

PORTSMOUTH SCHOOL BOARD PUBLIC MEETING FOR MAY 23, 2017

DONDERO ELEMENTARY SCHOOL

PORTSMOUTH, NH

DATE: TUESDAY, MAY 23, 2017

TIME: 7:00 PM [or thereafter]

NOTICE OF NON-PUBLIC MEETING: THE SCHOOL BOARD WILL HOLD A NON-PUBLIC MEETING AT DONDERO ELEMENTARY SCHOOL IN THE LIBRARY ON TUESDAY, MAY 23, 2017, IN ACCORDANCE WITH RSA 91-A: 3, II (b). THE MEETING WILL BEGIN AT APPROXIMATELY 6:45 P.M.

- I. **CALL TO ORDER**
- II. **ROLL CALL**
- III. **INVOCATION**
- IV. **PLEDGE OF ALLEGIANCE**
- V. **ACCEPTANCE OF MINUTES**
 - a. MAY 9, REGULAR MEETING
- VI. **PUBLIC COMMENT**
- VII. **SPECIAL PRESENTATIONS**
 - a. PHS STUDENT TRIPS
 - b. SCHOOL NUTRITION
- VIII. **SUPERINTENDENT'S REPORT**
 - a. ITEMS OF INFORMATION
 - i. BOARD & ADMINISTRATOR, MAY 2017
 - ii. CENTRAL OFFICE UPDATE, MAY 2017
 - iii. FUTURES NEWS
 - iv. AREA REPORT
 - v. PHS JUNE EVENT CALENDAR
 - vi. OVERNIGHT FIELD TRIP, LAKE GEORGE, NY
 - b. CORRESPONDENCE
 - i. LETTER OF RETIREMENT, PATRICIA CARR
 - ii. LETTER OF RESIGNATION, LIZ PHILLIPS
- IX. **OLD BUSINESS**
 - a. CONSIDERATION AND APPROVAL OF POLICIES (2ND READING):
 - i. MEAL CHARGING (EFA)

X. NEW BUSINESS

- a. CONSIDERATION AND APPROVAL OF EMPLOYMENT (REHIRE)
 - i. ELEMENTARY TEACHER, DO
- b. CONSIDERATION AND APPROVAL OF LEAVE OF ABSENCES
- c. CONSIDERATION AND APPROVAL OF PARAPROFESSIONAL AGREEMENT

XI. COMMITTEE UPDATES

- a. POLICY
- b. PRESCHOOL COMMITTEE
- c. ELEMENTARY FOREIGN LANGUAGE

XII. FUTURE AGENDA ITEMS

- a. RJLA
- b. SPECIAL EDUCATION

XIII. UPCOMING EVENTS

- a. PORTSMOUTH SCHOOL DEPARTMENT CALENDAR MAY BE FOUND ONLINE AT <http://www.cityofportsmouth.com/school/index.htm>

XIV. ADJOURNMENT

✓ a' **PORTSMOUTH SCHOOL BOARD PUBLIC MINUTES FOR MAY 9, 2017- DRAFT**

EILEEN D. FOLEY COUNCIL CHAMBERS, CITY HALL

PORTSMOUTH, NH

DATE: TUESDAY, MAY 9, 2017

TIME: 7:00 PM [or thereafter]

-
- I. **CALL TO ORDER-** Board Chair Stevens called the meeting to order at 7:01 p.m.
- II. **ROLL CALL-** Chair Leslie Stevens, Jeff Landry, Kristin Jeffrey, Gary Epler, Ann Walker, Nancy Clayburgh, Patrick Ellis, Roseann Vozella Clark, Teacher Representative Kimberly McGlinchey, Student Representative Andrew Rodgers, Superintendent Stephen Zdravec, Assistant Superintendent George Shea
- III. **INVOCATION**
- IV. **PLEDGE OF ALLEGIANCE-** Chair Stevens led the Board in the Pledge of Allegiance.
- V. **ACCEPTANCE OF MINUTES**
- a. APRIL 11, REGULAR MEETING
- MOTION: Motion to accept the public minutes of April 11, 2017, by Ms. Walker
- SECOND: Ms. Clayburgh
- DISCUSSION:
- VOTE: Unanimously accepted
- VI. **PUBLIC COMMENT-** None
- VII. **SPECIAL PRESENTATIONS**
- a. 21ST CENTURY COMPETENCIES- Assistant Superintendent George Shea shared a PowerPoint presentation on the framework for 21st Century learning, with a particular focus on skills and competencies.
- COMMENTS/QUESTIONS: Ms. McGlinchey provided information as to how teachers at the high school are implementing this tool. PHS students are now familiar with the rubric.
- Next year, PMS is adopting Social and Civic work habits. Academics will be implemented the following year. This does not necessarily relate to the determination of merit cards. The middle school rubric may not look very different from the high school.
- VIII. **SUPERINTENDENT'S REPORT**
- a. ITEMS OF INFORMATION
- i. POLICY COMMITTEE MINUTES, APRIL 2017
- ii. BOARD & ADMINISTRATOR, MAY 2017
- iii. OVERNIGHT FIELD TRIP, PLYMOUTH, NH
- b. CORRESPONDENCE
- i. LETTER OF RESIGNATION, JANINE BIBEAU
- ii. LETTER OF RESIGNATION, MARIA GUBELLINI
- iii. LETTER OF RETIREMENT, LAURA BARONE

- c. ADMINISTRATOR REPORT
 - i. FINANCIAL REPORT

IX. OLD BUSINESS

- a. CONSIDERATION AND APPROVAL OF SCHOOL BOARD MEETING DATES

MOTION: Motion to approve School Board Meeting dates, by Mr. Ellis

SECOND: Ms. Walker

DISCUSSION:

VOTE: Unanimously accepted

- b. CONSIDERATION AND APPROVAL OF POLICIES (2ND READING):

- i. INSTRUCTIONAL RESOURCES (IJ)

MOTION: Motion to approve policy IJ, by Mr. Landry

SECOND: Mr. Ellis

DISCUSSION:

VOTE: Unanimously accepted

X. NEW BUSINESS

- a. CONSIDERATION AND APPROVAL OF POLICIES (1ST READING):

- i. MEAL CHARGING (EFA)

MOTION: Motion to approve policy EFA, by Ms. Walker

SECOND: Ms. Clayburgh

DISCUSSION: The policy will be included in next year's student handbooks. There are still issues with meal charging. Policy EFA will be brought for second reading at the next Board meeting on May 23.

VOTE: Unanimously accepted

- b. CONSIDERATION AND APPROVAL OF LEAVE OF ABSENCE

MOTION: Motion to approve leave of absences, by Ms. Clayburgh

SECOND: Ms. Walker

DISCUSSION:

VOTE: Unanimously accepted

XI. COMMITTEE UPDATES

- a. POLICY- The next Policy Committee meeting is on Thursday, May 11. An update was provided on the Memorandum of Understanding with the Portsmouth Police Department.
- b. PRESCHOOL COMMITTEE- The next Preschool Committee meeting is on Thursday, May 11.
- c. ELEMENTARY FOREIGN LANGUAGE- The next meeting is on Wednesday, May 17.

XII. FUTURE AGENDA ITEMS

- a. SCHOOL NUTRITION
- b. RJLA PRINCIPAL REPORT
- c. SPECIAL EDUCATION REPORT

XIII. UPCOMING EVENTS

- a. PORTSMOUTH SCHOOL DEPARTMENT CALENDAR MAY BE FOUND ONLINE AT <http://www.cityofportsmouth.com/school/index.htm>
 - ❖ ALL CITY CONCERT- Wednesday, May 10 and Wednesday, May 17
 - ❖ STUDENT COUNCIL ELECTIONS- Wednesday, May 17
 - ❖ CTE AWARDS- Thursday, May 18
 - ❖ WORLD AWARENESS WEEK- Monday, May 22- Friday, May 26
 - ❖ ECO CLUB EVENTS- Wednesday, May 24
 - ❖ BACCALAUREATE- Wednesday, June 7
 - ❖ PHS GRADUATION- Friday, June 9
 - ❖ LAST DAY SCHOOL- Thursday, June 22

XIV. ADJOURNMENT

MOTION: Motion to adjourn meeting at 7:44 p.m., by Mr. Ellis

SECOND: Ms. Clayburgh

DISCUSSION:

VOTE: Unanimously accepted

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Portsmouth Nutrition Services Department: Deborah Riso, Director:

During the 2016-2017 school year, Portsmouth Nutrition Services Department (PNSD) made it a priority to incorporate food produced locally. Every Friday, was deemed "Farm Fresh Fridays", whereby PNSD would feature a wide variety of locally grown produce and meat. "Farm Fresh Fridays" proved to be a hit with both students and teachers alike. The students actually commented on how different local produce and meats taste compared to what they purchase in the grocery stores. PNSD remains committed to working with local food producers who provide high quality products. This year alone, PNSD has collaborated with:

- Three Rivers Farm Alliance (East Kingston, NH)
- Heron Pond (Stratham, NH)
- PT Farm (North Haverhill, NH)
- NH Cider Works (Barnstead, NH)
- North Coast Sea-Foods (Boston, MA)
- Meadows Mirth Farm (Stratham, NH)

Local Foods were woven into the everyday operation of the school kitchens such as:

- The new salad bar located at the High School highlights a wide array of local products.
- "Try It Days" continued to be held once a month at the 3 elementary schools. Students were provided samples of foods they might normally not have a tendency to try.
- "Juicing Days" were offered at PMS and PHS. Students sampled (carrot, orange and ginger juice)
- Local burgers and local fish are offered at the HS.
- Phil Davis (principal of PMS) provided a recipe to make homemade hamburgers from scratch.
- The PMS cafeteria manager offered to make his recipe and the kids loved them.
- "Smoothie Tuesday's" were implemented at all three Elementary Schools. Smoothie Tuesdays were made possible by attaining the USDA Healthier US School Challenge Award. PSDN was able to purchase three Vitamix Machines with the proceeds of the award.

Recently, the news has been filled with stories regarding changing regulations to the National School Lunch Program. Before panic ensues, I want to ensure you that the changes in regulations are extremely limited. The changes have only affected the sodium levels and number of whole grains that PNSD can serve to students. The USDA will be keeping the "target one sodium level" and instead of 100% whole grain offerings, they have relaxed the regulation to 50% whole grains. PNSD will continue to offer the homemade delicious menu items and the new regulation will not affect the nutrition value of food offerings.

If you would like to read more about the guidelines, please go to www.schoolnutrition.org.

Farm to School Grant: Kate Mitchell, Farm to School Program Manager:

We are continuing to ensure that our Farm to School work is in alignment with Portsmouth School District goals while we continue implementing our set plan. Keeping this lens in mind is in the spirit of Farm to School work, and program sustainability. As we all know Farm to School is not intended to be additional or considered enrichment, it is to be part of the school culture as we all recognize the wellness benefits for our students, staff, families, and greater community.

A MAJOR component of our sustainability efforts is that we have launched our website!! You can look up all of the incredible work and players involved at www.clippersfarmtoschool.org This website links to the Nutrition Department website, and vice versa. Coming next will be a quarterly newsletter focused on all things Nutrition Department and Farm to School!

Additional efforts toward Farm to School integration and program sustainability include:

- Garden bank accounts at all schools
- Rolling Green accounts for all garden coordinators
- Full page on School Nutrition and Farm to School in District Annual Report
- Exploring and diving deeper into partnerships and Extended Learning Opportunities
- Block Six Restaurant specifically with RJLA - Garden Party that you will receive invitations to
- Strawberry Banke - Heredity lesson/ heirloom varieties tied to NGSS standards, growing plants for seed for Strawberry Banke
- Beginning talks with Seacoast Community School - Pre-K and PEAK connections (including summer months)
- Professional Development
- Martha's Vineyard Trip
- Teachers have identified NGSS tied lessons that we will explore in the elementary gardens this spring
- Edible Schoolyard Intensive
- Maine Ag in the Classroom Summer Intensive
- Events
- Farmers' Market booth this summer
- National Farm to School Month - October - includes BIG Apple Crunch
- District-wide Clean-ups - throughout April and May - Rotary at the Middle School, LHS Day cancelled due to rain, PHS day before Earth Day
- Barnes and Noble Book Fair again this December
- March is "Nutrition Month"

Fundraising for Farm to School Program:

- \$5,000 Forest Foundation grant – operations
- Over \$1,000 from Barnes and Noble - school gardens
- \$500 from Kennebunk Savings - school gardens

School Gardens:

NOTE: I could speak with you about the momentum in all of our gardens for an entirely separate presentation, the energy is that AMAZING. Quick points include:

- New Franklin shed has been delivered and the fence is going in any day now, if it isn't already in. They have 24 parents engaged for the garden committee!
- LHS garden is putting in new beds and doing some major rearranging to make parts of the garden more accessible, including adding a "root view" bed.
- Dondero garden will unfortunately be off-limits while the school is under construction this summer, however we are still planting for harvests this spring, and testing out some drought resistant varieties to try our luck and see if we will have some surprises when school starts again. In the meantime teachers are spearheading a "Summer Growing Challenge".
- MS grounds clean-up was amazing. The pollinator garden is already growing healthy looking herbs. The raised beds are being led by Kathleen Curtin who is starting a garden club.
- RJLA is amazing. They are building a fence with pallets, have hosted a Share Our Strength Cooking Matters program, are exploring aquaponics, and have already harvested radish sprouts and served in their kitchen. We also just bought a juicer and I am teaching the students and staff how to juice and exploring recipes.
- PHS had a cleaned up and planted in their garden beds as well and are really taking to the juicing opportunities.

Margaret Witham, Presenter:

I am a garlic farmer and co-owner of a small business called Backyard Garlic. Currently, I am on the Board of GATHER formerly known as the Seacoast Family Food Pantry and on the Farm to School Steering Committee in Portsmouth. I helped to build and run the Little Harbour School Garden; teaching students how to grow, harvest and eat nutritious food. I live in Portsmouth with my husband and our three children.

Stacey Purslow, DTR, Farm to School Coordinator, Sustainability Institute, UNH:

Stacey has been the farm to school coordinator in New Hampshire since 2009. She represents NH as a network partner of the National Farm to School Network. Stacey has a background in culinary arts, art and nutrition, is a Master Gardener in Strafford County and a board member for the Organic Farming Association of NH. She is on the steering committees for the Portsmouth Farm to School program as well as the Seabrook Farm to School program. She also works closely with the Epping, Nashua, Somersworth and Colebrook school districts as they develop their programs. Her recent work includes sea to school, NH Gleans and helping to develop the NH School and Youth Garden Network. Unfortunately, Stacey is unable to present this evening. Deb Riso will present on her behalf.

Danielle Fleury USDA Farm to School Regional Lead, Presenter:

Danielle Fleury is the Farm to School Lead for the Food and Nutrition Service Northeast Regional Office based in Boston, MA. In this capacity, she works with all Northeast states to support the integration of local foods into school nutrition programs. Danielle holds a Master's Degree in Public Policy from The George Washington University in Washington, DC, and was previously involved in the development of statewide education and nutrition policy with the Massachusetts State Legislature.

Board & Administrator

FOR SCHOOL BOARD MEMBERS

May 2017 Vol. 31, No. 1

Editor: Jeff Stratton

Agenda construction: Eliminate what's unimportant

When board members don't understand priorities at a board meeting, the meeting itself can become very unproductive. That's because board members will use meeting time to discuss the "unimportant," rather than the district's pressing business, said attorney and long-serving board member Gary R. Brochu. The challenge for the board president and superintendent is to craft a board meeting agenda that focuses the board's attention on important issues and "crowds out the nonsense," Brochu said. In Brochu's early experience as a board member, he hated wasted time on board discussions about approval of a class field trip that the district had been taking for 20 years.

The meeting should be the time when the board discusses performance, results with data, and the superintendent's reports, and not which class is taking a field trip and where, Brochu said.

If setting the meeting agenda is important to district operations and the school's success in educating children, there should be a proven process in place to develop the plan of work for the meeting.

The agenda the superintendent and board president put together should not only result in a smoothly run board meeting that accomplishes important work, but helps ensure good communication with the board.

Here is a process for creating the meeting agenda:

1. Start agenda creation well in advance. Depending on your district's size and complexity, creation of the agenda may begin more than one week before the regularly scheduled board meeting. For instance, the superintendent may need to meet with his or her staff to review a tentative agenda and gather their input.
2. Gather board input. The superintendent, board president, and sometimes the board vice-president meet to review the agenda.
3. Following board leadership approval of the agenda, the superintendent should make additions/changes based on their input. Then, he will submit it to the board leadership for final review.
4. Post the agenda to the district's board portal and make arrangements if necessary for delivery to board members. This should be done in advance to give board members plenty of time for agenda and background materials review as they make their final preparations for the meeting.
5. Don't forget to think long-term about the district's meeting agenda. It's a good idea to anticipate any issues that will create public debate and possible controversy. This allows the board president and superintendent to plan and approve an approach to working through a difficult issue. ■

'Hash it out' when role disagreement arises

A terrific technique for the board and superintendent to mutually agree upon roles is to "hash things out" when views differ. That's the advice from BoardEffect:

"One way to gain full board agreement is to start a discussion

by asking board members to say a few words about how they perceive their role on the board. These discussions can form the basis for a general discussion about the role of the whole board."

For information, www.boardeffect.com. ■

Protocols, process necessary for effective meetings

For an effective board meeting to occur, the board needs an agenda that keeps the board focused on high-priority items to the district.

In most districts, the superintendent and board president meet roughly a week before an upcoming board meeting to work out the agenda. This meeting allows the administrator and president to ensure they are both on the same page as far as the agenda, and to be certain that the agenda items are pertinent and a high-priority for the district.

Often the superintendent and president will get together the day of the board meeting just to ensure that nothing last-minute has come up. At that point it becomes the president's job to keep the board focused on the meeting's business.

This is one of the president's key responsibilities -- presiding at meetings. He or she should keep the meeting moving along, on task, and focused on the issues laid out in the meeting agenda.

Governance education over the long term also helps to keep the board focused on important work at its meetings. Board members who have received education understand that their job at the meeting is not to wander off into the weeds or to create their own agenda for board meeting.

To have your issues placed on the meeting agenda, a board member should follow certain board-approved protocols. Here are some examples.

Protocols for effective school board meetings:

1. Place requests to include your items on the meeting agenda in the manner outlined in board policy.

2. Review and approval of the board meeting agenda by the board leadership and superintendent should take place at least one week before the scheduled meeting. The meeting agenda should be in front of board members to allow plenty of time to prepare.

3. The board should use a consent agenda to approve items not requiring discussion by the board. This facilitates effective use of meeting time by disposing of a group of routine agenda items with one motion and vote.

4. Any board member may request that items be placed on the agenda in the manner specified in board policy. Any board member may ask that an item be pulled from the consent agenda and discussed by the full board at its meeting. As a courtesy, notify the superintendent and president in advance of the meeting to discuss the consent item and ensure "no surprises." ■

Board sets direction, superintendent whacks away the weeds

If a school board suddenly found itself in the midst of a jungle, what would it do? Would trustees pull out machetes and start clearing a path through the vines, or would they rely on their guide to do this kind of work after the board had strategized the best way to get to its destination?

The board needs to make plans for the district about where it wants to go and support the superintendent as he works to achieve the board's vision. The board's job requires it to let the superintendent hack away the vines and weeds, after the board determines the best destination.

Here are some strategies the board and superintendent can use to ensure each party is doing what it is best suited for:

1. Have a conversation (board and superintendent), or bring in a consultant, to talk about roles. During these talks, Betsy Miller-Jones, former executive director of the

Oregon School Boards Association, advises reviewing the district's policy on roles and talking about why they are in place and why it is important they be followed. "It's important to understand the consequences to the district when there is a 'confusion of roles,'" she said.

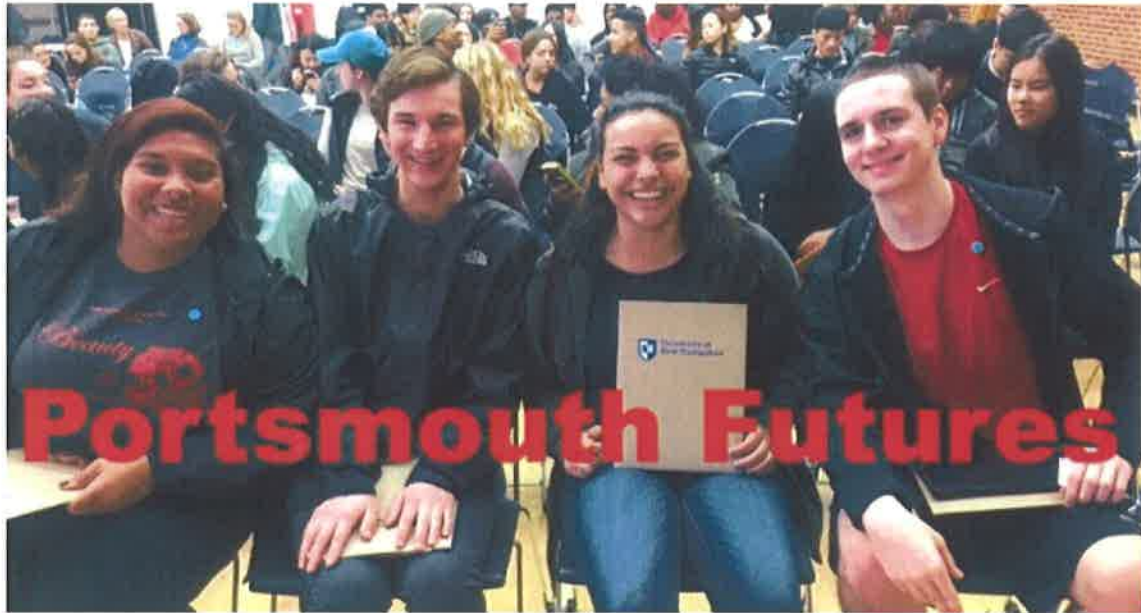
2. Develop an operating agreement that spells out who does what in the major governance and operating areas. "The process of developing the agreement involves talking directly about who does what and why, which goes a long way to clear the air and set appropriate expectations," Miller-Jones said.

3. Make sure the school district has policies in place that clearly define roles and are supported by the written operating agreement.

4. Review operating agreements and policies annually and make it part of a new board member orientation program. ■

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Futures May 2017 News and Ice Cream!

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A New Look

Portsmouth Futures News has a new look...we are now using Mail Chimp to send our news and invites out to Futures fans. It took awhile (for me!) to transfer Futures email addresses and format a new look, hence the lag time between the last newsletter and this one. Next school year our news will revert to being published on a quarterly basis. This spring, you will receive one in May and another in June.... and, if you know someone who would like to receive news from Futures, please forward this on to them so they can subscribe to our mailing list.

Futures Ice Cream Social



Mark your calendars! **Tuesday, May 23rd at 6pm**, Futures will host an ice cream social for new, current, and alumni Futures students and families, and Futures fans!

We will be congratulating our seniors at the celebration, which will take place at Portsmouth High School. If you would like to come and cheer them on, please RSVP by sending me an [email](mailto:abrnger@portsmouth.k12.nh.us) to abrnger@portsmouth.k12.nh.us. Make sure to tell me how people will be coming so I order enough ice cream!

Senior News

Our seniors are ready to fly the coop and move on! Just so you know, we have seniors in high school...and seniors in college! Here is the list of where our PHS Seniors are going:

Portsmouth High School Seniors

Mariah Davis, University of Maine, Orono

Paul Fitzgerald, University of New Hampshire, Durham

Emily Jaime, Great Bay Community College, Newington, NH

Hannah Jean, University of New Hampshire, Durham

Dylan King, Plymouth State University, Plymouth, NH

Madison Ouellet, University of Tampa

Christian Peete (information coming soon!)



Seniors Christian Peete, Madison Ouellet, Dylan King, Paul Fitzgerald, and Mariah Davis

Futures College Seniors...Graduating From:

Emily Costa, UNH

Iza Ignaciuk, UNH

Shaylei Kitchen, UNH

Ena Shinnishi, UNH

If I hear from our graduating college seniors between now and June, I will include their post-graduate plans in the next newsletter!

Juniors News

All futures juniors who want to get a step up on the college application process can work with me for six weeks this summer. We will meet every **Tuesday, from 10-12, at PHS** in the college advising center, beginning June 27th . We have laptops for everyone. Juniors should plan to work on college application essays, scholarship application resumes, refine college lists and schedule prospective visits, and practice interview skills. Please see Ms. Brnger in guidance if you have not yet signed up.

Volunteer Hours

Futures students need to earn 20 hours a year of volunteer time. Students have given back to our community by working at the local food bank, babysitting for those in need, cutting brush, cleaning local beaches, and volunteering at local races. If you know of any volunteer opportunities, please forward them to me! Futures students: please make sure you get your volunteer sheets to me by the end of the school year.



Thank You, Ms. Bakkom and Mrs. Kwesell

Speaking of volunteering, you might not know that two of our Portsmouth Middle School teachers, Ms. Bakkom and Mrs. Kwesell, volunteered to prepare Futures juniors with the SAT test in April. They met weekly after school with interested juniors and provided excellent test preparation. All students reported feeling much more comfortable with the SAT after learning test-taking strategies and completing practice tests. Thank you!

Interested in Donating to Futures?

Well, now we have made it easy for you! If you go to our website, PortsmouthFutures.org, click on donate (or click on highlighted text here!).

Donations are used to help fund student college awards and college supplies. We are also happy to accept gift cards students so they can purchase college dormitory

supplies or text books.

Next Issue (June): Summer planning, graduation pictures, and an introduction to our advisory board.

Sincerely,

Amy Brnger
Futures Coordinator
Portsmouth High School
603|436|7100x2924
abrnger@portsmouth.k12.nh.us

Futures' mission is to provide mentoring, encouragement and financial assistance to selected students who show the ability, desire, and motivation to attend college, but lack the necessary resources.

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Portsmouth High School News

Continuing Education Update

- 86% of seniors have applied to college for a total of 1471 applications. Currently seniors are updating their decisions and waiting to hear back on local scholarships. The senior class is estimated to be awarded \$200,000 in scholarships from the local community. Final numbers will be available the week of graduation.
- Planning is already beginning for next year's senior class. Thirty percent of the junior class have had met for college planning. Evening programming for next year is almost finalized with some new events in the works. More details will be available in June.

Presidential Scholars Competition

- Cameron Markovsky was selected as one of 723 semifinalists to advance to the final round of the 2017 U.S. Presidential Scholars competition. From nearly 3.5 million graduating high school seniors, over 5,100 students were selected from across the country. These semifinalists form the pool from which the 2017 U.S. Scholars will be chosen.

Volunteer Day

On Thursday May 4th, 86 High School students participated in Volunteer Day. These students were assigned to 1 of 10 different non-profit locations that partnered with us for this event. Our partner sites were Portsmouth Senior Center, Prescott Park, Gather (formerly Seacoast Family Food Pantry), PMAC, PPMTV, Portsmouth Historical Society, Seacoast Science Center, Operation Blessing, Cross Roads House and the Seacoast Rep. Students did a wide variety of tasks; from gardening, picking up trash, organizing, stocking, cleaning and line dancing with the elderly. The feedback has been tremendously positive from our community partners and all are anxious to have us back next year. Student Transportation of America provided a complimentary bus and driver to transport students to and from the sites. Our PHS students served their community well.

School-Wide Testing Day

PHS tested over 780 students during our School-Wide Assessment Day on April 5th. 9th graders took the PSAT 8/9, 10th graders took the PSAT 10, and 11th graders took the SAT. Scores will be released late May. Seniors were off campus participating in community service or future planning activities.

Career Technical Center

- Creative Computing Challenge
 - This summer we are running a camp for middle school girls to learn about computing and app development to help solve challenges in their community. This camp is being conducted by the University of New Hampshire – Manchester in conjunction with the National Science Foundation and MIT App Inventor.
 - Three CTE teachers; David Lilly, Carla Frank, and Vera Haus, are participating in the camp as well learning how to integrate aspects of computational thinking practices into their already on-going curriculum to creatively solve issues of interest. This program for teachers will include professional development throughout the year.
- College Credit in CTE programs

- Students enrolled in Introduction to Business, Accounting, Education & Teacher Training and Culinary Arts are eligible to earn college credit. This year, 118 CTE students earned college credit while attending high school.
- Great Bay Community College: 75
- Southern New Hampshire University: 43
- Skills USA National Leadership Conference
 - Gretchen Heindel will represent the State of New Hampshire at the national culinary arts competition. This is the seventh time a Portsmouth student has won gold at the state competition and gone on to national competition. Our best place so far has been 6th and we are hoping Gretchen will bring home a medal!
- CTE Awards Ceremony – May 18th at 6:00 PM beginning with a reception at 5:30 PM. Please join us in honoring this year's 44 program completers, excellence award winners and National Technical Honor Society inductees.

English Department

- Newspaper: Thanks to Jackie Proulx and her journalism classes, we have the PHS Clipper Newspaper out online now (phspaperclip.net).
- Japan: Judy Butler, Kate Fitzpatrick, and Laura LaVallee traveled with 11 Portsmouth High School students, Assistant Superintendent George Shea and two teachers from the science department, Dee Barrett and Brian Botournay, to learn about Japanese culture for 10 days. English teachers taught lesson at our sister school (Nichinan Gakuen Junior Senior High School) to a Japanese class which was really special. It was a wonderful week with lots of learning experiences.
- Buffler Residency: Poet Alfred Nicol will be coming to PHS the week of May 15th-19th to work with various English classes throughout the week.
- Summer Reading: Teachers will be submitting their selection for the new summer reading program this week. So far we have a great variety of books chosen, both in genre and reading ability. There will be something for every student.

International Languages

Spring Trips 2016-2017

This year the Spanish and French students traveled to Costa Rica, France, Puerto Rico, Perú and Montreal. The department believes in the power of immersion in culture to connect the students to the curriculum, and, more importantly to connect them to others in the world. The homestay trips to Costa Rica, France, Montreal and Puerto Rico helps to prepare AP students for the upcoming exam. Students lived with families speaking ONLY Spanish or French. In Costa Rica they participated in service projects, helping the community. In France, Puerto Rico and Montreal they attended school with their host brother or sister. In Puerto Rico they were given uniform shirts!

Spanish students visited Perú for the first time this year, with a former PHS student as guide, Jeremiah Berman 2007. Students and teachers brought donated clothing and water to the victims of the mudslides and floods, an unforgettably moving experience. They also went house to house, listening to the different stories of personal

loss, visited a school, gave mini-lessons to the children and played with them at recess. The group also hiked up to Machu Picchu. Students and teachers stayed in hostels, connected with native speakers, the daily drivers and chefs, and navigated the streets by lots and lots of walking!

PHS students represented their school and country admirably with appropriate behaviors, honest interactions and lasting connections! BRAVO to the exhausting preparatory work of our chaperones Tara Hebert, Nancy Modern, Jeannette MacDonald, Immaculée Niwemugeni, Helaine Wemple and Joe Marquette. It takes tremendous collaborative effort to make it appear seamless.

Performing Arts Dept 2nd Semester News 2017

- Feb 15 – Performing Arts Students shined with many wonderful performances at 11th Annual Chamber Music and Chocolate Festival
- Mar 11 – PHS Drama performed wonderfully at the NH State Regional in Bow and advanced to State Finals
- March 18 & 19 – PHS Music Dept hosted 2 sold out community concerts in collaboration with the Portsmouth Symphony Orchestra and 3 local choirs
- March 22 PHS Music Department held its Annual Winter Concert featuring the PHS Concert Choir and Concert Band
- March 30 – April – Mira Potter-Schwartz represented PHS as principal 2nd violin in the orchestra at the NH Music Educators Allstate Festival in Concord
- April 1- PHS Drama performed at the NH Drama State Finals in Gilford. All Star Company Awards for Excellence in Acting went to Manon Halle, Ben Costa, and Liam Blanchard. The Robert A. Stuart Award for Best Performance at the State Festival went to Liam Blanchard.
- April 1 – PHS Touring Choir concluded a 3-day mini tour at the MICCA Choral festival in Norwood, Ma, taking home a bronze medal.
- April 8 - PHS Percussion Ensemble captured another New England Championship in Salem, Ma at the NESBA Winter Finals. The group completed their 3rd consecutive undefeated season and was awarded a personal record high score of 98.1.
- April 15 – PHS Winter Guard finished in 4th place at the NESBA winter Guard Finals in Salem, Ma.
- May 5-7 PHS Drama presents Once On This Island –on the PHS stage in black box theatre style.

Up Coming events

- May 10 - PHS Music present the All City Spring Concert #1 - featuring the PHS Jazz Band, PHS Winter Guard, and PHS Choir
- May 17 – PHS Music Department presents the All City Concert #2 - featuring the PHS Percussion Ensemble and PHS Concert Band

Athletics

Fall accomplishments:

- Boys golf team won a banner by finishing 2nd in the state in the Div. 2 championship
- All other fall teams made the state playoffs and finished far ahead of expectations

Winter accomplishments:

- The boys basketball team moved up to Division 1, went undefeated through the regular season and won the Division title, winning by over 20 points in the state championship. Two consecutive years they went undefeated and won state championships
- Girls track finished 2nd in the Division 2 state championship
- Boys downhill skiing finished 2nd in the Division 1 state championship

Current Spring Sports:

- Halfway through the spring season, baseball, boys and girls tennis and girls lacrosse are all undefeated in Division 2 competition.
- Baseball, girls tennis, boys tennis, girls lacrosse, girls track and boys track all have an excellent chance to win spring state championships

Approximately 80%-85% of our student athletes are on the honor roll!

Futures 2017

- Thirty students participate in the Futures Program at Portsmouth High School. seven will graduate in June and all have been accepted to colleges. Students will be attending the University of New Hampshire, University of Tampa, University of Maine Orono, and Plymouth State University.
- Five Futures college students will also graduate this spring. All five students are graduating from the University of New Hampshire!
- Futures seniors attended Discover UNH Day in October 2016. This program is geared toward encouraging first generation, multicultural and/or low income students to prepare for and attend college. Students participated in student panels, took a tour of UNH, and learned about the college admissions process.
- Seniors participated in a summer college preparatory program with Amy Brnger. Students met weekly and worked on their college essay, scholarship applications, reviewed interviewing skills and writing thank you notes, and discussions about college life related to dorm living, managing stress, and practicing relaxation skills.
- Juniors participated in SAT preparatory sessions with Portsmouth Middle School teachers Erin Bakkom and Chris Kwesell. This program was donated free of charge!
- All high school students participated in monthly meetings with Ms. Brnger. Freshman and sophomore meetings are focused on adjustment to high school, course selection, career exploration. Juniors and senior meetings are focused on college exploration, college finances, understanding student loans, and the college selection process.

- Last, Futures gained a new website (Portsmouthfutures.org), a Face Book page (Portsmouth Futures), and an electronic newsletter distributed by Mail Chimp!

End of the Year Activities

- Junior Prom - Saturday May 20. Grand March is set to kick off at 5:45 PM in the PHS Gymnasium.
- Senior Prom – June 2, 7:00 PM, The Oaks, Somersworth.
- Baccalaureate Ceremony - Wednesday, June 7, 7:00 PM, PHS Auditorium.
- Awards Assembly - Thursday, June 8, 1:00 PM, PHS Gymnasium.
- Graduation - Friday, June 9, 5:30 PM, PHS Gymnasium.

Baccalaureate is a beautiful ceremony and we encourage board members to attend. All are invited to the Awards Assembly as well. Invitations to graduation will be mailed to board members in late May. Parents have planned a great celebration graduation and we look forward to a full night of festivities.

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June 2017

<p>Wednesday, May 17 - Senior Class Meeting 7:30 AM in the Auditorium - Mandatory ALL Graduates Attend Senior Prom (student only event) The Oaks, Somersworth, NH 7:00 PM to 10:00 PM Senior Scholarship Reception, 6:00 PM Cafeteria - By Invitation Only</p> <p>Friday, June 2 -</p> <p>Monday, June 5 -</p>			
MONDAY	TUESDAY	WEDNESDAY	THURSDAY
		May 31 <u>Clearance forms distributed and sign up for Handicapped tickets in the Grade Office</u>	June 1
5 SENIOR EXAMS BLOCK 4 (7:30-9:00) BLOCK 3 (9:10-10:40) Regular Lunch Block Block 1/1B-- (11:20-12:35) Block 2--(12:40-1:55)	6 SENIOR EXAMS BLOCK 1/1B (7:30-9:00) BLOCK 2 (9:10-10:40) Regular Lunch block 10:40 AM -SENIOR MEETING/Auditorium <u>ALL SENIORS MUST BE PRESENT</u> Senior Clearance forms due to Grade Office by 3:30 PM <u>ALL SENIORS MUST BE PRESENT</u> Faculty Recognition/ Yearbook Dedication <u>Senior Yearbook distribution following the yearbook assembly</u> Senior Scholarship Reception, 6:00 PM Cafeteria - By Invitation Only	7 SENIOR FAILURE List due 7:30 AM GRADUATION SEATING/REHEARSAL at 7:30 AM <u>ALL SENIORS MUST BE PRESENT</u> Distribution of Caps & Gowns CLASS PICTURE (approximately 10:30 AM) Regular Lunch Block - Grades 9-11 Senior Celebration Lunch Provided 11:20-SENIOR VIDEO 11:40-BACCALAUREATE REHEARSAL 5:30-Cafeteria-NHS distribution of sashes <u>LINE UP for Baccalaureate at 6:30 PM</u> BACCALAUREATE at 7:00 PM	8 GRADUATION REHEARSAL - 8:00 AM <u>ALL SENIORS MUST BE PRESENT FOR REHEARSALS & AWARDS ASSEMBLY - CAPS AND GOWNS REQUIRED</u> (7 Graduation Tickets distributed/student) Regular Lunch Block GRADUATION REHEARSAL 11:20 AM SENIOR AWARDS ASSEMBLY 1:00 PM (seniors will wear caps and gowns) GRADUATION SPEAKERS REHEARSAL 2:30 PM
2:00-YEARBOOK ASSEMBLY Faculty Recognition/ Yearbook Dedication <u>Senior Yearbook distribution following the yearbook assembly</u> Senior Scholarship Reception, 6:00 PM Cafeteria - By Invitation Only			9 GRADUATION REHEARSAL 8:00 AM <u>ALL SENIORS MUST BE PRESENT</u> Regular Lunch Block <u>LINE UP for Graduation</u> 4:30 PM GRADUATION 5:30 PM CELEBRATION GRADUATION to follow

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VIII
V-a

Portsmouth School Department Out of State/Overnight Student Trip Checklist



Destination: Lake George NY

Dates of travel: 6/19-6/21, 2017

Sponsor Group: RJLA/

Lead Advisor/Chaperone Nancy Roy

Date submitted 5/12/2017

Supt. Approval Date _____

Insurance _____

On File? _____

Do all Students Have Passports? N/A

Fundraisers students have participated in:

Lister Leaf Busters

Date of meeting with Superintendent of
Schools _____

List of other chaperones Nancy Roy,
Danielle Miles, Marcus Santy, Christine
Stilwell, E. Vendouri

Method of travel to Destination Vans

Are Home stays involved in this trip? If
yes, describe N/A

List of students, home phone numbers,
parents names attached? yes

Number of Students 12

Staff to Student Ratio 1:2.5

Names of chaperones with first Aid/CPR
Training Nancy Roy, Christine Stilwell
Emmanouella Vendouri, Danielle Miles

Principal Approval Date 4/20/2017

Is there a Phone Tree established with parents? Yes No X

(If yes, a copy should be attached)

Cost for each student to participate \$0.0

Educational Goals for trip: Students demonstrate the ability to research, organize, and
plan a trip given a specific budget. Expose students to group travel and recreation
activities.

SUPPORTING DOCUMENTS:

X Itinerary

 Phone Tree

X Student Permission Slips

 Student Medical Forms- (Knowledge of seizures, food allergies, asthma etc.)

X Educational Goal (s)

 Student Emergency Medical Cards

☒ Approve

_____

Superintendent's Signature:

5/15/17_____

Date:

Prior to departure and upon arrival home the lead advisor must contact their building principal.

You may be invited to appear before the School Board upon return to provide a brief presentation of your trip.

VIII
b
Patricia Carr
32 Bradley Lane
North Hampton, NH 03862

May 5, 2017

Mr. Steve Zdravek, Superintendent
Portsmouth School Department
1 Junkins Ave.
Portsmouth, NH 03801



Dear Mr. Zdravek,

At the end of this school year I will be retiring from my position as a fifth grade teacher at New Franklin School. I would like to thank the Portsmouth School Department for the many professional opportunities it afforded me through the years.

I consider myself incredibly fortunate to have worked at New Franklin School for the past 16 years. Though I worked at four other schools before coming to New Franklin, this little school will remain my favorite. I will miss my supportive colleagues and administrators who helped to make me a better teacher. Most of all, of course, I will miss the students who made everyday a new adventure.

I will be leaving this job in June with countless fond memories of students and staff at New Franklin!

Best regards,

Patricia Carr

Patricia Carr

cc: George Shea
Joanne Simons

VIII
b.
--Original Message--

From: Elizabeth Phillips

Sent: Wednesday, May 17, 2017 1:07 PM

To: Mary Lyons <mlyons@portsmouth.k12.nh.us>; Stephen Zadravec
<SZadravec@portsmouth.k12.nh.us>

Cc: Laurie Melanson Email <lmelanson@portsmouth.k12.nh.us>

Subject: Intent to resign

Hello Mary and Steve,

I am writing to let you know that I do not intend to return to PHS next year. Certainly, I have mixed feeling about my decision, however, I will not be signing my contract. Full time teaching is just not in the cards for me for the next few years. As I said, it was a difficult decision as the district was a family to me. I hope to stay in contact and please think of me for part time, tutoring or possibly subbing!

All the best,

Liz Phillips

Meal Charging

The Portsmouth School Department recognizes the importance of good nutrition and wants to take all reasonable steps to make sure students have access to school meals.

These steps include providing access to applications for Free and Reduced Lunch for those families who qualify. Application forms will be sent home at the beginning of each school year, posted on the School Department website and available from the building Principal's office.

All students who do not qualify for Free and Reduced Lunch are expected to pay for school meals at the time of purchase. The School Department recognizes that there may be times when a student has forgotten their lunch money, or inadvertently failed to keep a positive balance in their account. Parents or guardians will be contacted by the school by note, e-mail, telephone call or letter when their student's account goes into the negative.

MEAL CHARGING

When a student's account becomes negative, or a student has forgotten their lunch money, meal charging may be permitted as follows:

Elementary School

The bookkeeper/cashier in each building will send a reminder notice home if a student is provided lunch without payment. Students will be permitted to charge up to three lunches. ~~If payment is not received for the charged lunches prior to the next lunchtime, students will be provided an alternative brown bag lunch consisting of an offering of the required food groups of grain, vegetable, protein, fruit and milk in place of the hot lunch offering of the day. The cost of the alternative meal will be added to the outstanding account balance. Up to three alternative meals will be offered to the student without prior payment.~~ If full payment is not made, or alternative payment arrangements made, students will not be permitted to charge additional lunches until the outstanding balance is paid. If a student has exceeded six days of unpaid meals, the student will be assisted in contacting a parent or guardian from school prior to lunchtime for a bag lunch from home or payment of the unpaid balance.

Middle School

Students will be permitted to charge one meal. ~~If payment is not received for the charged meal prior to the next lunchtime, the student will be offered an alternative meal consisting of the required food groups in place of the main meal. The cost of the alternative meal will be added to the outstanding balance. Up to three alternative meals will be permitted to be charged.~~ If full payment is not made or alternative payments arrangements made, students will not be permitted to charge additional lunches until the outstanding balance is paid. If a student has exceeds four days of unpaid meals, the student will be assisted in contacting a parent, guardian or other adult from school prior to lunchtime for a bag lunch from home or payment of the unpaid balance.

If the student's account has a negative balance the parent or guardian will be contacted by telephone, e-mail or letter regarding the outstanding balance.

Students at the Middle School are not permitted to charge a la carte items.

High School

Students at the High School are not permitted to charge meals nor is charging permitted for a la carte items.

ACCOUNT BALANCES

The parent or guardian of all accounts with a negative account will receive an e-mail on Wednesdays informing them of the amount due on the account. Arrangements can be made at the individual schools to bring the account current. If a family is having financial difficulty in bringing the account balance they will be assisted in applying for Free and Reduced Lunch or in making acceptable payment arrangements. In addition, the Portsmouth School Department Business Office is open from 7:00 a.m. to 3:30 p.m., Monday through Thursday and from 7:00 a.m. to 12:30 p.m. on Fridays. Payments can be made by mail payable to Portsmouth Food Services, 1 Junkins Ave, 4th Floor, Portsmouth, NH 03801.

FREE AND REDUCED SCHOOL MEALS

Applications for Free and Reduced School Lunch can be submitted to the cafeteria **at any time** during the school year. School personnel are available to assist anyone in filling out the application for Free and Reduced School Lunch. Any balance owed prior to being determined eligible will remain the responsibility of the parent or guardian.

CHECK PAYMENTS AND ONLINE PAYMENT OPTION

The Portsmouth School Department offers parents an online payment option. The website is myschoolbucks.com and the information can be found on the School Department website. Payments may also be made by checks made out to the Portsmouth Nutrition Department.

PARENT OR GUARDIAN ACKNOWLEDGEMENT

At the beginning of each school years, parents and guardians will be provided a copy of this policy along with the following acknowledgement of receipt of the policy:

Student's Name: _____ School of Attendance _____

By signing below, _____, acknowledge receipt and understanding of the meal charging policy of the Portsmouth School Department.

Dated: _____

Parent or Guardian

tax

School Board

May 23, 2017

Teacher Rehire:

Name: Catherine Dailey

Position: Elementary Teacher

Location: Dondero Elementary School

Rehire:

Effective: July 1, 2017

Salary:	\$45,105	Interval 2	\$45,105
			\$45,105

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X.
v.
Mr. Steve Zadravec
Superintendent of Schools
1 Junkins Avenue
Portsmouth, NH 03801



May 8, 2017

Mr. Zadravec,

This letter is to inform you of my pregnancy, with an expected due date of October 1, 2017. It is my intent to apply to begin maternity leave at that time, extending through the remainder of the 2017-2018 school year. I will return to my full time position as 8th grade math teacher at Portsmouth Middle School with the start of teachers resuming for the 2018-2019 school year.

Sincerely,

A handwritten signature in cursive script that reads "Ashley Hass".

Ashley Hass
8th Grade Math
Portsmouth Middle School

x
b

From: Kimberly McGuigan

Sent: Thursday, May 04, 2017 4:15 PM

To: Stephen Zdravec; George Shea; Joanne Simons

Subject: Leave

Good afternoon!

I'm not sure of the correct protocol to follow in this scenario, but I thought I'd start with an email. I've been contemplating what to do about next school year, 2017-2018, and I'd like to request a year's leave of absence, with every intention of coming back to New Franklin School the following school year. For one year, I'd like to focus entirely on my family, and then be back to New Franklin right after.

I've spoken to Joanne about my plans already.

Let me know if there's anything in writing you need from me.

Thanks,

Kim McGuigan



Portsmouth School Department

Portsmouth High School

Mary D. Lyons
Interim Principal

Shawn C. Donovan
Assistant Principal

Andrew K. Korman
Assistant Principal

Diane A. Canada
Director
Career Technical Education

"The purpose of the Portsmouth Schools is to educate all students by challenging them to become thinking, responsible, contributing citizens who continue to learn throughout their lives."

May 17, 2017

Dear Steve and Mary,

As you both know, I am currently pregnant with my second child and I have an August 28th, 2017 due date. This letter is to inform you both of my plans for the 2017-2018 school year. I will be taking my maternity leave starting at the beginning of the year and then a leave of absence for the rest of the year.

After 17 years of teaching at PHS, I am still a dedicated and committed teacher to my students, a supportive colleague, and a caring staff member. I love my teaching position, but as I approach this very joyous moment in my personal life, I look forward to spending a year at home with my two young children. I will be returning to PHS the following academic year, 2018 - 2019.

Thank you for your professional and personal support.

Sincerely,

Shannon M. Parsons
Social Studies teacher



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PORTSMOUTH BOARD OF EDUCATION
And
PORTSMOUTH SCHOOL DISTRICT PARAPROFESSIONALS

TENTATIVE AGREEMENT – REACHED ON APRIL 12, 2017

<u>CBA Article</u>	<u>Change</u>																
Duration	July 1, 2017 through June 30, 2020.																
Recognition – Article 1.4	Increase the probationary period to 75 student contact days in all cases.																
Dues Deduction - Article 4.1	Add “The District shall notify the Association within fifteen (15) days of any employee who leaves employment before the end of the school year.”																
Medical Insurance – Article 8.2	<div>Eliminate outdated language and implement the following premium cost-sharing percentages:</div> <table><tr><td></td><td>July 1, 2017</td><td>July 1, 2018</td><td>July 1, 2019</td></tr><tr><td>30+ hours/week (single/2-person)</td><td>95/5</td><td>95/5</td><td>93/7</td></tr><tr><td>30+ hours/week (family)</td><td>80/20</td><td>80/20</td><td>80/20</td></tr><tr><td>25 – >30 hours/week (single)</td><td>85/15</td><td>85/15</td><td>83/17</td></tr></table>		July 1, 2017	July 1, 2018	July 1, 2019	30+ hours/week (single/2-person)	95/5	95/5	93/7	30+ hours/week (family)	80/20	80/20	80/20	25 – >30 hours/week (single)	85/15	85/15	83/17
	July 1, 2017	July 1, 2018	July 1, 2019														
30+ hours/week (single/2-person)	95/5	95/5	93/7														
30+ hours/week (family)	80/20	80/20	80/20														
25 – >30 hours/week (single)	85/15	85/15	83/17														
Disciplinary Procedures – Article 9.7	Effective with discipline issued after July 1, 2017, increase the time for removal of written reprimands from personnel files to two years.																
Disciplinary Procedures – Article 9.8	Effective with discipline issued after July 1, 2017, increase the time for removal of suspension notices from personnel files to three years.																

Child Care/Child Birth Leave – Article 15.1	Reduce the maximum available leave under this provision from 2 years to 1 year.												
Longevity – Article 19	<p>Adjust CBA language to reflect current longevity stipends:</p> <table border="1"> <tr><td>6-10 years</td><td>\$553</td></tr> <tr><td>11-15 years</td><td>\$699</td></tr> <tr><td>16-20 years</td><td>\$846</td></tr> <tr><td>21-25 years</td><td>\$993</td></tr> <tr><td>26-30 years</td><td>\$1139</td></tr> <tr><td>30+ years</td><td>\$1181</td></tr> </table> <p>Add provision that longevity stipend will continue to be adjusted by same COLA as wages (as outlined in Article 32) on July 1, 2017, July 1, 2018, and July 1, 2019.</p>	6-10 years	\$553	11-15 years	\$699	16-20 years	\$846	21-25 years	\$993	26-30 years	\$1139	30+ years	\$1181
6-10 years	\$553												
11-15 years	\$699												
16-20 years	\$846												
21-25 years	\$993												
26-30 years	\$1139												
30+ years	\$1181												
Hours Of Work Year – Article 23.2	Increase work year to “... at least 185 days...” to include “...two days for pre-preparation...” and “...two days of in-service training...”												
Hours Of Work And Overtime – Article 23.7	Change to provide “Except in the case of emergency, a paraprofessional may not be required to replace a teacher as the person charged with the responsibility for a classroom of students.”												
Wages – Article 32	COLA adjustments using current calculation (10 year rolling average CPI-U) of no less than 2% and no more than 5% on July 1, 2017, July 1, 2018, and July 1, 2019.												


Signatures:

Signed this 10th day of May 2017.

For the Portsmouth
School District


Superintendent of Schools

For the Portsmouth
Paraprofessionals
Association NEA/NH


President, Association's
Negotiating Committee