

**BOARD OF SCHOOL COMMITTEE
MANCHESTER SCHOOL DISTRICT SAU #37**

May 23, 2016

7:00 p.m.

Mayor Gatsas called the meeting to order.

Mayor Gatsas called for the Pledge of Allegiance.

Jewett Street Elementary School: Peter Lubelczyk, Principal

Committee Member Connors stated from Jewett Street Elementary I would like to introduce Nathan Biron.

Committee Member Terrio stated also from Jewett I would like to introduce Paige Potts.

Committee Member Beaudry stated also fifth grade student from Jewett, Abigail Ramos.

A moment of silence was observed.

Mayor Gatsas stated if we can keep Committee Member Beaudry and his family in our thoughts and prayers for his mother.

The Clerk called the roll.

Present: Committee Members Ambrogi, Langton, Georges, Want, Freeman,
 Bergeron, Tessier, Girard, Terrio, Connors, Beaudry, Desrochers,
 Van Houten, Mayor Gatsas

Committee Member Avard arrived late

5. Approval of minutes from the Board of School Committee meetings on May 9, 2016, if available.

Mayor Gatsas stated the minutes from the May 9th meeting are not available.

RECOGNITION/PRESENTATIONS

6. Recognition of the retirees from the Manchester School District.

Judith	Adams	Bakersville	43 years of service
Marjorie	Blessing	Beech Street	12.5 years of service
Diana	Katz	Beech Street	36.7 years of service
Andromahi	Nakos	Beech Street	22.2 years of service
Priscille	Bouchard	Central	16.5 years of service
Gerald	Coffey	Central	12 years of service
Marsha	Journay	Central	22 years of service
Andrea	Merrill	Central	15 years of service
Georgia	Moulis	Central	17.5 years of service
Marilyn	Motowylak	Gossler	30 years of service
Margaret	Ruszczek	Green Acres	25 years of service
Michelle	Trumble	Green Acres	33 years of service
Dorothy	Fannon	Hillside	29.4 years of service
Carol	Gagnon	Hillside	15.7 years of service
Dorothy	Camerato	Jewett	30 years of service
Catherine	Urquhart	Jewett	21 years of service
Teresa	Boulanger	McDonough	16.4 years of service
Noreen	Burnor	McDonough	27 years of service
Lorraine	Duclos	McDonough	17 years of service
Donna	Lenz-Dolman	McDonough	42.1 years of service
Pamela	McDonough	McDonough	18 years of service
Sharon	Preston	McDonough	17 years of service
Kelley	Tambouris	McDonough	21.6 years of service
Ann	Alexakos	McLaughlin	25 years of service
Kathleen	Brandt	McLaughlin	18 years of service
Richard	Dulac	McLaughlin	7.6 years of service
Anna	Field	McLaughlin	20 years of service
Nancy	Reilly	Memorial	15 years of service
Karen	Hansberry	MST	22 years of service

MaryAnne	O'Leary	MST	24 years of service
Jane	Gatsas	Northwest	31 years of service
Sandra	Johnson	Northwest	22 years of service
Karen	Juall	Northwest	11.4 years of service
Lydia	LeClair	Northwest	30 years of service
Suzanne	Rodrigue	Northwest	38 years of service
Linda	Riley	Parker Varney	24 years of service
Jacqueline	Papajohn	Parker-Varney	37 years of service
Stella	Bourque	Parkside	24.3 years of service
Philip	Liakos	Parkside	37 years of service
Cherylann	Matott	Parkside	27.8 years of service
Melissa	Antul	Parkside / MST	24.4 years of service
Maureen	Baines	Parochial Schools	20 years of service
Charleen	Daniels	SDELP - Jewett	20.5 years of service
Nancy	Dorsey	Smyth Rd	9 years of service
Cynthia	Monnelly	Smyth Rd	15.4 years of service
Joan	Klefos	Smyth Road	14.5 years of service
Pamela	Weilbrenner	Smyth Road	39 years of service
Suzanne	Roberts	Southside	21.5 years of service
Celeste	Ludwig	Webster	36.5 years of service
Suzanne	Lombardi	West	20 years of service
Irene	Morin	West	32 years of service
Beverly	Murphy	West	20.5 years of service
Colette	Provencher	West	31.3 years of service
Madeleine	Miller	Weston	17 years of service
Carol	Lafleur	Wilson	16 years of service

Mayor Gatsas stated I want to thank you all for being here and for the ones who aren't here, I want to thank you for your all your service to the students of the City of Manchester and all your hard work. With that I will ask Dr. Livingston to come up and call the retirees' names off and we will get them proclamations.

Dr. Debra Livingston, Superintendent of Schools, stated good evening everyone. Again, I would like to thank our retirees for being here tonight and those who could not be here. When I was interviewing for this position three years ago and I was walking through schools, one of the most common themes was that of commitment. I give to you, the board and mayor this evening, that the people who are here as retirees for the district have given their utmost commitment to

the children of the Manchester School District. For that, we thank you and please return, visit us. I'm sure the children as well as your colleagues would love to see you. Again, thank you.

Mayor Gatsas stated congratulations to all of you.

Committee Member Beaudry stated Mr. Chairman, I would just like to say we lost 1,292.3 years of dedicated service this evening. I applaud these teachers for the amount of tenure they have in this district.

PUBLIC FORUM

Mayor Gatsas advised that the purpose of the public forum is to give the residents of Manchester the opportunity to address the board on items of concerns affecting the community; that each person will be given only one opportunity to speak; that comments shall be limited to three minutes to allow all participants the opportunity to speak; that any comments must be directed to the Chair; that any resident wishing to speak will come forward to the nearest microphone, clearly state their name and address when recognized and give their comments.

Mr. Eric Gagnon, 452 Pine Street, stated:

I'm here to promote a couple different things instead of coming up here and yelling and screaming like some people do. I'm a volunteer with the Palace Theater so I thought I would promote the next event coming up. We have Billy Elliot coming up on June 3 to the 25th. You might want to check that out. I hear it is pretty good. I have some pass-outs for everybody for the new season at the Palace and I have some Fisher Cats coupons because I'm a worker over there. That's all I have tonight. Come check out the Palace or check out the Fisher Cats when you get the time off.

Mr. Jim O'Connell, 265 Prospect Street, stated:

Thank you of your time again tonight. I'm following up all these wonderful people who are here before us tonight and it reminds me of how significant a contribution so many make to education in the city and do it often silently and someone like me comes before you on a more regular basis and I think about these people who don't say a lot, but just get to work every day. I know you all appreciate them and I do too. The purpose for coming before you tonight is twofold. One is with regard to the search and choosing of the next superintendent for Manchester schools as Dr. Livingston departs. I think we have been true in the last process we went through, what most people would agree, was a pretty cumbersome and not too productive process the first time, which became problematic for everybody, especially the three people who came before us and spent a number of days here and that wasn't a very productive exercise. I don't think we got the process quite right the next time either. That is not a reflection on the choices, but simply I don't think the process has worked very well. I don't know if there is a magic process that exists out there that could be copied or looked to. My suggestion is that I think it is critical and I think there are certain inflection points where we can make a big impact on the future of education in Manchester and things like budgets are obviously a big thing, the redistricting issue is a big thing. These are going to have decade long or beyond impacts on our education. Clearly, the choice of the best possible superintendent to guide our schools is probably the most important decision that is going to be made by this board in the next year and a half. I think great care should be taken, which doesn't necessarily mean that we have to go through a big prolonged process, but rather, one that is effective. My suggestion is that the selection process be open and inclusive. By inclusive I suggest that the board consider including on the selection committee members of the public, the other constituency involved so parents, teachers, administrators, perhaps even students, without getting to a committee of 500. I think that is something that you should consider. Briefly, at the end, given that the Board of Mayor and Aldermen have seen fit to override the tax cap and supplied the needs budget and I know there are some gray areas about exactly what the effect because of growth and some other areas that weren't expected will be, but I would like to see that the programs that have been cut already, in particular middle school soccer for our middle schools be not now cut. I don't think there is any reason for

it. It is a very short number. I think the cuts should be undone. I won't prolong it. I would like to see that particular cut undone.

Ms. Patrice Benard, 31 Aurore Avenue, stated:

I also watched the big boys in this chamber find that allusive table with the money tree on it. It is probably in the same closet with the emperor's new clothes. There are things that this district needs and there are things that it wants. I went on donorschoose.org and I looked at some of the requests. There are over four pages of requests by our teachers and they are asking for things, many of them, I would say more than half of them, are actual needs. There is a teacher who teaches emotional and behavioral disorders, children with those needs, ages five to eleven who need some items to teach them social skills because social skill stuff are a very real problem, especially with our youngest students. As a mother of a child with a social skills deficit, I will tell you that these skills cannot be picked up on the playground, they must be taught. They must be taught at home, they must be reinforced at school. This isn't a luxury item. She needs \$633. I know that may not sound like a lot but could you please find it in your budget to fund that? We have another teacher who is looking for pipe cleaners, coffee filters, sharpies, markers, origami papers, string, regular copy paper, Command hooks, card stock and ribbon so that she can do some art projects with her students. These aren't luxury items. These are needs. Our elementary school children need to work with their hands. At our own school at Green Acres we had a wonderful art show. Another school is trying to do that, but they don't have the supplies. Before you fund your luxuries in this budget could you please fund the students and fund their needs? There is another teacher who is looking for construction paper, colored pencils, markers, crayons, a pencil sharpener and glue. Why? Because apparently there are many classrooms in this district that do not have working pencil sharpeners. Could you please fund those items and take care of our students first before you worry about the adults in this district? We need to take care of the children. The children have to come first. Another teacher is looking for 20 hardcopy books of *Harry Potter and the Sorcerer's Stone*. Okay, it is not my choice of literature for middle school, but I have read all the books and if it gets children reading don't you think we should be supplying those needs? Before you start going on and on and spending the money that

was given to you left and right, could you please take care of the children first? That's all I ask. Committee Member Bergeron has talked about messaging and branding. When the world can go on the internet and see that the Manchester School District can't supply basic art needs, art supplies and our teachers have to beg for things like spiral bound notebooks so her children can have a science notebook, that is a branding problem. That is a messaging problem. Please take care of our children first.

*There being no one else present wishing to speak, on motion of **Committee Member Want**, duly seconded by **Committee Member Tessier**, it was voted to take all comments under advisement and further to receive and file any written documentation presented.*

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Terrio**, it was voted to recess the meeting to meet with legal counsel under the provisions of RSA 91-A:2 I (b).*

***Mayor Gatsas** called the meeting back to order.*

ACTION AGENDA

10. Stop Loss Health Insurance RFP.

***Committee Member Terrio** moved to approve this item. The motion was duly seconded by **Committee Member Connors**.*

Committee Member Girard stated just a procedural question, Your Honor. Do things like this typically come directly to the board or do they go through Finance first?

Ms. Karen DeFrancis, Business Administrator, replied the health insurance information has been coming directly to the full board.

Committee Member Terrio stated a question, Karen. It is stop loss health insurance RFP and on the page, if you look at it, it says “no lasers”. I know what a laser is. What does a laser have to do with life insurance?

Mayor Gatsas replied it’s not life insurance.

Committee Member Terrio stated I’m sorry, stop loss health insurance. What does is the laser referring to?

Ms. DeFrancis stated if I could Tom DeLacey from Workplace Benefit Solutions up.

Mr. Tom DeLacey, Workplace Benefit Solutions, stated good evening. A laser in stop loss would be where the insurance carrier knows of a known large claimant. Let’s say there is someone with cancer and they expect their claims to be very high in a given year, they may laser that individual and have a different specific attachment point for that person. For instance, right now, anyone over \$250,000 in claims the stop loss picks up any dollars above that. If they knew there was a transplant on the horizon, they may say they are going to laser this individual and only cover them after \$400,000 worth of claims.

Committee Member Terrio asked is that a standard industry procedure?

Mr. DeLacey replied it is fairly standard. It is sort of six of one, half dozen of another. You could argue that if they don’t laser they may get that in premium, but basically what we are doing is going out to multiple carriers. I think in this case we went to about ten different carriers, and some wanted to laser some claims and other didn’t.

Committee Member Girard stated Mr. DeLacey, in saying “no laser” then we are not allowing the stop loss company to decide there will be a bigger deductible for a claim they see coming, which would come at our expense.

Mr. DeLacey responded that’s correct.

Mayor Gatsas called for a vote on the motion to approve this item. There being none opposed the motion carried.

11. Approval of the contract between Making Community Connections Charter School and the Manchester School District.

Committee Member Terrio moved to approve this item. The motion was duly seconded by Committee Member Van Houten.

Committee Member Girard stated I guess I don't understand why we are entering into an agreement with the charter school. Do we enter into agreements with all the charter schools? I did read the agreement, I understand it, but I guess I don't understand why we need it.

Dr. Livingston replied this particular agreement has been in place for some time. The board asked us to take it back, have it looked at by the attorney. Our food service department looked at it as well so we are bringing it forward.

Committee Member Girard stated so this is just basically to provide them with lunch?

Ms. DeFrancis replied yes. This is the same agreement that was approved last year by the board.

Committee Member Girard asked do we do this with any other charter school or do they handle lunches on their own?

Ms. DeFrancis replied I thought Mr. Connors was here. I believe it is the only one, but I would have to verify that.

Mayor Gatsas called for a vote on the motion to approve this item. There being none opposed the motion carried.

12. Approval of the 21st Century Community Learning Assurances.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Terrio**, it was voted to approve this item.*

13. Approval of the General Assurances for FY17.

***Committee Member Desrochers** moved to approve this item. The motion was duly seconded by **Committee Member Terrio**.*

Committee Member Beaudry stated on page seven, I just want to know why after the comments it says Every Student Succeeds Act of 2015 and public law 107.110 of the No Child Left Behind Act, I thought the No Child Left Behind Act was gone. Why are we referring to that in this document?

Dr. Livingston replied not everything is gone yet. It is still good through the first of August. Again, I have to take a look at that. There will be a time where the state will weigh in to what exactly it means for us in New Hampshire.

Committee Member Beaudry stated I'm going to vote against it only because that's in there. I don't think the No Child Left Behind law worked and it definitely wasn't conducive to this district.

***Mayor Gatsas** called for a vote on the motion. The motion carried with **Committee Members Beaudry, Girard, Freeman and Georges** voting in opposition.*

14. Discussion regarding Title I funds for City Year.

Mayor Gatsas asked anybody here from City Year to talk about this?

Dr. Livingston replied I know that Pawn is out of the country right now so they weren't able to be here this evening.

Committee Member Girard stated I don't know what we are being asked to do here. We received a sheet tonight, but tomorrow night on the Curriculum and Instruction Committee there are funds that the administration is asking the committee to accept that have been included in the handout that has been given to us tonight. I'm not sure where the horse and where the cart is on this one.

Mayor Gatsas stated if there is no one here from City Year to explain this let's get it on the table.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Avar**, it was voted to table this item.*

14a. Approval of the Perkins Grant Assurances.

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Freeman**, it was voted to approve this item.*

CONSENT AGENDA (ITEMS 15-22)

Mayor Gatsas advised if you desire to remove any of the following items from the Consent Agenda, please so indicate. If none of the items are to be removed, one motion only will be taken at the conclusion of the presentation.

16. Report(s) of the Committee of Coordination/Administration, if available.
 - a) Approval of School District policy Instruction 150: State and District Assessment and Parental Opt Out that would go into effect July 1, 2016.
17. Report(s) of the Committee of Curriculum and Instruction, if available.
18. Report(s) of the Committee of Building and Sites, if available.
20. Report(s) of the Committee of Information Technology, if available.
21. Report(s) of the Committee of Student Conduct, if available.
22. Report(s) of the Special Committee on Redistricting, if available.

HAVING DULY READ THE CONSENT AGENDA, ON MOTION OF COMMITTEE MEMBER BEAUDRY, DULY SECONDED BY COMMITTEE MEMBER TERRIO, IT WAS VOTED THAT THE CONSENT AGENDA BE APPROVED.

16. Report(s) of the Committee of Coordination/Administration, if available.
 - a) Approval of the amendments to School District policy BOSC 104: Board Member Code of Ethics and to accept the ethics statement.

Committee Member Girard stated this is the policy that was forwarded by the Coordination/Administration Committee regarding the member code of ethics. In reading the policy I made several observations and I have several concerns that I would like to address to the board. Currently in the City code of ordinances, section 32.004 there is a conflict of interest provision. In the Charter there are multiple chapters on conflict of interest and non-interference. These items govern the School Board. In our own policies

there is a nearly three page document, BOSC 116: Board Member Conflict of Interest, that, to be perfectly honest with you, in combination with our board rules, all of which are referenced here in this document, make the document redundant. Not that I'm necessarily having a problem with redundancy, but primarily I have concern with a lot of wording here, as vague and... I'm not sure what things mean. Under this policy, under section two, standards of conduct, the second bullet point, aside from there being multiple redundancies with the rules as they currently exist under the board, particularly rule 2.02A, there is this sentence toward the end of that that says, "during other business, respectful behavior includes, but is not limited to, understanding appropriate relational boundaries when visiting schools or interacting with students and employees and avoiding harassing, defamatory or berating behavior". I think we all have our own definitions of what those may be and in what context they are not appropriate. It is not clear to me to what this is referring to in the rule. The next bullet point here talks about, "members will maintain a working environment that encourages mutual respect, promotes civil and congenial discourse, which is free from harassment". Again, I don't know what harassment means and there have been people in this room who have complained that they haven't liked the tone of questions or they haven't liked criticism of their actions and have at times said that it should be done in non-public and I wonder whether or not by having a general definition like this we are setting up a paradigm where people who don't want to be questioned or have their actions criticized in public can complain about being harassed or having a hostile work environment and try to shut down those who would raise questions. On the next page, the top bullet point is even more concerning because it says, "in order to ensure a climate characterized by mutual respect and professional ethics, all members will act with common courtesy and civil behavior towards other members, employees or students during public events or public statements". Does that mean that if someone makes a comment to the newspaper that somebody doesn't like we are not acting in conformance with the ethics policy? If someone goes on a community television show or a radio show and says things that are critical of an action of the board or an action of a member of the board or the administration that they are violating the ethics policy? We have a lot of vagaries here that are subject to the interpretation of the person who may not like what is being said about them or the board. I don't know where that ends.

Mayor Gatsas asked have we gotten ruling on this from legal counsel?

Dr. Livingston replied yes. Stephanie Ferro actually put this policy together.

Committee Member Girard stated two more bullet points down, “members will make every effort possible to attract and retain the best-qualified personnel, consistent with BOSC Rules Chapter 5 and Personnel 101.1. The best qualified applicant shall be selected for each position without regard to age, race, creed, religion, color, sex, national origin, disability or handicap, sexual orientation or political affiliation”. I wonder whether or not this is intended to attack the board rule that requires the superintendent to bring forward three finalists for principal positions for the board to interview. Who is the determiner of who is the best qualified? Again, I see it as vagary. A couple more bullet points down—I’ll skip over that one. “Members will respect the privacy, dignity and confidentiality of students, employees and one another, and will hold confident all information that is deemed as such under applicable law, including, but not limited to, information discussed in non-public session.” If it is not limited to information discussed in non-public session, if we are talking about confidentiality, what else is it referring to? That, to me, is an open ended question that I think needs to be answered. The final issue that I have with this is the final paragraph after the last bullet point before section three that says, “all BOSC members are obligated to observe and follow BOSC policies, rules and procedures and to maintain proper professional and ethical standards of conduct at all times. Members are encouraged to report any conduct that interferes with the orderly and efficient operation of the BOSC, and to report any violation of the standards set forth in this policy to the BOSC as a whole in non-public session.” That is a flagrant violation of the Right to Know Law, which exempts protection of board member reputation from non-public session. You can go in to discuss a personnel matter that may affect adversely the reputation of the district, but it specifically exempts board members. If someone is going to make a complaint of ethics against a board member and the policy requires us to violate the Right to Know law that, on top of everything else, Your Honor, I think requires, if nothing else, this thing be sent back to committee. Frankly, given all of the conflict of interest policies, Charter provisions and ordinances that already exist and given the rules that this board has already adopted to govern

our polite conduct with respect to each other, I see this as unnecessary in the areas that I pointed out that are either a violation of the law or something I think gives people who want to create mischief, to be frank, the opportunity to create mischief and start charging people with violations of the ethics policy. Therefore, I will oppose.

Committee Member Terrio stated Dr. Livingston, this went through Coordination. At the time there was discussion of using our attorney to go out there and look at what other organizations are doing, for lack of a better word, cut and paste. Is that what happened? Did our attorney go and just get it from what has already been created with other organizations?

Dr. Livingston replied this is correct.

Mayor Gatsas asked what school districts were looked at?

Dr. Livingston replied on page 26 it lists all of the sources that were utilized from the Portsmouth School District, Nashua Board, NEA code of ethics, the policies of the BOSC as well as rules. They are pointed out there.

Committee Member Beaudry stated I actually sat with our attorney and went over some of this language. She did reference the cities and towns that Dr. Livingston just mentioned. My original intent at the meeting, but it didn't pass, similar to what happened in 2002 if you look on page 31, I questioned why we need a code of ethics when we take a sworn oath when we get elected to abide by the code of ethics in the Charter. To me, it is redundant. That motion didn't go anywhere so for the sake of compromise I moved to have some language... I was a little surprised at how in-depth the attorney went with it. After talking to some School Board members I do have somewhat of a change of heart. I think some of this is very subjective where somebody can claim they are being picked on or they are being discriminated against because someone is questioning their authority or just questioning their opinions. I do have a concern with that. I would still like to go back to the reason why do we need this if we swear to the code of conduct in the Charter? I know that our attorney put some time into this. She didn't do it overnight. I'm willing, at this point, to take any suggestions. If you want to bring it back to

committee, fine; if not, then we either vote it up or down here. I think if we take a vote I will move in opposition to this because of the reasons that Committee Member Girard mentioned this evening. There are some conflicts with existing law that are in this that I have some pause with.

Mayor Gatsas asked can somebody tell me if these things aren't met, what are the repercussions?

Committee Member Beaudry replied there are none. The attorney told me that. She kind of chuckled when I said that. I asked her that same question and there is nothing.

Mayor Gatsas stated so we want to put all this on paper, tell everybody this is what we are going to do and there is no penalty in place.

Committee Member Van Houten stated I understand what you are saying, but I don't know that there has to be a penalty for good ethics. I think this takes what we swore to in the Charter and transforms it into something specifically dealing with the Board of School Committee. As you may recall, the language already existed. All we had to do was put the code of ethics into play. We didn't create that part although the part about signing was struck. We are all adults here. I think we represent 10,000 or so people and the at-large people represent much larger groups. I don't think there is any problem with standing up and saying who I am and what I believe in and saying that that is who I am and I will commit to that ethical behavior.

Committee Member Want stated I just want to remind everyone on this committee that about three years ago there was an audit done and the audit, when it talked about this board, mentioned that there were a lot of problems with conduct in this committee. I think that this just begins to address some of that, the respect that is needed and the collegiality that is needed on this board in order to get things done. Maybe we send it back to committee. Maybe it is a bit redundant in spots. I do think we should be able to come up with something good that helps us all be better as a board.

Committee Member Bergeron stated Dr. Livingston, can you answer, are students expected to accept a code of ethics at the beginning of the year with the various... I know when they get to school they have to sign something and send it back. Do you know what that actually is? I know it is that they have read the rules that have to do with the district. What exactly is required?

Dr. Livingston replied there is the student handbook, which contains the student code of conduct.

Committee Member Bergeron stated that is expected to be signed and returned?

Dr. Livingston replied yes. There is a signature page in the back that shows the parents have read it.

Committee Member Bergeron stated so we expect our students to do it, but we are not willing to. That's my point.

Mayor Gatsas stated Dr. Livingston, maybe you can tell the committee member that there are penalties in that code of conduct relating to different things, isn't there?

Dr. Livingston replied yes.

Mayor Gatsas stated give me just one quick example so he understands what we have before us tonight has no penalties in it, but students we expect to face penalties. Maybe you can tell him one.

Dr. Livingston stated if a student cuts class, then they would have detention. It describes if a student brings a weapon, what are the penalties, what will happen.

Committee Member Bergeron stated I was just curious if some of the language in here and I'm glad you brought that up because when it says harassment and defamation is that legal? For example, if the behavior is... If you looked at the definition legally of it, and someone is either performing the behavior that is against the law, is that just basically how simple this is? If it is harassment and it falls under something illegal then that is harassment.

Mayor Gatsas asked what's the penalty?

Committee Member Bergeron replied if you want to, for example, if I'm not happy with what someone said about me I could bring this lawsuit to somebody if I wanted to, I guess. I don't know where you are going with this. I do and I don't. At this point in time, if I'm that upset about it, I guess I could do something about it because I can anytime I want, I guess.

Mayor Gatsas asked so why do you need this ethics statement if you can do that anyways?

Committee Member Bergeron stated any job I have ever taken I have had to sign something like this once a year.

Committee Member Freeman stated I will echo what Committee Member Girard and Committee Member Beaudry have said. I feel this is far too subjective and we have been accused of micromanaging and I do feel that this micromanages even further. At this juncture, if we take an oath and we are bound by that oath, that oath is the one we should be withholding. Quite frankly, I think this has been constructed as a punitive measure because of some of the things that have been said at this board and have been in disagreement with a specific board member.

Committee Member Avard stated there is some stuff in here that I don't understand why it is in an ethics document anyways. I don't know what attracting and retaining the best qualified personnel has to do with an ethics document. I just don't see the connection there. I have never been a fan of the rule that we have that is already in place and I have actually tried to get it removed before, unsuccessfully, but the proper channel of communication between the schools and the School board is the superintendent. I want the teachers feeling free to talk to me. I want principals free to talk to me. I want students and paraprofessionals, everybody who is out there, to know that my door is open, they can talk to me at any point in time. I think this clause just goes in the face of that. I really don't understand why as adults we need a whistle blower clause in here. I think this is a very cumbersome document. I don't think most of it is necessary. I think saying that we would comply with the ethics descriptions that are in the Charter and that we would follow our board rules is sufficient and this just takes it to a new level so I won't be supporting this.

Committee Member Terrio stated I do believe that this document has to be cleaned up. That being said, there are some things that we could add to it. We could add a vote of censure. Let me ask you this, Your Honor, when the aldermen violate their code of ethics I believe there is a mechanism to punish them. What is that?

Mayor Gatsas replied there is no mechanism to punish anybody.

Committee Member Terrio stated I thought there was a vote they took about conflicts of interest and it was going to be referred to...

Committee Member Girard stated that's the Charter and we are subject to it here.

Committee Member Terrio stated might I suggest we bring it back.

Committee Member Connors stated I would just like to echo what Committee Member Terrio said. I think there are some very solid points in here. I think it is important to hold confidential information. We are all in the schools for different events and things and if you hear different things about students' grades and stuff, that is stuff that we need to keep confidential. I think there are others parts in here that we could do without so I would recommend sending it back to committee as well.

Committee Member Van Houten stated I would just like to respond to the idea that there are no repercussions. I realize there aren't repercussions per say, but that section about reporting a violation and taking it back to non-public session, I think is an opportunity to make ourselves better as a board. Although there is no punitive element there, I think we get a chance to talk about things that are of concern to us that are not appropriate, at least as we feel that to be and we can come up with a consensus of that. I would be truly dismayed as a citizen sitting behind a TV right now or anyplace else to believe that someone I voted for would not sign something that says I will have a code of ethics and I will abide by that code of ethics.

Committee Member Girard stated as an elected official, I'm bound by the Charter of the City of Manchester, which provides for conflict of interest and also provides a Conduct Board. I abide by the ordinances of the City of Manchester, which provides ordinances on conflict of interest. I vote for rules on this board, which are restated in multiple places in this document and therefore are redundant and unnecessary, but above all, when we swear to uphold the Charter, we also swear to uphold the laws of the State of New Hampshire and the Constitution of the State of New Hampshire. RSA 91-A: 3 II (c) under non-public session, and these are exemptions, these are what you can do in matters, which if discussed in public, would likely affect adversely the reputation of any person other than a member of the public body itself unless such person requests an open meeting. This exemption shall extend to any application for assistance and it goes on from there. The law is clear. Whether the Committee Member from Ward 12 wants us to have non-public sessions so we can be a better board or not, the law says you can't do that because we are members of the public body.

Mayor Gatsas stated kind of like when eight members meet at a school that doesn't announce it or tell anybody that there is a meeting there. Kind of like that, I agree. Ms. Desrochers, I'm sorry?

Committee Member Desrochers replied I was answering John. John asked.

Mayor Gatsas stated no, you talked about MST, didn't you? Were you one of the members who met there?

Committee Member Desrochers replied yes, I was.

Mayor Gatsas stated it is pretty clear that you met in violation of Right to Know and nothing was posted.

Committee Member Bergeron stated Your Honor, I think we took responsibility for that already. I'm not sure if we need to keep hearing it every meeting, if you don't mind, out of respect.

Mayor Gatsas stated out of respect, I didn't hear anybody apologize for doing it.

Committee Member Terrio stated I was at that meeting at MST also and I guess that is further evidence why we need this policy because people like myself have violated the code.

Mayor Gatsas stated I think that was something that came up in one of the very first meetings.

Committee Member Terrio moved to refer this item back the Coordination/Administration Committee. The motion was duly seconded by **Committee Member Freeman**.

Mayor Gatsas called for a vote on the motion. With the majority voting in opposition, the motion failed.

Mayor Gatsas asked is there a receive and file motion?

Committee Member Girard moved to receive and file this item. The motion was duly seconded by **Committee Member Beaudry**.

Committee Member Van Houten requested a roll call vote on the motion. Committee Members Van Houten, Ambrogi, Want, Bergeron, Tessier, Terrio, Connors, and Desrochers voted nay. Committee Member Langton, Georges, Freeman, Girard, Beaudry, Avar and Mayor Gatsas voted yea. The motion failed.

Committee Member Terrio moved to refer this item back the Coordination/Administration Committee. The motion was duly seconded by **Committee Member Ambrogi**.

Mayor Gatsas requested a roll call vote on the motion. Mayor Gatsas, Committee Member Ambrogi, Want, Bergeron, Tessier, Terrio, Connors, Avar, Desrochers and Van Houten voted yea. Committee Member Langton, Freeman, Girard, and Beaudry voted nay. Committee Member Georges abstained. The motion carried.

19. Report(s) of the Committee of Athletics and Extracurricular Fine Arts, if available.

a) Approval of the coaching nominations.

Committee Member Tessier stated this is approval of coaching nominations and that will be handled in non-public session tonight.

Mayor Gatsas asked there is a question on one of the coaches? Is that it?

Committee Member Tessier replied yes.

Mayor Gatsas stated we'll go into non-public with it.

COMMUNICATIONS

23. Superintendent's Communications.

a) Recognitions of excellence throughout the district.

24. Board of School Committee Members' Communications.

Dr. Livingston stated again, good evening, everyone. We have had many things happen over the last couple of weeks so I would like to take some time to congratulate some folks. Again, Parker Varney School received the 2016 School Innovation and Change Award from the National Principals' Leadership Institute. Ashley Preston, our teacher of the year from Parker Varney, was our representative for the state for teacher of the year at the White House. Diane Francoeur, our West band director, was named the New Hampshire band director association outstanding band director for 2016. Jane Raymond, chemistry teacher at Central, received the New England Institute of Chemists secondary school chemistry teacher award. Judith Ashworth, chemistry teacher at Memorial, received the Theodore Williams Richards Award for excellence in teaching secondary school chemistry from the northeastern section of the American Chemistry Association. West High School junior, Arielys Liriano, was named the 2016 New Hampshire Youth of the Year by Boys & Girls Clubs of America. The Central student newspaper, *The Little Green*, placed second among all public and private school newspaper in New England by the New England Scholastic Press Association. Manchester's first place Water Works science winner, Vivianna Marus of Northwest Elementary School earned honorable mention in the state competition. Highland Goffe's Fall's third grade Ryan White and Zachary Johnston won honorable mentions for their short stories submitted to the New

Hampshire Public Television Writers Contest. The 21st Century Community Learning Centers received \$243,000 in grant funding from the New Hampshire Department of Education to continue afterschool programs in three schools, Beech Street, Wilson and Northwest. Rotary Club of Manchester presented a check for \$10,000 to the Manchester School District to begin enhanced drug prevention education in our middle and high schools. The Manchester School District will present its first ever faculty and staff funded college bound scholarship to a graduating senior who is first in his family or her family to go to school. That student will receive a \$2,000 scholarship. Manchester School District will present its first ever multi literacy seals to graduating seniors who showed proficiency in more than one language in addition to English. I would say that we had more than 50 applicants. I want to commend Wendy Perron. She gathered second language speakers from all over the city who worked with students who wanted to be recognized in whatever language it might be from French to Spanish and a good time was had by all. We had many students receive their seals. We would also like to thank some of the west side teachers. During the shutdown of schools on the west side last week, they volunteered to go over to the other schools in the area who were short of substitutes and helped out. Granite United Way, we want to congratulate them. They have been recognized internationally for common good and an honorable mention. What was being showcased was the outstanding work that has been done in the Manchester schools. Finally, Ken DiBenedetto, principal at McDonough School, is being featured in the national film for SAM schools. Those are just a few of the outstanding things that happened this past week and I'm sure I don't have all of them.

Committee Member Avard stated you mentioned Diane Francoeur from West High School received, I don't remember which group you said it was.

Dr. Livingston stated the New Hampshire band directors association.

Committee Member Avard stated I think it is important to recognize that just this past year she was the music educator of the year so it is just another one to add into a very impressive list there.

Mayor Gatsas stated etiquette day at Central went off well. It was a great day up there. The seniors were certainly dressed very appropriately. The food was unbelievable. Students were very cordial. Then MPAL completion, I don't know if anybody has a chance to go by and see it, but that is when a community comes together for \$1.6 million and did renovations in a building that was ready to fall apart. I can only tell you that I was pretty impressed. You ought to stop by because that is going to attract an awful lot of kids in the neighborhood to get them off the streets and doing some good things. There are computer rooms in there. There are kitchens, boxing in the basement and the community was very thrilled about seeing that new completion. I thank all the folks who participated in giving back something to the community.

Committee Member Beaudry stated I have a few. One, West High School ROTC Memorial Day change of command and Memorial Day recognition ceremonies. I just want to applaud Captain Stauff and Master Sergeant Gunnery Slagle. They did an excellent job. The kids, again, are phenomenal over there. I believe there were four who were going to be going into the military, but the lion's share of those students are going to college. It is a wonderful program and I hope we can continue to promote that to get those numbers back up there. Excellent showing. Also, we had the fire muster on Saturday. I want to thank Lieutenant Flurey for putting it on with Local 856. Every fifth grader in the city got a t-shirt for the muster. Nick Kafajelis did the DJ-ing that evening. There were 13 out of our 14 elementary schools that participated and it was a wonderful day. Last, I would like to thank the aldermen for giving us our budget number that they gave us, mostly importantly Chairman Long who worked with the board members to get us the additional \$2.5 million that we desperately needed. One thing that was conveyed to me and I hope that we roll up our sleeves and sharpen our pencils because we are going to have a tough time next year so we do have to start looking at being prudent this year to get some money in those expendable trust accounts so that we are going to lose at least a half a million dollars from the state next year and Candia is pulling out so there are going to be revenue problems again. If you look at the numbers you are probably looking at a 1% increase in taxes next year, which gives about \$800,000 to the School District. Between

the contracts and the loss of revenue, we well exceed that right now. I would hope that we would work together to try to get to a number for next year early. Again, I want to thank those aldermen for doing what I believe was the right thing for this School District. I applaud their courage to do what they did.

Committee Member Girard stated I want to send a shout out to the staff and kids at Gossler Park School. I was there for the Leader in Me Program this past Thursday. The kids had a great time and they did a wonderful job. I don't know if I can ask this question here or if I have to wait until new business, but I have a question about an item that is in the May 20 board updates.

Mayor Gatsas stated I don't know what it is so ask it.

Committee Member Girard stated it has to do with the teaching coding academy. It is a memo to Dr. Livingston from Mr. Motika. Basically it seems to be informing us that money will be spent and teachers will be sent to something at MIT.

Mayor Gatsas stated hold on to it until we get to new business.

Committee Member Bergeron stated I think this would be the appropriate time meeting-wise, but I did do to the Dyn STEAM Ahead event where the 120 educators did come from all over the state and they did. It was a nice day. The one thing that was interesting is the students actually led most of it so they did various exercises with us. We were actually sitting there building things. We had certain props that we had to use. I felt that it was a kind of survivor exercise. We had a certain time limit that we had to filter water. It was pretty exciting. There were two student classes that actually managed a lot of exercises. I thought it was a great way to showcase exactly how these programs are working so good for everybody there. It also solidified the business owners. For example, Nick from Silver Tech got up and basically told everybody why he is committed to this and some of the big moments, the ah-ha moments that said wow, we need to really communicate the good stuff that is happening in these schools and here's why. It really

had to do with attracting labor. It was just a great event. I also wanted to talk about the ROTC event as well. I was particularly moved. Their dedication is pretty amazing, especially when you see the change of commanding officers. It was the first time I have been to something like this. It is pretty amazing, it really is so I want to congratulate new CO Ueing. The Leader in Me was pretty remarkable. The Leader in Me Program and it also has to do with the books, the seven highly effective, Steven Covey books. There was a parent there and I should recognize her name, but she was so knowledgeable on that whole entire program and she was the one manning the table. I met a couple super stars there. Someone is silly if they don't scoop her up for her passion in education. I did want to say that Godspell at Central was pretty amazing. It was comedic. It was professional. They did a really nice job. It was pretty amazing.

Committee Member Van Houten asked did we skip item 23 b under the superintendent's communications?

Mayor Gatsas replied the superintendent had an opportunity with her communications.

Committee Member van Houten stated we kind of butt in with our communications. Am I correct?

Dr. Livingston replied that's correct.

Mayor Gatsas stated we'll come back.

Committee Member Beaudry stated I would be remiss if I didn't thank my colleagues on the board who showed up to the aldermanic meeting that night when we had, it wasn't a joint meeting, but the influence that the board members had on their aldermen and speaking up. I really want to thank you. We showed unity that evening and I think that helped us. Thank you all for participating.

b) Administrative recommendations for FY17 line item budget distribution.

Dr. Livingston stated at this time I have a document to pass out. I would also like to echo Mr. Beaudry's comments to the Board of Mayor and Aldermen. We truly appreciate their generosity with next year's budget. We still feel that especially because of special education that we need to look further in our budget. Karen and I have been working with the other members of the team to look at some possibilities. Again, these are possibilities only. It is a draft. These are some suggestions so we would like to go through these suggestions with you and also take comments as well. I would ask that Karen DeFrancis take you through both pages.

Mayor Gatsas asked does this not include that \$500,000 cut in administrative?

Dr. Livingston replied no, it does include.

Mayor Gatsas asked where does that \$500,000 total up to?

Ms. DeFrancis replied the fourth line item from the bottom, \$210,000.

Dr. Livingston stated district personnel changes.

Mayor Gatsas stated district personnel changes, \$210,000. Where is the other \$300,000 some odd thousand dollars that you told us you were going to make in that budget?

Committee Member Desrochers stated it is right above it.

Mayor Gatsas stated how about if we let her answer. I don't want to hear what you say. I'm waiting for her to tell me. Thank you.

Dr. Livingston stated basically with the addition of \$2.5 million we looked across to see where were possible priorities. Again, these are suggestions.

Mayor Gatsas stated but my question is, where is the additional \$310,000 that you told this board that you would be cutting out of the administrative department?

Dr. Livingston replied at this point we have reduced that number.

Mayor Gatsas stated so just a correction for Committee Member Desrochers, the line above it is not that number. Is that correct?

Dr. Livingston replied no, it is not.

Committee Member Beaudry asked can you tell me, Dr. Livingston, if we make a motion this evening to adhere to the 12 student or above rule that is in place, what impact will that have on teachers? Personally, I can't justify to aldermen, because that is one of the biggest things, some of them went around to our schools and they see four and five kids in a classroom with a teacher, it is hard to justify doing that. I'm willing to make a motion that we adhere to the 12 or more rule and if we have to eliminate programs I hate to say it, but we are going to have to do that. If you can answer that and then I have a follow up question.

Dr. Livingston stated we have already taken that into consideration so there will not be any classrooms with three, four and five students because we can't do it.

Committee Member Beaudry stated my second question, it says not filling retirements, six positions, but you indicated to us in the budget that there are 14 high school teachers that you recognize that we don't need. Where do I see those 14 teachers? Are you downshifting them to middle schools and down to the elementary schools? Where are those 14 teachers coming from?

Mr. David Ryan, Assistant Superintendent, replied no, they won't be transferred down. They were teachers who were identified for RIF positions and we weren't able to RIF so those teachers will remain in those positions.

Committee Member Beaudry stated that is where I'm a little perplexed. I thought it was positions that were not needed because of the core subject and there weren't enough students and that is why we were going to eliminate that. If we adhere to the 12 student rule, we still won't need them. Why wouldn't we either move them down if they are eligible to go into middle school or even elementary school or downshift them to middle school and have the middle school teachers go to elementary to save that money in those 14 positions?

Mr. Ryan replied there won't be a money savings because...

Committee Member Beaudry stated we have 33 retirees right now. You are only eliminating six positions.

Mr. Ryan stated correct, but the majority of those retirees are at the elementary level and the folks who would be moving from secondary to elementary aren't certified for elementary.

Committee Member Beaudry asked what if we move the high school to middle because they would be certified for middle and then move the middle school teachers to the elementary? We have to start thinking of doing this stuff because I'm not going to go to the aldermen next year and say we need to override the tax cap again.

Dr. Livingston stated we can still do that. What this only addresses is that we had six retirements at the high school level. We don't need to replace them so there is a salary savings of \$386,000. That is all that says. It doesn't say we won't move the other folks around or that we can't move those other folks around. It is possible. Let's say we had an

extra English teacher and there was a need for an English teacher at a middle school, we could transfer that person, yes.

Committee Member Beaudry stated I noticed tonight that we have a math and an English teacher leaving in the high schools. If we have sufficient numbers in other schools move them into those positions where they are needed and we wouldn't need those two positions.

Dr. Livingston stated but they are still within the budget.

Committee Member Beaudry stated they wouldn't be because if they are retiring and we are moving two people who are in the numbers now into those positions we wouldn't be hiring those two positions back so we would be saving about \$100,000 by not hiring those two positions. Are you going to be looking at, as an administration, the numbers of classroom sizes and student teacher ratios?

Dr. Livingston replied we have been doing that and we also have a meeting scheduled for Thursday where we are going with the elementary principals teacher by teacher. At this time, this is when principals are making decisions about possibly moving a fourth grade teacher to a second grade or a fifth grade teacher to a fourth grade at the school level. We also have, by contract, ten requests for transfers that we must honor so we will be looking at them with that where those transfers will go.

Committee Member Beaudry stated at some point, Mr. Chairman, I would move this evening that we adhere to the 12 student ratio rule with no exceptions.

Mayor Gatsas stated I'm trying to understand what pockets the \$2.5 million fell into because I can't really tell by this.

Ms. DeFrancis stated if you look at the second page of the handout, the superintendent's budget was \$165 million. That includes the \$2.5 million that we were requesting. The appropriation we received from the aldermen is slightly less than that, about \$6,400 less, so the adjustments that we have made on page one adjust some pluses and some minuses to those line items so the \$2.5 million was already in the superintendent's budget in order to fully fund the staffing that we have as well as the current programs.

Mayor Gatsas stated let me understand. The \$1.2 million that we were short on in special education and the \$300,000 we were short for transportation we were really \$4 million short in the superintendent's budget from the tax cap budget. Tell me where that other \$1.5 million was made up.

Ms. DeFrancis responded if you look on page one, the bottom two items, we are increasing specialized transportation by \$290,000 and we are increasing our special education tuition line by \$868,000. Those two increases, all the items above there, we are decreasing to balance to the \$6,400 to the aldermen's appropriation.

Committee Member Girard stated that is \$1.1 million.

Mayor Gatsas asked was the shortfall \$2.5 million or was it \$1.5 million? All I'm seeing here being made up is \$1.5 million.

Ms. DeFrancis responded from the superintendent's budget to the tax cap budget it was a \$2.5 million difference. That is before we knew of the increase in specialized transportation that was needed and the increase in special education tuition line. Had we originally built the budget knowing that we were short on those line items, it would have been an additional \$1.1 million.

Mayor Gatsas stated \$1.5 million.

Ms. DeFrancis stated right now we are putting...

Mayor Gatsas stated I understand, but you changed that \$800,000 in a week. Somehow we found \$400,000 in one week. That was \$1.2 million and \$300,000 for \$1.5 million. Is that correct?

Ms. DeFrancis replied yes, it is correct.

Mayor Gatsas asked where did we find \$400,000 in a week?

Ms. DeFrancis replied I wouldn't actually say that we found the \$400,000. We were working with our special education numbers and we actually just met with Ms. Reddy today to look at all of the different students that are currently placed and expected to be placed so we had 116 students that we expect to place next year at \$4.4 million and then when we add our deaf and hard of hearing, autism and EBD program, I believe that number came to...

Mayor Gatsas stated \$6.8 million.

Ms. DeFrancis stated \$7,149,000 and in this line item, with this change of \$868,000, we are looking at a budget of \$6,878,000 so that line item still could potentially be short by \$262,000 and after meeting with Ms. Reddy today she thought that between some of the savings that we have talked about we could achieve that savings.

Mayor Gatsas stated so we are still not filling positions, but we are leaving administration full. I can't support that if we are not laying off people in the administrative office and we are laying off teachers.

Dr. Livingston stated there are three.

Mayor Gatsas asked how are the three?

Dr. Livingston stated there was a fourth one.

Mayor Gatsas asked who are the three that you are laying off?

Dr. Livingston replied Andrea Alley is one. Mike Wallace is another and Rosa Luna is another.

Mayor Gatsas stated Mike Wallace is the...

Ms. DeFrancis stated the deaf and hard of hearing program.

Dr. Livingston stated the coordinator.

Committee Member Connors asked how many teachers did we have retiring total?

Dr. Livingston replied we had another one recently so it is changing all of the time.

Ms. DeFrancis stated the latest number that we have as of today, there were 27 teacher retirees. However, some of them had retired previous to June 30 so we have already counted for their savings in the budget.

Committee Member Connors stated so 27 are retiring, but there are only six positions that you are saying that you will not fill out of that 27. Is that correct?

Dr. Livingston replied that's correct at this point. We may have more as we go.

Committee Member Avard stated going back to Committee Member Beaudry's line of questioning, you have some secondary school teachers that you said we don't need the full complement, but we didn't do any layoffs. Does that reduce certain teacher's teaching load? Are there teachers who are not teaching a full five classes because we don't need that many sessions of let's say a language arts or a math? Has that occurred?

Dr. Livingston replied that's possible, yes.

Committee Member Avard asked will we be reducing their pay and benefits down to a part time level? Based on the teachers' contract, article five, section D1, "secondary teachers regularly employed to teach less than a full class load of five classes shall be paid one-fifth of the applicable salary track in appendix H for each class taught in a day. Teachers working less than a full day shall have all of their assignments contiguous including one duty period per day. Such teachers shall also receive prorated benefits based upon 20% of the full time teacher's benefit for each class taught to the day". If they are not teaching a full complement of classes, it seems to me that they would fit into that clause and we wouldn't be paying a full salary, full benefits.

Dr. Livingston stated they would be teaching a full complement of classes.

Committee Member Avard stated I was asking if they weren't teaching a full five classes. How can we do that if we don't need them for that many class periods? That's what I'm trying to wrap my head around.

Dr. Livingston responded what it would do is if it is an English teacher it may lower numbers. Let's say the English teacher was at Central, it might lower numbers across the English classes at Central. Maybe I see one of the things that Mr. Beaudry was getting at. If, for example, we have a retirement or let's say a teacher leaves from the middle school and the teacher is an English teacher and we have an extra, so to speak, teacher at the high school, then what we would do is move that teacher into that position and then there would be savings. Is that what you are referring to?

Committee Member Avard replied no. You are saying that we have more teachers at the high school level than we need. Is that there are more teachers at the high school level than we need to keep classes at maximum sizes? Let's say we have enough teachers and I'm just pulling numbers out of thin air, enough teachers to teach 100 units of language

arts, but we only need 90 units of language arts so we have ten extra units sitting there available that we are not using so you would run classes for those teachers anyways even though they are not necessary or does the statement that we have too many teachers if all of our classes are at 30, but not enough teachers to get all of our classes to 18. I'm somewhere in the middle here trying to figure out where we are at. Do we truly have too many teachers? This is what the public is going to hear or do we only have too many teachers if we are keeping our classrooms at maximum capacity?

Mr. Ryan stated using the maximum capacity of 30, which is how we run the metric when we look at the number of students who are enrolling in courses, and the number of teachers teaching ten, we'll call them units so we stay with the same vernacular, so if we have 149 units that students have enrolled in at 30 students per class and we have 160 available units because we have 16 teachers times ten would be the 160, then yes, we would have 11 units that would not be filled so we would be one teacher heavy and that is the case when we run our metrics. When we report to you that we have, say for instance a teacher at West High School, and a teacher is resigning from West High School, that position will not be filled. It is going to mean that we are getting close to 30 with those classes at West. However, in the positions that have people still in them because those teachers were not RIF we are still at 30. The only problem is if we don't reduce them they are going to be down more towards 23, 24. When we do the metric it is always with the number 30 or for the science lab classes with 24.

Committee Member Avard stated okay, so we are approaching more reasonable class sizes, not having excess teachers.

Mr. Ryan stated yes.

Committee Member Avard stated there is a difference between those two statements for the public and for the aldermen. The aldermen are hearing this saying we are paying for extra teachers and we are not paying for extra teachers, we are paying for slightly smaller classes sizes.

Mr. Ryan stated that's correct.

Committee Member Avard stated thank you. That's what I need to hear.

Mayor Gatsas asked have we selected one class that we are going to do distance learning in?

Mr. Ryan replied it looks like it is going to be AP statistics.

Mayor Gatsas asked and that will be at all three schools?

Mr. Ryan replied it will.

Mayor Gatsas asked and you will report back to this board in September on who is teaching it and how many students are in each class.

Mr. Ryan replied we will.

Committee Member Ambrogi stated I have a question. I just wanted to focus in on the reduction in debt service and just make sure I'm clear. From the first page, Ms. DeFrancis, the elimination of \$1 million in the deferred maintenance project, that leaves \$1 million for deferred maintenance projects so we are reducing our debt service by \$80,000—this is the recommendation—but we are not eliminating that process all together.

Ms. DeFrancis stated correct, \$1 million would remain.

Mayor Gatsas asked wouldn't it make more sense that we would keep one more retirement position open and do the debt service so that we can make sure that we do the maintenance in our schools that we need to do?

Dr. Livingston replied we are open to whatever suggestions you have.

Committee Member Langton stated a few questions. Earlier Mr. Ryan mentioned that we couldn't move those high school teachers to the middle school and then the superintendent said that you were looking at it so what is the answer to that question? Can any of those high school teachers, generally they are certified 7-12...

Dr. Livingston responded again, it depends on certification and it depends on what areas we need.

Committee Member Langton asked but do we know the answer? Mr. Ryan said we can't and you just said we are looking at it.

Dr. Livingston replied we can continue to look at it. There will continue to be changes.

Committee Member Langton asked what was the third administrative position that you said you were cutting? You said communications coordinator.

Dr. Livingston replied the coordinator for deaf and hard of hearing and then there is a specialist in EL and special ed.

Committee Member Langton stated last meeting you mentioned that three of those positions would be reabsorbed. Are those three individuals absorbed in some of the retired positions?

Dr. Livingston replied yes. Rosa Luna would be reabsorbed. Andrea Alley would not be. Mike Wallace would not be either.

Committee Member Langton stated you originally mentioned that you were going to cut four positions from the administration, but you are only cutting three?

Dr. Livingston replied yes. One was in the area of technology and we felt that that was a very important position to the district.

Committee Member Langton stated I would have to agree with you on that. Stated a question with regard to dues and fees, you are cutting dues and fees by \$4,600. What kind of dues and fees do we as a district have to pay \$150,000 worth?

Dr. Livingston asked are you referring to NESDEC?

Committee Member Langton replied line item 810. It is very general. It is not very specific. It just gives an amount. It doesn't give any specifics.

Ms. DeFrancis stated I'm not sure if anybody has their budget book, but on page 136 we have a listing of all the dues paid by the district. It starts on page 135. We have the New Hampshire Association of School Principals—that is contractual—New England Association of Schools and Colleges. We have several different dues and fees within the budget book. The recommendation tonight is to reduce that by \$4,600, which was for the New England Development Council. That expenditure and that organization we did not actually use this year. We built it into next year's budget, but we are saying eliminate that.

Committee Member Langton stated we have six resignations tonight. It doesn't look as though those people were obviously weren't able to retire. Are those resignations in lieu of non-renewal? Is that another savings?

Dr. Livingston replied I don't believe they are due to non-renewals. I believe they are due to just resignations.

Committee Member Langton asked do we have a need to fill any of those six positions?

Dr. Chris Martin, Assistant Superintendent, stated the elementary positions that are noted in the resignations will need to be filled, library media science, music as well.

Committee Member Beaudry stated the EL should be filled too.

Dr. Martin stated I didn't hear the comment.

Mayor Gatsas stated answer the question over here. That is where the question was directed.

Committee Member Terrio stated first thing. Your proposal of not leaving one more position open is actually a good one that the board should pursue. In Building and Sites Mr. O'Maley testified that there is about \$5 million in deferred maintenance. The \$2 million was what he thought was critical. If we could leave a position open and get back to that \$2 million, that would be a worthwhile thing that we should explore. One other thing that I want to ask and I'm not understanding this and forgive my lack of knowledge, but Committee Member Beaudry and Committee Member Avarad have asked this, but if we are not RIF teachers and Committee Member Beaudry is going to make a motion that there are not going to be any class sizes less than 12, how do we save money if we are not RIF-ing teachers, but we are going to get rid of some classes. If you could explain it to me. It is a laymen's question.

Committee Member Beaudry stated if I may, Mr. Chairman, I'll try to explain it a little bit better, but I think Dr. Livingston hit the nail on the head. We have, I believe, Karen, did you include the seven resignations in that this evening? I thought it was about 33 positions that have been eliminated?

Ms. DeFrancis replied what we account for in the budget is just the retirements because what we say is that we will bring in somebody. Typically the people retiring are at the top of the scale and we bring them back in at a BA3.

Committee Member Beaudry stated I'm asking what number. You said 27 this evening. I thought we were closer to 33.

Ms. DeFrancis stated as far as the retirements for teachers we are 27. I'm not sure if there were other retirements, other positions possibly, but teachers are 27 as of today.

Committee Member Beaudry stated my explanation for that would be you have 27 retirements. You don't have to RIF. Like I stated, if there is an English teacher and a math teacher that retired and say those two teachers are not needed in the high schools, we would not have to hire those two positions. That is \$100,000 we would save.

Committee Member Terrio stated I see. We would get rid of that class and move that teacher to where they are needed instead of the class where they are not needed.

Committee Member Beaudry stated you move the students to a class with a teacher because that teacher is retired now. We wouldn't hire that math teacher or that English teacher back. We would leave those positions open and the students would go to other teachers.

Mayor Gatsas stated more of a direct question, Karen. Twenty-seven teachers retired, seven teachers just left so that gets us to 34 so we have 34 vacant positions.

Ms. DeFrancis stated I believe we have more than 34 vacant positions.

Mayor Gatsas stated we have more.

Ms. DeFrancis stated for instance we have principal positions that are vacant.

Mayor Gatsas stated no, just teachers.

Ms. DeFrancis stated just teachers, okay.

Mayor Gatsas asked how many teacher vacant positions do we have? Twenty-seven and six or seven?

Ms. DeFrancis replied I don't have the exact number. I know the retirements. Yes, there will be additional positions vacant due to resignations. The retirements are what we budget the savings at because again, they are at a high salary and we usually bring them in at a BA3 as an average. We account for that savings in the budget. We have not typically accounted for the savings for the resignations because usually when they resign they are not at the top of the scale so we have not worked those savings into the budget.

Mayor Gatsas stated I'm not looking to work savings in. I'm looking at positions. Is that 34 positions that we have for teachers that are vacant?

Ms. DeFrancis replied I know of 27 retirements. The vacant, I'm not sure if Ms. Hogan has a list.

Mayor Gatsas asked how many people have given you resignations this week? Seven? Can anybody answer that question?

Ms. Pam Hogan, HR Director, replied there are seven on the board report tonight. Some have already been accounted for.

Mayor Gatsas asked in the 27?

Ms. Hogan replied some have already been accounted for in reductions that we have already decided to make that were on that previous page that Karen presented to you and the superintendent presented to you.

Committee Member Beaudry stated so they are part of the six, is what you are saying?

Ms. Hogan replied the not filling retirement positions. It was on that first page. Some of those are the ones that are on this report tonight.

Mayor Gatsas stated I think my question is a lot simpler. Maybe I'm making it too tough. There are 27 retirements. You have seven resignations tonight. That is 34 teachers that if this board said no to on any of this, would you have 34 vacancies?

Ms. DeFrancis replied there would be 34 vacant positions, yes, but they might be positions that need to be filled.

Mayor Gatsas stated vacant positions and positions that have to be filled are two different scenarios. If we say there are 34 vacant positions and you are leaving six, that means you fill 28. Is that correct, incorrect?

Ms. DeFrancis replied the plan would be to fill 28, correct.

Mayor Gatsas stated so you are going to fill 28 and that number that we had, not on this sheet but another one that showed \$1.4 million in those positions. What was the retirement number you had for benefits and wages for 27 positions?

Ms. DeFrancis replied I believe in the budget book there were 22.5 and to not fill those positions I believe was about \$1.1 million.

Mayor Gatsas so if we are filling those and not filling the others there must be some more dollars floating around somewhere. This shouldn't be that hard, but I guess it is.

Committee Member Girard stated before I ask my specific questions I just want to bring up an editorial note. Our board rules say that items on the superintendent's report should be part of the agenda and posted online for the public to see. I don't want to see us, because I have seen this at a couple of committees too, going down a path where we continue to have more and more stuff brought to us on the night of a meeting. I don't

think that it is fair to ask us as a board to make decisions on things that get dropped on us the night of the meeting. If I may on my questions, the \$868,000 that you are looking to add to special ed, my memory tells me that the \$6.9 million that you have budgeted for next year in the special ed tuition line item is about what you are going to spend this year. If that's the case and we still have 18 children that need to be placed, how is the tuition for those 18 children in next year's budget been accounted for?

Ms. DeFrancis replied again, we did meet with Ms. Reddy today and she can certainly come up and speak to some of these numbers, but there are currently 101 students that were outplaced at a cost of \$3,843,000. She had a listing of names and determined what the tuition cost is. Then there were another 15 that were pending placement and the estimated cost is \$574,000.

Committee Member Girard asked is that for an entire year?

Ms. DeFrancis replied yes, for next year.

Committee Member Girard stated because of a couple of months, if I may, when we last had these numbers brought to us, it was something like \$368,000 for two months. Now you are telling us it is \$500,000 and change for an entire year?

Ms. Nash Reddy, Director of Student Services, replied I can speak to that. The 18 students are included in those numbers for next year and the last figure that you just gave was an estimation based on what it could possibly be for a year in a typically out of district placement. That is why the amount was different. The previous amount was just for the last three months of school.

Committee Member Girard stated for the edification of the public, the list that the superintendent has given us of proposed reductions include a 10% reduction to supplies, which is \$77,500; a 10% reduction in textbooks, which is another \$41,932; a reduction in technology equipment of \$112,500; a reduction in health insurance for stop loss renewal—

I would like that one explained to me because I'm not exactly sure that it means—but it is \$121,373.

Mayor Gatsas stated that was the contract that you just approved tonight.

Committee Member Girard stated okay. Thank you. We have already talked about NESDEC. Ms. DeFrancis, the reduction in auditing fees, I'm assuming that reflects the contract that went through Finance late last week?

Ms. DeFrancis replied correct. It still needs to go to the board tonight, but yes, that is where that number comes from.

Committee Member Girard stated and elimination of \$1 million of deferred maintenance projects. For the record, I will support the Building and Sites Committee recommendation, which I believe was adopted by this board back on May 9 to not reduce the deferred maintenance. Adjustments to cost saving position reductions... I just don't see, to be perfectly honest with you, why in this district, where we heard from citizens tonight about supplies for kids, where we constantly hear complaints about building maintenance, repairs. A month ago we pushed through \$1.2 million worth of emergency repairs to various buildings. Why would we be reducing supplies, textbooks? Your Honor, these things come at a cost down the road that is greater than what we are going to save, all of them, including the supplies. I just don't see how this, with due respect, is responsive to what the district needs to do for kids in the classroom and what the district needs to do to maintain the buildings.

Mayor Gatsas asked are you asking me the question or are you asking them?

Committee Member Girard stated I do have one more. The 14 teachers that you told us on May 9 were not necessary after taking a look at course loads and class sizes, I'm a little unclear on how the number 14 was determined. How did you determine that there were 14 excess teachers at the high school level?

Mr. Ryan replied we had sent that out in a board update right prior to that meeting. It was done after examining class enrollment using the numbers 30 and 24 in the metric in determining the number of classes that were full at 30 and you have the number of teachers and it is just a simple mathematical process of division. That's all.

Committee Member Girard stated I don't even know what to ask at this point, Your Honor.

Committee Member Beaudry stated for the record, if you do \$80,000 in deferred maintenance, that is closer to two teachers because we figure \$50,000 per teacher. You are looking at two teachers for that additional \$80,000. Question on special ed. I know we sent the RFP out. Where are we in that process and are any of those savings in these numbers?

Dr. Martin replied Mr. Beaudry, we are currently looking for some clarity of program approval status with the state. We are in process. At this time we have not, and Ms. DeFrancis will correct me if I'm wrong, but we have not included savings from that process in our budget numbers, again, because of the uncertainty of where we are at.

Committee Member Beaudry stated and I respect that. I just wanted it clear. There may be a possibility, if everything goes to our satisfaction, that we could have some savings in special ed.

Dr. Martin stated our priority would be for the service to our students and to endeavor to also save some money along the way.

Committee Member Beaudry stated I don't know, Mr. Chairman, if it is in order...

Mayor Gatsas stated hold on. I have a few more speakers here.

Committee Member Bergeron stated a couple different things. I'm concerned about a hard and fast rule about 12 for the students. I don't know if we are trying to send a message, but I'm concerned about the growth we had have in AP. I recall when I first came on for my second appointment that AP classes was a big deal to a lot of students and access to them. Obviously we are experiencing success with our AP classes. Assistant Superintendent Ryan, are you concerned that if this board passes a minimum 12 that that will affect our AP classes?

Mr. Ryan replied it may affect one or two at West High School. I would also like to bring up that the current policy of Instruction 149 includes a third exception stating specific course exemptions shall be granted by the superintendent or his or her designee. My understanding is that this would need to go to Coordination for that policy change because it would remove the superintendent's approval process.

Committee Member Bergeron stated with the long distance learning, were we able to get any feedback from the last go around as to why it was liked or disliked? I have been getting feedback that it wasn't the greatest thing. I'm just curious if we actually met with students and got their feedback on it since it was a ne thing back then or whatnot. I'm just wondering if we gained any feedback there. I'm all for attempting something, I'm just curious what we learned the first time.

Mr. Ryan asked in terms of the virtual learning?

Committee Member Bergeron replied the experience from the student's perceptive?

Mr. Ryan replied the principals were the ones who expressed concern based on the technology at the time. They are open and willing to certainly try to again. Some of the students that were asked, particularly those who had enrolled in AP statistics, if they would be willing to give it a shot, showed some hesitancy, but they are willing to give it a shot. We may lose a few from enrollment for that, but we are going to try it and we are going to put our best foot forward and our director of IT has pledged his support.

Committee Member Bergeron asked is it possible that we can at least get feedback all along the way because it doesn't seem like we have much feedback from the first time.

Mayor Gatsas stated maybe you should explain to him what happened the first time.

Mr. Ryan stated I wasn't here, Your Honor.

Mayor Gatsas stated there were no classes that it was done in. Zero. I don't know who you want to ask.

Committee Member Bergeron asked there was not one class with long distance learning last time?

Mayor Gatsas replied no.

Mr. Ryan stated I do know that in September we will be providing an update as requested.

Committee Member Bergeron stated what I hearing is they probably didn't want it, not that they didn't like it.

Mayor Gatsas stated say that again.

Committee Member Bergeron stated I must be getting feedback from the students that they didn't want it verse they didn't like it because there was some concern about it.

Committee Member Avard stated we are in the middle of the insurance dependent audit right now. Do we have an expectation of savings that we are going to realize from that or is it still too early to begin to guess on that and try to encumber any savings?

Mayor Gatsas replied it is up to Ms. DeFrancis. I don't know here that audit is at this point.

Ms. Hogan stated the Secova dependent audit has actually just begun really. There was an introductory letter that went out, but just this past week the letter went out for documents to be provided. People are starting to comply with that now.

Committee Member Avard asked wasn't there an amount that was an anticipated savings from this? Wasn't there a number that was given to us?

Mayor Gatsas replied I think they were saving 4% at the State at their number of bodies. What was the actual dollar that was presented here?

Ms. DeFrancis replied I don't know. I would have to check on that number on the original documentation that was submitted. I don't have that number.

Committee Member Avard stated so probably too premature to count on any of that money to offset the deferred maintenance or any of that?

Mayor Gatsas replied I would say it is a little premature.

Committee Member Avard stated possibly once we are out of open enrollment, we start the new plan year, we may be able to have a better grasp on those numbers and we may be able to do the \$1 million in deferred maintenance that is on this list if we can identify those funds in that line.

Mayor Gatsas stated I would hope that we wouldn't wait that long so they could start on that work over the summer.

Committee Member Langton stated Dr. Livingston, with regards to the 14 high school positions that you said you targeted that weren't necessary for whatever reason, class sizes were going to be met, in addition, tonight there are four more high school teachers. Are these four part of that? Are these not needed to be replaced anymore? Were you aware of these or not aware of these? This is the first time the board sees these.

Ms. Hogan responded if you are referring to the positions on the personnel report, I believe it is two of those are accounted for already that will not be filled. They are part of the six that I mentioned earlier that are on the first page of what the superintendent just handed to you.

Committee Member Langton asked did these individuals resign because they felt there weren't going to be positions for them here? Did they get positions somewhere else? Do we know that?

Ms. Hogan replied my understanding is they are not leaving because of a fear of being reduced. I don't believe that is the case, if that is what you are asking.

Committee Member Langton asked where are we now as far as the number of high school teachers that we feel that we need to move somewhere else, middle school?

Ms. Hogan replied as we said, we are still looking at it daily. As other positions open up or as we can move people around we will still attempt to do that. So far the remainder would remain intact and would lower class sizes as Mr. Ryan stated.

Committee Member Langton stated another question for the superintendent. Do you still need other teachers hired that you can't with this particular scenario that you have here? Are you all set at this point with teacher or not?

Dr. Livingston replied I think that Dr. Martin stated that we still are going to need to hire some teachers at the elementary level.

Committee Member Langton stated in the past I have brought up a savings that could be realized if School Board members didn't have their health insurance. Would that allow you to hire more teachers, if you had the monies offset from School Board members not taking health insurance?

Dr. Livingston replied it would provide more funds. Again, that is what the board needs to make a decision about.

Mayor Gatsas stated I can tell you that I will never accept another document that is not given to the board before we come out with discussion. It is not fair to us and it is not fair to you. From now on, we had agreements that we talked about in the backroom that none of us had. This document, nobody had it and here we are trying to say these are great things, let's do them without anybody having the opportunity to take a look at anything. It is just not fair to this board, just like it wouldn't be fair if we brought a wholesale change in here for administration and didn't tell you about it until it came to your desk tonight. It wouldn't be fair. It is not fair to the taxpayers. It is not fair to this board. It is unreasonable.

Committee Member Connors asked do you need a vote on this tonight?

Dr. Livingston replied no. We were bringing this forward simply as something for the board to start with.

Committee Member Beaudry stated I just want to repeat what was said earlier. I would hope that you go back, Dr. Livingston, and look at those 14 positions that were unnecessary and see what positions would be eligible to be moved to the middle school if there are opening and what middle school teachers would be eligible to go to the elementary schools if there are openings. We have 34 either resignations or retirements. We should be able to eliminate 14 positions based on what you stated earlier. If we don't need 14 teachers in the high school then we should have at least 14 of those positions if

we can do the moving around to accommodate the number then we should be able to eliminate 14 positions. I don't disagree with the building maintenance, but again, I said this at the aldermanic meeting, I said it here, I have a difficult time cutting teachers to pay to fix buildings. We should be funded to educate our students and the buildings, really, I think, should be done on the City side, but if they are going to have us do it, then they should appropriate the money to fund the maintenance that we need because when we have unexpected maintenance in the middle of a budget year, it puts us in a bind. I just want to go back to Committee Member Langton's question as far as the resignations. I know two of these resignations are from people who got jobs in another district. They left us. A lot of it was working conditions and a lot of it was uncertainly. They are leaving us. Every year when we talk about RIF-ing teachers, these teachers are not going to wait around. They have lives. They have families at home. They are going to look for jobs somewhere else. That is what is happening. I would hope this evening, I know there is some discussion about the 12 students and above. I don't think it is fair, when I looked at that list of student teacher ratios, there were some teachers that had 50-60 kids total under their jurisdiction and there are other teachers with 150. I don't think that is fair. If I was a teacher, if I was the teachers' union I wouldn't be happy. You talk about an inequity, you have one teacher doing 150 students, another teacher doing 50 and they are getting paid the same amount of money, that doesn't seem fair to me. I would move, and I would hope that this passes, to suspend Instruction 149 and to strictly adhere to the 12 and above rule for student teacher ration with no exception. I would like a second.

Committee Member Girard stated this question is somewhat related. As I have been visiting schools, one of the things I have noticed is that there will be an entire fourth grade at an elementary school that will need substitutes for a day or the teachers in the STEAM program at West will need substitutes for entire day and all of their classes while they do some onsite training out of their classrooms. There was discussion about whether or not that practice was going to continue in the coming budget year. My question is, will that practice continue and if not, what are the savings to the district for requiring these types of things to happen outside of the class day so that we don't need to be hiring multiple substitutes for teachers who are in school, but not teaching class?

Dr. Livingston replied we have discussed that with the administration. There are some grants and so forth that will pay for substitutes. We would like to continue that. We have a document that we are putting in writing and we can bring that forward at the next board meeting.

Committee Member Girard stated with specific reference to the motion, Your Honor, I general support what Committee Member Beaudry is trying to do. I am uncomfortable with the “without exception” language. I don’t know exactly how the board policies work, whether or not we can suspend a policy. I suppose this board can take that action. Just a final thought here on the maintenance of the buildings. The aldermen gave us everything that the board asked for. Since the district has been independent and responsible for building maintenance, the aldermen have provided those funds. Before the separation the aldermen carried it on the City side of the budget. It is a court order. We are stuck with it. I don’t think it is in the best interest of students to have buildings that are not being maintained. Somehow that is all relevant here. Mr. Beaudry, I would ask you to grant the superintendent some leeway because there may be a circumstance. It could go to 11.

Mayor Gatsas stated I would think that somebody might come to this board and tell us that it is 11 and we could weigh in on that position. There was a board in the past that took a position, no less than 12.

Committee Member Girard stated there were several, Your Honor, but my question is...

Mayor Gatsas stated let me finish. Until that list was provided to us this year, I can’t tell you last year how many classes were under 11 or the year before that or the year before that.

Committee Member Girard stated to follow up on what you were saying, I released that list and I still have the welt marks for doing it. Was the administration ever asked to provide evidence that it actually did provide the waivers to those classes that had fewer than 12? Do we have a record that that was done?

Mayor Gatsas stated if you would have asked anybody on this board they would have told you we have no classes under 12.

Committee Member Girard stated I understand, Your Honor. That's why I asked for the list.

Mayor Gatsas there are members who served on this board long enough that took that vote. I think there may be only three of us who were on that board, maybe four. I don't know. Five. I don't think anybody knew it. It is kind of like anything else, don't tell, don't worry.

Committee Member Avard stated I'm very concerned about this for the same reason that Committee Member Bergeron had said. I don't want to see AP classes taken away from our students. I think our principals have done a very good job of doing mixed classes. It is not the best situation, but they may have five kids in an AP class and they may have another eight kids in the next level down of the same course so they put them together in the same class period so on paper it says there is a class of five and there's a class of eight, but in reality you have a class of 13. The teacher is being used to their extent there. When we have sports teams with fewer than 12 kids and we have afterschool activity groups that have fewer than 12 kids, how can we justify and say we are going to take away the educational aspect if you can't meet 12 kids. We have to be equal across the board and if we say 12 is our number then I think every sport team that has less than 12 kids has to be addressed, every afterschool, extracurricular activity has less than 12. Of course we are not going to do that so let's not take away the classes as well. We always talk about micromanaging. I think this is micromanaging to the highest degree. Let's let our educational leaders look and see what is appropriate for education in the classroom and if

they have resources that they can use there and they are staying within the budget that is presented, I don't think we need to go down this road. Let's look for other savings in the district and not take it out of the classroom. I think this is slippery slope and I didn't support a hard floor on classes every single time it is has come up and I won't support it this time either.

Committee Member Connors stated Committee Member Avard said almost verbatim what I would have said. I did support the policy when it was written because it did have the ability for the superintendent to override. I don't think we want to cancel remedial math classes if we have students who really need that and I don't think we want to cancel AP English classes if we have students who need that.

Mayor Gatsas asked how about if we add to that understanding, if the superintendent is going to make that, then she ought to report back to this board that there are 15 classes that are under 12 and where they are at. I don't think anybody on this board has ever known it.

Committee Member Terrio stated two things. First, to address Committee Member Avard, I think he is correct. As we look at this document in front of us, Committee Member Avard mentioned in the past that possibly cutting sports, we have mentioned cutting the Health Department budget, those things aren't on here. Those things should definitely be looked at and strongly considered. To address, Your Honor, your concerns and Committee Member Avard's concerns, a possible modification to Committee Member Beaudry's thing is to have that come back to the board, we consider classes that are under 12 and then instead of mindlessly just saying 12, under 12, the class goes away, we look at it and we take a vote on it.

Dr. Martin stated I would encourage the board to think, if you will change the language in the policy, if there are no exceptions then I have concerns about specialized programming, special education classrooms, for example, for children with high intensity needs where numbers we try to keep it six, seven and eight. Twelve would be impossible.

Mayor Gatsas stated I don't think anyone is talking about that.

Committee Member Beaudry stated we are not looking at special ed.

Mayor Gatsas stated that conversation is not about special ed.

Dr. Martin asked or English language learners?

Mayor Gatsas replied not about that conversation. This conversation is about high school courses.

Dr. Martin stated if I may, AP portfolio art, for example, I looked at an enrollment at one school and there might have been two kids in AP portfolio art, but that classroom had seven or eight other kids in it, as Dr. Avard said, who are in the lower level besides AP portfolio art. We do need to consider that we will not be offering some of those more sophisticated courses if that is the case.

Mayor Gatsas stated we can offer it through distance learning.

Dr. Martin stated Your Honor, with all due respect, it is very difficult to do AP portfolio art in a distance environment.

Mayor Gatsas stated but there might be other classes.

Committee Member Beaudry stated if I may, Mr. Chairman, my motion is not to exclude a level three/level four or AP as long as there are 12 students in that class, whether you have two AP and ten level four, that is 12 kids in front of that teacher. When I walk into a school and I see four kids in front of one teacher, that is the situation I'm talking about, not special ed, not EL. I understand those are specialized programs. Mr. Ryan said there are only going to be two AP classes out of the whole district that would be impacted with this vote. For the sake of compromise, I will give the authority to the

superintendent to bring that back to us. She had the authority under the existing law, as Mr. Ryan said, and no disrespect, Dr. Livingston, but I don't believe you okayed every single one of these classes that were under 12 students. I just don't believe that happened because there are too many of them for you to say yes to.

Dr. Livingston stated I was aware of all of them.

Committee Member Beaudry stated you were aware, but did you sign off on every one of them?

Dr. Livingston replied absolutely.

Committee Member Beaudry stated maybe we should have a documentation that you signed off so that we know that this was signed off and we are not just having open enrollment and classes of under 12. We just can't justify when we are looking for money and we tell aldermen that we are going to have classes of three and four kids. I look at the other spectrum. I really advocate more for the underprivileged. You look at level one and level two kids, those classes are jammed. Level one kids have 30 kids in a classroom. Where is the sympathy for those students? Those are the ones who really need the help. To have one teacher with no paraprofessional in these classes, to me, is unacceptable, but we don't care about that as long as the AP kids, the smart kids who can pretty much do it on their own, get a teacher in front of them that's okay, but we don't ever advocate for the level one and level two kids. I have gone through the high schools and I have seen some of these level one classes and I know teachers who are very good friends of mine that used to teacher level one classes and were excellent and they loved it, but I'll tell you it is challenging. Maybe they could use some help.

Committee Member Bergeron stated I don't think if I stop by a school once or twice or three times I would personally be able to judge whether that is an effective way, or an effective class or an effective numbers. It is just not something that I'm qualified to actually judge. I do appreciate, Mr. Beaudry, your commitment, especially to the

aldermen because they were committed to us and I do respect your commitment, but I think we are actually taking a tool away from the team that we have here to run the district. I feel like we are taking a tool away from them and adding more bureaucracy with making them sign off and so all this. That is just my opinion, but I think your message is definitely loud and clear as far as wanting to be a good steward.

Committee Member Freeman stated I would like to address what Committee Member Bergeron just stated about not being experts or knowing exactly what that would look like. I would venture to say that Committee Member Beaudry and I were at West High School and the observation we had after viewing six or seven classes is that none of those classes had more than five students in them. We are not basing it on educational needs. We are not basing it on any professional opinion, we are based it on what we saw. Through my lying eyes, we saw classrooms with not more than five children, six or seven classes. That is the concern at this point. While I do understand that we don't want to get into micromanaging—again, there is that word—with all due respect, Dr. Livingston, we have watched this kind of come to fruition for the past two years with these size classrooms. One of the examples, the population at West High didn't all of a sudden miraculously decrease, it is something that has been ongoing.

Committee Member Bergeron asked can I just mentioned...

Mayor Gatsas stated hold on. Let her finish.

Committee Member Bergeron stated if he is not here to defend himself...

Mayor Gatsas stated let her finish.

Committee Member Freeman stated point of order.

Mayor Gatsas stated let her finish. She didn't interrupt you.

Committee Member Bergeron stated I just feel it is inappropriate. He is not here to defend himself.

Mayor Gatsas stated let her finish.

Committee Member Bergeron stated I feel it is inappropriate to discuss it.

Mayor Gatsas stated you were just talking about supporting a document that talked just about that, just what you just did to her, interrupting her. That's what you just did to her.

Committee Member Bergeron stated that is an inappropriate activity. You are basically judging something that you observed without even having the opinion of the principal.

Mayor Gatsas stated that's her opinion.

Committee Member Bergeron stated that's an opinion, correct.

Mayor Gatsas stated that's her opinion.

Committee Member Bergeron stated but we are basing policies and making a vote off of that opinion. That is what is being recommended to this board. I'm uncomfortable with that.

Mayor Gatsas stated go and ask the students.

Committee Member Bergeron stated I'm uncomfortable.

Mayor Gatsas stated then vote against it.

Committee Member Bergeron stated I certainly will vote against it.

Mayor Gatsas stated we talk about policies here and then somebody just jumps right in.

Committee Member Bergeron stated we are here to support this district and our educators and our principals, correct? Is that correct? I believe we are. This type of activity, when we are doing this, I don't feel is really supporting them.

Committee Member Van Houten stated I just caution us to not overgeneralize. Seeing a classroom of six, seven or eight may not be an indicator of exactly what is going on in the classroom. I think I taught level one classes in this district for about 30 years. I respect the idea that there are definite challenges there and the classes have to be kept down, but to generalize and believe that we are stockpiling students in those classes or to walk by a classroom and see half a dozen youngsters without knowing the circumstance, I think we need to look at our policies in a different manner than to generalize on the basis of a snapshot rather than an in-depth look at what is going on.

Ms. Maura Leahy, Clerk of the Board of School Committee, stated the motion on the floor is to suspend policy Instruction 149 and adhere to 12 as the student teacher minimum ratio in the high schools without exceptions. I would just have a quick question for Committee Member Beaudry. In the policy it says that the enrollment shall be 15. Is your motion still 12?

Committee Member Beaudry replied use the number that's in the policy then.

Clerk Leahy stated 15 then.

Committee Member Beaudry stated again, I want to compromise and I want to try to make this palatable to everyone so I will allow the superintendent to come back to the board with any changes under the 15.

Clerk Leahy stated so if I may, to suspend policy Instruction 149 and adhere to a 15 student teacher minimum ratio in the high schools and you are instructing the superintendent to advise the board of those classes?

Committee Member Beaudry replied provide the board with classes that are under 15 to determine whether we want to continue with that.

Committee Member Beaudry moved to suspend policy Instruction 149 and adhere to a 15 student teacher minimum ration in the high schools and to have the superintendent advise the board of those classes so they can determine if they will move forward. The motion was duly seconded by Committee Member Freeman.

Committee Member Avard requested a roll call vote on the motion. Committee Members Avard, Desrochers, Van Houten, Ambrogi, Want, Bergeron, Tessier, and Connors voted nay. Committee Members Langton, Georges, Freeman, Girard, Terrio, Beaudry and Mayor Gatsas voted yea. The motion failed.

Mayor Gatsas stated I'll make a motion that the superintendent reports back to this board for every class that is under 15 just for our edification purposes.

Mayor Gatsas moved to have the superintendent report to the board for informational purposes classes with enrollment of less than 15. The motion was duly seconded by Committee Member Beaudry.

Committee Member Connors asked are you saying each time she does it or do you want a report every so often of how many?

Mayor Gatsas replied each time it happens. It shouldn't be that difficult. We meet twice a month.

Committee Member Connors asked is that different than what Mr. Beaudry just proposed a second ago?

Committee Member Avard replied this is just a report, not a limit.

Mayor Gatsas stated it is a report.

Mayor Gatsas requested a roll call vote on the motion to have the superintendent report to the board for informational purposes classes with enrollment of less than 15. Mayor Gatsas, Committee Members Ambrogi, Langton, Georges, Want, Freeman, Girard, Terrio, Beaudry, and Avard voted yea. Committee Member Bergeron, Tessier, Connors, Desrochers and Van Houten voted nay. The motion carried.

On motion of Committee Member Girard, duly seconded by Committee Member Terrio, it was voted to recess the Board of School Committee meeting and convene as a Committee of the Whole on Finance.

26. Finance Committee Meeting

- a) Subcommittee on Finance Report(s)
 2. Approval of the City Services Billings in the amount of \$1,324,061.68.
 3. Approval of the Manifest of Authorized Expenditures in the amount of \$14,544,573.95.
 5. Approval of the Grant Report in the amount of \$71,472.00.

6. Approval of the Cogswell, FIRST, BOSCH, NH Charitable Foundation Grant for FIRST Junior STEAM Ahead in the amount of \$70,000 subject to approval by the Committee on Curriculum and Instruction.

Committee Member Girard stated there is one item on the Finance Committee report that needs to be withdrawn. It is item a 6. That should be coming to the board on June 13 after the Curriculum and Instruction Committee meets on the matter. We kind of put the cart before the horse because of some timing issues. It was just reported accidentally to the board tonight.

Mayor Gatsas asked you are removing six?

Committee Member Girard replied a 6, yes.

8. Approval of the award for copy/printer paper to WB Mason for FY17.
9. Approval of the award for office supplies to be split between WB Mason and Cascade School Supplies for FY17.
10. Approval of the award for school supplies to be split between WB Mason and Cascade School Supplies for FY17.
11. Approval of the award for art and music supplies to be split between School Specialty, WB Hunt and Music and Arts Center for FY17.
13. Approval of Pelmac Industries as the vendor to install security cameras at Gossler and Parkside at an expense of \$33,762.

Committee Member Van Houten asked is it appropriate to make a comment at this time?

Mayor Gatsas replied go ahead.

Committee Member Van Houten stated I'm concerned about the process for the Finance Committee meeting. There were motions and second that were made in that first half of the meeting. It supposedly was not a meeting. It was billed as a continuation of a meeting later and we have people on this board who are concerned about transparency, which I believe in, but we had no fewer than 13 phone polls, all of which were held out of the public eye. I have some definite concerns about the running of that meeting and the conduct of that meeting.

Committee Member Girard stated we actually made no motions and took no votes during our regularly schedule meeting on Monday. We took several presentations as a way of facilitating the committee's work. Following Monday's meeting the clerk was asked to poll members of the committee on the items that we could not take action on. The meeting was recessed until Thursday. All of the polls that were taken by the committee were ratified in public, the motion that the clerk polled on was stated in public, the committee voted on every single one of the polls and on the items that were not polled because they required presentations or additional opportunity for members to ask questions were presented and dealt with Thursday. We did the best we could given the lack of a quorum on Monday night. Everything was done... The continuation Thursday was posted the next day. It was posted to the website. It was sent out to the board. Everything was done with the cameras on and the clerk present. I do not believe there were any inappropriate actions nor was there anything hidden from public view.

Committee Member Van Houten stated I would like to disagree with that respectfully. There were motions and seconds. You and Mr. Bergeron debated as to whether one would be giving the motions or the seconds. The second meeting you called it a meeting, you said it was recessed, you just called it a meeting and ratification of a vote poll is not voting on the issues. It is simply ratifying the existence of the phone poll. I'm not going to belabor the point, but I do believe there was a violation of meeting process on that.

Mayor Gatsas stated I was at that meeting. I did a presentation. There were no votes taken.

Committee Member Van Houten stated I watched you.

Mayor Gatsas stated there were no votes taken.

Committee Member Van Houten stated after. May I ask Mr. Bergeron, was there an agreement between you and Mr. Girard, one would have all the motions and one would have all the seconds?

Committee Member Girard stated point of order, Your Honor.

Committee Member Bergeron stated I would have to think back to that, exactly what was done. I would have to look.

Committee Member Girard stated Your Honor, for clarification, what Committee Member Van Houten is referring to were the instructions given to the clerk on how to conduct the phone poll. As you know, Your Honor, when a phone poll is made of the board, it is made on a motion. What I said to the clerk was you can tell members of the committee that the motion that they will be voting on was made and seconded by the chairman and Mr. Bergeron, the only other member present. We did not take any votes in public. Those were instructions to the clerk to relay to members of the committee so they knew what they were voting on when the poll came. The idea that this was done somehow behind closed doors, frankly, most of it was routine items as anyone can see on this agenda and again, every single poll question that was made of the committee was ratified in public with the motion that was made by the clerk based on the discussions that we held Monday night. The idea that we have somehow violated open meeting laws or board policies just simply doesn't meet with the facts. With that, Your Honor, I would like to move the balance of the items that have not been pulled.

Committee Member Van Houten stated I seem to be confused about rules or they seem to change very quickly. A phone poll originates with a motion and a second? Is that our process?

Mayor Gatsas asked Madame Clerk, was there anything done that incorrect?

Clerk Leahy replied I don't believe so. I believe the order followed rules and procedures as laid out.

Committee Member Van Houten stated I'm just asking how does a phone poll originate.

Mayor Gatsas stated the clerk just told us.

Committee Member Van Houten asked how a phone poll originates?

Mayor Gatsas replied the clerk just told us that nothing out of the ordinary happened.

Committee Member Van Houten stated I'm just asking how a phone poll should originate. Is it with a motion and a second? Vice Chair Beaudry originated one.

Clerk Leahy responded it is my understanding actually that a phone poll does not need a first and a second because you are typically doing it because you don't have a quorum. What happened was I was instructed to do the phone poll and I called all the members of the Finance Committee and the vote was cast. I don't believe that anything was done inappropriately or out of line.

Committee Member Van Houten stated I'm not saying that anything was done nefariously, I truly am not, but I do think that our process is falling very slim and going through the cracks in many circumstances. I take exception to that.

Mayor Gatsas asked do you think that the process is slim and falling through the cracks, Madame Clerk?

Clerk Leahy replied no, Your Honor.

HAVING DULY READ THE FINANCE CONSENT AGENDA, ON MOTION OF COMMITTEE MEMBER GIRARD, DULY SECONDED BY COMMITTEE MEMBER TERRIO, IT WAS VOTED THAT THE FINANCE CONSENT AGENDA BE APPROVED.

1. Approval of the following financial reports.
 - a. Financial Update
 - b. Operating Statements for FY16
 - c. Treasurer's Report

Committee Member Want stated I'm just curious on one, it says on page 39 that for athletics it says that at this time we anticipate spending the full appropriation and collecting all estimated revenues, spending is on hold for the fall sports until we can determine if the general fund has any surplus to utilize. It kind of sounds like we are putting that on hold and then number seven says approval of the award for all of the contracts for sports. I was just questioning if that was a conflict.

Committee Member Girard stated the approval for the fall sports bid is contingent upon there being money in this year's budget. If there isn't money in the current fiscal year those purchases will not be made until the following fiscal year. This will enable the athletic director to make the arrangements he needs to make to ensure that the fall sports and supplies are ordered in time, whether it is by the end of this fiscal year to the beginning of the next one. They will be bought if there is money in this year's budget. They will be bought next year if not.

Committee Member Want stated you are saying this year as opposed to the year we are stating in which the fall sports are in.

Committee Member Girard stated correct.

On motion of Committee Member Want, duly seconded by Committee Member Girard, it was voted to accept the report of committee.

4. Approval of the Professional Leaves in the amount of \$131,780.12.

Committee Member Beaudry stated I'm wondering why an online course would be part of a professional leave. It is not a leave; they are doing an online course. That is my only question on that. Why would that have to be part of a professional leave? If you look on page 96, you have separating differences from disability, students learning English online course. It has money associated with it, but it is not a professional leave.

Dr. Livingston stated there is an expense with the online course.

Committee Member Beaudry stated right, there is an expense. Maybe it is just the terminology. I'm looking at professional leave and it is not a leave. She is taking a course. Wouldn't that be under professional development? Why would that go to Finance? If I'm a teacher and I'm taking a professional development course that doesn't come before Finance, does it?

Dr. Livingston stated I'm not sure.

Committee Member Girard stated thank you for the question. I believe it...

Mayor Gatsas stated hold on. Ms. Hogan has an answer.

Committee Member Girard stated so do I.

Mayor Gatsas stated let the administration answer.

Ms. Hogan stated I believe the difference would be that a course for credit is considered under professional leave and a course for credit would be through my office as a benefit.

Committee Member Beaudry stated I'm supporting it, I just don't know why we have to look at it. A professional leave to me, is you are going somewhere, a conference.

Mayor Gatsas stated Committee Member Girard, maybe you can help the vice chairman.

Committee Member Girard stated thank you, Your Honor. It is because they are Title III funds and Title III funds, if I'm not mistaken, are the professional development funds that have to be approved by Finance.

On motion of Committee Member Beaudry, duly seconded by Committee Member Girard, it was voted to accept the report of committee.

7. Approval of the award of the Fall Athletic Supplies & Equipment to the vendors that submitted the lowest price for each item.

On motion of Committee Member Want, duly seconded by Committee Member Girard, it was voted to accept the report of committee.

12. Approval of the award for auditing services to Plodzick and Sanderson for a three year period and to allow the administration to further negotiate the rate.

Committee Member Beaudry stated I'm assuming that Plodzick and Sanderson, PA, are going to meet or exceed the lowest bid? Is that what we are looking for?

Ms. DeFrancis replied it is the recommendation of the administration to award the contract to Plodzick and Sanderson, but allow the administration to further negotiate the cost of the contract.

Committee Member Beaudry stated I will move it, but I would want them to meet or exceed the lowest bid. That would be my motion.

Mayor Gatsas stated not exceed.

Committee Member Beaudry stated exceed the savings, I should say.

Mayor Gatsas asked what is the difference between them and the lowest bid?

Ms. DeFrancis replied I believe it is \$1,400 a year for three years.

Mayor Gatsas asked who was the other bidder?

Ms. DeFrancis replied there were two other ones, Melanson Heath and Vachon Clukay.

Mayor Gatsas asked who was the low, Melanson Heath?

Ms. DeFrancis replied Vachon.

Committee Member Beaudry stated on page 163.

Committee Member Girard stated I don't know if the vice chairman is making a motion...

Committee Member Beaudry stated I did. That's okay. Go ahead.

Committee Member Girard stated I was going to speak to it if you did.

Committee Member Beaudry stated I would move we go with Plodzik and Sanderson only if they can meet or get to a better price.

Committee Member Beaudry moved to accept the report of committee as amended provided that the contract can be negotiated that it would meet or exceed the lowest bidder. The motion was duly seconded by Committee Member Terrio.

Committee Member Girard stated we are talking a \$1,400 difference per year over a three year period of time on a contract that approaches a quarter of a million dollars. I think when you take a look at the differences in the bids you will find that Plodzik and Sanderson, if I recall correctly,

has several more staff members and a grand total of more than 200 more hours than the low bidder. I think if we were to actually take a look at it on an hourly rate or an hourly cost, you will find that Plodzick and Sanderson is a significantly better bid than the so-called low bidder, which the administration had concerns of whether or not they could actually get the job done and get it done in a timely manner. I would ask the vice chairman to withdraw his motion because if you actually cost this out, based on the number of hours that each firm has proposed to invest in doing our audit, the low bidder here is actually a significantly more expensive bidder.

Mayor Gatsas asked what is the cost for the audit?

Ms. DeFrancis replied Plodzick and Sanderson's bid for year one, and actually they have the same price for the three years of the bid is \$82,020 and they estimate it would be about 816 hours. As Committee Member Girard referred to, that would be an average of \$101 an hour. Vachon is \$76,420 for 632 hours, which would average about \$121 an hour. In addition to that, Vachon did submit a separate proposal for the VOPAR, which brings their cost up a little bit higher to \$1,400 lower than Plodzick.

Mayor Gatsas stated I'm sure if you went to Plodzick and told them they could do it for \$80,000 they probably would do it.

Committee Member Beaudry stated this comment is really nothing against Mr. Plodzick. He has been before me for 15 years so he has done a great job. I think for the \$1,500 they can come down and at least match the lowest bid, we have had such a history with them.

Committee Member Girard stated I think they have significantly beaten the lowest bid by 20% on an hourly rate.

Mayor Gatsas stated I'm sure they can find a little more.

Committee Member Girard stated I'm sure they can, but at some point, Your Honor, we want people to actually like working with us.

Mayor Gatsas stated you know what, we are having a tough time in this budget so we should ask everybody to do a little bit more.

Committee Member Girard stated understood.

Committee Member Bergeron stated we went based on your recommendation, would you like to share the reason why you would like to go with who you voted for in the meeting?

Ms. DeFrancis replied we have worked with Plodzick for 15 years. They have submitted all of audits on time. I would have to think that the other firms that submitted proposals would submit on time, but again, I was a little bit concerned with the number of hours that the other firm thought the audit would take. If you look at Plodzick, they had 816 hours in their proposal. The other firm, Melanson, who is currently doing the city audit had 850 hours in the audit and Vachon had 632 so I was a little bit concerns about that. There could possibly be fees if the records are not in auditable condition. I'm not exactly sure who determines what that auditable condition is.

Committee Member Bergeron asked you mean the documents they would present to us?

Ms. DeFrancis replied in order to stay within their bid, the documents would have to be in auditable condition or there could be back-billings. Again, if 632 hours is based on auditable records and they consider our records not auditable, which we have never had that situation before, but again, I just have concerns because of the number of hours.

Committee Member Bergeron stated the rate that we are asking for this year, how does it compare to the previous couple of years?

Ms. DeFrancis replied right now we are looking at a little bit over \$16,000 savings over FY15 audit based on the current proposal that Plodzick submitted. If that goes down lower it will be a little bit more.

Committee Member Bergeron stated so it is \$16,000 less than last year so we are actually asking them to go \$18,000.

Ms. DeFrancis stated correct.

Committee Member Terrio stated question to you, Your Honor. It sounds like Plodzick is the better company to go with.

Mayor Gatsas stated that's your opinion.

Committee Member Terrio stated true. If Plodzick refuses then where does that leave us?

Mayor Gatsas asked what was Melanson's bid?

Ms. DeFrancis replied they were the highest of the three at the first year \$85,000 and then I believe they had an incremental increase each year.

Mayor Gatsas stated my bet is if you told them to do it for \$80,000 they would do it.

Committee Member Beaudry requested a roll call vote on the motion accept the report of committee as amended provided that the contract can be negotiated that it would meet or exceed the lowest bidder. Committee Members Beaudry, Avard, Desrochers, Van Houten, Ambrogio, Langton, Georges, Want, Freeman, Tessier, Girard, Terrio, Connors and Mayor Gatsas voted yea. Committee Member Bergeron voted nay. The motion carried.

- 14.** Approval of the renewal of the food service management contract to Café Services at Parker Varney Elementary School for FY17.

Committee Member Beaudry stated a couple of questions to Ms. DeFrancis. Looking at the document on page 170, we went over a similar document a couple of weeks ago. If you look at the expenditure line item where it says office Café Services paid, that's employees, right?

Ms. DeFrancis replied yes, that's correct.

Committee Member Beaudry stated on the prior document you had two line items, you had our employees and their employees. Where are our employees on this?

Ms. DeFrancis replied toward the bottom of the page, the second to last number says district labor. For the current year we are in the budget was \$40,527.

Committee Member Beaudry stated realistically, when you look at this, if you take into consideration the \$44,577 of district labor and then you look at the depreciation account, which we budgeted \$30,000, but the actual is only \$10,000, if they request the other \$20,000 and then you go up to their services, they are already over on their services. We budgeted for \$39,300 and they are already at \$45,465. We will not have the savings that they are looking at at the bottom, right? We are going to be running into a shortfall. Is that what you are showing in the third column of the \$37,274?

Ms. DeFrancis replied I am showing that. However, that's only through March so they still have two and a half months to make that up. I did have an email exchange with Café Services and they still do believe that they will meet their original projections. If they do not meet it, it is our understanding that we would get a check for the difference. They are expected this year to meet those numbers.

Committee Member Beaudry stated and I understand all that. I'm going to oppose this. I don't believe we should be contracting out. I think our employees can do the job if we can buy the equipment for them. We actually own this equipment. I know I said this a couple of weeks ago. The equipment line that you see on this, the depreciation account, we are paying them for the equipment. They fronted the money, but we are giving them \$30,000 a year for five years to pay for that equipment. After the five years we own it. If the stuff breaks down we have to pay for it. Why don't we just have our own employees do it? I suggested this before. The food director said we could do a pilot program at McDonough. They already have a cafeteria big enough to do it. We have to get a refrigerator and an oven up there and we can start doing a similar thing at McDonough that we are doing at Parker Varney. Let's see our employees do it. We're paying our employees anyways and then we are paying them an additional \$45,000 for their two employees. If we had our own four employees up there, I can guarantee you we can do as good a job, if not better. I would like to see it stay in house. I'm not going to vote to contract out and let's run a pilot program at McDonough and take these services over. We are already paying the debt service for the depreciation on the equipment. We are paying for it. Let's keep paying for it and let our people run it. That would be my recommendation. I'm going to vote against this and I would hope that we can move to have a pilot program and have our own employees running this. We are paying a director to run something and then we have somebody else directing one school.

Committee Member Bergeron stated Ms. DeFrancis, does it have to be so black and white? Can we still have Café Services in one and still perhaps do a pilot in our schools that we run? Does it have to be one or the other? Why can't we do both? The students are the buy-in, they are the ones who basically did the whole thing at Parker Varney and I would hate to take that away from them because they have obviously been with the same people at Café Services since the beginning of this adventure that they did the surveys, the before and the after. I'm just curious as to why we can't do both.

Committee Member Avard moved to accept the report of committee. The motion was duly seconded by **Committee Member Girard**.

Committee Member Beaudry requested a roll call vote on the motion to accept the report of committee. **Committee Member Beaudry, Langton, Georges, Freeman, and Tessier** voted nay. **Committee Member Avar, Desrochers, Van Houten, Ambrogi, Want, Bergeron, Girard, Terrio, Connors and Mayor Gatsas** voted yea. The motion carried.

- b) Other business
- c) *On motion of **Committee Member Girard**, duly seconded by **Committee Member Terrio**, it was voted to adjourn the Finance Committee meeting and reconvene as the Board of School Committee to accept the reports from the Finance Committee.*

27. Report(s) of the Committee on Finance, if available.

- a) Approval of the following financial reports.
 - a. Financial Update
 - b. Operating Statements for FY16
 - c. Treasurer's Report
- b) Approval of the City Services Billings in the amount of \$1,324,061.68.
- c) Approval of the Manifest of Authorized Expenditures in the amount of \$14,544,573.95.
- d) Approval of the Professional Leaves in the amount of \$131,780.12.
- e) Approval of the Grant Report in the amount of \$71,472.00.
- g) Approval of the award of the Fall Athletic Supplies & Equipment to the vendors that submitted the lowest price for each item.
- h) Approval of the award for copy/printer paper to WB Mason for FY17.

- i) Approval of the award for office supplies to be split between WB Mason and Cascade School Supplies for FY17.
- j) Approval of the award for school supplies to be split between WB Mason and Cascade School Supplies for FY17.
- k) Approval of the award for art and music supplies to be split between School Specialty, WB Hunt and Music and Arts Center for FY17.
- l) Approval of the award for auditing services to Plodzik and Sanderson for a three year period and to allow the administration to further negotiate the rate as amended.
- m) Approval of Pelmac Industries as the vendor to install security cameras at Gossler and Parkside at an expense of \$33,762.
- n) Approval of the renewal of the food service management contract to Café Services at Parker Varney Elementary School for FY17.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Terrio**, it was voted to waive readings.*

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Terrio**, it was voted to accept the report of the Committee on Finance and adopt its recommendations. **Committee Members Beaudry and Langton** voted in opposition to item n.*

Committee Member Avard stated just a point for future agendas. Can we just make sure that the two things are labeled the same? It showed up numerical on one and alpha on the other and that was causing some confusion.

Clerk Leahy stated that was actually intention, but if you would like me to switch it, I would be happy to.

TABLED ITEMS

(A motion is in order to remove any item from the table.)

30. Report of the Subcommittee of Finance

Approval of selecting STS for specialized transportation services with real time GPS at the approximate expense of \$3 million per year. Assistant Superintendent Martin and Vice Chair Beaudry will draft revised contract language to be included with the agenda materials.

(Note: Tabled 5/9/2016 in order for Mayor Gatsas to negotiate the costs with STS. A revised contract and financial analysis is included.)

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Beaudry**, it was voted to remove this item from the table.*

Mayor Gatsas stated the reason why I wanted to remove it from the table is I have sat down with them. We had another year that we could have stayed on the contract and not had to spend an additional \$280,000 and they won't move from the price and nobody else is out there that wants to come in and bid the price. Is that correct?

Dr. Martin replied yes, Your Honor. We had one other vendor that bid on the RFP. However, they only bid on the out of district services. They did not bid on our day to day in district services. So we did not have another vendor that had the capacity to bid on this contract.

Mayor Gatsas stated I can tell you that we had a deal that would have saved us \$280,000, but we chose to go out to bid on it and it cost us an additional \$280,000. I can tell you that if we tell them not to do it, you don't have a vendor for the service. It is that simple.

Committee Member Girard asked where was the decision made to put this out to bid as opposed to sticking with the third year of the contract? I'm curious to know how that came about.

Dr. Martin responded it was the recommendation of the administration to go out to bid and look for other service providers to bid on this contract.

Committee Member Girard asked may I inquire as to why? If we had a third year of the contract and it wasn't going to be a cost difference to us to go into that third year, why would we do that?

Dr. Martin replied sometimes a decision is made to do something like that that is not relative to cost, but relative to other factors involved with the service. Prior to my arrival and during my tenure here we consulted with our transportation coordinator and decided that we wanted to take a look to see what else was available.

Committee Member Girard asked Dr. Martin, how does the contract that is before us tonight correct the underlying deficiencies the administration believed needed to be corrected?

Dr. Martin replied one of the items is a significant improvement to what we currently have for service is this concept of real time GPS where we actually will know where our children are all the time. I think from a safety standpoint this is going to improve lots of things for us. We have also had very good conversations with our friends from Easter Seals, Mr. Roberge and his colleagues, about some of the concerns that we have had about service and we continue to work together to improve that service on behalf of the children in the district.

Committee Member Girard asked will this contract, Dr. Martin, impose on STS penalties for their failure to provide the services as directed by the contract?

Dr. Martin replied yes. Excuse me for not having the page readily available. Yes, if they are a certain number of minutes late there is a fee associated with that. We have tightened those penalties, per the suggestion of Vice Chair Beaudry.

Committee Member Girard stated I think all things being equal, while I agree with you that we probably financially would have done better to execute the third year of the contract and go to bid thereafter, there is a bit of a silver lining and what we have gotten here with the hopes that it will improve a service that, frankly, I think we all knew needed to be improved and allow us to ensure that things are being done the way we are paying for them to be done.

Mayor Gatsas asked was there any discussion with STS to change the things within the contract that we currently have? Was that ever brought up or was it just decided to go out to bid?

Dr. Martin replied I'm not aware of that conversation. I believe the decision was to go out to bid.

Committee Member Girard stated Your Honor, by the time it came to Finance it was a done deal.

Committee Member Avard stated just a question. With how much the contract is going to cost us, would there be any cost savings if we attempted to do this ourselves and put together our own fleet and our own staff to do this or is there too much involved for us to take this on and realize any savings?

Mayor Gatsas stated we have a tough enough time running a school district. We are going to run a bus company now?

Committee Member Avard stated the other option would be, since we have already bought some of the appropriate buses for this, unwittingly, but we own them now, if perhaps it is time to talk to MTA if they want to take on this aspect as well.

Mayor Gatsas stated they don't want to.

Dr. Martin stated they did not bid on the contract.

Committee Member Avard asked is it possible for us to do it and would there be any savings if we did?

Dr. Martin replied this is not my field of expertise, but I'm going to take a swing at this in that we would have to purchase... There is a big fleet of small buses out there. I do not believe that we have the capacity from a human resources standpoint or a business department standpoint. I'm pretty handy with tools, but where are we going to repair those vehicles? Again, all of that comes to the table. I'm not aware of a school district that does their own in the state.

Committee Member Beaudry stated I don't question the administration for going out and looking for other vendors. When you leave students on a bus and when you are driving with children without a car seat and things like this are occurring, the liability that was on this district, I think, was phenomenal. I would have supported, if they came to us, to go out for a RFP only because I think a lot of these concerns were getting so grave that we had to do something. Maybe we should have talked to them to try to get them to accommodate us, but some of that language we talked about with penalties was in the contract. We never penalized them, unfortunately, but there was some language in there if they didn't meet or exceed the contract we could have wrote them a letter and if they continued we could have actually penalized them a fee. At the time I believe it was \$100 and we raised it to whatever the run fee is now. There was a section that we could have. Again, this cost has just gone up so much over the last 15 years. When I first got on this board it was well below our general ed transportation. Now it exceeds our general ed

transportation. Dr. Avard, I think he has a pretty good point. If there is something that we could do in house to do this or maybe, MTA, I know you said, Dr. Martin, they did attend the bid process.

Dr. Martin stated that's correct, yes.

Committee Member Beaudry stated I don't know if they can move the whole operation under them. Maybe they don't want it.

Mayor Gatsas stated they don't want it.

Committee Member Beaudry stated when you look at 10.7% increase this year when the CPI is less than 1%, that's pretty phenomenal. I know it is because of your great negotiations, Mayor, on the last contract.

Mayor Gatsas stated that's why we probably should have talked to them first before we went to a RFP.

Committee Member Avard asked didn't we vote to go to RFP? I thought we had a vote on that.

Mayor Gatsas stated it must have been a day I was sick because I don't remember it.

Committee Member Girard moved to accept the report of committee and adopt its recommendations. The motion was duly seconded by **Committee Member Terrio**.

Committee Member Bergeron stated I just wanted to bring up a couple of thing that I think were mentioned before. I believe, based on previous contracts, that there has been no increase in their contract. I think it actually went down a percent. For lack of a better term they have really been operating at a loss. At this point, I think having more resources will certainly solve some of the issues that probably made us go out to RFP to begin with. You are right, the numbers are big, Mr. Beaudry. I was shocked when I saw that it was a higher budget than it was for general ed busing with MTA. It certainly made me take notice. At this point, because they haven't had a raise, so to speak, Karen, in how long? Three, four years? I know we have mentioned this before at the board meeting. This helps to explain the percentage increase.

Ms. DeFrancis stated it was a two year contract with an option for a third year. That third year would have been next year. Last year it was a reduction of 1%. This year it stayed flat and then next year it was due for an increase of 1%.

Mayor Gatsas called for a vote on the motion to accept the report of committee and adopt its recommendations. The motion carried with Committee Member Beaudry voting in opposition.

28. Personnel Report.

RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF

Travis Baker	Teacher - ELL	Memorial	\$68,540
Elizabeth McCombs	Teacher - Library Media Specialist	Weston	\$68,540
Tracy Cosgriff	Teacher - ELL	Memorial	\$64,815
Gerald Coffey	Teacher - Mathematics	Central	\$59,600
Jenny Masana	Teacher - English	West	\$59,600
Jaclyn Parolin	Teacher - Elementary	Bakersville	\$37,250
Ryan Shumway	Teacher - Music	Beech Street	\$37,250

RESIGNATIONS: NON-CERTIFIED STAFF

Sharon Preston	Certified Instructor	McDonough	\$24.85
Donna Masson	Paraprofessional - Special Needs	Gossler Park	\$18.32
Priscille Bouchard	Food Service Worker I	Central Parker-	\$16.93
Linda Riley	Food Service Worker I	Varney	\$16.93
Richard Dulac	Cook I	McLaughlin	\$14.32

LEAVES OF ABSENCE: NON-CERTIFIED STAFF

Viyani Haji Taha	Paraprofessional	Southside	\$11.77
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On motion of Committee Member Ambrogi, duly seconded by Committee Member Connors, it was voted to approve the personnel report.

TABLED ITEMS

(A motion is in order to remove any item from the table.)

29. Report of the Committee of Coordination/Administration

To approve School District policy Administration 208: Residency Requirement.
(Note: Tabled 3/28/2016.)

This item remained on the table.

31. NEW BUSINESS

Committee Member Girard stated in the board updates that we got on May 20th. There was a memo from Mr. Motika to Dr. Livingston regarding a teacher coding academy. It is brief so I will read it. “We have been working in conjunction with MIT to create a Teacher Coding Academy paid summer workshop so that teachers can learn basic coding skills using a variety of programs and applications, and 2. incorporate coding into their classroom lessons/units. We have applied for the use of Title II funds, and have just over \$7,000 for this PD opportunity. We are also receiving \$13,500 from the New Hampshire Charitable Foundation with a matching donation from Dyn. They are going to be sending their funds to the Granite United Way who

will pay the teacher stipends. This will allow us to move forward with the work thus allowing the workshop to take place on June 14th and 15th.” My concern about this, I don’t have a concern with the activity, but I have a concern with what appears to be an end around the committee process by having these organizations donate to another organization that are going to make the payments on behalf of the teachers. I don’t know why it would be done this way. I don’t know why it simply wouldn’t come through Curriculum and Instruction to accept the grants and then come to Finance.

Mayor Gatsas asked Ms. DeFrancis, would that appear on the teacher’s W2, if you don’t pay them?

Ms. DeFrancis replied if we did not pay them it would not appear on the W2.

Mayor Gatsas asked so it would not appear on the W2.

Ms. DeFrancis replied not if it is not paid by the Manchester School District.

Mayor Gatsas asked would the United Way send a 1099, a W2? Who are they working for and what happens if they get hurt?

Dr. Livingston replied I don’t think I could answer that. It wasn’t meant to be a work-around. If this board wants to come to C&I it certainly can go through the paces.

Mayor Gatsas stated my concern are all the other things that are outside of who is the employer, how is the employee getting paid, what happens if someone gets hurt? Does that go toward their retirement? I guess those are all questions, if I were a teacher, that I would probably be asking the same thing.

Committee Member Girard stated Your Honor, I guess I would ask why isn’t it going through the normal committee process?

Dr. Livingston replied with STEAM Ahead, some of the funds that have been raised in other sources have gone through the United Way.

Mayor Gatsas stated but that's on equipment. That is not on labor. That was for equipment, purchasing equipment.

Dr. Livingston stated then I misunderstood. We can bring it through.

Mayor Gatsas stated the problem I have is who is responsible? What happens if that teacher does something outside the realm that any of us could imagine? Whose responsibility is it if we are not paying them here?

Committee Member Bergeron stated I will suggest, if we could have Principal Motika come forward and perhaps he can answer some of these questions.

Committee Member Girard stated he's not here.

Committee Member Bergeron stated exactly, he's not here.

Mayor Gatsas stated I don't know how he can answer the questions.

Committee Member Bergeron stated exactly. Maybe we should invite him here to be able to answer the questions.

Mayor Gatsas stated I don't think any teacher who is getting paid should be getting paid outside the realm of this district unless they get a job somewhere else.

Committee Member Bergeron stated I understand what you are saying. Maybe there is something we don't know.

Ms. Hogan stated it looks to me as if they are attending this workshop, not getting paid to teach it. Maybe Mr. Motika can explain further, but that is my understanding.

Committee Member Girard stated point of clarification. The letter says that they are going to be sending their funds to the Granite United Way who will pay the teachers' stipends. It says they are getting paid stipends.

Dr. Livingston stated to attend.

Committee Member Girard stated I'm assuming they are getting paid to attend. That's what a stipend is.

Mayor Gatsas asked but where does the money appear? Someone has to report something somewhere. They are getting paid.

Committee Member Girard stated stipends are not tax free.

Mayor Gatsas stated it is a taxable item.

Committee Member Van Houten stated just as a point of information that may or may not be relevant, but when I have done things like proctor SATs, things of that sort, I have simply gotten a 1099 toward my income tax and nothing else that was done. That was outside of the school day. We were doing it on a Saturday, for instance.

Mayor Gatsas stated I guess nobody knows so let's get it tabled and get some answers.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Terrio**, it was voted to table this item.*

Committee Member Freeman stated I would like to move tonight to form a special committee on the selection of a superintendent.

Mayor Gatsas asked that is a committee appointed by whom?

Committee Member Avard replied specials are always done by the vice chair.

Mayor Gatsas stated I understand, but I would think that this is something that the entire board should be participating in. Certainly I will leave that up to the board.

Committee Member Beaudry stated all I can say, Mr. Chairman, is that in the past the vice chairman nominated a committee and the committee worked on it. In the past it has always been the vice chairman that appoints the committee in the last three searches for superintendent. The vice chair appointed the committee. They set up the parameters on how the search was going to be done.

Committee Member Freeman moved to create a special committee on the selection of a superintendent. The motion was duly seconded by Committee Member Terrio.

Committee Member Ambrogi asked would it be possible to have it be a committee of the whole that did the search? I'm just asking the question.

Mayor Gatsas replied not if he doesn't appoint the committee of the whole.

Committee Member Bergeron asked could you explain what that means?

Committee Member Terrio replied everybody is on the committee.

Committee Member Ambrogi stated I was simply exploring the possibility that rather than the appointment of a special committee that the entire board could take resistibility for the hire.

Committee Member Bergeron stated committee of the whole, that's what you were saying. I was just going to ask, was this offered or communicated to any of the board members this week before this meeting? I know I wasn't called. Did I miss an opportunity to perhaps lobby for it?

Committee Member Beaudry replied you didn't miss anything, Committee Member Bergeron.

Committee Member Bergeron stated other board members brought it up so I imagine they were aware of it.

Committee Member Beaudry stated you were aware that the superintendent is leaving, as we all are.

Committee Member Bergeron stated I was just curious if there is something I may have missed. Without email sometimes that may happen.

Committee Member Terrio stated I wasn't here for the last superintendent search. To address Mr. O'Connell's concerns, I assume the public, teachers, administration have some input into this. Is that correct?

Mayor Gatsas replied I think they have input.

Committee Member Girard stated my predisposition would be to have a special committee appointed by the vice chair, but if we were to do it as a committee on the whole, how would that work? It seems to me to be a bit unwieldy. Would we all be sorting through all of the applications that come in?

Mayor Gatsas replied you would be.

Committee Member Girard asked and everybody interviewing every candidate to try to narrow it down?

Mayor Gatsas replied you would interview them as a whole.

Committee Member Connors stated I was on the last superintendent search committee and just to provide a little clarification, we did have a subcommittee. We had a search company that was in charge that provided us with a binder of all of the applicants that they were bringing forward to us. There were not outside community members that were on the committee at that time, but each person on the committee read through the binder and selected their top number of candidates. Then as a group we narrowed it down to which candidates we would like to interview.

Committee Member Van Houten stated I'm looking at our rules, chapter four, duties of officers, 4.02B, which is duties of the vice chairman states, "appoint all special committees unless otherwise directed by the Board of School Committee".

Committee Member Girard stated that's the motion.

Committee Member Want stated I haven't been through this before, being a new member. Is this the best time of year to be looking for a superintendent? It seems to me like we are little behind here. I was just wondering if it is possible to appoint an interim superintendent and then do a superintendent search when it is better timing?

Mayor Gatsas stated I guess you need an answer. I don't disagree with you, timing is not right.

Committee Member Want stated just conversation.

Committee Member Connors stated I was going to respond to that too. It is a very difficult time. If you notice even just with principals and things like that, people are already taking positions in districts. I think it is very difficult time for superintendent selection. I think if we establish a committee, whether it is a committee of the whole board, I think that is the first decision that needs to be made, whether we would like to go for an interim or a full time superintendent.

Committee Member Freeman stated it may be a difficult time of year, it may not be a difficult time of year. I think it warrants some consideration to form a special committee. If we do this correctly and we do this expediently we may be able to come to up with a candidate by the time Dr. Livingston retires. I think we can continue to talk about forming a committee is wasting time on what the job really should be. It has worked in the past, the special committee on the superintendent search, and I think if we have something that is tried and true why not use it?

Committee Member Beaudry stated I think the timing is never right, but Dr. Livingston gave us six months' notice pretty much. I think we can get the job done and have somebody on board to interact with Dr. Livingston before she leaves in October. People are still out there. Most people are going to have their jobs until July 1. If we could get this posted tomorrow, and I believe, Karen, you must have all the information from the last posting that we can come up with.

Ms. DeFrancis asked when you say posted are you talking about the RFP for a search committee?

Committee Member Beaudry replied the RFP to get a head hunter.

Ms. DeFrancis replied yes, we do have a RFP. My administrative assistant has it on her computer so she would have to work with the committee or the full board. We would have to bring back information to her as far as the dates, when do we want to post it, where does the response go to. There are certain dates within there that would have to be changed. Someone would have to look at it, whether it is this board or the committee and make those changes so that we can post that RFP.

Committee Member Beaudry stated but if we make a motion this evening, I would assume that by Wednesday we should be able to have that RFP sent out to the public.

Ms. DeFrancis stated typically what we do is we post it in the *Union Leader* and in order to do that we need 48 hours' notice so the soonest we can do it with getting the posting in the *Union Leader* is by Thursday because we would have to call it into the paper by noontime in order to get it posted in Thursday's paper. I would just have a question of who are working with that is going to review that RFP and make those changes that are needed.

Committee Member Avard stated I think we have a couple different things being discussed here and we may be putting the cart before the horse if we are talking about hiring a consultant, but we haven't identified the money to pay for the consultant. Last time I believe you rounded up some private donations to pay for the search process.

Mayor Gatsas stated that's what my staff just told me.

Committee Member Avard stated it was \$30,000 or something as I recall.

Mayor Gatsas stated yes, it was.

Committee Member Avard stated we haven't identified those funds yet. We don't know how we are going to pay for this, and yet we are talking about putting out a RFP for a group that we don't know how we are going to pay for. I think we need to step back and figure out how we want to do this. Do we want to hire an outside group? Was it worth the \$30,000? If so, where are we coming up with the money and then we can talk about putting out a RFP for whether or not we want to hire.

Mayor Gatsas asked Mr. Bergeron, do you think you can raise the \$30,000?

Committee Member Bergeron replied I do recall when we sent at it the second time we had to find the funds the second time.

Mayor Gatsas stated no, I think I took care of it the second time also. Maybe you can go out and raise it this time.

Committee Member Bergeron stated I was just complimenting you.

Committee Member Girard stated I think the first step is to determine whether or not there is going to be a subcommittee or a committee of the whole.

Committee Member Van Houten requested a roll call vote on the motion to establish a special committee on the selection of a superintendent. Committee Members Van Houten, Bergeron, and Tessier voted nay. Committee Member Ambrogi, Langton, Georges, Want, Freeman, Girard, Terrio, Connors, Beaudry, Avar, Desrochers and Mayor Gatsas voted yea. The motion carried.

Committee Member Beaudry stated if I may, Mr. Chairman, I would like to move to have a pilot program started at McDonough School, have the food director purchase the equipment to start a pilot program similar to Parker Varney.

Mayor Gatsas asked where is the money going to come from?

Committee Member Beaudry replied out of his food and nutrition account. My understanding is there is \$100,000 in the CERA account and there are means to get that money for equipment. We might have to do some work to get it, but I believe we can utilize some of that money to purchase the stove. He might be able to get a refrigerator from another school. It is not going to be a lot of money to implement that program over there.

Ms. DeFrancis stated there is money in the CERA account, but would need to talk to Mr. Connors to determine, I could figure out how much is in there looking at the reports, but to determine what is needed in order to get that kitchen up and running. I haven't had that conversation with him.

Committee Member Terrio stated for informational purposes, can you explain to us what a CERA account is?

Ms. DeFrancis replied it is the cafeteria equipment replacement account and for every meal that is served \$.03 per meal goes into a separate account.

Committee Member Girard stated more of a technical question. It is the equipment replacement account. Is that money that can be used to create a new kitchen or does it have to replace existing equipment, which I assume, basically only exists at Beech Street School and in the high schools and middle schools?

Ms. DeFrancis replied again, I would have to get that information from Mr. Connors. I know that there was equipment at that school at one time. I don't know if it is still there and just not working or if it is completely out of there. I could look at the CERA document that was created many years ago, at least 30 years ago, but I think there is some detail as to what that money can be used for.

Committee Member Girard stated Your Honor, the question I would have for tapping that money to install new equipment in a building that doesn't have it anymore would be that it wouldn't be available to maintain the equipment we currently have and I believe Mr. Connors, last time he spoke on this subject, said they would really need to install an entirely new kitchen at McDonough School. How are we going to repair and maintain the equipment that we have if we are tapping the money to create a kitchen that we don't have?

Committee Member Beaudry replied my motion will be contingent upon Ms. DeFrancis going to Mr. Connors and finding out...

Mayor Gatsas stated let her report back to us and then you can make the motion at the next meeting when we have the paperwork.

Committee Member Beaudry stated my understanding is it is not going to be that expensive. Like I said, the equipment at Parker Varney, we are buying it. We are giving \$30,000 in depreciation money to a third party to pay for that equipment. We are already doing it in one school.

Committee Member Connors stated if possible, could we hear from the principal at that school as well?

Mayor Gatsas replied sure.

Committee Member Avard stated I think you just took care of it, but I just want to make sure that now we are not looking for the motion to enact it, we are looking for the financials and a proposal.

Mayor Gatsas stated for them to come back and tell us.

Committee Member Bergeron stated when Café Services did they do this did they come forth with a proposal?

Ms. DeFrancis replied yes, they did.

Committee Member Bergeron stated might I suggest, just for professional purposes and student involvement that we actually have them come forth with a proposal, as someone else did. That way we can get to know all the ins and outs, how they would perform the equipment or perhaps just come before us with proposals for that. I think it would be great. I'm supporting it, but I just think they should come forward with a proposal.

Committee Member Beaudry stated Committee Member Bergeron, the chairman just made that suggestion. We are going to go with it. We are going to have them come back with a proposal with Ms. DeFrancis.

Committee Member Bergeron stated that's not what I heard. I understand that she was going to come back with the money.

Mayor Gatsas asked what did you hear?

Committee Member Bergeron stated I meant the school come back with a proposal.

Mayor Gatsas asked but what did you hear?

Committee Member Bergeron replied I thought she was going to check on the money portion of it with the CERA account. I didn't know that involved the whole school coming back with a proposal.

Committee Member Connors stated I think he is looking for the students' input.

Committee Member Bergeron stated I'm looking for a formal proposal involving students the same way so they have the buy in. I think that was part of the trick at Parker Varney, the fact that the students had the buy in with surveys.

Mayor Gatsas stated Parker Varney thinks that Café Services should do the whole district.

Committee Member Bergeron stated I guess I'm looking for that same enthusiasm so we may have the same success.

Mayor Gatsas stated you can talk to the principal and see if the students there can do a project and they can present it to this board.

Committee Member Beaudry asked does that need to be a motion, Mr. Chairman?

Mayor Gatsas replied no, she will report back.

Committee Member Beaudry stated before we go into non-public I want to set that subcommittee up right now. I want to work on that RFP, get this thing going for the superintendent search because we already missed out on a couple of weeks that we could have been doing this. The people that I have in mind will be Committee Member Langton will be the chairman, Committee Member Freeman, Committee Member Terrio, Committee Member Desrochers and myself will be the five person committee.

Mayor Gatsas stated Committee Member Desrochers doesn't want to do it.

Committee Member Desrochers stated I won't have the time to put into that. I'm sorry.

Committee Member Connors stated Committee Member Terrio is saying no as well.

Committee Member Beaudry stated then I'm going to go with... Raise you hand who wants to be on the committee then. Committee Member Girard and Committee Member Bergeron.

Committee Member Van Houten stated parliamentary question, Your Honor. How does a school committee member get on to a committee? I believe there have been about 19 appointments, of which I have been ignored for all of those.

Committee Member Beaudry stated excuse me, Mr. Chairman. I take objection to that personally. I don't know where she comes up with 19 committees. I have formed two subcommittees so far, three, when you look at the aldermanic subcommittee. I was on the board for two years last year and I wasn't on any special committees. Committee Member Van Houten was on three special committees last term, but there was no complaint about that.

Mayor Gatsas stated let's go into non-public.

Committee Member Beaudry stated I just question....

*On motion of **Committee Member Terrio**, duly seconded by **Committee Member Girard**, it was voted to go into non-public session under the provisions of RSA 91-A:3 II(a, b, and c) for the dismissal, promotion or compensation of any public employee or the hiring of any person as a public employee; or for matters, which if discussed in public, would likely affect adversely the reputation of any person.*

A roll call was required on the motion. Committee Members Ambrogi, Langton, Georges, Want, Freeman, Bergeron, Tessier, Girard, Terrio, Connors, Beaudry, Avard, Desrochers, Van Houten, and Mayor Gatsas voted yea on the motion. The motion carried.

*On motion of **Committee Member Girard**, duly seconded by **Committee Member Connors**, it was voted to call the meeting back to order.*

*On motion of **Committee Member Beaudry**, duly seconded by **Committee Member Terrio**, it was voted to seal the minutes of the non-public session.*

*On motion of **Committee Member Tessier**, duly seconded by **Committee Member Terrio**, it was voted to approve the coaching nominations with the exception of the item discussed in non-public session.*

ADJOURNMENT

*There being no further business, on motion of **Committee Member Want**, duly seconded by **Committee Member Freeman**, it was voted to adjourn at 11:10 p.m.*

A True Record. Attest.

A handwritten signature in cursive script, appearing to read "Man J. Leary".

Board of School Committee Clerk