

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

September 9, 2024

6:30 p.m.

**6:00 p.m. Central High School Choir – Aldermanic Chambers**

1. Mayor Ruais called the meeting to order at 6:30 p.m.

Mayor Ruais thanked the Central High School Choir for being present tonight and for the wonderful music. Vice Chair O’Connell also wanted to give a shout out to the Chorus master, Tiffany Redmond.

2. Mayor Ruais called for the Pledge of Allegiance.

He asked Committee Member O’Neil to lead the board in the Pledge of Allegiance.

3. A moment of silence was observed.

It was asked that we remember and that we keep the students and their families, in Georgia at Apalachee High School, in our thoughts.

4. The Clerk calls the roll.

Present: Committee Members Turner, Parr (left at 8:43), Soule (left at 8:00), Want, Bonilla (left at 8:00), Bergeron, Argeropoulos, O’Connell, Potter (late 7:20 pm), Spillers, Baines, Senecal, O’Neil, Gonzalez, Mayor Ruais and Student Member Cenicerros.

5. **RECOGNITIONS**

- a. Honoring our First Dual Language Program at Bakersville Elementary School – Principal Katherine Dibenedetto and Dual Language Teachers Amy Gerow and Alanna Langley

Dr. Chmiel and Assistant Superintendent Doherty stated that they were pleased to announce the first dual language program in the State of New Hampshire at Bakersville Elementary School. Principal Kate DiBenedetto and her team will lead the way with the first two dual language teachers, Amy Gerow and Alanna Langley. Students will be able to leverage their native language skills to acquire language and literacy skills in a second language. They stated that we are fortunate to have Amy and Alanna as teachers of the Dual Language program and they stated that together they will foster motivation and a bright educational journey for their students. They recognized

Amy and Alanna for leading the way and Mrs. DiBenedetto came forward to receive the recognition.

## **PUBLIC FORUM**

6. The purpose of the public forum is to give the residents of Manchester the opportunity to address the board. All people wishing to speak will have up to three (3) minutes to do so, and any comments must be directed to the chair. Any resident wishing to speak will come forward to the nearest microphone, clearly state their name and address when recognized and give their comments.

**Anthony Poore, 160 Walnut Hill Avenue, was present to speak.**

He stated that he is the father of two Manchester Central High School Graduates, go little green! And that he is the founder of the New Hampshire Center for Justice and Equity, a statewide nonprofit organization based in downtown Manchester, whose mission is to elevate and empower our communities of color in New Hampshire to make a better state where all can belong and everybody can contribute. He stated that tonight he is present as an ally, district partner and concerned citizen. He stated he is sharing his concerns and support for the district's Executive Director of DEI position and he also acknowledged the positive work being done every single day in our schools as the district continues to grow and diversify. The need for inclusive pedagogy, access to equitable educational opportunities and supportive spaces and places where all children can succeed is mission critical in New Hampshire to realize the social, economic and collective prosperity that we all aspire to, although the benefits of inclusive, equitable practices have been documented for decades to show measurable, positive outcomes in both the public and private sectors. DEI professionals and those that work in support of inclusive communities are under attack by those that prefer division over unity, exemplified by the retreats, for example, of companies like Harley Davidson, Lowes, Meta, Google, Tractor Supply and John Deere, just to name a few. He stated that in his opinion, the current discourse around DEI can be understood as the latest iteration in a cyclical pattern of reactionary moral panic launched by conserving groups, frankly, of which have previously taken aim at things that don't exist, like critical race theory, wokeness or cancer culture. These attacks are not limited to the boardroom. They play out at our nation's university systems, private colleges and universities, local school boards and within our state's DOE today. As New Hampshire's population continues to diversify, and with one in five children under the age of 18 in New Hampshire belonging to a minority group, the largest being

biracial, pulling back from this important work would be a mistake with lasting consequences, not only for the City of Manchester, but the state and our joint collective prosperity as the largest and one of the most influential school district in the state. Manchester School District has the opportunity to demonstrate how to do this work well and be the leaders in the state, ensuring all students, regardless of their circumstance, can meet and exceed their academic goals and aspirations. He wanted to thank the board for the opportunity to speak tonight, and wanted to encourage the district and its leadership to consider the positive, long term outcomes and benefits of inclusive, equitable practices that lead to rich, diverse experiences for students, teachers and administrators alike. He stated that they look forward to working with the district and the executive director of DIEJ, in support of Manchester students, parents and community. Thank you very much. Have a wonderful night, and he stated that he looks forward to hearing the presentation later and all the good, positive work currently underway.

**James McKim, President of the Manchester Branch of the NAACP, was present to speak.**

He stated that like Mr. Poore, he is present in a similar fashion to Mr. Poore. He stated that he attended the impressive district opening ceremony last week at the SNHU arena and it was quite inspiring to see the district administration and staff in one place. He stated that he did however notice that the Executive Director for Equity, who is still listed on the district's website as the Chief Equity Officer, was absent from those opening ceremonies with no explanation, and not even that it is a personnel matter and they can't give any further information. As we all know, in the absence of information, speculation fills the vacuum. A number of those in the community are concerned that this absence may be just the latest in a pattern. He stated that last year they were not asked beforehand about the impact or informed of the choice to make the chief equity officer position not report to the superintendent before it was presented to this board. This sent a signal to them that the role was being demoted and not important enough to oversee all of the district's operations, not just some. The chief equity officer's role in the goal setting process seems to have been as an equal department to other departments, rather than having input on all facets of the district, which was the original intent for the role. We agree that it is important to stress that equity and inclusion are everyone's job. Organizational design best practices, however, indicate that if there's a need for a work or a coordination that crosses multiple functions or departments, there's a need for a role that explicitly is not equal to the organization's functions or departments. They began getting a perception of the role being demoted and not being valued as important as they believe it is, and the

community believes it is. Another disconcerting issue is that even though, according to the equity plan that was presented and approved by this board, the chief equity officer formed and had a meeting with affinity committees such as the Racial Equity Committee and the LGBTQ+ committee, the equity committee that is being established seems to be coming into focus without acknowledgement of that Chief Equity Officer, who drove that effort. He stated that he knows that there will be a report here coming after the public comment relaying the great things the district is doing, and we want to commend that work. It is good and necessary. In closing, though, the community wants to have the district's back and to do so, they'd like to know what's being done to increase the level of community trust that equity efforts of all stakeholders will be coordinated, not just input taken, and what will the board do to proactively support this work, not just in terms of funding, but also in focusing attention and other resources to keep the district moving forward. Thank you very much for your time. He stated that he looks forward to hearing more.

- a. If there is no one else present wishing to speak, a motion is in order to take all comments under advisement and further to receive and file any written documentation presented and to table the remaining minutes for public comment to the end of the meeting for those that have not already spoken.

*On motion of **Committee Member Turner**, duly seconded by **Committee Member Bergeron**, it was moved to take all comments under advisement and further to receive and file any written documentation presented and to table the remaining minutes for public comment to the end of the meeting for those that have not already spoken. All were in favor and the motion passed.*

7. Response to Public Comment  
(Note: Motions limited to sending items to Committees only.)

*There were no responses to public comment*

**Committee Member Baines** asked if the student member could introduce himself and tell the Board a little bit about himself.

**Student Member Cenicerros** stated his name is Jaime Cenicerros and he is the student member from West High School. He stated that he is a senior and that he plays football. He stated that the score of their first game against Pembroke was 43-0, and that they won. He stated, in response to the gentleman that spoke earlier, he is sorry but the city is blue.

## 8. PRESENTATIONS

- A. Fostering Diversity, Equity, Inclusion and Justice (DEIJ) for the Manchester School District – Great School Partnership Update – by Nicole Doherty, Assistant Superintendent of Teaching and Learning

Present to speak on this item was Assistant Superintendent Doherty, Katie Thompson (Managing Director at Great Schools Partnership), Leah Tuckman (the project lead for this project) and José Bou (the Director of School Partnerships). Also present was Paulina “Polly” Merton, the Executive Director. Their overview was as follows:

1. They are from Portland Maine and they work with schools and districts across New England to redesign education and improve learning for all students.
2. The work is grounded in three facets of educational equity, ensuring that outcomes for each student, raising marginalized voices and challenging the imbalance of power and privilege.
3. Tomorrow they are providing Professional Development for staff members, and they will have four personnel present, including the Director of Research and Evaluation, who plays an important part in the data analysis and the equity ecosystem review. This PD day will include 1200 personnel. They have already met with and trained 28 staff members in early August, in a three day workshop of the train the trainer model of DEIJ cultural fluency.
4. They submitted a response to the RFP last year and interviewed in February, where they worked closely with the Chief Equity Officer to develop the contract. They also developed an action plan for moving forward and breaking down each step into pieces.
5. Target areas:
  - a. Focusing on establishing an equity steering committee and this does not supplant or replace anything already in place in the district. This will be about connecting efforts and looking at what already exists to create a new equity plan that is aligned to all the different people involved. They have been attending the LGBTQIA+ Advisory Counsel, and the Racial Equity Advisory Council, and they will continue to attend these as the year progresses.
  - b. Extensive community input will be collected and they will be holding focus groups, including student groups, adult groups, teacher groups, parent groups and caregiver groups, really looking on how they can connect with the people in person and get as

much community input as possible. They already have two board members in their representation groups. They are looking to get a 360 degree view of what is happening in the district.

- c. Target area three is about the equity ecosystem review and thinking about how they can collect all the different data points and synthesize them in order to help inform the equity action plan . They have done a massive policy review of all policies that currently exist. They are also asking the principals and assistant principals to provide feedback on the information and data that they have collected.
  - d. Target area four will take place over the next few months, they will be sorting equity department by cohorts. They will be providing ongoing support for the schools and departments in the district. They are looking to work with 10 schools and two district departments.
  - e. Target area five will be around retention and recruitment and Danielle, who sits on the Diversifying the Educator Workforce at Great Schools Partnership will be running affinity spaces within the schools for teachers of color would like space to talk with other teachers of color. They are working with the HR department on how they can support the staff and the Office of Equity and Human Resources through tis partnership and helping with the recruitment efforts.
6. The school district and Mayor Ruais have all leaned into this work and they are dedicated to this work.

Questions and comments included:

1. What is the criteria that is being used to identify cohort schools and departments? It was stated that the conversation is just now beginning and they are working with administrators on how to determine this.
2. Student Member Cenicerros asked if students would be on the steering committee and they stated that they would be and asked him if he would be interested in doing so, to which he stated that he would be interested.
3. It was stated that the training taking place tomorrow is a ½ day of training for the educators.
4. The equity ecosystem review that is scheduled to begin by the end of September will be looking at the current policies that are in place and will analyze them and give some recommendations.

5. Is there a consideration to stipend the educators who are doing this work? It was responded that the district is not in a place where they can offer stipends, as the ESSER funds have gone away. There are people that have really leaned into doing this work and who are committed to this work. It was indicated that maybe the district look into possibly stipend the trainers, who have gone through the train the trainers work.
6. It was indicated that if board members wanted to stop by and see the training tomorrow, they could do so, and that half the staff will be at Memorial and the other half at West, being 600 at each location.
7. The review of the policies began with Katie Cox Pelletier and GSP has done a review of the policies for moving forward and conversations are also being had with Drummond, so that the legal team can weigh in.
8. Training with GSP for the Board members may be a good idea.
9. It was indicated that maybe data collection from each school, with the help of the principals could be done regarding diversity and what our staff demographics are, as well as looking at what the district is doing to recruit and retain more staff of color to help students see themselves in the educators. It was indicated that this is a great suggestion and will fit into the target area five nicely.
10. This is a budding partnership in its infancy stages. ESSER funding was able to be used to get this work coordinated.
11. The district is looking to bring the funding for Great Schools Partnership to the Finance Committee in October.
12. It is really important for the district to continue the DEIJ work and make sure that it is unflinching. This work is the planting of roots and it will grow stronger and we need to help lay the groundwork.
13. They have done restorative work at Portland High School. They also have worked with some large school districts, such as Springfield Massachusetts and Lawrence.
14. The focus on the continuation of work on equity is very important.
15. It was stated that board members on the committees or in the groups could be important as well.
16. When the families and students look at the board and at our staff, they don't say very many people of color. There are good things going on the district and we are working with our families but our families of color need to be part of the conversation and should be, as well as other minority groups, including the LGBTQIA+ students.

**9. ACTION AGENDA**

- a. Indemnification Contract Language Approval – by Nicole Doherty, Assistant Superintendent of Teaching and Learning
1. YSTAY
  2. YSTRIVE
  3. Granite State Independent Living (GSIL)

Committee Member Bergeron stated that in looking at the Granite State Independent Living program it appears that they work more with seniors and he asked how this relates to our students? It was answered that they work with juniors and seniors and it is an opportunity for Extended learning time.

*On motion of Committee Member Baines, duly seconded by Committee Member Senecal, it was moved to approve the indemnification contract language for YSTAY, YSTRIVE and Granite State Independent Living. All were in favor and the motion passed.*

- b. Approval of the recommendation of the Administration regarding the RFP for the purchase of ten (10) School Buses (\$592,477.00)

**Mr. Ransdell** then read verbatim what was submitted on his background sheet for this item. He stated the following:

1. Recently the district took over the Transportation for the district from MTA and prior to that MTA had been utilizing ten of their buses to augment the district fleet.
2. The district does own 52, of which 43 are full size buses dedicated to home to school transportation, which does not allow the district spare full sizes buses to keep in reserve for vehicle malfunction or for athletic/field trip suage. This creates a need for the 10 additional buses.
3. These buses will allow for the restoration of a more normal bus replacement cycle.
4. In speaking with Mike Whitten at MTA, who is the Fleet Maintenance provider, he stated there was a need to purchase ten (10) additional buses.
5. The RFP was sent out and there were three vendor responses, being: WC Cressey and Son, vendor presented nine vehicles for consideration; Anderson Blue Bird Bus Sales, presented 15 buses for consideration; and, New England Transit Sales, who failed to meet the bid criteria and thus was eliminated from consideration.

6. The recommendation of the district is to go with WC Cressey and Sons for the 9 buses, and then also Anderson Blue Bird Bus sales for 1 bus (see the background sheet for the ages, mileage and average cost of the vehicles).
7. The fiscal impact is \$592,477 and this would come from the \$1,221,567 of available monies in various existing CIP accounts.

Questions and comments from the board included:

1. Whether the district had investigated possible grant programs that are available for clean school buses, and whether the district could continue to utilize the MTA buses. The response was that we are not able to utilize the MTA buses, and this was already asked, and that the district has reviewed clean buses but that based on the size of the routes in Manchester, the buses would have to be charged prior to the end of the routes.
2. The district explained the timing and need for immediate action regarding purchasing of the buses.
3. A replenishment cycle and updates on the fleet condition and replacement plans should be brought forward.
4. It was asked that the district keep the possibility of green buses in their minds as the district moves forward.

*On motion of **Committee Member Turner**, duly seconded by **Committee Member Soule**, it was moved to approve the recommendation of the Administration to purchase ten school buses at a cost of \$592,477.00 as outlined in the document presented in the agenda. All were in favor and the motion passed.*

**10. CONSENT AGENDA (ITEMS 10 – 17)**

11. Mayor Ruais advises 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, only one motion will be taken at the conclusion of the presentation.
12. Approval of minutes from the Board of School Committee meetings on: August 26<sup>th</sup>, 2024 meeting.
13. Report(s) of the Committee of Policy, if available.

14. Report(s) of the Committee of Teaching and Learning, if available.
  - a. Suicide Prevention Program
  - b. Manchester School District 2024 - 2025 Assessment Calendar
15. Report(s) of the Committee of Finance and Facilities, if available.
16. Report(s) of the Committee of Student Conduct, if available.
17. Report(s) of the Committee on Education Legislation, if available.

*On motion of **Committee Member Soule**, duly seconded by **Committee Member Turner**, it was moved to approve the consent agenda. All were in favor and the motion passed.*

## **COMMUNICATIONS**

18. Superintendent's Communications.
  - a) Superintendent Updates
    1. **Update of Elementary sports**

Mr. Ransdell stated that all teams that were planned for the fall are scheduled to run and they have not had to cancel any teams. The elementary basketball program will run in November through February, as in the past. They will be composed of 4<sup>th</sup> and 5<sup>th</sup> Graders. Schools with less interest will be permitted to roster 3<sup>rd</sup> graders. Game play will take place at the middle schools on Saturdays. The athletics department oversees the aspects of the league, including payment of coaches, scheduling, rule management but the officials, game personnel, clock and book will be provided by the Manchester Youth Sports. Fifth graders will be allowed to try out for the middle school team and if they do not make it will be allowed to tryout and play at the elementary level. Elementary soccer will start in May and run through June, for eight weeks. This will continue in the same format as it has the past two years, where the district has partnered with the Manchester youth sports to provide oversight, officials, volunteer coaches and equipment. Game play will be on Thursdays and Saturdays at both Livingston field and West High School.

Questions and comments included:

1. A five year plan will be presented for projected athletics over the coming years.

2. It was again stated that 5<sup>th</sup> graders can tryout for the middle school teams but that if they do not make the team they can play at the elementary level.
3. We need to communicate out the offerings at the schools well in advance of the start of the season.
4. There are A and B teams at the middle school levels for basketball, so there are options for students.
5. It was indicated that this is the reason for the establishment of the Athletics committee. These questions can be answered there.
6. Officials and game personnel are paid.
7. It was stated that Chris Morgan, an Aldermen, is the owner of the Manchester Soccer League LLC. Per a prior motion by the board, we continue to involve and pay the Manchester Youth Sports. It was indicated that we should not be engaging a company owned by an Alderman and giving them taxpayers money to run sports in the city. It was stated that this was approved by the board a few years back. There was a lengthy discussion on this issue. It was stated that they can bring a strategic plan for athletics to the next meeting.

## **2. Update on No-Grades (NGs)/Grading**

Mrs. Doherty stated that they are establishing a grading attendance committee. The aim of this committee is to create a clear, consistent and equitable grading practice for the middle and high school levels. The first meeting will take place on September 26<sup>th</sup>. The committee will make a lasting impression, impact on our school, fostering a culture of fairness and excellence that both students and educators. We have a balance of stakeholders, including guidance, MTSS-B, ELL, special education teachers and administrators. They will be in consult with Great School Partnership for DEI work throughout this process and will also gather feedback from students and parents. Throughout this work, the Committee will help ensure that our practices are aligned with evidence based standards, including clear criteria, establishing transparent and consistent grading and attendance procedures and practices, valuing the learning process, recognizing the journey and effort students make throughout their learning experience. They will be providing monthly updates at the teaching and learning meetings.

Questions and comments:

1. We need to make sure that the committee is set up of those with different ideas and opinions and they need to come up with different research and have an open mind.
2. The meetings need to be focused and all personal opinions need to be put aside.
3. They need to make sure that what is best for all students is the focus.
4. Best practices need to be determined and be part of the process.
5. We need to continue to offer higher level learning opportunities for all students and all decisions need to be data driven.

### **3. Facilities Update**

Mr. Ransdell stated this summer the facilities team undertook the most renovations and updates that they have done in the past and it was a very ambitious summer of services and projects since the 2005 District Wide construction projects. More information will be provided at Wednesday's Finance and Facilities meeting, where an update from Parks and Rec and Facilities will be given. They have been working on the ESSER projects. They have completed paving, painting, carpet work, remodeling projects, playground replacements, installation of the AWIX Door Monitoring system, fencing and grounds and field improvements. Six modulars were brought to the district and set up. The students and staff from Wilson school were relocated within the district. In the near future, they will be announcing the dates of the community events at Wilson school to commemorate its closure and its legacy.

It was asked what is happening to the plaque that is currently at Henry Wilson School. It was stated that this has yet to be discussed, but as with the closing of Hallsville, the artifacts of the building are retrieved and held by the district. The Manchester Historical Society is also housing items from Hallsville, so items could be housed by them as historical markers.

### **4. Transportation Update**

Mr. Ransdell stated that the district's transportation department has certainly been an overall success story. Vehicles and fleet management, personnel and logistics have all resulted in comparatively smooth transportation delivery, which will only get better compared to the last several years. These are significant changes. There have been no planned double runs with early arrival students being dropped at school up to an hour before the school day, or waiting 45 minutes or so for the second run of a bus to take them home. Those are just some examples of the

improvements and the smoothness of the transportation on the first day. The challenges related to kids getting to know buses, increased parent traffic on the first days of drop off, and schools working with the department to make sure kids were on the right buses that takes place every year, and they've got some ideas how to make this even better, and while this resulted in some significant delays on Wednesday, by Thursday afternoon, day two dismissals were within the expected timeframe with very few exceptions. They will continue to work on busing. He wanted to thank parents, school staff, bus drivers, fleet management, mechanics, who worked over the Labor Day weekend to make sure we had our buses for the first day of school, and especially our departmental leadership team, which consists of Kelly O'Brien Hebert, Karen Holden, Courtney Maduros, Jason Hamlet and Candace Leadham, who really have led this effort and made sure that we were up and running for the first day of school.

Questions and comments included:

1. Accolades need to be given for the people involved in this significant event having been born in a relatively short period of time, from the central office, to MTA, to the Board and all others involved.
2. The district has an ID system in place for bus transportation, where parents will be able to follow their students in real time.

## **5. School Opening Update**

**Dr. Chmiel** stated that she has some good updates to share since they have opened the 24/25 school year. They are four days with our students back in our buildings, starting with our all staff opening at the SNHU arena, our high school bands, were outstanding and she wanted to thank the team at SNHU who facilitated us being in their space. She also thanked Sue Hannan, who's in the back, who worked with us to pull in a guest speaker, who very, very clearly aligned with all of our work that we are targeting in our goals for this coming year. She also wanted to take some quick notes and just share some of the observations they have had at the schools. We see students when they come in the opening week, bouncing trying to figure out schedules, trying to figure out how to navigate lunch, trying to figure out new routines. She had the opportunity to sit with kindergartners and third graders at Green Acres, and you would think they had been in school for three months already. Everything went seamless. Kids were eating on time. They were finishing on time. They very quickly tipped into what the cleanup routine is without a hiccup. She just wanted to give some

credit to our kids and our staff in the buildings. She stated that she saw calm hallways. She saw students and staff settling into the routines, getting in and out of the modular classrooms. She saw students engaged in their classrooms. She saw learning happening on day one, and the observations she had were really positive for all of the work that we've been talking about, for student engagement and learning happening right out of the gates. She also wanted to thank all of the staff, and that is from the building level staff all the way through the district team and all the supporting groups at district. It was a truly remarkable opening. Things went off really well and our kids and our staff seemed happy in the buildings. They are currently sitting at 10 positions essential to opening, which is down from 14.5 at our last meeting, and then down from 18 at our first meeting in August. The team is continuing to search for specialized service provider staff and paraprofessionals, as well as those 10, and they have all their mitigation plans in place at this time. Class sizes, since last year, about this time, we see our enrollment this year up about 220 students from September of last year, when we went back in and we're looking at all of our enrollment numbers, we're keying in on grades k-3, 8-10, and 12. They are looking at what those enrollment numbers might be telling us, what might be generating some of those increased numbers. For the first time in a very, very long time, she stated she was reporting those numbers are going in the right direction. Kudos to our teams at our schools who are getting those enrollments in and still working on balancing our classes. She stated that she had a class size update to share but since Thursday and Friday those numbers are going up. They are working with all of our building level leaders on this and will come back into the next meeting with an update. They continue to monitor these numbers and have a mitigation plan in place for the schools that need to be looked at.

Questions and comments included:

1. They are working with principals to look at their availability of classrooms for reducing the class size numbers.
2. Additional staff may be needed to get class sizes down.
3. We are still short nurses and other positions and the district continues to work on reaching out to get these positions filled. We do continue with our EMTs in the schools based on the MOU with the Manchester Fire Department.
4. We continue to be short paraprofessionals and are reaching out to our service providers to help provide any services needed while we continue to recruit for these positions.
5. It was asked if we could get more information on the increase in enrollment, including grades, geographic areas and what is happening to cause the increase.

6. Any students with IEPs are receiving their services, even if we do not have nurses, and this is provided by our service providers.

**19. Board of School Committee Members’ Communications.**

*There were no items this evening under the Board Communications.*

**20. Personnel Report.**

*On motion of Committee Member Turner, duly seconded by Committee Member Argeropoulos, it was moved to approve the personnel report and the supplemental personnel report. All were in favor and the motion passed.*

**The approved personnel reports were as follows:**

**RESIGNATIONS/RETIREMENTS: ADMINISTRATION**

Name	Position	Location	Salary
Richard Chretien	Assistant Principal	Weston	\$111,086.07

**RESIGNATIONS/RETIREMENTS: CERTIFIED STAFF**

Name	Position	Location	Salary
Jonathan Pacheco	B.Cert Behavior Analyst	District	\$53,673.00
George Kalipolites	EBD Special Ed Teacher	Parker Varney	\$78,279.00
Sarah Babcock	Kindergarten Teacher	McDonough	\$82,981.00
Nadia Boga	Science Teacher	Parkside	\$51,034.00
Jeffrey Pelletier	Business Teacher	Central	\$51,034.00

**NOMINATIONS: CERTIFIED STAFF**

Name	Position	Location	Salary
Kathryn Tomlinson	Speech Language Pathologist	Jewett	\$84,796.00
Brenda Gaffney Larkin	Occupational Therapist	Jewett	\$84,796.00
Christine Netishen	Art Teacher	Jewett	\$84,796.00
Miranda Fusilier	Special Ed Teacher	Hillside	\$45,000.00
Maria DeChiaro	Business Teacher	Central	\$78,279.00

**RESIGNATIONS/RETIREMENTS: NON-CERTIFIED STAFF**

Name	Position	Location	Salary
Marissa Hickbottom	Paraeducator II	Highland GF	\$17.50
Josue Caceres Cruz	School Bus Training	District	\$12.00
Robert Foudriat	Paraeducator II	MST	\$17.94
Alicia-ann Couture	Reg. Behavior Tech	Hillside	\$30.00
Alyssa Woodward	Paraeducator I	Webster	\$17.00
Rebecca Conway	Paraeducator I	Highland GF	\$17.00
Makayla Trudel	Paraeducator II	Northwest	\$17.50

**LEAVES OF ABSENCE: NON-CERTIFIED STAFF**

Name	Position	Location	Salary
Angeliki Bourassa	Ext Learning Opp Coord.	Central	\$58,628.33

**NOMINATIONS: NON-CERTIFIED STAFF**

Name	Position	Location	Salary
Chrysoula Kondylis	Paraeducator II	McDonough	\$17.50
Maria Paz	School Bus Driver	District	\$28.00
Sheldon Wells	School Bus Training	District	\$15.00

Bryan Austin Fredrickson	21st Century Club Assist.	Bakersville	\$15.00
Aaron Bruton	Paraeducator I	McLaughlin	\$17.00
Adrianna Jayme	Registered Behavior Tech	Smyth Rd	\$30.00
Aime Worcester	Paraeducator I	Hillside	\$17.00
Amanda Davis	Registered Behavior Tech	Smyth Rd	\$30.00
Ann Kelley	Food Service Cook	District	\$16.50
Aryiah Garneau	Paraeducator I	McDonough	\$17.00
Basmina Shinwari	Paraeducator I	Webster	\$17.00
Brianna Fiquet	21st Century Club Asst	Gossler Park	\$15.00
Chelsea Rivers	Paraeducator I	Parker Varney	\$17.00
Crystal Gutierrez	Behavior Support Tech	McDonough	\$18.50
Elizabeth Lavigne	Behavior Support Tech	Parker Varney	\$18.50
Emily Mazzoni	Paraeducator I	Northwest	\$17.00
Erin Burns	Registered Behavior Tech	Parkside	\$30.00
Fatmira Velko	Food Service Worker	District	\$15.00
Heidi Pliakos	Paraeducator I	Green Acres	\$17.00
Jasmine Maloney	Registered Behavior Tech	Hillside	\$30.00
Jessica Lee	Speech Lang Path Asst	Bakersville/ Green Acres	\$32.00
Jessie Merck	Paraeducator II	Smyth Rd	\$17.50
Jillian Mayo	Speech Lang Path Asst	Parkside	\$32.00
Karen Clark	Paraeducator II	Northwest	\$17.50
Karla Heredia	Registered Behavior Tech	Hillside	\$30.00
Kathleen Bouvier	Speech Lang Path Asst	Parker Varney	\$32.00
Kerri Cavanaugh	Paraeducator II	Weston	\$17.50
Kristaq Velko	Food Service Worker	District	\$15.00
Larrisa Lorraine	Paraeducator II	Hillside	\$17.50
Micaila Hopkins	Paraeducator I	Webster	\$17.00
Molly Terry	Registered Behavior Tech	Parker Varney	\$30.00
Nancy Robidoux	Paraeducator I	McDonough	\$17.00
Rihanah Alsameai	Behavior Support Tech	Weston	\$18.50
Sara Pelletier	Paraeducator I	McDonough	\$17.00
Shannon Bagley	Paraeducator I	Smyth Rd	\$17.00
Shyla Hayes	Registered Behavior Tech	McLaughlin	\$30.00
Sumaia Abdelrhman	Food Service Worker	District	\$15.00
Viyan Haji Taha	Paraeducator II	McLaughlin	\$17.50
William Evans	Registered Behavior Tech	Parkside	\$30.00
Zarghona Hemat	Paraeducator I	Central	\$17.00

**TRANSFERS: NON-CERTIFIED STAFF**

Name	Current Assignment	Current School	Effective Date
Lisa Bienvenue	Elementary Teacher	Parker Varney	09/03/24

**21. TABLED ITEMS**

*(A motion would be in order to remove any item from the table.)*

*There were no tabled items this evening.*

*At this time, it was asked if there was anyone else present that wished to give public comment.*

*There was no one present to give additional public comment.*

**22. NEW BUSINESS**

**Committee Member O'Connell –**

1. He stated that the members of the Special Committee on Athletics will be Committee Members Potter, Bergeron, Parr, Turner and himself, with himself as the Chair.
  - a. Committee Member Baines indicated that he is concerned about this committee for the following reasons:
    - i. They have yet to determine the purpose and responsibilities of the committee.
    - ii. No one has talked to the Athletic Director and received her input on this committee.
    - iii. In the past, this committee has micromanaged the athletics and we should not be micromanaging the district staff.
    - iv. He asked that Mrs. Telge come up so that they can get her input.

**Mrs. Telge** stated that some members of the Board have reached out to her with concerns and questions regarding this committee. She stated that she has not been approached about the focus and goal of this committee though. This committee existed when she first was hired and it was disbanded as the new board thought that due to the minimal amounts of items brought forward that this information could be covered under the Committee on Teaching and Learning. She stated that with the change in administration, she has been asked to keep Mr. Ransdell in the loop with all athletics correspondence. Shye has developed a plan and has met with Mr. Ransdell every two weeks, on Fridays, with the Assistant Athletic Director as well. Together, they have come up with a plan of how Athletics will raise awareness and communicate with the board more effectively, including having a presentation each season, three a year, which wraps up the previous season, talks about any and all accolades, any issues that have risen and what they need to focus on.

- v. Based on the information given by Mrs. Telge, Committee Member Baines stated that the Vice Chairman should speak with the Athletic Director and discuss this. The district is working very hard and we do not need to be micromanaging our district leaders.
- vi. Vice Chair O'Connell responded that he agrees 100% that we should not be micromanaging the district staff. This is not our role. Athletics has been

under resourced and this committee will hopefully bring to the forefront the needs of that department, as it has been woefully neglected.

- vii. It was again asked why the Athletic Director has not been brought into the conversations about this committee and it was indicated that he is very insulting that she was not included in the conversation. Vice Chair O'Connell stated that he looks forward to working with Mrs. Telge and that this is not an effort to impose something upon her. The conversation he stated took place with the Superintendent and she indicated that need for this committee.
- viii. The reason for this committee is to understand the challenges of the athletic program, gather resources to increase participation and show the positive impacts of athletics.
- ix. Special Committees are the purview of the Vice Chair. They are set up temporarily for a specific reason and then disbanded when that reason has been resolved.
- x. Mrs. Telge stated that as the Athletic Director, she feels it is important that she is consulted when athletics are discussed at the board level. Many comments have been made at the board in the past few months and she takes those comments personally. They work long, hard hours, on the fields in front of the kids and she hopes the intention behind this committee is to support athletics and raise awareness while working with the athletic department to bring it to a higher level but not knowing the focus has affected her mindset of the intentions.
- xi. Part of the job of the athletic director is to be on the fields during events. To be at a meeting will take her away from that responsibility.

**Committee Member Turner –**

1. She stated that the Webster black top looks great. A new map was painted, as well as foursquare, hopscotch and a chessboard. It looks amazing.
2. She brought the attention of the board and the public to the Neustadt German exchange program called Manex. She stated that there are 20 kids coming September 28<sup>th</sup> and they are still in need of places for 10 students. They go to school with your student, they go on excursions such as Boston, Portsmouth and the White Mountains. Students from

Manchester then go to Germany over April break. She stated that anyone interested can email herself at [jturner@mansd.org](mailto:jturner@mansd.org) or Tara at [tmichaud@mansd.org](mailto:tmichaud@mansd.org).

3. She asked if the Administration could provide information on some information that she received about schools sharing art and music teachers and those teachers having to travel between schools. She asked if information could be provided at the next board meeting. Forrest stated that the principals work diligently to fill these spots and they asked staff if they have availability and would like to help to fill in a need and that is what has taken place. One of each special is needed at each Elementary school and this is the best way to work through the shortage.

**Committee Member Want –**

1. She stated that the parking lot at McDonough looks great too. She stated that here has always been a shortage of parking for staff and with the new design build by Parks and Rec they have extended the parking after listening to the concerns of the staff and the neighbors at the end of last year.

**Committee Member Potter –**

1. He wanted to remind the public to vote tomorrow. You can find where to vote by visiting the City website at [manchesternh.gov](http://manchesternh.gov). You can register on the spot when you go to vote.
2. He apologized for being late. He stated that he has started his MED Program this fall and has a required class on Monday's that he can't get out of. He wanted to thank MPTV for putting the meetings on the air because he could listen to the meeting on his way here.

**Committee Member Baines –**

1. He stated that he was invited by the music director and the principal and our director of fine arts to visit the program at Parkside. Two years ago there were only 8 students and now there are 40 students in 5<sup>th</sup> and 6<sup>th</sup> grade and about 100 total with 7<sup>th</sup> and 8<sup>th</sup> grade as well. Families have indicated that they would participate but they cannot get instruments. It was indicated that we need to look into donations of instruments and getting instruments repaired so that they are available for students. The band at West High school is very impressive.

**Committee Member Bergeron –**

1. He stated that he attended the ward 6 town hall meeting that was very well represented. A lot of questions were asked and answers were given. He stated that he hopes this is something that every ward is doing. There were a lot of parents who had a lot of different questions and it was very insightful for the families.
  
23. A motion is in order to go into non-public session under the provisions of RSA 91-A:3 II (a, b, and c, e, j and l) and RSA 91-A:2, I (b and c): for the dismissal, promotion or compensation of any public employee or the hiring of any person as a public employee; and for matters, which if discussed in public, would likely affect adversely the reputation of any person; consideration of negotiation of pending claims or litigation; consideration of confidential, commercial or financial information that is exempt from public disclosure under RSA 91-A:5, IV; consideration of legal advice provided by legal counsel, either in writing or orally; and, Strategy or negotiations with respect to collective bargaining.

*There was no need to go into non-public session.*

**ADJOURNMENT**

25. If there is no further business, a motion is in order to adjourn.

*On motion of **Committee Member Baines**, duly seconded by **Committee Member Senecal**, it was moved to adjourn. All were in favor, meeting adjourned at 9:09 p.m.*

True Copy. Attest.

Respectfully Submitted,



Clerk of Committee



**MANCHESTER**  
SCHOOL DISTRICT

# Fostering Diversity, Equity, Inclusion & Justice in MSD

Plan Overview to Board of School Committee

September 9<sup>th</sup>, 2024



GSP is a nonprofit school-support organization working to redesign public education and improve learning for all students.



@GreatSchoolsP



Great Schools Partnership

# We believe **educational equity** means:



*ensuring just outcomes for each student;*



*raising marginalized voices;  
and*



*challenging the imbalance of  
power and privilege.*



# GSP Project Staff



**Leah Tuckman**  
Project Lead



**Krystal Bravo**  
Coaching Associate



**Scarlett Tannetta**  
Senior Associate



**Danielle Pierre**  
Senior Associate



**Brean Witmer**  
Director of Research and  
Evaluation



**José Bou**  
Director of School  
Partnerships



**Paulina Murton**  
Executive Director



**Katie Thompson**  
Managing Director

# Blueprint of GSP's DEIJ Consulting for MSD



# Target Area 1: Equity Steering Committee

**Purpose:** Provide logistical support and facilitation for the MSD Equity Advisory Councils and development of a district-wide Equity Steering Committee that will create a foundation for student, family, and community input.

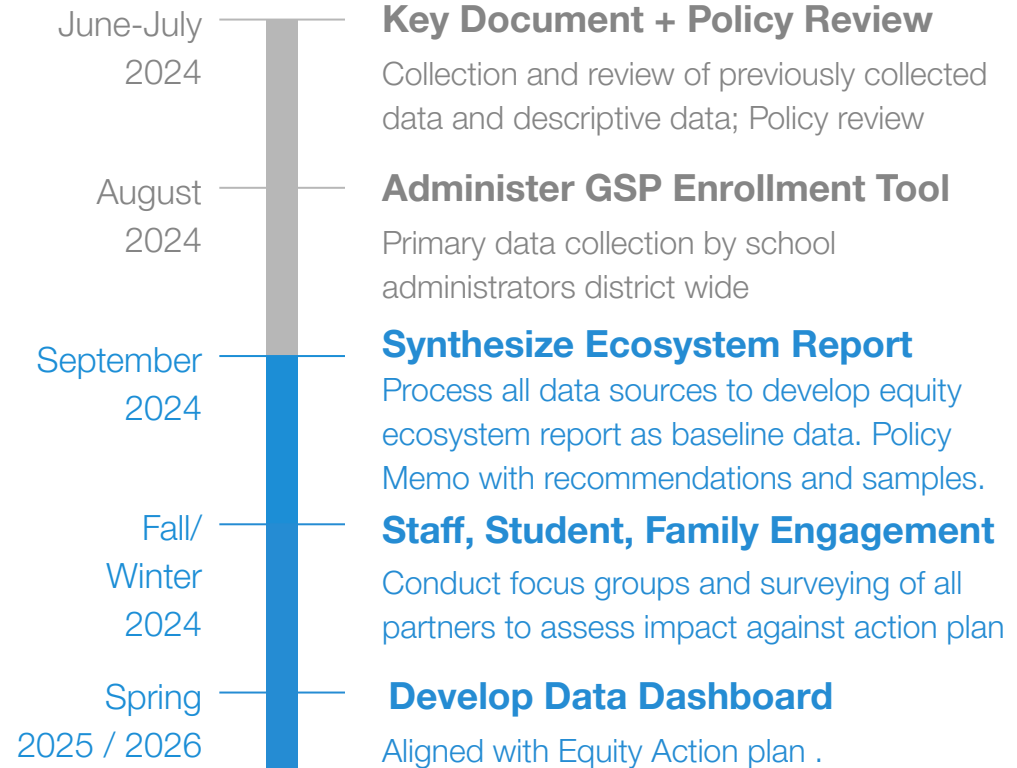


# Equity Steering Committee

The Equity Steering Committee will play a critical role in guiding the district's efforts toward creating a more equitable education system. The primary purpose of this group is to provide insight and guidance on the implementation of our Equity Action Plan. This committee will not replace any existing committees. Instead, it aims to gain unique perspective from a multitude of stakeholders including the district office, staff, students, families, board members and community-based organization liaisons.

# Target Area 2: Equity Ecosystem Review

**Purpose:** Support district-level and school-based leadership in developing a comprehensive, data-informed equity ecosystem review that includes the development of an Equity Data Dashboard to support data-driven decision making.



# Target Area 3: Cultural Fluency Trainings



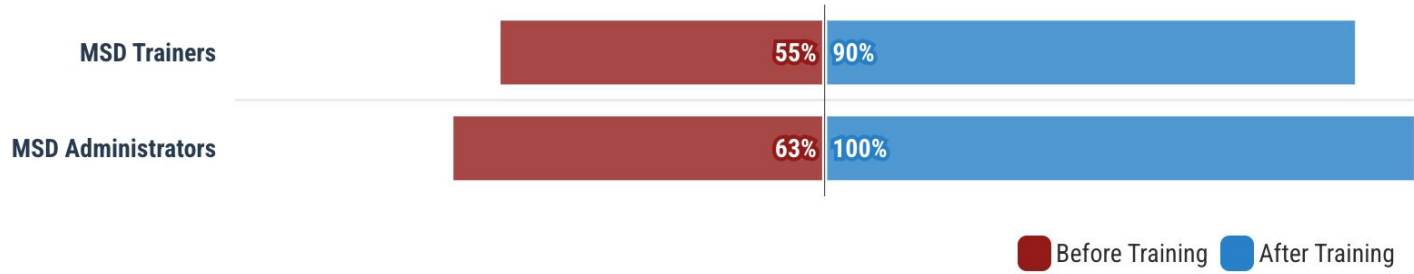
**Purpose:** Facilitate cultural fluency training with the Educational Leadership team and support implementation of a culturally sustaining educator training plan with partners to include co-creation and implementation of a train-the-trainer component.



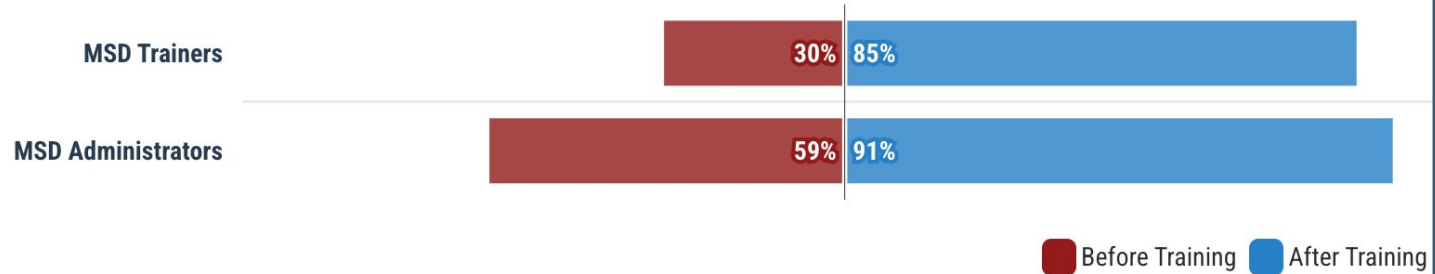
# Trainings: Reported growth in understanding and skill of key objectives

Participants (%) self-assessed ratings of 4+ on a 5 point scale (with 5 being "Very High")

## Understanding of DEIB Concepts

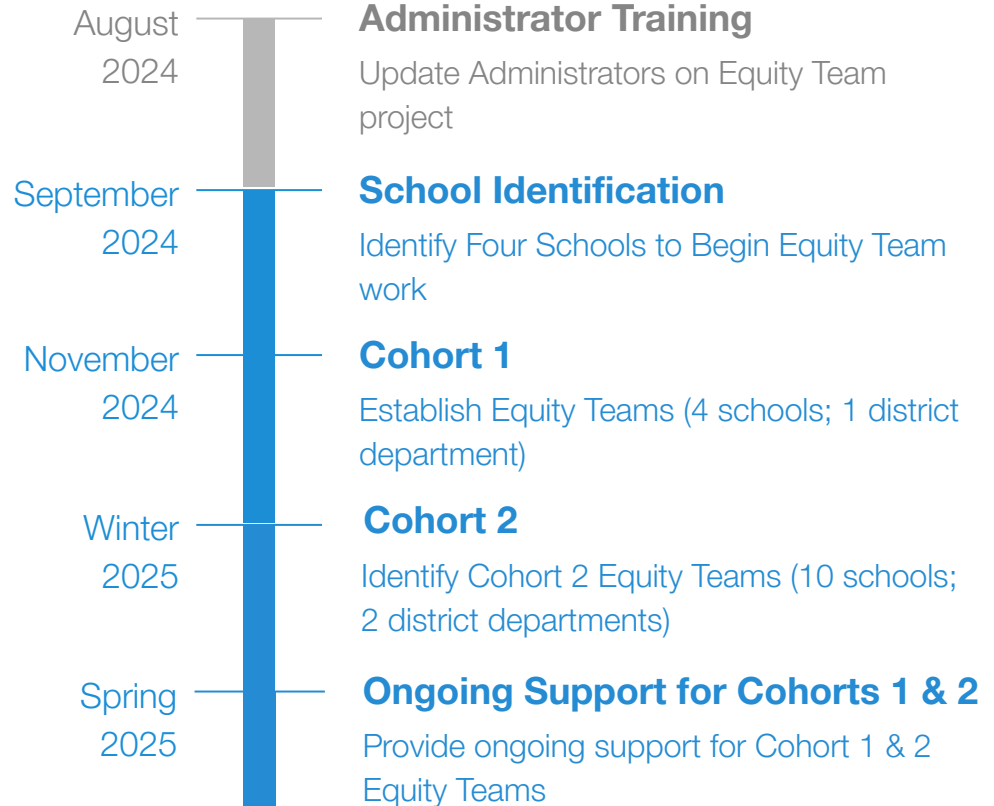


## Strategies to Build Sense of Community and Shared Responsibility to Promote DEIB



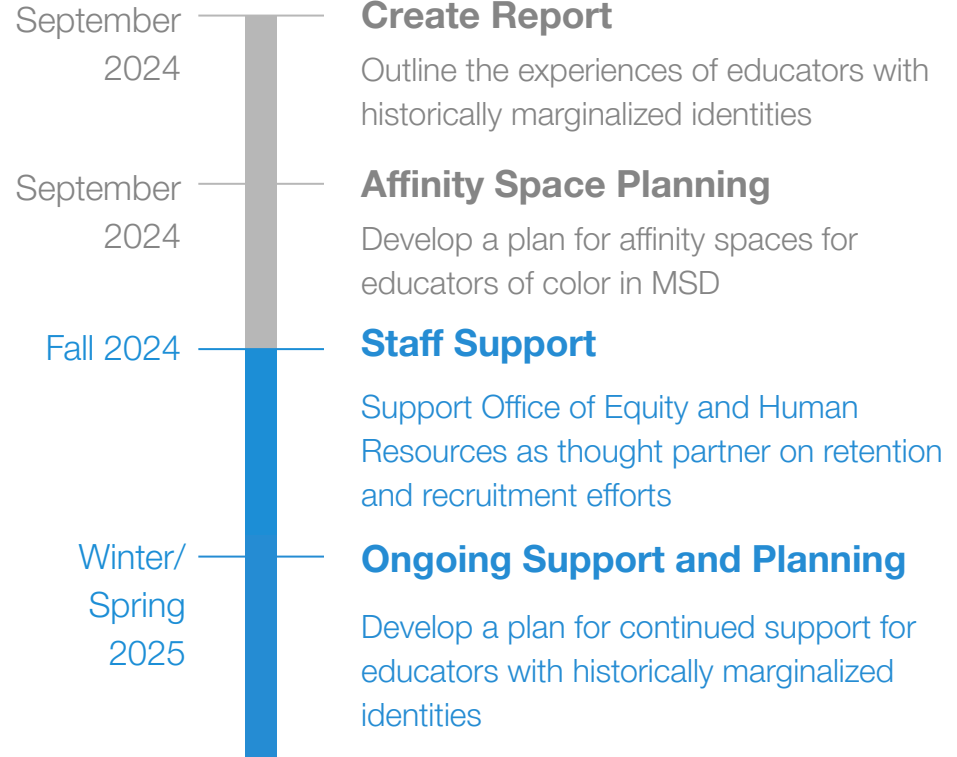
# Target Area 4: School-based Equity Teams

**Purpose:** Facilitate school and department-based equity teams through personally relevant, project-based problems of practice to lay the foundation for the development of school and department level equity goals.



# Target Area 5: Retention & Recruitment

**Purpose:** Support Office of Equity and Human Resources to co-create retention and recruitment efforts for educators of color including the convening of affinity spaces.





THANK YOU!



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[www.greatschoolspartnership.org](http://www.greatschoolspartnership.org)