Board of Education, Concord School District

Annual Organization meeting and Regular meeting

January 3, 2012

Board Members present: Kass Ardinger, Chris Casko, Clint Cogswell, Jack Dunn, Bill Glahn, Barbara Higgins, Nick Metalious, Jennifer Patterson, Tara Reardon, and Peter Rouvalis and Ethan LaFrance (student representatives)

Administrators: Chris Rath, Donna Palley, Larry Prince, Matt Cashman, Michele Croteau, RMS Principal Tom Sica

Annual Organizational Meeting

Call to Order

Superintendent Chris Rath called the meeting to order at 7:00 p.m. She seated new Board members Barbara Higgins and Nick Metalious and welcomed Jack Dunn to his second term as a school board member. She noted that the new Charter is in effect (as of November 8, 2011), and pointed out those clauses in the Charter that govern the first meeting of the Board in each calendar year. She then opened the floor to nominations for president of the School Board.

Bill Glahn nominated Kass Ardinger for president, noting that anyone who has served with her for a term knows that she deserves to have this position. Ms. Ardinger agreed to serve in this position when she had only been on the Board for a couple of years, has been on every major committee on this Board, attends every School Board meeting, and served on the legislative Charter Commission in 2010.

The Board voted 8–0 (Ms. Ardinger abstaining) to elect Kass Ardinger as president of the School Board for 2012 (motioned by Mr. Glahn, seconded by Clint Cogswell).

Board President Ardinger thanked the Board for its vote of confidence in her leadership, and opened the floor for nominations for vice president of the School Board. Chris Casko nominated Mr. Cogswell as vice president, noting that he has served Concord School District for decades. He carefully balances the needs of students, parents, teachers, administrators and taxpayers in a thoughtful and responsible manner. Mr. Casko said that Mr. Cogswell works diligently to ensure that the City of Concord has the best school district in the state. As Vice President of the Board and chair of the Finance Committee, he guided the Board through a difficult budget process in the face of extreme cuts in state revenue. He provides long institutional knowledge of the District that is valuable to the Board.
The Board voted 8–0 to elect Clint Cogswell (Mr. Cogswell abstaining) as vice president of the School Board for 2012 (motioned by Mr. Casko, seconded by Mr. Glahn).

Ms. Ardinger opened the floor for nominations for secretary of the School Board. Mr. Casko nominated Jack Dunn, noting that he would unanimously win most valuable Board member in any vote. His tenure on the Board has been marked by enthusiasm and zeal, remarkable work ethic and commitment to the job of School Board member. Serving as Chair of Capital Facilities last year, he spent an extraordinary amount of time working with staff, consultants, and other Board members. Mr. Casko noted that his effort doesn’t stop at attending meetings both day and night, but that he provides comprehensive data and presentations that demonstrate many hours of work. Mr. Casko noted that many Board members wonder if he ever sleeps, particularly as his Board work is in addition to running a business full-time, and raising a young family.

The Board voted 8–0 to elect Jack Dunn (Mr. Dunn abstained) as secretary of the School Board for 2012 (motioned by Mr. Casko, seconded by Mr. Glahn).

Ms. Ardinger asked Business Administrator Michele Croteau if she would continue as Treasurer of the Board. Ms. Croteau said she would be honored to do so.

The Board voted 9–0 to elect Michele Croteau as treasurer of the School Board for 2012 (motioned by Ms. Ardinger, seconded by Jennifer Patterson).

Ms. Ardinger opened the floor for nominations for clerk of the School Board. She nominated Roger Phillips for clerk of the School Board, and the full Board thanked him for his continued service. A deputy clerk will be appointed at a later date.

The Board voted 9–0 to elect Roger Phillips as clerk of the School Board for 2012 (motioned by Ms. Ardinger, seconded by Mr. Glahn).

The Board voted 9–0 to adjourn the organizational meeting (motioned by Mr. Glahn, seconded by Jennifer Patterson).

Regular Monthly Meeting

Agenda Item 1. Call to Order

The meeting was called to order at 7:04 p.m.

Agenda Item 2. Approval of Agenda

The Board voted 9–0 to approve the agenda (motioned by Mr. Cogswell, seconded by Mr. Casko).
Agenda Item 3. Public Comment
There was no public comment.

Agenda Item 4. Recognitions
Student representative Peter Rouvalis reported on activities at the high school:

- The reason both he and Ethan LaFrance were wearing bow ties is that this was Bow Tie Tuesday
- Ethan noted that the CHS holiday canned food drive was successful, with over $2,196 raised; and nearly 5,000 cans on the last day of the drive (the total was the equivalent of 10,000 cans).
- Peter noted that winter basketball, hockey and track team seasons are underway.
- Peter described a new program that will include 17 other schools under NHIAA and Special Olympics called the Special Olympics Sports Project. This will involve special education students participating on a “unified sports team.” Five CHS seniors will help out at practices and games.
- Ethan reported that a delegation of 14 CHS students will participate in a Model UN conference in Boston next month, joining 3,000 other students to discuss/debate solutions to world problems with students “from other countries” – CHS will be representing Rwanda.
- Peter reported that the first semester will end in a few weeks, and exams are coming up.

Superintendent Rath introduced RMS principal Tom Sica to talk about a recent significant event at the middle school. Mr. Sica reported that Sandy Keyes, RMS ELL teacher, noted a sense of discontent about the number of parents of ELL students who attended parent/teacher conferences and worked to recognize some of the challenges for these parents to full participation in the school. She worked with Ann Rines, Tom Sica, Anne-Marie DiPasquale and several other staff members to organize a parent night specifically for parents of ELL students. The Boys & Girls Club generously provided transportation for the families, and at 5 p.m., the RMS staff welcomed nearly 100 family members of the 65 RMS ELL students. He noted that the students were very excited about writing their invitations to their families. The hope had been to model a parent conference, so parents could leave with the understanding of what a parent conference looks like in an American school. The event included interpreters, family members and other staff, and was a success due to the gifts and talents of many people. The CHS Culinary Arts Program contributed to the meal that was shared with the families. A great deal of information was communicated to the families, and parents now have a better picture of what their child’s day at RMS is like. Mr. Sica showed a PowerPoint of many pictures from this event.
Superintendent Rath noted emails and letters about the success of the Canned Food Drive, and thanked Peter Trott, Karen Riess, and several students for their especial work on this project. She noted that as a result, these students have a sense of being community participants, one of the District’s specific educational priorities.

Ms. Ardinger highlighted several items in the Board policies included in the Board packet, noting especially that the role of a School Board member is to maintain a balance between fiscal responsibility and a commitment to quality education. She emphasized that statutory authority must be exercised by the School Board as a whole, and that no one person has the legal authority to act on behalf of the Board without its approval. She described the technical aspects of going in and out of non-public session and “non meetings” with legal counsel, noting that most of the Board’s meetings are open to the public. She explained the role of electronic communications relative to RSA 91-A, noting that the only time Board members communicate as a Board through email is when the purpose is to facilitate or enhance a meeting plan: to inform members when a meeting is being held, to send out committee assignments, and other minor subjects. Those types of electronic communications do not invite discussion and stay within the outline RSA 91-A. Lastly, she noted that Board members are required to disclose any potential conflict of interest if they have direct personal and pecuniary interest in a subject which the Board is considering.

She noted that she will be sending committee assignments electronically in the next day or so. She welcomed the two new Board members and said she hoped they would enjoy their service and all the meetings they will be attending.

Agenda Item 5. Approval of Board Minutes

Ms. Ardinger briefly reviewed the minutes of the regular monthly meeting on December 5, 2011.

The Board voted 9–0 to approve the minutes of the December 5, 2011 Board meeting (moved by Mr. Cogswell, seconded by Mr. Dunn).

Agenda Item 6. Instruction

Jennifer Patterson gave the report of the December 14, 2011 Instructional Committee meeting. She thanked Eric Williams and Donna Palley for putting together excellent minutes (these minutes are posted on the District website). The committee discussed the implementation of a Fire Science program at CRTC, and unanimously voted to recommend this to the full Board.

The Board voted 9–0 to approve the addition of a Fire Science Program to be listed as an offering at CRTC beginning in the 2012-2013 school year, contingent on approval by the Department of Education and availability of funding (motioned by Ms. Patterson, seconded by Mr. Dunn).
Ms. Patterson noted that the committee also discussed guidelines for booster clubs, including a discussion of requirements for nonprofit status. Some booster clubs have 501(c)(3) status and others do not. The clubs will need to have a federal tax ID number and register with the State as a nonprofit, a relatively inexpensive process. The committee discussed the possibility of setting up an “Athletic Council” to benefit smaller booster clubs. As regards the need of the booster clubs to obtain liability insurance, Ms. Croteau researched a national-level organization that can provide this insurance. Booster club representatives present at the meeting had an opportunity to offer their thoughts and comments. There was no action on this topic.

The Committee also heard from CHS math and other staff regarding a proposal to combine two algebra classes, and how to make a substantially heterogeneous class work. Mr. Cogswell asked that the Board receive a report next February on how this process is working, and how students who have moved into this combined math class are doing. Ms. Ardinger noted that she was persuaded by a special education teacher who spoke about giving students more time with algebra concepts, including sometimes enrolling those students in an additional math class.

**The Board voted 9–0 to combine the Discovering Algebra course and the Algebra I course beginning in the fall of 2012 (motioned by Ms. Patterson, seconded by Mr. Casko).**

Agenda Item 7. Communications

The Committee did not meet in December but Policy #424.4 Unpaid Leaves of Absence is ready for a second reading. Ms. Patterson went over some of the particulars of the modifications of the policy.

**The Board voted 9–0 to adopt the modified Policy #424.4 Unpaid Leaves of Absence as presented (motioned by Ms. Patterson, seconded by Tara Reardon).**

Agenda Item 8. Capital Facilities

Mr. Dunn and Mr. Cashman gave an update on construction of the new Mill Brook, Christa McAuliffe, and Abbot-Downing schools, noting that the one-year construction anniversary is this month. He said that the District is $26.9 into the $62.5 million project, representing 43% of the total.

The construction project continues to be ahead of schedule, with 90% of drywall installed in all three schools. Most of the classrooms now have colors on the walls, and the mechanical systems are 90% complete. Ceiling grid is being installed, as well as casework and millwork, ceramic tile on walls and bathroom floors, and rubber flooring and gymnasium flooring. Tours are being given. Mr. Glahn noted that Christa McAuliffe’s children Scott and Caroline McAuliffe (former Kimball students) and Scott’s wife Teresa (an engineer) had toured the building with him over the holiday.
break. He said that they were quite impressed with the school design. Mr. Cashman’s last televised tour from the end of October was just broadcast. Ms. Ardinger asked that he conduct and televe another tour soon, as people like and appreciate it. Mr. Cashman noted that ConcordTV did a good job with the taping.

Agenda Item 9. Negotiations

Bill Glahn gave the report of the Negotiations Committee meeting of December 19, 2011, noting that both sides have presented their proposals of changes they’d like to see in the contract. He indicated that there did not seem to be any major surprises for the Board. He said that he hopes that contract negotiations can be completed in the near future.

Agenda Item 11. Proposed Calendar of Meetings

Superintendent Rath discussed the calendar of Board meetings for January, February and March 2012, noting a series of Board work sessions to prepare a preliminary budget for a vote of the Board in March. The calendar of meetings can be found on the District’s website, concordnhschools.net.

Consultant Michael Castagna will preview some of his thinking about the buildings that will be decommissioned with the Capital Facilities Committee on January 4.

Agenda Item 12. Public Comment

There was no public comment.

Agenda Item 13. Adjournment

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

The meeting adjourned at 8:00 p.m.

Respectfully submitted,

Jack Dunn, Secretary
School Board Retreat  
January 14, 2012

**Present:** Board members Kass Ardinger, Clint Cogswell, Jack Dunn, Jenny Patterson, Bill Glahn, Chris Casko, Nick Metalious, Barbara Higgins  
**Administrators:** Donna Palley, Matt Cashman, Chris Rath

1. **Legal Issues**  
The Board convened at 8:00 a.m. The first order of business was a session with one of the school district’s attorneys, John Teague. Mr. Teague provided Board members with a document detailing the major responsibilities and legal issues related to service as a school board member in New Hampshire. The topics covered included the various roles of the Board (quasi-judicial, ministerial, policymaker), conflict of interest, Right to Know law; use of email, fiduciary duty, board discipline, role of counsel, board member liability.

2. **Board Accomplishments for 2010 and 2011**  
The Board reviewed the many actions and decisions taken during the two prior years (lists attached).

3. **Current Trends**  
Board members identified significant trends that are currently impacting the Concord School District, Concord and New Hampshire, and society in general, and considered the impact these trends may have on the school district. (See notes below.)

4. **Teachers’ Voices**  
The Board members heard comments from a number of teachers in response to the question posed to these teachers, “What do you hope for from this School Board?” (Summary attached).

5. **Goals and Priorities for 2012**  
The Board generated a list of goals and priorities for 2012.
1. The School Board will actively educate the Concord community on the successes of the school district in educating our children for the future and preserving the value of community
   - Board members are more visible, both in schools and out in public; more PR
   - Increase School Board connections to community
   - Increase School Board connections to schools and our teachers (e.g. assign Board members to individual schools as liaisons)
   - Involve community in the opening ceremonies of our new schools
   - Involve community in district and Board tasks and initiatives
   - Encourage full community involvement in planning for the re-use of our old schools
   - Use the new schools to celebrate our community and to integrate community into the district
   - Encourage events in our schools that provide opportunities for community to participate (e.g. film series)

2. The School Board will increase public understanding of what and how students are learning at all levels
   - Focus on Instructional Committee issues such as 24 credits, technology, curriculum
   - Identify and address the 3 most important curriculum issues
   - Investigate credible “paperless” curriculum (i.e. online)

3. The School Board will oversee the selection and use of technology in our schools as a means
   - Approve technology devices for our new schools
   - Monitor the integration of technology into our schools

4. The School Board will continue to budget according to its priorities.
   - Prioritize resources
   - Discuss connections between budget and instruction
   - Consider/evaluate curriculum impact when considering budget – not just tax rate
o “Replace rather than remove” model of budgeting
o Look for ways to streamline spending, more efficient use of funds.
o Include information on budget issues published to the web and paper as soon as possible
o Find funds to infuse into our depleted trust funds
o Reach new contract amicably
o Increase education of staff about budget, costs of benefits, etc.
o Transportation analysis, prepare to contract to outsource
o Analyze special education organization and resources

5. The School Board will increase public understanding of the relationships between the legislature and budget constraints: “Your vote for legislators directly impacts our schools.”

Trends affecting Concord School District
o Use of technology
o Virtual learning
o Special education
o Individual education programs
o IEPS for all students; follow the child
o Merit pay
o Employment law changes, impacting contracts
o Funding changes, instability of budgeting, need to budget year round
o Local use of federal funding

Trends affecting Concord, New Hampshire
o Vouchers
o Charter Schools
o Homeschooling
o Social networking sites
o Expanding the classroom
- Changing population, demographics
- Increased diversity
- Quality of teaching work force
- More sharing of resources between city and school district

**Trends in society**

- Family, parental involvement
- Misuse of technology
- Role/responsibility of government
- Heightened adversarialism
- Long term effects on income disparity
- Adverse selection

Three groups developed scenarios describing what changes these trends could cause in the Concord School District and what they would require of the Concord School Board.

*Trends in society – Jenny Patterson, Jack Dunn, Nick Metalious*

**“True Community Schools: Outcompete Private Alternatives”**

In this scenario, Concord School District will increase its public relations efforts; focus on positive things happening in the district; use technology to increase communications with parents and community; use the new schools by holding events that bring in the community (e.g. film series with discussion); consider adding the position of public relations professional.

*Trends in Concord/NH – Bill Glahn, Chris Casko, Matt Cashman*

**“Loss of Neighborhoods”**

In this scenario, Concord School District and the School Board has been influenced by the trend in the NH legislature (and nation at large) that questions the underlying assumption that public education is for the “common good.” As one Board member pointed out, “If we lose that sense of common purpose and common good, citizens and groups of citizens become more insular and have less contact with others outside their group, which leads to fear of those ‘not like us.’” This is an outcome the Concord School District is working hard to avoid. The School Board is charged with doing what it can to maintain a strong sense of community within the city.
The district realizes that the traditional teacher workforce (educated women) does not have the knowledge and background of many of its new students. The district also realizes that unlike in earlier times when the teacher was the source of content knowledge, knowledge is now available to all. Teachers are teaching students how to access, summarize, synthesize, and evaluate knowledge.


“The Road Less Traveled”

In this scenario, classrooms fit students instead of students fitting classrooms. The system has become less time-based, and more open. Families are very important. Teachers collaborate, co-teach, and share expertise by videotaping their best lessons and making them available to all students. An electronic resource like “Khan Academy” with good lessons is available to all. Materials have become more flexible. There is easy access to data so the superintendent can coordinate and track progress. Students move on when they demonstrate competency, not just with completion of the seat time. The Board passes policies like allowing test-outs of certain courses, and budgets for items like stipends for teachers who engage in innovation.
Concord School District
Special School Board Meeting
FY 2012-2013 Budget Overview Presentation
January 23, 2012

Board members present: Kass Ardinger, President, Chris Casko, Clint Cogswell, Jack Dunn, Bill Glahn, Barbara Higgins, Nick Metalious, Jennifer Patterson, Tara Reardon
Administrators: Chris Rath, Donna Palley, Michele Croteau, Larry Prince, Matt Cashman

Board President Kass Ardinger called the meeting to order at 5:30 p.m. She explained that the meeting was the first run-through of the FY 2012-2013 Superintendent’s Proposed Budget. The meeting was then turned over to Superintendent Chris Rath, who distributed copies of her PowerPoint presentation of the 2012–2013 Proposed Budget.

Superintendent Rath explained that the district budget is composed of three (3) funds: the General Fund, the Food Service Fund and the Grants Fund, with two types of budget categories: functions (areas of activity) and objects (service or material object). She stated that the proposed expenditures for the General Fund for FY 2012-2013 are projected to be $70,844,312, which represents an increase of .50% from the FY 2011-2012 budget, but does not include steps or cost of living increases for NEA groups or unaffiliated positions. Superintendent Rath went on to explain that the Grants Fund is projected to be $3,188,840, a decrease of $365,351 and the Food Service Fund is projected to be $1,703,604, an increase of $49,649, for a total appropriation of $75,736,756, an increase of $440,344.

To further aid in the explanation of the FY 2012-2013 Proposed Budget, Superintendent Rath displayed a pie chart depicting the percentage breakdown of the proposed General Fund budget by function, explaining each section.

- Regular programs represent 44% or $31,344,425 of the FY 2012-2013 Proposed Budget. Included in this section of the budget is the first budget for the consolidated elementary programs.
  - The goals of this elementary consolidation of fully accessible facilities, varied learning spaces, learning commons, facilitation of staff collaboration, technology, equity, full arts programs, physical education programs on-site, multiple classes at each grade eliminating split classes, balanced class sizes and more efficient use of personnel, will be realized with the fall 2012 opening of the new schools.

- Special programs represent 22% or $15,665,163 of the FY 2012-2013 Proposed Budget.
• Special Education is projected to have tuition increases for out-of-district placements, and new software programs added for preschool and tracking discipline (SSR programs and PBIS).

• The Preschool programs are proposed to have plans for three (3) classrooms and better coordination of staff.

• Pupil Services are being proposed to include a reduction in an elementary health aide and contracted services for vision, to add Braille resources and audiology equipment, and to reassign LPN nursing services.

• Alternative Education programs are proposed to include Summer Bridges, Plato, Boot Camp courses, the GED program, Virtual High School, the Adult High School program, the Second Start program, and the Summer School program.

  o Adult/Community Education represents .6% or $452,680 of the FY 2012-2013 Proposed Budget.

    • The Director of Community Education position and the Driver Education program will be eliminated.

    • The Diploma Academy and Adult High School will be combined under the direction of the Diploma Academy coordinator.

    • The high school summer school program will be under the direction of the high school administration.

  o Building and Grounds, Construction, and Debt Service represent 19% or $13,122,385 of the FY 2012-2013 Proposed Budget.

    • Funding for the Director of Facilities & Planning position will return to the General Fund from the elementary school project.

    • An additional 1.25 new custodian positions are proposed for the elementary schools, a reduction in custodian overtime, contracts for snowplowing, decreases in repairs and maintenance, the elimination of the Pembroke Road lease which is pending, decreases in rental of equipment, and increases in property and liability insurance.

    • The debt service is also contained in this section of the budget and continues to maintain a level of $3.2M.

  o Administration represents 8% or $5,646,147 of the FY 2012-2013 Proposed Budget. There will be a reduction of one (1) elementary administrative assistant which provides for an additional GASB 45 audit, a decrease in legal fees, funding of the data system Performance Pathways (previously funded by NH Department of Education), and a decrease in the contingency.
Transportation represents 3% or $2,447,550 of the FY 2012-2013 Proposed Budget. This section reflects a negotiated salary increase of 1.75%, increases in transporting students out of district, and leases for four new buses.

Benefits represent 2.8% or $1,997,715 of the FY 2012-2013 Proposed Budget. The objects in this function are all subject to negotiation. This section includes the elimination of stipends for the Planned Retirement program that ended in 2011, the increased cost of health insurance for retirees under 65 at 7.7% (at School Care rates), and the additional funds to cover the cost of returning to the Local Government Center.

The next budget area to be addressed was Projected Revenues for FY 2012-2013. Superintendent Rath stated that the revenues were projected to be $24,064,585, a decrease of $1,224,772 from 2011-2012. She further stated that there were many sources of revenue, including local tuition; transportation and other fees; state funds such as the adequacy grant, building aid, catastrophic aid, vocational aid, and E-rate; federal funds such as Medicaid and Interest rebates; reserves such as Facilities Purchase and Renovation, Instruction, Risk Management, Energy and Special Education; and the unreserved fund balance.

Superintendent Rath went on to explain that although there were increases in tuition for foster children placed in Concord, the Project Search program, facilities rentals, and building aid; the adequacy grant and catastrophic aid were level-funded and there were decreases in tuition for Drivers Education due to the elimination of the program, tuition for Community Education and in Deerfield special education; and finally a decrease in federal aid (Ed Jobs).

Superintendent Rath concluded by summarizing that projected expenditures of $70,844,312, a $354,206 increase; revenues of $24,064,585, a decrease of $1,224,772; unreserved fund balance of $2,000,000, a decrease of $1,908,908; will result in the projected amount of $44,779,727, a $1,908,980 increase, to be raised by taxes. By using the .37% valuation increase, the tax rate impact is projected to be an increase of 3.93%. Superintendent Rath reminded the Board that the costs of negotiated agreements and the use of reserves are still to be determined, as well as the use of reserves.

The meeting adjourned at 6:40 p.m.

Respectfully submitted,

Kass Ardinger, Board President

Jack Dunn, Secretary
Board Members present: Kass Ardinger, Board President, Chris Casko, Jack Dunn, Bill Glahn, Barbara Higgins, Nick Metalious, Jennifer Patterson, Tara Reardon

Board Members absent: Clint Cogswell

Administrators: Chris Rath, Donna Palley, Michele Croteau, Larry Prince

Others: Mike Macri, CEA President

Board President Kass Ardinger called the meeting to order at 6:25 p.m. and welcomed the public to the first School Board Work Session on the FY 2012–2013 Proposed Budget. President Ardinger turned the meeting over to Superintendent Chris Rath.

Superintendent Rath stated that the first Work Session would be comprised of fielding issues that the Board would like to have addressed at subsequent Board Work Sessions. The Board requested more information on the following topics.

- Athletics: adding assistant coaches at Rundlett; No-Cut policy; travel costs, fees vs. costs
- Textbooks vs. online books
- Snowplowing: in-house or contracting out; which is the better rate?
- Technology: information on costs
- Buses: leasing vs. outsourcing; cost of athletic transportation if outsourced; replacements
- Special Education: models from last year’s budget; federal law requirements; areas of major increases over the last five (5) to six (6) years; federal definition of autism; overview of the Special Education budget; out-of-district placement cost increases
- Object 300 - Professional Services: update on transition from Bill White, vision consultants to District staff; reimbursement of Medicaid
- Elimination of Driver’s Education: cost of providers vs. District’s program
- Community Education: clarity regarding its reorganization and expenses
- Furniture: check to see if more can be carved out or already at zero (0)
- Revenue: review possible saleable items from old schools; ways to generate new revenue; increase facility rental fees; review Facility Fee Schedule
Reserves: possible results if reserves are decreased; apply some revenue to the Maintenance Fund; Garrison monies applied to reserve

Labor agreements: make sure the potential costs are included in proposed budget

Class sizes should stay the same

Staffing: custodial coverage

Decommissioned buildings: if sold, apply proceeds from building sales to reserve; if not sold, consider renting

Liabilities: look into NORESCO early buyout and possible restrictions

Superintendent Rath thanked the Board for its input and will use these issues in the agendas for the upcoming Board Work Sessions.

The meeting adjourned at 7:05 pm.

Respectfully submitted,

Kass Ardinger, Board President

Jack Dunn, Secretary
Board Members present: Kass Ardinger, Board President, Chris Casko, Jack Dunn via conference call, Bill Glahn, Barbara Higgins, Nick Metalous, Jennifer Patterson, Tara Reardon

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

Board President Kass Ardinger called the meeting to order at 5:35 p.m. noting that the agenda was to discuss revenues and distribute a list of assets, other than properties, that might be saleable.

Superintendent Rath turned the meeting over to Business Administrator Michele Croteau for an overview of the projected revenues for the FY 2012-2013 Proposed Budget.

Ms. Croteau began the revenue overview by stating that the reports in the budget binder for the FY 2012-2013 Projected Budget could be found on the District’s web site under the “News and Projects” drop-down.

Ms. Croteau directed the Board to the revenue reports in section 6-A of the budget binder explaining shortfalls, decreases and increases in the projected revenues. She also noted that the revenue narrative would give more detail in support of the Projected Revenue Report for FY 2012-2013. Ms. Croteau noted on the revenue report a projected loss of $357,091 in local revenue for FY 2012-2013. Tuition is projected to be at $4.5M, which is less than the current year at $4.8M and includes a projected decrease of $65,000 for Deerfield and a shortfall of $90,000 for Adult Education. She went on to explain that there were projections in state revenue of an increase in building aid of $429,106, an increase in vocational aid of $107,967 and a decrease in the state portion of the capital improvements fee portion of vocational aid of $58,212 and that catastrophic aid had been level-funded at this time. Superintendent Rath added that the amount to be received by the district will not be known until the submissions of all districts in the state have been received by DOE and reviewed, but that she did expect an increase in funding. Ms. Croteau stated that federal funds are projected to have a decrease of $350,859 and directed the Board to the Grant Activity Report in section 7-I in the budget binder, showing the funding history from FY 2008-2009 through FY 2011-2012 with the projected federal funding for FY 2012-2013.
Ms. Croteau then directed the Board to page two (2) of the revenue report and the proposed amount of $1,667,475 to be withdrawn from the Facilities Purchase and Renovation Expendable Trust. This amount had been previously allocated by the Board in order to keep the amount of debt service in the budget at $3,200,000. Ms. Croteau referenced the Expendable Trust Funds Reports in section 7-T of the budget binder for a list of the District’s Reserve accounts. To show how the ending balances were reached, she reviewed the history of the Expendable Trusts activity from July 1, 2004 through December 31, 2011, noting withdrawals and interest earned.

A question was posed as to how and if the $27,198.71 balance in the RMS HVAC Project Reserve may be used. Director of Facilities and Planning Matt Cashman stated that the reserve balance can and must be used for RMS construction only. A discussion ensued regarding on how it might be possible use the reserves.

Mr. Cashman then distributed a District-wide inventory of assets totaling $36,600 that would be available to sell, with a projected revenue of $36,600. Discussion ensued regarding possible new areas to consider that would generate more revenue.

Ms. Croteau then demonstrated a spreadsheet that had been previously e-mailed to Board members to use as a tool for calculating the tax rate based on different inputs. A copy of the spreadsheet was distributed to the Board for reference. The Board then explored several scenarios to see how certain decreases in the budget would affect the tax rate. Superintendent Rath reminded the Board that the budget had become so streamlined that the only choices left to decrease the budget’s effect on the tax rate would be to cut programs and staff or to deplete reserves. The Board, after a brief discussion, instructed Superintendent Rath to compile cut options to the budget showing the type of programs and staff that would be affected should the Board decide to cut 3% or $400,000 of the budget.

It was noted that over the past three (3) years the Board had been able to keep the District’s portion of the tax rate to a 0% increase, but that the Board would no longer be able to achieve this goal.

Superintendent Rath informed the Board that the topics for the next Board Work Session would be the technology budget and equipment leases.

The meeting adjourned at 7:30 p.m.

Respectfully submitted,

Kass Ardinger, Board President

Jack Dunn, Secretary
Board members present: Kass Ardinger, Board President, Chris Casko, Jack Dunn via conference call, Bill Glahn, Barbara Higgins, Jennifer Patterson

Board members absent: Nick Metalious, Tara Reardon

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

Board President Kass Ardinger called the meeting to order at 6:53 p.m. noting that the Board Work Session would be focused on the Technology budget and the budget for other equipment. Ms. Ardinger turned the meeting over to Superintendent Chris Rath.

Superintendent Rath introduced Technology Director Matt Ballou to present the FY 2012-2013 Technology budget. Dr. Rath explained that there are two ways to fund equipment; to budget for the purchase or to lease. She stated that historically there has been less of an impact on the budget through leasing rather than purchasing certain types of equipment.

Mr. Ballou began by stating that the presentation would be in three parts: looking back, the FY 2012-2013 budget review, and looking forward. Mr. Ballou reported that looking back to FY 2011-2012, the technology department migrated the district e-mail suite from FirstClass to Google, installed a new high-speed internet connection, added two new 25 system mobile Netbook carts to BMS and BGS, installed a Munis upgrade with a new Dashboard and reporting application, created a mini-ELL 5 system laptop lab at RMS, added more wireless capability to CHS, RMS BMS and BGS, replaced a computer lab at RMS with a 24 system multi-media lab, created mini labs for CHS, EH, and ELL programs, replaced 160 staff desktops with laptops, and replaced 70 student and staff desktops.

Mr. Ballou next addressed the FY 2012-2013 Technology Proposed Budget by first reporting on District Repair and Maintenance, which included continuing consolidation of software maintenance accounts into one account to eliminate duplication. Mr. Ballou explained that printer and network equipment support and equipment repair were also included in the account.

He stated that software maintenance accounts were also being consolidated and that consolidation was also done within library management and special education. Included in the budget is a district-wide Microsoft support agreement which would allow the whole district to be on the same version of MS Office; not different versions.
Mr. Ballou reported that a district-wide back-up solution had been added, which would include disaster recovery, automated back-up and data retention and would be off-site capable. He also reported that the replacement plan for the district systems would focus on replacing aging student systems at CHS and RMS, upgrading the finance and domain servers, and the district-wide replacement of staff systems. He went on to review other school-specific initiatives in the budget, including RMS multimedia labs, ceiling-mounted projectors at CHS, RMS, BMS and BGS, Wireless Phase II upgrade to BMS, BGS and RMS, new 25 unit Netbook mobile carts at BMS and BGS, and a new 30 iPad cart for the CHS Science department.

Looking forward, he explained that the technology department would continue migration toward mobile technology with wireless and network upgrades, investing in mobile devices, increasing internet connection speed, and mixing traditional computers with mobile technology. Mr. Ballou stated that there would be a five-year plan for upgrading networking and support equipment throughout the district.

Mr. Ballou concluded by stating that the Technology Budget has been fashioned to remain at a fairly consistent level over the past few years. Business Administrator Michele Croteau added that this level of consistency was due to leasing equipment over a short period of years. She directed the Board to section 7-M of the budget binder for the Capital Leases report and noted that the amount of approximately $51,000 was the target for the technology leases and that the HP leases for laptops and systems were at 0% interest. She then went on to review the following two reports regarding budgeted equipment to be leased and requested equipment items to be reviewed.

Superintendent Rath then distributed and reviewed a report entitled “Equipment Requests in FY13 Budget Proposal” to the Board, which detailed equipment that had been requested by schools and departments within the District. Ms. Croteau directed the Board to section 7-O of the budget binder to the FY 2012–2013 Superintendent’s Proposed Budget for Equipment report for comparison and discussion. A short discussion ensued regarding proposed equipment.

The meeting adjourned at 7:45 pm.

Respectfully submitted,

Kass Ardinger, Board President

Jack Dunn, Secretary
Board of Education, Concord School District

Regular monthly meeting

February 6, 2012

**Board Members**

Kass Ardinger, Chris Casko, Clint Cogswell, Jack Dunn,

Present: Bill Glahn, Barbara Higgins, Nick Metalious, Jennifer Patterson, and

Peter Rouvalis (student representative)

**Board members absent:** Tara Reardon, Ethan LaFrance (student representative)

**Administrators:** Chris Rath, Donna Palley, Larry Prince, Matt Cashman, Michele Croteau, CHS principal Gene Connolly, Director of Physical Education and Sport Steve Mello

Agenda Item 1. Call to Order

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

Agenda Item 2. Approval of Agenda

The Board voted 8–0 to approve the agenda (motioned by Bill Glahn, seconded by Jennifer Patterson).

Agenda Item 3. Public Comment

There was no public comment.

Agenda Item 4. Recognitions

Student representative Peter Rouvalis reported on activities at the high school:

- The 4th annual prom fashion show will take place on Wednesday, February 15 at 7 p.m. at CHS. Peter told the Board that Mrs. [Lisa] Lamb convinced him to participate and that he can’t believe he’s actually in a fashion show.

- The CHS senior class has helped community members in a variety of ways this winter, including donations of $250 and clothing and personal items to Concord’s homeless center, and paying for two families to stay at the Marriott over Thanksgiving break.
The week before the February vacation, CHS varsity club and sophomore class will jointly host a winter carnival.

Superintendent Rath noted a Concord Monitor article about Concord High’s United Basketball team that integrates students with disabilities and students without disabilities on one competitive team. “Unified sports” is a program of the NHIAA and the Special Olympics. She introduced Steve Mello to talk about the team, who then introduced several members of the team to describe their experiences to the Board:

Derek Thomson, CHS senior, was asked by Mr. Mello to participate. “We didn’t know or understand what was going to happen. I understood what this was all about at the very first game when after each student scored, there were such big smiles on every face.” Derek said that he was frequently missing his Biology class and his teacher wasn’t happy about it, but that after she attended the first game, she told him, “That was the best thing I’ve ever seen at CHS and you can miss as many classes as you want [in order to participate].” Derek said it was a great experience.

Jenna Tewksbury, CHS senior, liked the happiness shown by all the students after every single game. In response to a question from Ms. Ardinger, Jenna said that Mr. Mello asked a few athletes who do not have a winter sport, and had the time, to participate.

Lindsey Stevenson, CHS senior, said that at the first game, when they went out on the court and heard the other teams and fans cheering for them, and cheered for the other teams, they understood the purpose of creating this team.

Trisha Sloper, CHS senior, “My favorite part was Lindsey Stevenson. My other sports include swimming, and softball.”

Nicholas Battles, CHS senior, indicated that he scored two points in the games, and enjoyed it very much.

Nash Osgood, CHS senior, when he was presented the opportunity to play on this team, he took it immediately. He said, “My eyes lit up – I knew this would be a great thing for me personally.” Nash said his favorite part of the experience was the bus rides, when the team bonded through laughing, singing, and dancing. “It was a great experience.”

Derek Thomson presented a video of season highlights.

Taryn Seybold, Nick Battle’s mother, noted that the high school community demonstrated great pride in this team. She said even the cheerleading squads were there. She complimented the CHS seniors for showing outstanding leadership.

Karen Sloper, Trish Sloper’s mother, thanked the Board and administration for giving all students the opportunity to create this team. She said it was important that the Board realized that Steve Mello was instrumental in involving the CHS athletic community in the needs of more challenged students even prior to this particular team. She said that being part of a varsity team meant doing community service; for example, all athletes “bought a gift” for a name from the “Giving Tree” at the YMCA at
Christmas. Last spring, the CHS baseball team took time every Saturday to match players one-to-one right on the field (half the team was scheduled for each Saturday). When the CHS players showed up, the parents of challenged baseball players thought this was the greatest thing that ever happened, mixing in with kids who didn’t know anything about baseball. She said her daughter wasn’t going to participate initially, but knowing that she would be part of the very first team at CHS ever to do this was a big motivator.

In response to a question from Ms. Ardinger, Mr. Mello indicated that the District received a Special Olympics grant for $2,000 to fund this team.

Ms. Ardinger noted that she attended the Laconia game, and that it was a great experience to see all our Concord High athletes. People were cheering for both teams, showing the height of sportsmanship. She expressed her hope that the students can continue to take the lead in these.

Superintendent Rath noted several emails and letters:

- The “Be the Change” Club won a $500 LOFT grant, offered by the Kids In Need Foundation, to keep the momentum going from the Youth Leadership Summit last fall, and host a series of speakers. Some of the students participating are just learning English, while others are just interested in “being the change.”

- A thank-you note from the Volunteer Services department at Concord Hospital to Rundlett 6th-grade art students for making placemats at Thanksgiving, which brightened patients’ mealtimes.

- A thank-you note from the American Cancer Society for the District’s support of its 19th annual “Making Strides Against Breast Cancer” walk.

- A note of thanks and recognition to administrative assistant Karen Riess for her work integrating requirements of the AP Statistics project on the District website for access by students, teachers, researchers and the general public.

- A letter from Pat Corbin of the NHIAA Soccer Committee congratulating the girls’ soccer team for going through the past soccer season without a single yellow or red card, demonstrating a level of coaching and sportsmanship worthy of distinction. Steve Mello added that the team went to the finals so they are not only good sports, but talented as well.

- An update on Project Search from Concord Hospital, noting that all nine graduates of the first year of the project achieved the job skills and social skills required for successful employment – and all nine found jobs by the date of graduation. Ms. Ardinger noted that her daughter is currently in the Project Search program. For 10 students (not only from Concord), this is a tremendous opportunity for kids with developmental disabilities and learning disabilities. She urged anyone with an interest in viewing the program to contact teacher Barbara Jobin, who is always willing to have visitors.
Superintendent Rath also reported on the Fall 2011 NECAP scores, noting that among other statistics, close to 40% of current 8th graders at RMS scored in the highest category of reading – proficient with distinction.

She said the administration is pleased with the number of 11th graders with IEPs demonstrating proficiency in reading, while still concerned about the subgroup overall (special education). She said that, while the numbers are heading in the right direction, the team is not yet satisfied with the math results. To this end, the District is currently putting more emphasis on math interventions and professional development for math. She noted that the staff has worked really hard to improve student performance and that it is nice to see some tangible evidence of their efforts.

Agenda Item 5. Approval of Board Minutes

Ms. Ardinger briefly reviewed the minutes of several minutes of the Board, including:
The regular monthly meeting on January 3, 2012.

She briefly reviewed the minutes of the Board retreat on January 14, 2012. She called it a very productive retreat during which the Board went through many issues. The District’s attorney went over the responsibilities of serving on a school board in NH. Superintendent Rath presented a list of Board accomplishments for 2010 and 2011. The Board looked at current education trends in the District, in Concord, in the State, and in the nation as a whole. The Board listed its goals and priorities for 2011-2012, including more actively educating the Concord community on the things the School District is doing in Concord, with the goal of increasing public understanding of what and how children are learning in our district.

Bill Glahn suggested that one goal could be to assign each school board member a school, who will get into that school and seeing what happens daily.

Ms. Ardinger briefly reviewed the minutes of the Special Board meeting on January 23, 2012, with an overview of the proposed budget. The general fund is projected to be $70.8 million, reflecting an increase of 0.5% over last year. Revenues are projected to be $24 million, a significant decrease ($1.2 million) since last year. The unreserved fund balance is projected to be $2 million, reflecting a decrease from last year.

She briefly reviewed the minutes of the Board Work Sessions on January 25 and January 30, 2012, with a discussion of revenues and loss of revenues since last year.

She briefly reviewed the minutes of the Board Work Session on February 1, 2012, which was focused on the technology budget, and other equipment. IT Director Matt Ballou discussed technology (with a steady expenditure of about $500,000 for the last 4 – 5 years). She noted that Mr. Ballou did a good job of identifying how the District’s technology should evolve and be renewed on a yearly basis.
The Board voted 8–0 to approve the minutes of the January 3, 2012 Board meeting, the January 14, 2012 Board retreat, the January 23, 2012 Special Board meeting, and the January 25, January 30, and February 1, 2012 Board Work Sessions (moved by Clint Cogswell, seconded by Ms. Patterson).

Agenda Item 6. Personnel

Personnel

Staff nominations

Larry Prince presented several nominations for staff and coaching.

Bryant Lausberg, Health/Physical Education Teacher, Concord High School, $7,611, rate of 40% of B-1, prorated 92 days, 20% one year only. Bryant replaces Alicia Bordonaro (92 days at 40% of M-2 = $8,828) – resignation. Budgeted at $8,828

Peter Barraud, Special Education Teacher, Rundlett Middle School, $22,071 rate of M-2, prorated 92 days, second semester only. Peter replaces Nicole Soucie (92 days at B-6 = $24,735) – LOA. Budgeted at $24,735

Colleen Lehman, Kindergarten Teacher, Beaver Meadow School, $10,443, rate of 50% of B-1, prorated 101 days, one year only. Colleen replaces Linda Lahousse (101 days at 50% of M-6 = $14,622) – LOA. This is in addition to Colleen’s 50% Kindergarten teacher position at Dame School. Budgeted at $20,052

The Board voted 8–0 to confirm the staff hires as presented (moved by Barb Higgins, seconded by Mr. Glahn).

Coaching nomination

Shannon Manseau, Alpine Skiing Supplemental Coach, Concord High School, $1,135, Step 1, Group 13, 3.0%. Shannon replaces William Whitcher.

The Board voted 8–0 to confirm the coach hire as presented (moved by Mr. Cogswell, seconded by Jack Dunn).

Agenda Item 7. Capital Facilities

Jack Dunn presented the report of the Capital Facilities meeting on January 4. The committee met to hear and discuss preliminary findings from consultant Michael Castagna. Mr. Dunn went through the proposed uses for each of the buildings that will no longer be used once the new schools are opened. He noted that the meetings at each school were public and recorded, and that a final report from the consultant will be presented to the Committee on February 15.

Agenda Item 8. Negotiations
Bill Glahn gave the report of the Negotiation Committee meetings on January 3, January 11, January 18, January 23 and February 1. He explained the negotiations process, noting that a negotiations team represents the District. The team includes Director of Human Resources Larry Prince, Assistant Superintendent Donna Palley, Business Administrator Michele, and counsel Ed Kaplan. This team is charged to submit contract proposals from the District.

At this point, each side has put all its proposals forward. Some have been modified or rejected, and the work is ongoing.

Agenda Item 9. Proposed Calendar of Meetings

Superintendent Rath discussed the calendar of Board meetings for February and March 2012, noting a series of Board work sessions to prepare a preliminary budget for a vote of the Board in March. The Board anticipates voting on March 8 on the 2012/2013 budget. The Special Board meeting on March 14 will be to accept consultant Michael Castagna’s proposals. The calendar of meetings can be found on the District’s website, concordnhschools.net.

Agenda Item 10. Public Comment

Mr. Tony Schinella thanked the Board for putting the budget online, and requested that the budget be put together as a single PDF in a formatted, searchable, downloadable link. He noted that at present the online budget consists of 77 PDF files.

Agenda Item 11. Adjournment

    The Board voted 9–0 (moved by Mr. Glahn, seconded by Ms. Higgins) to adjourn.

The meeting adjourned at 8:00 p.m.

Respectfully submitted,

Jack Dunn, Secretary
Concord School District
School Board Work Session #4
FY 2012-2013 Proposed Budget

Date: February 6, 2012

Board members present: Kass Ardinger, President, Chris Casko, Clint Cogswell, Jack Dunn, Bill Glahn, Barbara Higgins, Nick Metalious, Jennifer Patterson

Board Members absent: Tara Reardon

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

Board President Kass Ardinger called the meeting to order at 5:34 p.m. and asked Superintendent Chris Rath to make her presentation.

Superintendent Rath announced that the agenda was to discuss the reorganization of Community Education, the Diploma Academy, and the elimination of Drivers Education through Community Education for FY 2012-2013. She also stated that utility costs for next year and the NORESCO energy lease would be discussed.

Superintendent Rath stated that the reorganization of Community Education was driven by several factors: the decrease in local revenues, the loss of federal and state grants, and the retirement of the current Director of Community Education. She explained that Community Education’s local tuition revenue for FY2011-2012 was budgeted at $341,000 while projected actual revenue was $278,714; a decrease of $62,286. Driver Education’s local tuition revenue was budgeted at $239,750 and the projected actual revenue was $178,750; a decrease of $61,000. The loss of state and federal grants included the loss of Drivers Education state funds of $50,000 and a decrease in the Alternative Education Dropout Prevention Grant of $164,000.

Superintendent Rath explained that the Community Education reorganization will include a division of duties between the Director of Facilities and Planning, who will take over facilities rentals and adult enrichment programs, and the Diploma Academy Coordinator, who will oversee the Diploma Academy and the Adult High School. The drivers education program will be eliminated due to the loss in revenue and the fact that the state no longer requires high schools to offer it. She reported that the number of students in the program had declined, and the cost impact on students who would have to enroll with local providers would not be great. Local driving schools that were contacted for comparison of tuition rates were found to range from $575 to $700, close to the Community Education Drivers Education tuition of $600.

Director of Facilities and Planning Matt Cashman discussed district utilities for FY 2012-2013. He reviewed utility changes from 2008 to date, noting that the District’s
dependence on heating oil has decreased with conversions to natural gas and steam.

Mr. Cashman stated that the three new schools, Abbot-Downing, Christa McAuliffe and Mill Brook, were being built to a NECHPS standard, with building automation systems including controls to reduce energy cost and with Energy Star-rated appliances.

Mr. Cashman stated that other projected utility savings would be realized in the closings of Dame, Eastman, Rumford and Walker and that more savings will be realized when the implementation of the elementary consolidation is complete.

Mr. Cashman reported that the District continues to see savings in energy from previously implemented NORESCO systems in all schools.

Business Administrator Michele Croteau noted that she had looked into the payoff amount of the NORESCO lease to see if it would be cost effective to do so. She reported that the lease contract payoff as of June 30, 2012 would be $685,310.67. The payoff would be comprised of a principal balance of $664,405.80; ninety-six (96) days of interest from March 25, 2012 to June 30, 2012 totaling $7,616.75; and a prepayment fee of $13,288.12.

The Board discussed possible ways to use the District’s reserves, with a suggestion to review the Energy Reserve to offset the NORESCO energy lease costs.

Ms. Croteau noted some good news regarding the electricity bid, reporting that the rates have come down somewhat and the District could lock in for two (2) years with a projected savings of about $75,000. Ms. Croteau requested that the Board vote on locking in the electricity rate for the next two (2) years at the regular monthly Board meeting.

Superintendent Rath reported that she had attended a meeting earlier that day where a member of the legislature discussed bills in the legislature coming up for votes, including the dropping of “No Child Left Behind.” A discussion ensued regarding the different legislative bills and their potential effects on the District.

Superintendent Rath reminded the Board that the topic of the next Work Session would be the FY 2012-2013 Proposed Transportation Budget.

The meeting adjourned at 6:45 p.m.

Respectfully submitted,

Kass Ardinger, Board President

Jack Dunn, Secretary
Concord School District  
School Board Work Session #5  
FY 2012-2013 Proposed Budget

Date: February 8, 2012

Board Members present: Kass Ardinger, President, Clint Cogswell, Jack Dunn, Bill Glahn, Barbara Higgins, Jennifer Patterson, Tara Reardon

Board Members absent: Nick Metalious

Administrators: Chris Rath, Donna Palley, Michele Croteau, Larry Prince, Matt Cashman, Bob Belmont

Board President Kass Ardinger called the meeting to order at 5:30 p.m.

Ms. Ardinger updated the Board regarding SB 268; legislation that proposes to provide Concord School District with the ability to appoint, rather than elect, a School District Treasurer. Ms. Ardinger gave a brief history regarding the Treasurer position for the School District and the status of the bill. At the recent hearing, NH Senator Sylvia Larson and William Ardinger (member of the now-disbanded Concord School District Charter Commission) spoke in favor of the bill. Ms. Ardinger and Ms. Michele Croteau attended the hearing and signed in as in-favor but did not speak to the bill. Deputy Secretary of State David Scanlon initially signed in as opposed to the bill. It was determined that his opposition was primarily due to the inclusion of Concord School District by name in the proposed legislation. His position was that if the legislation described the District (i.e. independent school district in which the School Board has the final vote on all matters pertaining to school business), then it would apply to any school districts that met that criteria now and in the future, as opposed to a specific application to only the Concord School District. Per the suggestion of the Senate Hearing Committee, the Deputy Secretary of State agreed to work with Senator Larson to revise the language to the approval of both parties. The modified language was to be presented for consideration in about a week’s time. Ms. Ardinger requested authorization to speak in favor of the bill on the Board’s behalf at the next legislative hearing.

The Board voted 7–0 (motioned by Chris Casko, seconded by Jennifer Patterson) to authorize Board President Kass Ardinger to speak in favor of the bill on the Board’s behalf at the next legislative hearing.

Director of Student Services Bob Belmont and Assistant Superintendent Donna Palley presented supplemental information supporting the Special Education budget that was included in the Superintendent’s Proposed Budget for fiscal year 2012–2013. It was noted that although the numbers of students with special needs appears to be relatively constant over time, the severity of need has risen. A discussion ensued about
Special Education services with a more in-depth review of Autism. Over time, the District has built the capacity to support students with Autism with staff in-house and has been able to decrease its reliance on external consultants. Superintendent Rath spoke about a new tool / process that is used to evaluate the need for Educational Assistants throughout the District and to prioritize how staff resources would be best utilized. Other key points in the presentation included the acknowledgement that all students have benefited from the co-teaching of content teachers and special education teachers. Additionally, the use of iPads with special needs students has been successful in terms of student response and progress. In many cases, it has provided a solution that has eliminated the need for much more costly software or equipment that would have been dedicated to a specific student’s need.

An overview of the cost of the NH Retirement System projected for fiscal year 2012-2013 was presented by Larry Prince, Director of Human Resources. It was noted that the State’s downshifting of cost into the current year’s budget continues to be reflected in the proposed budget for next year. This has been a significant increase over time. The potential impact in the future of the current litigation relative to the increase in the employee contribution from 5% to 7% was also discussed.

The meeting adjourned at 7:00 pm.

Respectfully submitted,

Kass Ardinger, Board President

Jack Dunn, Secretary
Concord School District  
School Board Work Session #6  
FY 2012-2013 Proposed Budget

**Date:** February 20, 2012

**Board members present:** Kass Ardinger, *Board President*, Chris Casko, Clint Cogswell, Jack Dunn, Bill Glahn, Barbara Higgins, Nick Metalious, Jennifer Patterson, Tara Reardon

**Administrators:** Chris Rath, Donna Palley, Michele Croteau, Larry Prince, Matt Cashman

Board President Kass Ardinger called the meeting to order at 5:31 p.m. She stated that the agenda for Board Work Session #6 was to review the FY 2012-2013 Proposed Transportation budget and new budget reductions. Ms. Ardinger turned the meeting over to Superintendent Chris Rath.

Superintendent Rath explained that Business Administrator Michele Croteau would present the FY 2012-2013 Proposed Transportation budget, as well as new proposed budget reductions. She noted that after these items were reviewed and discussed, the Board would need to take action that evening to solidify the FY 2012-2013 Proposed Budget for posting. Superintendent Rath reminded the Board that both the budget and the public hearings notice must be posted by Friday, February 24, 2012, in order to hold the public hearings on Monday, March 5, 2012 and Wednesday, March 7, 2012.

Superintendent Rath noted that after completion of the agenda, the Board would recess into a Non-Public session regarding a financial contract negotiation issue.

Ms. Croteau distributed and reviewed a report showing the FY 2012-2013 Proposed Transportation budget totaling $2,474,550. She directed the Board to the lower portion of the report and pointed out that the total District Proposed Special Education Transportation budget was actually $1,130,028.65 with the inclusion of the COMF lease, worker’s compensation insurance and property and liability insurance, which are not included in the 2700 transportation account function. She explained that the total District Proposed Special Education Transportation budget was comprised of $876,117.65 for in-district transportation and $253,911 for out-of-district transportation. A discussion ensued on the criteria used by the District to recommend students ride Special Education buses.

Superintendent Rath stated that Regular Education transportation has been projected for the FY 2012-2013 Proposed Transportation budget to be about the same cost including the three new schools as the transportation cost in the FY 2011-2012 budget. Dr Rath then addressed State Catastrophic Aid, reporting that to date the District is projected to receive $240,000 in Catastrophic Aid for this year; however, Catastrophic
Aid is paid in arrears and has requirements that cities and towns must meet in order to receive it. The amount that the District will receive is based on which items are eligible for refund and are allocated per student.

Ms. Croteau reported that the new reductions of expenditures are estimated to be $150,338. She went on to explain that there are three large reductions that contributed to this figure: moving $60,000 for prepaying Masters courses from the district budget to the Title II federal budget; placement change of a student resulting in a $28,900 reduction; and reducing the electricity budget by $30,000 due to lower bids for electricity. The electricity contract for CHS and RMS will have a one-year contract and BMS & BGS will have a two-year contract. The three new schools will go out for bid when construction is complete and meters are installed.

Dr. Rath reported that the remaining reductions consist of reductions in books and supplies, in SWIS software which tracks students, and in special education equipment.

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<th>Item</th>
<th>Change</th>
<th>Description</th>
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<tr>
<td>CHS Athletic Rentals FY12</td>
<td>-3,000</td>
<td>Level fund with small inc. from</td>
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<tr>
<td>SWIS software</td>
<td>-2,000</td>
<td>to Title II</td>
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<tr>
<td>Prepay Masters</td>
<td>-60,000</td>
<td>to Title II</td>
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<td>Special ODD Transportation</td>
<td>-28,900</td>
<td>Change of student placement;</td>
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<td>Electricity</td>
<td>-30,000</td>
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<td>Special Ed. Equipment</td>
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<td>Beaver Meadow</td>
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<td>Broken Ground</td>
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<td>Dame</td>
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<td>Kimball Walker</td>
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<td>Rundlett est.</td>
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<td>Abbot Downing</td>
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<td><strong>Total</strong></td>
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Superintendent Rath also included an increase in revenue of $25,000 for Community Education, which had been recommended by Community Education Director Jeff Siegel. She went on to report that CHS course enrollments will be solidified by the following week but does not anticipate an increase to the budget.
Ms. Croteau stated that by adding the RMS HVAC Reserve of $27,199 to the previously discussed budget reductions, the budget increase would be 3.47% using a .37% valuation resulting in $13.43 per thousand.

Clint Cogswell motioned to post the budget as is, including the reductions, reflecting an increase in the tax rate of 3.47% using .37% valuation resulting in $13.43 per thousand.

The Board voted 9 – 0 (motioned by Clint Cogswell, seconded by Bill Glahn) to post the Proposed FY 2012-2013 Budget as is, including the reductions, reflecting an increase in the tax rate of 3.47% using .37% valuation resulting in $13.43 per thousand.

Ms. Ardinger announced that the Board would recess to a non-public session and motioned to enter into non-public session for the purpose of discussing the financial negotiations regarding a contract pursuant to RSA 91-A:3, II (j). Jennifer Patterson seconded the motion and Ms. Ardinger called for a roll call vote to adjourn into non-public session.

The Board voted 9 – 0 by roll call to go into non-public session to discuss financial negotiations regarding a contract.

The meeting went into non-public session at 6:40 p.m.

The Board reconvened after a roll call vote to end the non-public session at 7:10 p.m.

Jennifer Patterson motioned to have the non-public session minutes sealed in order to keep the session as non-public, and that not to do so would defeat its purpose.

The Board voted 9 – 0 (motioned by Jennifer Patterson, seconded by Barbara Higgins) to have the non-public session minutes sealed.

The meeting adjourned at 7:11 pm.

Respectfully submitted,

Kass Ardinger, President
Jack Dunn, Secretary
Board of Education, Concord School District
Regular monthly meeting
March 5, 2012

**Board members**  
Kass Ardinger, Chris Casko, Jack Dunn, Bill Glahn, Barbara

**present:** Higgins, Nick Metalious, Jennifer Patterson, Tara Reardon, Peter Rouvalis (student representative), Ethan LaFrance (student representative)

**Board members absent:** Clint Cogswell

**Administrators:**  
Superintendent Chris Rath, Donna Palley, Larry Prince, Matt Cashman, Michele Croteau

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**Agenda Item 1. Call to Order**

The meeting was called to order at 7:07 p.m.

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**Agenda Item 2. Approval of Agenda**

Communications Committee Chair Jennifer Patterson asked to amend the agenda to add a report of the Communications Committee.

*The Board voted 8–0 to approve the agenda with the addition of a report of the Communications Committee (motioned by Jennifer Patterson, seconded by Nick Metalious).*

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**Agenda Item 3. Public Comment**

There was no public comment.

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**Agenda Item 4. Recognitions**

Student representative Peter Rouvalis reported on activities at the high school:

- Thank you to Chris Boezeman for a successful Winter Carnival, noting the presence of a horse in the foyer, as well as sumo wrestling.
- Winter concerts will start on March 7 at the Capital Center. The first concert is Orchestra, then Band, then Chorus.
- Peter noted that the Girls Varsity Hockey played in the state semifinals.
Both the girls and boys teams earned their fourth consecutive state championships in Division 1 Nordic Skiing. Ellen Finch won the Girls Skate Race and was second in the Classic Race, while Anne Muller won the Classic and was second in Skate. Blaine Ayotte won both boys races and Nate Latourette was second.

Julia Finch won the Girls State championship in ski jumping.

In Division 1 Wrestling, CHS took the state runner-up plaque, and Walters Ndi, a sophomore, won the state championship in his 182-pound weight class.

The CHS Swim Team had an outstanding weekend at the state meet at UNH on February 11. The following swimmers had to first qualify and then participated in the meet: Katy Hochberg, Lucky Li, Sarah Smith, Kaelin Willette, Alaina Pribis (first in the 200 yd freestyle and the 500 yd freestyle, as a freshman), Kevin Hayes, James Schumacher (2nd in the 50 yd freestyle, 4th in the 100 yd breast stroke), Chris Bartlett (3rd in the 100 freestyle, 5th in the 200 freestyle), Stephen Muzzey (4th in the 100 butterfly), Carter Pribis (2nd in the 100 freestyle, 1st in the 100 backstroke to set a new Div I record) These last four boys also took second place in the 200 yard medley relay in Division I and first place in the 400 freestyle relay (both Division I and all state) and set a new record in both (they broke their own records from last year). The stellar performances of these athletes continue the CHS tradition of excellence.

Last Friday CHS hosted the fifth annual Poetry Out Loud Competition, organized by CHS English teacher Kristen Houghton. Fourteen students participated in this year’s competition. The winner was senior Nick Muccio who recited What You Have to Get Over by Dick Allen. Second place went to senior Paul Goudarzi-Fry who recited Ode on the Death of a Favourite Cat Drowned in a Tub of Goldfishes by Thomas Gray. Nick will represent Concord High at the state semi-finals on March 9. Among the many highlights of the event was the performance of CHS senior musician Larysa Kucman, who played the Celtic fiddle between recitations and was outstanding.

Ethan LaFrance reported that the district art show will be displayed this month at the Steeplegate Mall in Concord, with artwork from students at every grade.

Superintendent Rath introduced Kimball Walker teacher Carol McCarthy, who presented a summary of her research on literacy that formed the basis of her doctoral dissertation. She discussed a 3-month action research project on the impact of differentiating reading instruction for struggling third grade readers.

Superintendent Rath noted several newspaper articles and letters:

- an article in the New York Times of February 16, 2012 about high school ski jumping teams in New Hampshire, including Concord High School’s team.
• an article in the *Manchester Union Leader* about a program called “Return to Work,” introduced by Department of Employment Security Commissioner and Concord School Board member Tara Reardon.

• a letter from the Capital Region Food Program thanking Concord High School Assistant Principal Adam Osburn and the CHS community for its tremendous support of the holiday food basket program.

**Agenda Item 5. Approval of Board Minutes**

Ms. Ardinger briefly reviewed the minutes of several minutes of the Board, including:

The regular monthly meeting on February 6, 2012, which had no action items apart from approval of committee minutes.

Ms. Ardinger briefly reviewed the minutes of Board Work Session #4 on February 6, 2012, noting that the Board discussed the reorganization of the community education program, the Diploma Academy, elimination of driver education, utility costs and the NORESCO lease. Changes in Community Education are driven by a decrease in local revenues, the pending retirement of current Director of Community Education, and the loss of state and federal grants. Duties in Community Education for 2012-2013 will be divided between Matt Cashman and the Director of the Diploma Academy.

Ms. Ardinger briefly reviewed the minutes of Board Work Session #5 on February 8, 2012. At that time, she updated the Board on SB 268 concerning the need for legislation to continue the CSD’s current and traditional practice of nominating and not electing its treasurer. The Board voted to authorize Ms. Ardinger to speak to that legislation on behalf of the Board. Director of Student Services Robert Belmont and Assistant Superintendent Donna Palley reported on the special education budget at that meeting, noting that special education student numbers are fairly constant but that the level of severity is rising. The District is building capacity to serve students on the autism spectrum. A tool has been developed to guide the assignment of educational assistants, and co-teaching proves to be a benefit to all students.

Ms. Ardinger briefly reviewed the minutes of Board Work Session #6 on February 20, 2012, when the Board examined the transportation budget and reductions included in the posted budget. The total transportation budget turns out to be $2.5 million. Ms. Croteau broke out the costs for the Board. Catastrophic aid revenue is projected at $240,000. Budget reductions included savings of $34,000 in out-of-district transportation, and some reduction in utility costs. The reductions also reflect the use of the RMS HVAC reserve to pay for $27,000 in construction work at RMS.

The Board voted 8–0 to approve the minutes of the February 6, 2012 Board meeting, the February 6, 2012 Work Session, the February 8, 2012 Board Work Session, and the February 20, 2012 Board Work Session (moved by Bill Glahn, seconded by Jack Dunn).
Agenda Item 6. Personnel

Larry Prince presented a request for a half-time leave of absence for child-rearing purposes starting next fall.

**The Board voted 8–0 to confirm the leave of absence as presented (moved by Mr. Metalious, seconded by Barb Higgins).**

Mr. Prince presented several coaching nominations.

Elizabeth Allen, Girls Track Assistant Coach, Rundlett Middle School, $1,135, Step 3, Group 14, 3.0%. Elizabeth replaces Skye Butman.

John Hall, Boys Track Assistant Coach, Rundlett Middle School, $946, Step 2, Group 14, 2.5%. John replaces Emily Marston.

Brian Huckins, Boys Track Head Coach, Rundlett Middle School, $2,271, Step 3, Group 11, 6.0%. Brian replaces Jack Fraser.

Amanda Bacher, Girls JV Lacrosse Coach, Concord High School, $2,838, Step 3, Group 8, 7.5%. Amanda replaces Elizabeth Roy.

Aiyda Ghahramani, Girls Track Assistant Coach, Concord High School, $2,271, Step 1, Group 9, 6.0%. Aiyda replaces James Klobucar.

**The Board voted 8–0 to confirm the coach hires as presented (moved by Tara Reardon, seconded by Mr. Metalious).**

Agenda Item 7. Capital Facilities

Mr. Dunn gave the Capital Facilities Committee meeting report on February 15, which met to hear the final report from consultant Michael Castagna with recommendations for the re-use of the Rumford, Eastman, Walker, and Dewey school buildings.

Mr. Dunn presented a draft letter from Superintendent Rath to Concord City Manager Tom Aspell regarding the potential transfer of the Dame School property to the City and agreements between the School Board and the City regarding that transfer. There was some discussion about the future status of Memorial Field.

**The Board voted 8–0 to approve the letter of intent regarding the proposed transfer of Dame School to the City of Concord to be sent from Superintendent Rath to City Manager Tom Aspell (moved by Mr. Glahn, seconded by Ms. Patterson).**

Agenda Item 8. Joint City Council / School Board Committee

Chris Casko gave the report on the Joint City Council / School Board Committee meeting on February 17. The agenda items included a report from consultant Michael Castagna about the future uses of the decommissioned school buildings; a discussion
Agenda Item 9. Negotiations
Mr. Glahn gave the report of the Negotiation Committee meetings on February 13 and February 22, noting that the teams continue to work toward a new contract.

Agenda Item 10. Communications
Jennifer Patterson reported that the Communications Committee met on February 13 and recessed into non-public session, came out of non-public session and voted to seal the minutes under the provisions of RSA 91-A:3 II (a).

Agenda Item 11. Proposed calendar of meetings
Superintendent Rath discussed the calendar of Board meetings for March 2012, noting two public hearings on the budget, one of which took place prior to this meeting, and the other at 7 p.m. on Wednesday, March 7. The Board will schedule its vote on the preliminary school budget for later in the month. The calendar of meetings for March can be found on the District’s website, concordnhschools.net.

Agenda Item 11. Public comment
There was no public comment.

Agenda Item 12. Adjournment
The Board voted 9-0 (moved by Mr. Glahn, seconded by Ms. Patterson) to adjourn.

The meeting adjourned at 8:00 p.m.
Respectfully submitted,
Jack Dunn, Secretary
The Board of Education, Concord School District, held a Public Hearing in the Board Room at the Superintendent’s Office, 38 Liberty Street.

**Board members present:** Kassandra Ardinger, *President*, Christopher Casko, Jack Dunn, Bill Glahn, Barbara Higgins, Nick Metalious, Jennifer Patterson, Tara Reardon

**Board members absent:** Clint Cogswell

**District Administrators present:** Chris Rath, Donna Palley, Michele Croteau, Matt Cashman, Larry Prince

Board President Kassandra Ardinger welcomed the public and called the Public Hearing to order at 5:35 p.m. Ms. Ardinger noted that the Special Board meeting, which had been scheduled for Thursday, March 8, 2012, had been postponed to a later date to continue negotiations with the Concord Educational Association (CEA).

Ms. Ardinger then turned the meeting over to Superintendent Chris Rath for a presentation of the posted preliminary Concord School District FY 2012 – 2013 Board Recommended Budget.

Superintendent Rath began by reviewing the budget preparation timeline, which she stated began January 23, 2012, leading up to the March Public Hearings, with the goal of passing the Board Approved Budget for FY 2012-2013 at a Special Board meeting.

Superintendent Rath explained that the district budget structure consisted of three (3) funds: the General Fund, the Food Service Fund and the Grants Fund. She stated that only the General Fund budget affects the tax rate and that the other budgets are independently funded. The Food Service Fund is self-supported by lunch sales, with additional funds from the federal Free and Reduced Lunch Program. The Grants Fund spends only the amount of funds received from federal or other grant sources. Each fund has two types of budget categories: functions, which are areas of activity, and objects, which consist of a service or a material object. Superintendent Rath reviewed the proposed district budget’s three components and increases or decreases in each.

Superintendent Rath stated that the General Fund is proposed to be budgeted at $70,666,776, a .25% increase over the FY 2011-2012 budget. The General Fund, she noted, does not include steps or cost of living increases for NEA groups or unaffiliated positions, but does include salaries on the Veterans Salary Schedule plus an amount to cover increased costs for the possible return to the Local Government Center for health
insurance. Superintendent Rath went on to explain that the Grant Fund is proposed to be budgeted at $3,188,840, an increase of $363,511; the Food Service Fund is proposed to be budgeted at $1,703,604, an increase of $49,649; thus making the total proposed appropriation $75,559,220, is a decrease of $137,192.

Superintendent Rath directed the public’s attention to a report in which changes and reductions to the projected budget made by the School Board during the budget process decreased the budget by $177,136. She referred to a pie chart showing the different budget functions and percentages, explaining the details of each function.

- **Regular Programs**: 45% of General Fund Budget
  - a. Function #s 1100, 1300, 1400, 2200
  - b. Budgeted for $31,264,425 which is an increase of $787,803 or 3%

- **Special Programs**: 22% of General Fund Budget
  - a. 1200, 2100
  - b. Budgeted for $15,655,225 which is a decrease $296,723 or -1.86%

- **Adult/Community Education**: 1% of General Fund Budget
  - a. 1600
  - b. Budgeted for $452,680 which is a decrease of $314,159 or -40.97%

- **Buildings and Grounds, Construction and Debt Service**: 18% of General Fund Budget
  - a. 2600, 4600, 5100
  - b. Budgeted for $13,065,187 which is an increase $1,069,259 or 8.91%

- **Administration**: 8% of General Fund Budget
  - a. 2300, 2400, 2500, 2800
  - b. Budgeted for $5,645,647 which is a decrease of $895,080 or -13.68%

- **Transportation**: 3% of General Fund Budget
  - a. 2700
  - b. Budgeted for $2,445,650 which is an increase of $92,660 or 3.94%

- **Benefits**: 3% of General Fund Budget
  - a. 2900
  - b. Budgeted for $1,997,715 which is a decrease of $89,351 or -4.28%

Superintendent Rath reported that Revenues (other than property taxes) are projected to be $30,982,029, a decrease of $1,843,564 from the FY 2011-2012 Revenue.
Superintendent Rath addressed the impact that the proposed FY 2012-2013 General Fund would have on the tax rate. She explained that the General Fund’s projected Expenditures were, as stated previously, $70,666,776, an increase of $176,670; projected Revenues were $24,089,585, a decrease of $1,199,768; and unreserved fund balance (used to offset taxes) is projected to be $2,000,000, a decrease of $329,930. Due to these factors, the amount to be raised by taxes is projected to be $44,577,191, an increase of $1,706,373. Superintendent Rath stated that by using the City’s increase in valuation of .37%, the tax rate would be increased by 3.47%.

Superintendent Rath reminded the public that the costs of negotiated agreements and the use of reserves are not included in the projected tax increase.

Ms. Ardinger thanked Superintendent Rath for her presentation, then invited public comment on the proposed budget.

Maureen Redman-Scura of Rum Hill Road noted that she has a freshman at Concord High School (CHS) and two older children who have graduated from the District. She stated that she is aware of the state’s reductions and how they have affected the Concord School District. She noted that there is a cost for quality education, but that quality education is needed. She further stated that she feels that even if one does not have children in the school system, one benefits, as the school system enhances and contributes to the community. She concluded by saying that she understands that funds are tight and that she hoped that no more staff would be reduced.

Barbara Stevens of Concord wanted to know the percentage for teacher salary increases in the new budget. Ms. Ardinger noted that the percentage was not available as negotiations were still in progress and not finalized. Ms. Stevens then asked about the percentage increase in teachers’ salaries for the current year’s budget vs. the prior year’s budget. Dr. Rath stated that she did not have the percentage at hand, but that there was approximately $24.5 million in teacher salaries in this year’s budget. Ms. Stevens stated that she has a business of her own and that both she and the community have taken a big hit economically. She remarked that the past two years had been terrible and people in Concord are losing their homes. Ms. Stevens concluded by saying that she wants no salary increases and no tax increases and wanted to make sure her feelings were known.

Roy Schweiker of Chapel Street remarked that nothing had been said about enrollment; whether it has gone up 20% or down 20%. Superintendent Rath answered that the enrollment changes were minimal, with no major changes to any grade level. Mr. Schweiker acknowledged that the Board was pretty good on level funding but asked why it was adding custodians. He wanted to know why 1.5 custodians were being added when the number of schools is decreasing and the newer schools should be easier to clean.

Ms. Ardinger replied that the number of custodians was cut last year and that this year custodians’ overtime was reduced. She also stated that the additional custodians were
being added to the high school, as it has been understaffed. Mr. Schweiker said that he felt that if the schools could get along this year with the present number of custodians, they could get along next year with the same number of custodians, as there will be fewer schools. Mr. Schweiker next commented that the sales of the buildings being vacated were promised to be each at least a million dollars and now are said to be only in the hundreds of thousands. He stated that whoever gave these estimates should sell the buildings themselves for the originally estimated price or pay the difference.

Mr. Schweiker stated that the last contract negotiations turned into what he felt was a disaster and that in order to avoid this, the meetings should be open to the public and televised. He felt that the public should know what it is the teachers want and why; then the public could decide the merit of each item. He also felt that negotiations should be an open process because the existing process doesn’t work. Mr. Schweiker suggested that the School Board should amend the new charter and go back to the 1960s when the public voted on teachers’ contract. He also commented that he felt that taking money from Reserve Accounts just pushes the bill down the road to other taxpayers, who will have to replenish the funds. Mr. Schweiker ended by stating that he felt that real cuts can be found so this money in the Reserve Accounts will not have to be spent.

Alice Medley of Foster Street stated that she was a single mother who has not had a raise in two years and is against salary raises and higher property taxes. She asked the Board how they expected people to pay higher taxes. She stated that people have lost jobs and homes because of higher taxes. Ms. Medley noted that if a person does get a raise, it then goes to taxes. She felt that there must be some other way. Ms. Medley stated that many people are of the opinion that the School Board thinks it has “a blank check.” She also wanted to know if the Board was going to look for other sources of revenue and for ways to avoid raising property taxes.

Ron Raynor of Rumford Street began by stating that he had been to hearings before and had appeared before Board last year asking about teacher contracts, but they were still in the middle of a three-year contract. Mr. Raynor noted that he was here again and that negotiations were now in progress. He asked if there were any members of the teachers association at the Hearing. Dr. Rath replied that there were. Mr. Raynor said that he applauded them for coming and listening to the public. He stated that the last three-year teachers’ contract was horrendous. He remarked that in the previous contract the 8% increase over the three-year contract did not include compounding and step increases. Last year, Mr. Raynor stated that he asked for teachers to sacrifice and they did not. He asked again for them to sacrifice this year. He said that he did not hear of any layoffs last year; he felt that “the agenda of the union is money, money, money;” and that the union has been “in the driver’s seat” for too long. Mr. Raynor applauded the School Board for keeping the percentage it has in the reserves. He stated that it should keep 3.5% tax impact as a cap. Mr. Raynor stated that the CEA should be realistic, as businesses have experienced a decline in salaries and in benefits with some ending up with no benefits at all. He appealed to the union to please be realistic, as
they have lost the community’s respect by not coming to the table to help out. Mr. Raynor stated that they, the teachers, need to take a 0%, no step, no salary increase for the first year, 1/2% increase for the second year and 1% in the third year. He felt that the increase should be held to under the inflation rate and have teachers explain to the public why they think they deserve more than surrounding towns. Mr. Raynor then asked the CEA again to share in the sacrifice; take zero percent the first year with no steps and no salary increases. He closed by stating that the CEA should be happy that they have jobs.

**Claudia Ryan of Concord** stated that she never had been to a Public Hearing before. She said that she was a retired teacher and knows that the Board has a tough job to come up with a budget during these times. She related that it is hard for people who are on a fixed income, that the food bank is being “taxed” and that kids are living in cars. Ms. Ryan suggested that we, as a community, have partnerships with other community agencies. She mentioned that there are ways to save money such as using city transit; having students ride the trolley instead of buses. Ms. Ryan commented that technology was making lives more complicated and that everyone “needs to think out of the box.” She suggested that “we should all work together” such as using the Concord Public Library as a resource and creating intergenerational programs. She stated that the 3.5% increase will be tough on homeowners.

**Jim Baer of Washington Street** commented that he is no stranger to the school situation and the declining enrollment. He told the Board that he appreciated its hard work but that it was too little, too late. He stated that teachers should redirect their energy towards receiving respect and recognition, and remarked that if the economy improves three years down the road, there may be a more acceptable environment for salary increases. He felt that teachers should be more appreciative of what they have. Mr. Baer inquired about the student census and was told that enrollment was now approximately 4800 students. Mr. Baer observed that when enrollment decreases, costs go up. He stated that the public was promised that there would be more efficiency after the new schools were built, and promised savings out of all of the operating costs. Mr. Baer went on to state that personnel is the largest cost and more needs to be done. He concluded by stating that people are suffering from the economy.

Hearing no further public comment, Ms. Ardinger stated that the monthly regular Board meeting would be held immediately following, to which the public was invited. She reported that the next Public Hearing would be Thursday, March 7, 2012, at Broken Ground School at 7:00 p.m. with a Budget Work Session following.

The Public Hearing was adjourned at 6:55 p.m.

Respectfully submitted,

Jack Dunn

*Secretary*
The Board of Education, Concord School District, held a Public Hearing in the Cafeteria at the Broken Ground School, 123 Portsmouth Street.

Board Members present: Kassandra Ardinger, President, Christopher Casko, Clint Cogswell, Jack Dunn, Barbara Higgins, Jennifer Patterson, Tara Reardon

Board Members absent: Bill Glahn, Nick Metalious

District Administrators present: Chris Rath, Donna Palley, Matt Cashman, Larry Prince

Board President Kassandra Ardinger welcomed the public and called the Public Hearing to order at 7:00 p.m. She announced that the vote to approve the Preliminary Budget for FY 2012-2013 would take place at the monthly School Board Meeting on Monday, April 2, 2012, at 7:00 p.m. She also stated that in order to pass the budget, a majority vote of the Board would be needed. President Ardinger then turned the meeting over to Superintendent Chris Rath for a presentation of the posted Preliminary Concord School District FY 2012-2013 Budget.

Superintendent Rath stated that the presentation of the Preliminary Budget for FY 2012-2013 had been updated in response to comments and questions from the Public Hearing on Monday, March 5, 2012. She then reviewed the budget preparation timeline that began January 23, 2012 and had lead up to the March Public Hearings with the goal of passing the Preliminary Budget for FY 2012-2013 at the April Board Meeting.

Superintendent Rath explained that the district budget structure consisted of three (3) funds: General Fund, Food Service Fund and Grants Fund. She stated that only the General Fund budget affects the tax rate and that the other budgets are independently funded. The Food Service Fund is self-supported by the federal program for free and reduced lunch, and regular lunch sales. The Grants Fund spends only the amount of funds received from federal or other grant sources. Each fund has two (2) types of budget categories: functions, that are areas of activity; and objects, that consist of a service or a material object. She then reviewed the proposed district budget’s three (3) components including increases or decreases in each.

Superintendent Rath stated that the General Fund is proposed to be budgeted at $70,666,776, which is a .25% increase over the FY 2011-2012 budget. The General Fund Budget, she noted, does not include steps or cost of living increases for NEA groups or unaffiliated positions but does include salaries on the Veterans Salary Schedule plus an
amount to cover increased costs for the possible return to the Local Government Center for health insurance. Superintendent Rath went on to explain that the Grant Fund is proposed to be budgeted at $3,188,840 for an increase of $363,511; and the Food Service Fund is proposed to be budgeted at $1,703,604, for an increase of $49,649; thus making the total proposed appropriation $75,559,220, a decrease of $137,192.

Superintendent Rath directed the public’s attention to a report in which Board changes and reductions to the projected budget were shown to decrease the budget by $177,136. She then referred to a pie chart showing the different budget functions and percentages and explaining the details behind each function:

- Regular Programs: 45% of General Fund Budget
  - Function #s 1100, 1300, 1400, 2200
  - Budgeted for $31,264,425 which is an increase of $787,803 or 3%

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- Adult/Community Education: 1% of General Fund Budget
  - 1600
  - Budgeted for $452,680 which is a decrease of $314,159 or -40.97%

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- Benefits: 3% of General Fund Budget
  - 2900
  - Budgeted for $1,997,715 which is a decrease of $89,351 or -4.28%

Superintendent Rath explained the District’s enrollment history to date and projections for declines in enrollment over the next few years. She also reported that this
enrollment decline led to the consolidation of the elementary schools, which resulted in many reductions in that level. These reductions included two (2) principals, three (3) guidance counselors, seventeen point five (17.5) classroom teachers, one (1) music teacher, one (1) reading specialist, three (3) health aides, four (4) school secretaries, two (2) head custodians and two point four (2.4) media program assistants.

Superintendent Rath reported that Revenues (other than property taxes) were projected to be $30,982,029, a decrease of $1,843,564 from FY 2011-2012 Revenue.

Superintendent Rath addressed the impact that the proposed FY 2012-2013 General Fund would have on the property tax rate. She explained that the General Fund’s projected Expenditures were, as stated previously, $70,666,776, an increase of $176,670; projected Revenues were $24,089,585, a decrease of $1,199,768; and unreserved fund balance, which is used to offset taxes, is projected to be $2,000,000, a decrease of $329,930. Due to these factors, the amount to be raised by taxes is projected to be $44,577,191, an increase of $1,706,373. Superintendent Rath stated that by using the City’s increase in valuation of .37%, the tax rate would be increased by 3.47%. Dr. Rath reminded the public that, as previously stated, the costs of negotiated agreements and the use of reserves are not included in the projected tax increase.

Superintendent Rath reviewed a report on the five-year history of General Fund expenses, noting that the major cost drivers in the FY2011-2012 budget were a 9.47% increase in health insurance and a $1.2 million increase in the employer retirement contribution due to a downshift from the state. She then reviewed a report showing the reduction in staff that had taken place throughout the District from 2010 to 2012.

In conclusion, Superintendent Rath reviewed the timeline for budget approval, reminding the public that the vote to approve the Preliminary Budget for FY 2012-2013 would take place at the School Board meeting on April 2, 2012 at 7:00 p.m. in the Board Room. She stated that in mid-April the Board should receive an updated valuation estimate from the City. A vote to approve the final budget will take place in late October; at that point any action to increase the budget after the April 2, 2012 vote will require seven (7) of nine (9) votes.

Ms. Ardinger thanked Superintendent Rath for her presentation and invited public comment on the preliminary budget.

_Betty Hoadley of West Parish Road_, former Board member and former School Charter Commission member, commented that the community is clearly nervous about the increase in the projected school tax rate of 3.47%. She recommended that the Board cut the budget a little more and look to negotiations for cuts with salaries and benefits. She noted that Concord teachers are among the highest paid in the state, with generous benefits. She stated that she was astounded at the last three-year contract and felt that now was the time for moderation.

Ms. Hoadley recognized the previous Board, which found ways to fund the elementary consolidation with such a small impact on the community, taking advantage of lower
bids due to the poor economy, low interest rates, federal funds and other state and federal programs. She complimented former Board member David Immen for his foresight in establishing the reserves. Ms. Hoadley noted that she was glad to see that with changing enrollments, consolidation, and times and needs changing, the Board has added and subtracted to the budget.

Ms. Hoadley recommended increasing rentals of the District’s buildings to generate more revenue, and allocating the funds from property sales to the Facilities Reserve instead of to the operating fund. She also suggested that the Board organize a think tank regarding gasoline consumption, as gas prices are up 15% and may go higher, and examine ways to decrease transportation costs for team sports.

Another suggestion that Ms. Hoadley presented was to have the Director of Physical Education and Sports put 4% or 5% of his budget into creating a sixty (60) minute per day exercise program for the elementary and middle schools to help fight obesity. She noted that schools could help by being part of the solution to this problem.

Ms. Hoadley recommended that the Board examine the budget to see if there were any duplications; to explore programs that allow students at CHS to take courses other than those offered at CHS, such as Virtual Academy; to eliminate the course for preparing students for the SATs, as students can get that instruction online; and to give an annual total salary and benefits report to all employees with the value of District contributions, in order for the employees to understand and appreciate what has been done for them. Ms. Hoadley concluded by asking the Board to look for further budget cuts and changes, remaining constant on its resolve to be frugal.

Chuck Douglas of East Side Drive noted that he had served on the School Charter Commission. He commented that he was glad to see that the student drop-out rate had decreased, as graduating would help students to get a better income and better contribute to the community. Mr. Douglas went on to state that he would like the Board to hold to a 0% increase in the tax rate and no higher. He said that in 2009 the tax rate was $20.09 per thousand; currently the tax rate is $24.60, is a combined increase (between City and School District) of 20%. He pointed out that the community did not receive a 20% increase in their salaries. Mr. Douglas stated that the teacher contract provided an 8% raise over three (3) years while State employees received a 0% raise over two (2) years. He felt that it was time to give the taxpayers a break.

Martin Honigberg of Oakmont Drive applauded the Board by stating that over the last few years the Board had worked very hard on the budget and that some things were and are beyond anyone’s control. He commended the Administration for long-range thinking and planning. Mr. Honigberg stated that he was disappointed that scheduled purchases of buses had been excluded in a previous budget and then needed to be put back in. He commented that the District’s tax rate is only one element of the overall tax rate and that therefore the focus should not be on the tax rate; rather on what is needed to be done. Mr. Honigberg also suggested that more revenue could be generated by renting out District facilities to more community groups, as people are
used to facility use fees, and also have insurance for these rentals. He concluded by saying that he appreciated the work that is being done on the budget by the Board.

**Alice Medley of Foster Street** stated that she had spoken at the first Public Hearing. She wanted to know why everything is for what the kids need and no consideration is given to what the parents (the taxpayers) need. She stated that she would like to have projects put on hold and that teachers do not need a raise.

**Jason Brooks of Concord** stated that he had moved to Concord two and a half years ago from Tennessee after 22 years in the military. He noted that he could have moved anywhere due to his type of business, but he chose Concord. Mr. Brooks was impressed with the quality of teachers in the District and wouldn’t mind a tax rate hike to support them.

**Lynn Madore of Cardinal Road** stated that she had been with the school system in different capacities for 25 years and had five children who attended the Concord schools. She noted that she had volunteered, substituted, and finally became a Special Education teacher at the high school. Ms. Madore commented that she stands in the shoes of both a taxpayer and a teacher. She remarked that “we [teachers] are not enemies.” She stated that what the children are given or fail to be given has long-term consequences. Also, she stated that because of the substantial benefits provided by the District, more high-quality teachers are attracted and retained. Ms. Madore declared that though she no longer has children in school, she feels that even if her taxes are increased by $168.00 for the year, it would be worth paying approximately $20.00 extra per month for the education of children.

**Barbara Stevens of Concord** mentioned that she also spoke at the first Public Hearing and wanted to reiterate that people are losing homes because they cannot pay their property taxes. She asked the Board to give the taxpayers a break.

Hearing no further public comment, Ms. Ardinger adjourned the public session at 8:10 p.m.

Respectfully submitted,

Jack Dunn

Secretary
Board of Education, Concord School District

Special Board meeting
March 14, 2012

Board members Kass Ardinger, Chris Casko, Clint Cogswell, Jack Dunn,
present: Bill Glahn, Barb Higgins, Jennifer Patterson (left partway through
the meeting), Tara Reardon
Board members absent: Nick Metaliouss
Administrators: Donna Palley, Matt Cashman, Michele Croteau
Other: Michael Castagna

Agenda Item 1. Call to Order
The meeting was called to order at 5:30 p.m. Board President Kass Ardinger explained
that the purpose of the meeting was to receive consultant Michael Castagna’s full
report of proposed uses for the four buildings that will not be used as schools at the
end of the elementary school consolidation/construction project, an abbreviated
presentation of which would be given that evening. She said that time would be given
for Board questions and for public input.

Agenda Item 2. Public Comment
There was no public comment.

Agenda Item 3. Presentation of consultant Michael Castagna
Mr. Castagna described the proposed uses for the following buildings:
Dewey School
- 9 high-end market-rate condos, of which 8 would be garden-style.
- Private student housing, geared toward apartments, not dormitory-style. He
  has talked with UNH Law but the school hasn’t come back with any details.
- SAU Central Office
Rumford School
- Tax-credit, low-income housing would fulfill a primary need in the city. The
  separate lot could be used for neighbors and extra parking. The current
  playground would be retained. The neighbors had thought there would be too
much asphalt in this proposal, but measurements show it would be less than is currently at the site.

Eastman School

- This site is conducive to a senior, assisted-living housing complex. Neighbors had had concerns at an option that would run 24 hours a day, seven days a week. Zoning requirements would allow 64 units; the plan currently has 85 units maximum. Concerns about parking density don’t reflect that some residents will have vehicles while others will not, and the lots themselves could be moved from their current locations. Concerns were also expressed about traffic and light pollution; third shift traffic would be minimal and the site could be landscaped to reduce the impact of lighting. Mr. Castagna felt that this approximately $8 million project was a good fit for the site, considering the scale of the building and its neighborhood.

Walker School

- With a proposed addition, this site could become mixed-use, with a total of 41 tax credit senior independent housing units.
- There is a possibility of the relocation of the entire NHTI art department to this site.
- The site could include “Creative Commons” incubator space.
- This building is on the national historic register. Its current value is approximately $690,000.

Mr. Castagna suggested that the next steps could include establishing preservation easements before the buildings change hands, and determining disposition of known environmental concerns including the presence of asbestos, lead and PCBs. Available funding to mitigate these hazards requires the establishment of a nonprofit owner, which could be set up by the district. After that, the buildings could be offered for outright sale at fair market value.

He indicated that his study constituted 80% to 90% of the due diligence a developer would normally perform, stopping short of traffic and other studies.

Mr. Castagna estimated that the combined sale of Walker, Eastman and Rumford would total an estimated $1.30 million.

Mr. Dunn suggested that regarding Eastman, it might be better to accept less money and find a better fit for the neighborhood.

Mr. Cogswell asked whether a developer could later change the building’s use from assisted living to, say, dementia care. Mr. Castagna explained that a preservation easement would stipulate acceptable uses and aesthetics, to control the building’s use in perpetuity.
Mr. Glahn posited a question about the nature of the School Board’s duty in this matter. He said he feels it is the Board’s obligation to return the buildings to the tax rolls, noting that the School Board is not the Planning Board or the Zoning Board. He emphatically said that he did not want to play that role, noting that the Board can’t properly make those judgments. He expressed skepticism about how the Board could control these variables without actually becoming a zoning board.

Ms. Reardon said that she feels the School Board has a fiduciary responsibility to develop a long-term economic plan to put the properties back on the tax rolls. She disagreed with Mr. Castagna’s comment that the Board must move quickly because “tax credits are expiring.” She suggested not putting a preservation easement on the buildings now, but rather taking the time to do it thoughtfully, noting that “we are good stewards of our property and these buildings won’t fall down in a year.”

Mr. Casko asked whether consideration had been given to relocating Central Office to Eastman. Mr. Cashman replied that the discussion of uses for Eastman could be put back on the table. Ms. Ardinger noted that as Eastman has the most acreage, it shouldn’t be used for a purpose that wouldn’t take advantage of that.

Mr. Cogswell suggested that, while discussions of Eastman and Dewey might continue, there is no need to put Rumford or Walker buildings on the back burner.

In response to a question from Ms. Ardinger about whether the Historic Preservation group had signed off on the possibility of an addition to the Walker site, Mr. Castagna replied that an addition had always been planned at the site.

Mr. Castagna also said that he felt it was a bonus that developers had called him, and suggested putting a committee together to study these uses further. He noted that his charge had been to create a plan for the best uses for these properties that would make them saleable and that would make economic sense.

Mr. Glahn commented that he does not think it is the School Board’s job to determine the aesthetics of a project, pointing out that if neighbors have concerns, the proper place to bring them is to the zoning board. He also stated that he does not feel the Board needs to be in a rush about this plan. He noted that the work of the zoning board and the planning board is not the concern of the School Board. Mr. Glahn noted that he had a hard time making the aesthetic judgment that “this is wrong for this neighborhood.”

Ms. Reardon suggested forming a subcommittee of members of the School Board and of city government to further study the plan.

Mr. Cogswell said that forming a committee to study the Eastman plan might make sense but not for the Walker or Rumford plans.

Ms. Ardinger noted that the plan was to send the consultant’s report to the Capital Facilities Committee, which would review the report and come up with a plan to
proceed for the individual properties, then bring those back to the Board for votes on each.

Mr. Castagna offered to meet with the Capital Facilities Committee to review his report and discuss next steps, even to the point of hiring a real estate agent.

[Jennifer Patterson left the meeting.]

Agenda Item 4. Public Comment

Suzanne Smith-Meyer of Concord noted that she lives in the Eastman neighborhood. She commented that she agrees with Mr. Glahn’s and Ms. Reardon’s viewpoints, commenting that if the governmental body involves the public, then it must listen to what the public has to say. She questioned the transparency of Mr. Castagna’s process. She asked if it would be okay if the Board sold its property and then the zoning and planning boards did their work. She said that, disregarding the fact that this building has been the heart of this small community, she believed the consultant’s job was to find the best use for this property; she felt there were many other better uses for it.

Bill Glahn asked if Ms. Smith Meyer could tell him more specifically what other uses could be pursued for this property.

Ms. Smith Meyer said that she disagreed with putting a business in a residential neighborhood, and said she was surprised that there weren’t other uses proposed.

Ms. Ardinger commented that if there are other developers interested in this property, the Board hopes they come forward.

Judy Eliasberg of Concord suggested that the Central Office remain at Dewey, asking whether the Board anticipated spending another million dollars to build another SAU.

Sue Barry of Concord said that the Eastman building was the centerpiece of the Eastman neighborhood. She thanked the Board and Mr. Cashman for listening and for taking phone calls from concerned neighbors. She said she was appreciative of the Board’s and administration’s responsive to the neighbors. She noted that the issue is identifying the use that “will fit” with the neighborhood. Ms. Barry stated that four side streets are posted with weight limits in the spring and that a project with anticipated heavy travel should not be placed there. She said she was speaking for a group that was not a formal committee, and asked the Board if there was a vehicle through which the group could continue to be involved.

Linda Hutton of Concord expressed appreciation for the work the School Board has done on this project, and said that agreed with Smith-Meyer that the proposal seems to have been somewhat buyer-driven. She expressed concerns about the hours of operation, off street parking, and general impact on the neighborhood of the proposed assisted living facility. She said that, although she would like to have the future occupant of the building to contribute to city revenue, she saw an assisted living facility of even 64 units, for shifts of more than 8 hours per day, as an “extreme change of use.” She suggested possible other uses: providing function rooms, housing the
public prosecutor office, elder daycare, grant potential for housing Habitat for Humanity offices, and temporary use by the National Guard. She also noted that there would be a need to create more one-floor living for elders, and that if Eastman is eventually converted to condos, that the developer should create a certain number of one-floor condos.

Carol Royce read a statement about community involvement. She also suggested that CHS and NHTI use their (construction) programs to do the required construction, to realize significant savings.

Agenda Item 5. Vote to accept Castagna report.

The Board voted 8–0 to than Mr. Castagna for his report, accept it and refer it to the Capital Facilities Committee for further action (moved by Mr. Glahn, seconded by Mr. Cogswell) to adjourn.

Mr. Dunn noted that none of the revenue for these further projects was projected in the construction process. The budget does include maintenance costs.

In response to several additional questions from Concord resident Sue Barry about dedicated benches, plaques and other items on the grounds, Mr. Cashman noted that meetings with the Eastman PTO have ensured that those items will be brought to Mill Brook School, and that they have been carefully designed into the plan.

Mr. Castagna also responded to several questions from the public about the process he used to assess the sites and develop his plan.

Ms. Ardinger noted that significant money would be required to rehabilitate these old buildings, and that use that makes financial sense for developers was critical. She thanked the members of the public who were present for their input.

Agenda Item 5. Adjournment

The Board voted 8–0 (moved by Mr. Glahn, seconded by Mr. Casko) to adjourn.

The meeting adjourned at 7:00 p.m.

Respectfully submitted,

Jack Dunn, Secretary
Board of Education, Concord School District
Regular monthly meeting
April 2, 2012

Board members: Kass Ardinger, Chris Casko, Clint Cogswell, Jack Dunn, Bill Glahn,
present: Barb Higgins, Nick Metalious, Jennifer Patterson, Tara Reardon,
Peter Rouvalis (student representative), Ethan LaFrance (student representative)
Administrators: Superintendent Chris Rath, Donna Palley, Larry Prince, Matt
Cashman, Michele Croteau

Agenda Item 1. Call to Order
The meeting was called to order at 7:00 p.m.

Agenda Item 2. Approval of Agenda
The Board voted 9–0 to approve the agenda (motioned by Jennifer Patterson,
seconded by Nick Metalious).

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

Agenda Item 4. Recognitions
Superintendent Rath invited the principals to introduce the “Champions for Children”
for each school.
John Forrest, Principal of Beaver Meadow School, introduced Kristin O’Connor.

“BMS would like to nominate Kristin O’Connor to be recognized as a 2012
Champion for Children. She is a very organized, thoughtful, hard-working, and
humble person who does countless things behind the scenes to make Beaver
Meadow a great place for kids.

“Kristen is currently our PTO Treasurer. She diligently maintains our PTO
Account by the book. She is a staple at every event and has been an invaluable
member who plays a key role in the organization of events like the Craft Fair, the
One-Stop Shop, and the Book Fair. These events bring the community together
and provide additional funds for our PTO to dedicate to student activities. Kristin
also maintains a bulletin board in our lobby that helps keep the parents informed of community and school events.

“Kristin has also been a SAP volunteer for years and does quite a bit behind the scenes for the program. Without her help, some shows would be impossible to pull off! She has also maintained the "Snack Shack" for the children who participate in the program.

“In past years, Kristin ran our fall and spring school picture sessions. She organized the volunteers and created a yearly schedule that allows every child and staff member to be photographed as efficiently as possible.

“Kristin has been a long-time member of the Art Board. She has been a key in preparing, presenting, and exhibiting student art work. She is always willing to help in any way, and has a calm, humble way of doing an incredible amount of work.

“Simply put, that is Kristin. No matter what she volunteers for and how much work and time it involves, she remains calm and humble.

“Kristin’s second child is about to complete fifth grade and she has served as a classroom volunteer each year. One year, she photographed every classroom event and at the end of the year, she used the pictures to make each student a beautiful memory book. Kristin has also helped organize the fifth grade graduation and yearbook each year.

“Kristin is extremely dedicated to the students and staff at BMS. She is the glue that holds together many of the events that make our school special. We appreciate all she does for the children and their families and, although she will deny it, she is quite deserving of this recognition.”

Susan Lauze, Principal of Broken Ground School, introduced Jen Devanny.

“Tonight it is my pleasure to introduce the Broken Ground School Champion for Children – Jen Devanny.

“Her computer tag lists M.O.M. but I would add volunteer extraordinaire! Jen has been a regular fixture at Broken Ground School since her oldest son, Evan, who is a senior at Concord High, and then Trevor, an 8th grader at Rundlett, were students. Her contributions have been varied and numerous.

“When the KIA - or Kids in Action - staff are pondering where to get a costume for characters such as Horton, Lumiere, Narrators, or Aladdin’s Genie - you hear, “Call Jen!” She has served as the volunteer coordinator finding parents to help with costumes, make-up, sets, tickets, programs, flowers, and even crews to set up and stack chairs for every performance. From January through March year after year, she has given countless hours to the KIA group. Jen is a problem-solver, a tireless worker and a volunteer who is proud of every student’s efforts.
“Jen has also headed our Scholastic Book Fairs twice yearly ... again organizing parent volunteers and making sure that every student has a chance to purchase a new book. She has been a strong advocate for using the book fair not only as a fundraiser but also as a way to build classroom libraries and to add to the BGS library collection.

“Her commitment to reading spurred Jen to answer the call when BGS asked parents to volunteer at specific times each week to read 1:1 with students during their independent reading times. Jen arrived week after week meeting with her students. Her warm smile, quick wit and gentle encouragement have made a world of difference in the lives of these students.

“The BGS PTO has a long-standing tradition of caring for and recognizing the teachers and staff at our school. Jen’s creative flair has transformed our staff room for Mexican Fiestas, Hawaiian Luaus, and Winter Wonderlands for staff luncheons- that are truly not to be believed!

“Jen attends every event like the Annual Lip Sync show, monthly All School Meetings and Walk-a Thons to support not only her own children but the whole BGS community. As her youngest children, Liam and Grace, move on to Rundlett in the fall, we will miss her amazing energy, enthusiasm and dedication to Broken Ground. Jen - all of us at BGS feel blessed by your care and support these many years. Thank you.”

Cheryl Halley, Principal of Dame School, introduced Michelle Myler.

“For nearly ten years Michelle Myler has coordinated the afterschool literacy and summer programs. This has been accomplished through her tireless work with 21st Century grant responsibilities as they relate to the extended day and extended year programs. Michelle has met this challenge with creativity and her eye on what are considered to be the best practices for providing a five-day-a-week program for our students. Some examples of her creativity include setting up karate and yoga instruction for our “Kids Club” members. Balancing academic support with enrichment experiences is Michelle’s special talent.

“Michelle has been instrumental in developing community partnerships to include: the Friends Program, Boys and Girls Club, NH Food Bank, Girl Scouts, River Bend, Lowes grants, and Grandparents Group. She is an essential member of the team of caring staff members that works to gather food and supplies for children who need support.

“Michelle has been an integral team member coordinating and planning family literacy and math evening events. She is a valuable member of the Family Center board.

“Michelle has worked hard over the years to ensure that our families feel connected to Dame School. She has touched the lives of hundreds of children over her ten years at Dame and deserves to be recognized for the many hours of
volunteerism that have extended above and beyond her time as Extended Day coordinator. For these reasons, Michelle Myler is the Dame School 2012 Champion for Children.”

Susan Noyes, Principal of Kimball Walker School, introduced Erica Feldman.

“In the spring of 2007, Walker School joined Dame School in writing a 21st Century grant, which would help to fund a five day a week after school program for our kids. Admittedly, we wrote it with Erica Feldman in mind. From first meeting her, several of us were impressed with her energy and her desire to create and run an afterschool program for kids – a program that would support academic growth and provide lots of opportunities for enrichment (karate, dance, art, music, cooking, science, and more).

“We received the grant, and Erica officially joined Walker School in the fall of 2007 as the director of A.C.E. — Active, Creative, Enrichment. It is no secret that the last five years of this grant have been years of transition for our school community. At the onset of the program, school was being held in a temporary location (Dewey) while Walker was under repair at the start of the school year. Unfazed, Erica dove in and began work. She understood that having a successful afterschool program for kids meant understanding and embracing the school community from the beginning.

“While Erica built a program that our kids loved to attend, she quickly developed relationships with parents and staff and assessed what was desired in an afterschool program. Within the first month of school, Erica developed an early and very important relationship with the PTO and the organization soon became and continues to be a community partner for ACE.

“Knowing that a strong home-to-school relationship is essential and enriching, Erica has creatively reached out to the school community. She has organized numerous innovative “lights on” family nights, enticing families with fresh burritos and the fun of learning together. These events have included literacy nights, academic information nights, and explosive science nights as well as end-of-session achievement ceremonies and year-end family cookouts. She is currently planning a family cooking night. For every event, Erica makes sure the most at-risk students and families are invited – and invited again with personal phone calls and in-person invitations.

“When the Kimball Walker community started seeing an increase in students from Nepal, Erica reached out to the families making sure the students were included in ACE and then ensured they had the transportation they needed to attend. Recently, through Erica’s vision, we have had two Principal Coffee Chats with an interpreter for these families, which have been very special events. She also reached out to the community at-large and drew community members into the school through relationships with the Friends program, the public library,
and the food co-op. And she has always encouraged individuals to volunteer at ACE: from fifth grade helpers, to parents helping with Fun Fridays or individuals with a skill to share for enrichment.

“For the past five years, Erica Feldman has served as a valuable bridge between home and school and connected afterschool programming to the school day. In five years, several hundred KW kids have made important, positive connections with school, enjoyed countless enrichment activities, strengthened their academic skills, and had a safe, welcoming place to spend the afterschool hours. For these reasons, Erica Feldman is the Kimball Walker 2012 Champion for Children.

Tom Sica, Principal of Rundlett Middle School, introduced Sheila Morris.

“It’s lunch time at Rundlett Middle School and we are at the height of our annual Magazine Drive. Groups of children are walking purposefully toward the cafeteria. At first glance, one might that that chicken patties are featured as the daily special. That’s not the case. Observe carefully. Look at the fuzzy, brightly colored creatures that are attached to an elastic, securely wrapped around the wrists of our middle schoolers. These are Wee-Pulls, a sure indicator that students at RMS are pulling their weight, selling magazine subscriptions to family and friends. If you are found wearing a Wee-Pull by a parent volunteer, it’s a guaranteed win of a special prize. “Look!” shouts one of the students. “Here comes the lady with red hair.” The woman approaches the Wee-Pull wearing students; her bright blue eyes emanate pure excitement and encouragement. “Great job you guys!” They receive their award and hurry on their way to the cafeteria.

“While fuzzy Wee-pulls have a way of adding excitement to the day, the true source of inspiration is comes from people who care deeply about children and the school communities that we create. It’s my pleasure to introduce you to Sheila Morris, PTO President at Rundlett Middle School. This evening’s celebration provides our district and school community with an opportunity to take pause and to reflect upon the contributions of individuals who have a demonstrated commitment to public education. Sheila Morris’ contributions amount to something far greater than the thousands of dollars that she has helped to fund raise. While RMS is indebted to Sheila and the entire PTO for their generous support of field trips, special events, guest speakers, and countless “I need your help in a hurry” situations, we are most grateful to Sheila for providing us with a consistent example of joy-filled service.

“In quiet, humble acts of kindness – counting the contents of the Penny War jars, organizing the mulch drive, selling 50/50 raffle tickets at our music concerts – Sheila has worked to build a vibrant community among parents, teachers and students.
“It is with great pride that Rundlett Middle School presents Sheila Morris as a nominee for the 2012 Champions of Children.

Gene Connolly, Principal of Concord High School, introduced Anna-Marie DiPasquale.

“I am honored to nominate Anna-Marie DiPasquale as a Champion for Children. A contracted social worker from Lutheran Services, Anna-Marie works with our New American students at both the middle and high schools to assist in their assimilation to their new school and city as well as their adopted culture.

“Anna-Marie has boundless energy that is totally focused on providing the best possible outcomes for her students. Because Anna-Marie is a master at breaking down barriers, the word “no” is a word she rarely hears, regardless of the issue or whom she is dealing with on behalf of her charges. On the rare occasion that she senses even the hint that a negative response might be forthcoming, she will spring into full-throttle mode and regardless of the challenge, begin whittling away resistance, always charming and never causing offense to the recipient of her impassioned message.

“Her results during her relatively short tenure here have been nothing short of amazing. Always on the lookout for creative ways to educate and enhance the lives of her students, she regularly comes up with creative and interesting ways to engage our New American students. For example, she recently made arrangements for a number of students to go ice skating at Everett Arena, a new experience for all. Not only did she arrange for free skating, she convinced arena management to provide free skates for all participants. As a result of their wonderful experience, the arena has a number of new regulars on Sunday nights. What a great way to be introduced to one of our winter pastimes!

“In a more serious vein, I cannot speak enough about the impact that Anna-Marie has had in creating future academic opportunities for her students. Always looking for ways to engage them, she has outreached to local colleges and arranged field trips and interviews on their behalf. She has been so effective that at least ten of these students have already been accepted to colleges, many with full scholarships. In one instance, a student was denied a scholarship because of an administrative error with his FAFSA information. Refusing to accept that this talented student might miss out on his college experience, Anna-Marie made repeated calls on his behalf. As a result of her efforts, this student was awarded a full scholarship and now has a dual major at a large university. I believe that this student has the potential to change the world, and he owes his educational opportunity in no small measure to Anna-Marie’s efforts on his behalf.

“Concord High and those in the greater Concord community owe Anna-Marie a huge thank you for enhancing our lives and facilitating the transition of these wonderful students into their adopted culture. In her relatively short tenure here,
her impact has already been remarkable. I can’t wait to see where she takes us from here. At a bare minimum, I’m sure that at least skiing is in my future.”

Principal Deb McNeish noted that Conant Rumford School’s Champion, Ivy Klopfenstein, was unable to attend the ceremony and that she would be honored at the school at a later date.

“Conant Rumford School is proud to recommend a truly amazing woman, Ivy Klopfenstein, as the 2012 Champion for Children for our school.

“Three years ago, our librarian received a phone call from a Conant P.T.O. member asking if she needed any help in our library. She told us that an “older woman” who lived in the neighborhood was eager to volunteer at our school.

“We always can use help in our Media Center, but sometimes the planning and training involved in making sure a volunteer has a to-do list and has the skills to consistently perform the tasks outweighs the benefits of having a helper. We also wonder if the individual has the ability to carry books and to perform the physical tasks required to shelve books.

“Despite these reservations, the potential of adding another senior citizen volunteer to our school community dispelled all of those qualms. In the end, we felt it would be wonderful to include Ivy, especially someone from our neighborhood who showed an active interest in our school and in our students. Lastly, it would also be great to start whittling down the library’s to-do list.

“In a wonderful way, Ivy eagerly and quickly learned the tasks our librarian, Anne Jones, asked of her. She has been a godsend to us for the past three years. The increase in the number of classes made re-shelving books in a timely manner a challenge. Ivy performs that duty consistently and accurately. Ivy volunteers two plus hours a day, two to three days a week.

“Ivy is a very special person in our library; an exceptional volunteer. When she comes in, she sets to her tasks with a passion, diligently shelving books, never using the aid of the rolling stool. She insists that all the bending and up and down movement is good for her. Anytime Ivy sees a student who needs her help, she is there, helping with book selections, explaining locations of countries on a map or just having a caring conversation with a child.

“Our librarian Anne Jones writes: “My appreciation for Ivy and her dedication runs deep. After working with her for three years, it is difficult to imagine the library operating as efficiently as it does without her. She has not only given up her time by volunteering in the library, she has taught me how valuable and special our seniors are and just how much they have to contribute to our children. At the end of her duties, I always thank her for her help, and her response is always the same. She always says, “I thank you! I love books and I love kids and they go together!”

page 60 of 152
“As a result of all she does for our library and for the children of Conant Rumford School, we are proud to recognize Ivy Klopfenstein as Conant Rumford’s Champion for Children!”

The Board thanked these Champions for all their devoted work on behalf of Concord students.

Student representative Peter Rouvalis reported on activities at the high school:

- Spring sports have begun, including track, lacrosse, softball, baseball and tennis.
- CHS will host the high school Music All-State Music Festival in mid-April.

Student representative Ethan LaFrance also reported that:

- A group of sophomores, juniors and seniors recently travelled to St. Anselm’s College for “HYPE Day,” (Hosting Young Philosophy Enthusiasts) put on by the Souhegan High School ethics forum.
- RMS students performed the musical “Once Upon a Mattress” directed by Chris Richards and Klint Klose. A slideshow of the production is posted on the RMS website.
- Today marks the start of the 4th quarter.

Superintendent Rath noted several newspaper articles and letters:

- A letter from RMS Principal Tom Sica thanking school guidance counselor Kate Weeks for her initiative in bringing a group of middle school girls to the NH Young Women’s Conference at Plymouth State University in March. Topics tackled at the conference included “Facebook” and social media concerns, forming healthy relationships, and leadership in the areas of health and wellbeing.
- A letter from BMS Principal John Forrest congratulating fifth grader Rebecca Bamidele for her achievement of top 6 ranking in the NH State Spelling Bee.
- A letter from Governor John Lynch thanking Broken Ground principal Susan Lauze for the school’s Read Across America event, including a song presentation by the students.
- A note on the Lebanon High School web site acknowledging the exceptional sportsmanship of the Concord High School Girls Ice Hockey team during competition with Lebanon High School.
- A letter to Broken Ground principal Susan Lauze from Edna McDuffie Manning Ed.D., President of the Oklahoma School of Science and Mathematics, noting an essay from OSSM student Kayla McFarland about her Elementary Art teacher Karen McCormack, who teaches at Broken Ground School. This tribute marked recognition of “exceptional faculty who truly believe in the noble profession of inspiring the pure joy of learning,” noted President McDuffie.
An article in the New England College campus newsletter about a group of 23 CHS ELL students who visited education classes to teach them what it’s like to be a new English language learner. Anna-Marie DiPasquale, a contracted social worker in the District, continued an effort begun last year to encourage leadership opportunities for new ELL students.

A note from Ms. DiPasquale noting that senior Binita Rai is the first ELL refugee girl to be inducted into the National Honor Society.

A notice in the National Association of Social Workers publication announcing an educational event for social workers featuring panelists including two CHS students (Binita Rai and Jane Yen), ELL teacher Sandi Keyes and ELL tutor Tara Kesig, and social worker Anna-Marie DiPasquale. The panel will discuss ways to empower new ELL students and their families, and further the process of assimilation.

Agenda Item 5. Doris Ballard of Concord TV.

Ms. Ballard talked about an event planned by Concord TV called “Concord On Air,” that will occur throughout the day on April 15. Many parts of the Concord community will be represented, from the Concord Police Department to visual arts to the Friendly Kitchen to tours of the three new elementary schools. The full schedule of events is listed on yourconcordtv.org.

Agenda Item 6. Approval of Board Minutes

Ms. Ardinger briefly reviewed the minutes of several minutes of the Board, including:

The public hearings on March 5 and March 7, the regular monthly meeting on March 5, and the minutes of the Special Board meeting on March 14, 2012, at which the Board formally accepted the report of consultant Michael Castagna with recommendations for the use of the District buildings that will no longer be used once the elementary school consolidation is complete.

The Board voted 9–0 to approve the minutes of the public hearings on March 5 and March 7, 2012; the regular monthly meeting on March 5, 2012 and the Special Board meeting on March 14, 2012 (moved by Tara Reardon, seconded by Jack Dunn).

Agenda Item 7. Negotiations

Mr. Glahn gave the report of the Negotiation Committee meetings on March 7 and 27, and on April 2, and one day of mediation. The mediator has given both parties time to consider the outstanding issues.
Agenda Item 8. Vote on the Budget

Kass had a question about the Vocational Capital Reserve fund of $140,247 – this derives from a fee.

The following motion was proposed by the administration on the operating budget for FY 2012 – 2013:

… That the School Board vote to raise and appropriate the sum of $75,559,220 to adopt the budget for fiscal year 2012–2013 as posted on March 24, 2012 inclusive of the following transfers to existing expendable trust funds: Vocational Capital Reserve fund for an amount up to $140,247;

and also inclusive of the following withdrawals from expendable trust funds to fund appropriations: Facilities Purchase & Renovation Expendable Trust for an amount up to $1,667,475; Instructional Trust for an amount up to $57,150; Vocational Capital Reserve for an amount up to $2,000.

Note – Resulting Total Appropriation for 2012–2013

<table>
<thead>
<tr>
<th></th>
<th>Superintendent’s Posted MS26</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>1/23/12</td>
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<tr>
<td>- Operations Excluding Debt Service</td>
<td>$63,502,019</td>
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<tr>
<td>- Operations Debt Service</td>
<td>$7,202,046</td>
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<tr>
<td>- Transfer to Vocational Capital Reserve</td>
<td>$140,247</td>
</tr>
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<td>Total General Fund</td>
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<td>Food Service Fund</td>
<td>$1,703,604</td>
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<tr>
<td>Grant Fund</td>
<td>$3,188,840</td>
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<tr>
<td>Capital Project Fund</td>
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<tr>
<td>Total appropriations</td>
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</tbody>
</table>

The Board voted 9-0 to approve the motion as noted above (motioned by Bill Glahn, seconded by Chris Casko).

Ms. Ardinger noted that this Board vote was taken in order to allow the issuance of contracts to teachers and administrators. The Board has until October to re-visit the budget, although any increase in the budget will require approval of 7 of 9 Board members. The final valuation figure from the City is not received until May.

Ms. Patterson thanked everyone who came to the public hearings to testify, and the efforts of the administration to arrive at a budget that preserves the District’s educational goals.
Agenda Item 9. Personnel

Human Resources Director Larry Prince presented three requests for leaves of absence for child-rearing purposes starting next fall.

The Board voted 9–0 to confirm the leaves of absence as presented (moved by Barb Higgins, seconded by Mr. Metalious).

Mr. Prince presented several staff nominations.

Sarah McCarthy, Grade 6 Classroom Teacher, Rundlett Middle School, $20,929, rate of M-1. Sarah replaces Judith French (92 days at M-14 = $36,911) – LOA. Budgeted at $36,911.

Melissa Valence, Grade 6 Classroom Teacher, Rundlett Middle School, $20,681, rate of B-1, 70 days, 50% of B-1, 60 days. Melissa replaces Leah MacLeod (70 days at 100% of M+30-14 = $28,954 and 60 days at 50% of M+30-14 = $12,409) – LOA, one year only. Budgeted at $41,363.

The Board voted 9–0 to confirm the staff hires as presented (moved by Clint Cogswell, seconded by Mr. Dunn).

Mr. Prince presented one coaching nomination.

Danielle O’Leary, Girls Freshman Lacrosse, Concord High School, $1,892, Step 1, Group 11, 5.0%. Danielle replaces Amanda Bacher.

The Board voted 9–0 to confirm the coach hires as presented (moved by Ms. Higgins, seconded by Ms. Patterson).

Ms. Ardinger noted that the Board would not take up the Veterans Salary Scale at that time as a negotiated teacher contract has not yet been reached.

Mr. Prince read the list of CAA nominations: John Forrest, Susan Lauze, Cheryl Halley, Matt Ballou, Heather Barker, Ann Rines, Tom Sica, Chris Lewis, Deb McNeish, Andrea Elliot, Ben Greene, Steve Rothenberg, Gene Connolly, Steve Mello.

The Board voted 9–0 to confirm the administrative positions as presented (moved by Mr. Dunn, seconded by Ms. Patterson).

Superintendent Rath described to the Board that several positions are currently “holds,” based on projections for the number of incoming kindergarteners and first graders. The most recent enrollments and registrations indicated that the numbers were not sufficiently large to justify these positions, but these numbers are still preliminary. Three positions were put on hold until the administration knows that Kindergarten and first grade enrollment numbers will be sufficient to justify the positions. While the positions were not immediately filled, the administration did not want to eliminate the positions at this time.
Mr. Prince also noted several one-year-only positions: Jane Cogswell; Rebecca Malloy; Joe Mesnio, Internetworking teacher; Nancy Wiggin, curriculum facilitator for math; Gay Korn, a 30% technology education teacher and curriculum facilitator.

The Board voted 9-0 to confirm the list of teachers, with the exception of Alison Casko and Jane Cogswell, as presented (moved by Mr. Glahn, seconded by Ms. Reardon).

The Board voted 7–0 (Mr. Casko and Mr. Cogswell abstained) to confirm teachers Alison Casko and Jane Cogswell (moved by Mr. Glahn, seconded by Ms. Patterson).

Agenda Item 10. Communications
Previously unreported, Ms. Patterson noted that the Communications Committee met on February 13 and recessed into non-public session, came out of non-public session and voted to seal the minutes under the provisions of RSA 91-A:3 II (a).

Agenda Item 11. Finance
Mr. Dunn reported on the Finance Committee meeting of March 19, as chairperson Clint Cogswell had been absent from that meeting. The committee discussed the possibility of outsourcing transportation. As some of the information was non-public; the committee voted to go into non-public session in order to review this information.

Mr. Cogswell reported on the Finance Committee meeting of March 26. The first agenda item was to discuss the District audit by Melanson Heath. He complimented the business team and especially Michele Croteau for doing such a nice job preparing for the audit. The second agenda item was a discussion of needed improvements at the Concord Regional Technical Center (CRTC). The administration requested a withdrawal of $200,000 from reserve funds to make improvements to a number of CRTC programs, to be approved in the current budget year.

The Board voted 9–0 to approve withdrawal of up to $200,000 from the CRTC Capital Reserve Trust for CRTC improvements subject to a future public hearing (moved by Mr. Cogswell, seconded by Mr. Glahn).

Ms. Ardinger requested that the audited financials for at least the last two or three years be posted on the District website.

Mr. Cogswell also noted that the scheduled April 2 Finance Committee meeting was cancelled.

Ms. Croteau noted a proposed resolution for the Board to consider. By participating in a two-year agreement with its insurer PRIMEX, the District would realize a discount
for the first year. This agreement would also put a cap on the valuation of the new facilities.

The Board voted 9–0 to authorize the commitment of the School Board to enter into a two-year contract with Primex to cover the District’s insurance needs (including workers comp and property liability) (moved by Mr. Cogswell, seconded by Mr. Glahn).

Agenda Item 12. Capital Facilities

Mr. Dunn gave the report on the Capital Facilities Committee meeting on March 28.

Assistant Superintendent Donna Palley and Director of Technology Matt Ballou gave an overview of the technology to be used in the new schools. The original technology budget for the elementary school consolidation project was $1.8 million for the three new schools, and is currently $80,000 under budget. The committee also discussed the plan for increased mobile technology in the rest of the schools.

The Committee also reviewed a change order to the construction plan as the District will build a maintenance facility on the Broken Ground site, with a 218-foot setback and six parking spaces. This change order will be eligible for 43% building aid, with a total cost to the district of $146,000. Currently, the District leases 4,000 square feet (sf) on Pembroke Road for $29,000 per year. The new facility will be 1344 sf, a two-thirds reduction in size. Minimal clearing will be done in order to maintain the existing tree buffer and trails. Storage capacity was discussed.

Mr. Cashman noted that the District will “receive keys to the new buildings” on June 29, 2012.

Agenda Item 13. Instructional

Ms. Patterson gave the report on the Instructional Committee meeting on March 28.

Principal Gene Connolly and all four curriculum facilitators made a presentation on extended instruction at CHS that would involve a reallocation of staff.

The first approach, the extended class model, has been used the past two years in math with good results. Students in 9th grade Algebra classes have an additional 45 minutes of instruction three days a week to focus on the math curriculum. The proposal is to continue this model next year for freshmen taking algebra, as well as for U.S. history, chemistry and biology.

The second approach, a collaborative teaching model, would have two additional teachers available in their own classrooms during a period when there are multiple sections of the freshman English class, and also for math. This would facilitate instructional flexibility.
The third approach, blended learning, would involve the development of an online component for the freshman biology class allowing students to access the curriculum supported by a teacher.

The Board voted 9–0 to approve the allocation of teaching staff to support the extended learning program as presented to the Instructional Committee (moved by Ms. Patterson, seconded by Ms. Higgins).

In response to a question from Ms. Reardon, Ms. Palley noted that the extended learning proposal does not involve net additions or deletions in staffing. In the annual process of reviewing full enrollment numbers, sections are added or deleted in certain areas based on student course requests.

Agenda Item 14. Proposed calendar of meetings

Superintendent Rath discussed the calendar of Board meetings for April 2012, noting the spring holiday the week of April 23. The calendar of meetings for April can be found on the District’s website, concordnhschools.net.

Agenda Item 15. Public comment

There was no public comment.

Agenda Item 16. Adjournment

The Board voted 9–0 (moved by Ms. Higgins, seconded by Mr. Metialis) to adjourn.

The meeting adjourned at 8:30 p.m.

Respectfully submitted,

Jack Dunn, Secretary
Board of Education, Concord School District

Regular monthly meeting
May 7, 2012

**Board members**  Kass Ardinger, Chris Casko, Clint Cogswell, Jack Dunn, Bill Glahn, present: Barb Higgins, Nick Metalious, Jennifer Patterson, Tara Reardon, Peter Rouvalis (student representative), Ethan LaFrance (student representative)

**Administrators:** Superintendent Chris Rath, Donna Palley, Larry Prince, Matt Cashman, Michele Croteau

Agenda Item 1. Call to Order
The meeting was called to order at 7:00 p.m.

Agenda Item 2. Approval of Agenda

**Clint motioned to amend the agenda under other business: discuss an issue about property acquisition. Barb Higgins seconded. Board voted 9 – 0.**

**The Board voted 9–0 to approve the agenda (motioned by Tara Reardon, seconded by Nick Metalious).**

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

Agenda Item 4. Recognitions
Superintendent Rath and Assistant Superintendent Donna Palley introduced the teachers recognized as “*Distinguished Educators*” for 2012.

**Concord High School: Sharon Bean**

Please accept my nomination of Sharon Bean as a 2012 Concord School District Distinguished Educator. Sharon started her teaching career with the district in August, 2008. She is employed as our Career and Technical Education Health Science and Technology teacher.

Recently, Sharon informed me that 100% of her senior class is going off to college in the fall and most, if not all, are pursuing careers in healthcare. Sharon’s pride reflects her
tireless efforts to prepare her students for a career in which she truly has a passion for sharing.

Like most CRTC instructors, Sharon came to us directly from the field. She had been employed as a nurse for over 20 years and therefore brought a wealth of knowledge and experience to the classroom. The challenge for her was to learn how to be a top-notch high school teacher. Sharon has pursued her own personal growth with vigor; in the process, establishing a number of mentor relationships with master teachers at CHS.

Students in our Health Science Program love Ms. Bean. I don’t use the word “love” lightly. Her humor, warm style, and her honesty with students give them the confidence to succeed. They know she is “all in” and they appreciate her for it.

Ms. Bean has a 100% commitment to the program and to student success. Her service goes ‘above and beyond’ including: taking students to Dartmouth Medical School Lectures; building strong community relationships with diverse health care providers; facilitating professional visitors to the classroom; overseeing an LNA certificate program for the majority of seniors (requiring an extra 100 hours of clinical work outside the school day); coordinating two blood drives a year at the high school; and advising the HOSA student organization which includes one or two lengthy overnights per year. Her curriculum includes three dual enrollment course offerings (college and high school credit simultaneously) and a wealth of creative hands-on opportunities.

In her four shorts years at Concord Regional Technical Center, Sharon has established herself, and the Health Science and Technology program, as a premier program. Requests for enrollment far outnumber the slots we have in the program.

We are very proud of Sharon as she establishes herself as an expert teacher, and as an outstanding leader. We strongly believe she is a distinguished educator in every sense of its meaning.

**Kimball Walker School: Barbara Franzeim**

Barb Franzeim came to Concord in September 1987 as an elementary guidance counselor. During the past 25 years, Barb has worked at Beaver Meadow, Eastman, Rumford, Kimball, and always at Walker School. During the past four years, Barb has been important in the consolidation of Kimball and Walker—working with administration to keep kids and families connected through changing environments. With the move to the Rumford building, it was hard for some families to get to the school for meetings; Barb has picked them up and brought them home. While she has managed a significantly increased student population, she has helped develop two strong Student Support Room programs and provided invaluable training to two support room program assistants.

Barb has served on all of our SINI committees helping us develop school wide improvement plans. She was our HomeLink Coordinator—connecting school to home
and planning events for families and programs that supported parents. Barb works tirelessly with classroom teachers, specialists, and parents to develop Positive Behavior Support Plans for kids who need extra support to be successful each day in school. Her communication with families is an example to all of us. This year, Barb was able to get outside counselors to come to school to meet with kids whose families couldn’t get them to an office in town. Barb is always willing to tutor students after school and is active in our summer school program each year.

Barb is relentless in her work with camps and community organizations to make sure all of our students have the opportunity to play a sport or go to summer camp. Each year, she makes sure that students are able to go to Camp Mahew, Camp Spaulding, and the Circle Program. This year, she has worked to get students into the Christa McAuliffe Space Camp. She writes grants, so there is money to help kids access opportunities outside of school.

One of Barb’s hallmarks is her leadership and organization of the Holiday Campaign. Each year, she connects with community organizations, as well as the school community, building a network of folks who help make Christmas possible for countless families and children. This past year, over 140 children were served through this community effort.

Barb is a guidance counselor who GETS IT. Her ability to speak to kids, parents and staff is masterful. She is adept at tackling big and ugly issues in a way that offers both hope and direction. We know that student’s social and emotional needs are closely connected with their academic success, and Barb is able to help teachers build that bridge for kids. For years, she has ensured the academic success of our most challenged population as well as those who occasionally need a gentle nudge of redirection.

Her commitment to all kids, to their families, to our community, and her support of staff is why Barb Franzeim is Kimball Walker’s 2012 Distinguished Educator.

**Rundlett Middle School: Howie Leung**

Howie Leung has worked as Special Education teacher at Rundlett Middle School for five years. Some say that he works magic in the classroom. His students and colleagues might provide testimony to support that statement, but they would also speak of a teacher who gives tirelessly of himself and takes sheer delight in seeing his students learn. Howie is a highly regarded teacher who gives generously of his time and talent to all members of the school community. Howie has the highest of expectations for all students, and his students embrace those expectations with the confidence that their teacher will help to lead and to guide them on the journey. Howie Leung exudes professionalism, and is always willing to go the extra mile.

Howie is an exceptional teacher who is motivated by a strongly held conviction that all students can learn. Whether that student is struggling to understand a math concept or unsure of how to solve an equation, Howie is there to listen, to guide and to teach with
an abundance of patience and creativity. Howie’s intelligence and creativity are put to excellent use in overcoming a variety of challenges. “Your classroom doesn’t have a Smart Board?” Not to worry, Howie will go online, conduct some research and learn how to build one! If a teaching strategy does not work for one student, Howie will discover a new way of reaching that individual. Howie’s expertise and passion for helping students learn is a passion that crosses all disciplines and is shared generously with others.

Howie is a teacher who leads by way of example. In both formal and informal settings, Howie has assisted other teachers in understanding the school’s curriculum and utilizing more effective methods of assessment. His passion for teaching and learning are key ingredients that help to create a positive learning environment for students.

Students who have had the opportunity of learning with Howie build lasting relationships with a teacher who is committed to his profession and cares deeply for them. Howie has helped develop a dynamic student leadership organization at RMS – the Student Ambassadors. Howie is a teacher who knows his students. His genuine interest in the lives of his students and concern for their progress in class help to personalize a large middle school.

Whether through his work in the Title I Program or the extra time that he gives to students outside the formal classroom setting, Howie demonstrates his on-going commitment to serving the students of our school community. He has served as a member of the:

- RMS SINI Team.
- Math Intervention Team.
- District Math Committee - MARC
- Move-Up Committee whose work focuses on the development and implementation of transition programs for incoming sixth grade students.

Howie has written grants for the innovative use of technology and programs to promote student leadership. His ability to effectively use technology in the classroom is exemplary. He shares this knowledge with his colleagues in a humble and generous manner. He has worked to make student assessment data accessible to teachers in a way that fosters professional discussion and promotes student learning.

Although standing in the limelight is not a place where Howie would ever choose to be, he has made formal presentations to our staff at faculty and department meetings. His voice is one that gains the attention of our faculty because people know that it comes from one who is filled with insight and integrity.

**Broken Ground School: Amanda Neidhardt**

Amanda Neidhardt is an amazing educator, who inspires students to challenge themselves as learners each and every day. She models an enthusiasm for learning
which is contagious. Amanda has taken on a leadership role at BGS in promoting the Responsive Classroom principles, which facilitate a welcoming, inclusive and respectful climate in our school. Amanda gets to know her students as individuals and encourages each of their families’ active involvement and partnership. She is an active school improvement team member, a mentor for colleagues, and long-term volunteer in afterschool activities. Amanda is always willing to tackle new challenges with a positive attitude and smile.

Amanda is viewed by the staff as a teacher leader in fostering community both within her classroom and throughout the school. She effectively enriches all areas of the curriculum by integrating the arts, especially music and drama, to encourage learning. Amanda has written and received grants to add to the Broken Ground School collection of classroom plays emphasizing science and social studies themes. She always welcomes colleagues to her classroom to observe and shares her creative ideas with others as they develop their instructional units. Amanda was one of the first teachers at Broken Ground to embrace our changing student population. She has consistently taken the initiative to go the extra mile to understand the customs and traditions of her students and to celebrate all that diversity brings to us as a school.

For years, Amanda has touched the lives of so many of our students outside the classroom through her dedication to the Kids in Action drama program. She has volunteered countless hours after school helping students to learn their lines and to build their confidence to perform “on stage.” Amanda has taken the challenge of managing the microphones for our student actors. Her calm and patient demeanor has helped to set the tone backstage. Amanda also serves as a silent mentor to students who need that extra attention – helping them to feel connected to the adults in our school. She has maintained close relationships with former students, offering to be their buddy reader or writer.

Amanda has served on the BGS School Striving for Excellence team, where her positive energy and creative ideas have been important to our improvement initiatives. She has served as a mentor for new teachers and is always willing to share her materials with colleagues. Amanda has supported students by teaching during the Summer Literacy Camp in July, and also participating on district curriculum development projects at the Summer Curriculum Institute. Finally she has been the third grade representative on several hiring committees and is an active member of our school Climate Committee.

Amanda begins each fall by encouraging every family to meet with her to share their insights about their child. She uses these meetings to truly listen to parents’ hopes and ideas about the upcoming school year. She conscientiously maintains her website and sends regular newsletters to families about upcoming class and school-wide events. Parents appreciate her support and efforts to include them as partners in their child’s education. Parents love Amanda’s enthusiasm and stay connected with her as their children move on to grade 4 and beyond.
Concord High School: Monica Unger

Special Education Teacher Monica Unger is a Distinguished Educator. An experienced educator and consummate team player, Monica has built trusting, solid relationships with her students, families and colleagues.

A wonderful but by no means unique example of Monica’s devotion to her students involves a young man in a wheelchair who is taken to the Main Office every day, sometimes by Monica and at times by other staff members. At first, this student would not respond to the greetings of the Main Office staff until Monica took the time to show us that if we approached him in a certain way, he would shake the greeter’s hand. This story speaks volumes of who Monica is. She cherishes every one of her students, and strives to have all exceed expectations, not just meet them.

Monica is eager to share her impressive knowledge, especially with the complexities of autism, where she is recognized as the building expert. She has done an outstanding job of mentoring her staff and enabling those in her program to work together as a team, in spite of some unexpected challenges that she has been faced with this year.

Monica’s collaborative skills extend beyond her classroom and students. She is respected by all at Concord High, not only because of her knowledge but also because of her ever-positive attitude, regardless of the situation. The families of her students are also the lucky beneficiaries of Monica’s knowledge and collaborative nature. Principal Connolly recalled a time when he was asked to assist Monica when the parents of one of her students became argumentative during a meeting. By the time he reached the meeting room, Monica had skillfully defused the situation and was calmly engaged in conversation with the parents about how all could work together to reach an acceptable accommodation.

Concord High School: Linda Mai

It is with great pleasure and honor that we announce Linda Mai as a Concord School District Distinguished Educator. Ben Greene added some words to this commendation. He said he has worked with Linda as a colleague in the music department for fifteen years and has always marveled at the performances of her choral groups. Linda is a magician and is able to get outstanding musicality out of students from all levels of ability. He has always been impressed at how well prepared her groups are, with the attention to detail in diction, phrasing and musicianship.

In addition to her work at Concord High School Linda also teaches general music at the elementary level and inspires her students with the same enthusiasm and excitement that she brings to Concord High School. She always has a smile for each student and makes them feel important. Linda gives each of her Concord High School seniors a gift of a framed poem that is special to her and is her way of saying good-bye to her students.

Linda is dedicated to her students and will do whatever is needed for them to succeed. She spends countless hours with students preparing for All State auditions and with
students who are accepted and need to learn music for the All State Festival. Linda has high expectations for her students and for herself. She does not accept mediocrity but is demanding in a gentle and thoughtful way.

When Linda faced a serious illness a few years ago, she faced it with courage. One of her main concerns through her medical leave was her students and she would come in periodically to visit them and keep up with their progress. Linda has been an inspiration to all of us. As we watched her battle her illness, it reminded us how important it is to stay positive in life.

Linda is one the many unsung heroes in the Concord School District and we are delighted to call her a Distinguished Educator.

**Rundlett Middle School: Pam Sergio**

Mr. Sica noted that Pam Sergio was unable to attend the meeting but will be honored at a later Board meeting.

The Board thanked the Distinguished Educators for their devoted work on behalf of Concord students.

Student representative Peter Rouvalis reported on activities at the high school:

- This week, juniors will take NECAP exams.
- Boys baseball and lacrosse teams are showing strongly.
- The Chamber Ensemble will perform in the CHS auditorium
- May 1 is the deadline for seniors to select a college or declare other future plans. Students report that it is a big relief to have that process done.

Student representative Ethan LaFrance also reported that:

- *Little shop of Horrors* will show Thursday, Friday and Saturday at 7 p.m. in the CHS auditorium.
- Stonyfield Yogurt founder and former CHS parent Gary Hirshberg will be commencement speaker this year. Students chose him based on his work as an environmental activist, a local resident, and one who is in touch with Concord High School.
- May 29 will be an open house for parents of 8th graders transitioning to CHS
- Current 5th graders will visit RMS on May 25 for club fairs and “relateds.” Student ambassadors will be at RMS to greet the class and answer questions.

Superintendent Rath noted several newspaper articles and letters:

- A letter from Kathryn Hodges of the DOE Bureau of Nutrition Programs and Services noting no findings after a program review of the Fresh Fruit and Vegetable Program in early April and demonstrated a number of best practices, including the
full support and involvement of the District’s teachers who serve the fruits and vegetables to their students.

- A letter from a paraeducator and parent of former CSD students acknowledging music teacher Nathan Powers, noting his passion for his subject matter, positive and professional demeanor, and encouragement of students in the classroom.
- A letter from Santina Thibedeau of the DOE Special Education Department, noting Concord School District’s 100% compliance with IDEA regulations relative to Timeliness of Initial Evaluations for students with special education needs.

Agenda Item 5. Approval of Board Minutes

Ms. Ardinger briefly reviewed the minutes of the regular monthly meeting on April 2.

The Board voted 9–0 to approve the minutes of the regular monthly meeting on April 2, 2012 (moved by Bill Glahn, seconded by Barb Higgins).

Agenda Item 6. Personnel

Human Resources Director Larry Prince presented an administrative nomination. Larry indicated how very pleased the administration and search committee is to present this candidate.

Kristen Gallo, Principal, Christa McAuliffe School, $98,148, step III. Kristen replaces Susan Noyes (Step IV = $101,709) – resignation. Budgeted at $101,709

The Board voted 9–0 to confirm the administrative nomination as presented (moved by Clint Cogswell, seconded by Chris Casko).

Mr. Prince presented several staff nominations. Salaries are based on the 2011-2012 salary schedule.


Heather Hepburn, Classroom Teacher, Broken Ground School, $40,117, rate of B-2 (2011-2012 step). Heather replaces Michelle Myrdek (M-14 = $73,421). Budgeted at $73,421

The Board voted 9–0 to confirm the staff hires as presented (moved by Mr. Glahn, seconded by Ms. Reardon).

Mr. Prince presented several coaching nominations.

Matthew Ghiden, Boys JV Lacrosse, Concord High School, $984, Group 8, 6.5%, Step 1, prorated 20 days. Matt replaces Jeff Smith.
Jason Moore, Boys Freshman Lacrosse, Concord High School, $984, Group 11, 5.0%, Step 1, prorated 26 days. Jason replaces Clint Cassavaugh.


The Board voted 9–0 to confirm the coach hires as presented (moved by Ms. Higgins, seconded by Ms. Patterson).

Mr. Prince presented the veterans salary scale.

The Board voted 9–0 to accept the recommended list for the veterans salary schedule for 2012-2013 and 2013-2014 (moved by Ms. Higgins, seconded by Ms. Reardon).

Agenda Item 7. Capital Facilities

Mr. Dunn gave the report on the Capital Facilities Committee meeting on April 16. The committee discussed the status of the work to re-purpose the old school buildings:

- Dame school will be turned over to the City in September.
- The Committee recommended tabling action on Eastman because of neighborhood concerns about proposals for re-use.
- Interest in Walker and Rumford Schools has been expressed by the Concord Housing Development, a private school working with Bill Norton, and a Massachusetts-based capital group. The Committee directed Mr. Cashman to obtain more details, proposals, and possible purchase prices.
- The Committee recommended that Dewey School become the permanent Central Office of the District. Approximately $1.5 million was included in the consolidation process for a Central Office. Improvements to Dewey will include removal of hazardous material from the basement, converting from oil to natural gas, upgrading the parking lot and drainage, installing some rubber flooring, upgrading the HVAC system.

Chris Casko asked what would be required to make Dewey School handicapped-accessible, and what the cost would be. Mr. Cashman indicated that the lower level is already handicapped-accessible, and that the administration will continue to look at ways to make the whole building ADA-accessible.

The Board voted 9–0 to establish the former Dewey School at 38 Liberty Street as the permanent Central Office of the District (moved by Mr. Dunn, seconded by Mr. Glahn).
Agenda Item 8. Communications
Ms. Patterson reported that the Communications Committee met on April 30 to hear an appeal on a personnel matter.

Agenda Item 9. Finance
Clint Cogswell reported on the Finance Committee meeting of May 2. The administration had put out a request for proposals to handle the need for afterschool programming at the Christa McAuliffe School next year. Four proposals were received, from Obie Barker, the Boys & Girls Club, the YMCA, and Paula Ward. The Committee voted 4-0 to recommend the Concord Boys & Girls Club to the full Board, as that organization has a great ability to provide scholarships and a graduated fee scale so all children can be part of the Club. In addition, Kimball and Walker Schools have had a long-term relationship with that club.

The Board voted 9–0 to approve the selection of the Concord Boys & Girls Club to develop and run an afterschool program at Christa McAuliffe School starting in August 2012 (moved by Mr. Cogswell, seconded by Ms. Higgins).

Agenda Item 10. Negotiations
Mr. Glahn gave the report of the Negotiation Committee meeting on May 2, noting that both the CEA and the School District are moving toward resolution of the contract negotiations.

Agenda Item 11. Other Business
The Concord School Board announced an agreement with Deborah and Curtis Avery to purchase 4 Rumford Street for eventual incorporation into the Christa McAuliffe School project. Since the school construction began, and especially since the change of a parking area to the south of 4 Rumford Street to a play area, the Board had come to appreciate the importance of this lot to the overall safety of students and the aesthetics of the new site.

The purchase price of $285,000 is satisfactory to both parties.

The property has three existing tenants, the last of whose lease ends on August 1, 2012. The District will work with the Averys and their tenants to do necessary testing prior to closing and to assist the tenants when the time comes to vacate the building.

The Board voted by roll call vote 9–0 to authorize the Superintendent, on behalf of the Concord School District, to sign a purchase and sale agreement, in which the District agrees to purchase 4 Rumford Street for $285,000 and further to authorize the Superintendent to take any
and all other acts to effect this agreement (moved by Mr. Cogswell, seconded by Mr. Dunn).

Agenda Item 12. Proposed calendar of meetings

Superintendent Rath discussed the calendar of Board meetings for May 2012, noting the award ceremony for the Concord Trust. On May 23 a public hearing will be held on the topic of withdrawing funds from the Capital Regional Technical Center Reserve Funds, and funds to pay for the Avery purchase. The calendar of meetings for May can be found on the District’s website, concordnhschools.net.

Agenda Item 13. Public comment

There was no public comment.

Agenda Item 14. Adjournment

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

The meeting adjourned at 8:30 p.m.

Respectfully submitted,

Jack Dunn, Secretary
Board of Education, Concord School District

Public Hearing
May 23, 2012

Public Hearing on Request to Withdraw Funds from CRTC Capital Reserve Fund

Board members: Kass Ardinger, Chris Casko, Clint Cogswell, Jack Dunn, Bill Glahn,
present: Barb Higgins, Nick Metalious, Jennifer Patterson, Tara Reardon

Administrators: Superintendent Chris Rath, Matt Cashman, Michele Croteau

The Public Hearing was convened at 5:30 p.m. to hear input from the public about a
request to withdraw funds from CRTC Capital Reserve Fund and to discuss the
potential use of the funds to be withdrawn from the Reserve for these expenses.

Mr. Cashman reviewed the list of items that will be purchased or upgraded by the
funds withdrawn from the Capital Reserve Fund.

CRTC Instructional Trust Request for 2011/2012/2013 (two school years):

Automotive
Replace six student laptops $3,000.00
Smartboard/Projector/Audio/Install in large classroom $3,700.00

Construction Tech
Cosmetology
Install five additional circuits in Cosmetology - upgrade to facilitate classes of 20 $2,000.00
Smartboard/Projector/Audio/Install in large classroom $3,700.00
Replace 10+ year old washer $600.00

Criminal Justice
Culinary Arts
Replace 15+ year old convection oven $6,048.00
Replace gas lines to various equipment per health inspector $1,020.00
Replace six student laptops $3,000.00
Smartboard/Projector/Audio/Install in large classroom $3,700.00
Paint walls in restaurant $1,000.00

Exploring Teaching
Replace furniture in the classroom including student and teacher - desks and chairs $14,766.00

Install Video System to record, view and file video feeds of lessons $16,493.00
Install projector, speakers

Replace rugs throughout $5,000.00
Smartboard/Projector/Audio Install in lab $3,700.00
Replace six student laptops $3,000.00
Complete HVAC Upgrade - current heating system poor/ convert to gas - MAX$ $30,000.00

Fire Science (any purchase pending start in 2013/2014 and enrollment confirmed)

Textbook Purchase (2*20*$80 plus teacher ed plus media $2,500) – $5,700.00
Firefighter and EMT
Breathing Apparatus/Fire Fighting Suits - this MAX$ cost is variable $30,000.00
with sponsorship/used

Graphic Arts and Digital Communication

Replace meeting tables in critique area $3,600.00
Paint room $1,800.00
Replace student workstations and monitors - 25 (rotate older stations) $21,250.00
- Two YR turnover

Health Science

Replace furniture in the classroom - desks and chairs $16,541.68
Replace washer and dryer $1,200.00
Upgrade six student laptops $3,000.00
Basic upgrades to facility and lab $5,000.00

Info Tech

All Programs

Upgrade primary laptops/workstations for faculty/support/office staff $7,500.00
Misc electrical work $2,500.00

CURRENT BALANCE OF CRTC TRUST: $475,100
EXPECTED INCOME FROM 11/12 SCHOOL YEAR $72,147

$198,818.68
Mr. Cashman noted that the Exploring Teaching space is currently heated by steam but recommends the greater efficiency of natural gas. There is a natural gas line in the street outside the building and some of the steam lines are degraded.

Ms. Croteau noted that the administration is requesting approval of an amount up to $199,000 but the funds will stay in a budget line until needed, for purchase of Fire Science materials next year, for example.

Ms. Croteau explained that the source of the CRTC Capital Reserve Fund is a capital fee charged to the sending schools (in addition to tuition). A calculation separate from the tuition is made for the capital fee. Seventy-five percent of the capital fee is billed to the State and 25% to the sending schools. It is required that these monies be put in a capital reserve fund. The intent of the Fund is to have the funds available to keep equipment in these programs updated or expand the kinds of equipment available. In the past, funds from the CRTC Capital Reserve Fund have been used to upgrade the Culinary Arts program and establish the Cosmetology program, among other projects.

There were questions from Board members about the necessity of purchasing two washing machines, and whether textbooks and laptops qualify as capital expenses.

The Board voted 9–0 to close the public hearing (moved by Jennifer Patterson, seconded by Barb Higgins).

The meeting adjourned at 5:44 p.m.

Respectfully submitted,

Jack Dunn, Secretary
Agenda Item 1. Call to Order

The meeting was called to order at 5:45 p.m.

Agenda Item 2. Approval of Agenda

The Board voted 9–0 to approve the agenda (moved by Jennifer Patterson, seconded by Tara Reardon).

Agenda Item 3. Public Comment on agenda items only.

There was no public comment.

Agenda Item 4. Request to withdraw funds from CRTC Capital Reserve Fund

Business Administrator Michele Croteau noted that this withdrawal will be set up as a capital project in this fiscal year, although the revenue will be transferred only to make purchases.

The Board voted 9–0 (motioned by Clint Cogswell, seconded by Jack Dunn) to withdraw up to $199,000 from the Capital Region Technical Center Capital Reserve Fund to make capital improvements as presented, that have been requested by the administration.

Chris Casko noted for the record that the balance of the Trust is $475,100 and there is expected income during the 2011-2012 fiscal year of $72,147. Withdrawal of these funds will not completely deplete the funds.

Renovations on the CRTC will begin this summer.

Agenda Item 5. Update on Elementary Construction Project, school closings and opening ceremony

Mr. Cashman reported that as of April 30, 2012, $41,502,268 has been spent of the approved total budget of $62.5 million. This represents 68% of the approved budget.
Overall school construction is tracking on schedule. The following activities are anticipated over the next month, heading toward completion on June 29, 2012:

- Landscaping, hardscapes, and playsets will be largely complete
- The process of “punch listing” has begun, which consists of going through the interior and exteriors of the schools to check for deficiencies. Each room is categorized for the issues; subcontractors go in and finish them.
- Commissioning of the mechanical systems, including set points, temperature controls, etc.
- Commissioning of building “Flush Out” (exhausting air throughout the school to verify the system) and other building automation services this month and into June
- Elevator and Fire Alarm final testing
- Demolition of Conant and 4 Rumford Street, scheduled for the summer.
- Construction of the maintenance building over the summer, with a September move-in date.

Mr. Cashman provided an update on the needed work at the Central Office (formerly Dewey School). HMFH architects have viewed the space and had a preliminary discussion with Superintendent Rath and Mr. Cashman. The architects will develop a conceptual design that will include the needs of the office and the requirements for removal of hazardous waste. He pointed out that asbestos and PCB-containing materials are known to be in the back rooms in the basement. These materials will be cleaned out this summer, to make bathrooms usable for staff and public. He noted that renovations to this building likely won’t be completed this summer.

Ms. Ardinger noted that the entire project won’t be completed until Central is completed, and Mr. Cashman added that Ed Murdough of DOE had indicated that the A-24 paperwork (for building aid) can be submitted in stages.

Mr. Cashman noted that on Sunday, August 26, from noon to 4 p.m. all three schools will have opening ceremonies in sequence. Details will be forthcoming.

Agenda Item 6. Method for payment of purchase of property at 4 Rumford Street

Superintendent Rath noted that the administration has looked at various options and determined that it is best to pay for the property at 4 Rumford Street from the bonds. She noted that the property won’t be eligible for building aid, but that paying for it out of the bonds will be the most efficient approach. Superintendent Rath noted that the Board did not need to take any action on this item.

Mr. Glahn noted that by paying for the purchase of the building through the bond, the cost over 30 years to taxpayers is minimal, given the value of that property to the overall school site.
Agenda Item 7. Preservation easements

Attorney John Teague described scope and types of easements:

Easements range from allowing a party to cross a sidewalk, for example, to what parts of a building can be altered. Visual easements may protect “the view.” Preservation easements place a condition on the sale/lease of a property so that the buyer/tenant knows what can and cannot be altered. A preservation easement would detail what the Board and the community expects to see preserved. The Board has an interest in both buildings’ facades (Walker and Eastman), but there may be other interior features Board may want to preserve.

First and subsequent buyers are bound by the easements. A third party usually holds the easement. Historical Societies could potentially do this; the School Board won’t have to hold the easement. The Board discussed the need to make inquiries to historical commissions to hold the easement.

After a substantial discussion about moving forward on developing easement parameters and preparing to sell the buildings (Eastman, Walker, Rumford), the following steps were determined, to give parties that have already expressed interest in these buildings access to a formal process so they can participate.

1. Historical
   - Review the Castagna report, including studies by Liz Hengen
2. Develop an RFP
3. Establish a timeline
4. Discuss easement parameters.

At this time the Board will use the Castagna study and not hire a real estate broker.

Agenda Item 8. Public Comment

There was no public comment.

Agenda Item 9. Adjournment

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

The meeting adjourned at 7:53 p.m.

Respectfully submitted,

Jack Dunn, Secretary
Board of Education, Concord School District

Regular monthly meeting

June 4, 2012

Board members present: Kass Ardinger, Chris Casko, Clint Cogswell, Bill Glahn, Barb Higgins (absent for the vote on approving the agenda), Jennifer Patterson, Tara Reardon, Peter Rouvalis (student representative), Ethan LaFrance (student representative)

Board member absent: Nick Metalious

Administrators: Superintendent Chris Rath, Donna Palley, Larry Prince, Michele Croteau

Agenda Item 1. Call to Order

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

Agenda Item 2. Approval of Agenda

The Board voted 6–0 to change the agenda by moving Agenda Item 10, Communications Report, to immediately prior to adjournment to go into nonpublic session in order to discuss that item (motioned by Jennifer Patterson, seconded by Chris Casko)

The Board voted 6–0 to approve the agenda with the change as noted (motioned by Tara Reardon, seconded by Ms Patterson).

Agenda Item 3. Public Comment

Roy Schweiker of Concord commented on the consideration of the teacher contract, noting that the posted Board packet for this meeting did not include specific information on what might be in the teacher contract or what its financial impact might be. He requested that the Board postpone voting on the contract. Mr. Schweiker stated that he wants the proposed teacher contract and a financial analysis of the contract to be posted on the District website for 10 days for the public comment.

Mr. Schweiker expressed disapproval of what he characterized as “the unusual and irregular way” the nomination for the Business Administrator occurred, and asked the Board to postpone action. He said it appears the Concord School District treasurer may become an elected position rather than a nominated position, and until the School Board figures out how the treasurer’s job might interface with that of the Business
Administrator, no one should be appointed to that position on other than an interim basis.

Mr. Glahn noted that Mr. Schweiker had raised a number of issues that he hoped the Board would discuss when it arrives at those agenda items.

[Mr. Glahn and Mr. Casko responded to the questions regarding the Business Administrator at the point later in the meeting when the Board discussed and voted on the Business Administrator nomination – pp. 7 and 8 of these minutes.]

[Mr. Glahn, Ms. Ardinger and Ms. Reardon responded to the questions regarding the CEA contract at the point later in the meeting when the Board discussed and voted on the CEA contract – p. 10 of these minutes.]

Jack Dunn of Concord spoke about the proposed contract with the CEA:

Thank you for the opportunity to speak. I encourage you to vote in support of the 2012-2015 CEA Contract. As you know, I had the privilege of serving on the negotiating committee for the board. I believe both sides worked in a respectful and diligent way to address educational and economic concerns. One of the major items in this contract that was recognized by all was the rising cost of healthcare for both active and retired teachers. I believe this contract addresses this issue with the buy-up program and introduction of more choices. This is a major cost driver for both taxpayers and teachers and retirees. I appreciate all the work done to achieve this contract. I thank all the teachers, current and soon-to-be-retired, and the retirees for their hard work, dedication, and education of our kids.

Agenda Item 4. Recognitions

Superintendent Rath, Assistant Superintendent Donna Palley, Business Administrator Michele Croteau and Human Resources Director Larry Prince recognized the 2012 retirees.

From Beaver Meadow School:

Ann O. Walker has served the District as a Speech-Language Pathologist for the past 24 years.

From Broken Ground School:

Judy Boucher-Leidner spent the first 25 of her 26 years teaching for Concord School District as a classroom teacher at Eastman School. After the closing of Eastman School, she was transferred to Broken Ground School for the 2011-2012 school year.

Linda Stephenson came to the District in 1993 as an elementary Guidance Counselor at Eastman and Dame Schools. She has served the District in this role for the past 19 years.
Lawrence Wolfe joined the District as a classroom teacher at Eastman School in 1978. He served in that capacity for 32 years until the closing of Eastman School, at which time he was reassigned to Broken Ground School for the 2011-2012 school year.

From Central Office:

Sally Reynolds began working for the District at Rundlett Middle School as a secretary in August 1999. After five and one-half years, her position was split between Rundlett Middle School and Central Office, where she worked with federal funds. In December, 2004, Sally became the secretary to the Chief Financial Officer. In 2007, she became Executive Administrative Assistant for the Business Office and retires in this role.

From Dame School:

Barbara Linder retires from the District after 17 years of service. In 1994, she began her career in Concord as a tutor at Eastman School. In 1995, she was reassigned to Rumford School, where she held the position of Reading Recovery teacher. For the following 15 years, she worked at Dame and Eastman Schools as a Reading Recovery Teacher/Literary Leader. Barbara spent the 2011-2012 school year as a 50% Kindergarten teacher at Dame School.

District-wide:

Marilyn Hennessey joined the District in 1999 as a tutor, and in 2000, she accepted the position of part-time Job Developer. Marilyn continued in that role for 12 years.

Jeff Siegel has spent the last 30 years as the Director of Community Education for Concord School District.

From Kimball Walker School:

Caryn Christie began working an instructional assistant at Kimball School in 1983. For 28 years, she has worked with students in this capacity.

From Rundlett Middle School:

Doris Bonds has been the School Nurse at Rundlett Middle School since 1998.

Marjorie Booth began working as a Distributive Education assistant in September 1981. She worked at Concord High School for 18 years before being reassigned as an instructional assistant at Rundlett Middle School in January 1999.

Sandra Keyes began her career with Concord School District 15 years ago at Rundlett Middle School, and has remained there throughout her tenure with the District. In 1997, Sandra was hired as a Special Education teacher. In the Fall of 2003, Sandy became a classroom teacher and continued in that position for seven years. She has spent her last two years as a teacher to English Language Learners.

From Transportation:
Susan Power retired this year from the Transportation Department after 23 years of service to the District. She began her career in 1988 as a bus driver, then worked in a Preventive Maintenance position. In 2000, Sue was recommended to the Field Trip Coordinator position, which she held for eight years. In July 2007, Sue was promoted to Operations Supervisor, a position she held until her retirement in January 2012.

The Board thanked the Concord School District retirees for their devoted work on behalf of Concord students.

Principal Tom Sica presented Rundlett Middle School’s Distinguished Educator award to Pam Sergio, who was unable to be present at the May Board meeting.

Ms. Ardinger recognized student Board representatives Peter Rouvalis and Ethan LaFrance for their commitment to the work of the School Board and their dedication to the high academic standards of Concord High School. She wished them well as they prepare for college, and presented them with gift certificates to EMS, congratulations cards from the Board, and the following remarks:

“It has been a real pleasure to have these two young men at the table with us this past year. They have been articulate spokesmen for what’s been happening at the high school. I always looked forward to their presentations, done in an entertaining, Weekend Update sort of bantering way.

“Peter Rouvalis, top ranking tennis player and leader in student government, was also a member of the Concord High Unified Basketball Team. Those players memorably came before the school board this past winter to present the players and their impressive accomplishments on the court. Peter and his fellow athletes represent all that is best about Concord High School. I am very proud to represent a school district which nurtures students with such values as Peter has promoted. Peter will be attending Bates College in the fall.

“Ethan LaFrance has been a leader of students at Concord High, where he has been involved with organizations which serve the greater community of Concord and indeed the world. He will attend the University of Pennsylvania, where he intends to study international relations and political science. Ethan anticipates serving populations in need of social justice, access to education and equal economic opportunity. He is on a path to public service and leadership. I’m sure we will see him somewhere on the world stage in the future. Concord can be so proud of its native sons.”

Recognition of Board member

Board president Kass Ardinger made the following remarks about former Board member Jack Dunn.

“Although he is no longer sitting at the table with us, I would be remiss not to take this opportunity to thank Jack Dunn for his remarkable contributions to the work of the School Board during these last 3 ½ years. His work was remarkable in both
quantity and quality. Before Jack even sat for his first meeting, he had devoured hours of viewing past Board meetings, and mountains of documents. He came in at a time when the Board was focused on settling the teachers’ contract and on pursuing the goal of consolidating the elementary schools, two enormous tasks that mandated a very steep learning curve. He immersed himself in past teachers’ contracts and a decade worth of building studies and enrollment figures. He came to meetings thoroughly prepared and usually with a folder of spreadsheets and graphs.

“As president of the Board for these past years, I could not have asked for more from a fellow Board member. Jack did everything I asked of him and more, and never hesitated to let me know I could rely on him to do whatever was needed in the advancement of Board goals.

“I will miss Jack’s presence on the Board greatly. His dedication, his good humor and his friendship have meant a lot to me and to others on this Board, and we will not forget his many contributions to the Concord School District.”

Board president Kass Ardinger also recognized Business Administrator Michele Croteau, who is leaving Concord School District.

“Michele joined the Concord School District in December 2005. Over the last six years, she has managed the accounts payable process, food service operations, mandated state and federal fiscal reporting, and the bid management system. On Michele’s watch, the School District bond rating was increased to an Aa2 rating, resulting in significant savings to the District and city taxpayers for the building projects now nearing completion. She also managed the Qualified School Construction Bond process to finance the HVAC replacement project at RMS, which was sold at a 0% interest rate. Michele’s oversight has result in a series of successful audits and a more comprehensive approach to budget development and tracking through the new MUNIS software. We wish Michele well as she transitions to the next step in her career, Chief Financial Officer for the Manchester Community Health Center.”

Superintendent Rath also recognized outgoing Principal Susan Noyes, who is leaving the district to take a position as Superintendent in Moultonborough, New Hampshire. She noted that Principal Noyes has served as assistant principal at the high school, assistant principal at Rundlett Middle School, as interim principal of Conant School, as principal of Walker School, and as principal of Kimball Walker School. Principal Noyes also played a major part in the extensive planning for the Christa McAuliffe School.

Student representative Peter Rouvalis reported on activities at the high school:

- High school sports success throughout the year has continued into the spring, with the Girls Lacrosse team competing with Souhegan High School for the state championship for the first time, and the boys baseball team also competing for the state championship.
- Peter noted that the prom (the Concord High School Levee) is Thursday, June 14, and graduation will be the morning of June 16.

- Underclassmen Awards Night was held that evening, and Senior Awards Night will take place later in the week.

Student representative Ethan LaFrance also reported that:

- The independent Concord Crew rowing team achieved a close second to the Hanover rowing team last weekend. For the first time, a “lightweight 4” girls boat will compete at the US Rowing Nationals in Oakridge, Tennessee.

- Peter Rouvalis will compete the next day in the state singles tennis match.

- Ethan thanked Lisa Lamb and Mrs. Hodges, the senior class advisors, who have devoted a tremendous amount of time and effort to ensure that the 432 CHS graduates have a great graduation ceremony and other end-of-year activities.

Peter and Ethan thanked the Board and the administration for the opportunity to serve as student representatives on the Board, noting that they learned a great deal and appreciated the chance to observe a “true model of leadership, and example of public service.”

Superintendent Rath noted several recognitions of staff and students, including:

- A publication from the DOE announcing that teacher Adrienne Shoemaker received the 2012 American Printing House for the Blind Scholar award. Adrienne was chosen for her “outstanding dedication to students who are blind and visually impaired.”

- A press release recognizing 5th grader Erik Forsten, one of 9 finalist (out of 1400 entries) in a nationwide science contest sponsored by the National Science Foundation.

- An email from parents Rick and Kerry Chormann appreciating the dedication and professionalism of RMS teacher Jill Whitmore, and her enthusiasm for the subject and for sharing that enthusiasm with her students.

Agenda Item 5. Safe Routes to School update

BMS parent Beth Richards, who works at the national level advocating for Safe Routes to School, and BMS principal John Forrest, updated the Board about the work in the local community to encourage safe, active routes to school. They noted the newly-reformed citywide Safe Routes to School Task Force, and recognized Matt Cashman and Terry Crotty’s significant work on this issue. The task force meets on a regular basis, with John Forrest the principal liaison.

The federal Safe Routes to School program is part of the federal transportation bill, and since its inception the rate of participation has climbed to about 9%.

*page 90 of 152*
Mr. Forrest noted that the start-up grant, which involved studies and getting conversations started about sidewalk and traffic issues, is complete. The task force gave out 50 bicycle helmets, S&W Sports fixed bikes for free, and bike training and certification was conducted. The State is in round six of the grant.

Mr. Cogswell noted that a Concord Trust grant was awarded to Carol Lundin of the Diploma Academy at the high school, to establish a bicycle repair and promotion program for these learners. He suggested the possibility that the Safe Routes to School Task Force could contact Ms. Lundin to seek collaboration.

Board member Barb Higgins arrived at this point in the meeting.

Agenda Item 6. Approval of Board Minutes

Ms. Ardinger briefly reviewed the minutes of the regular monthly meeting on May 7.

The Board voted 7–0 to approve the minutes of the regular monthly meeting on May 7, 2012 (moved by Mr. Casko, seconded by Bill Glahn).

Ms. Ardinger briefly reviewed the minutes of the public hearing on May 23, which was held to receive public input regarding the request to withdraw funds from the CRTC Capital Reserve Fund.

Ms. Ardinger briefly reviewed the minutes of the Special Board meeting on May 23. The Board voted at that meeting to withdraw funds from CRTC Capital Reserve Trust for improvements at the Concord Regional Technical Center, discussed improvements needed at Dewey for the Central Office, discussed purchase of the property at 4 Rumford Street, and talked about preservation easements.

The Board voted 7–0 to approve the minutes of the Public Hearing and the Special Board meeting on May 23, 2012 (moved by Barb Higgins, seconded by Tara Reardon).

Agenda Item 7. Personnel

Human Resources Director Larry Prince presented several leaves of absence.

The Board voted 7–0 to confirm the leaves of absence as presented (moved by Clint Cogswell, seconded by Ms. Patterson).

Superintendent Chris Rath presented the nomination of Jack Dunn as District Business Administrator, noting that he was the unanimous choice of the search committee and brings with him not only knowledge of and energy and commitment toward the school district, but a wealth of knowledge and experience from the private sector that will help the school district operate more efficiently and effectively.

Jack Dunn, Business Administrator, District, $105,000. Jack replaces Michele Croteau – resignation. Budgeted at $100,974.
Mr. Glahn spoke to the hiring process for the business administrator. He explained the structure of the search committee that included several Board members, a number of District administrators, the high school principal and an elementary principal, and a manager in the Business Office; the search process in detail; and the unanimous vote of the search committee to present Mr. Dunn’s nomination to the Board as the best qualified candidate. He stated that the position was advertised, and a number of people applied for it, three of whom were interviewed. Mr. Glahn stated that in his 10 years on the School Board with many very good people, he has not served with anyone who is a better Board member than Jack, with his energy, knowledge, diligence, and expertise in a number of areas. He stated that it is grossly unfair for anyone ignorant to this process to sully Mr. Dunn’s reputation by implying things that did not occur.

Mr. Casko stated that he felt compelled to comment on this nomination. He suggested that Mr. Dunn has three-and-a-half years of on-the-job experience. He has consistently demonstrated excellence in everything he has done as a Board member. He stated that there was absolutely no cronyism or favoritism in this process, and that he resented such an allegation against Board and the administration.

The Board voted 7–0 to confirm the administrative nomination as presented, with Mr. Dunn to start on July 2, 2012 (moved by Mr. Cogswell, seconded by Mr. Glahn).

Superintendent Rath presented the administrative nomination of Tom Crumrine, noting that his was also an internal candidacy.

Thomas Crumrine, Assistant Principal, Concord High School, $86,680, step I. Tom replaces Adam Osburn (Step IV = $97,668) – resignation. Budgeted at $97,668

The Board voted 7–0 to confirm the administrative nomination as presented (moved by Mr. Casko, seconded by Mr. Glahn).

Mr. Prince presented a number of staff nominations. Salaries are based on the 2011-2012 salary schedule.

Barbara Jobin, Special Education/Project Search Teacher, Concord High School, $73,421, rate of M-14, one year only. Barbara has requested a leave of absence from her Speech Language Pathologist position for 2012-2013. Funded through tuition from participating school districts and Community Bridges.

Elizabeth York, Special Education Teacher, Concord High School, $45,416, rate of 60% of M+30-14. Beth replaces Jocelyn Small (50% of B-5 = 23,465) – resignation and 10% filled one year only (10% of M-5 = $5,071). Budgeted at $28,536

Caroline McKenney, Mathematics Teacher, Rundlett Middle School, $52,984, rate of M-6*, one year only. Caroline replaces Karolyn Wurster (M-7 = $55,256) – LOA. Budgeted at $55,256
Tracy Renaud, Title I Mathematics Teacher, Rundlett Middle School, $35,197, rate of 50% of M-13*, one year only. Tracy is requesting a leave of absence from her full-time classroom teacher position. Federal Funds

Chris Demers, Technology Integrator/Media Specialist, Elementary, $73,421, rate of M-14. New position. Budgeted at $75,693

Heather Drolet, Technology Integrator/Media Specialist, Elementary, $64,338, rate of M-11. This is a new position. Budgeted at $66,610

Melisa Scott, Technology Integrator/Media Specialist, Elementary, $67,366, rate of M-12. This is a new position. Budgeted at $66,610

Melissa Noyes, Title I Teacher, Christa McAuliffe School, $63,582*, rate of B-12*, one year only. Melissa has requested a leave of absence from her classroom teacher position. Federal Funds

Nancy Bannon, Classroom Teacher, Mill Brook School, $62,068, rate of M-10*. Nancy replaces Judy Boucher-Leidner (B-13 = $66,610) – retirement. Budgeted at $66,610

Kerry Barton, Kindergarten Teacher, Mill Brook School, $25,736, rate of 50% of B-7*. Kerry replaces Barbara Linder (50% of M+30-14=$37,847) – retirement. Budgeted at $37,847

Kaitlin Laquerre, Guidance Counselor, Mill Brook School, $41,630, rate of M-1. Kaitlin replaces Linda Stephenson (M+30-14 = $75,693) – retirement. Budgeted at $75,693

Colleen Lehman, Classroom Teacher, Mill Brook School, $37,846, rate of B-1*. Colleen replaces Lawrence Wolfe (M-14 = $73,421) – retirement. Budgeted at $55,256

Salaries are based on the 2011-2012 salary schedule.

* 2011-2012 step

The Board voted 7–0 to confirm the staff hires as presented (moved by Ms. Patterson, seconded by Ms. Reardon).

Mr. Prince presented one coaching nomination.
Kristen Houghton, CHS Coed Unified Track Coach, Concord High School, $757*, Step 1, Group 14, 2.0%. This is a new position.

The Board voted 7–0 to confirm the coach hire as presented (moved by Mr. Cogswell, seconded by Ms. Patterson).

Summer hiring

Mr. Prince asked the Board to endow the administration with the authority to hire over the summer months.

The Board voted 7–0 to allow the administration to hire over the summer months, with the Board to confirm these hires at a later date (moved by Mr. Cogswell, seconded by Mr. Casko).
Agenda Item 8. Negotiations

Mr. Glahn gave the report of the Negotiation Committee meeting on May 2 and May 30, noting that the CEA and the School District have a recommendation to the Board on a contract for July 1, 2012 to June 30, 2015. Major highlights of the contract include a 0% increase to the base salary in the first year; a 1.25% increase to the base in the second year, and a 2.25% increase to the base in the third year. “Steps” (salary increases until teachers reach the maximum step) will be paid as in the current contract, and step increases will total $800,000 in the first year. Steps and a 1.25% increase to the base equals about $1.2 million in the second year; steps and a 2.25% increase to the base equals about $1.6 million in the third year.

He noted that insurance costs are increasing at a rate that is unsustainable in the long run and is a major cost to the District. 80% of district costs are teacher salaries and benefits, and increases in healthcare insurance are substantial. In the new contract, the JW plan has been eliminated. An additional deductible plan has been added to the contract.

Mr. Glahn noted the extremely generous benefit paid to retirees (between the ages of 55 and 65 before they receive Medicare), now with a buy-up to the POS plan.

The new contract provides for a 5-year tenure provision for teachers (instead of 3-year).

He noted that most Board members (except Clint Cogswell and Chris Casko, who recused themselves as their spouses are teachers in the district) attended nearly every one of the Negotiations Committee meetings, and that the teachers have met and ratified this agreement.

Mr. Glahn spoke to Mr. Schweiker’s proposal that the Board delay the vote, noting that it has never been the Board’s practice in the past to have the public comment on the proposed contract. He pointed out that one of the problems with accepting that input is that members of the community will have no idea how the Board got to the point of proposing a particular contract.

Ms. Ardinger noted that the new Charter does not contemplate nor require public input on contracts.

Mr. Glahn stated that his comments are not to say the Board would not accept the views of the public, and that it is always important that this process achieve an end without rancor and acrimony.

Ms. Reardon remarked that the public has had the opportunity to comment on the teacher contract, when the Board heard from citizens with comments during the public hearings on the budget. She noted that there is no other contract in the City that would allow public veto.
Mr. Cogswell noted that this negotiation session shows teachers that the Board and the administration appreciate them, and shows responsibility to the public to keep the budget within tolerable limits.

The Board voted 5–0 on a roll call vote (Mr. Casko and Mr. Cogswell abstained) to approve the three-year contract with the CEA as presented (moved by Mr. Glahn, seconded by Ms. Patterson).

Agenda Item 9. Instructional

Jennifer Patterson reported on the Instructional Committee meeting of May 16. The Committee heard a proposal from juniors Jack Kirsch and Thatcher Eills regarding a “junior privilege” to allow juniors to leave campus if they meet certain academic standing. No action was needed, and this proposal is now in place at the high school.

Agenda Item 10. Communications

Ms. Patterson reported that the Communications Committee met on May 30 to hear an appeal on a student matter.

Agenda Item 11. Other Business

Election of Secretary of the Board

The Board voted 6-0 (Chris Casko abstained) to elect Chris Casko as Secretary of the Board (moved by Kass Ardinger, seconded by Mr. Cogswell).

Ms. Ardinger thanked Mr. Casko for agreeing to serve as an officer on the Board, and Mr. Casko expressed appreciation for the Board’s confidence in him.

School Board vacancy

Ms. Ardinger noted that after Mr. Dunn’s resignation, she referred to the new Charter for the section that referred to filling a School Board vacancy but could not find it. She pointed out the text in the Board booklet from the former Charter, which stated that the Board may but does not have to fill the vacancy before the next election. The Charter Commission attorney advised that the current (new) Charter states, “… [our] charter shall conform to all applicable general election laws of the State of New Hampshire.” In changing the Charter to allow State law to apply to the Charter, the district now seems to be subject to RSA section 673:33, under Vacancies. Ms. Ardinger pointed out that the Concord City School District is being shoehorned into this state statute, which appears not to be applicable, as it refers to “… area school committees, selectmen of the town, moderators, and budget committees …” etc. She stated that nevertheless the school district appears to be obligated to conform to this statute, which states in a later section that the School Board shall fill vacancies. The District’s legal counsel suggested that his interpretation of the word “shall” in this instance is
“must.” Ms. Ardinger then suggested Elizabeth Hoadley, past Board member, past Board president, and past Chair of the Charter Commission, who has graciously agreed to fill the vacancy until the next election.

There was some discussion about the applicability of the statute to the Concord School District, further amendment of the charter or state law, and the logistics of filling a Board vacancy in the absence of any moderator.

The Board voted 7-0 to appoint Elizabeth Hoadley to fill the vacancy on the Board left by Jack Dunn’s resignation through the end of December 2012 (nominated by Ms. Ardinger, seconded by Mr. Glahn).

Agenda Item 12. Proposed calendar of meetings

Superintendent Rath discussed the calendar of Board meetings for June 2012, noting graduation on Saturday, June 16. The calendar of meetings for June can be found on the District’s website, concordnhschools.net.

Agenda Item 13. Public comment

There was no public comment.

Agenda Item 14. Adjournment

The Board voted 7-0 by roll call to recess to non-public session according to RSA 91-A:3 IIc to consider a matter pertaining to a student, and thereafter to adjourn (motioned by Ms. Patterson, seconded by Mr. Casko).

The Board came out of non-public session.

The Board voted 7-0 by roll call to seal the minutes of the non-public session according to RSA 91-A:3 to protect student confidentiality, and thereafter to adjourn (motioned by Ms. Patterson, seconded by Mr. Casko).

Respectfully submitted,

Chris Casko
Secretary
Board of Education, Concord School District  
Regular monthly meeting  
July 2, 2012

**Board members**  
Kass Ardinger, Chris Casko, Clint Cogswell, Bill Glahn, Elizabeth Hoadley, Barbara Higgins, Nick Metalious, Jennifer Patterson, Tara Reardon  

**Administrators:**  
Superintendent Chris Rath, Donna Palley, Larry Prince, Jack Dunn, Matt Cashman

Agenda Item 1. Call to Order  
The meeting was called to order at 7:01 p.m.

Agenda Item 2. Approval of Agenda  
The Board voted 9-0 to add the Capital Facilities Committee report from the meeting on July 2, 2012 to the agenda, after the Personnel item (motioned by Clint Cogswell, seconded by Barb Higgins).

The Board voted 9-0 to add a nonpublic meeting according to RSA 91-A III-2(e), regarding pending litigation, at the end of the meeting (motioned by Mr. Cogswell, seconded by Ms. Higgins).

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

Agenda Item 4. Recognitions  
Superintendent Rath noted several recognitions of staff and students at Concord High, including:

- A letter from NHIAA congratulating CHS on its ice hockey program, which went through the season with no game disqualifications, exhibiting principles of good sportsmanship that CHS Athletics, parents and students strive for.

- A letter from NHIAA congratulating CHS senior Kyle Klose, who was named a Red Sox Scholar and recognized at “New Hampshire Night” at Fenway Park in May.
Agenda Item 5. Approval of Board Minutes

Ms. Ardinger briefly reviewed the minutes of the regular monthly meeting on June 4, 2012. Mrs. Hoadley noted that she was pleased to see that Mr. Glahn responded (p. 7 of those minutes) to the comments by Mr. Schweiker (p. 1 of those minutes). She pointed out that the Concord Crew rowing team was appropriately described as an “independent” team, as it is not a Concord High School sport, and the Board should continue to share that information so that the public realizes that tax dollars are not supporting this expensive program. She asked for clarification of the sentence, “In the new contract, the JW plan has been eliminated, and a higher deductible plan is a new option.” (p. 10) Mr. Prince indicated that the new plan is not a higher deductible plan relative to the JW Plan. It is recommended that the wording of this sentence be revised to avoid misunderstanding, for example, “The OAPIN plan (Open Access Plan in Network) is included in the new contract.” Mrs. Hoadley requested that she be referred to in the minutes as Elizabeth Hoadley, rather than Betty Hoadley, to avoid confusing the public, as there is a Betty Hoadley working in the District (p. 15 of the minutes).

The Board voted 9–0 to approve the minutes of the regular monthly meeting on June 4, 2012 with changes as noted by Mrs. Hoadley (moved by Tara Reardon, seconded by Jenny Patterson).

Appointment of Treasurer

Ms. Ardinger noted that the Board needs to appoint a new treasurer until the next election, with the resignation of Michele Croteau, who had been the treasurer. Ms. Croteau had been appointed Treasurer at the Board’s annual organizational meeting in January, 2012, and her appointment runs through the end of the year, December 31, 2012. Per the new charter requirements, a treasurer will be elected in November. Ms. Ardinger noted that the School Board has always appointed the treasurer for the School District. She noted that the duties of the Treasurer will be discussed in an upcoming Communications Committee meeting.

The Board voted 9-0 to appoint Jack Dunn, Business Administrator, as Treasurer until December 31, 2012 (motioned by Mr. Glahn, seconded by Mr. Cogswell).

Mr. Dunn accepted this appointment.

Agenda Item 6. Personnel

Leaves of Absence

Human Resources Director Larry Prince presented two leaves of absence. A teacher has requested a child-rearing leave, from October 2012 through June 2013. Chris Demers is requesting a professional leave from his Assessment Coordinator position to take one-year only Technology Integration/Library Media position.
Superintendent Rath noted that the two Technology Integration/Library Media positions filled by existing District personnel will be one-year only and the two being filled by newcomers to the District will be ongoing positions. The Technology Integration/Library Media positions are CEA teacher positions. Mr. Demers held a full-year position as Assessment Coordinator, and the new position is a school-year position. He will hold the new position for one year and then will need to determine whether he will return to the full-year position or remain in the school-year position.

Several Board members discussed whether the Board should vote on leaves of absence. Mr. Glahn noted that he believes the administration should not make decisions about leaves of absence. Ms. Ardinger noted that the Board amended the policy on leaves of absence in the past year; specifically those leaves for child-rearing, child-bearing and one-year only appointments, and that these always come with the understanding that the administration has recommended them. Mr. Glahn reiterated that this should be a matter for the discretion of the administration, provided that it doesn’t create a problem with staffing. He noted that bringing the leaves for a Board vote is a step the Board doesn’t need to be involved in unless there is a standard to help determine if the leave is appropriate, and he recommended that this issue be addressed at some point in the future. In response to a question from Tara Reardon whether there are requested leaves of absence that the administration doesn’t recommend to the Board, Superintendent Rath noted that there are. Ms. Reardon noted that she believes that decisions about leaves should be left to the administration, and that it be informational for the Board. Mrs. Hoadley suggested that there are two kinds of leaves: those that are internal adjustments (staff taking internal jobs for a year) and those that are external (staff members going abroad for a year, or taking care of aging parents). She noted that in the past the Board had concerns when teachers were awarded leaves that weren’t carried out in the same manner as originally presented, and that she likes to see the internal leaves, as it gives her a sense of the flow of personnel in and out of the District. She noted, for example, that staff nomination material provides a better understanding of what is budgeted versus what is the cost of various positions. Though she finds this valuable information, whether it needs to be voted on is another issue. Mr. Glahn clarified that he does believe the Board needs to approve the hiring of teachers. Unless there are objective criteria to guide decisions about leaves, however, he doesn’t believe leaves should be voted on by the Board.

The Board voted 9-0 to approve two leaves of absence requests as presented (motioned by Mr. Cogswell, seconded by Jenny Patterson).

The Board voted 8-0 (Chris Casko abstained) to approve the leave of absence for Alison Casko to accept a one-year-only position as Tech integrator/Library Media Specialist (motioned by Ms. Patterson, seconded by Mr. Glahn).

Staff Confirmations

Mr. Prince presented a number of staff confirmations.

Tristan Black-Ingersoll, Social Studies Teacher, Concord High School, $37,846, rate of B-1. Tristan replaces Jennifer Richard (M-4 = $48,443) – resignation. Budgeted at $46,173

Jesse Camacho, Special Education Teacher, Concord High School, $55,256, rate of M-7. Jesse replaces Lynn Madore (M-6 = $52,984) – resignation. Budgeted at $50,714

Tyler Ingram, English Teacher, Concord High School, $31,261, rate of 70% of B-4, 20% one year only. Tyler replaces Elizabeth York (60% of M+30-14 = $45,416) – resignation to accept Special Education position, and 10% filled one year only 2011-2012 (10% of M-5 = $5,071). This is in addition to Tyler’s 20% continuing ROPE teacher position. Budgeted at $50,487

Donna McCarron, Speech-Language Pathologist, Concord High School, $73,421, rate of M-14. Donna replaces Jocelyn Small (30% of B-6 = $14,760) – resignation and June Adinah (70% of M-13 = $49,276) – resignation. Budgeted at $63,355

Katherine McDonough, Latin Teacher, Concord High School, $15,138, rate of 40% of B-1. Katie replaces James Sullivan (40% of M-6 = $31,790) – resignation. Budgeted at $31,790

Kathryn Todd, Speech-Language Pathologist, Concord High School, $26,492, rate of 50% M-6, one year only. Kathryn replaces Barbara Jobin (50% of M-14 = $36,711) – LOA to Project SEARCH. Budgeted at $36,711


Jessica White, Classroom Teacher, Rundlett Middle School, $43,902, rate of M-2, one year only. Jessica replaces Tracy Renaud (M-14 = $73,421) – LOA to Title I math position. Budgeted at $70,394

Jill Boisvert, Kindergarten Teacher, Abbot-Downing School, $21,194, rate of 50% of B-3. Jill replaces Danielle Moran (50% of M-7 = $27,628) – transfer to Mill Brook School. Budgeted at $26,492

Deborah Snow-Major, Speech-Language Pathologist, Beaver Meadow School, $73,421, rate of M-14. Deb replaces Ann Walker (M-14 = $73,421) – retirement. Budgeted at $73,421

Laura Blouin, Classroom Teacher, Broken Ground School, $37,846, rate of B-1, one year only. Laura replaces Ember Stokes (B-7 = $51,471) – LOA. Budgeted at $49,201

Christopher Arnold, Art Teacher, Mill Brook School, $18,923, rate of 50% of B-1. Budgeted at $25,357

Krystle Cann, Kindergarten Teacher, Mill Brook School, $37,846, rate of B-1, 50% of contract is one year only. Krystle replaces Laura McKenna (50% of M-7 = $27,628) – LOA and Betty Hoadley (50% of M-11 = $32,169) – transfer. Budgeted at $56,769
Christine Cashman, Preschool/Elementary Speech-Language Pathologist, Mill Brook School, $73,421, rate of M-14. Chris replaces Deborah Snow-Major (M-14 = $73,421) – transfer to Beaver Meadow School Speech-Language position. Budgeted at $73,421

Stephen Sherman, Health/Physical Education Teacher, Mill Brook School, $20,815, rate of 50% of M-1. New position. Budgeted at $25,357

Kimberly Desfosse, Special Education Teacher, Christa McAuliffe School, $22,708, rate of 60% of B-1. Kim replaces Laurie Owen (60% of M-14 = $44,053) – resignation. Budgeted at $42,236

Tracey McLaughlin, Speech-Language Pathologist, Christa McAuliffe School, $36,711, rate of 50% of M-14, one year only. Tracey replaces Barbara Jobin (50% of M-14 = $36,711) – LOA to Project SEARCH. Budgeted at $36,711

The Board voted 9–0 to confirm the staff hires as presented (moved by Mr. Glahn, seconded by Jenny Patterson).

Alison Casko, Technology Integrator/Library Media Specialist, Abbot-Downing School, $73,421, rate of M-14, one year only. Alison is taking a one-year leave of absence from her Grade 6 teacher position. New position. Federal Funds

The Board voted 8-0 (Chris Casko abstained) to confirm Alison Casko as Technology Integrator/Library Media Specialist (moved by Mr. Glahn, seconded by Ms. Higgins).

Coach Confirmations

Mr. Prince presented several coaching confirmations.

John Finnegan, Boys Varsity Head Basketball Coach, Concord High School, $6,434*, Step 3, Group 2, 17%. John replaces Dale Emerson

Lauren Hannum, Girls JV Volleyball Coach, Concord High School, $2,271, Step 2, Group 10, 6.0%. Lauren replaces Amanda Bacher

Mary Wyatt, CHS Spirit Coach, Concord High School, $3,595, Step 3, Group 6, 9.5%. Mary replaces Jane Dodson

Elizabeth Allen, RMS Girls Soccer B Coach, Rundlett Middle School, $2,271, Step 3, Group 11, 6.0%. Beth replaces William Savage

Joan Griffin, RMS Assistant Volleyball Coach, Rundlett Middle School, $1,135, Step 3, Group 14, 3.0%. Joan replaces Kristen Curren

* 2012-2013 Winter Season Coach

It was noted that Mary Wyatt is being nominated as the head Spirit Coach. Ms. Wyatt previously served as a volunteer assistant coach. Mr. Prince will confirm the salary for this position.
The Board voted 9–0 to confirm the coach hires as presented (moved by Mr. Casko, seconded by Mr. Metalous).

Veteran Salary Schedule List, Revised

Mr. Prince noted that four teachers who were previously approved for the Veteran Salary Schedule have declined at this time. Four new names have been added for consideration: Sue Phillips, Leah MacLeod, LuAnne Snow, and William Dinan. These individuals have 20 days to accept.

The Board voted 9-0 to approve the revised Veteran Salary Schedule list (moved by Ms. Higgins, seconded by Mr. Cogswell).

Mr. Glahn noted that there have been press reports about the fact that 10 teachers are receiving a high payment. He noted that the Veteran Salary Schedule is and has been a negotiated component of the teachers’ contract for a number of years.

Agenda Item 7. Capital Facilities

Mr. Cogswell reported that the Capital Facilities Committee met earlier that evening to review the RFPs on the elementary schools that will no longer be used once the new elementary schools open.

A proposal has been received from The Stratford Capital Group on Walker School, and the committee is ready to interview that company. Members of the Board were invited to send questions about the proposal to Mr. Cashman as he begins discussions with The Stratford Group regarding the development of Walker School.

Mr. Cogswell made a motion to authorize the administration to extend the RFP for the re-use of Rumford School until November 1, 2012 and re-notify all interested parties. He noted that this is not a request to re-open the RFP, but to notify all interested parties that the date has been extended. Matt Cashman indicated that June 22 was the original deadline, but there were only three responses. Two parties indicated that they didn’t have enough time to respond and have asked for additional time to complete their due diligence and submit their proposals; one sent a proposal; and one didn’t respond. The RFP was in the Concord Monitor, on the District’s website, and mailed to the firms that had been identified in the Castagna report.

The Board voted 9-0 to authorize the administration to extend the deadline on the RFP for the re-use of Rumford School until November 1, 2012 and re-notify the interested parties (moved by Mr. Cogswell, seconded by Ms. Higgins).

Mr. Cogswell provided an update on the Old Turnpike Road property. He noted that it has been listed with an agent, and there will be a hearing to adjust the property’s zoning to all industrial (currently half industrial and half residential).
Mr. Cogswell noted that Public Service of NH (PSNH) has asked to use Rumford School to complete a paperwork task related to a court proceeding. As Rumford School is close to their office, they would like to rent a portion of the school for several months. After an initial motion, some discussion about the timeframe, and a revised motion,

The Board voted 8-0 (Mr. Glahn recused himself) to authorize the administration to enter into negotiations with PSNH to lease part of Rumford School as a document review center for up to four months, with additional time negotiated on a month-to-month basis (motioned by Mr. Cogswell, seconded by Ms. Higgins).

Mr. Cogswell updated the Board on the 4 Rumford Street property. The property had been purchased by the District, abatement was proceeding at that point, and the building was scheduled to be demolished later in the week.

Mr. Cogswell updated the Board on the construction of the three new elementary schools, noting that the entire project continues to be within budget and is expected to be completed early.

An update was provided on the Dame School property. The administration continues to work with the City to finalize the transfer.

Opening ceremonies and tours will be held at the three new schools on August 26. Ribbon cuttings are scheduled at Mill Brook School at noon, at Christa McAuliffe School at 1:30 p.m., and Abbot-Downing School at 3:00 p.m.

Agenda Item 8. Negotiations

Mr. Glahn gave the report of the Negotiation Committee meeting on June 11, noting that an agreement has been reached with the maintenance and transportation union, and commending Larry Prince for his efforts on this negotiation. Mr. Prince noted that Matt Cashman and Terry Crotty were also part of the negotiating team for the District. This is a one-year agreement (2012-2013), representing a 1% increase to the base salary, with a change in longevity from $700 to $1,000 at 20 years of service. This contract eliminates the POS health plan. A total of $12,607 in new money is needed for this contract.

The Board voted 9-0 to approve the contract with the Maintenance and Transportation union (moved by Mr. Glahn, seconded by Mr. Metalious).

Mr. Glahn noted that the District has been unable to reach agreement with two other unions; impasse has been reached with both CEOPA and CEAA. A mediation session will be held with CEOPA on July 18 and with CEAA on August 1.

page 103 of 152
Agenda Item 9. Communications

Ms. Patterson reported that the Communications Committee met on June 18 to discuss two policies, one of which needed to be reaffirmed and the other revised.

The Communications Committee discussed Policy #651, Request for Reconsideration of Instructional Materials, as well as related procedures governing objections to instructional materials. This discussion was prompted by new legislation that requires school districts to adopt a policy allowing an exception to specific course materials based on a parent’s or legal guardian’s determination that the material is objectionable. The Board’s existing policy includes a lengthy description of procedures, but does not address the requirements of this particular bill. The committee asked the administration to bring revised policies on this issue for consideration by the Committee at its July meeting. The new policies will address three areas:

- The selection of instructional materials
- Parent requests for alternative material for their own children
- Requests for reconsideration of instructional materials for all children

The Committee also reviewed Policy #529, Homeless Students. The School Board is required to affirm the District’s policy regarding homeless students every three years as part of the application process for state grants.

Assistant Superintendent Donna Palley provided information about services to homeless students in the District. In October 2011, 53 homeless students were identified in the District. In June 2012, the number of identified homeless students was 76. The District provided transportation to 76 homeless students during the 2011-2012 school year. District transportation was provided to and from several shelters, several residences in Concord, and between Concord and several neighboring cities and towns. As required under the McKinney-Vento Act, the District split transportation costs evenly with Epsom, Hillsboro-Deering, Hopkinton, Manchester and Merrimack Valley School Districts to transport homeless students who were living or had previously lived (before becoming homeless) in those jurisdictions.

The Board voted 9–0 to affirm Policy #529, Homeless Students, as written (moved by Ms. Patterson, seconded by Mr. Glahn).

The Committee discussed Policy #512, Entrance Age, which identifies the entrance age for kindergarten (five years on or before September 30) and first grade (six years on or before September 30). The administration recommended that the policy be revised to allow for no exceptions to the policy. For the most part, exceptions to the policy have not been granted. Committee members noted that a consistent system or criteria for judging these exceptions does not exist. The committee voted to recommend the addition of the following sentence: “There are no exceptions to this policy.”

Ms. Reardon questioned whether children who have attended a private kindergarten can enroll in first grade if their birthday is after September 30. There is no policy
currently regarding students who enter from a private or public school. Mr. Cogswell noted that, from his administrative experience, children who have completed a kindergarten program in another school district have been allowed to enter first grade. There is some question about whether students attending private kindergartens would be enrolled early in first grade. The Board would want more information about the nature of the private kindergarten programs in the area.

Mrs. Hoadley noted that there have been appeals from parents for many years and there are a number of reasons why the Board has refused them. An entrance age cutoff date has been agreed to by the administration, and a cutoff date must always be established. She noted that Board members should not be asked to assess the readiness of children for any grade; as “lay people” they would not be qualified to do this. She noted that children may be at a social disadvantage if they begin school early, and is in favor of no exceptions to the policy.

It was noted that this is the first reading of this policy, with no vote at this meeting. An earlier motion was withdrawn. The committee will consider additional revisions to the policy relative to the questions raised at this meeting and will bring the policy back to the full Board at a future meeting.

Agenda Item 10. Proposed calendar of meetings for July

Superintendent Rath discussed the calendar of Board meetings for July 2012, noting that the Instructional Committee will meet on July 23 instead of July 9. The Communications Committee will meet on July 16. The materials selection and reconsideration policies will be reviewed, and additional information about the entrance age policy will be presented. The calendar of meetings for July can be found on the District’s website, concordnhschools.net.

Agenda Item 11. Public comment

There was no public comment.

Agenda Item 12. Adjournment

The Board voted 9-0 (by roll call) to go into non-public session for the purpose of pending litigation per RSA 91-A III:2-e, and adjourn after the non-public session.

The Board adjourned at 8:25 p.m.

Respectfully submitted,

Chris Casko
Secretary
Clint Cogswell called the public hearing to order at 7:00 p.m.

Superintendent Rath provided a handout and described the reserve fund and the proposed motion to expend funds for curricular materials. She explained that the Instructional Fund was established in 1999 for the purpose of providing funds for curricular materials.

She noted that the current balance in the Fund is $186,337. Two requests have been made for expenditures: $17,217 for algebra technology (iPads) for an Algebra I course from CHS math department. The request includes a set of applications and the related cart (including an Apple TV, a MacBook Air computer).

The second request came from the CHS science department. Earlier this year, the Board approved Earth Science, Astronomy, and AP Environmental. The first two classes were put in place to meet the State’s science requirements. The request for the Earth Science class is to purchase copies of a major textbook for a total of $2719. The request for the Astronomy class, which currently has registrations for 6 sections is to purchase 60 copies of a major textbook for a total of $7270. Requests for Earth Science and AP Environmental Science classes also included multimedia software (Board Works) for $2,250. The CHS science department also requested iPads (not in lieu of but in addition to textbooks) but the administration did not recommend this.

The total request amounts to $29,704.

Jennifer Patterson reported that the Instructional Committee met on July 23 and heard the requests in more detail from the CHS teachers. The Committee voted to recommend to the Board this withdrawal of funds from the Instructional Trust.

Charles and Alison Mitchells of Concord commented that it is hard for some parents to provide pens, pencils, etc. for day-to-day materials and asked how the Board justifies expenditure of these funds for new textbooks and new technology over basic supplies. They asked whether some of the funds could theoretically be put toward day-to-day expenses. They noted that parents had to pay for ban uniforms and asked why these
items could not be covered. The Superintendent replied that years ago band uniforms were in the budget but have been cut as the administration and Board have sought budgets that the community could support.

Ms. Patterson and Superintendent Rath described the purpose of the fund. She also described how, with Board direction, the administration has tried to decrease the numbers of items parents need to supply and pay for.

Mrs. Hoadley asked about the enrollment in each of the three sections of the Astronomy class.

Mrs. Hoadley asked whether the iPads to be purchased will ever be carried home with the students. Ms. Patterson replied that there may not be even one per student; the iPads are intended for use in a group.

Assistant Superintendent Donna Palley noted that the District will buy a secured, locking cart. Mrs. Hoadley asked how many children will be assigned to each iPad.

Ms. Patterson noted that the new curriculum approach, through the elimination of the Discovering Algebra class and adoption of the Common Core standard, will demonstrate that the curriculum is changing, to the point that the Committee was convinced iPads would serve the need.

Mrs. Hoadley asked whether students who will have use of the iPads still will have homework, and how they will be expected to complete it. Ms. Reardon noted that as the curriculum changes, teachers may be able to load revisions onto the iPad. She noted that, although this looks like “a big chunk of change up front,” it’s a smart way to approach the challenge.

Mr. Dunn spoke about how he has reinforced the security aspect of this purchase, including having loaded security applications that lock the iPads and locate them.

Mr. Cogswell closed the public hearing at 7:15 p.m.
Board of Education, Concord School District  
Regular monthly meeting  
August 6, 2012

**Board members present:**  Chris Casko, Clint Cogswell, Elizabeth Hoadley, Barbara Higgins, Nick Metalious, Jennifer Patterson, Tara Reardon

**Board members absent:**  Kass Ardinger, Bill Glahn

**Administrators:**  Superintendent Chris Rath, Donna Palley, Larry Prince, Jack Dunn, Matt Cashman

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**Agenda Item 1. Call to Order**
The meeting was called to order at 7:00 p.m.

**Agenda Item 2. Approval of Agenda**  
The Board voted 7-0 to approve the agenda (motioned by Elizabeth Hoadley, seconded by Jennifer Patterson).

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

**Agenda Item 4. Approval of Board Minutes**
The Board voted 7-0 to approve the minutes of the regular monthly meeting on July 2, 2012 with one correction on page 10 regarding enrollment age (moved by Tara Reardon, seconded by Chris Casko).

**Agenda Item 5. Personnel**
Leaves of Absence

Human Resources Director Larry Prince presented two leaves of absence.

Superintendent Rath described the Board’s policies on military leaves, health leaves, and child-rearing leaves, noting that the administration did not bring child-rearing leaves to the Board this month. She said that leaves for professional purposes and
leaves where staff requests a leave to take another position in the District will be presented to the Board.

Mrs. Hoadley suggested that she wants to see all leaves and thinks the Board should approve them. Ms. Reardon suggested the Board could have them for informational purposes. The Superintendent noted that the leaves can be presented but, according to the contract, the Board cannot turn them down.

Ms. Hoadley noted that parents get upset when there are concurrent leaves, for example, a child-bearing followed by a child-rearing leave. She suggested that the Board should defer the discussion to a time when all nine board members are present.

The leaves are one from a BGS teacher for a 20% leave to assume a 20% position elsewhere in the school; one from an ADS teacher to continue work at RMS for a year; and a child-rearing leave of 40% of a full position.

The Board voted 7-0 to approve the leaves of absence requests for professional leave as presented (motioned by Ms. Patterson, seconded by Barb Higgins).

Staff Confirmations

Mr. Prince presented a number of staff confirmations.

Claudia Cardenas, Spanish Teacher, Concord High School, $11,051, rate of 20% of M-7. Claudia replaces Theresa Van Cise (20% of M-2 = $8,780) – resignation. Budgeted at $8,326

Anthony Hans, Science Teacher, Concord High School, $37,846, rate of B-1. Anthony replaces Thomas Crumrine (B-12 = $63,582) – resign to accept Assistant Principal position. Budgeted at $63,582

Sara Pratt, Science Teacher, Concord High School, $15,138, rate of 40% of B-1. New position through reallocation. Budgeted at $16,652

Jennifer Rivers, Guidance Counselor, Concord High School, $34,123 estimated*, rate of M-1, one year only, prorated 150 days. Jennifer replaces Joanne McLaughlin (150 days of M-6 = $43,430) – LOA. Budgeted at $41,569

*Salary based on anticipated LOA start date of 10/15/12. Contracted salary will be calculated on actual days worked.

Brittany Thompson, Autism Teacher, Concord High School, $46,173, rate of M-3. Brittany replaces Melanie Avlas (B-3 = 42,387) – resignation. Budgeted at $40,117

Jessica Campbell, ELL Teacher, Rundlett Middle School, $18,923, rate of 50% of B-1. New position. Budgeted at $25,357

Joanne Casale, Special Education Teacher, Rundlett Middle School, $48,443, rate of M+30-3, one year only. Joanne is requesting a leave of absence from her new
assignment (60% Strong Foundations/40% Mill Brook). Joanne replaces Nicole Soucie (B-7 = $51,471) – LOA. Budgeted at $49,201

June Keusch, School Nurse, Rundlett Middle School, $20,122, rate of 50% of RN-4. June replaces Ann Lanney (50% of BSN/MSN-10 = $26,214) – resigned to accept full-time school nurse position. Budgeted at $26,214

Sarah McCarthy, Grade 6 Teacher, Rundlett Middle School, $43,902, rate of M-2, one year only. Sarah replaces Alison Casko (M-14 = $73,421) – LOA to accept elementary Technology Integrator/Media Specialist position. Budgeted at $73,421

Anne Mills, ELL Teacher, Rundlett Middle School, $41,630, rate of M-1. Anne replaces Sandra Keyes (M+30-14 = $75,693) – retirement. Budgeted at $75,693

Kristine Nyhan, Art Teacher, Rundlett Middle School, $11,354, rate of 30% of B-1, 20% one year only. Kristine replaces Erika Dietsch (M-4 = $14,533) – recall from RIF to assignment at Concord High School, 20% of which is one-year-only for Curriculum Facilitator. Budgeted at $13,852

Carolyn O’Connor, Special Education Teacher, Rundlett Middle School, $57,526, rate of M-8. Carolyn replaces Jesse Camacho (M-7 = $55,256) – transfer to Concord High School. Budgeted at $52,984

Nancy O’Keefe, English Language Learners Teacher, Elementary, $24,222 rate of 50% of M-4. Nancy replaces Joanne Casale (M+30-14 = $19,377) – LOA to accept one-year-only assignment at Rundlett Middle School. This is in addition to Nancy’s 50% continuing special education position. New position. Budgeted at $25,357

Jill Shaw, Kindergarten Teacher, Beaver Meadow School, $33,305, rate of 50% of B-13. She replaces Linda LaHousse (50% of M-7 = $27,628) – retirement. This is in addition to Jill’s 50% continuing Kindergarten teacher position. Budgeted at $26,492

The Board voted 7-0 to confirm the staff hires as presented (moved by Ms. Higgins, seconded by Ms. Reardon).

Ms. Hoadley asked Mr. Prince to check on the process of confirmation of Joanne Casale, a Masters Plus 30 candidate. There is a clear process in the District to get to this salary track.

Coach Confirmations

Mr. Prince presented one coaching confirmation.

Kaylin Bull, Girls Freshman Soccer Coach, Concord High School, $2,082, Step 2, Group 11, 5.5%. Kaylin replaces Rachel Brown.

The Board voted 7-0 to confirm the coach hire as presented (moved by Ms. Higgins, seconded by Nick Metalious).
Vacancy List

Mr. Prince distributed a list of vacancies but noted that there have been adjustments. He noted that the administration is pleased to have been able to fill most of its positions. The Assessment Coordinator and Special Ed teacher at RMS positions have not yet been filled.

Agenda Item 6. Communications

Ms. Patterson reported that the Communications Committee met on July 16 to discuss a set of three policies which are now before the Board for a first reading, and one other policy which is before the Board for a second reading.

The Committee discussed Policy #630, Selection of Instructional Materials. Ms. Patterson did not read the policy as it is posted on the District website. This was the first reading of the revisions to this policy. Under this policy, the Board is legally responsible for decisions about instructional materials, but delegates the responsibility to carry out curricular goals to the administration. This policy is meant to go with procedures that are already in existence.

The Committee also discussed Policy #650, Parental Request for Alternative Course Material. This was the first reading of this new policy. This new policy is required under a new law passed this legislative session. If a parent/guardian finds particular materials objectionable, the parent can request alternative materials for their student, which must be agreed to by both the parent/guardian and the building principal. The parent/guardian is responsible for any costs associated with the alternative course materials.

The Committee also discussed modifications to Policy #651, Citizen’s Request for Reconsideration of Instructional Materials. The changes are clarity and to distinguish this policy from the other two noted above, but do not change the essential process for reconsideration. Ms. Patterson noted a numbering error in section IV of the policy.

In response to a question from Ms. Reardon about whether the reconsideration committee already exists, the Superintendent noted that its composition is specified by position.

Ms. Hoadley noted that she likes the phrase “consistent with procedures for implementing this policy” under V. Appeal procedure, as this refers to existing procedures (in a separate document, also posted on the website just below this policy listing) that can be accessed by parents and citizens.

The Committee discussed Policy #512, Entrance Age, which identifies the entrance age for kindergarten (five years on or before September 30) and first grade (six years on or before September 30).
The Committee had added the phrase “… unless the child has completed kindergarten in another district or a comparable kindergarten program.”

Ms. Palley reported on her research of eight community kindergarten programs, all of which have similar or identical cutoff dates.

This was the second reading of the policy.

The Board voted 7–0 to revise Policy #512, Entrance Age, as presented (moved by Ms. Higgins, seconded by Mrs. Hoadley).

Agenda Item 7. Instruction

Ms. Patterson briefly reviewed the minutes of the July 23, 2012. She noted that earlier in the evening the Board held a Public Hearing on a request to withdraw funds from the Instructional Trust for the purchase of curricular materials in science and math.

The Board voted 7–0 to authorize withdrawal of up to $29,704 from the Instructional Trust to purchase science and mathematics materials (moved by Ms. Patterson, seconded by Ms. Higgins).

Mrs. Hoadley noted that she is impressed that Common Core recognizes that literacy is a component of all classes, and is pleased that this finally has been made a standard.

Agenda Item 8. Other Business

Superintendent Rath asked the Board to pass a resolution to update the authorization of several District administrators to sign state and federal grant forms on behalf of the Board, a requirement of the DOE. Those administrators are Superintendent Rath, Assistant Superintendent Donna Palley, Business Administrator Jack Dunn, and Director of Human Resources Larry Prince.

The Board voted 7-0 to authorize Superintendent Christine Rath, Assistant Superintendent Donna Palley, Business Administrator Jack Dunn, and Director of Human Resources Larry Prince to approve and sign grant forms OMB Forms 1, 3 and 4 originating from Concord School District, on behalf of the Board (moved by Mr. Casko, seconded by Ms. Reardon).

Date of September meeting

The first Monday of September falls on Labor Day. Superintendent Rath noted that by Charter, when Monday is a holiday, the meeting falls on the following Tuesday.

The Board voted 7-0 to set the date of the September 2012 monthly meeting as Tuesday, September 4, 2012 (moved by Ms. Patterson, seconded by Ms. Higgins).
Agenda Item 9. Proposed calendar of meetings for August

Superintendent Rath discussed the calendar of Board meetings for August 2012, noting several changes, noting a tour of Abbot-Downing School at 5:30 on August 13 for Board members, followed by a Communications Committee meeting at 6:30 p.m. in the Board room. The ribbon-cutting ceremonies for the three new elementary schools are scheduled for August 26. Guest speakers are Mary Stuart Gile at Mill Brook, Justice Steven McAuliffe at Christa McAuliffe School, and Mayor Jim Bouley and Governor Lynch (tentative) at Abbot-Downing School. The three schools will be open from noon to 4 p.m. and Concord residents are encouraged to come. The administration is in the process of publicizing this widely. The calendar of meetings for August can be found on the District’s website, concordnhschools.net.

Agenda Item 10. Public comment

There was no public comment.

Board member Barb Higgins noted that Guor Majak Marial, a former refugee and graduate of Concord High School, will run the Olympic marathon in London on August 12. While a student at Concord High, Mr. Marial lived with the Samuels, Ford, and Cofrin families. She noted that he would not agree to represent Sudan on principle, as this was the government responsible for the murder of most of his family members. As South Sudan has only recently become a country and doesn’t yet have an Olympic Committee, Mr. Marial cannot run as a South Sudanese athlete. Thanks to the dedicated efforts of many people, including NH Senator Jean Shaheen, the Olympic Committee has agreed to allow him to run under the Olympic flag. Ms. Higgins suggested that the School Board recognize Guor Marial for his perseverance and achievements. She recounted his recent comment to his former coach Rusty Cofrin, “Remember when I wanted to quit? Look at me now!” Mr. Cogswell agreed that Concord can be very proud of the support and encouragement its citizens and school district gave to Mr. Marial.

Agenda Item 11. Adjournment

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

The Board adjourned at 7:56 p.m.

Respectfully submitted,

Chris Casko
Secretary
Board of Education, Concord School District

Regular monthly meeting

September 4, 2012

Board members: Kass Ardinger, Chris Casko, Clint Cogswell, Barbara Higgins, Nick Metaliou, Jennifer Patterson, Tara Reardon

Board members absent: Elizabeth Hoadley, Bill Glahn

Administrators: Superintendent Chris Rath, Donna Palley, Larry Prince, Jack Dunn, Matt Cashman

Agenda Item 1. Call to Order
The meeting was called to order at 7:00 p.m.

Agenda Item 2. Approval of Agenda

The Board voted 7-0 to approve the agenda (motioned by Tara Reardon, seconded by Jennifer Patterson).

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

Agenda Item 4. Opening Day Report
Superintendent Rath introduced principals Deb McNeish, Kris Gallo and Cheryl Halley to speak about the first day of school in Concord’s three new elementary schools.

Abbot-Downing Principal McNeish noted that she held open house for her school starting the week of August 20 and that it has been wonderful to watch parents and grandparents come in to see the school; some families came in five times. Deb noted that the oval-shaped tables in the cafetorium make it easier for students to interact. Students are engaged in what they’re doing in the gym with its light from above and light from the colors, as well the fact it’s a great space for inside recess for first and second graders on a rainy day. The breakout areas are helpful. The rubber floor tiling makes being on one’s feet all day much more comfortable, and that when MacLeods Florist was working with students to pot poinsettias for a holiday project, there was concern about dirt on the floor but that the cleanup was extremely easy. She said the
landscaping behind the school is progressing. Staff and students are more productive with the comfortable, dehumidified air. The design of the building cuts down noise from the classrooms. She invited the Board to visit when students are in the building.

Mill Brook Principal Cheryl Halley said that she was able to put the multipurpose room to good use on the first day of school, where all the students and parents gathered out of the rain. She said she met a second grader on the stairway who said to her, “Oh – you’re here? I thought we left you at Dame!” She noted that she and her staff will continue to review safety procedures at the new school.

Christa McAuliffe Principal Kris Gallo noted that most parents enthusiastically brought their children the first day of school and that she and the staff are fine-tuning procedures every day. She said that a few parents are still dropping children off on North Spring Street but believes that will improve over time. She joked that she now knows why it is hard to get the students to stop hop-skipping on the differently-colored flooring tiles – because the teachers are doing it, too! She said a first grader asked her, “Hey – are you the principal?” and when she replied yes, he said “Uh – you’re kind of skinny for a principal!”

Superintendent Rath said that the first day of school was successful at the other Concord schools also, noting that enrollment numbers and distribution are very close to projections. An extra kindergarten class was added at ADS, and another kindergarten is being considered at BMS. She said she attended opening assembly at CHS where, following a long tradition, the underclassmen gave entering seniors a standing ovation for making it to their senior year.

Agenda Item 5. Approval of Board Minutes

The Board voted 7–0 to approve the minutes of the public hearing on August 6, 2012 (moved by Ms. Reardon, seconded by Ms. Patterson).

The Board voted 7–0 to approve the minutes of the regular monthly meeting on August 6, 2012 (moved by Ms. Reardon, seconded by Nick Metalious).

Agenda Item 6. Personnel

Leaves of Absence

Human Resources Director Larry Prince presented two leaves of absence.

The Board voted 7-0 to approve the requests, one for a professional and the other for a medical leave as presented (motioned by Barb Higgins, seconded by Ms. Patterson).

Staff Confirmations

Mr. Prince presented a number of staff confirmations.
June Adinah, Speech-Language Pathologist, Abbot-Downing School, $28,158, rate of 40% of M-13, one year only. June replaces Jennine LaChapelle (40% of M+30-8 = $23,918). Budgeted at $23,010

Benjamin Duclos, German Teacher, Concord High School, $24,978, rate of 60% of M-1, one year only. Benjamin replaces Judell Schlachter (60% of B-7 = $30,883) – resignation. Budgeted at $30,883

Tyler Ingram, Diploma Academy English Teacher, Concord High School, $4,466. rate of 10% of B-4, one year only. This is in addition to Tyler’s 70% English/20% ROPE contract. Reallocation from Diploma Academy Instructor budget

Michele Speckman, Special Education Coordinator, Concord High School, $75,693, rate of M+30-14, Michele replaces Sherry Burbank (M-14 = $73,421) – resignation. Budgeted at $73,421

Darcy Ferry, Grade 6 Teacher, Rundlett Middle School, $24,618, rate of B-5, 1st semester only, prorated 96 days. Darcy replaces Judith French (96 days of M-14 = $38,516) – LOA, Budgeted at $38,516

Melanie MacDonald, Special Education Teacher, Rundlett Middle School, $70,394, rate of M-13. Melanie replaces Michele Speckman (M+30-14 = $75,693) – transfer to Concord High School Special Education Coordinator. Budgeted at $75,693

Tracy Renaud, Title II Math Coach, Rundlett Middle School, $14,684, rate of 20% of M-14, one year only. This is in addition to Tracy’s 50% Mathematics Teacher position. Federal Funds

Charlene Vary, Special Education Teacher, Beaver Meadow School, $37,846, rate of B-1. Charlene replaces Carolyn O’Connor (M-8 = $57,526) – transfer to Rundlett Middle School. Budgeted at $55,256

Lindsey Elefante, Classroom Teacher, Broken Ground School, $25,851* rate of B-1, one year only, prorated 125 days. Lindsey replaces Sarah Oliveira (125 days of B-3 = $28,953) – LOA. Budgeted at $27,402. *Salary based on anticipated LOA start date of 11/23/12. Contracted salary will be calculated on actual days worked.

Melissa St. Pierre, Title I Literacy Teacher, Broken Ground School, $18,672, rate of 20% of Veteran. Master’s-24 years, one year only. Melissa is requesting a leave of absence from 20% of her Speech- Language Pathologist position. Federal Funds

Kimberly Desfosse, Special Education Teacher, Christa McAuliffe School, $37,846 rate of B-1, one year only. Kim replaces Tracy Harte (B-12 = $63,582) – LOA to accept one-year-only Classroom position at Christa McAuliffe School. Budgeted at $60,554

Tracy Harte, Classroom Teacher, Christa McAuliffe School, $63,582, rate of B-12, one year only. Tracy replaces Erin Broadbent (M-12 = $67,366) – LOA. Budgeted at $64,338
Jennifer Jepson, Special Education Teacher, Christa McAuliffe School, $22,708, rate of 60% of B-1. Jennifer replaces Laurie Owen (60% of M-14 = $4,053). Kimberly Desfosse previously recommended to this position. Budgeted at $42,236

Megan Audet, Special Education Teacher, Mill Brook School/Broken Ground School, $22,708, rate of 60% of B-1, one year only. Megan replaces Melissa St. Pierre (20% of Veteran Master’s-24 yrs = $18,672) – LOA to accept Literacy Teacher position, and Joanne Casale (40% of M+30-3 = $19,377) – LOA to accept one-year-only assignment at Rundlett Middle School. Budgeted at $37,141

Shira Siegel, Preschool Teacher, Mill Brook School, $27,931, rate of 45% of M-10, Shira replaces Pamela Briggs (45% of B-1 = $17,031) – resignation. Budgeted at $22,821

The Board voted 7–0 to confirm the staff hires as presented (moved by Chris Casko, seconded by Ms. Higgins).

Coach Confirmations

Mr. Prince presented one coaching confirmation.

William Cosentino, Jr., Boys B Soccer Coach, Rundlett Middle School, $2,271 Step 3, Group 11, 6.0%. Bill replaces Jim Harvey

The Board voted 7–0 to confirm the coach hire as presented (moved by Ms. Patterson, seconded by Ms. Higgins).

Administrative Nomination

Ms. Ardinger presented one administrative nomination.


The Board voted 7–0 to confirm the administrative nomination as presented (moved by Clint Cogswell, seconded by Mr. Casko).

Agenda Item 7. Communications

Ms. Patterson reported that the Communications Committee met on August 13 to discuss a set of three policies which are before the Board for second readings, and three other policies which are before the Board for first readings.

The Committee presented Policy #630 Selection of Instructional Materials (new); Policy #650 Parental Request for Alternative Course Material (new); and Policy #651/815 Citizen’s Request for Reconsideration of Instructional Materials (revised) for second readings.

The Board voted 7–0 to adopt Policy #630 Selection of Instructional Materials as presented; Policy #650 Parental Request for Alternative Course Material as...
presented; and Policy #651/815 Citizen’s Request for Reconsideration of Instructional Materials, with revisions as presented (moved by Ms. Patterson, seconded by Ms. Reardon).

The Committee presented revisions to Policy #429/681 Instruction of Temporarily Home-Bound Students for a first reading.

The Committee presented revisions to Policy #620 Home Education for a first reading. The policy is posted on the District website as part of the September 4, 2012 Board book. Ms. Patterson described the sections of the revised policy in some detail.

The Committee recommended the deletion of Policy #634 Home Study Programs. The recommendation was presented as a first reading.

No votes were taken, as these were first readings of the above policies.

Agenda Item 8. Capital Facilities

Mr. Cogswell briefly reviewed the August 20, 2012 Capital Facilities Committee meeting. The Committee heard a presentation by the Stratford Capital Group on the plan to create 1- and 2-bedroom condos in the Walker School building, with the addition of 16,000 square feet, for a total of 41 units.

The Committee also heard a presentation on the estimated final costs for the elementary school project, commenting that it bears saying again that prior Boards, and the administration, performed admirably such that the District was able to do the whole project for $55 million. Due to the stagnant economy, bids came in low; bonding rates were excellent; state school building aid was available; and the Board was able to take advantage of these factors to construct three new elementary schools simultaneously. Mr. Cogswell congratulated the Board on its diligence and hard work, and said he was glad to have been a part of this project.

Ms. Ardinger noted that she, Superintendent Rath and Business Administrator Jack Dunn gave a presentation on the project to the Rotary Club earlier that day. They received overwhelmingly positive feedback; she said it was gratifying to have the community recognize the efforts of the Board in a positive way.

Ms. Patterson added that the Grand Opening was a wonderful celebration of the community support for the new schools, and a very fine day.

Agenda Item 9. Proposed calendar of meetings for September

Superintendent Rath discussed the proposed Board committee meetings for September, including the School Board information session scheduled for Wednesday, September 12 at 5:30 p.m. A Special Board meeting is scheduled for September 19 at 5:30 p.m.
Ms. Ardinger noted that the School Board election filing period opens this Friday, September 7 and closes September 17. The election will include four School Board seats (three 3-year terms and one 2-year term, to fill out the term vacated by Jack Dunn and filled for the remainder of 2012 by former Board Chair Elizabeth Hoadley) the Treasurer position, and the School Board Clerk position. Under the new charter, this is the final year all School Board seats are at-large.

Agenda Item 10. Public comment

Ms. Lizarda Urena of Concord presented her idea for an anti-bullying program. She asked the Board to support her campaign for the safety of the students, noting that she wants parents to be involved with their children on a daily basis. She suggested, among other things, that cameras be installed in the school buses to prevent bullying. Ms. Ardinger accepted her materials, including a slideshow and brochures, and thanked Ms. Urena for her interest in the children of Concord.

Agenda Item 11. Adjournment

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

The Board adjourned at 7:56 p.m.

Respectfully submitted,

Chris Casko

Secretary
Board of Education, Concord School District

Special Board meeting
September 19, 2012

Board members present: Kass Ardinger, Chris Casko, Bill Glahn, Barbara Higgins, Jennifer Patterson, Tara Reardon

Board members absent: Clint Cogswell, Elizabeth Hoadley, Nick Metalious

Administrators: Superintendent Chris Rath, Donna Palley, Larry Prince, Jack Dunn

Agenda Item 1. Call to Order

The meeting was called to order at 5:35 p.m.

Agenda Item 2. Approval of Agenda

The Board voted 6-0 to approve the agenda (motioned by Chris Casko, seconded by Tara Reardon).

Agenda Item 3. Public Comment

There was no public comment.

Agenda Item 4. Personnel

Staff Confirmations

Mr. Prince presented nominations for two kindergarten teachers. These positions had been budgeted but for which contracts had not yet been issued.

Jill Boisvert, Kindergarten Teacher, Abbot-Downing School, $21,194 rate of 50% of B-3, one year only. This is in addition to Jill’s 50% kindergarten teacher position. Jill replaces Melissa Noyes (50% of B-13 = $33,305) – LOA to Title I Teacher position. Position budgeted under Christa McAuliffe School; reallocated due to increased enrollments. Budgeted at $31,791

Margaret Barry, Kindergarten Teacher, Beaver Meadow School, $23,907, rate of 50% of B-7, prorated 170 days, one year only. This is in addition to Margaret’s 50% Kindergarten teacher position. Margaret replaces Melissa Noyes (170 days at 50% of B-13 = $30,939) – LOA to Title I Teacher position. Position budged under Christa McAuliffe School; reallocated due to increased enrollments. Budgeted at $29,533
The Board voted 6–0 to confirm the staff hires as presented (moved by Mr. Casko, seconded by Barb Higgins).

Agenda Item 5. Negotiations

Larry Prince reviewed the highlights of the proposed contract with the CEAA, which represents approximately 195 employees in the District. Mr. Prince noted that Director of Student Services Bob Belmont also served on the negotiating team for this contract.

Summary of 2012-2015 CEAA collective bargaining agreement

Salary: New Money (includes Longevity):

<table>
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<th>Year</th>
<th>Percentage</th>
<th>Amount (includes Longevity)</th>
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</thead>
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<tr>
<td>1</td>
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<td>$124,404.76 ($113,002.53 GF; $11,402.23 FF)</td>
</tr>
<tr>
<td>2</td>
<td>1.25%</td>
<td>$129,811.13 ($112,794.45 GF; $17,016.68 FF)</td>
</tr>
<tr>
<td>3</td>
<td>1.25%</td>
<td>$130,802.99 ($115,815.03 GF; $14,987.96 FF)</td>
</tr>
</tbody>
</table>

Total 3.00% $385,018.88 ($341,612.01 GF; $43,406.87 FF)

Longevity: increase by $0.05 per hour as follows:

- 10-14 years of service: from $1.25 to $1.30/hr
- 15-19 years of service: from $1.50 to $1.55/hr
- 20+ years of service: from $1.75 to $1.80/hr

Health Insurance (maintain Single Plan eligibility only) (Sidebar):

- **HMO:**
  - Year 1: employee contribution: 10%
  - Year 2: employee contribution: 12%
  - Year 3: employee contribution: 15%

- **POS:**
  - Year 1: employee contribution: 14%
  - Year 2: no offering
  - Year 3: no offering

- **OAPIN:**
  - Year 1: no offering
  - Year 2: employee contribution: 5%
  - Year 3: employee contribution: 5%

Health Insurance (CBA)

- **HMO:** 15% employee contribution
- **OAPIN:** 5% employee contribution

Health Insurance Sidebar:
Agree to maintain SchoolCare as preferred carrier for 3 years

Dental Insurance Sidebar:
Agree to employee contribution of $0.20/year

Opening Day:
Year 1: No change
Years 2 and 3: Will be paid for up to 3 hours to attend

Grievance Procedure:
Eliminate “Director of HR” level; change “Superintendent” level to “Superintendent or designee”

Reduction In Force:
Layoffs and bumping rights will be maintained in certain “groupings” of employees, i.e. Autism, Health, Media Tech, Project SEE, 3R

Sick Bank:
Allow one mid-year opportunity to replenish the sick bank if balance falls below 50 days (the current maximum is 200 days)

Committee:
A committee was formed to review Recognitions (Article I) and Layoff Procedure (Article XII) in the contract. The committee will deliberate from October 2012 through January 2013, with any mutually-agreed and recommended changes to be documented in a Side Bar Agreement effective February 1, 2012 through the end of contract (August 31, 2015).

The Board voted 6–0 to approve the three-year contract with the CEAA as presented (moved by Ms. Higgins, seconded by Jennifer Patterson).

Agenda Item 6. Public comment
There was no public comment.

Agenda Item 7. Adjournment
The Board voted 6-0 to adjourn (motioned by Ms. Higgins, seconded by Ms. Patterson).

The Board adjourned at 9:56 p.m.

Respectfully submitted,

Chris Casko, Secretary
Board of Education, Concord School District  
Regular monthly meeting  
October 1, 2012

Board members: Kass Ardinger, Chris Casko, Clint Cogswell, Barbara Higgins, Nick Metalous, Jennifer Patterson, Elizabeth Hoadley, Bill Glahn

Board member absent: Tara Reardon

Administrators: Assistant Superintendent Donna Palley, Larry Prince, Jack Dunn, Matt Cashman

Agenda Item 1. Call to Order
The meeting was called to order at 7:00 p.m.

Agenda Item 2. Approval of Agenda
The Board voted 8-0 to approve the agenda (motioned by Elizabeth Hoadley, seconded by Clint Cogswell).

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

Agenda Item 4. Recognitions
Assistant Superintendent Donna Palley noted that Director of Physical Education and Sport Steve Mello was recognized as “Division I Athletic Director of the Year” at the NHIAA annual meeting. Mr. Mello was nominated by his NH Athletic Director peers.

Ms. Palley introduced student representatives Joseph Alexander and Holly Grace. Holly, a junior, is a member of the Concord Crew team and the CHS swim team. Her brother and sister both attend Rundlett Middle School. In the future, she plans to study International Business and hopes to travel around the world.

Joseph is Senior Class president, maintaining high academic standards. He is interested in the social sciences and history; in particular, learning how historical events impact today’s world. He plans to major in political science in college.
Joseph informed the Board that Commons D secretary Marilyn Landrigan, who was a champion for all kids, died on Friday, September 28. Mrs. Landrigan was always open to conversations with anyone, and as Junior Class Facilitator, she spent many hours facilitating junior class activities. Joseph said that she was a kind lady all around, who will be sorely missed by all the staff and students.

Joseph also noted that next week is NECAP testing for juniors. He also told the Board that 2005 CHS graduate Guor Marial competed as a marathon runner under the Olympic flag at the London Olympics. He returned to Concord for a visit, presented the school with his Olympic bib, and spoke to the entire school about working hard in classes to achieve one’s dreams, and being inspired by a number of his teachers.

Holly reported on Homecoming activities two weeks prior, highlighting the Spirit Day games including a dunk tank with Mr. Connolly; a student-run school pep rally on Friday morning; a Powder Puff game with underclassmen competing against the seniors; and a parade on Saturday morning followed by the traditional football game (with a Concord win). She also noted that the Senior One Act plays will be staged soon.

Agenda Item 5. Approval of Board Minutes

Ms. Ardinger reviewed the minutes of the Special Board meeting on September 19, noting the CEAA contract highlights. She also described the Informational Session that the Board held on September 12 for potential School Board candidates.

The Board voted 8–0 to approve the minutes of the meeting on September 4, 2012, and the minutes of the special Board meeting on September 19, 2012 (moved by Mr. Cogswell, seconded by Nick Metalious).

Mrs. Hoadley asked if kindergarten enrollments at Christa McAuliffe School would be examined closely, as two of the other schools got additional kindergarten sections while having similar enrollments.

Agenda Item 6. Personnel

Mr. Prince presented four coach nominations.

Amanda Bacher, Unified Soccer Coach, Concord High School, $568, 50% of Step 3, Group 14, 3.0%. New position funded by Special Olympics

Jeremy Duclos, Unified Soccer Coach, Concord High School, $568, 50% of Step 3, Group 14, 3.0%. New position funded by Special Olympics

Emily Marston, Girls B Field Hockey Coach, $2,082, Step 2, Group 11, 5.5%, New position

Kristine Nyhan, Girls Assistant Volleyball B Coach, Rundlett Middle School, $757, Step 1, Group 14, 2.0%. New Position
In response to a question from Mrs. Hoadley, Mr. Mello explained that there are three groups: the A group, B group, and intramural (which practice and play against each other). The B group travels when another CHS or RMS volleyball team travels so there is no additional cost for travel, but there is a nominal cost for officials at these games. Mr. Mello noted that the total number of students participating in RMS sports is close to 335 students; a high number as a percentage of enrollment.

Mrs. Hoadley stated that the Board should be aware that when new coaches are endorsed, there are always extra expenses related to travel, number of games played, or costs for officials, and that the Board should take these expenses into account.

The Board voted 8–0 to confirm the coach hires as presented (moved by Chris Casko, seconded by Bill Glahn).

Agenda Item 7. Capital Facilities

Mr. Cogswell briefly reviewed the September 10, 2012 Capital Facilities Committee meeting. The Committee reviewed a new proposal from WBIN-TV owner Bill Binnie, who would like to use the Walker School building to house three radio stations and a television news studio. The Committee also reviewed completed projects which had been budgeted and scheduled for the summer.

Mr. Cogswell reviewed the October 1, 2012 Capital Facilities Committee meeting which had taken place just prior to this Board meeting. The Concord Group Insurance Company has submitted a proposal to use the Walker School building to house its corporate offices.

Business Administrator Jack Dunn shared the proposed schedule of meetings of the Capital Facilities Committee in October, which will include meetings with the Walker neighborhood. Mrs. Hoadley noted that the October 8 and October 15 meetings at 5:30 p.m. are both public meetings. Mr. Glahn noted that it would be more accurate to describe letters as proposals rather than bids, because the active negotiations process has not yet begun.

Agenda Item 8. Instructional

Jennifer Patterson briefly reviewed the September 19, 2012 Instructional Committee meeting. At that meeting, Technology Integrator Chris Demers and District Math Coach Linda Stuart demonstrated three “apps” using iPad and Apple TV technology. The team of technology integrators/media specialists is in the process of introducing the iPad technology to elementary classes.

Also at that meeting, Superintendent Rath reviewed various data on student achievement that the District now monitors. She displayed the state-level longitudinal graphs that show how students in various subgroups – students with disabilities,
students in low socio-economic status (SES), and students by gender – have performed on the annual NECAP assessments. She also described the reports available to District administrators and staff from two different literacy assessments given in the elementary grades: AIMSweb Tests of Early Literacy and Reading, and Fountas and Pinnell Benchmark Reading Assessments, and data available from the unit tests in the Everyday Math program. The District uses the state system, Performance Plus, as its “data warehouse.”

Agenda Item 9. Communications

Ms. Patterson noted that three policies were before the Board for second readings. On behalf of the committee, she presented revisions to Policy #429/681 Instruction of Temporarily Home-Bound Students and Policy #620 Home Education. These policies were posted on the District website as part of the September 4, 2012 Board book.

The Board voted 8–0 to adopt Policy #429/681 Instruction of Temporarily Home-Bound Students as presented and Policy #620 Home Education as presented (moved by Mr. Glahn, seconded by Barbara Higgins).

The Committee had also recommended the deletion of Policy #634 Home Study Programs, which was coming before the Board for a vote.

The Board voted 8–0 to delete Policy #634 Home Study Programs as obsolete (moved by Mr. Glahn, seconded by Ms. Higgins).

Agenda Item 10. Other Business

Mr. Cashman discussed adoption of the proposed resolution regarding the National Incident Management System (NIMS), which is now required by state law.

Mr. Glahn noted that a “yes” vote would establish this system as the District’s response to emergencies.

The Board voted 7-1 (Mrs. Hoadley, nay) to establish the National Incident Management System (NIMS) as the protocol for all incident management in Concord School District (moved by Mr. Casko, seconded by Ms. Higgins).

Agenda Item 11. Proposed calendar of meetings for October

Ms. Palley discussed the proposed Board committee meetings for October, including the Capital Facilities Committee meetings on October 8 and October 15.

Election Note: four candidates have filed for the three full three-year seats on the Board, including Kass Ardinger and Clint Cogswell for re-election; Oliver Spencer, and George “Rusty” Cofrin. Four candidates have filed to serve the remaining two years of
the term vacated by Jack Dunn (filled for the remainder of 2012 by former Board Chair Elizabeth Hoadley): Eric Weiner, Patrick Taylor, Ridgeley Mauck and Thomas Croteau.

Roger Brooks is the only candidate for District Treasurer. Roger Phillips is the only candidate for School Board Clerk, a position he has held for 26 years.

All of the seats open in this election are for at-large representatives. Next year, the school district will begin to elect members by ward clusters; each cluster will have two representatives on the board. Wards 1-4 will be one cluster; Wards 5-7 will be the second, and Wards 8-10 will be the third.

Agenda Item 12. Public comment
There was no public comment.

Agenda Item 13. Adjournment

The Board voted 8-0 to adjourn (motioned by Mr. Glahn, seconded by Ms. Higgins).

The Board adjourned at 8:00 p.m.
Respectfully submitted,

Chris Casko
Secretary
Kass Ardinger opened the meeting at 6:30 p.m. The Board briefly discussed the two proposals to purchase the Walker School building. The Board considered a recommendation from the Capital Facilities Committee.

The Board voted unanimously on a proposal from the Capital Facilities Committee to authorize administrators to contact Bill Binnie/WBIN TV and The Concord Group to discuss ground rules for negotiations on the purchase of the Walker School building (motioned by Bill Glahn, seconded by Nick Metalious).

The administration will post a non-public Board meeting for Monday, October 22, 2012 at 5:30 p.m. to confer with counsel on the ground rules for these negotiations.

The Board voted unanimously to adjourn (motioned by Mr. Metalious, seconded by Chris Casko).

The committee adjourned at 6:45 p.m.

Chris Casko, Secretary

Matt Cashman, Recorder
Board of Education, Concord School District
Special Board Meeting
October 24, 2012

**Board member(s) present:** Kass Ardinger, *President*, Chris Casko, Clint Cogswell, Bill Glahn, Barb Higgins, Betty Hoadley, Nick Metalious, Jennifer Patterson, Tara Reardon

**Administration:** Superintendent Chris Rath, Business Administrator Jack Dunn, Director of Human Resources Larry Prince

President Kass Ardinger began the Special Board meeting at 7:05 p.m., stating that its purpose was to vote on the Finance Committee’s recommendation to finalize the Board Approved FY 2012-2013 Budget for tax rate setting, and to vote on recommendations for the Unreserved Fund balance. Ms. Ardinger also noted that there was no need to further discuss the budget before voting, as it had been thoroughly reviewed and discussed at the Finance Committee meeting, previously held that evening.

Business Administrator Jack Dunn proposed use of the Unreserved Fund balance as follows:

- Raise and appropriate the sum of up to five hundred fifty thousand dollars ($550,000) to be added to the Facilities Purchase and Renovation Expendable Trust Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

- Raise and appropriate the sum of up to one hundred thousand dollars ($100,000) to be added to the Superintendent Contingency Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

- Create an expendable trust fund under the provisions of RSA 198:20-c, to be known as the Technology Innovation Expendable Trust Fund, for the purpose of self-insuring, researching and implementing new District hardware and software technology. Furthermore, to name the School Board as agents to expend and to raise and appropriate the sum of up to fifty thousand dollars ($50,000) with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

- Raise and appropriate the sum of up to sixteen thousand seven hundred and thirty-four dollars ($16,734) to be added to the Building Facilities and Maintenance Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

Mr. Dunn reviewed the FY 2012-2013 Tax Impact handout and slide showing the differences in the current to the anticipated tax impact. The approved amount to be
raised in taxes is $44,577,191. The current estimated local tax impact is $10.90. Based on the latest valuation, the new local tax impact will be $10.51. Mr. Dunn went on to explain that the estimated state portion of the tax impact is now $2.53 and, based on the latest valuation, the new State tax impact will be $2.44. Local valuation will increase from the estimated $3,334,336,136 to $3,458,837,930 and state valuation will increase from $3,244,349,111 to $3,368,422,930 if approved. Finally, the total tax rate is currently $13.43 and if approved will be $12.95.

Finance Committee Chair Clint Cogswell described the Finance Committee’s recommendation that the School Board vote to raise and appropriate the sum of up to five hundred fifty-five thousand dollars ($550,000) to be added to the Facilities Purchase and Renovation Expendable Trust Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

The Board voted 9–0 to raise and appropriate the sum of up to five hundred fifty thousand dollars ($550,000) to be added to the Facilities Purchase and Renovation Expendable Trust Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year (motioned by Barbara Higgins, seconded by Bill Glahn).

Mr. Cogswell described the Finance Committee’s recommendation that the School Board vote to raise and appropriate the sum of up to one hundred thousand dollars ($100,000) to be added to the Superintendent Contingency Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

The Board voted 9–0 to raise and appropriate the sum of up to one hundred thousand dollars ($100,000) to be added to the Superintendent Contingency Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year (motioned by Tara Reardon, seconded by Mr. Glahn).

Mr. Cogswell described the Finance Committee’s recommendation that the School Board vote to create an expendable trust fund under the provisions of RSA 198:20-c, to be known as the Technology Innovation Expendable Trust Fund, for the purpose of self-insuring, researching and implementing new District hardware and software technology. Furthermore, to name the School Board as agents to expend and to raise and appropriate the sum of up to fifty thousand dollars ($50,000) with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

The Board voted 9–0 to create an expendable trust fund under the provisions of RSA 198:20-c, to be known as the Technology Innovation Expendable Trust Fund, for the purpose of self-insuring, researching and implementing
new District hardware and software technology. Furthermore, to name the School Board as agents to expend and to raise and appropriate the sum of up to fifty thousand dollars ($50,000) with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year (motioned by Elizabeth Hoadley, seconded by Jennifer Patterson).

Mr. Cogswell described the Finance Committee’s recommendation that the School Board vote to raise and appropriate up to the sum of sixteen thousand seven hundred and thirty-four dollars ($16,734) to be added to the Building Facilities and Maintenance Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

The Board voted 9–0 to raise and appropriate up to the sum of sixteen thousand seven hundred and thirty-four dollars ($16,734) to be added to the Building Facilities and Maintenance Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year (motioned by Mr. Cogswell, seconded by Ms. Patterson).

As there was no other business, Ms. Ardinger called for a vote to adjourn the meeting.

The Board voted 9–0 to adjourn the Special Board meeting (motioned by Mr. Cogswell, seconded by Nick Metalious).

The meeting adjourned at 7:13 p.m.

Respectfully submitted,

Chris Casko, Secretary

Jack Dunn, Recorder
School Board members present: Kass Ardinger, Chris Casko, Clint Cogswell, Bill Glahn, Barb Higgins, Betty Hoadley, Nick Metalious, Jennifer Patterson, Tara Reardon

Administration: Chris Rath, Jack Dunn, Larry Prince

Board President Kass Ardinger called the hearing to order at 6:40 p.m. She noted that the hearing would focus on finalizing the Board Approved FY 2012-2013 Budget for tax rate setting, and a brief summary of proposals and motions. Ms. Ardinger then turned the meeting over to Business Administrator Jack Dunn.

Mr. Dunn reviewed the FY 2012-2013 Tax Impact handout and slide. The approved amount to be raised in taxes is $44,577,191. The current estimated local tax impact is $10.90. Based on the latest valuation, the new local tax impact will be $10.51. Mr. Dunn explained that the estimated state portion of the tax impact is now $2.53 and based on the latest valuation the new state tax impact will be $2.44. City officials have notified the School District that the local valuation will increase from the estimated $3,334,336,136 to $3,458,837,930 and state valuation will increase from $3,244,349,111 to $3,368,422,930. Finally, the total tax rate is currently $13.43 and the FY 2012-2013 Budget if approved will be $12.95.

Mr. Dunn explained the FY12 Summary handout and slide displaying revenue at $70,396,914 (less grants and food service) and expenses at $67,680,180 (less grants and food service). The net from revenue and expenses leaves a year-end fund balance of $2,716,734 FY 2011-2012. After applying $2,000,000 to the FY 2012-2013 budget that leaves an uncommitted balance of $716,734.

The Finance Committee is proposing the following recommendations to the full Board for the FY 2012-2013 budget.

The first recommendation is to raise and appropriate the sum of up to five hundred fifty thousand dollars ($550,000) to be added to the Facilities Purchase and Renovation Expendable Trust Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

Another recommendation is to raise and appropriate the sum of up to one hundred thousand dollars ($100,000) to be added to the Superintendent Contingency Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

The Committee is proposing a recommendation to create an expendable trust fund under the provisions of RSA 198:20-c, to be known as the Technology Innovation
Expendable Trust Fund, for the purpose of self-insuring, researching and implementing new District hardware and software technology. Furthermore, to name the School Board as agents to expend and to raise and appropriate the sum of up to fifty thousand dollars ($50,000) with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

Finally, a recommendation was made to raise and appropriate up to the sum of sixteen thousand seven hundred and thirty-four dollars ($16,734) to be added to the Building Facilities and Maintenance Fund, with such amount to be funded from the June 30, 2012 unreserved fund balance available for transfer during the FY 2012-2013 Budget Year.

At this point Ms. Ardinger asked for Board questions or comments. Betty Hoadley explained that although the recommendations were explained briefly, the entire Finance Committee had met previous to the Public Hearing and discussed each recommendation thoroughly and in depth, with questions and clarification. She assured the public that the Finance Committee’s recommendations to the full Board were carefully considered. Ms. Ardinger emphasized this point by suggesting ConcordTV stream the Finance Committee meeting, the Public Hearing and Special Board meeting together.

Bill Glahn suggested the public watch the Finance Committee meeting, explaining the Unreserved Fund balance. He also explained that there has been significant use of the reserves over the last several years because of State budget cuts and it would be prudent to replenish these funds.

Ms. Ardinger then opened the hearing for public comments.

**Ryan Coskren** of Concord has two children in the District. His son attends Broken Ground School and his daughter is a student at Rundlett Middle School. Mr. Coskren is concerned that the condition of the older schools is falling behind. The new schools have new iPads, lockers, rugs, etc. Mr. Coskren questioned what funds are going to older schools and what is being done to improve conditions. He explained his son went into Mill Brook School and mentioned the water is colder in the fountain than at Broken Ground School. Mr. Coskren noted that students who experience using new iPads in one of the new schools will then have to move from a new building to Rundlett, an old one, and not have an iPad. Mr. Coskren then asked where the bond surplus which was mentioned in the newspaper is being applied.

Mr. Dunn explained that there is no surplus, only the funds which are intended for renovating the Central Office (Dewey School), as was originally planned.

Ms. Ardinger explained that if the Board takes the recommendations described, this will increase the amount of money to go into funding for technology. She also explained that the District is aware of inequalities and upgrades are needed and that being a large school district it is always cycling. Ms. Ardinger noted that the District
maintains a five-year maintenance plan, such as replacing a gym floor one year, a roof the next year, and so on.

Superintendent Chris Rath stated that some capital projects funded through the budget have been accomplished at the older schools; for example, renovation of the bathrooms at RMS.

Mr. Glahn suggested Mr. Coskren and others come to the School Board meetings when it discusses the new FY 2013-2014 budget between January and March and raise these issues again.

Ms. Ardinger thanked the public for its input. With no further public comment, the meeting adjourned at 7:00 p.m.

Respectfully submitted,

Chris Casko, Secretary
Board of Education, Concord School District
Regular monthly meeting
November 5, 2012

Board members: Kass Ardinger, Chris Casko, Clint Cogswell, Barbara Higgins, present: Nick Metalious, Jennifer Patterson, Elizabeth Hoadley, Bill Glahn, Tara Reardon

Administrators: Superintendent Chris Rath, Donna Palley, Larry Prince, Jack Dunn, Matt Cashman

Agenda Item 1. Call to Order
The meeting was called to order at 7:00 p.m.

Agenda Item 2. Approval of Agenda
Kass Ardinger asked for a motion to amend the agenda to add an item regarding canvassing the vote of November 6.

   The Board voted 9-0 to approve amending the agenda to add an item under Other Business regarding the canvass of the vote of November 6, 2012 (motioned by Clint Cogswell, seconded by Nick Metalious).

   The Board voted 9-0 to approve the agenda as amended (motioned by Bill Glahn, seconded by Tara Reardon).

Agenda Item 3. Public Comment– agenda items only
There was no public comment.

Agenda Item 4. Recognitions
Betty Hoadley noted that former Conant teacher Margery Bruner will become 100 years old as of next Thursday November 15, 2012. Mrs. Bruner began teaching Grade 5 at Conant School in 1961, and taught math and science to fifth and sixth graders until her retirement in 1976.

Program director Susan Farrelly and Sarah Pratt made a presentation on the District’s 21st Century Community Learning Centers at RMS and CHS. She explained that Concord was awarded over $1 million over five years for after school programs at RMS and CHS. The goals of the program are to improve academic achievement and promote role of families in students’ success. The program started on September 24 and
currently includes 272 students at CHS and 233 at RMS. At least 11 partners in the
community are involved in projects, including St. Paul’s School, ConcordTV, CCMS,
Second Start, Diploma Academy, Center for Health Promotion and others. They hope
to include summer programming beginning summer 2013. Susan noted that the
timeframe allows for two snacks, and a 5:30 p.m. late bus starting at RMS and
swinging by CHS. At least one hour after school is devoted to homework help, and
there is also early morning homework help throughout the week.

CHS guidance counselors are helping with peer mediation, Be the Change Club, SAT
Prep, Futures Club, open gym, Frisbee Club, Zumba/hip hop dance, Robotics Club,
Knitting, EnviroCorps, Tech Club, etc.

Ms. Ardinger asked what the plans are as grant amounts diminish in years 3, 4 and
5. Assistant Superintendent Donna Palley noted that one expectation of the grant is
that the District builds its sustainability, and as a result staff will be grant-writing and
fundraising. Chris Casko asked if students will be involved with fundraising. Ms.
Palley noted that that is unlikely, and that while the program is allowed to charge a
nominal fee for the price of admission, a decision had been made for Concord’s
program that for the first year there will not be a charge.

Superintendent Rath noted that programs like these survive and thrive based on staff,
and thanked Susan, Sarah, and Donna.

She also noted that the Chamber of Commerce awarded a $1,000 grant for the RMS
Student Ambassador program, run by teachers Tracy Renaud and Howie Leung.

Agenda Item 5. Approval of Board Minutes

Ms. Ardinger reviewed the minutes of the regular monthly meeting on October 1 and
the minutes of the Special School Board meetings on October 17. The action of the
Special Board meeting was a vote to authorize administration to contact the interested
parties to buy the Walker School building.

The agenda of the Special Board meeting on October 24 was to act on the Finance
Committee’s recommendation to finalize the 2012-2013 budget and to use the
unreserved fund balance, including putting $550,000 in a “Stability Fund.”
Additionally, up to $100,000 was authorized to be added to the Superintendent’s
Contingency Fund, $50,000 to a new Technology Fund, and $16,734 to the Building
Facilities and Maintenance Fund.

Ms. Ardinger reviewed the minutes of the Public Hearing on October 24, at which Jack
Dunn reported that due to City valuation, the tax impact went from $10.90 to $10.51
per $1,000.

She noted that the Board accomplished two main tasks: it finalized the 2012-2013
budget and continued its work toward selling the Walker School building.
The Board voted 9–0 to approve the minutes of the regular monthly meeting on October 1, the Special School Board meetings on October 17 and October 24 and the Public Hearing on October 24 (moved by Mr. Metalious, seconded by Jennifer Patterson).

Agenda Item 6. Personnel

Mr. Prince presented several coach nominations.

Scott Betournay, Cross Country Head Ski Coach, Concord High School, $3,217, Step 2, Group 6, 8.5%. Scott replaces Stuart Kremzner.

Tristan Black-Ingersoll, Swimming Co-Coach, Concord High School, $1,419, 50% of Step 1, Group 6, 7.5%. Tristan will be sharing this position with Karen Jenovese.

Kyle Davis, Girls Freshman Basketball Coach, Concord High School, $2,838, Step 1, Group 6, 7.5%. Kyle replaces Amanda Bacher.

Gordon Ellinwood, Alpine Ski Assistant Coach, Concord High School, $1,135, Step 1, Group 13, 3.0%. Gordon replaces Shannon Manseau.

Martin Foy, Jr., Boys Freshman Basketball Coach, Concord High School, $3,217, Step 2, Group 6, 8.5%.

Aiyda Ghahramani, Boys Indoor Track Coach, Concord High School, $3,217, Step 2, Group 6, 8.5%, Aiyda replaces James Klobucar.

Travis Paige, Wrestling Assistant Coach, Concord High School, $1,325, Step 2, Group 13, 3.5%. Travis replaces Nicholas Zeras.

Matthew Skoby, Boys Basketball JV Coach, Concord High School, $3,595, Step 3, Group 6, 9.5%. Matt replaces John Finnegan.

Glenn Mathews, Girls B Basketball Coach, Rundlett Middle School, $1,892, Step 1, Group 11, 5.0%. Glenn replaces Jessica Campbell.

Miguel Pires, Wrestling Assistant Coach, Rundlett Middle School, $1,135, Step 3, Group 14, 3.0%. Miguel replaces James Corkum.

Christine Shea, RMS Girls A Basketball Coach, Rundlett Middle School, $2,082, Step 2, Group 11, 5.5%. Christine replaces Jennifer Halle.

The Board voted 9–0 to approve the coach nominations as presented (moved by Mr. Cogswell, seconded by Mr. Metalious).

Leave of Absence

Mr. Prince presented a child rearing leave for the remainder of this year for a third grade teacher at Abbot-Downing School.
The Board voted 9–0 to approve the leave of absence request as presented (moved by Ms. Reardon, seconded by Ms. Patterson).

Agenda Item 7. Negotiations

Bill Glahn briefly reviewed the CEOPA contract that is up for approval. The total amount of new money required over the three years for this new contract is $54,000. He thanked Larry Prince, Donna Palley and former Kimball Walker principal Susan Noyes for their work on the negotiation of this contract.

The Board voted 9-0 to approve the 2012-2015 contract with CEOPA as presented (moved by Mr. Glahn, seconded by Mr. Metalious).

Agenda Item 8. Capital Facilities

Mr. Cogswell reviewed the meetings of the Capital Facilities Committee on October 1, 8, 15, and 17. These meetings all concerned the process of selling the Walker School building, proposals for the building’s re-use, community meetings, and Board discussions. He described how the Stratford Group proposal was declined and the Concord Group and WBIN proposals are being pursued. No action was required on the work of this committee.

Jack Dunn gave the Board an update on re-use of the school buildings: Eastman, Dame, Walker, Rumford.

A proposal was received from Christ the King Parish, offering $600,000 for the Rumford School building. The Parish will present its proposal on November 7, following by a community meeting on November 14, both at 5:30 p.m. The community meeting will follow the same format as those at the other schools.

Mr. Dunn informed the Board that the Boys & Girls Club has made a proposal to rent Eastman School from February to October 2013 during renovations on their building.

Ms. Ardinger noted that prior to this meeting she, Tara Reardon, Clint Cogswell, and Superintendent Rath toured McAuliffe School and viewed the problems that arose at the school during Hurricane Sandy. Superintendent Rath noted that notebooks have been left in the front office for staff to report problems with the building as they occur. She noted that this is an ongoing process and, as everything in the buildings are under warranty for one year, it behooves the staff to identify any issues and have them fixed now. Mr. Cogswell noted that if issues at any building could be of concern to parents, Matt Cashman will inform the Board.
Agenda Item 9. Instructional
Jennifer Patterson reported on the October 10 Instructional Committee meeting, which was to review the 2012 Enrollment Report, including programs at CRTC. Superintendent Rath presented information on the new NH Accountability System, including the “input-based measure” and the “performance-based measure.” No action was required.

Agenda Item 10. Joint City Council / School Board Committee
Chris Casko reported on the Joint City Council / School Board Committee meeting on October 19. The City presented its 10-year Capital Improvements Plan, which currently has 150 projects totaling over $250 million. The Council has recently extended the planning time from six to 10 years. The City also reviewed the TIF districts. No action was required.

Agenda Item 11. Finance
Clint Cogswell reported on the Finance Committee meeting on October 24. Mr. Cogswell noted that a Special Board meeting was required so the School Board could set the tax rate so the City can then set its tax rate; however, the Board cannot act until the Board gets the City valuation. The projected rate is $10.50 per thousand for the School District portion and $2.45 for the State education portion, for a total of $12.95 per thousand, down a small amount from last year.

Agenda Item 11. New Business
Ms. Ardinger asked for a motion to allow the canvass of the School Board election by telephone as opposed to calling a special Board meeting to canvass the vote.

The Board voted 9-0 to approve the canvass of the vote by telephone after the November 6, 2012 election (motioned by Betty Hoadley, seconded by Mr. Glahn).

Mrs. Hoadley asked why there are 71 fewer students at CHS in November than in September. CHS Principal Connolly noted that September and October enrollment is not an exact science, as students move in or out of the District, and drop or add classes.

Agenda Item 12. Proposed calendar of meetings
Superintendent Rath discussed the proposed Board committee meetings for November and December.
Agenda Item 13. Public comment
There was no public comment.

Agenda Item 14. Adjournment

The Board voted 9-0 to adjourn (motioned by Mrs. Hoadley, seconded by Mr. Glahn).

The Board adjourned at 8:00 p.m.
Respectfully submitted,
Chris Casko
Secretary
Board of Education, Concord School District
December 3, 2012
regular monthly Board meeting

Board members: Kass Ardinger, Chris Casko, Barbara Higgins, Nick Metalious,
present: Jennifer Patterson, Elizabeth Hoadley, Tara Reardon
Board member absent: Clint Cogswell, Bill Glahn
Administrators: Superintendent Chris Rath, Donna Palley, Larry Prince, Matt Cashman

Agenda Item 1. Call to Order
The meeting was called to order at 7:00 p.m.

Agenda Item 2. Approval of Agenda
The Board voted 7-0 to approve the agenda as amended (motioned by Chris Casko, seconded by Nick Metalious).

Agenda Item 3. Public Comment– agenda items only
There was no public comment.

Agenda Item 4. Recognitions
Student Holly Grace noted that the CHS faculty is giving to gifts to families in need at the holidays.
She noted that the National Honor Society finished its hygiene drive last week.
The sophomore student leadership program (CASL) is now accepting applications by interested sophomores.
Holly noted that CHS is encouraged by a decrease in freshman failures this year.
Joe Alexander told the Board that the CHS Canned Food Drive supports the good work of the Capital Region Food Program, which anticipates packaging almost 5,000 boxes of food this year to support families in Concord during the holidays. The motto of this year’s drive is “One CAN make a difference.” The drive will run from December 3 to December 14, with a goal of gathering 12,000 cans.
He also noted that the CHS Chamber Ensemble Singers will perform at the CHS Auditorium on Wednesday, December 12, at 7:30 p.m. Music celebrating Christmas, Hanukkah, and other religious traditions will be performed.

Congratulations to Senior Rachel Smith, who has been selected to be a participant in the All Eastern Honors Assemblies for mixed choir.

Joe noted that about 20 Seniors so far have received their college acceptance letters.

The fourth-annual CHS Coffee House is planned for this Friday from 5 to 9 p.m. in the lecture hall. The Coffee House provides a forum for talented students and staff members to play an instrument, sing, dance, beat box, recite poetry or share their other talents with the community. Donated food and coffee will be provided free of charge. There is no cost. Students in the Cosmetology Program will host an evening of fun on Thursday, December 6, from 4:30–7:00 p.m. in the Crimson Creations Salon at CHS. Seniors in the program will provide hair salon services for $5.00 for each service. Fifty percent of the proceeds will be used to help local families at Christmas.

Superintendent Rath pointed out a letter from Chris Averill, Director, and Richard Cram, manager of the Pre-Adjudicated program of the Merrimack County Juvenile Diversion Program, thanking Principal Connolly and CHS Choir Director Linda Mai for their efforts to bring the Chamber Choir to perform for the agency’s volunteers and staff, and for their talent.

She noted a photograph of students in CHS’ Be the Change Club posing with Governor John Lynch to have their work recognized at the Concord “Mayor’s Prayer Breakfast” in November.

She described an article in The Concord Insider about CHS’ Fran Wyatt, the “Lunch Lady of the Week.” Fran has worked for the District for 25 years in the Food Services Department.

Superintendent Rath highlighted an article in Concord Hospital’s periodical featuring School Board member Betty Hoadley’s participation in the pilot “Anticancer Lifestyle Program” at the Payson Center. In the program, patients work together to improve diet, stress levels, physical activity and toxin exposure to stay healthy after cancer treatments have ended. Mrs. Hoadley noted in the article that the program “…gives people the equipment, guidance, incentive and information to put their lives back on track and to better themselves.”

Superintendent Rath also told the Board that Board member Chris Casko is now a published author. Mr. Casko noted that he is already working on his third book.

Ms. Ardinger thanked Mrs. Hoadley for stepping up to fill out Jack Dunn’s term. Ms. Ardinger thanked her again for her experience and insight.

Ms. Ardinger read aloud a resolution thanking outgoing Board member Chris Casko for his devoted service to the Concord School District Board of Education. He served two three-year terms during an intensive time of budget challenges and the rigorous
process of consolidating and building three new elementary schools in the city. Mr. Casko thanked the Board and noted the very good work of District administrators, teachers and staff in the District.

Ms. Ardinger also welcomed incoming Board members Oliver Spencer and Tom Croteau, who were in attendance, saying that she was looking forward to their full participation on the Board starting in January.

Agenda Item 5. Approval of Board Minutes

Ms. Ardinger reviewed the minutes of the regular monthly meeting on November 5.

    The Board voted 7–0 to approve the minutes of the regular monthly meeting on November 5, 2012 (moved by Mr. Casko, seconded by Barb Higgins).

Ms. Ardinger noted that the Canvass of the Vote was included with these Board materials as a matter of record.

Agenda Item 6. Personnel

Staff nomination

Mr. Prince presented one staff nomination.

Kerstin Dumas, Classroom Teacher, Abbot-Downing School, $26,637*, rate of B-3, one year only, prorated 115 days. Kerstin replaces Elizabeth Bozek (115 days at M-9 = $37,577) – LOA. Budgeted at $36,150. *Figure calculated with an anticipated start date of December 10, 2012.

    The Board voted 7–0 to approve the staff nomination as presented (moved by Tara Reardon, seconded by Betty Hoadley).

Coach nomination

Mr. Prince presented one coach nomination.

Laura Norwalt, Head Spirit Coach, Concord High School, $3,595, Step 3, Group 6, 9.5%. Laura replaces Jane Dodson.

Ms. Patterson noted that Ms. Norwalt is currently head spirit coach at RMS. Mr. Prince noted that, while having one coach at both CHS and RMS is not ideal, it is acceptable. The nomination is late coming to the Board because other candidates were being sought. Mr. Prince expressed confidence in Ms. Norwalt’s ability to do a good job in both positions, and thanked her for her willingness to step in.

    The Board voted 7–0 to approve the coach nomination as presented (moved by Jenny Patterson, seconded by Mr. Metalious).
Leave of Absence

Mr. Prince presented a request for a continuation of a maternity leave for the remainder of this year for a teacher.

The Board voted 7–0 to approve the leave of absence request as presented (moved by Mr. Casko, seconded by Ms. Reardon).

Agenda Item 7. Capital Facilities

In the absence of Chairperson Clint Cogswell, Ms. Ardinger reviewed the meetings of the Capital Facilities Committee on November 7, 14, and 26. These meetings all concerned the process of selling the Rumford School building, proposals for the building’s re-use, community meetings, and Board discussions. Christ the King Parish has made a proposal to purchase this building for $600,000. It was noted that the Board would prefer a buyer that would not be tax-exempt, but the Board did consider other factors that would ameliorate this

Rumford School

Ms. Patterson asked if there will be historical preservation requirements in the purchase and sale of this building. Ms. Ardinger noted that the Thorndike Street side of the building would be preserved but that the Monroe Street side was not considered worth preserving. Matt Cashman noted that Christ the King Parish’s building committee plans to study historical preservation considerations.

Superintendent Rath noted that the minutes will reflect this discussion and that the Board will act on this one more time.

In response to a question from Jennifer Patterson, Ms. Ardinger noted that the parish will use the playground for their children. While she might assume it would be accessible to the neighborhood, she wouldn’t want to put that in the agreement as there are always issues of liability concerns.

The Board voted 6-0-1 (Chris Casko abstained) to accept the Capital Facilities Committee’s recommendation to approve the offer by Christ the King Parish in the amount of $600,000 for the Rumford School building and to authorize the administration to negotiate a Purchase and Sale Agreement that will be mutually agreed to by both parties and approved by the School Board (moved by Kass Ardinger, seconded by Mr. Metalious).

Eastman School

The Board voted 7-0 to accept the Capital Facilities Committee’s recommendation to lease the Eastman School building to the Concord Boys and Girls Club and to authorize the administration to negotiate a lease agreement that will be mutually agreed to by both parties and approved by
the School Board for an initial term not to exceed the 2013 calendar year
(moved by Ms. Ardinger, seconded by Ms. Patterson).

Ms. Ardinger noted that the Board has sold Walker School, but that it is important to
get full Board understanding of where the District now stands in the process, as it is
important to finalize the building’s sale.

Walker School

The Board voted 7-0 to ratify the actions of the administration in auctioning
the Walker School building on November 15, 2012, and further to authorize
the Superintendent or designee to execute the necessary documents to
finalize the sale and transfer of the Walker School building to Carlisle
Capital for $900,000 (moved by Ms. Ardinger, seconded by Mrs. Hoadley).

Agenda Item 8. Instructional

Jennifer Patterson reported on the November 28 Instructional Committee meeting,
which was to review the high school curriculum, particularly the science and math
departments. The action from the committee was to recommend to the full Board the
elimination of the Chemistry and its Applications course from the curriculum. The result
of this elimination will be that all students will take the same chemistry course. The
Committee also discussed increasing the science graduation requirement.

Ms. Ardinger noted that the process of requesting elimination of a course is aligned
with other actions the Board has taken in the recent past to create not just
heterogeneity, but a more rigorous curriculum to which all students will have access
and which they are expected to take. She said it will be important to provide support to
students who need it, to succeed in the more rigorous course, and to give them enough
time to do as much as they possibly can.

Ms. Higgins noted that this illustrates a positive shift from curriculum-driven
instruction to student-driven instruction, and that CHS staff have been great to
implement student-driven math learning.

Student Joe Alexander asked about students who want to excel in the class - whether
they will be provided options to prove themselves more than just competent. He said
the schools are focused on students who need more support, but asked whether other
students will be given the opportunity to go beyond that. By example, he noted that he
hadn’t been challenged in Civics, Geography and World Cultures classes, as he was
already in an independent study in government and politics.

Mrs. Hoadley emphasized that this was a valid question that needs to be answered.
She said that teachers need to come up with a solid differentiated program, and need
to be ready to teach to the broad range of students. She said that teachers must make
certain that challenges are there for more accelerated students.
Donna Palley noted that there are typically a wide range of abilities in the class, and that the goal is to help students who need more time succeed in the class. She noted that “re-teaching” and enrichment days are built into the school year.

Superintendent Rath also noted that when multiple teachers are working together, they can regroup within the class. She said the District is moving the paradigm to more than one teacher, with a broader range of students.

**The Board voted 7–0 to approve the elimination of Chemistry and Its Applications (moved by Ms. Patterson, seconded by Mr. Casko).**

Agenda Item 9. Other Business

2013-2014 School Year Calendar

Superintendent Rath reviewed the proposed calendar, noting that Election Day will not be a school “holiday;” Columbus Day will be a school holiday. She said the administration feels Election Day is important during presidential election cycles. Ms. Reardon noted that parking at the BMS/Mill Brook polling place may be a problem even in a smaller election.

**The Board voted 7–0 to approve the proposed 2013-2014 school year calendar as presented (moved by Ms. Higgins, seconded by Mr. Casko).**

Mrs. Hoadley noted that decisions may be made about staffing based on enrollment numbers as reported, even if they are preliminary and inaccurate.

Agenda Item 12. Proposed calendar of meetings

Superintendent Rath discussed the proposed Board committee meetings for December and January, 2013, noting that the Board will host a breakfast for the new legislative delegation from Concord, for a discussion of educational issues in the upcoming session.

Agenda Item 13. Public comment

There was no public comment.

Agenda Item 14. Adjournment

**The Board voted 7-0 to adjourn (motioned by Mrs. Hoadley, seconded by Mr. Metaliou).**

The Board adjourned at 8:05 p.m.

Respectfully submitted,

Chris Casko, Secretary
Board of Education, Concord School District  
December 17, 2012  
Non-Public Board meeting

Board members: Kass Ardinger, Chris Casko, Clint Cogswell, Barbara Higgins (arrived at 5:40 p.m.), Nick Metalious, Jennifer Patterson, Elizabeth Hoadley, Bill Glahn, Tara Reardon

Administrators: Superintendent Chris Rath, Jack Dunn, Matt Cashman

The Board voted 8-0 by roll call vote to move into non-public session per RSA 91-A, II.d. property acquisition (moved by Jennifer Patterson; seconded by Chris Casko).

Jack Dunn distributed materials regarding the proposed sale of the Dame and Rumford school buildings.

Highlights of the agreement regarding Dame School:

- The District will have use of the City auditorium at no charge for two nights per year for school performances
- The District will have use of the indoor turf fields in March and April of each year, if the planned community center is built
- The City will re-use equipment and furniture in the building
- If the building is not used by the City for municipal purposes only, the property, upon Board approval, may revert back to the School District
- The proposed closing date is December 31, 2012
- A press release has been prepared and approved by the City and Board officers

Bill Glahn asked if the two nights at the Audi are for every year. Ms. Ardinger responded that this arrangement is “in perpetuity.”

Betty Hoadley suggested a discussion to clarify the definition of “municipal purposes.”

Mr. Dunn noted that if the City rents out the building and passes property taxes on to the renter, the District would get a portion of those taxes. He said that the City’s original intent was to shutter the building, but that they have come to realize they should market it and keep the building open until they raise the funds for the new community center. City officials said they hope to build the new community center within three years.

Mrs. Hoadley asked if a non-profit group with a mission similar to “municipal purpose” wanted to rent the building, whether the City would provide use of the building on a low-rent or no-rent basis.
Clint Cogswell noted that if the City uses the building for anything other than a municipal purpose, it would be brought to their attention.

Kass Ardinger asked whether non-profit use such as a senior center or after school program rather than a commercial outlet is articulated in a legal manner.

Ms. Patterson noted that “municipal purpose” of the building is a restriction on the deed.

Tara Reardon suggested that it is better to leave the definition broad.

Mr. Glahn suggested that if Board members think the District will eventually take the building back, they might want to make the definition of “municipal use” very clear.

Ms. Patterson noted that there is probably existing case law defining “municipal purpose,” and said she does not believe the District would want the building back.

Superintendent Rath noted that “municipal use” is defined in one paragraph in the agreement with the City.

Mr. Dunn also noted that the District holds an easement with the City for access to the community center.

Ms. Ardinger noted that it will be appropriate at the public meeting to reflect that the Board’s intent in entering into this contract is to make sure that Dame School is in public use forever.

Ms. Patterson said that there is no reason to keep minutes of the non-public meeting sealed

Mr. Dunn also told the Board that the City will buy the remaining oil in the tanks, which totals about $20,000 (at $3.46 per gallon).

Highlights of the agreement regarding Rumford School

- The sale price is $600,000
- The title will be provided free and clear
- The sale will include an historical covenant on the deed – this includes the 1902 building but not the 1960s addition
- Christ the King Parish will re-use furniture and equipment in the building after the District has removed items it wants
- The proposed closing date is January 15, 2013
- A press release has been prepared and approved by the City and Board officer

Mr. Dunn noted that District attorney John Teague has reviewed both agreements.

Ms. Ardinger inquired about the status of the PSNH rental. Mr. Dunn noted that they’ve been offered Eastman School as an alternative location; 26,000 sf of the school space can be closed off for this purpose. PSNH prefers a month-to-month rental.
Ms. Higgins, Ms. Ardinger, Ms. Reardon and Ms. Patterson all noted they didn’t expect the buildings to go this fast, and at these purchase prices.

Mr. Dunn commented that he is not sure when the Walker School sale will close. The buyer has until March 1 to close, or will risk losing the $50,000 deposit.

The Board voted 9-0 by roll call vote to move out of non-public session per RSA 91-A, II.d. property acquisition and to adjourn (moved by Ms. Patterson; seconded by Mr. Glahn).
Board of Education, Concord School District  
December 17, 2012  
Special Board meeting

Board members: Kass Ardinger, Chris Casko, Clint Cogswell, Barbara Higgins, Nick Metalious, Jennifer Patterson, Elizabeth Hoadley, Bill Glahn, Tara Reardon  
Administrators: Superintendent Chris Rath, Jack Dunn, Matt Cashman

Agenda Item 1. Call to Order
The meeting was called to order at 6:00 p.m.

Board President Kass Ardinger noted that the agenda of this special meeting of the full School Board is to dispense with some properties. She noted that the Board is considering the sale of the Dame School building and the Rumford School building to two prospective buyers.

Highlights of the agreement regarding Dame School:

- The District will have use of the City auditorium at no charge for two nights for school performances
- The District will have use of the planned indoor turf fields in March and April of each year, if the planned community center is built.
- The City will re-use equipment and furniture in the building
- If the building is not used by the City for municipal purposes only, the property, upon Board approval, may revert back to the School District
- The proposed closing date is December 31, 2012
- A press release has been prepared and approved by the City and Board officers.

Ms. Ardinger noted that in exchange for this building, the District will receive the use of the Audi for two nights per year (a current value of $2200) and the potential high-value free use of the turf field in the months of March and April if it is built. The agreement includes re-use of equipment and furniture, saving the District money not having to empty the building. Further, re-use by the City stipulates that the building is to be used for municipal purposes.

Mrs. Hoadley suggested discussing the definition of “municipal purpose.”

Ms. Patterson recalled that Dame neighbors had initially been very concerned about the building being torn down or used commercially and that this was a good outcome. Ms. Ardinger noted that it will be clear to neighbors in the area whether the building is being used for a municipal purpose, and the Council would hear about it if it weren’t.
She expressed satisfaction that one of the District’s schools will be re-used for a municipal purpose, and stated that it is one of the best recycling projects she’s been involved in.

Ms. Reardon approved of the cooperation between City and School District in this project, and stated that she is very happy to add a parcel to Keach Park, as there are many children in the neighborhood without good transportation who will be able to make use of the building and park.

Mr. Casko stated that he is happy to see that the building will remain a community resource for a long time to come.

The Board voted 9-0 to ratify the Purchase and Sale Agreement of the Dame School by the end of the year, and authorize the superintendent or designee to execute the necessary documents to finalize the sale and transfer of the Dame School to the City of Concord for $1 (moved by Chris Casko, seconded by Nick Metalious).

Highlights of the agreement regarding Rumford School

- The sale price is $600,000
- The title will be provided free and clear
- The sale will include an historical covenant on the deed
- Christ the King Parish will re-use furniture and equipment in the building
- The proposed closing date is January 15, 2013
- A press release has been prepared and approved by the City and Board officers.

The Board voted 8-0-1 (Mr. Casko abstained) to ratify the Purchase and Sale Agreement of the Rumford School for the first quarter of 2013 and authorize the superintendent, or designee, to execute the necessary documents to finalize the sale and transfer of the Rumford School to [Christ the King Parish or its nominee the Roman Catholic Bishop of Manchester Corporate Sole] for $600,000 (moved by Ms. Patterson, seconded by Barb Higgins).

Mr. Dunn noted that the Castagna report had projected a sale price of about $480,000 for this property.

Deed restrictions will be enforced by the District.

Ms. Ardinger stated that is gratifying to see the re-use of these buildings in such an expeditious way. Mr. Dunn noted that students and staff had last used in the building on June 20, 2012 and completion of its sale would be a mere seven months later; and in the meantime a portion of the building had been rented to PSNH for document review, bringing in revenue for the District to offset the cost of water, electricity and heat. He also noted that the sale of these two buildings will save the District $4,000 per year on property insurance.
Ms. Patterson noted that the planned use for the Rumford School building is consistent with neighborhood history.

Regarding the remaining two unused buildings, Ms. Ardinger noted that it is hoped that the closing for Walker school will be in January, and Eastman school is currently being rented as of January to the Boys & Girls Club, bringing in revenue to offset its cost to the District.

Adjournment

The Board voted 9-0 to adjourn (motioned by Mrs. Hoadley, seconded by Mr. Cogswell).

The Board adjourned at 6:13 p.m.

Respectfully submitted,

Chris Casko

Secretary