroom Teacher; William Gove, Concord High School, 25 years – Special Education Teacher; Stephen Hanson, Walker School, 23 years – Head Custodian; Bruce Hodges, Kimball School, 33 years – Custodian; Joanne McGlynn, Concord High School, 23 years – English Teacher; Cheryl Miner, Walker School, 32 years – School Secretary; George Morrison, Jr., Concord High School, 22 years – Social Studies Teacher; Susan Oleson, Concord High School, 23 years – Art Teacher; Gary Sokol, Rumford School, 22 years – Classroom Teacher; Timothy Sullivan, Kimball School, 29 years – Classroom Teacher; Hilary Thomson, Concord High School, 23 years – Science Teacher; Susanne Trice, Rundlett Middle School, 13 years – Special Education Secretary; Jade Warfield, Broken Ground School, 20 years – Special Education Teacher; Nan Welch, Eastman School, 23 years – Classroom Teacher.

Agenda Item VI. Report on Governor’s Commission on the Prevention of Childhood Obesity

Megan DeVorsey reported on the commission on which she serves as a school board member, which examines the effects of childhood obesity. Two brochures produced by this commission are included in this month’s board packet. Ms. DeVorsey discussed (mandatory BMI testing) – an upcoming workshop she hopes several District employees will be able to attend. She brought a copy of the Gilford Wellness Policy Ms. Ardinger suggested that the policy on wellness be placed on a future Communications agenda for discussion.

Agenda Item VII. Approval of Board Minutes

Ms. Ardinger asked for a motion to unseal the minutes of the May 4, 2009 Non-public Session.

The Board voted 9–0 to unseal the minutes of the non-public session of May 11, 2009 (moved by Megan DeVorsey, seconded by Jack Dunn).
It was noted that the District was awarded a 0%-interest bond from the Qualified School Construction Bond Program (one of four school districts in the state to gain this bond) for the entire amount it had requested – $3,680,000 – for the Rundlett HVAC system. This interest-free bond program is part of the federal “stimulus” funds (ARRA). If the state building aid program continues, the District will receive 43% from the State for the principal on this project.

The Board voted 9–0 to approve the minutes of the May 4, 2009 regular Board meeting, the May 4, 2009 Public Hearing, the May 11, 2009 Public Hearing, the May 11, 2009 non-public session and the May 27, 2009 Special Board meeting (moved by Jennifer Patterson, seconded by Chris Casko).

Agenda Item VIII. Instructional Committee

Mr. Cogswell described the Instructional Committee meetings on May 18 and May 27.

The Board voted 9–0 (moved by Chris Casko, seconded by Kass Ardinger) to increase the Cosmetology position at CHS from a .67 FTE to 1.0 FTE contingent on using federal Carl Perkins funds and sufficient student enrollment.

The Board voted 9–0 (moved by Kevin Fleming, seconded by Eric Williams) to approve new a 2-year position for a “District in Need of Improvement Coordinator” contingent on stimulus funding.

Agenda Item IX. Personnel

Administrative Nomination

The Board voted 9–0 (moved by Megan DeVorsey, seconded by Mr. Casko) to approve the administrative nomination as presented.

John Forrest, Principal, Beaver Meadow School, $85,304 at Step III. John replaces Roger Brooks (Step IV = $94,914) – retirement

Megan DeVorsey asked to thank especially BMS teachers Jim Pike and Cheryl Dolin, and parents Karen Knowles and Kristen O’Connor, for their very hard work on the search committee. The team took John Forrest through an arduous day at Beaver Meadow School involving parents, teachers and students, and on another day visited Bristol Elementary. Ms. DeVorsey noted that, as much as we will miss Dr. Brooks, we look forward to having John Forrest join the Beaver Meadow School community. Broken Ground Principal Susan Lauze will serve as John’s mentor as he enters the Concord School District.

Staff Nominations

The Board voted 9–0 (moved by Megan DeVorsey, seconded by Kevin Fleming) to approve the teacher nominations as presented.
Cathy O. Miller, Teacher of the Hearing Impaired, District, $28,678, rate of 40% of M+30-14. Cathy retired from the District in June, 2008. The position was filled through contracted services in 2008–2009.

Nathan Powers, Music Teacher, District, $37,998 rate of B-2. Nate replaces Will Kinne (60% of B-9 = $31,832) – resignation, and Kathryn Redling (40% of B-3 = $16,060) – resignation.

Erika Borne, Art Teacher, Concord High School, $15,773, rate of 40% of M-1, one year only. This is in addition to Erika’s 60% continuing Art Teacher position. Erika replaces Susan Oleson (40% of M-14 = $27,818) – planned retirement.

Michelle Grau, Family and Consumer Science Teacher, Concord High School, $42,300 rate of B-4. Michelle replaces Kathleen Baum (M-14 = $69,544) – planned retirement.

Christopher Herr, Social Studies Teacher, Concord High School, $43,734 rate of M+30-2. Chris replaces George Morrison (B-13 = $63,092) – planned retirement.

Catherine Kilday, Special Education Teacher, Concord High School, $39,432, rate of M-1. Catherine replaces William Gove (M-14 = $69,544) – planned retirement.

Melissa Oliveira, Family and Consumer Science Teacher, Concord High School, $35,847, rate of B-1 one year only. Melissa replaces Russell Young (B-12 = $60,224) – LOA.

Jennifer Richard, Social Studies Teacher, Concord High School, $35,847 rate of B-1. Jennifer replaces Christopher Herr (60% of M+30-2 = $26,240) – transfer to full-time and 40% new (40% of M-5 = $19,214).

Rebecca Robinson, Social Studies Teacher, Concord High School, $37,998, rate of B-2. Rebecca replaces Leahanne Fenton (M-3 = $43,734) – resignation.

Malgorzata Borawska, School Psychologist, Rundlett Middle School, $45,884 rate of M+30-3. Margie replaces Joan Holley (M+30-14 = $71,695) – non-renew.

Dianne Ardinger, Reading/Title I Teacher, Beaver Meadow School $22,942 rate of 50% of M-4 year only. Dianne replaces Deanna Descoteaux (40% of M-14 = $27,818) – LOA; and 10% new Title I position. Dianne is requesting a leave of absence from 50% of her full-time Kindergarten position.


Laura Ahern, Classroom Teacher, Beaver Meadow School, $40,149 rate of B-3 one year only. Laura replaces Mark Denoncour (M+30-14 = $71,695) – LOA to Conant/Rumford Assistant Principal.

Nancy O’Keefe, Special Education Teacher, Broken Ground School, $39,432 rate of M-1, 50% one year only. Nancy replaces Melissa St. Pierre (50% of M-14 = $34,772) – LOA and Christina Reed (50% of B-2 = $18,999) – transfer to full-time.
Danielle Castonguay, Classroom Teacher, Kimball/Walker Schools, $42,300 rate of B-4, one year only. Danielle replaces Melissa Noyes (B-10 = $55,204) – LOA.

Elizabeth Lakevicius, Classroom Teacher, Kimball-Walker School, $48,036, rate of M-5. Elizabeth replaces Virginia Carlson (B-13 = $63,092) – retirement.

Kimberly Hannon, Cosmetology Teacher, Concord High School, $44,451 rate of B-5. New position (Federal Funds).

Nancy Wiggin, Mathematics Teacher, Concord High School $6,954 rate 10% of M-14 one year only. Nancy was previously nominated at 30%. This is an additional 10% one-year-only position, replacing Curriculum Facilitator. Fund transfer from Physical Education.

Ms. Patterson asked whether Malgorzata Borawska was required to have a license as a school psychologist. Mr. Prohl noted that she is in a program at Plymouth State University and will have all required certifications this or next month.

**Summer Hiring Procedures**

The Board voted 9–0 (moved by Megan DeVorsey, seconded by Mr. Cogswell) to authorize the administration to hire new staff to fill previously approved positions during the summer months and present their names for confirmation at subsequent Board meetings. (The date of confirmation by the Board is considered the official date of hire.)

Agenda Item X. Finance

Ms. Bonk gave a report of the May 27 meeting of the Finance Committee.

Agenda Item XI. Capital Facilities

Business Administrator Michele Croteau presented information regarding the contract for renovations at CRTC.

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Ms. Patterson) to award Conneston Construction, Inc. the bid for the CRTC renovation project at $184,000.

Review minutes of Architect Selection Process

Mr. Dunn described the May 5, 2009 team meeting and the criteria used to select the five semifinalists. He also discussed the “bidders’ conference” held on May 12, 2009. He noted that every school PTO “wants their school to be first.” He noted the interview schedule: June 9 at 1 p.m. (one firm), June 11 starting at 9 a.m. (two firms), June 12 at 9 a.m. (two firms).

Ms. Patterson asked whether the team’s discussion included the possibility of hiring more than one firm. Mr. Dunn noted that this is the case. Ms. DeVorsey noted that the committee will meet again on June 12 to narrow the field to one or two firms.
Superintendent Rath noted that the team will make a recommendation to the Capital Facilities committee, which will then examine each firm’s references, visit completed building projects and perform additional due diligence.

Agenda Item XII. Negotiations

Ms. Patterson reported on the May 11 meeting of the Negotiations Committee with recommendations for approval of two collective bargaining agreements: CEAA (Concord Educational Assistants Association, with 217 employees) and CEOPA (Concord Educational Office Professionals Association, with 39 employees).

CEOPA

Ms. Patterson noted several items in the new contract. CEOPA agreed to eliminate the JW health insurance plan as of July 1, 2010. Language was added to protect the district from a penalty assessed by the NH Retirement System as people retire; money can be now be placed in a 403(b). All titles will be changed from secretaries to “administrative assistants.” The period of time that covers summer hours will be reduced. Benefits will no longer being accrued during unpaid leaves of less than six months’ duration. The salary increases in this contract include a 2.5% increase in the first year; 2.75% increase in second year; and the lowest step of salary scale will be dropped and a new, highest step will be 3.81% in year three. She thanked Rob Prohl, Larry Prince and Deb Converse for their work on the negotiation of this contract.

The Board voted 9–0 (moved by Dr. Fleming, seconded by Mr. Dunn) to approve the Master Collective Bargaining Agreement between the Concord School District and the Concord Educational Office Professionals Association.

CEAA

The Concord Educational Assistants Association agreed to eliminate JW insurance as of July 2009. Anyone who works 30 hours per week is eligible for the health insurance benefit – current employees working 25-30 hours are grandfathered. The number of sick days is reduced from 15 to 10, but the maximum accrual has been increased from 80 to 90 days. Longevity has been increased $.25 per hour. The district will contribute 60% of retiree insurance for those who retire with 15 years or more of service (the district currently contributes 30%). The new contract provides $25,000 life insurance for CEAA members. Ms. Patterson thanked the negotiating team of Betsy Kunz, Larry Prince and Rob Prohl.

Ms. Ardinger asked for the dollar amounts for each contract. Mr. Prince replied that for CEAA, Year 1 is an estimated $183,000 increase; Year 2 is an estimated $197,000 increase, and Year 3 is an estimated $208,000 increase for a total increased cost of $589,000. For CEOPA, Year 1 is an estimated $64,000 increase; Year 2 is an estimated $62,000 increase and Year 3 is an estimated $68,000 increase, for a total increased cost of $195,000.
Laura Bonk made a motion to begin the discussion of a financial impact analysis of having the district pay 86% of a 2-person or family health insurance benefit for CEAA members.

Mr. Williams seconded the motion. Ms. Patterson stated that she doesn’t believe a motion is needed for a discussion of this nature. Ms. Bonk rescinded her motion.

The Board voted 9–0 (moved by Ms. Patterson, seconded by Mr. Williams) to approve the Master Collective Bargaining Agreement between the Concord School District and the Concord Educational Assistants Association.

Agenda Item XIII.

Ms. Ardinger informed the board that the Municipal and County Government Senate committee has passed an amended Concord School District charter bill that is different from the one the House passed. The Senate bill would create a legislative commission to study the Concord School District charter. Thirteen individuals to be appointed are listed in the bill: two members of the House of Representatives, one of whom shall be a resident in the school district; one member of the Senate, the President of the Concord School Board, one member of the Concord School Board, the Mayor of Concord, one member of the Concord City Council, five citizens who reside in the Concord School District and one member of a parent/teacher organization. The duty of the commission will be to study the historical relationship between the General Court and the Concord School District, and to evaluate whether and in what manner the Charter should be amended, preserved or terminated in favor of a new school district charter. The commission will report its findings and recommendations to the state librarian on November 1, 2010. This committee bill has not gone to the full Senate.

Ms. Ardinger noted that the bill the House passed states any revisions or amendments to the Concord School District charter or the adoption of a new charter shall be made without prior approval of the New Hampshire legislature, and shall comply with RSA 49-B. She noted that because these are different bills, they may go to a (joint) committee for development of a compromise, or possibly be determined ITL (inexpedient to legislate).

Agenda Item XIII. Proposed Calendar of Meetings

Superintendent Rath discussed the calendar of Board meetings for June.

Agenda Item XIV. Public Comment– Any subject, in accordance with Board Policy #132

There was no public comment.

The Board voted unanimously on a roll-call vote for a non-public session under RSA 91-A:3(II)a to discuss the compensation of any public employee (moved by Ms. Patterson, seconded by Jack Dunn).
The Board voted unanimously on a roll-call vote to come out of non-public session under RSA 91-A:3(II)a to discuss the compensation of any public employee (moved by Ms. Patterson, seconded by Jack Dunn).

The Board voted 9 – 0 to seal the minutes of the non-public session pursuant to RSA 91-A:3(II)a (moved by Ms. Patterson, seconded by Mr. Williams).

Agenda Item XV. Adjournment

The Board voted 9–0 (moved by Mr. Casko, seconded by Mr. Williams) to adjourn.

The meeting adjourned at 9:20 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
Board of Education
Concord School District
School Board Work Session
June 15, 2009

Board members present: Kass Ardinger, Board President, Megan DeVorsey, Jennifer Patterson, Clint Cogswell, Kevin Fleming, Eric Williams, Jack Dunn, Chris Casko

Board Members absent: Laura Bonk

Administrators: Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman, Larry Prince

Others present: Union leaders Mike Macri, Jane Merrow, Joe Guadagno (CEA); Donna Kent, Susan Maher (CEAA)

The meeting was called to order at 7:00 p.m.

The agenda item for this work session was to discuss a change to the funding platform of the district’s health insurance from self-funded to fully-funded, or fully insured. This would represent no change in the benefit plan design. The district had recently hired a consultant, IPG Benefits, to look at the current arrangement the district has with Health Trust and our health insurance program. Kirsti Karpawich of IPG was the speaker and reviewed the following information with the Board:

− Background and credentials for IPG, including other New Hampshire clients
− IPG representation of administration, labor and taxpayers
− An upward trend in district claims
− Potential savings available to the district under a fully-funded program for the 2009–2010 fiscal year
− A reduction of premiums for 2009–2010 for all participants in the district’s health insurance plan
− Advantage of obtaining a minimum of three or more health insurance rate quotes

Ms. Karpawich informed the Board that it had been wise to establish a medical reserve that now allowed it to change from a self-funded to a fully-funded system. The reserve provides the resources necessary to cover “trailing claims” next fall from the self-funded system as the district makes the change to a fully-funded system.

The Board voted unanimously (8–0; motion by Kass Ardinger with a second by Megan DeVorsey) that the District change from a self-funded system to a fully funded health benefits system for FY 2009–2010.

The meeting adjourned at 8:15 p.m.

Chairperson, Kass Ardinger
Minutes, Chris Rath
Board members present: Kass Ardinger, President, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams

Administrators: Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman

Agenda Item I. Call to Order
The meeting was called to order at 7:00 p.m. by Board president Kass Ardinger.

Agenda Item II. Approval of Agenda
The Board voted 9–0 to approve the agenda (moved by Megan Devorsey, seconded by Jennifer Patterson).

Agenda Item III. Public Comment – Agenda Items Only
There was no public comment.

Agenda Item IV. Recognitions
Superintendent Chris Rath informed the Board that a group of students advised by RMS teacher Mark Paveglio had competed in an international website competition hosted by The Oracle Foundation and had taken 3rd place in the 15-and-under division. Team members each won a laptop computer and a trip in October to Thinkquest Live, the winners’ banquet in San Francisco. The students included Henry Hochburg, Adi Gandhi, Marc Tessier, Mike Mulligan and two students in India, Rujuti and Eesha. They were assisted by Anagha Gandhi.

Superintendent Rath also recognized the United Way Leo Rubin Volunteer of the Year, Ed Barnwell, principal of Dame and Eastman Schools. In a letter from UW Executive Director Liz Hager, she noted that Ed “demonstrates great concern for his students’ wellbeing as well as their education.” Ed has chaired the United Way board and served on most of its committees.
Agenda Item V. Approval of Board Minutes

Ms. Ardinger reviewed the minutes of the June 15, 2009 Board Work Session, which was to discuss a change to the funding platform of the district’s health insurance, from being self-funded to being fully-funded. The consulting firm IPG Benefits was recently hired to examine the district’s arrangement with Health Trust and the health insurance program. IPG Benefits noted an upward trend in district claims for the current year and anticipated for the upcoming year, potential savings under a fully-insured program and a possible reduction in premiums for all participants. The district might also realize the additional advantage of obtaining a minimum of three or more rate quotes, encouraging competition that could lower cost. The board voted unanimously to change from a self-funded to a fully-insured health benefits system.

The Board voted 9–0 to approve the minutes of the June 1, 2009 regular Board meeting and the minutes of the June 15, 2009 Board Work Session (moved by Eric Williams, seconded by Chris Casko).

Agenda Item VI. Finance Committee

Substitute Chair Chris Casko reported on the meeting of the Finance Committee on June 22. In the first agenda item, Michele Croteau talked about the district’s bonding capacity and sample bond schedules. The committee looked at different ranges in the bond schedule over different time frames. The bond schedule has gone down as the district has paid off the CHS renovation project of the mid 90s. The committee examined two schedules that met the Board’s goal not to exceed $3.2 million in annual debt for the elementary schools consolidation plan. It was noted that, as long as the tax rate and local assessed valuation is maintained at $3.8 billion, the bonding will not affect the tax rate.

The second agenda item was a discussion of the architectural fees for the elementary school consolidation plan. The first 120 days will be used to create a schematic design for all three school projects and to determine which building project should go first, and that the cost of this first phase will be between $700,000 and $800,000. The public is urged to participate in the design process. Public involvement is expected to be very high in the first phase.

The third agenda item was the year-end unreserved fund balance, which is estimated to be between $1.3 and $2 million.

Finance Chair Laura Bonk reported on the meeting of the Finance Committee earlier that same evening, July 6, 2009 at which the full Board was present. Five motions were passed unanimously for recommendation to the full board.

1. Increasing the Title I Coordinator position from .5 to full time (adding .5).

The Board voted 9–0 to grant permission to the administration to petition the NH DOE to take funds from the Title I grant to create a full-time Title I Coordinator position (moved by Ms. Bonk, seconded by Mr. Casko).
2. Taking 10% of the cost of a .5 kindergarten position from the superintendent’s contingency fund to help fund a new kindergarten position at Beaver Meadow School.

   The Board voted 9–0 (moved by Ms. Bonk, seconded by Mr. Casko) to take 10% of the cost of a .5 kindergarten position from the superintendent’s contingency fund.

3. Taking funds from the superintendent’s contingency fund to fund a new kindergarten position at Kimball Walker School.

   Mr. Casko pointed out that the Walker-Kimball community has been invaluable in the board’s work on the elementary school consolidation plan. He noted that without this additional position, kindergarten class sizes will not be acceptable at Walker this upcoming year.

   The Board voted 9–0 (moved by Ms. Bonk, seconded by Mr. Casko) to create a .5 kindergarten position at Walker School to be paid from the superintendent’s contingency fund.

4. Adding a new crossing guard (two hours per day), with funding from the superintendent’s contingency.

   The Board voted 9–0 (moved by Ms. Bonk, seconded by Jack Dunn) to create a new crossing guard position (two hours per day) for Kimball Walker students to be paid from the superintendent’s contingency.

5. Removing $800,000 from the general fund of the 2009-2010 budget. Ms. Ardinger noted that this vote is an action to follow up on the School Board’s commitment to the city to cut its budget by an amount by which the city could increase its budget and hold the tax rate flat.

   The Board voted 9–0 (moved by Ms. Bonk, seconded by Eric Williams) to cut its budget by $800,000 for FY 09–10 in accordance with a commitment to the City of Concord.

   Ms. Bonk noted that Eastman school needs a new preschool position and that staff are being reallocated to accomplish this. Eleven students who would have attended Rumford for kindergarten will now go to Conant. The superintendent is monitoring kindergarten enrollment at Dame. Staff will be moved to accommodate increased need for occupational therapy. A 6th grade teacher vacancy at RMS will be reinstated and filled.

Agenda Item VII. Instructional Committee

Chairman Clint Cogswell reported on the meeting of the Instructional Committee of June 15 as reported in the July board packet and posted on the District’s website.

   The Board voted 9–0 (moved by Clint Cogswell, seconded by Chris Casko) to create a new math position to develop a Math Learning Center at RMS using ARRA Title I Stimulus funds.
The Board discussed the requirement of the RMS SINI plan that would add instructional time vs. having the full-fledged options for “relateds.” Ms. Ardinger noted that the board’s responsibility should be to support more instructional time over “relateds” when the school does not meet the requirements for making Adequate Yearly Progress under No Child Left Behind.

Agenda Item VIII. Personnel

Rob Prohl presented the administrative, staff and coaching nominations for the Board’s approval.

Administrative Nomination

Board member Eric Williams represented the board on the search committee for the CHS assistant principal, which also included all the assistant principals, several teachers, a parent and two students, Swathi Nuli and Amos McCandless. Mr. Williams thanked CHS Principal Gene Connelly for running an extremely fine candidate search. Of an additional field of 60 candidates, the committee interviewed seven. Ben Greene was well known and has been with the district for 23 years. Mr. Greene, who has built the performance and music programs to what they are today with very high participation rate, obviously has good rapport with motivated students and also with students who may not have found their places at the high school yet.

The Board voted 9–0 (moved by Mr. Williams, seconded by Mr. Casko) to approve the administrative nomination as presented.

Benjamin Greene, Assistant Principal, Concord High School, $80,889 at Step 1. Ben replaces Donna Nelson (Step IV = $97,429) – resignation

Leaves of Absence

There were two leaves of absence requests, from Donna Palley and from Beth York.

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Ms. Patterson) to approve the leaves of absence as presented.

Staff Nominations

The Board voted 9–0 (moved by Mr. Williams, seconded by Dr. Fleming) to approve the teacher nominations as presented.

Donna Palley, DINI Team Coordinator, District, $69,544, rate of M-14, one year only. This is a new position for 09-10 supported by federal funds.

Norma Robinson, Occupational Therapist, District, $12,618, rate of 20% of B-13. Norma will be providing out-of-district services to the Strong Foundation Charter School and new District preschool class. This is in addition to Norma’s existing 60% Occupational Therapist contract. This is a budgeted transfer from contracted services.
June Adinah, Speech-Language Pathologist, Concord High School, $25,523, rate of 40% of M-12. June replaces Jon Clancy (40% of M-12 = 25,523) – resignation from 40% of his 100% speech-language position.

Philip Bill, Auto Technology Teacher, Concord High School, $20,820 rate of 33% of B-13. This is in addition to Bill’s 33% Auto Technology teacher position. New position funded by reallocation.

Kristina Doucette, Family and Consumer Science Teacher, Concord High School, $63,092 rate of B-13, one year only. Kristina replaces Russell Young (B-12 = $60,224) – LOA.

Kathleen Tripodi, Social Studies Teacher, Concord High School, $14,339, rate of 40% of B-1, one year only for Curriculum Facilitator.

Elizabeth York, Reading/Title I Teacher, Concord High School, $41,726 rate of 60% of M-14, one year only. Beth replaces Catherine Kilday (50% of M-1 = $19,716) – transfer to full-time and 10% Title I. Beth has requested a leave of absence of 60% of her 80% English teacher position.

Maria Calabrese, Special Education Teacher, Rundlett Middle School, $40,149, rate of B-3. Maria replaces Paul Riendeau (50% of B-2 = $18,999) – non-renew and Nicole Patenaude (50% of B-1 = $17,924) – non-renew.

Lisa Long, Art Teacher, Rundlett Middle School, $17,924, rate of 50% of B-1, one year only. Lisa replaces Neal Hanowitz (50% of M-14= $34,772) – LOA.

Julie Marshall, Health Teacher, Rundlett Middle School, $46,602, rate of B-6. Julie replaces Todd Steffanides (M-11 = $60,940) – resignation. Julie is being recalled from a “RIF.”

Eric Penniman, Guidance Counselor, Rundlett Middle School, $37,998, rate of B-2. Eric replaces Christine Clifford (M-8 = $54,488) – resignation.

Jill Boisvert, Kindergarten Teacher, Eastman School, $17,924, rate of 50% of B-1, one year only. Jill replaces Laura Hoglund McKenna (50% of M-5 = $24,018) – LOA to one-year-only, full-time classroom teacher.

Jennine Mann, Preschool Special Education Teacher, Eastman School, $22,584, rate of 45% of M+30. Jennine replaces Ellen Letourneau (45% of M-1= $17,744) – one year only.

Brenda Charpentier, Classroom Teacher, Kimball/Walker Schools, $45,884, rate of M-4, one year only. Brenda replaces Carol McCarthy (M+30-12 = $65,959) – LOA to Special Education teacher position.

Coaching Nominations

The Board voted 9–0 (moved by Mr. Casko, seconded by Ms. Patterson) to approve the coaching nominations as described in the Board book and including the individuals newly named herein.

Bethany Hemingway, RMS Girls’ Soccer, $1,792 at a salary of Step 1

Jessica Blackman, RMS Girls’ Intramural Cross Country Track at a salary of $1,075, Step 3
Dale Emerson, CHS Boys’ Basketball (Head) at a salary of $6,094 at Step 3
The Instructional Committee will take up the question of whether to change stipends for coaching based on the categorization of certain sports as intramural vs. interscholastic. The RMS Athletic Coordinator position also will be discussed at its upcoming meeting.

Agenda Item IX. Communications Committee
Chairperson Megan DeVorsey presented the report of the Communications Committee meeting on June 8. She described the committee’s conversation regarding the Right to Know Law, RSA 91:A, Policy #150, Electronic Communication (email) and Policy #171, Conflict of Interest. There was disagreement within the committee whether an email from a member of the public sent to a board member constitutes a public record, and also whether a single board member’s response to an email sent to the full board constitutes a public record. The administration will follow up on these questions. The committee suggested that, if necessary, an email repository be created in which to keep email communications that have been determined to be a public record.

Board Policy #150 Electronic Communication – 1st reading
Board Policy #171 Conflict of Interest – 1st reading

The Board discussed the constitution of a quorum vis-à-vis the Executive Committee, which is comprised of three Board members. Ms. Patterson suggested crafting additional language to the policy to clarify this point and ensure compliance with RSA 91:A. Mr. Williams suggested an additional change to Board Policy #171. These policies will return to the Communications Committee for revision.

Agenda Item X. Joint City Council/School Board Committee
Chairperson Chris Casko presented the report of the Joint City Council/School Board Committee meeting of June 19. Matt Cashman presented the School District’s 5- and 10-year maintenance plans and reviewed the anticipated building projects that would require bonding. Mr. Cashman also presented the Qualified School Construction Bond financing through ARRA funds. City Manager Tom Aspell presented the City Capital Improvement Plan. Topics for future committee meetings include a contract for the SRO at CHS, the legislative commission on the school district charter, and joint facilities and/or athletic fee usage and charges associated with that usage. There were no action items.

Agenda Item XI. Capital Facilities Committee
Ms. DeVorsey presented the report of the Capital Facilities Committee meeting on June 29. Two architectural firms, OMR and HMFH, made presentations to the Board. The meeting was videotaped and is available for viewing on CCTV. Two tours are scheduled: one this Friday for interested board members and others by HMFH. The second tour will
be next Thursday, to view projects completed by OMR. Ms. Ardinger noted that further work will include checking references from other projects and firms they’ve worked with NEP. There were no action items.

Agenda Item XII. Proposed Calendar of Meetings
Superintendent Rath discussed the calendar of Board meetings for July, 2009.

Agenda Item XIII. Public Comment
There was no public comment.

Agenda Item XIV. Adjournment

The Board voted 9–0 (moved by Dr. Fleming, seconded by Mr. Casko) to adjourn.

The meeting adjourned at 8:30 p.m.
Jennifer Patterson, Secretary
Board of Education
Concord School District

Regular Meeting of the Board
August 3, 2009

Board members present: Kass Ardinger, President, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Eric Williams

Administrators: Chris Rath, Michele Croteau, Larry Prince, Matt Cashman

Agenda Item I. Call to Order
The meeting was called to order at 7:00 p.m. by Board president Kass Ardinger.

Agenda Item II. Approval of Agenda
The Board voted 8–0 to approve the agenda (moved by Megan Devorsey, seconded by Chris Casko), which was amended to add Item IX a. (1), Capital Facilities, an update on the DOE waiver.

Agenda Item III. Public Comment – Agenda Items Only
Mr. Roy Schweiker of Concord commented that, in addition to an architectural firm that can design child-friendly schools, the firm should also be one that can design schools that are functional for the entire community over a long period of time. He noted that Concord has come up with a plan to close the neighborhood community centers and end up with only one center, and that schools may be needed as community areas. He suggested that the new schools could become community-wide centers for evenings and periods that schools are not in session. He suggested that the School Board might consider separate public entrances for the library, gym, theater, etc.

Mr. Charles Russell of Concord mentioned several concerns, including the need for community input, the consideration of hiring one firm to design all three projects, the Kimball block size, population forecasts, the value placed on community schools by Concord residents, and the possibility of redistricting as an alternative to closing schools.

Agenda Item IV. Presentation by Deerfield Board re: parents of students attending CHS
Superintendent Chris Rath invited Superintendent Peter Warburton of the Deerfield School Board to discuss the results of a survey of parents of CHS students from Deerfield. Deerfield School Board chair Bonnie Gilbean, Board members Maryanne Clark and Greg Williams, and Deerfield community member Erika Heidelman noted that, as pressure on local taxes increases, Deerfield residents want to be sure they are getting value for their
money regarding the cost of sending high school students to Concord. 160 surveys were sent out with an authoritative (42%) response rate. The results included several points: CHS academics are excellent, and there is breadth to the curriculum. Families were very positive about the overall experience at Concord, although the driving distance remains an issue for Deerfield.

Dr. Fleming noted that the item with the greatest dissatisfaction was the perception that Deerfield children are not academically prepared for CHS. Ms. Heidelman noted that the preparedness issue will be taken up with the Deerfield K-8 principal. Ms. Clark noted that the principal will also examine the RMS curriculum.

Ms. Heidelman noted that parents’ dissatisfaction with extracurricular activities may be a factor of the distance between the towns, and may be addressed through the addition of a late bus. Mr. Warburton noted that this is the first year Deerfield has had funding for district busing.

Ms. Clark pointed noted other survey responses, including some concern that other students may not be supportive of Deerfield students, and that parents report dissatisfaction with the respect students show. Supervision during school is a concern, as is the level of guidance and advocacy available for their children. She suggested that CHS administrators and guidance staff could visit Deerfield to gain insight into the sending community. The Deerfield leadership group reiterated that parents were pleased to have an opportunity to express feedback to the Concord School Board.

Agenda Item V. Recognitions
Superintendent Chris Rath informed the Board that CHS Head Custodian Ms. Angel Douglas was selected as custodian of the year by the NH School Custodians Association. Superintendent Rath congratulated Angel, along with Matt Cashman, Director of Facilities and Planning.

The NH Supreme Court Society is in the process of convening a Civics Task Force. Superintendent Rath and Board member Megan DeVorsey are both members of the new Task Force, as is Sue Robicheau, who spent her sabbatical year from the district developing curriculum for elementary school students about the court system and division of governmental power.

Agenda Item VI. Approval of Board Minutes
The Board voted 8–0 (moved by Chris Casko, seconded by Megan DeVorsey) to approve the minutes of the July 6, 2009 regular Board meeting.

Agenda Item VII. Personnel
Larry Prince presented the leaves of absence for the Board’s approval.
Tracy Harte, a Walker School special education teacher, requested a one-year child-rearing leave. Julie Marshall, a RMS health teacher, requested a one-year child-rearing leave. James Foley, a RMS music teacher, requested a 40% leave to accept a position at CHS. Sherry Burbank requested a 20% leave to accept the peer-to-peer position.

The Board voted 8–0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to approve the leaves of absence as presented.

Larry Prince presented the administrative and staff nominations for the Board’s approval.

Administrative Nomination

The Board voted 8–0 (moved by Eric Williams, seconded by Jack Dunn) to approve the administrative nomination as presented.

Catherine Evans, Interim Principal, Rundlett Middle School at $89,297 at Step 2 (prorated 228 days). Ms. Evans replaces George Rogers (Step IV = $105,364) – retirement. She will begin on August 17.

Superintendent Rath talked about the search process for the interim principal and thanked the search committee for its hard work to find an outstanding candidate for the position, the staff at RMS for their participation, and particularly Jennifer Patterson. She noted that the committee focused on the position as an interim principal. She enjoyed meeting Ms. Evans and looks forward to her becoming interim principal at RMS.

Staff Nominations

The Board voted 8–0 (moved by Ms. DeVorsey, seconded by Jack Dunn) to approve the teacher confirmations as presented.

Thomas Crumrine, Assessment Coordinator, District, $11,041 rate of 20% of B-10, one year only. Tom has requested a leave of absence from 60% of his high school Science Teacher position. This nomination is in addition to previously approved 40% Assessment Coordinator position. Tom replaces Chris Demers (20% of M-14 = $13,909) – transfer to Kimball Walker School Assistant Principal

Victoria Hopkins, Occupational Therapist, District, $23,516 rate of 40% of M-10. Vicki replaces Jennifer Hoxie (B-6= $18,641) – resignation

Philip Clarner, Science Teacher, Concord High School, $17,494 rate of 40% of M-3. Phil replaces Hilary Thomson (40% of M-5 = $19,214) – planned retirement. This is in addition to Phil’s 60% Science teacher position.

Tyler Ingram, English Teacher, Concord High School, $21,508 rate of 60% of B-1 one year only. Tyler replaces Elizabeth York (60% of M-14 = $41,726) - LOA

Tyler Ingram, ROPE Teacher, Concord High School, $7,169 rate of 20% of B-1. Tyler replaces Hilary Thomson (20% of M+30-14 = $14,339) – retirement.

Jason Petzold, Science Teacher, Concord High School, $20,074 rate of 40% of M-6. Jason replaces Hilary Thomson (40% of M-5 = $19,214) – planned retirement. This is in addition to Jason’s existing 60% Science teacher position.

Michael Nickerson, Special Education Teacher, Rundlett Middle School, $40,149 rate of B-3. Mike replaces Rebecca Foulkes (M-9 = $56,638) – resignation.

Nicole Noury, Special Education Teacher, Rundlett Middle School, $42,300 rate of B-4. Nicole replaces Margie Borawska (M+30-3 = $45,884) – resignation to accept Psychologist position.

Melissa Williams, Grade 6 Teacher, Rundlett Middle School, $48,752 rate of B-7 one year only. Melissa replaces Leslie Schuster (M-14 = $69,544) – LOA.

Betty Hoadley, Kindergarten Teacher, Kimball Walker School, $26,527 rate of 50% of B-9, New position funded by Superintendent’s Contingency.

Mr. Prince noted that these nominations represent a savings of $69,000 under the budgeted amounts.

Planned Retirement Withdrawal

    The Board voted 8–0 (moved by Mr. Williams, seconded by Mr. Dunn) to approve Donna Reardon’s request to withdraw from planned retirement.

Agenda Item VIII. Finance Committee

Laura Bonk reported on the Finance Committee meeting of July 13, noting that it was a two-hour information session at which no action was taken. Cinder McInerney and Lisa Dutton from First Southwest Bank, and Frank Biron and Matt Angell from Melanson Heath & Co. answered questions which the School Board had provided in advance. Mr. Biron and Mr. Angell noted that the Management letter included only six comments, down from over 30 comments two years ago. Ms. Bonk noted that she had sent a letter to Board Members asking for their priorities for the Finance Committee for September, October, November and December, by August 17.

Jack Dunn reported on the Finance Committee meeting of July 22, at which Business Administrator Michele Croteau and Transportation Director Terry Crotty presented information about the purchase of three buses. The lowest bid was from W.C. Cressey, although it was still over the budgeted amount. Ms. Croteau renegotiated with W.C. Cressey, which agreed to reduce the price by $2500.

    The Board voted 8–0 (moved by Jack Dunn, seconded by Chris Casko) to approve the bus bid to W.C. Cressey up to $194,507.

The second action item from the July 22 meeting concerned an indirect rate of 2.7% charged to Food Service for FY 2009-2010.

    The Board voted 8–0 (moved by Jack Dunn, seconded by Chris Casko) to transfer up to $43,000 from Food Service to the general fund for indirect costs,
and in addition, to transfer $10,789 from the general fund to Food Service to cover overdue student accounts.

Agenda Item IX. Capital Facilities Committee

Ms. DeVorsey presented the report of the Capital Facilities Committee meeting on July 20. Neither Eric Williams nor Clint Cogswell was able to attend. She noted one action item from that meeting: to bring forward a final selection of an architectural firm from the Facilities Committee to the full board – one of 15 that responded to the RFP. The two finalists were Office of Michael Rosenfeld and HMFH. The committee unanimously voted to recommend that the full Board hire the architectural firm HMFH to provide the design services per the RFP.

The Board voted 7–1 (moved by Megan DeVorsey, seconded by Chris Casko, with a nay vote from Laura Bonk) to hire the architectural firm HMFH to do the work set out in the RFP, which is the designs for the three schools, according to the master plan that proposes the renovation and/or construction of three school buildings, each housing 400 to 600 students, one being a downtown school on the Kimball block, a second building being on the site of Conant Elementary School, and the third building being on the campus known as the Broken Ground site.

Ms. DeVorsey noted that the entire July 20 meeting is available in streaming video on Concord TV. She articulated that members of the school board and several elementary principals including Ed Barnwell, Mark Denoncour, Deb McNeish and Susan Noyes visited buildings designed by both architectural firms and visited the firms’ offices. Ms. DeVorsey noted that pictures of sites are available from Mr. Cashman. Using AIA’s quality-based selection criteria, the committee came to a decision that was unanimously supported. She noted that it was interesting that Mr. Schweiker came forward tonight about some of the very things this group had been discussing about how the spaces could be used for the community.

Ms. Bonk thanked all staff and the school board and noted that she will accept the recommendation of the architect. Ms. Bonk then moved to amend the motion on the table, that the initial scope of work for the elementary school consolidation project be smaller than the schematic designs which is expected to cost $900,000 and that it reflect what has been done at Conant and Kimball Schools, for a preliminary design review for the Broken Ground site.

The motion failed for lack of a second.

The Board returned to the main motion.

Clint Cogswell asked about the timeframe for going to the community and building consensus. Ms. Ardinger that the School Board has put a great deal of effort into building consensus; spending the winter and March and April going to every PTO. In 2003 and
2004, community groupings were formed, where residents were polled about neighborhood schools and community schools.

Mr. Cashman explained that the architects will begin with community outreach to establish key goals, then work with the ed specifications from Task Force I. Later, the architects will do an evaluation of existing conditions at the schools, including site surveys, hazardous material profile and development of alternatives. Once the groundwork is done, another community outreach effort will ensure that the plans are falling in line with the goals. With feedback from the community, the architects will evaluate alternatives from community outreach, and further refine the design. At the time the schematic design phase is complete, the community will be aware of options that are brought to the School Board. Mr. Cashman noted that if the motion is approved, the administration will enter into negotiation with the architects to refine and define the scope of work, over the course of the fall.

Mr. Cashman noted that at the outset of the scope of work, the firm will begin by meeting with neighborhood, board and community leaders in open, public meetings to which everyone is invited, to set specific goals and obtain feedback, and later with specific interest groups such as parents and teachers, and to consider specific concerns, such as IT needs, structural analysis and hazardous analysis.

Ms. Ardinger noted that in its two presentations to the Capital Facilities committee and then to the Board, HFMH clearly and concisely showed its timeline and content. She indicated that all of this work will occur within a 120-day window, during which the concepts will be narrowed down through the process of public input. At the end of this process, the Board will consider three schools, with very precise costs associated with each building. The architect will make recommendations about options for phasing plans. The School board might decide on a phasing plan or to consider all three projects at once. At that point, the Board can go to the market and bond for that amount.

Mr. Cogswell commented that it is very good news is that this project can be done without increasing the tax rate.

Kass called the motion.

Superintendent Rath noted that there had been some discussion about whether the superintendent received a waiver from the DOE for the specific sites. She pointed out that when the Board first started planning for this project, she was asked to request a waiver from the NH DOE. Representatives from NH DOE came and walked the sites, and the first waiver letter from NH DOE was received on August 17, 2006. A new letter on dated July 16, 2009 from Virginia Barry, the new NH DOE commissioner, reconfirmed this waiver. Dr. Rath then received an email from the NH DOE raising a concern about whether the Board wants the waiver or wants to ask for the approval in the waiver to be rescinded.

Ms. Bonk noted that she had had a conversation with a DOE official that raised a question in the NH DOE’s mind about whether the Board wanted this waiver.
Ms. Bonk cited an educational statute that requires that the school board (not the administration) will submit the application. She thought the Board still needed to go through the process of requesting a waiver.

Ms. Ardinger noted that an application for waiver was properly submitted according to RSA ED 321.03(h).

Megan DeVorsey asked if someone was making a motion that directs the administration to rescind the request for a waiver before the Board continues this discussion.

There was no motion forthcoming.

The Board voted 8–0 (motion by Mr. Williams, second by Ms. Bonk) to direct the administration to request a waiver from the lot size requirement for building on the Conant site for a school of 500 students.

Ms. Ardinger noted that, as this discussion may be confusing for the public and fellow board members, she would provide additional clarification. The Board voted at three separate meetings to instruct the administration to request this waiver:

1. Joint Finance/Capital Facilities Committee meeting on November 19, 2008 with a 4-1 vote;

2. December 1, 2008 Board meeting, with two action items: firstly, the Board voted 8-1 to adopt the 4-cluster plan; the consolidation of Kimball/Walker schools and Rumford/Conant schools, with the eventual closing of Walker and Rumford Schools; and secondly, the Board voted 9-0 to authorize administration to file the necessary paperwork with the NH DOE to be eligible for building aid in the next biennium;

3. April, 2009 board meeting with a 7 – 2 vote to approve issuance of an RFP for architectural services as presented, with the addition of language for bond worthiness.

Ms. Ardinger noted that her purpose in presenting those four votes was to indicate that all of those actions could not have been taken without the clear message that the Board was authorizing the administration to submit a waiver for the Kimball site. Every vote was based on the understanding of its intention to build a 500-student school on the Kimball block, and a clear understanding that the Board would be requesting a waiver for this site.

Mr. Casko said that he appreciates the clarification tonight that we’re on the right track. No action was taken on this discussion.

Michele Croteau discussed the timeline for the posting of the bond hearing, which includes publishing an ad in the newspaper, in addition to posting a notice for a hearing the purpose of discussing the authorizing of a planning bond to fund the cost of architectural services through the schematic design, so information can be obtained that the Board will need to make decisions about the elementary school construction project from that point forward: the cost of each facility and information for phasing. The
$800,000 planning bond is relevant to that process, and the hearing provides the public opportunity to provide input. The vote on the planning bond is scheduled for September, and the hearing will be in August.

The Board voted 8–0 (moved by Jack Dunn, seconded by Ms. DeVorsey) to authorize administration to post notice for a planning bond hearing in August.

Agenda Item X. Instructional Committee
Chairman Clint Cogswell reported on the meeting of the Instructional Committee of July 22. The Board has reviewed the RMS philosophy on many occasions and RMS has come back with all suggested changes. The committee voted unanimously to approve the philosophy

The Board voted 8–0 (moved by Mr. Cogswell, seconded by Mr. Fleming) to approve the RMS Intramural and Athletic Philosophy as presented.

Ms. Bonk proposed amending the motion to make the philosophy an addendum to the existing athletic policy.

Superintendent Rath noted that the athletic philosophy is not a policy, but that the two documents need to be in alignment. A revised athletic policy will be proposed through the Communications Committee.

The Board voted 8–0 (moved by Clint Cogswell, seconded by Chris Casko) to approve the RMS Athletic Facilitator position; with the wage portion $2,600, with funding to come from Superintendent’s contingency fund.

Mr. Casko commented that, during the budget process, the Board was disinclined to approve the position because the RMS athletic philosophy was not in place at that time. Now that the philosophy is approved, it is proper to bring forward and support the position.

Ms. Ardinger noted that the person in this position will facilitate tasks to support sports events. Nothing in this job description will supplant Steve Mello’s job, which is to help design policy and make rules that affect students in their pursuit of athletics at RMS. She further noted that at budget time, this position will be made part of the budget.

The Board voted 8–0 (moved by Mr. Cogswell, seconded by Mr. Casko) to approve the funding of $4,000 (total) for four head coaches’ interscholastic stipends at RMS, based on negotiated core curricular CBA rates (one for volleyball, one for wrestling, and two for cross-country), from the superintendent’s contingency fund.

Ms. Ardinger noted that these coaches are currently receiving intramural stipends, that the Board is making this correction now and will add the money, but that in future there will be no more “morphing” of sports without coming to the Board for approval to become an interscholastic sport.
Agenda Item XI. Proposed Calendar of Meetings
Superintendent Rath discussed the calendar of Board meetings for August, 2009.

The Board voted 8–0 (moved by Ms. DeVorsey, seconded by Chris Casko) to establish the date of the Board’s September meeting as Tuesday, September 8, 2009 at 7:00 p.m.

Agenda Item XII. Public Comment
There was no public comment.

Agenda Item XIII. Adjournment
The Board voted 8–0 (moved by Mr. Casko, seconded by Mr. Fleming) to adjourn.

The meeting adjourned at 8:30 p.m.
Respectfully submitted,

Jennifer Patterson, Secretary
Date: August 19, 2009
Board members present: Laura Bonk, Chris Casko, Megan DeVorsey, Jack Dunn, Eric Williams, Kevin Fleming
Administrators present: Chris Rath, Michele Croteau, Matt Cashman
Topic: Bonding Issue

Chair Megan DeVorsey, as vice-chair of the Board, called the meeting to order at 5:40 pm.

Matt Cashman, Director of Facilities and Planning, opened the meeting with a review of the history of the elementary facilities. He explained the need for schematic designs and the work that would be done in conjunction with community members, School District staff, City officials, and the architects to complete schematic design documents.

Business Administrator Michele Croteau then explained that the intent of the hearing was to inform the community about a request that the School Board authorize a Planning Bond for $800,000 to fund the architectural cost of developing the schematic design documents for the elementary facilities project. Although the request was to authorize a bond, most likely the funds would be borrowed via short term financing known as Bond Anticipation Notes (BANs). BANs can be used for a period of up to 5 years before they must either be paid off or financed via the issuance of a bond. Some of the advantages of issuing a BAN for the Planning Bond are that the District would need to pay interest only on the BAN; the BAN can be rolled into the issuance of a bond when financing the construction of one or more facilities in the future which would be more cost effective then issuing a bond for $800,000 now; and the BAN can be paid off if the District so chooses.

After the presentation Ms. Bonk invited public comment.

Jennifer Goodman, a Concord resident with children in Walker School, supported the level of consensus and the concept of the neighborhood consolidation. She also voiced her appreciation to Task Force II for all the work they did and reinforced the spirit of those meetings. Ms. Goodman said she wants to see this project move forward and would like to see more public citizens get involved.

Ms. DeVorsey noted that a “Meet the Architects” night is scheduled for September 2, 2009 at Concord High School and will be well publicized so that anyone can attend.

Jim McConaha, a Concord resident and a member of Task Force II, thanked Mr. Cashman and Superintendent Rath for their work on the project. Mr. McConaha noted that some of
the buildings involved in the plan have historical value, and he encouraged the group to exhaust every option before these buildings are demolished. He suggested that the buildings be preserved and that the issue of a bond should be tabled at this time.

Ralph Willette, a resident of Concord, has three children who attend district schools. He was also a member of Task Force II. Mr. Willette said he is pleased with the education his children are receiving and that he supports preserving the neighborhood schools. Mr. Willette added that he would like to see the cost of renovation as opposed to new construction.

Cathy Conner, a Concord citizen, reiterated Mr. McConaha’s position. Ms. Conner asked that the public be notified well in advance of all meetings. She also supported the preservation and renovation of existing schools as opposed to building new schools. Ms Conner voiced her concern for children walking to school and the size of classes.

As there were no more speakers, Ms. DeVorsey closed the hearing at 6:10 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
Board of Education
Concord School District
September 8, 2009
Regular Monthly Meeting

Board members present: Kass Ardinge, President, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams

Administrators: Chris Rath, Rob Prohl, Michele Croteau, Larry Prince, Matt Cashman

Agenda Item I. Call to Order
The meeting was called to order at 7:00 p.m. by Board president Kass Ardinger.

Agenda Item II. Approval of Agenda
The Board voted 9–0 (moved by Kevin Fleming, seconded by Jack Dunn) to approve the agenda as presented.

Agenda Item III. Public Comment – Agenda Items Only
There was no public comment.

Agenda Item IV. Recognitions
Superintendent Rath introduced Daniel Reinemann, CHS senior class president and this year’s student representative to the Board. Daniel has studied German for four years and traveled to Germany through the German American Partnership Program. In his spare time he likes to read, bike and spend time with friends.

Dan noted that there are ten Merit Scholars this year, the most ever at Concord High School. He informed the Board that Homecoming will occur in two weeks’ time.

Superintendent Rath noted that Dan is one of the Merit Scholars at Concord High School.

Superintendent Rath noted a very positive letter of accreditation for Concord High School and the Regional Technology Center from the New England Association of Schools & Colleges; Commission on Public Secondary Schools. NEASC noted extensive professional development programs focusing on formative assessment practices, use of school-wide rubrics, formal advisory program for all grade 9 students, regularly scheduled meetings of the Steering Committee, and inclusion of the school’s graduation expectations in its report. A full cycle of accreditation takes ten years.
Agenda Item V. Approval of Board Minutes

The Board voted 9–0 to approve the minutes of the August 3, 2009 regular Board meeting (moved by Eric Williams, seconded by Chris Casko), with corrections as noted.

The Board voted 9–0 to approve the minutes of the August 19, 2009 Public Hearing (moved by Mr. Casko, seconded by Clint Cogswell), with corrections as noted.

Agenda Item VI. Personnel

Leaves of Absence

Larry Prince presented two medical leaves for approval: Cheryl Vaught, CHS English Teacher, first semester only and Jennifer O’Sullivan, RMS Life Sciences Teacher, first semester only. Three professional leave requests included Alison Casko, leave from 50% technology position at RMS to assume 50% library media specialist at RMS; Tom Crumrine leave from 60% teaching position to assume the duties of Assessment Coordinator; Nancy Keane, leave from 50% library media specialist at RMS to accept 50% technology position at RMS.

The Board voted 9–0 to approve the leaves of absence as presented (moved by Dr. Fleming, seconded by Mr. Cogswell), except Alison Casko.

The Board voted 8–0 to approve the leave of absence for Alison Casko (moved by Megan DeVorsey, seconded by Jennifer Patterson, Chris Casko abstaining).

Staff Confirmations

The Board voted 9–0 to confirm the staff confirmations as presented (moved by Ms. DeVorsey, seconded by Mr. Williams), except Alison Casko and Jane Cogswell.

The Board voted 7–0 to confirm the staff confirmations of Alison Casko and Jane Cogswell (moved by Jennifer Patterson, seconded by Ms. DeVorsey, Mr. Casko and Mr. Cogswell abstaining).

Carol Lundin, Diploma Academy Coordinator, Concord High School, $60,200. Carol replaces Jane Cogswell – resignation. This is not a CEA position.

Lori Benjamin, Special Education/Autism Teacher, Elementary, $56,638, rate of M-9. Lori replaces Danielle Castonguay (B-4 = $42,300) – resignation/transfer to regular education.

Meeta Brown, Special Education Coordinator, Concord High School, $71,695, rate of M+30-14, one year only. Meeta replaces Donna Palley (M-14 = $69,544) – Leave of Absence to accept the position of DINI Coordinator.

Sherry Burbank, Peer to Peer Teacher, Concord High School, $13,335, rate of 20% of M-13, one year only. Sherry filled this position one year only 2008-2009 and is requesting a leave
of absence from 20% of her Special Education Coordinator position at Concord High School for 2009-2010.

Jane Cogswell, Out of District Special Education Coordinator, Concord High School, $6,992, rate of 20% of M-14, 1st semester only, prorated 92 days. Jane replaces Sherry Burbank (92 days at 20% of M-13= $6,704) – Leave of Absence.

Hanna Crisp, English Teacher, Concord High School, $15,859, rate of 80% of M-1, 1st semester only, prorated 92 days. Hanna replaces Cheryl Vaught (92 days at 80% of B-13 = $25,375) – Leave of Absence.

Vincent Dude, Physics Teacher, Concord High School, $35,847, rate of B-1, one year only. Vincent replaces Thomas Crumrine (60% of B-10 = $33,122) – Leave of Absence and 40% one year only for Curriculum Facilitator.

James Foley, Band Director, Concord High School, $25,237, rate of 40% of B-13, one year only. Jim has requested a 40% leave of absence from his RMS music position. Jim replaces William Kinne (40% of B-9 = $21,222) – resignation.

Tyler Ingram, English Teacher, Concord High School, $3,604, rate of 20% of B-1, 1st semester only, prorated 92 days. Tyler replaces Cheryl Vaught (92 days at 20% of B-13 = $6,344) – Leave of Absence.

Lisa Long, Art Teacher, Concord High School, $7,169, rate of 20% of B-1, one year only. Lisa replaces Jeffrey Fullam (20% of M-14= $13,909) – one year only for curriculum facilitator. This is in addition to Lisa’s 50% Art teacher position.


Frances Miller, Out of District Coordinator, Concord High School, $27,818 rate of 40% of M-14, one year only. Fran replaces Sherry Burbank (40% of M-13 = $26,670) – Leave of Absence.

James Sullivan, Spanish Teacher, Concord High School, $19,214, rate of 40% of M+30-4. Jim replaces Miranda Comiskey (40% of B-4 = $16,920) – resignation. This is in addition to Jim’s 40% Latin teacher position.

Anthony Varga, Music Teacher/Curriculum Facilitator, Concord High School, $71,695, rate of M+30-14. Tony replaces Benjamin Greene (M-14 = $69,544) – transfer to CHS Assistant Principal.

Alison Casko, Library/Media Specialist, Rundlett Middle School, $30,112, rate of 50% of B-12, one year only. Alison has requested a leave of absence from 50% of her full-time Integrated Technology position. Alison replaces Nancy Keane (50% of M+30-14 = $35,848) – Leave of Absence to Technology Education.

Gabriel Cohen, Integrated Technology/Music Teacher, Rundlett Middle School, $49,039, rate of 90% of M-8, one year only. Gabe replaces Alison Casko (50% of B-12 = $30,112) –
Leave of Absence to RMS Media and James Foley (40% of B-13 = $25,237) – Leave of Absence to CHS Music.

James Corkum, Social Studies Teacher, Rundlett Middle School, $37,998, rate of B-2, one year only. Jim replaces Robert Brown (B-12= $60,224) – Leave of Absence.

Susan Farrelly, Science Teacher, Rundlett Middle School, $21,986, rate of M-3, 1st semester only, prorated 92 days. Susan replaces Jenifer O’Sullivan (92 days at M-14 = $34,962) – Leave of Absence.

Nancy Keane, Technology Education Teacher, Rundlett Middle School, $35,848, rate of 50% of M+30-14, one year only. Nancy has requested a leave of absence from 50% of her full-time Media position. Nancy replaces Alan Quinney (50% of B-11 = $30,112) – resignation.

Kindra Lansburg, Health Education Teacher, Rundlett Middle School, $35,847, rate of B-1, one year only. Kindra replaces Julie Marshall (B-6 = $46,602) – Leave of Absence.

Nathan Therrien, Music Teacher, Rundlett Middle School, $39,432, rate of M-1. Nate replaces Anthony Varga (M+30-14 = $71,695) – transfer to CHS Music.

Daniel Wilczewski, Title I Mathematics Teacher, Rundlett Middle School, $56,638, rate of M+30-8, one year only.

Janet Corkum, Nurse, Dame/Eastman School, $36,426, rate of RN-3. Janet replaces Mary Beth Snyder (RN-6 = $41,647) – resignation.

Cindy Nix, Kindergarten Teacher, Dame School, $28,319, rate of 50% of M-9. This new position is in addition to Cindy’s existing 50% Kindergarten teacher position. Cindy was previously nominated to a one year only position. This is funded from the Superintendent’s Contingency fund.

Brittany O’Bryant, Kindergarten Teacher, Dame School, $17,924 rate of 50% of B-1, one year only. Brittany replaces Dawn Morris (50% of M-14 = $34,772) – sabbatical.

Dana Furst, Special Education Teacher, Walker School, $37,998 rate of B-2, one year only. Dana replaces Tracy Harte (B-11 = $57,356) – Leave of Absence.

Mr. Prince noted that the combined salaries of these staff members constitute a $93,166 savings on the budget.

In response to a question from Dr. Fleming regarding the peer to peer teaching position, Ms. DeVorsey noted that it originally started with money from American Idol winner Clay Aiken. Mr. Aiken gave money on a nationwide basis, which came to the Concord School District through the Instructional Committee, for a program in which regular ed students are paired with special ed students at the high school. The school board reviewed the position at the end of its first year, when the high school special ed staff came to the school board to ask for its continuance. Mr. Prohl noted that now-retired teacher Joanne McGlynn applied for the grant and took on the project. Superintendent Rath noted that
this position is a one-year-only and that the administration will bring it forward at budget time for consideration as a permanent position.

Coaching Nominations

The Board voted 9–0 to approve the coaching nominations as presented (moved by Dr. Fleming, seconded by Mr. Casko).

Michael Serard, RMS Boys’ Soccer Coach, Rundlett Middle School, $2,151, Group #11, 6%, Step 3.

Kristen Bruno, RMS Girls’ Volleyball Head Coach, Rundlett Middle School, $1,792, Group #11, 5.0%, Step 1.

Agenda Item VII. Instruction

Chairperson Clint Cogswell presented the report of the August 10 meeting of the Instructional Committee.

Eric Williams presented the committee’s discussion of research articles on class size, which were divided among committee members for review, summation and discussion. Many of the articles used a large data set for grades K – 3 developed for the State of Tennessee called Project STAR, which specifically tracked student groupings through high school graduation. Mr. Williams summarized the discussion results and suggested that the Board could revise its class size policy if it felt the educational benefits of smaller classes would be significant enough, but could also consider full-day kindergarten or expanded preschool programs to accomplish these goals.

Mr. Cogswell said the committee will be exploring more research about the effect of full-day kindergarten on achievement.

Ms. Ardinger briefly discussed current class size policy. For the purposes of budget planning, the board has been directing the administration to plan for the median range (from 17 to 22 students, depending whether these are primary or secondary classes). Differences in class size are noted, depending on how large the school is and the number of classes per grade. She noted that changing class size policy is not needed, but that more research into the impact of full-day kindergarten, for example, would prove fruitful.

Megan DeVorsey noted that the enrollment report needs to include class sizes. Jennifer Patterson noted the following statistics from the STAR studies (the basis for most of the studies reviewed by the committee): a small class was defined as 13-17 students in K, 1, 2, 3, so that a student could be in a small class maximum of 4 years. According to CSD policies, our kindergarten class size is fairly close to a STAR small class size (14-17 students with a median of 17). CSD primary class size (1st and 2nd grade) policy calls for a median of 21; with a range of 18-24. In 3rd grade, the CSD median is 23; in 4th grade, the median is 25 with a range of 22 – 28. Ms. Patterson commented that the enduring effect of small classes indicated in the majority of the STAR studies, and how long it lasted, merits further discussion by the Board. By 8th grade, students who had attended small-size
kindergarten classes were almost a year ahead of their peers academically. She asked if research exists to support a conclusion that such an effect would be so great if students attended small classes after the 3rd grade.

Mr. Cogswell noted that committee followed a focused procedure to examine the research, and that there are other ways to accomplish what the Board is trying to accomplish; that said, every study indicated that small class sizes had a positive impact on student progress.

Mr. Williams suggested that the Board direct the administration to present the cost impact of extended preschool and kindergarten. Mr. Casko noted that the research suggests there are benefits of early small class size that extend through high school, although this benefit diminishes if a student attends a small-sized class beyond grade 3. He suggested that one possible focus for the committee is to look at the district’s class size policy as it relates to those grades as a critical time. If the benefits of small class size are captured then, there might be less concern about smaller class sizes at the higher grades. Ms. Bonk noted that in a study of classes with 15 students, the value of the teacher was also emphasized.

Dr. Fleming noted that the Board’s class size policies will make a huge difference in the consolidated elementary buildings as they are being designed. Ms. Ardinger suggested examining whether differences in student scores are apparent in classes using Responsive Classrooms. Superintendent Rath noted that there is good data about the impact of Responsive Classroom on behavior and social skills. Mr. Dunn suggested that the impact of technology should also be reviewed, and asked which surrounding districts already have preschool and kindergarten. Mr. Cogswell commented that he had asked the architect whether their evolving plans could be reconfigured to demonstrate cost changes incurred by adding preschool classes.

The Board determined that the Instructional Committee would follow the same procedure it used to study class size when it studies the effects of preschool and kindergarten on student achievement.

Agenda Item VIII. Finance

Ms. Ardinger noted that the purpose of the Board work session on August 17 was to acquire information and discuss the bonding process, planning bonds, and future bonds for the elementary schools consolidation project. The meeting was devoted to the legal ramifications of the bonding.

The purpose of the Board work session on August 24 was to acquire information on alternative financing through public private partnership (P3) for the elementary schools consolidation project. She noted that representatives of Suffolk Construction Company gave a presentation on P3 financing at that work session.

What followed was discussion of the need to vote on a planning bond which would pay for the architectural services of HMFH to do schematic designs for three elementary schools.
It was noted that the contract to hire the architectural firm HMFH is pending this action. Mr. Williams asked whether the Board should discuss the possibility of changes to the Master Plan before it takes this vote. Ms. DeVorsey noted that the Board’s action would authorize the administration to go forward with the process to pay for the services of the architect, which started with a public hearing, and that discussion of changes to the Master Plan would not alter the fact that an architect’s services are still needed. In response to a question from Mr. Casko whether this vote means the Board is authorizing a bond anticipation note (BAN), Ms. Croteau stated that the Board would be authorizing a bond for $800,000. Once the bond is authorized, the Board can actually issue the bond, or finance it with a BAN. In response to a question from Dr. Fleming whether it is more cost-effective to use low-interest-earning monies already set aside than to borrow money at a potentially higher interest rate, Ms. Croteau noted that interest is in the range of 1% for short-term financing, but that the Board’s financial advisor had noted that past actions the Board had taken to plan for the future were sound. She noted that the Board would be using set-aside monies to structure its debt-service model into the future. Ms. Ardinger noted that the financial advisor had described the use of the reserve funds as “available to buffer any impact on the tax rate.” She noted that the reserve funds also help to secure the School District’s bond rating. The financial advisor had noted that SAU 8 was only one of two districts (in NH and in MA) that are in the financial situation to handle a school project of this size. Ms. DeVorsey noted that the Board has a duty to maintain its significant property holdings and bond-worthiness, and protect Concord citizens from cost fluctuations that can be caused by having to maintain this property. Additionally, the Board recognized educational deficiencies in Concord’s elementary school system that are due to these very small schools. Through careful study of the bonding schedule, a past decision of the Board called for the establishment of this fund. Due particularly to the leadership of past Board president David Immen, the Board’s long-range planning has enabled the Board to assume the elementary schools consolidation project without adversely impacting the taxpayers.

Ms. Bonk noted that she plans to vote against this motion, stating that pursuing three simultaneous major projects are very difficult for this district. She noted the possibility that in a phased plan, one building project might not begin for five years and that this is not fair to the children of that enrollment area.

Mr. Dunn expressed confidence in the District’s ability to manage all three building projects safely and economically and address its educational goals. He stated that he believes the Board should continue moving forward. Mr. Casko noted that he will vote in favor of this motion, as it is the next logical step in implementing the Master Plan. The process of working with the architects will result in valuable information, and the Board cannot afford to do nothing about its inadequate elementary schools. He noted that the Board has not made a decision to do all three projects at once.
Ms. Ardinger noted that, without the work HMFH will do for the three schools, including designs, costs and other details, the Board will not be able to plan for those schools. She noted that the Board must know what these costs are.

Mr. Cogswell noted that the Board is aware there is a limited amount of money that can be dedicated on this project, and that if it spends money on the first and/or second project, it won’t have a clue about how much money might be available for the remaining project.

In response to a statement by Ms. Bonk that the expenditure of $100,000 to Harriman Architects in 2008 resulted in an approximation of costs with an acceptable margin of error, Ms. Ardinger noted that Harriman did not produce schematic designs that would allow the Board to move forward.

Ms. Croteau noted that part of the process with HMFH is to obtain feedback from the community. The Board has really rough numbers now, but not enough information to allow the Board to make a good decision about which facilities and in what order they should be phased to proceed with construction.

Ms. Ardinger called the question.

**The Board voted 8–1 (motion by Megan DeVorsey, seconded by Chris Casko, one nay - Bonk) to authorize the administration to go forward with a planning bond in the amount of $800,000 to pay for the architectural services of HMFH for schematic design through the next 120 days.**

**The Board voted 8–1 (motion by Ms. DeVorsey, seconded by Ms. Casko, one nay - Bonk) to raise and appropriate the amount of $800,000 to be funded via the debt proceeds of the financing of $800,000.**

Agenda Item IX. Capital Facilities

Megan DeVorsey presented the reports of the Capital Facilities Committee meeting of August 19 and August 31. The committee came to consensus on the composition of a steering committee for the elementary schools consolidation process, with a standing meeting of this steering committee every other Wednesday at 4:30 p.m. The Steering Committee will include the Superintendent, the Director of Facilities & Planning, the principals of Dame/Eastman, Kimball Walker and Rumford/Conant Schools, the Capital Facilities Committee members, a representative of the City of Concord, and three parents and three teachers from each school area.

**The board voted 9–0 (motion by Ms. DeVorsey, seconded by Mr. Williams) to approve the creation of a Steering committee as presented.**

Ms. DeVorsey noted that Board members can attend every meeting and speak, which will be posted as public meetings.

**The Board voted 9–0 (motion by Ms. DeVorsey, seconded by Mr. Williams) to accept the document (a PowerPoint presentation) developed by the Board on the**
elementary schools consolidation project for the purpose of informing the public about the elementary facilities plan.

The official rollout of this presentation will occur at the Conant School gymnasium at 6:30 on September 14.

Mr. Casko thanked Mr. Dunn for the effort in developing the PowerPoint presentation as it goes forward in implementing the Master Plan.

Ms. DeVorsey noted that the third item in this section of the agenda is to give any board member an opportunity to make changes to the Master Plan. She gave a history of the Master Plan that dates back to 2003, noting that children weren’t being afforded the same excellent educational opportunities across the district. Problems included the need for itinerant teachers, the condition of the buildings, and smaller PTOs being less able to fund opportunities children were getting at the bigger schools. Community meetings were held during which it was determined that Concord residents really like their neighborhood schools (and a discussion of what a neighborhood school is) and desired to keep a downtown school. There are three downtown schools, none of which are ADA–accessible: Rumford, Walker and Kimball. Walker is geographically situated on a traffic island with no room for expansion, and as the District owns more property on the Kimball block, the Board at that time directed the administration to move forward and purchase properties as they became available contiguous to Kimball School. There are four clusters of elementary populations in the city: Beaver Meadow School, Broken Ground School, Conant School (including Rumford) and Kimball School (including Walker). The Dame site has significant traffic issues, and Eastman School has been in the news recently for facilities problems. In December 2008, the board voted to approve an elementary schools consolidation plan after noting numerous times that the administration should move forward with this plan. A four-cluster plan was created, which will have a huge educational benefit for Concord children.

Ms. DeVorsey noted that at this time Board members would have an opportunity to make a motion to change the Master Plan.

Ms. Bonk noted that she feels an obligation to bring forth concerns from the community as an elected official, whether or not she agrees with those concerns. She noted she had wanted to bring her concerns to the Finance Committee. She made several suggestions, including determining whether renovating both Eastman and Dame Schools is less expensive than new construction, whether renovating the Dame site to accommodate the 100 Eastman students would be less expensive than new construction, and the consideration of additional sites for construction.

Ms. DeVorsey noted that any of these suggestions require a motion to change the Master Plan. Ms. Ardinger noted that a motion is required to have a full board conversation on any of these items. She further noted that extensive community discussion and the commitment of time and money over the past six years have resulted in numerous Board votes to resolve the elementary schools’ deficiencies. Based on community feedback over many years, renovating or building on the Kimball site is part of this plan. To constantly
work in ways that question building on that site does not enhance the Board conversation on this problem. If there is a real need by the Board to reexamine the Master Plan, a motion to do so must be made now, as the Plan needs to be final. The Board is moving into the schematic design phase.

Ms. Bonk made a motion that the Board investigate sites that may result in less costly projects for the community.

Ms. DeVorsey spoke about the various sites suggested by Ms. Bonk, noting among other concerns the extensive busing that would be required from the Hopkinton/Webster line to Broken Ground School and the interest among groups at BGS to maintain green space. She stated that it flies in the face of reason to bus children from this side of the river to the other side of the river. She noted easements and covenants that govern the use of White Farm on Clinton Street, which is used extensively for all children as part of their nature study, and which provides open space for the community. There are significant traffic concerns about any land near Concord Hospital, and the Little Pond area contains wetlands that could significantly impact construction costs.

Mr. Cogswell thanked Ms. Bonk for making the motion, as he stated that there are community members who really need to know where the Board stands on this issue. He noted that he will not support the motion.

Ms. Bonk noted her belief that students would be bussed only 2.5 miles. She stated her belief that if the Board’s Master Plan were to go to the community for a referendum vote today, it would fail. She stated concerns from community members who have called her regarding their property taxes.

Ms. Patterson noted that the cost of further property acquisition would likely not save money over the current Master Plan. Ms. Ardinger noted the additional cost of examining new parcels. Mr. Cogswell noted that the Board is working very hard not to raise the tax rate. Ms. Ardinger noted that the Board has carefully examined its bonding capacity to do these projects without affecting the tax rate.

Dr. Fleming noted the inherent conflict in a decision between those who want a school in their neighborhood vs. a lesser cost of siting a school on the outskirts of the City. Most of the people with whom he has spoken since school started this fall are asking about why the Board continues to discuss the issue, and when they are going to see their new school. He noted that he came on the board up front stating that he holds himself more accountable to the students and stated that he is absolutely against delaying the process and will not support the motion.

In response to a question from student representative Daniel Reinemann about whether the long-term costs of transportation, even if a site on the outskirts of the City is initially less expensive, would make the Kimball site more appealing, Ms. Ardinger noted that information about these costs is readily available.

Mr. Williams expressed concerns about the impact of additional busing on climate-changing carbon emissions, as well as the alarming rate of obesity in children. He stated
that he will not support any new building site outside of town, when the bulk of Concord housing is there in town. He noted that this proposal does not make sense from a social standpoint, from a long-term economic standpoint or from an environmental standpoint.

Mr. Casko noted that the District has handled big projects before, including the fairly recent renovation of Concord High School. The Board was able to bond and do the project in a way that maintained its responsibility to the taxpayer. He stated the need to be patient for the building numbers in December. He further stated that to go to another site would obliterate the possibility of historic renovation. He stated that he has not heard enough compelling reasons at this point to suggest the Board should abandon the Master Plan.

Ms. Patterson noted that, regarding the idea of renovating Dame and Eastman, it’s important to keep in mind that this is not a cost issue but rather is being done for educational and other reasons, including the ability of children to walk safely to school

Ms. Ardinger noted that renovating Eastman is a cost issue as well; with 99 students, continuing operational costs is prohibitive.

Ms. Bonk noted that the Kimball block is only 2.78 acres and doesn’t allow for playing fields. She suggested the Board could sell the buildings on that block to generate revenue for the purchase of new property.

Ms. DeVorsey noted that she serves on the Governor’s Commission on the Prevention Childhood Obesity. She noted that Ed Murdough of the NH DOE spoke of approving intown schools on smaller sites vs. schools on the outskirts of town on larger sites, as these provide opportunities for safe walking and biking to school.

The Board voted 1–8 (motioned by Ms. Bonk, seconded by Ms. Patterson for the purposes of discussion) to investigate sites that may result in less costly projects for the community, with the understanding that the Board is still looking to upgrade and improve its elementary schools.

Mr. Williams suggested that school enrollment projection numbers through the year 2030 be included in the Master Plan.

The Board voted 9–0 (moved Eric Williams, seconded by Ms. Patterson) to direct the administration to include school enrollment projections through the year 2030 in the Master Plan document.

Agenda Item X. Joint City Council / School Board

Mr. Casko presented the report of the Joint City Council/School Board Committee meeting on August 21. The first agenda was a report on the process used for the search and selection of an architectural firm for the elementary schools consolidation project, and its projected work schedule for the schematic design process. The second agenda item was a discussion of the planning bond process passed on this date by the Concord School Board. The third agenda was a discussion of the joint use agreement of recreation facilities
used by the City of Concord, Merrimack Valley School District and Concord School District.

There were no action items.

Agenda Item XI. Other

Superintendent Rath reported that school opened successfully. Three new administrators are John Forrest at Beaver Meadow School, Catherine Evans at Rundlett Middle School, and Ben Greene at CHs. Facility issues include problems completing projects at CHS and RMS because of asbestos tile and flooding and mold at Eastman School.

A full enrollment report will be presented to the Board in October; elementary enrollment is up 25 students. Superintendent Rath noted that 48 students have been moved from Rumford to Conant, and Rumford School now holds grades 2 through 4.

Agenda Item XII. Proposed Calendar of Meetings

Superintendent Rath asked the Board to provide feedback about schedule conflicts. She pointed out that a report on the preschool study will be given on Friday, September 25, open to the Board and the public.

Agenda Item XIII. Public Comment – Any subject, in accordance with Board Policy #132

Concord resident Pia Shea, past president of Walker PTO and parent of students at both Kimball and Walker Schools, noted that she has been attending Board meetings for a long time. She noted that she has watched the development of the Master Plan, which has been underway for well over six years. She thanked the Board for voting to pass the $800,000 planning bond and continuing to move forward with the Master Plan. She expressed an excitement about architectural firm HMFH. She confirmed what many Board members said tonight, that she too has been hearing from parents that they are ready to keep going forward with the elementary schools consolidation plan, that they really want a downtown neighborhood school. She commented that this sentiment hasn’t changed since the very first meeting she went to, which was a huge community meeting at Conant School that was covered by the Monitor. She expressed her belief that putting a big, new school at the outside edge of Concord does not represent what the community has expressed over the past six years and would not be right for this community and would constitute a tragic decision. She thanked the Board for its decision to stay with a downtown school, begin the project soon, and her hope that the Board will keep on the table the possibility of doing all three projects at once. She noted that the consolidation project began with discussions about educational inequities within the City, and to start with one or two schools and leave hanging one school population, would not address those issues.
Agenda Item XIV. Adjournment

The Board voted 9–0 (moved by Dr. Fleming, seconded by Mr. Casko) to adjourn.

The meeting adjourned at 9:25 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
Board of Education  
Concord School District  
**Regular Meeting**  
**October 5, 2009**

**Board members present:** Kass Ardinger, *President*, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Eric Williams  
**Administrators:** Rob Prohl, Michele Croteau, Larry Prince, Matt Cashman

Agenda Item I. Call to Order  
The meeting was called to order by Board President Kass Ardinger at 7:20 p.m.

Agenda Item II. Approval of Agenda  

*The Board voted 9–0 (moved by Jennifer Patterson, seconded by Eric Williams)*  
to approve the agenda with the addition of a proposed resolution to NHSBA regarding State Building Aid.

Agenda Item III. Public Comment – *Agenda Items Only*  
There was no public comment.

Agenda Item IV. Recognitions  
Daniel Reinemann reported on Homecoming and the Powder Puff fundraiser. CHS video announcements are now being broadcast Tuesday through Friday. NECAP testing for juniors will be held this week.

Teacher Monica Unger’s best practice activities submission to the National Association of Tech Prep leaders, outlining the NHTI – Concord Regional Technology Center Information Technology Day” is featured in that association’s national publication.

Rundlett Middle School will be the site for the 2009–2010 Southwest Musical Festival on May 15, 2010. The school will host talented young participants and colleagues from other school districts.

A letter to Director of Physical Education & Sport Steve Mello from referee Steve Schulten praised the coaches and players of Concord High’s girls’ volleyball team for their excellent sportsmanship during a recent hard-played game against Exeter. Despite what the referee in retrospect described as an incorrect call, he said the players and coaches memorably exhibited the highest level of play, with respect for one another, the referee and the opposing team.
Agenda Item V. Approval of Board Minutes

The Board voted 9–0 to approve the minutes of the September 8, 2009 regular Board meeting (moved by Kevin Fleming, seconded by Mr. Williams), with corrections as noted.

Agenda Item VI. Personnel

Staff Nomination

Gabriel Cohen, Music Teacher, Rundlett Middle School, $4,645, rate of 10% of M-8, prorated 156 days. Gabe replaces Kathryn Redling (156 days of 10% of B-3 = $3,728) – resignation. This is in addition to Gabe’s 50% Integrated Technology teacher position and 40% Music teacher position.

The Board voted 9–0 to confirm the staff nomination as presented (moved by Mr. Williams, seconded by Dr. Fleming).

Report of Exit Interviews

Director of Human Resources Larry Prince reported on the survey of exit interviews, which employees leaving the district are asked to complete. Many people left because of changes in the NH Retirement subsidy; some had been on the list to retire for years. The District’s reputation and salary and benefits package were considered one of the primary draws for new hires. Suggested improvements included providing monetary compensation for those not using personal days. Of approximately 20 people leaving the District, 11 filled out the survey.

Report of Survey of New Hires

Mr. Prince reported on a survey of those new to the district and those returning, including 17 one-year-only contracts (compared with 16 last year). The survey also addressed the effectiveness of the recruitment process. By and large, postings on EdJobsNH.com, for which the District pays a small membership fee every year, and word of mouth result in the best return. The Human Resources Department examined advertising results and determined that monthly advertisements in the newspaper seem to work.

Agenda Item VII. Communications

Committee Chair Megan DeVorsey reported on the September 16 meeting of the Communications Committee. She presented for a first reading the following new or revised policies. Ms. DeVorsey read the four policies aloud.

Policy #____, Naming of Schools and School Facilities.

The suggestion was made to remove the paragraph that cites “personage.” Mr. Williams asked to have the word “Department” in II. Paragraph 3 clarified.

Policy # 150, Electronic Communication
The suggestion was made to strike the phrase “(2004 supplement)”. There was discussion of the retention of qualified email correspondence as public records. Mr. Prince responded that the current policy in place refers to district-wide policies, while this policy relates just to the Board.

Policy #171, Conflict of Interest
Policy #_______, Manifest Educational Hardship

Ms. Ardinger noted that this constitutes the first reading of these policies, with no action to be taken.

Agenda Item VIII. Instruction

Committee Chair Clint Cogswell reported on the September 23 and 25 meetings of the Instructional Committee. The discussion for that meeting was the District’s preschool program, student population, and who qualifies for services according to special education guidelines. The NHDOE requires that preschoolers ages 3 and up who have special education plans qualify for preschool services. The District currently offers Title I preschools, district preschools at Eastman and Rumford, and placements in community preschools. The Committee met on September 25 to discuss the overall preschool program. The urgency of this discussion relates to the potential need for preschool classrooms in the elementary schools consolidation project.

Ms. Ardinger noted that the study of CSD preschools indicated that the District provides higher levels of preschool programming than other NH districts. Mr. Cogswell noted the District’s use of “best practices.” In our district preschools at Eastman and Rumford, preschool students without disabilities also attend. This model is called “reverse mainstreaming,” and parents of these students pay tuition.

Ms. Ardinger noted that the Board needs to determine how many preschool centers there will be throughout the city after the consolidation, which will require decisions whether to have preschool at every site, and what types of preschool will be offered.

Agenda Item IX. Finance

Committee Chair Laura Bonk reported on the September 30 meeting of the Finance Committee. The first agenda item was a discussion of GASB45, wherein the District must account for future financial liabilities regarding retirees’ health coverage. The second agenda item was a discussion of the year-end fund balance, estimated to be $2.4 million, and which resulted from slightly higher revenues and slightly lower expenditures. The year-end fund balance represents 3.1% of the entire CSD budget. $1 million+ of that year-end fund balance has already been put into current year budget (approx. $1.2 million). The School Board discussed options for using that money. Michele Croteau noted that a meeting of the Finance Committee is scheduled for October 26 to further discuss options.
on the year-end fund balance. The Board will further discuss and vote on the issue on
November 2.

Agenda Item X. Negotiations

Committee Chair Jennifer Patterson reported on the September 21 meeting of the Finance
Negotiations Committee. These are non-public meetings because they deal with labor
negotiations. She noted that four collective bargaining agreements expire in June 2010:
administrators; principals and assistant principals; food service workers; and bus drivers.
The next meeting of the committee is on November 4.

Agenda Item XI. Capital Facilities

Committee Chair Megan DeVorsey reported on the Board Elementary Facilities
PowerPoint presentation of September 14, and presented the Elementary Facilities Steering
Committee Reports of September 16 and September 30. She noted that the elementary
schools consolidation steering committee will meet every Wednesday at 4:30 into
December. She noted that the steering committees minutes are found on the website
currently being developed by Board member Jack Dunn. She also noted that HMFH is
examining what kind of space and rooms will be needed in each of the three buildings
and has asked the Board for determinations regarding preschool, class size policy, and
whether to plan into the future for full-day kindergarten.

The PowerPoint presentation will be available on a website Mr. Dunn has helped to create
for the elementary schools consolidation project to include minutes, rosters, photos, the
schematic design process, articles by Board members. Materials that are currently posted
on the District’s main site, concordnhschools.net, will be moved to the new site. Mr.
Dunn will obtain a domain name for the new website, with the intent of making the
elementary schools consolidation project as transparent and accessible to the public as
possible.

Agenda Item XII. Other Business

School Enrollment Reports

Assistant Superintendent Rob Prohl presented the staffing and enrollment report for the
special education programs, reporting 134 ELL students at the elementary schools; with a
significant increase also at the high school. Mr. Prohl noted that this is the second year of a
refugee resettlement phase managed by Lutheran Social Services of New England. He
noted that 106 students in Concord are being home-schooled (corrected from 83).

Mr. Prohl briefly reported on the enrollments at the elementary schools and suggested
that Board members hold their questions until Superintendent Rath’s return for the
November Board meeting.
Board member Laura Bonk noted that she has questions about homeless elementary students, Concord youngsters who attend private schools, and comparisons between Beaver Meadow and Kimball Walker 5th grade class sizes.

Assistant Superintendent Rob Prohl invited Principal Catherine Evans to report on the enrollment at RMS. Ms. Patterson raised a question about the opportunities for 7th graders to take a World Language. Dr. Evans replied that every parent of every student in a performing group was called to discuss their children’s schedules regarding these choices, noting that the issues around the music programs involve partial teaching periods and not enough periods in a day, resulting in not enough teachers to make the plan work the way it was envisioned.

Mr. Prohl invited Principal Gene Connolly and Assistant Principal Steve Rothenberg to report on enrollments at CHS and the Concord Regional Technology Center (CRTC). Several Board members had questions about English electives, Civics (a mandatory, semester-long class), minimum and maximum class sizes and AP English. Mr. Connolly noted that he would like to see three AP English classes at the high school. He noted that CHS students challenge themselves; many students graduate with 25–27 credits. He also commented that 15 registered students is the unofficial “make-or-break” number to hold a class, although that number may decrease once classes begin and students go through the Add/Drop period.

Ms. DeVorsey noted that the wide variety of academic offerings at the high school is necessary to keep students interested in education and fulfill the District’s mission and vision. She commented that it is inevitable that a wider range of class sizes at the high school results.

Mr. Rothenberg presented enrollment patterns at CRTC, noting a big sending-school population jump: 59% of the CRTC student population compared to 53% of last year’s population. He outlined the CRTC “footprint” that extends from Pittsfield to Bow to Merrimack to Hillsboro, noting that CRTC enrollment indicates more revenue for CSD. He indicated that administration has revamped how the center is marketed.

Mr. Rothenberg pointed out that the lab-based programs can contain 22 to 24 students, with non-lab classes a little higher, up to 30 students. He informed the Board that several articulation agreements with higher education schools are now in place.

He noted that the Cosmetology program began this fall. Mr. Williams remarked that he attended the recent Cosmetology Open House and was impressed with the students in the program, who were dressed professionally, made good eye contact and carried on intelligent conversation. He spoke highly of Mr. Rothenberg’s work on the program, and particularly the new instructor, Kim Hannon. He said that students were clearly excited to be there.

The Graphic Arts Program is continuing to lose enrollment. Many sending schools are already offering Photoshop and other design courses. As a result, we are planning to discontinue this program for the 2012–2013 school year.
Several Board members commented on fluctuations in sending numbers from Pembroke and Pittsfield. The increase to 45 from Pembroke is attributed to its keen interest in the programs and to its proximity to CRTC. Pittsfield has had declining enrollments of approximately 10 students per year over the last few years.

Mr. Rothenberg commented that requests for the Health Science program were double the number of available spots.

Charter Commission Meetings

Ms. Ardinger reported that HB 319 required a particular membership for this commission, which includes Rep. Rick Watrous, Rep. Beverly Ferrante, Senator Sylvia Larsen, Mayor Jim Bouley, Rep. Stephen Shurtleff, Kass Ardinger, Clint Cogswell, Pia Shea, Charles Douglas, III, Wilbur Glahn, Maureen Redmond-Scura (chair), Charles Russell and Anthony Tenczar. The Commission met on September 24 and its calendar of meetings has been set. At the September 24 meeting, Assistant Attorney General Jim Kennedy answered questions about RSA 49B, School Board Clerk Roger Phillips provided history of the charter, and CSD attorney John Teague addressed the commission. The next meeting is Thursday, October 8 at 6 p.m. at City Council chambers.

Concord Wellness Committee

Ms. DeVossey reported on a meeting of this committee on September 25. The Concord Wellness Committee represents a citywide effort to look at wellness, including nutrition and physical activity. The Committee is entertaining a proposal about a North-South bike route that would center around Rundlett students. Mr. Cogswell noted that Concord 20/20 is funding the entire project for a biking path from Penacook to the Bow line.

School Board Resolution regarding NH School Board Association (NHSBA) legislative proposals

Ms. Ardinger informed the Board that NHSBA has a call out to school boards around the state to consider legislation for its lobbying arm. She proposed that she draft a proposal urging the NH legislature to continue to fully fund state building aid, in light of the fact that many communities submit building plans and rely upon the partnership that communities have with the state in building and maintaining their facilities. The deadline for submission of this proposal is October 26. Ms. Ardinger will circulate the resolution to Board members before submitting it.

The Board voted 9–0 to authorize Board President Kass Ardinger to write a resolution seeking to request the legislature to continue to fund building aid in the future (moved by Ms. Ardinger, seconded by Mr. Cogswell).

Agenda Item XIII. Proposed Calendar of Meetings

Assistant Superintendent Rob Prohl presented the calendar of meetings for October, November and December. There was some discussion about the need to hold a public
hearing on November 2 before the board meeting, which will require a published notice 10 days prior to the public hearing.

On a question raised by Mr. Williams regarding meetings scheduled for Veterans Day, Ms. Ardinger noted that committee chairs and administration will decide whether to meet or to reschedule.

Agenda Item XIV. Public Comment

Jennifer Kretovic, Executive Director of Concord 20/20 and interim director for Safe Routes to School organization, noted that she has provided Megan DeVorsey with a PowerPoint presentation from TPAC regarding the bike route. She commented that the bike route will be useful for current RMS and CHS students, and for students in the consolidated schools. Ms. Ardinger remarked that the Executive Committee will discuss scheduling the PowerPoint presentation for the Board.

Gregg Williams, a member of the Deerfield School Board, noted that Deerfield School Board members plan to attend CSD board meetings on a quarterly basis, to become aware of issues and provide feedback to the Concord School Board.

Agenda Item XV. Adjournment

The Board voted 9–0 (moved by Dr. Fleming, seconded by Mr. Cogswell) to adjourn.

The meeting adjourned at 9:25 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
The Board of Education, Concord School District, held a Public Hearing in the Board Room at the Superintendent’s Office, 16 Rumford Street, on the finalization of the 2009/2010 Budget.

**Board members present:** Kassandra Ardinger, *President*, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Eric Williams

**District administrators present:** Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman

Board President Kassandra Ardinger called the Public Hearing to order at 6:30 pm.

President Ardinger then turned the meeting over to Business Administrator Michele Croteau who welcomed the members of the public and thanked them for attending the Public Hearing on the finalization of the 2009 – 2010 Budget. Ms. Croteau stated that the Finance Committee had just met and discussed the 6% – 10% estimated decrease in the assessed valuation. Ms Croteau further stated that the 2008 – 2009 tax rate was $11.15 and would be projected to increase by $.42 this year making the 2009 – 2010 tax rate $11.57. However, using a 6% decrease in the assessed valuation, it is anticipated that the tax on a home assessed at $250,000 will be assessed in 2009 – 2010 as $235,000 with taxes decreased by -2.47%.

Ms Croteau explained that when the Board approved the 2009 – 2010 Budget in March, it included a proposed transfer of $800,000 to the Facilities Purchase and Renovation Expendable Trust Fund.

The Board later voted to cut the $800,000 transfer to the Facilities Purchase and Renovation Expendable Trust Fund to help the City of Concord achieve its goal of a 0% tax rate increase. Subsequently, the Board enacted a budget freeze for the remainder of FY 2008-2009.

Ms. Croteau reviewed the proposed year end adjustments. The year ended with $2.4M in unreserved funds of which 52%, or a little more than $1.2M, was proposed to offset the tax rate. The Finance Committee voted in its meeting to recommend to the Board the transfer of $823,154 to the Facilities Purchase and Renovation Expendable Trust fund, the transfer of $300,000 into the School Buildings Renovation and Maintenance Expendable Trust Fund and the reinstatement of $40,000 to the General Fund for the Furniture Budget.

Board President Kassandra Ardinger thanked Ms. Croteau and opened the floor to the public.
Charles Russell of Concord was the first to speak and thanked the Board for the previous Saturday’s Board Retreat on class sizes. Mr. Russell then stated that he has problems with the District having a surplus of approximately $5,000,000 when the City has had to, for example, take Engine 1 off the road and close the Penacook Library. He went on to say that it was a good thing to give the $800,000 to the City, but that now he felt that the Board was taking it back. Mr. Russell reminded the Board that they are not an island unto themselves and that the surplus was the people’s money which he felt should go back to the City to help with crime and public safety.

The second speaker was Betty Hoadley of West Parish Road who felt that some of the surplus money should go back to the tax payers. Ms. Hoadley stated that many people had lost jobs, unemployment was running out and the State retirement was being level funded which was contributing to people being in dire straights. She also stated that the City’s revenue had decreased and that the District would be receiving help from the ARRA stimulus fund which she felt will help the District. Ms. Hoadley asked the Board to please look to see what they could do to help the City and taxpayers. Ms. Hoadley was not pleased that the CEA received three-year raises in the percentage that they did when most people are losing their jobs. She then asked the board to consider splitting the $823,154 with the City and that tax payers want relief now. Ms. Hoadley recommended that the Board wait until times are better to increase the reserve.

The final speaker was Derek Martel of Robbins Drive who stated that he had a daughter in kindergarten at Dame School and that he was a firefighter. Mr. Martel encouraged the Board to consider the safety of not only the City but of the schools and their students. He asked that the Board put more money back into the City.

Board President Kassandra Ardinger asked if there was anyone else who would like to be heard. There being none, Ms. Ardinger asked for a motion to adjourn.

Board member Kevin Fleming motioned that the meeting be adjourned. The motion was seconded by Board member Jack Dunn.

The vote was unanimous, 4–0, to adjourn.

The meeting was adjourned at 6:53 pm.

Respectfully submitted,

Kassandra Ardinger, Board President
Board of Education  
Concord School District  
Regular Meeting  
November 2, 2009

Board members: Kass Ardinger, President, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Eric Williams, Daniel Reinemann (student representative)

Absent: Jennifer Patterson

Administrators: Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman, Larry Prince

Agenda Item I. Call to Order
The meeting was called to order at 7 p.m.

Agenda Item II. Approval of Agenda
The Board voted 8–0 (moved by Chris Casko, seconded by Jack Dunn) to approve the agenda with the following additions: to Item VIII, to discuss the meeting of the Finance Committee on November 2; to Item XII, to report on the Board Retreat of Oct. 31; to discuss the Canvass of the Vote; to add a motion to authorize the president of the Board to accept the minutes of the November 3 Public Hearing and November 3 Board Meeting on behalf of the full Board.

Agenda Item III. Public Comment– Agenda Items Only
There was no public comment.

Agenda Item IV. Recognitions
Board student representative Daniel Reinemann reported that the construction on Westbourne Road, alongside the high school, is complete and that, as a result, the gift of the Class of 2009, granite steps on that side of the property is now able to be used. He noted that CHS is running a blanket drive; blankets can be dropped off at the main office. The CHS band performed in costume at last Friday’s football game for a successful school spirit event. Daniel noted that the Quarter I academic marking period has now closed.

Superintendent Rath recognized Richard Carriger, who is retiring at the end of November after serving the District for 12 years. Mr. Carriger has been Transportation Trainer/Dispatcher since 2007, and has served as UAW maintenance/transportation
president for 2008 and 2009. Mr. Carriger was presented with a clock from the Board in recognition of his service.

As an example of city/school cooperation, Superintendent Rath noted that the City Council’s energy committee took on the “Carbon Challenge,” a commitment to energy conservation measures to reduce a community’s “carbon footprint.” Concord students carried information home to parents who would enter certain information on the Carbon Challenge website. City Councilor Rob Werner was pleased that Concord pulled ahead of Keene and Portsmouth, with Ward 10 having the highest number of participants.

Mr. Gary Ford of the Concord American Little League sent a letter thanking Community Education Director Jeff Siegel, Administrative Assistant Elaine Brooder and Director of Physical Education and Sport Steve Mello, for their cooperation and help.

Concord Parks and Recreation Asst. Director Karen Billings wrote Mr. Mello thanking the CHS high school students who refereed the third and fourth grade soccer teams, who then went to see the first playoff game. Ms. DeVorsey noted that the referees were wonderful to these girls.

Superintendent Rath noted with thanks the award of two grants in support of the Dame/Eastman 2009-2010 field trip program ($750 each) from Exxon/Mobil, coming through the local franchise, Aranosian Oil Company.

Agenda Item V. Approval of Board Minutes
Regular Monthly Meeting (Oct. 5)

The Board voted 8–0 (moved by Eric Williams, seconded by Clint Cogswell) to approve the minutes of the October 5, 2009 regular Board meeting, with corrections as noted.

Agenda Item VI. Personnel
Coaching Nominations

Jessica Boezeman, Girls Indoor Track Assistant Coach, Concord High School, $2,330, Group 9, Step 2, 6.5%, replaces Kristen Truncellito.

Joseph Bruns, Girls Freshman Basketball Coach, Concord High School, $3,047, Group 6, Step 2, 8.5%, replaces John Finnegan.

John Finnegan, Boys JV Basketball Coach, Concord High School, $3,405, Group 6, Step 3, 9.5%, replaces Adam Tuttle.

Kristen Truncellito, Girls Indoor Track Head Coach, Concord High School, $3,047, Group 6, Step 2, 8.5%, replaces Barb Higgins/Ember Smith Stokes.

James Corkum, Boys Wrestling Supplemental Coach, Rundlett Middle School, $896, Group14, Step 2, 2.5%, replaces Steve Shippos.
Laura Norwalt, Girls Winter Spirit Coach, Rundlett Middle School, $1,075, Group 14, Step 3, 3.0%, replaces Erica Marble.

Steve Shippos, Boys Wrestling Head Coach, Rundlett Middle School, $2,151, Group 11, Step 3, 6.0%, new position.

The Board voted 8–0 (moved by Mr. Williams, seconded by Mr. Dunn) to confirm the coaching nominations as presented.

Report on School Board Retreat (Oct. 31)

Ms. Ardinger reported that the Board worked for four hours on the morning of October 31, examining three areas of educational specifications in light of the task of building or renovating three proposed elementary schools, as follows:

Task 1: to determine the capacity of these schools. The Board discussed classroom sizes for the purpose of building new classrooms. Ms. Ardinger noted that there was some consensus that educational specifications for numbers of students per class be as follows: 15 students in a preschool class, 17 students in kindergarten, 20 students in 1st and 2nd grades, and 23 students in grades 3, 4, and 5. She noted that these numbers reflect the middle of the Board’s class size policy range. She further noted that the Board is not looking to change its class size policy, but that the discussion was for the purpose of determining how many classrooms would need to be built to accommodate current and future numbers of students.

Task 2: to determine whether to build for half-day or full-day kindergarten. Ms. Ardinger described several Instructional Committee meetings at which the Board reviewed studies about the educational benefits that resulted from children who attended full-day kindergarten over those who attended half-day kindergarten. It was found that typically, the benefits of full-day kindergarten did not last through 3rd or 5th grades. She reported the Board’s sense that the cost of building twice the number of kindergarten classrooms than currently exist outweighed the potential benefits of full-day kindergarten.

Task 3: to discuss how to accommodate the preschool program in the new buildings. The Board worked with administrators and staff about the best way to allocate preschool services around the city (whether preschool programs would be situated at one, two, three or at all four clusters). The Board considered a proposal presented by the administration that the District’s center-based preschool be situated at two sites: one at the new Dame/Eastman school and the other at BMS, which has extra capacity.

Superintendent Rath described the preschool program in brief, noting that the School District has an obligation to provide preschool services to children with disabilities from age 3 on. The District has developed programming in three settings. The first is mandated, District-funded and center-based, providing services to students with disabilities (currently at Eastman and Rumford). The second setting (also mandated and District-funded) is placement in private preschools in the community. The third setting is new programs at Rumford, BMS and Dame, using Title I funding.
Ms. Ardinger noted that with the plan to situate preschool programs at two sites, the Board would also look into expanding community placements of children with disabilities, and would be sending District specialists out into the community. Where a child is placed will depend on several factors determined by District teachers and staff.

Mr. Williams commented that the Board discussed that the building plans for Kimball and Conant included some flexibility, if the need should arise, to accommodate preschool programs.

Mr. Cogswell commented that the Board is in no way discounting the value of other preschools in the District or saying they should not exist. He remarked that it is unknown at this point whether Title I funds will continue, but that the Board values the District preschool programs.

The Board voted 8–0 (moved by Megan DeVorsey, seconded by Mr. Casko) to approve educational specifications for the new or renovated schools based on the numbers of children who will be attending half-day kindergarten.

The Board voted 8–0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to approve educational specifications for the new or renovated schools based on a plan to build two preschool classrooms and a conference or small group space for preschool at the new Dame/Eastman School.

The Board voted 8–0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to approve educational specifications for the new or renovated elementary schools based on following numbers of students per classroom: 15 for preschool; 17 for kindergarten; 20 for primary grades 1 and 2; and 23 for intermediate grades 3, 4, and 5.

Ms. Ardinger noted that these decisions will be provided to the architects to move ahead with plans and costs.

The Board voted 8–0 (moved by Laura Bonk, seconded by Mr. Casko) to amend the agenda to add a period of public comment following the discussion of the October 31 school board retreat.

Audrey Knapp of Canterbury, an Occupational Therapist in the District who works in the preschool programs, expressed her concern about Title I and ELL parents who may not be comfortable coming to meetings like this and expressing their concerns. She expressed her concern that Title I and ELL students will take longer to reach reading and NCLB goals if they don’t know how to follow basic instructions in a classroom. She noted that certain kinds of equipment that work for preschoolers and not for older kids would be needed at BMS, as well as additional space for playground, one-on-one workstations, motor areas and specialists’ desk areas. She expressed concern about space needs at the new Dame/Eastman school. Ms. Knapp noted that the District currently has contractual agreements with private preschoolers, but that recently it appeared not many programs were willing to commit to collaborative agreements with CSD.

Jessica Thompson of Concord noted that her two sons are in the preschool at Rumford School. She expressed concern about whether there would be adequate one-on-one spaces.
and motor rooms, noting that both children with disabilities and those without benefit from these spaces. She noted that parents with children in different schools might experience difficulties with transportation, suggesting that there should be a preschool on each side of the city.

Wanda Denoncour of Hopkinton emphasized her role supporting Title I students in the Rumford preschool program. She noted that supporting students when they’re little will be more cost-effective to the District in the long run.

Jane Fellows of Bow, who has taught preschool and kindergarten in the District, asked the Board to consider the Family Room Support for families of preschoolers.

Linda Ahern of Concord, a Preschool Assistant who has worked with preschool special education and in the Dame program, expressed concern that non-special education but still at-risk children will not have a preschool program available at all, as many of their parents can’t afford private preschool. If Title I money will be unavailable for these programs, those students will “fall through the cracks.” She noted that refugee families, for example, are currently coming into Concord so fast that housing can hardly be found for them, and support from the resettlement agency is dropped after six months. She commented that it is vitally important for these families that their children not be left behind.

Agenda Item VII. Instructional

Mr. Cogswell reported on the meeting of October 7, at which the Concord Regional Technology Center was discussed. Mr. Rothenberg, Assistant Principal and Director of the CRTC, discussed various programs, potential new programs, and different ways of evaluating students for those programs, using a portfolio and 1-5 grading system.

The Board voted 8–0 (moved by Mr. Casko, seconded by Mr. Dunn) to change the name of the CRTC (Concord Regional Technology Center) to the Concord Regional Technical Center.

Mr. Cogswell reported on the Instructional Committee meeting of Oct. 12, which covered research on kindergarten and preschool programming and class sizes. That discussion led to the decision to schedule a School Board Retreat of Oct. 31, which was discussed earlier in the evening.

Agenda Item VIII. Finance

Laura Bonk reported on the Finance Committee meeting of Oct. 14, during which it heard a presentation by Mr. Randy Gomez on GASB 45 (Governmental Accounting Standards Board), that the District’s liability for retiree health insurance expenses was projected to be $21 million. The committee also discussed the unreserved fund balance for the 2008–2009 school year, projected to be about $2.4 million, less than 3% of the overall budget. No action was taken at the meeting.
Ms. Bonk reported on the meeting of Oct. 26, which started with a non-public session in order to discuss a contractual matter that could lead to possible litigation. After coming back into public session, the committee went on to discuss the tax rate setting, the unreserved fund balance, and the wellness rebate. The assessed valuation was unavailable at the time of that meeting, but was estimated to decrease 6 to 10%, while real growth in the city increased 0.47%. The unreserved fund balance of $2.4 million was discussed, of which $1.2 million is being considered to offset the tax rate for the current year, with other amounts to be put into other funds ($823,000 to the purchase and renovation trust fund; $300,000 to the building repair and maintenance fund, and $40,000 to the fiscal year 2009–2010 furniture budget. The committee examined a detailed spreadsheet that looked at the “wellness rebate” reimbursement for people who paid into the District’s health insurance program.

Ms. Bonk reported on the meeting of November 2, at which three recommendations on the allocation of the unreserved fund balance passed unanimously, 4-0.

Mr. Casko moved that the Board raise and appropriate the sum of eight hundred twenty-three thousand one hundred fifty-four dollars ($823,154) to be added to the Facilities Purchase and Renovation Expendable Trust Fund, with such amount to be funded from the June 30, 2009 unreserved fund balance available for transfer on July 1, 2009.

Mr. Williams indicated that he would vote against the motion. He said that, although having a reserve fund is a good idea, the circumstances of this year’s budget, the fact that costs are not solidified for the building project, and the fact that bond payments for the new buildings probably won’t begin until 2012, makes him believe the money should be returned to the taxpayers.

Ms. Bonk noted that she would vote for the motion because, whether the Board decides to build new or renovate the elementary schools, it has an obligation to Concord taxpayers to have money in reserve. The Board understands it will have to pay for repair of the schools in the future, and it must have the money to do so. She also noted that the amount raised by taxes this year is $1.2 million less than last year.

Mr. Casko commented that he would vote in favor of the motion, noting that the District’s financial advisor has stressed repeatedly that the reserve fund plays an important role in structuring bonding for the building project.

Mr. Dunn noted that the Board is being responsible to save this money, and that he will vote in favor of the motion, for today’s taxpayers and tomorrow’s taxpayers.

Ms. Ardinger commented that when the Board passed its budget last March, it presumed no change in property valuation. If valuation had stayed the same today, the tax rate would have dropped 2.24% from the previous year’s tax rate. She noted that the school board did the hard work last March when the budget was cut from the previous year’s general fund and when, later in the year, the Board responded to the City’s request to keep the tax rate flat and cut its budget by $800,000 (the amount intended to be put into a reserve). The tax rate for 09-10 would have gone down from $11.15 in FY 08-09 to $10.90 if
valuations had stayed the same. While the tax rate will go up, on a tax bill of average $250,000 home, that tax bill will go down by $69 if property value decreases by 6%. She indicated that it is the responsible thing to do, to continue to build the reserve fund and that she would vote in favor of the motion.

Dr. Fleming commented that he would vote in favor of this motion, stating that, while he does not anticipate the economy improving for a number of years, the Board will still need to go forward with school renovation/building project. He indicated that putting this money into the reserve will allow the Board to prevent a predicament of two to three years from now when the bonds are issued, risking a forced rise of the tax rate to pay for the bonds.

The Board voted 7–1 (moved by Mr. Casko, seconded by Mr. Cogswell) (Mr. Williams, nay) to raise and appropriate the sum of eight hundred twenty-three thousand one hundred fifty-four dollars ($823,154) to be added to the Facilities Purchase and Renovation Expendable Trust Fund, with such amount to be funded from the June 30, 2009 unreserved fund balance available for transfer on July 1, 2009.

Ms. Bonk made a motion to raise and appropriate the sum of $300,000 to be added to the School Buildings Renovation and Maintenance Expendable Trust Fund, with such amount to be funded from the June 30, 2009 unreserved fund balance available for transfer on July 1, 2009.

Mr. Casko noted that he would vote against this motion, as he has been persuaded by public comment and believes that, in this case, the Board should do what it can to provide relief to the taxpayers.

Mr. Williams stated his opposition to this motion for the same reasons as stated for the previous motion.

Ms. DeVorsey noted that she would vote in favor of this motion, as she is concerned about reversing course on the Board’s obligations regarding the condition of its buildings, particularly in the case of changes in life safety codes as they affect District school buildings (air quality, fire door efficacy, hazardous materials). She stated that the Board must be able to provide what it is legally obligated to provide regarding safe school environments, and that these trusts were created in a prudent, cautious, carefully-planned effort not to hit the taxpayer with a bill every time it has an emergency in the District. She noted that the Board has spent money in an emergency fashion at several buildings recently, and asked what it would cost if the Fire Marshal were to shut down a building and tell the School Board to send students elsewhere. She indicated that an upcoming meeting with the Fire Marshal could result in from 3 to 4 pages of life safety code citations, even though the Fire Marshal will work with the District to spread out their remediation over time.
Ms. Bonk stated that she would vote in favor of this motion, pointing out that the Board maintains 1.5 million square footage of property and that, in this context, $300,000 is a small amount.

Mr. Cogswell noted that, while he voted in favor of the earlier motion for specific reasons, in this case a gesture to the community would be a good idea and that he would vote against this motion.

Dr. Fleming indicated that he would vote against this motion. He said that the District is in this predicament because for many years money wasn’t put away to keep the buildings up to code, while at the same time he can appreciate that money must be put away now to maintain even the anticipated new buildings going forward. With that said, he stated that it would be reasonable to not set aside this amount in this particular year, as a gesture to the community.

Ms. Ardinger stated that she would disagree with the characterization that the Board has “let our buildings go;” that in fact, despite their ages, Concord’s school buildings have been cared for and are in good shape, considering many are over 100 years old. She noted that the cost of making changes has been very high because repairs have involved hazardous waste, but that the District hasn’t shirked its duty in maintaining these buildings. As she knows the building projects must go forward, she was comfortable putting $800,000 in the first fund. She stated that she would vote against this motion as she was persuaded by tonight’s testimony.

Ms. Croteau noted that $300,000 would be a decrease of approximately 8 cents on the tax rate, based on the assessed valuation that the City has provided.

She suggested that the Board might want to consider a variation of reserving the full $300,000. The School Buildings Renovation and Maintenance Expendable Trust Fund balance is currently $278,730. Mr. Cashman noted that recent costs included remediation of the Kimball floor ($350,000), the Walker floor ($275,000), Eastman ($136,000) and Eastman rain damage (approximately $20,000).

Ms. Bonk noted that the savings would amount to not even a dollar for the average taxpayer.

Ms. Ardinger commented that the $300,000 reduction, as an overture to Concord taxpayers, would be appreciated and would indicate that the Board is trying very hard to balance its responsibilities to taxpayers and to the children it is working to educate. She pointed out that the Board needs to do its best to prevent a spike in the tax rate.

Mr. Dunn said that he would vote in favor of moving the money into the trust, stating that it is not an easy decision in these tough economic times.

Ms. Ardinger clarified that the law requires seven Board members to vote any change in the budget. If seven people do not vote in favor of the motion, it will not pass and the $300,000 will remain in the unreserved fund balance to offset the tax rate for 2009-2010.
The Board voted 3–4 (moved by Ms. Bonk, seconded by Ms. DeVorsey) (Mr. Dunn, Ms. DeVorsey, Ms. Bonk, yea; Mr. Cogswell, Dr. Fleming, Ms. Ardinger, Mr. Casko, Mr. Williams, nay) to raise and appropriate the sum of three hundred thousand dollars ($300,000) to be added to the School Buildings Renovation and Maintenance Expendable Trust Fund, with such amount to be funded from the June 30, 2009 unreserved fund balance available for transfer on July 1, 2009.

The motion failed lacking seven votes; the amount of $300,000 will remain in the unreserved fund balance used to offset the tax rate.

Ms. Bonk made a motion (seconded by Mr. Casko) that the School Board raise and appropriate the sum of forty thousand dollars ($40,000) to increase the previously approved FY 2009–2010 general fund budget and raise and appropriate the sum of $2,204,548 to increase the previously approved FY 2009-2010 special revenue fund budget.

Mr. Dunn made a motion to amend the previous motion (seconded by Mr. Cogswell) to read as follows: that the School Board raise and appropriate the sum of forty thousand dollars ($40,000) to increase the previously approved FY 2009–2010 general fund budget.

The Board voted 6–2 (moved by Mr. Dunn, seconded by Mr. Cogswell) (Ms. DeVorsey and Mr. Casko, nay) to accept the amendment to the motion to read as follows: that the School Board raise and appropriate the sum of forty thousand dollars ($40,000) to increase the previously approved FY 2009–2010 general fund budget.

The School Board voted 7–1 (moved by Ms. Bonk, seconded by Mr. Casko) (Mr. Cogswell, nay) to raise and appropriate the sum of forty thousand dollars ($40,000) to increase the previously approved FY 2009–2010 general fund budget.

Laura Bonk made a motion that the Board raise and appropriate the sum of $2,204,548 to increase the previously approved FY 2009-2010 special revenue fund budget. These are ARRA funds.

Superintendent Rath noted that the administration is being prudent in not incurring expenses it cannot continue once the two-year ARRA stimulus funds are expended. Expenditures include Linda Stuart’s smartboard project, Title I funding for afterschool homework clinics, tutoring programs, SINI plans, the DINI plan, food service equipment and services for homeless students.

The Board voted 7–1 (moved by Mr. Cogswell, seconded by Ms. DeVorsey) (Mr. Dunn, nay) to raise and appropriate the sum of $2,204,548 to increase the previously approved FY 2009-2010 special revenue fund budget.

Ms. Croteau summarized for the minutes the action that the Board has taken and how that translates into the total appropriations, confirming the intent of the individual votes. The General fund operating budget has been set at $63,424,965. There were two transfers into reserve accounts. One transfer was previously voted to the Vocational Capital Reserve of $176,400. The second transfer of $823,154 was voted to increase the Facilities Purchase and Renovation Fund.
Those items together give a general fund budget of $64,424,519. The food service budget, with no change, remains at $1,592,916. The special revenue fund budget changed to $6,180,583. The Capital Project fund remains at $860,897. The total appropriation for the 2009-2010 fiscal year is $73,058,915.

Ms. Croteau clarified for the minutes that there is some question about how the District needs to report the equitable education aid that is funded by ARRA. Currently that is in the appropriations for the general fund but may end up needing to be reported as a special revenue fund. The total appropriation would not change but the individual budgets of those funds may shift.

Ms. Ardinger asked Ms. Croteau to bring any revisions of this document to the Finance Committee when it becomes known whether NH DOE has different reporting requirements.

Ms. Bonk noted for the record that the amount to be raised by taxes for 2009-2010 is $41,857,043, which is $1.5 million less than was raised by taxes last year.

Agenda Item IX. Capital Facilities

Megan DeVorsey reported on the Elementary Facilities Steering Committee meetings of Oct. 7 and Oct. 14. She reported that the committee, made up of teachers, parents, principals and a representative from the City, split into three groups to discuss drawings for the three sites. She noted that the Board held a public meeting on Oct. 19 at the Conant gymnasium. The next meeting on October 28 continued the discussion of how to situate and configure buildings on the sites. The next meeting of the steering committee is Wednesday, Nov. 4, with an additional meeting on November 18 and a public meeting with the architects on November 24.

Agenda Item X. Joint City Council/School Board

Mr. Casko briefly reported on the Joint City Council/School Board Committee meeting of Oct. 16. Agenda items included Article 28-1, a lawsuit against the State of NH; a status update from the City Engineer of safety bump-outs on Warren Street and Westbourne Road as a result of Bow Brook construction project, as well as crosswalks; discussion of the status of the school capital funding plans; tax rate setting schedule and timeline; and discussion of a letter from the DRA to the City suggesting that the City should be managing the School Board’s trust accounts. The proper treatment of the District’s trust accounts will be referred to the District’s legal counsel.

Agenda Item XI. Communications

Committee Chair Megan DeVorsey presented for a second reading the following new or revised policies with changes made at the last meeting of the Board: Policy #150 Electronic
The Board voted 8–0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to adopt School Board Policy #150, Electronic Communication.

The Board voted 8–0 (moved by Ms. DeVorsey, seconded by Mr. Williams) to adopt School Board Policy #____, School Board Conflict of Interest.

The Board voted 8–0 (moved by Ms. DeVorsey, seconded by Mr. Casko) to adopt School Board as-yet-unnumbered Policy, Naming of Schools and School Facilities.

The Board voted 8–0 (moved by Ms. DeVorsey, seconded by Mr. Williams) to adopt School Board as-yet-unnumbered Policy, Manifest Educational Hardship.

Agenda Item XII. Other Business

Ms. Croteau commented that an error was made but not noted in the minutes of the Board meeting of August 3, 2009.

The Board voted 8–0 (moved by Dr. Fleming, seconded by Mr. Williams) to modify the minutes of the August 3, 2009 Board meeting to read, in this particular section, “… second action item from July 22 meeting concerned an indirect rate of 2.7% charged to the Food service for 2008-2009.” [not 2009–2010]

Ms. Ardinger made a motion that she would read and accept on behalf of the full Board the minutes of the Nov. 2 public hearing and the Nov. 2 Board meeting for the purpose of completing the tax rate setting documents.

The Board voted 8–0 (moved by Ms. Ardinger, seconded by Ms. DeVorsey) to authorize Board President Kass Ardinger to read and accept on the Board’s behalf the minutes of the November 2, 2009 public hearing and the November 2, 2009 Board minutes for the purpose of completing the tax rate setting documents.

Report on Building Aid

Board members Jennifer Patterson and Jack Dunn attended a meeting in early October of the legislative committee reviewing State school building aid. Mr. Dunn said the State has bonded the money for 2009, 2010, and 2011. School building aid was funded through the meals and rooms tax, but the Committee was told that the way the State bonded the money this year is not sustainable. The committee hinted that it would not relinquish the responsibilities it has already taken on.

Ms. Ardinger noted that Concord School Board has put in a call to NHSBA to lobby to keep building aid at current levels. The School Board is also hosting a Legislators’ breakfast on Dec. 15 to discuss this and other legislative issues.

Report on Charter Commission
Ms. Ardinger reported that the Charter Commission last met on Oct. 20, a meeting devoted to public comment. People came to commission and spoke about their feelings about the charter and whether it should be under the aegis of the legislature or moved to Concord where it would be under the control of Concord voters. Future meetings include Thursday, Nov. 5 at 6 pm at 16 Rumford Street, Thursday Nov. 12 at City Hall chambers (also for public comment), Thursday Nov. 19 at 6 pm at 16 Rumford Street.

Canvass of the Vote

Mr. Casko noted that the Board needs to take action to conduct business by telephone. School Board Clerk Roger Phillips will report to the administration the results of the November 3 election. The Board will be polled by telephone to accept the results of the vote as reported by Mr. Phillips.

The Board voted 8–0 (moved by Mr. Casko, seconded by Dr. Fleming) to authorize the administration to canvass the vote by telephone after the results of the election have been reported by Mr. Phillips.

Agenda Item XIII. Proposed Calendar of Meetings

Superintendent Rath reviewed the November and December meetings, noting the Legislative Breakfast on December 15 at 8 a.m. in the Conant PD Room. The Instructional Committee meeting was rescheduled from November 9 to November 16.

Agenda Item XIV. Public Comment – Any subject, in accordance with Board Policy #132

There was no public comment.

Agenda Item XV. Adjournment

The Board voted 8–0 (moved by Dr. Fleming, seconded by Mr. Williams) to adjourn.

The meeting adjourned at 9:15 p.m.

Respectfully submitted,

Kassandra Ardinger, President
Board of Education
Concord School District
Public Hearing
December 7, 2009

Board members present: Kass Ardinger, President, Megan DeVorsey, Jennifer Patterson, Kevin Fleming, Clint Cogswell, Laura Bonk, Chris Casko, Jack Dunn, Eric Williams

Administrators present: Chris Rath, Rob Prohl, Michele Croteau, Larry Prince, Matt Cashman

Other District staff: Ed Barnwell, Susan Noyes, Susan Lauze, Chris Demers

The meeting was called to order at 6:05 p.m.

Board President Kass Ardinger turned the meeting over to Michele Croteau, who presented a slideshow including the timeline for the elementary schools consolidation plan; the December calendar of meetings; a summary of the architectural process; financing plans including long-term bonds, stabilization trust fund, state reimbursement of 40% of costs, building “green” and the additional 3% reimbursement; sale/lease of school buildings no longer in use; history of School District bonding; a schedule of historical and future bond payments; the status of building aid; assessed valuations of vacated schools; examples of different bond structuring; financing plans 18 through 21; present value comparison; and project tax impact.

Ms. Croteau noted that financing plans have been developed based on certain assumptions: that the figures are continually reviewed and revised, and that final design plans for the schools have not been determined at this point.

Public Comment:

Martin Honigberg of Concord noted that he served on the School Board for three years, was on the advisory committee in early part of decade. He stated that he is very much in favor of the consolidation plan. Regarding the topic for tonight, he suggested looking at financing with a long-term view. As the schools will be around for many years, he believes the Board should pursue the project in the least expensive way possible for the long run – in the long-term best interests of the people in Concord.

Roy Schweiker of Concord suggested that, regardless of how the bonding is done, the School Board change the construction process to construct just one school at a time. He suggested that it would be advantageous to bond all at once, to bring in state building aid, but that the Board should not figure on spending the entire amount right away. He stated that he agrees with Mr. Honigberg relative to front-loading the bonding schedule.

Jess Gonzalez, a teacher at Kimball School and mother of two preschoolers soon to attend Kimball Walker School, spoke in favor of building new schools, as soon as possible. She
said that teachers simply cannot teach according to State and District educational standards in the space that is now provided.

Elizabeth Hoadley of Concord suggested that the Board revisit the idea of doing all the projects simultaneously. She said that the Board should prioritize two of the three projects over the next six to eight years. She asked for a clearer evaluation of the savings from the unused buildings – clearer evaluation, and for the Board to find out what State of NH and NH DOE will be doing in the future. She said that it is obvious that the School District needs to consolidate its elementary schools, stay in the queue for state building aid and to authorize bonding and that the Board must do this in a studied, thoughtful way. She urged cooperation with the City to avoid spikes in taxes.

Jessie Osborne of Concord said she believes that building all three schools at once is not a good way to go and suggested building in penalties in the construction contracts to keep the projects on target. She stated that she believes in the possibility that state building aid will not be available, as the State did not honor the money it had pledged back to cities and towns.

Anthony Schinella of Concord suggested that the Board should consolidate to six schools instead of to four. He stated that he is concerned about knocking down historical buildings, stating that “the City of Concord often regrets what it’s done in the past,” and citing the story about the Concord train station that was knocked down. He believes the Kimball footprint is too small for 500 students and suggested selling Kimball for use as an office building and building a new school elsewhere.

Board member Jennifer Patterson clarified with Mr. Schinella that his 8 to 6 consolidation plan would involve closing Eastman and Rumford, adding an addition to Dame, redistricting, building small additions and extending the life of the buildings.

Dave Shea of Concord supports moving forward as if the Board is going to build three schools at once. He stated that Concord currently has an opportunity to make an investment in the community for children. Regarding the cost estimates, he suggested to the Board that it find out what kind of contingency factors have been included and check out the architect’s track record on cost estimates, providing flexibility to make adjustments as the plan progresses.

Ted Diers of Concord remarked that he has two children at Conant School and would prefer not to move ahead with bonding at this time, especially not on the entire project. He said that one school at a time should be considered. He stated his view that consolidation needs to happen, even in decrepit buildings our students are currently in, but worries that the District won’t be able to pay for teachers and will therefore trade off capital costs for operating costs over the course of ten years. He fears that the District will not have the money to make improvements to RMS and to CHS in ten years. He suggested building Dame/Eastman and start working on a Kimball solution, and defer the remainder of the plan.

The public hearing was adjourned at 7:22 p.m.
Respectfully submitted,

Jennifer Patterson, Secretary
Board of Education
Concord School District
Regular Meeting
December 7, 2009

Board members present: Kass Ardinger, President, Megan DeVorsey, Jennifer Patterson, Kevin Fleming, Clint Cogswell, Laura Bonk, Chris Casko, Jack Dunn, Eric Williams

Administrators present: Chris Rath, Rob Prohl, Michele Croteau, Larry Prince, Matt Cashman

Other District staff: Ed Barnwell, Susan Noyes, Susan Lauze, Chris Demers

Agenda Item 1. Call to Order
The meeting was called to order at 7:30 p.m.

Agenda Item 2. Approval of Agenda
The Board voted to approve the agenda.

   The Board voted 9–0 (moved by Megan DeVorsey, seconded by Chris Casko) to approve the agenda.

Agenda Item 3. Public Comment
There were no public comments.

Agenda Item 4. Recognitions
Student Representative to the Board Daniel Reinemann reported that Concord High Schools’ annual canned food drive has netted 7,500 cans of food. CHS winter sports are off to a good start; tonight is “Meet the Coaches” night. This Wednesday the high school winter concert will be held at CCA at 7:30 p.m.

Superintendent Rath had the following recognitions:

   - a letter from Roger Phillips to Janice Bonenfant thanking her for her work on the School Board election. She also thanked Roger Phillips for his work on the election.
   - congratulations to CHS student Parker Finch, who achieved the top composite score possible – 36 – on the ACT exam in September 2009.
– a selection from a NHCF publication about Samuel Habib, a student at BMS, whose father’s documentary film about him is now showing internationally.

Agenda Item 5. Review of Board Minutes

Kass Ardinger had previously been authorized by the full Board to approve the minutes of the November 2 Board meeting so that the minutes could be submitted in a timely way to the DRA in setting the tax rate. It was noted that they are included in this month’s board packet for review.

Agenda Item 6. Personnel

The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Jennifer Patterson) to approve a leave of absence for Jennifer O’Sullivan.

Staff Nominations

The Board voted 9–0 (moved by Chris Casko, seconded by Kevin Fleming) to approve the staff nominations as presented.

Adrienne Shoemaker, Teacher of the Visually Impaired, District, $6,253 rate of 30% of B-3. This is in addition to Adrienne’s current 40% contract. The position was previously filled through contracted services

Susan Farrelly, Science Teacher, Rundlett Middle School, $21,748, rate of M-3, second semester only, prorated 91 days. Susan replaces Jennifer O’Sullivan (91 days at M-14 = $34,582) – LOA

Coaching Nominations

The Board voted 8–0 (moved by Ms. DeVorsey, seconded by Eric Williams, Chris Casko abstaining) to confirm the coaching nomination of Jeffrey Cain, as presented.

Jeffrey Cain, CHS Boys Ice Hockey Assistant Coach, Concord High School, $3,047, Group 6, 8.5%, Step 2. Jeff replaces Gregory Herrick.

The Board voted 9–0 (moved by Mr. Williams, seconded by Jack Dunn) to confirm the coaching nomination of Matthew Skoby, as presented.

Matthew Skoby, CHS Boys Freshman Basketball Coach, Concord High School, $2,689, Group 6, 7.5%, Step 1. Matt replaces John Finnegan

Agenda Item 7. Instructional

Jennifer Patterson reported on the meeting of the Instructional Committee on November 16. The committee voted 3–0 to recommend approval of the proposed school year calendar.

2010–2011 School Year Calendar
The Board voted 9–0 (moved by Clint Cogswell, seconded by Mr. Casko) to adopt the 2010–2011 school year calendar as presented.

Ms. Patterson noted that Assistant Principal Adam Osburn presented a report on high school scheduling issues, which could involve shortening the length of the school day on two days of the week to take care of an excess number of study hall periods. No action was required.

Ms. Patterson described the need for two additional ELL classes at CHS; Science as Inquiry and Civics, which would require a .2 social studies teacher, .2 science teacher and two .2 ELL tutor positions. There are over 100 ELL students currently enrolled at CHS. The committee heard from a biology teacher regarding the huge amount of vocabulary required in these classes, which is an added layer of difficulty for students just beginning to learn English. The committee voted 3–0 to approve both classes.

The Board voted 9–0 (moved by Mr. Casko, seconded by Dr. Kevin Fleming) to approve two additional ELL classes at Concord High School: ELL Science as Inquiry and ELL Civics, subject to funding in the 2010–2011 budget.

The committee also discussed the high school’s work on course competencies and issues raised about how students are graded. Students are currently graded on a numerical scale relative to other students as opposed to being assessed by what competencies they have mastered. At this point no changes are being proposed, and this discussion will be taken up again at a later meeting.

Agenda Item 8. Finance
Finance Committee Report (November 2)
Ms. Bonk noted that she gave this report on at the Board meeting just after the Finance Committee meeting on that same evening.

Agenda Item 9. Capital Facilities
Capital Facilities Committee Reports (November 23, December 1)
Megan DeVorsey reported that the committee met on November 23 with Cinder McEnerny of First Southwest to discuss possible bonding scenarios. The committee met again on December 1, with Cinder McEnerny and Roger Vacco, bond counsel. Ms. McEnerny brought additional bond scenarios to review with the committee.

Elementary Facilities Steering Committee Reports (November 4, November 18)
The elementary consolidation project steering committee, which is comprised of members of the Capital Facilities Committee together with several parents, principals of the schools and teachers, discussed libraries in the elementary schools at its November 4 meeting. At the November 18 meeting, HMFH brought additional information about libraries in the new schools. The committee by consensus preferred the idea of a central library.
Report on Community Meeting (November 24)

On November 24, 2009, HMFH held a public meeting at Conant with its latest designs for the three new elementary schools. Public input included discussion of whether more ramps could be included in the three schools. Mr. Pip Lewis of HMFH noted that a 180-foot ramp is required to go from one floor to another, which is five times more space as that required for an elevator and would represent a significant cost issue. Mr. Lewis said that the stairway and the elevator are integrally connected in their designs.

On December 2, the Steering Committee met again and reviewed feedback from the public meeting of November 24. The committee received a spreadsheet from HMFH detailing a new set of estimates. The new estimates represent reduced square footage of the Kimball renovation option and of the new Conant design. The new Dame/Eastman School design was reconfigured to include a second floor. These and other documents are posted by Board member Jack Dunn on the School Board’s web site at www.concordk5project.com.

Finance Committee Chair Laura Bonk read the minutes of the December 2, 2009 joint Capital Facilities/Finance Committee meeting.

The Board already acted on the recommendation of the Finance Committee by holding a Public Hearing to discuss bonding a maximum of $66.8 million.

Agenda Item 10. Negotiations

Jennifer Patterson reported on the meetings of the Negotiations Committee (November 4 and 25), both of which are nonpublic. Four contracts expire by June 2010: administration, food service workers, custodians, and transportation workers.

Agenda Item 11. Other Business

Report on Building Aid

Ms. Ardinger reported on the legislative study committee that has been established to examine the need to look at the way the state building aid program is currently run. The committee was discussing the possibility that the state building aid program be suspended as of June, 2010. In its interim report, the committee recommends to the legislature that it honor its approved projects.

Charter Commission member Clint Cogswell reported that the commission made its final recommendations to the legislature in its December 1, 2009 report with a unanimous vote that the legislature relinquish control over changes in the Concord School District charter. The Charter Commission voted 9–6 to recommend to the legislature that it authorize the formation of an elected charter commission whose membership would be elected from among Concord voters. The commission recommended that the elected charter commission be organized with nine members, and that the election be held in conjunction
with the regular November election in 2010. The composition of the commission would include two citizens from Wards 1, 2, 3 and 4; two from Wards 5, 6, and 7; two from Wards 8, 9 and 10; and three to run at-large and to run without party designations. The commission recommended that the current charter will remain in effect until both a new charter and a new amendment process have been voted on by Concord citizens.

Agenda Item 12. Proposed Calendar of Meetings

Superintendent Rath highlighted the meetings in December, particularly the Legislative Breakfast scheduled for Tuesday, December 15, 2009. One of the key topics of this meeting will be urging legislative support for the State building aid program.

Board President Kass Ardinger noted that this meeting is Board Vice President Megan DeVorsey’s final regular Board meeting. She said that, while it is always difficult to say goodbye to a Board member, she will particularly miss Megan’s clear, concise way of framing issues and her ability to ask the right questions. She stated that she has never seen anyone run a more efficient and streamlined committee meeting than Megan. She thanked Megan, wished her bon voyage as she and her family plan to leave for a 5-month stint in Finland.

Ms. DeVorsey said that she has had a wonderful five years on the Board and has enjoyed getting to know more about the school district. She said that her opportunities to visit CHS have been especially meaningful and that she will be thinking of the Board when she is in Finland.

Agenda Item 13. Public Comment

There was no public comment.

Agenda Item 14. Adjournment

   The Board voted 9–0 (moved by Ms. DeVorsey, seconded by Ms. Patterson) to adjourn.

Respectfully submitted,

Jennifer Patterson, Secretary
Board members present: Kass Ardinger, President, Megan DeVorsey, Jennifer Patterson, Clint Cogswell, Laura Bonk, Chris Casko, Jack Dunn, Eric Williams and student representative Dan Reinemann

Administrators present: Chris Rath, Rob Prohl, Michele Croteau, Larry Prince, Matt Cashman

Guests: Sylvia Larsen, State Senate President; State Representative Rick Watrous; City Councilor/State Representatives Liz Blanchard, William Stetson and Steve Shurtleff; City Councilors Fred Keach, Mark Coen, Rob Werner, Jan McClure, Allen Bennett, Dan St. Hilaire, and Mayor Jim Bouley; City Manager Tom Aspell; Deputy City Manager Jim Howard

The meeting was called to order at 7:40 a.m.

Ms. Ardinger described the work of the Charter Commission, including its report to the Legislature with the recommendation that the Legislature establish a Charter study commission with members to be elected from and by Concord residents. In response to a question, she noted that a motion had been made to prohibit sitting City Council and School Board members from standing for that election, but that that motion had been defeated.

Rep. Watrous reported that he has filed legislation to put the Charter under the control of Concord residents as of 2010.

Rep. Osborne reported that she has put in a “placeholder” bill – HB 1497, under Municipal and County Government – to place an amendment “relative to the governance of the Concord School District,” which follows the procedure outlined in the Charter Commission recommendations.

Senator Larsen noted that her next steps are to: craft legislation to adopt the Charter Commission recommendations and to determine how to amend the charter. She is discussing with State attorneys how to and at what point to remove the charter from the statutes so that amendments to it become a decision of Concord voters rather than a legislative decision.

School District Business Administrator Michele Croteau reviewed the elementary facilities consolidation project, a timeline for the project, the architectural process summary, historical bond information, historical and future bond payments, status of building aid, assessed valuations of vacated schools, different bond structures, different financing plans, present value comparison and projected tax impact.
Superintendent Rath noted that the architects have indicated that the new Conant School can be built while students are in the current building, that Rumford students can be moved to Conant, and that Kimball students can be moved to Rumford School and/or Dewey School, if needed. The administration is currently looking at spaces to lease for a temporary relocation of the Central Office. It is possible that a renovation of one of the vacated schools can house the Central Office after the school construction work is completed.

Senator Larsen noted that, while the legislature might suspend building aid as of June 2010, if the School District’s bond is authorized at 40% reimbursement, it is likely to be grandfathered. She said that the State’s adequate education law requires that the state provides a building in which students can be educated. She said that, in any case, the percentage of reimbursement might go down slightly as the total dollar figure of available aid would be spread across all districts with approved bonds, but would never be 0%. She noted that the legislative committee studying state building aid recommended not suspending that aid until June 2010 at the earliest, so that voters at NH town meetings this spring will have an opportunity to bond, but that a district that has not already voted to authorize bonding might be disqualified for a period of time. Sen. Larsen noted that currently, towns that may be less financially needy are qualified on the same basis as very financially needy towns that may not have an adequate tax base to pay for the non-reimbursed portion of building. Senator Larsen stated that the Legislature has recognized the importance of its financial commitment to school districts. She stated her belief that only future bond authorization may see a decrease in the percentage of state building aid reimbursement.

Mr. Howard suggested that the School Board check with Roger Phillips about whether there is a bond covenant with the State.

Ms. Ardinger noted that the Legislature passed bills last year tightening Life Safety and fire code requirements of schools, to establish safer and healthier schools that that complying with these requirements is costly.

Sen. Larsen noted that a waiver process to meet school safety requirements must be developed.

Mr. Cashman stated that, regarding the discussion of assessed valuations of vacated schools, a community-based study group to be called Task Force III will be formed at the beginning of the calendar year to gather input for good uses for the buildings vacated with the construction of new schools.

Mr. Aspell offered to donate the services of a City assessor to each of the buildings to be vacated, to more precisely determine their market value.

Mr. St. Hilaire asked if the total bond figure assumed the value of the stabilization trust and included stated building aid. Mr. Dunn replied that it does, and also adds existing debt. He noted that First Southwest recently sold a bond for 4%.
Ms. Croteau stated that the School Board will have updated bonding schedules from First Southwest for the December 21 meeting.

In response to a question from Mr. Aspell about School Board plans that could require future additional bonding, Ms. Ardinger noted that the Board has 5- and 10-year maintenance plans for its buildings but no major plans for future bonding at this time.

Mr. Cashman stated that regular plans include maintaining a weathertight shell and adequate roofing for all buildings, as well as periodic repairs and upgrades of mechanical systems. He noted that the School District owns over 1.5 million square feet of buildings.

Ms. Patterson noted that the School Board would like to coordinate with the City on its large anticipated building projects going forward.

Mr. Aspell noted the City’s consideration of a new library, a fire training center and a community center.

Ms. Ardinger thanked Senator Sylvia Larsen, the Concord delegation to the Legislature and the members of the City Council for their attendance and input.

The meeting was adjourned at 9:00 a.m.

Respectfully submitted by:

Jennifer Patterson, Secretary
Board of Education
Concord School District
Special Meeting
December 21, 2009

Board members: Kass Ardinger, President, Laura Bonk, Chris Casko, Clint Cogswell, Jack Dunn, Bill Glahn, Kevin Fleming, Eric Williams, Daniel Reinemann (student representative), Board member-elect Bill Glahn

Administrators: Chris Rath, Rob Prohl, Michele Croteau, Matt Cashman, Larry Prince

Presenters: Laura Wernick and Pip Lewis of HMFH Architects

Agenda Item I. Call to Order

Board President Kass Ardinger called the meeting to order at 6:03 p.m.

Agenda Item II. Approval of Agenda

- The HFMH architects will give a brief overview of the project.
- Public comment will then open; each person will be given five minutes to state his or her opinion.
- The chair of the Steering committee will explain the events of the last week.
- The Board will then vote on each school separately.

**The Board voted to approve the agenda.**

Agenda Item III. Presentation

Mr. Pip Lewis presented the following on the new Dame/Eastman School:

- The school will hold PK–2 grades and Broken Ground will house grades 3–5.
- The school will abut the current BGS gym wall.
- The addition will be a 1½-story structure with PK–1 on the bottom floor and second grade on the top floor.
- The building will operate separately from BGS with its own entrances, cafeteria, music and arts room, and administration.
- BGS and Dame/Eastman will share the BGS gym. A small half-gym with a stage in the new building will also be used by BGS students.
Both buildings will share service areas and some outdoor space.
The space taken up by the addition was minimized to avoid cutting down more trees than necessary.
A one-way loop through the site will go from Curtisville Road to Portsmouth Street.
The parking lot will hold 170 cars.

Mr. Lewis presented the following on a new-built Conant School:
Conant will be a two-story structure housing grades K–5 with approximately 500 students, built on the current Conant site.
The first floor will house K–2, the gym, cafeteria, library and administration.
The second floor will house grades 3–5.
Students will continue to attend the current Conant School while the new school is being built out in front of it.
The old school will be demolished and the grounds will be renewed with improved play space and parking.
A longer drop-off lane for buses and parents will be added.
A small parking lot will be built for visitors.

Mr. Lewis presented the plans for a renovated Conant School:
The school will remain a one-story building.
The current building is of substandard size per regulations.
There will be one small addition and the gym will be connected.
The current halls and rooms are too narrow and long to work for 500 students, so a focal point was made to break up the school by putting the cafeteria, gymnasium and administration in one central location.

Ms. Laura Wernick presented the plans for a new-built Kimball:
Portions of the old building will be reused in the new building; i.e. granite.
A new building will be raised and sit higher than the current building. There is a 17-foot difference between Rumford Street and North Spring Street. The need for ramps or handrails will be avoided by leveling out the grade.
A drive-through parking lot to Pleasant Street will allow parents to drop off their children.
The main entrance will change to the side of building.
A plaza entrance into the gym from Rumford Street will be built.
An outdoor amphitheater will be created to include natural play space, a playground and a K playground.
• Buses will drop off students at the Rumford Street entrance.
• Ten classes on two levels will include grades 1–3 on the first floor, and K and grades 3–5 on the second floor.
• The new building will have stronger earthquake features than the previous building.

Mr. Lewis presented the plans for a renovated Kimball School:
• A new entrance will be added from Rumford Street into a gym lobby in the new addition on the current site of the Morrill building.
• The building will comprise four levels with the main entrance in its current spot on North Spring Street.
• An elevator or stairs will be added to get to the other levels.
• An elevator or ramp will connect the current Kimball and the addition. There are limitations to inside and outside ramps, as handicap ramps have certain specifications.
• A known problem in the basement with groundwater and retaining walls will be addressed.
• Longer windows will be installed in the basement with the ground cover removed and the walls shored up.
• New structural shear walls will be installed and certain other walls will be taken out.
• The renovated building will incorporate earthquake-proofing enhancements.

Agenda Item IV. Public Comment

Bob Monson of Concord stated that he worked for the School District for 30 years and directed the CHS project in the 1990s. Mr. Monson stated that Conant School should be torn down, as it is in worse condition than the other schools, with air quality issues due to steam pipes under the building and a spongy wood frame. He noted that the main part of the wood frame is built over a crawlspace with dirt below. A membrane was put over the crawlspace and three exhaust fans were installed underneath to try to help. He noted that an earthquake in the 80’s knocked granite off the roof of Kimball School, and that it needs to be stabilized. He noted the known presence of PCBs in the basement of Kimball, causing poor air quality. He said that Kimball needs to be made new, as the essential problem with renovating Kimball is that it will still be a four-floor school and that young kids will have trouble accessing all of it. He stated that he does not want more taxpayer money spent when it doesn’t need to be.

Ron Rayner of Concord noted that he lives two blocks from Kimball School and wants the building renovated instead of built new. He stated that there are issues at the school that do need to be resolved such as transporting disabled students within the school, but asked the Board to defer its vote on Kimball only until more information on historical preservation can be presented. Mr. Rayner stated that he did not know that Conant might
be demolished, and wanted to know where the next expansion will be at Conant if needed. He stated that the architects should plan on a Conant expansion in the future and inform the School Board of the possibilities. Mr. Rayner told the Board that it should still seek the maximum amount of money and then if the decision is made to build new, just ask for less money.

David Shea stated that he has children in the district and supports consolidation, especially new construction at the three sites. He stated that he prefers to build new at Kimball as a new building will come in at a lower cost, have approved accessibility as a two-story building and will be safer. Mr. Shea suggested that the Board should set projects by priority and that a contingency plan should be developed in case State building aid falls through.

Kristina Levine noted that she has one child at Walker and one at Kimball and remarked that the philosophy underlying the project is about teaching kids and keeping them safe; new schools will accomplish both of these goals.

Stephanie Celestin, the Kimball Walker School nurse, stated unequivocally that Kimball needs to be made into a new school. She listed the following life safety concerns:

- The four-floor structure is difficult and dangerous for young children.
- Fire and evacuation drills requiring completion within 1 ½ minutes cannot be done.
- It is difficult to help injured children, especially those with trouble walking, who have to be carried down on chairs.
- Stairs are dangerous for students as they are constantly playing on them.
- Only one elevator will be available for disabled students, who will not be allowed to use it if there is a fire.
- Parent involvement is less because many are unable to traverse the stairs.
- Transitioning of students between classes is time-consuming and difficult.
- Some windows have bars on them for safety, which constitutes a fire hazard.
- The heating system is inefficient; students get burns from steam pipes and radiators.

Eric Weiner of Concord said that Kimball should be renovated, not replaced, and that keeping Kimball as it is will preserve the neighborhood community. He stated that the extra money it will cost to renovate is only 3% more than the total project.

Kathy Conners of Concord noted that her two children went through the District and expressed concern that only one design was developed for renovation at Kimball. She stated that she believes Kimball was chosen years ago to be built new, and questioned the steering committee that was created and its motives. Ms. Conners stated that she believes there is a campaign to demolish Kimball and the entire block. She said she would like to see the surveys that were done, as she questions their validity.
Chuck Willing of Concord stated that he would like Kimball to be built new. He stated that he became very involved in the building projects after Dewey School was closed, and feels that the consolidation plan is the best course of action. Mr. Willing suggested that the School Board’s priorities should be what is best for educating the students, what is most responsible to the taxpayers and only then what might be possible regarding historical perspectives. He suggested that the architects incorporate some of the current features of all the buildings into the new schools.

Craig Walker of Concord stated that he has lived on Warren Street for over 20 years and has a concern about expansion on the Kimball site, especially as it relates to transportation. He expressed concerns about the destruction of historical buildings and asked how the new construction will affect property values. Mr. Walker stated that not all options were considered in terms of the Kimball building, that there should not be a school there at all and asked the Board to look at different sites. Mr. Walker suggested establishing a new committee to examine other sites, but that the committee should be made up of the School Board, the City Council, and employees of Jefferson Pilot and Concord Hospital.

Jim McConaha of Concord said he feels the School Board is taking on demolition work never seen in Concord’s current history. He stated that he thinks the School Board will regret the decision to build new and asks that the decision be deferred on the Kimball building if not all buildings. He asked the School Board to speak with the Historical Preservation Office. He said he does not feel that the Kimball block is the right location for a school, and feels the old schools shouldn’t be demolished, but used for something other than school buildings.

Jennifer Goodman noted that she is a member of the Preservation Alliance who would like to see Kimball renovated and all prior schools kept standing to preserve their history.

Mike Reynolds of Concord stated that he does not feel that 500 kids on one block is a good thing. He stated that he feels that the project had already been decided a long time ago and that the School Board deliberately let the schools deteriorate so they could close them. He asked the School Board to look at redistricting.

Agenda Item V. Reports from Capital Facilities and Steering Committees

Megan DeVorsey reported actions of the Capital Facilities and Steering Committees, both of which met last Wednesday. The Steering Committee is formed of administrators from the elementary schools involved in the consolidation plan (also Broken Ground School), teachers, parents in those school communities, City Planner Matt Walsh and the entire Capital Facilities committee. Last week, the Steering Committee came to the consensus that Conant School should be built new. At that meeting, non School Board members reached consensus for building new at Kimball, but consensus was not reached among the School Board members.
The Capital Facilities Committee met directly after the Steering Committee and voted unanimously to recommend to the School Board that Conant be built new. The Capital Facilities voted 2–1 with one abstention in favor of building new at Kimball. Ms. DeVorsey and Dr. Kevin Fleming voted in favor; Eric Williams voted against; Clint Cogswell abstained from voting at that time.

Agenda Item VI. Board Action

Dame/Eastman School

Jennifer Patterson made a motion to accept and go forward with the design for a new Dame/Eastman School as presented by HMFH. Chris Casko seconded the motion.

Ms. Patterson noted that plans originally called for the new school to be built on the opposite side of field from BGS. Through discussion that was changed, with the schools connected through the gym and no visible classrooms to change the views from BGS windows. She noted that older students at Dame/Eastman will be using the gym and that in the end it made sense to connect them to avoid transitions of donning coats/boots to walk to the other gym. A new performance space is also a needed addition, and having the buildings connected minimizes site impact.

Ms. Ardinger noted that the Master Plan has always conceived of these two schools as separate schools with two separate administrations.

The Board voted 9–0 (motioned by Ms. Patterson; seconded by Mr. Casko) to accept the design plans as presented by HMFH Architects for a new Dame/Eastman School.

Conant School

Jack Dunn made a motion to move forward, with recommendations from HMFH, the Steering Committee and the Capital Facilities Committee, with a new school at the Conant site. Dr. Kevin Fleming seconded the motion.

Mr. Dunn noted that feedback from the community meeting and via telephone and email has been nearly unanimous to replace Conant. The old building, constructed in 1929, has seen many additions and suffers from problems with sprawl, layout, classroom size, site utilization. An unexpected advantage to building new is that the District can keep students in the existing school during construction. He stated that it was clear from the community meeting that the public didn’t like the idea of having a playground at the front of the building.

Laura Bonk noted that she supports the recommendation but expressed concern about the requirement for historic resource review of RSA 227:C, and making decisions without having an historic resource review report. She said she has a Master’s degree in engineering and experience with building envelopes and building systems, and from an engineer’s perspective didn’t see how a renovation could serve students’ need on that site.
Ms. Patterson noted that Bob Monson’s comments reminded her of strong structural concerns about the Conant School and that she will vote in favor of the motion. She noted that the reasons the Board should not take more time to consider the building’s historic value and vote later on the question has to do with the legislative process and timeline, and the strong possibility the School District may lose an opportunity for State building aid if it does not take action now.

Ms. Ardinger noted that it is not uncommon to have simultaneous requirements in a process like this, and that the School Board obviously plans to be in compliance with all required regulations, including historic inventory and reports. She noted that the administration submitted an application for State building aid at the end of this month last year, which expires at the end of this month. She stated that the School Board should not risk ending up further back in the legislative process if it goes through this entire process again. She stated that time is of the essence and all applications must be made in a determinate fashion to make sure the School District qualifies for and receives its 40% state aid.

Eric Williams made the suggestion to vote on bond authorization tomorrow night but to put off specific design decisions on the Conant and Kimball sites until information comes back from the historical survey, which would keep the School Board in line with what DOE requires.

Ms. Ardinger noted that the DOE needs to know what the School District plan is, and will not accept “we might do this” or “we might do that.” She noted that the architects have some concern about the construction timeframe starting in 2011 unless these requirements are met. She further stated that without State building aid there will be no school building project. The District will not propose to pick up the remaining costs.

Superintendent Rath noted that the District plans to amend the earlier application. Ms. Ardinger noted that if the District changes from a renovation design to a new design, it will need a new site waiver and a new A24P application, which could irrevocably delay the process of obtaining building aid.

Mr. Dunn noted that, after this number of years, now is the time to make the decision. He said that this is not just a State building aid decision, but that the community needs to have a decision from the School Board.

The Board voted 9–0 to approve move forward, on the recommendation of HMFH, the Steering Committee and the Capital Facilities Committee, with a new school at the Conant site (motioned by Mr. Dunn, seconded by Dr. Fleming).

Kimball Walker School

Ms. DeVorsey made a motion to accept the design from HMFH that goes forward with new construction. Mr. Casko seconded the motion.

Ms. DeVorsey spoke about how education functions inside the buildings, and how it has been eye-opening to her to listen to Assistant Principal Chris Demers and Principal Sue
Noyes speak about the impact of four floors on education of children at Kimball. She said that Ms. Celestin has detailed some of what is taken away from educational opportunities for children in a four-story school that was designed as a high school, not an elementary school. She told the story of a child with a broken leg who was being carried up and down the stairs last year. She noted that when she first came on Board and visited BMS and BGS, she saw the educational opportunities available to children at these more accessible schools. She said that parent Dan Habib also brought to the School Board’s attention the need for all children to flow together from one activity to another, and for children with disabilities to spend less time away from their classmates. Ms. DeVorsey noted the substantial cost difference between renovating and building new at Kimball, and expressed concerns upon hearing that Kimball is built on a rubble foundation. She recalled Mr. Monson saying how important it is to speak with caretakers who are in the school with the children every day. Ms. DeVorsey expressed her conviction that the need to build new at Kimball is one of fundamental fairness to children in the Concord School District.

Mr. Williams stated that he believes a renovated Kimball School meets the District’s educational goals and objectives, and does not believe in throwaway buildings that do not meet the objectives. He said the debate has been characterized as renovation vs. education but that he does not see it that way. He stated that it makes sense to renovate for our students, as renovation represent civic commitment and the importance of local governance. He stated that if the renovated Kimball could not meet the District’s needs he would not vote for it. He believes it is a wasteful decision to demolish and therefore will vote against the motion.

Ms. Bonk stated that she believes what is educationally best for students is not the site and that the Kimball site doesn’t work for 500 students. She said that she believes there are other sites in Concord that would work much better. Ms. Bonk noted that she will vote against demolition and also will vote against the bonding of the project.

Mr. Cogswell noted that he spent his professional career at three schools in the city: Walker, Dewey and Kimball and would love to keep Kimball, as he knows its historical importance. He stated that during the course of many discussions he would come up with a reason to renovate for each reason someone would present to build new. He said that, when all was said and done, he thinks that Concord’s children and the site will be best served with new construction.

Mr. Casko stated that he will vote in favor of the motion to construct a new school at Kimball, noting that this is one of the harder decisions he has had to make on the School Board. He stated that the educational benefits of new construction are overwhelming and unmistakable, and that it is the unanimous opinion of District educators that new construction will be the most beneficial option. Mr. Casko stated that one of the most important features a new school will provide is collaboration among teachers who will be physically closer to one other, and specialists and administrators who will be closer to the students and teachers. He noted his concern that if the building is renovated, the District will retain many of the deficiencies it is trying to remedy. He remarked that the economic
aspect of this decision, with a minimum of $2.4 million more to renovate than to build new, highlights the requirement to balance the needs of the District with the ability of taxpayers to handle the costs, and that the State needs to honor is obligation for providing building aid. He said that new construction favors safety and accessibility, recalling a young man using a wheelchair at a community meeting at Conant who spoke about the importance of inclusion and the inherent sense of isolation experienced by students with disabilities. Mr. Casko noted that the School Board seriously considered historic renovation and that while he considers this legitimate and worthwhile, providing many teaching moments for youngsters, he cannot justify the extra cost in this case and that other historic buildings in Concord to be considered.

Ms. Patterson responded to one of the issues raised by Ms. Bonk, stating that it makes tremendous sense to have a school at this site. She said that, while people talk about importance of preserving the building, she thinks it’s important to preserve elementary school functionality at this site. She said that when she joined the School Board, she heard strongly the desire of the community for neighborhood schools and that, while the new buildings will be larger, as a city we want to have families with children in this neighborhood. She noted that it is a tremendous asset for students to be downtown and able to access the City library, State House and local parks. If we end up with a beautifully preserved building but our children end up getting bused to a school on the edge of town, we would lose that sense of neighborhood connection. She stated that as the daughter of an historian, the choice of whether to renovate or build new was a particularly difficult choice for her. Ms. Patterson said she initially assumed she would vote for renovation and been excited with HMFH and touring sites that firm has renovated, but that over the past couple of weeks her views have changed, and what others have talked about many of these reasons. She said she has heard from many people through their testimony, phone calls and emails, but that most persuasive was Stephanie Celestin’s email, which was detailed and spoke from her direct personal, professional experience. She noted that the problems Ms. Celestin outlined would continue in a renovated school during emergency drills, placing an additional burden on staff and presenting a frightening scenario for students. She stated that she also found very moving parent Dan Habib’s video about the need for inclusion for his young son Samuel, and understood that a big part of the rationale for consolidation was to allow all elementary students to be able to attend their own neighborhood schools, and that there are intangible benefits to classmates and the community to include these students. In order to be accessible, a school needs to be designed with those students’ needs in mind, and not just for those with permanent mobility issues but also those with temporary mobility issues. She stated that in the end, a school is for children and the School Board needs to put their interests first. She stated that she has confidence in HMFH and their ability to incorporate Kimball’s rich history by reusing the entry and some of its granite. She stated that building new will be cheaper and much less likely to include unexpected cost issues. She noted the known presence of PCBs in the basement and that, if the building is renovated, the mitigation process will be much more complicated and expensive because of the testing required. She stated that those are the parts of the school that would be used for our youngest children. Ms.
Patterson said that, in the decision-making process, the School Board has gotten to see the tremendous ingenuity of staff and students in working with old buildings “with issues” and that, while it is sad to lose the value of that, the new schools are not cookie-cutter designers – each school will have its distinct character.

Mr. Dunn noted that he will vote for building a new school on the Kimball block. He noted that Concord is a district of inclusion and will have more rooms in the new building.

Dr. Fleming remarked on the initial issue brought up by Ms. Bonk, the practical realities of putting a school on this site, noting that this is not what the debate is about now, as the School Board explicitly agreed that this was the direction that it was going to go. He noted that while he would think it acceptable to put a school elsewhere, that is not what’s on the table right now and that the Board has received a great deal of community input about putting a school here. He stated that the Board has moved beyond the question of seeking another parcel of land, but rather faces the question of what it has to do to get a school on this site that meets the educational objectives in the allotted timeframe. He noted that it is a good bet that if the School Board doesn’t bond, the State will not be giving building aid to the District. He remarked that it is not for the School Board to debate the work of the legislature; that work won’t take place in time for its decision. He stated that Concord needs a quality facility that will meet children’s needs the same as the other students in the other new schools. He stated that he will vote for building new on the Kimball site.

Bill Glahn suggested that, while as a Board member-elect he is not entitled to vote, it might be relevant to know if his vote would be radically different from the person he is replacing. He noted that since he came on the School Board in 2006, it has had at least 18 Board members, but that all of these Boards have come to relatively similar conclusions regarding the elementary schools consolidation project. One of the things that is important in thinking about this decision is that if the School Board is going to spend the money to do this, it needs to think about 50 and 70 years from now and whether what the Board does on this site will have value in the future. While there are strong instinctive reasons to not tear down an old building, nonetheless a new building may provide the greatest flexibility in a 50- to 70-year horizon. He stated that the School Board owes it to its own process and to the long-term goals of the City and the education of its children to make sure what it does here lasts for a long period of time.

Ms. Ardinger read the following comments into the record:

I’d like to take a moment to acknowledge the importance of what we are about to do tonight and tomorrow night. After almost a decade of study and planning what to do about Concord’s elementary level facilities, involving so many members of the School Board who have travelled through serving the community, it is left to these nine members to decide the fate of an aging fleet of schools, half of which are now one hundred years or older. I’d like to thank my colleagues, past and present, who have spent hundreds of man-hours in pursuit of, first, understanding the need we have in the district to update our elementary facilities, and then studying how to
best solve a problem that can no longer be pushed off to some future time. I need to also thank a school administration and teaching staff that has been dedicated to not only making the best education possible for our students in spite of severe limitations presented by facilities which are woefully outdated, but who have also researched promising educational trends and social changes which will define education of the future. Last but not least, I would like to thank the many parents and citizens who have attended countless PTO meetings and community forums where the School Board was able to relay information to and listen to concerns of the public. Many people have also taken the time to send us e-mails these last few weeks to let us know their viewpoints. We have all worked very hard and for a long time to get to this point.

Our final task tonight, to decide whether to renovate Kimball School or to tear it down and build a completely new school, is a daunting one. More than almost any other single decision with which I’ve ever been faced, this choice presents impossibly conflicting values involving educational interests, taxpayers’ interests and historical preservation interests. It has been a difficult decision for me personally, and I come to it with a heavy sense of responsibility. I hope future citizens of Concord will look on this decision as having been the best decision for our community.

The first interest to take into consideration, whether the building can provide excellent education for our youngest students, presents nuanced arguments against renovation, although it must be pointed out that our architects have assured us that any renovation will be beautiful, will be fully in compliance with all building codes and needless to say, will be a whole lot better than what it is now. But Kimball/Walker teachers and administrators have unanimously and vociferously argued that a renovated 4-floor Kimball will not allow for efficient classroom layout which gives teachers the best opportunity to collaborate, that it will still present significant safety concerns because of the unavoidable travel during emergencies up and down four flights of stairs, and that it will not offer the same level of full inclusion of children with disabilities that all the rest of the other one- and two-story elementary schools offer.

I cannot ignore the insights of these educators, any more than I can ignore the complaints of the fire chief when he walks through the building and cites safety and fire code violations. For the last three years I have been on the School Board, we have talked often about solving the problem of unequal educational opportunities the 8 elementary schools offer to the district’s schoolchildren. Depending upon the neighborhood she lives in, a child with a mobility handicap cannot attend her neighborhood school, and depending upon which school he goes to, a child may not have a gym to play in or a decently sized library or even an art room in which to create art. By reconfiguring the elementary school neighborhoods and updating our facilities, the consolidation plan was supposed to address the lack of parity among
our schools. How can I, in good conscience then, vote for a renovated 4-story
Kimball which still leaves some of the inequities in place?

Next, moving on to address the taxpayers’ interests, I look at the difference in cost
between renovation and new, a difference of almost 2½ million dollars. The steering
committee has been working together with the architects every week for the last 3
months looking for ways to cut costs, cut extra space, cut anything which could
conceivably be looked at as a “luxury.” And with a new school design, they have
been successful in getting costs down to within the allowable costs which the state
department of education will reimburse at a 40% rate. It does not seem right, to my
way of thinking, and to the many parents of students who have contacted me, that
we take on an increased cost for renovation at the expense of providing a better
design which better serves the purposes of teaching and learning.

Finally, I must talk about the value of preserving a building which has been a school
since the time it was built in the early 1900s. At the beginning of this process of
creating a master plan for the elementary facilities, which took place some 7 or 8
years ago, the community said in a clear and emphatic way, that it valued its
neighborhood schools and that it wanted to always have a school in the downtown
area. In the planning that took place after the early surveys and community
meetings, the School Board went ahead and began buying properties, as they
became available, around the downtown schools of Kimball and Rumford in order
to preserve the ability of the district to keep a neighborhood school in the
downtown area for the future, a sentiment that had been expressed by the greater
community.

Now, at the eleventh hour, the Board has been criticized for considering tearing
down the properties on the Kimball block, which had been bought for the purpose
of someday allowing the district to utilize the space for an updated school facility. I
have to admit, I feel somewhat dismayed that some people would rather the district
sell the Kimball School for adaptive reuse, such as turning it into office space, than
to continue to use it as a school, which is what it has been for an uninterrupted
century. Rather than viewing historical preservation as simply an interest in
preserving bricks and mortar, can’t we also define it as a flexible enough concept to
also include preserving the use of the building?

The consolidation plan calls for reducing the number of elementary schools in the
city from 8 to 5. This leaves a total of 5 buildings that the district will no longer be
using as schools. Those buildings, Eastman, Dame, Walker, Rumford and Dewey,
one of which will be adapted for use as the administrative central offices, will be
offered for either city use or for private development. They will all be available to be
put to adaptive reuse. There is a great opportunity for the preservation of old
buildings left to be had. I do not feel that we are tearing down Concord’s historic
past by taking two of seven schools, rebuilding them and continuing to use the sites
as schools, especially when there are five other buildings that could be adapted for
other purposes.

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As we now move on to the task of voting, I know that my colleagues have spent the same sleepless nights that I have, analyzing and weighing and attempting to balance all these interests, and I trust that they will vote to do what each of them understands to be the right thing to do. Whatever the final vote looks like, it will come at the end of a long process of study and communication with the public. This decision represents an extraordinary attempt by numerous school boards to work with all interested Concord citizens, to include the public as much as possible in imagining what an elementary school of the future should look like, and to respond to demands that the needs get met in as fiscally responsible a way as possible. Of course, in any diverse community different voices want different things, and as a Board we must decide to go down one path as opposed to every path. What we try to do, to the best of our ability, is to serve the best interests of the community as a whole.

We are on the doorstep of tremendous change in the way we educate our youngest students. For many, the uncertainty of how that change will affect the city of Concord and its residents is a scary prospect. But I am confident that in taking this step to improve our schools we will be embarking upon a journey to bring early education in Concord into the 21st century, for all our children, in the interests of fairness, equity and excellence.

The Board voted 7–2 (Mr. Williams and Ms. Bonk voted nay) to approve the design of a new Kimball School (motioned by Ms. DeVorsey, seconded by Mr. Casko).

Ms. DeVorsey made a motion that the School Board now direct the administration to amend and resubmit the A24P state building aid application and waiver letter for Conant and Kimball Schools. Mr. Casko seconded the motion.

She noted that the original applications were for renovated Conant and renovated Kimball buildings and that the School Board was told that if design changes were made, the School District would need to submit new applications.

The Board voted 9–0 to direct the administration to amend and resubmit A24P state building aid applications and site waiver letters for Conant and Kimball Schools (motioned by Ms. DeVorsey, seconded by Mr. Casko).

Agenda Item VII. Adjournment.

The Board voted to adjourn.

The meeting adjourned at 9:00 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary
Concord School District  
Board of Education  
Special Board Meeting  
December 22, 2009

Present: Kassandra Ardinger, President, Laura Bonk, Chris Casko, Clint Cogswell, Megan DeVorsey, Jack Dunn, Kevin Fleming, Jennifer Patterson, Board member-elect Bill Glahn, student representative Dan Reinemann

Present by way of telephone: Eric Williams

Administrators present: Chris Rath, Robert Prohl, Matt Cashman, Michele Croteau

Agenda Item I. Call to Order
Board President Kass Ardinger called the meeting to order at 7 p.m.

Agenda Item II. Approval of Agenda

The Board voted 8–0 to approve the agenda (motioned by Clint Cogswell, seconded by Megan DeVorsey).

Ms. Ardinger noted that Board member Eric Williams was absent from the meeting due to illness.

Board Secretary Jennifer Patterson cited RSA 91-A:2.III, which allows the School Board the option of allowing one of its members to participate in this meeting by electronic or other means of communication for the benefit of the public and the governing body.

It was determined that Mr. Williams’ attendance was not reasonably practical as he was suffering from the flu. Since a quorum was present, it was determined that Mr. Williams could be called to join the meeting by telephone. A motion was made to that effect.

The Board voted 8–0 by roll call vote to have Eric Williams participate in the meeting via telephone (motioned by Ms. Patterson, seconded by Ms. DeVorsey).

Mr. Williams joined the meeting by telephone.

Agenda Item III. Presentation: Bond Financing
Ms. Ardinger turned the meeting over to Business Administrator Michele Croteau, who distributed bond schedules prepared by Cinder McNerney at First Southwest. Schedules 18, 19, 20 and 21 have been updated to reflect the decisions that were taken at the Board meeting of December 21, 2009. All of these documents will be posted on the School
Board’s website, **www.concordk5project.com**. She provided the following differences among the bonding schedules:

- Plans 22b and 23b have all the financing up front
- Plans 24b and 25b utilize staggered financing
- Plans 22b and 24b are equal principal scenarios
- Plans 23b and 25b describe capital appreciation bond scenarios

The Board spent some time discussing specifics of the various bonding schedules and the anticipated timeline, then moved on to the public comment section of the meeting.

**Agenda Item IV. Public Comment**

Roy Schweiker of Concord noted that the state reimbursement schedule looks backwards to him. He reviewed the capital appreciation bond, where it appears the State is reimbursing a higher percentage early on and a lower percentage later on; however, the State has no particular reason to give the School District more money early on. He said he considers this a dangerous proposition because of what Rep. Jessie Osborne said at the December 21, 2009 meeting about the State not honoring its State building aid commitment. He noted that he is still of the opinion that School Board should go with an equal principal bond.

Mr. Schweiker suggested that the Board should consider the idea of reopening discussion on the elementary school consolidation projects, to give people a chance to express their concerns on. He also noted that as far as staggered construction is concerned, he believes the District should start the new Dame/Eastman school right away, in June and not plan to start all three schools at the same time. He closed by saying he hopes the School Board will reengage the public in January for further discussion.

**Agenda Item V. Board Action**

Laura Bonk made a motion to move forward with bonding in all the language that is set forth herein but to bond only the amount of $20,186,953 for the purpose of constructing, originally equipping and furnishing a new Dame/Eastman Elementary School, with Sections 2, 3 and 4 of the Resolution remaining the same with the exception of the dollar amount in Section 2. Ms. Patterson seconded the motion for purposes of discussion.

Megan DeVorsey noted that bond counsel Roger Vacco told the School Board very specifically what it needed to do in order to ensure the bond process’ legality and timeliness. Ms. Croteau read a paragraph from Mr. Vacco’s letter of Dec. 10. indicating the need to meet the technical requirements of authorizing the debt.

Ms. Bonk noted that she is interested in voting to approve bond authorization only for the new Dame/Eastman school and not the two others.
Bill Glahn noted that this motion does not make sense in that it runs the risk of being contrary to the opinion of counsel and will not accomplish Ms. Bonk’s goal of voting nay to the full amount of the bond.

The Board voted 8–1 by roll call vote (Ms. Bonk voted for the motion) against the motion to separate out and vote separately on each of the costs of each of the schools (motioned by Ms. Bonk, seconded by Ms. Patterson).

Clint Cogswell made a motion to vote on the wording exactly as it is written on the handout and with the amounts on that page, with the understanding that the Board has flexibility to lower the actual bond amounts down the road.

Mr. Cogswell withdrew his motion.

Jack Dunn made a motion that the Board accept the wording of this resolution but change the numbers to reflect the December 4, 2009 projected summary costs from HMFH which would bring the total to $66.8 million, with each school’s costs updated. Ms. Patterson seconded the motion for the purposes of discussion.

Mr. Cogswell commented that the Board has looked carefully at the projects and their costs, but is sure the budget will be lower. He said he does think there is flexibility, but that these are the numbers the Board currently has, the Board has to go to the bond market and to the State with the numbers it has at the time.

Ms. Patterson commented that if the Board votes for a higher figure today, that could be or be seen as an incentive to allow for higher spending.

Mr. Glahn noted that with this vote, the Board is authorizing a bond level. Assuming the School Board has fiscal restraint, this would give the School Board more flexibility.

Ms. Ardinger remarked that the State requires that the schools be built to a square foot dollar limit. She stated that in order to properly consider this motion, the Board would need to take time to examine the spreadsheet with NH DOE for its limits. She stated that in every instance of every community going to voters to bond, a plan with numbers estimated by architects must be brought to the community, and that the numbers before the Board have been generated through schematic design. She said that the Board has every hope and expectation of coming in under budget. She stated that she thinks it is very important to give assurance to the public that the Board has a budget for the projects.

Mr. Glahn noted that the Board can always go down with its construction spending, but restricting itself to the exact figures in the printed resolution language would not allow it to go up.

Mr. Casko stated that he will vote against the motion on the table. He noted the occasional public sentiment that these [schools] are “luxury” buildings whose costs are going over and above what the School Board should be spending, and that authorizing higher numbers might encourage that negative thinking. He stated that the School Board needs to demonstrate to the public that it is committed to keeping costs down.
Ms. Croteau mentioned that the Board vote for bond authorization will support its A24P building aid application to NH DOE, and expressed concern about the difference between the schematic design and cost information from the architects and the figure voted on for bond authorization.

Eric Williams commented that it is not a good idea to do this, that authorizing a bond for a higher number puts out the perception that the Board will spend that amount.

The Board voted 8–1 by roll call vote (Mr. Dunn voted for the motion) against the motion to increase the amount to be authorized for bonding to $66.8 million instead of the $62.5 million as stated in the provided resolution (motioned by Mr. Dunn, seconded by Ms. Patterson).

Clint Cogswell made a motion to approve the resolution as written. Jack Dunn seconded the motion. Jennifer Patterson read the resolution into the minutes.

Resolution Authorizing the Borrowing of $62,539,605

The Board of Education of the Concord School District resolves as follows:

Section 1. That the sum of $62,539,605 is hereby appropriated for the costs of the following projects:

<table>
<thead>
<tr>
<th>Project</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constructing, originally equipping and furnishing a new Dame/Eastman Elementary School</td>
<td>$20,186,953</td>
</tr>
<tr>
<td>Constructing, originally equipping and furnishing a new Conant/Rumford Elementary School</td>
<td>$20,017,121</td>
</tr>
<tr>
<td>Constructing, originally equipping and furnishing a new Kimball/Walker Elementary School</td>
<td>$20,820,531</td>
</tr>
<tr>
<td>Relocation and Reconstruction of Administration Building</td>
<td>$1,515,000</td>
</tr>
</tbody>
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including with respect to each project all costs incidental and related thereto; and provided that to the extent any portion of an amount specified above for a project is not needed for such project, such portion may be used for any of the other projects specified above.

Section 2. That to meet this appropriation the District Treasurer with the approval of the Board of Education is authorized to borrow $62,539,605 under the Municipal Finance Act, Chapter 355 of the Laws of 1961, as amended, or any other enabling authority.

Section 3. That, in lieu of a borrowing by the District as authorized in Section 2. above, the President of the Board of Education and the Treasurer of the District are
authorized to execute a contract in the name of the District with the City of Concord which provides (i) for the use of the City’s credit and the issue of City bonds to finance the foregoing appropriation; (ii) that the City officials authorized to issue the bonds shall fix the dates, denominations, face of payment, interest rate or rates, and the form and other details of said bonds and provide for the sale thereof; (iii) that upon the written request of the District Treasurer the City may borrow temporarily in anticipation of the money to be derived from the sale of such bonds; (iv) that the District shall provide for raising the money required to pay the indebtedness incurred by the City for the use of the District, together with the interest and incidental expenses thereto appertaining; and (v) that the District shall take any other actions necessary in connection with the issue of the City bonds. The authority given in the preceding sentence to the President of the Board of Education and the Treasurer of the District shall also apply to the $800,000 borrowing of the District authorized by the Board of Education at its September 8, 2009 meeting for architectural services for schematic designs relating to the projects listed in Section 1. above.

Section 4. This resolution shall take effect upon its passage.

Mr. Casko noted that he will vote in favor of the resolution as the next logical step in implementing the elementary school consolidation plan. He stated that the Board must take this action as the only way to address the inequity of educational opportunities for elementary-age students in the city. He said that the Board cannot do nothing – the schools must be brought up to code and accessibility must be provided. Mr. Casko remarked that the School Board has learned that renovating the buildings will be more expensive, and that the School District has been assured that it will receive reimbursement for 43% of costs from the State building aid program. He noted that, while it may be the viewpoint of some that the School Board is rushing things through at the Christmas season, this is not the case, but rather an action to make sure the School District will get state building aid, which would not happen if it delays to discuss further and have more public meetings. He stated that Bob Monson told the School Board last night that the District has managed major projects before, including simultaneous renovations to several elementary schools and the entire high school project, maintaining a livable City.

Ms. Bonk indicated that she will vote against the motion, stating that the City would have better schools if the projects were staggered a year or two or three years apart. She said that she will not support authorizing the full amount tonight.

Mr. Dunn thanked previous Boards, teachers and administrators for their work that has brought the Board to this point. He stated that he strongly believes the School District can construct all three projects at once and will vote in favor of the motion before it.

Mr. Williams noted that every School Board member relies on his or her principles as they vote and that everyone is trying to do our best for the children and for the City. He
remarked that ultimately the School District will end up with something everyone will be
proud of.

Ms. Patterson stated that the Board needs to do this now, and that, while this is a large
amount of money, the District needs to qualify for building aid. She said that while Mr.
Schweiker’s idea of staggering school construction is intriguing, the Board cannot delay.

Ms. Ardinger made note of a number of facts facing the School Board:

- Putting off the projects will only lead to further expenditures of money.

- The Board has been given a 3-year window by the Concord Fire Department to ensure
the elementary schools meet the requirements of the new, state-mandated fire and Life
Safety Codes arising from the legislative act of SB376. if the School Board does not
build new schools, it will be spending millions of dollars to address code violations,
some of which will require breaking into walls and exposing hazardous materials that
become friable, incurring further costs in abatement. That is not a good investment.
Without implementing the master plan, which calls for consolidating elementary
schools from 8 to 5, the local Fire Chief will have no choice but to enforce remediation
of problems that have been found in most of the schools. She stated that the taxpayers
of Concord need to understand that this will have an extreme impact on the budget.

- Ms. Ardinger noted that she and Megan DeVorsey had written an editorial a few
months ago proposing staggering the construction projects, but that what has changed
is now beyond the control of this particular School Board, with the Legislature now
looking at a temporary suspension of building aid sometime in 2010. She noted that the
School Board has no assurances from any of the Concord legislators how long the
“temporary” suspension of building aid will last. She stated that the School Board
cannot call the shots in exactly how it might want to spread out the implementation of
limited school building aid.

- Ms. Ardinger noted that now is an opportune time to pursue such a large construction
project because costs are low and the administration expects to get very good bids, and
interest rates are currently low, but are bound to rise in the coming years.

The Board voted 8–1 by roll call vote (Ms. Bonk voted nay) to approve the
resolution as stated above (motioned by Mr. Cogswell, seconded by Mr. Dunn).

Ms. Ardinger noted that the School Board Charter requires a 2/3 vote to authorize any
bond. This vote was 8 to 1 and met the requirement.

Ms. DeVorsey noted that she had moved at the December 21, 2009 Board meeting to direct
the administration to prepare new A24P applications for state building aid and site
waivers for both Conant and Kimball Schools. She stated that two similar Board votes
were also required. She made a motion to direct the administration to prepare an A24P
application for state building aid for the estimated $1.5 million to relocate the Central
Office. Dr. Kevin Fleming seconded the motion.
Superintendent Rath summarized the status of the central office administration building. At some point the Board felt that Dewey should be sold if it is the most valuable building, whereupon Rumford School would become the next choice for the relocation of the Central Office. She further noted that Dewey School would not be an interim move because it will take investment inside the building to meet the requirements of an office space.

Ms. Ardinger said that if Dewey School were sold to a developer, it would most likely be preserved and put to adaptive reuse.

Superintendent Rath noted that an Instructional Committee meeting is scheduled in January to discuss the transition plan for students during construction.

**The Board voted 9–0 by roll call vote to direct the administration to prepare an A24P application for state building aid for a $1.5 million estimated expenditure to relocate the Central Office to Dewey School (motioned by Ms. DeVorsey, seconded by Dr. Fleming).**

Revised A24P for new Dame/Eastman School

**The Board voted 9–0 by roll call vote to direct the administration to submit a revised A24P application for State building aid in accordance with final schematic designs for the new Dame/Eastman School to the NH DOE (motioned by Ms. Patterson, seconded by Ms. DeVorsey).**

Ms. Ardinger presented a Board of Education Resolution to Megan DeVorsey upon her resignation from the Board.

**The Board voted 9–0 by roll call vote to approve the aforementioned Resolution for Megan DeVorsey (motioned by Ms. Ardinger, seconded by Ms. Patterson).**

Agenda Item VI. Adjournment

**The Board voted 9–0 by roll call vote to adjourn (motioned by Dr. Fleming, seconded by Ms. Patterson).**

The meeting adjourned at 7:30 p.m.

Respectfully submitted,

Jennifer Patterson, Secretary