

*Approved by the Rye School Board at its April 16, 2008 meeting.*

**RYE SCHOOL DISTRICT  
RYE, NEW HAMPSHIRE**

The monthly meeting of the School Board of the Rye School District was held at the Rye Junior High School on March 19, 2008 at 6:00 p.m.

**PRESENT:**

School Board Members: Ian Grant, Betty Anderson, Peggy Balboni,  
Michael Schwartz, Jeanne Moynahan.

Administrators: Dr. George A. Cushing, Superintendent  
Chris Pollet, Principal, Rye Junior High  
Patricia-Lane Richardson, Principal, Rye Elementary

Staff: Bridget Hughes, Sheila Adams, Jeanne Brown, Kathleen Cole,  
Holly Warden, Bonnie Vadala, Katie Jarvis, Maggie Hanna.

Residents/Visitors: Maggie Duffy-Durkin, Joe Cummins, Robin Husslage, Kerry  
Cronin, Gary Dodds, RJH Student Council Officers.

**CALL TO ORDER:**

Dr. Cushing called the meeting to order at 6:00 p.m.

Dr. Cushing welcomed Jeanne Moynahan as the newly elected member of the Rye School Board.

Reorganization of School Board for 2008/2009:

Ms. Anderson made a motion to nominate Ian Grant as Chairperson, Mr. Schwartz seconded. Ms. Anderson stated that the chairperson does a lot of extra work and thanked Mr. Grant for the excellent job he has done in the past year. Vote: Unanimously approved. Ms. Anderson nominated Michael Schwartz for Vice Chairperson, seconded by Ms. Balboni. Vote: Unanimously approved. Mr. Grant thanked Ms. Anderson for all of her hard work as Vice Chairperson for the past year. Ms. Anderson nominated Ms. Balboni for Secretary, seconded by Mr. Schwartz. Vote: Unanimously approved.

At this time Mr. Grant acknowledged the RJH Student Council Officers in attendance. The three Student Council Officers introduced themselves and informed the Board that, in an effort to promote school spirit, they would like to change the school name from Rye Rebels to another name that is both positive and represents the seacoast. Dr. Cushing asked who would make the final decision on this name. The council replied they would hold a contest and then vote on a winning name. The Board stated they would like to have the winning name presented to them before any change is made to insure that the new name is still appropriate. The Student Council Officers agreed. Ms. Anderson made a motion, seconded by Mr. Schwartz to approve the Student Council moving forward and proposing to the Board a new school name. Vote: Unanimously approved.

Appointments to Committees:

Mr. Grant asked Board members to e-mail him their assignment choices, and asked them to let him know if there are any committees they are currently assigned to that they would not be able to continue with. All assignments will be finalized at the next meeting.

## **SECRETARY'S REPORT:**

Ms. Anderson proposed, and Ms. Balboni seconded, a motion to approve the School Board public minutes of February 20, 2008. Vote: Mr. Grant, Ms. Anderson, Mr. Schwartz and Ms. Balboni approved, Ms. Moynahan abstained.

## **REPORTS:**

### **Superintendent:**

#### Communications:

- Dr. Cushing received a letter from David Glidden requesting a leave of absence for child rearing for the 2008/2009 school year.
- Dr. Cushing received a letter from Catherine Murphy requesting her position be reduced to 60% at RES and that she would like to job share the remaining 40% with Katie Jarvis.
- Mr. Pollet introduced Bonnie Vadala, technology teacher at RES, who is working on technology evaluation and integration at RJH, to report on assessments. Ms. Vadala passed out information explaining the process she is going through to assess students in 5<sup>th</sup> through 8<sup>th</sup> grade. Teachers are then given information on what level each student is at and where they need help. Mr. Schwartz noted that the chart showed 95% of 6<sup>th</sup> graders have mastered word processing. He asked if these students are already at the level required for the full grade 6-8 curriculum and if so, then do we need to stretch the goals of the curriculum. Ms. Vadala replied that yes they are, and that she has been able to chip away at the lower grades and has begun to work with them on furthering their skills. She reported that she has sent a letter to parents/guardians of 8<sup>th</sup> grade students to notify them of a tutorial students can access online from home to improve their keyboarding skills. Ms. Vadala has also held several Microsoft Basic classes after school for staff focusing on how to integrate technology into the curriculum and improve their own skills. Ms. Anderson noted that a small group of students were moved to an instruction class and asked what that was. Ms. Vadala said that the students are not all at the same level, so she holds small group classes to get all students at the same level. Ms. Anderson asked if these classes were held during the school day. Mr. Pollet replied that they are held during the students' focus period. Ms. Balboni asked if parents will be given results both positive and negative on their progress with report cards. Ms. Vadala stated that she would give that information on a parent request basis. Ms. Balboni asked why we don't just give it to all of them as they may not be aware their student is taking this course. Ms. Vadala said she keeps track of each student's progress and then lets teachers know who should be in these classes. She will work with these teachers to inform the parents. Mr. Grant asked if she was using the same assessment for 5<sup>th</sup>, 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grade, and why are we assessing on a flat level. He asked if we could raise the bar. Ms. Vadala said that she is still collecting baseline data. Mr. Grant asked if we are testing the students at a 5<sup>th</sup> grade level or an 8<sup>th</sup> grade level. Ms. Vadala replied that all the testing is at an 8<sup>th</sup> grade level. Ms. Balboni asked, now that we have baseline data, could we make it more challenging for the students? Mr. Grant agreed with Ms. Balboni and said we should be proactive in communicating to the parents what we are doing and have done. Mr. Pollet replied that we would come up with a way to communicate this.
- Dr. Cushing stated a former RJH student is organizing a student abroad program through the Education First Foundation. She would like to host an evening at the school to promote this. There will be approximately 150 students from Russia, Taiwan, France and Switzerland. The program is from July 9, 2008 to August 5, 2008. Dr. Cushing asked if the Board would approve moving forward with this. The Board agreed.

- Dr, Cushing updated the Board on legislative issues: The House will vote on the Definition of Adequacy on March 20, 2008. Charter school funding was approved by the House. CACR34 is up for a vote to no longer allow the court to weigh in on adequacy but have the legislature make the decisions.
- Dr. Cushing spoke to students at alternative high schools about issues they encounter. One thing he discovered was that in most cases students that dropped out did so due to a lack of connection with their teachers. Dr. Cushing feels that student--teacher connections at Rye are very strong.

### **Elementary School**

- RES held their Desert Museum this week.
- 5<sup>th</sup> Grade is working on a weaving unit.
- Recycling continues to grow.
- Susan Detwiler and Meg Louney both delivered baby girls.
- An RES DI team is going to the State competition
- Ms. Richardson handed out a list of CPR trained staff.
- RES will have Gary Chadwell speak at their school for the first half of the day on professional development day and the remainder of the day will be spent on NEASC.
- Ms. Richardson thanked Kathy MacAlpine and Julia Madden for another successful spaghetti dinner.
- Ms. Richardson will be going to Nashville to attend the NASSP conference.
- Surveys were sent out about Safe Swim, and Ms. Richardson asked the Board to look at the survey responses. The deadline for parent input about teacher placement is before April vacation. Ms. Anderson made a motion, seconded by Mr. Schwartz to change their prior decision to eliminate Swim Safe from next year's budget and go forward with the Swim Safe program next year. Even though it was not budgeted for next school year, she stated that there is money in the budget for the Literary Journal that will not be used. That money can be used to support Swim Safe. Vote: Unanimously approved.
- Ms. Anderson asked about the kindergarten numbers for next year's enrollment. Ms. Richardson stated the numbers are the same as reported before although they do expect more summer enrollments. The Board discussed the issue about parents choosing half day or full day kindergarten. Maggie Hanna from RES supported giving the parents a cut off date for their decision. She stated that March and November might be good times. The Board would like to discuss further the possibility of having a policy on this to avoid disruption of the classes and students.

### **Junior High**

- Mr. Pollet reported he had two students with him as "Principal for the Day" from PHS. He spoke with them about their expectations and asked them questions about what we do here at RJH for students that have benefited them.
- On March 14<sup>th</sup>, 8th grade students celebrated Pi Day where each student or group had to come up with an activity relating to Pi.
- Molly Sullivan Sliney an Olympic fencer presented a motivational speech at RJH.
- Sheila Adams recently returned from Belize with information on how teachers can benefit from this program and how we can connect it to the curriculum.
- Mr. Pollet passed out an update on the band program at RJH.
- On March 27, 2008 RJH will host a USO Night put together by the 8<sup>th</sup> grade students from 6:30 to 8:00 p.m.

## **Financial**

### **Manifest –**

Ms. Anderson proposed, seconded by Ms. Moynahan a motion to approve the manifest of February 15, 2008 through March 5, 2008 in the amount of \$525,639.39. Vote: Unanimously approved. Ms. Anderson proposed, seconded by Mr. Schwartz, a motion to approve the manifest of March 6, 2008 through March 14, 2008 in the amount of \$53,068.69. Vote: Unanimously approved. Mr. Grant stated he spoke to Jim Katkin about the bill from Stericycle. Mr. Katkin is looking into whether we can reduce the cost here like we did with Waste Management by reducing pickups and or changing container size.

### **Report of Appropriations:**

Mr. Grant stated he asked Mr. Katkin for an approximation of the unreserved fund balance at this date, and reported that there is approximately \$150,000, which does not include the unused PHS tuition that will be returned based upon our oral agreement with the Budget Committee. Requests have been outlined from RES, RJH and SPED. One request is to renovate the two lower classrooms at RES. Ms. Anderson stated she would like to discuss a proposal Ms. Richardson has to relocate the aftercare program from one of the lower classrooms to a room in the first/second grade wing. She believes space and entry may be issues that will negatively impact the aftercare program. Ms. Richardson replied that there is a benefit to having two 5<sup>th</sup> grade classrooms downstairs as it helps keep the teams together. Mr. Grant stated he will need more information on this but felt that the needs of the school and our ability to provide daily teaching benefits needs to come before Rye Rec. He supports and understands the value of the aftercare program and that the proposal is not to throw out aftercare just move their location. RJH has items on the list that are mandated such as the oil delivery system. Ms. Anderson inquired about the PA system at RJH. Mr. Pollet replied that some minor adjustments have been made but estimates a cost of approximately \$2,000 to repair it completely. RJH is also requesting a laptop so that it can be imaged over the summer, allowing them to be prepared to image the new laptops that will arrive in July. Mr. Grant stated that we need to be in the \$60,000 to \$70,000 range on spending and keep the rest for now. Ms. Anderson stated that, in the past, Mr. Grant has worked with Mr. Katkin and the Board to decide on which items will be purchased, and the Board agreed this would be the best way to handle again. Ms. Anderson made a motion, seconded by Ms. Balboni, to allow Mr. Grant to work with Mr. Katkin to move forward and approve spending up to \$60,000. Vote: Unanimously approved. Mr. Grant stated that the windows in the gym at RES are leaking. A quote was received to repair the windows in April and would like to approve the expense out of the maintenance line in the amount of \$7,600. Mr. Schwartz made a motion, seconded by Ms. Balboni to approve. Vote: Unanimously approved.

## **RECOGNITION OF GROUPS OR INDIVIDUALS:**

- Joe Cummins asked if the Board had figures on the number students that have dropped out and the number that have joined the military. Dr. Cushing responded he could get him those figures. Mr. Cummins asked about the discussion of putting more content in the math curriculum. Mr. Grant replied that we are currently looking at different math programs. He reiterated that in 3<sup>rd</sup> grade and beyond, additional in class and homework math exercises are provided to students as a supplement to Math Trailblazers. Ms. Richardson stated her teachers are looking at sample programs and at present are integrating some of the programs into the current curriculum. Mr. Grant noted that the math NECAP scores for the 6<sup>th</sup> grade showed 100% tested proficient or highly proficient in the analysis that did not include SPED students. He said it is important to know that the math program, although it may have some

parts that we do not like, is providing a solid math education but as with all programs we could always make improvements.

- Gary Dodds commented on the DI program and what a wonderful job that students have done.

### **UNFINISHED BUSINESS:**

Calendar of Policy Action – March: Completed: School Board Election, Organizational meeting, Election of School Board officers, Payment of School District Treasurer. The Re-election of professional staff will occur later in this meeting.

Calendars – 2008/2009 and 2009/2010: Dr. Cushing worked with a committee to revise the two calendars. A teacher workday to compensate for time spent outside of regular hours holding parent conferences was discussed. There was no resolution about adding a day for that into the calendar.

Administrator’s recommendation – Art/Music: Dr. Cushing discussed and handed out a memo to the School Board regarding Art and Music staffing recommendations. He stated we are currently in a period of declining enrollment at RES. It has consistently been the School Board’s desire to keep class sizes small encouraging more individual attention for students and the Rye district is committed to a Follow the Child approach to our education system. Philosophically, even with small class sizes, declining enrollments have affected the number of sections of art and music that we currently need to offer. Recommendations are as follows: Art – decrease the elementary art position by .2 resulting in staffing positions of .8 at RES and .8 at RJH. Add .2 at the elementary (K-5) level as a .2 art enrichment teacher. This would put staffing at 1.0 at RES and .8 at RJH. This will allow for the opportunity that exists because the elementary art position is funded as 1.0 to explore an art personalized education for identified students.

Music – The music program will be restructured allowing for a .5 position decrease taking advantage of using Andrea Papoutsy more at the elementary school. This would put staffing at 1.0 at RJH and 1.1 at RES. The administrators have thoroughly reviewed staffing levels in music and art at both RES and RJH. With the new curriculum standards now in place, we will continue to monitor and evaluate the programming and instructional aspects of the respective departments. Mr. Grant asked if the students will receive the same number of hours of instruction in art and music. Ms. Richardson replied there will be no reduction; it will be the same number of instructional hours. Mr. Grant stated that there was a previous recommendation to increase art and music. Ms. Richardson said that it was recommended and last year the art position at RJH was increased by .2. Mr. Grant followed up to ask if it is true that while it would be nice to add additional time for art and music that current curriculum needs do not allow for that? Ms. Richardson agreed. Ms. Anderson made a motion, seconded by Mr. Schwartz, to approve the recommendation for restructuring music and reduce Tami Burns’ position from 1.0 to .5. Vote: Unanimously approved. Ms. Balboni made a motion, seconded by Ms. Moynahan, to accept the art restructuring recommendation. Vote: Unanimously approved.

### **STANDING COMMITTEES:**

- Physical Plant: Mr. Grant reported that they are repairing the leaky gym roof at RES in April and will replace the water heater, air conditioner in the server room and waterproof the exterior gym wall at RJH. Mr. Schwartz reported that he met with the conservation committee in regards to the access road and they support our efforts. He further reported that Verizon Wireless is no longer interested in putting a tower on land at RES. Ms. Balboni stated both PE teachers are interested in this project and would like to be involved. They are also concerned with how the access road will affect the playground area. Mr. Schwartz mentioned that Holly Warden and Ron Fortier were involved in an initial meeting and he will

ensure Ms. Warden is invited to future meetings. The Board agreed the PE teachers should be a part of the discussions.

- Special Issues: Next meeting with the principals on April 10th at 7:00 a.m. at RJH.
- REF: Annual golf tournament is being planned for next fall. Deadline for grants is April 1<sup>st</sup>.
- PHS: Mr. Grant attended this meeting and reported that their chairperson, Mitch Schuldman was in attendance, Mr. Grant re-outlined Rye's philosophy and involvement with regard to PHS and that the needs of Rye and SAU 50 as a "paying customer to PHS" were not being met and it was important to note that PHS budget is 30%+ funded by SAU 50 and that we would like to know the proposed budget changes just for PHS. Mr. Schuldman seemed receptive and proactive. Ms. Balboni reported that PHS is looking into increasing the freshman transition period. They have 8 early release days scheduled for next year. Rye was very vocal in their opposition to so many early release days. The next meeting will be held on March 20<sup>th</sup> and will relate to early release days.
- PTA: Ms. Anderson reported that the PTA has funded several projects at RES and RJH, including helping to fund the upcoming Rachel's Challenge presentation. \$11,000 was raised at the spaghetti dinner last month.
- Rye Rec: Mr. Pollet attended this meeting and reported that access to RJH for extra-curricular athletics and control over that access was discussed. Rye Rec is currently promoting a U-10 softball program.
- Communications: Mr. Schwartz announced the Rye Annual Report is out and that the model of putting it on the web, and having a limited number (500 this year) available throughout town, rather than mailing it to all households, worked well. The staff appreciation breakfasts for both schools were held this month. The plan for communications will be updated at the next meeting. Ms. Balboni reported they have been brainstorming on how to put the curriculum documents on the web. They will be reporting this information in the principal's newsletter, professional development newsletter, as well as announce at curriculum nights and in school handbooks, that input about curriculum is invited from parents.
- Technology: Mr. Schwartz said the committee discussed the one to one laptop initiative and will hold a presentation at the June meeting. Mr. Pollet stated the tech committee met 3/12 and they are finalizing the structure of the plan so that it is adjustable to fit the curriculum.
- Curriculum: Ms. Balboni reported the master plan is to be presented at the next meeting. .
- NEASC: Ms. Richardson reported that the committees are working hard. Mr. Schwartz asked about a presentation on NEASC for a better understanding. Mr. Pollet responded that he could expand on this with his monthly Board report.
- Peer Schools: Ms. Richardson stated that she has encouraged teachers to go out and look at other programs.
- Athletics: Ms. Balboni stated the next meeting will be held on 3/20 at 8:15 a.m. Mr. Grant stated he received, and shared with the administrators, a letter from a parent on behalf of a town basketball program regarding their frustration in getting gym time and asked if this had been resolved. Mr. Pollet replied that he has spoken to several people regarding this issue, but will follow up with the parent.
- Bus Committee: No new information to report. Mr. Grant met with Mr. Katkin to discuss the results of the survey. Mr. Katkin will be meeting with the bus company to discuss routes. All safety issues were resolved immediately.

#### **NEW BUSINESS:**

- Nomination of Professional Staff: Dr. Cushing stated, "in accordance and compliance with RSA189:14a, 189:39 and 189:39b, it is my pleasure to place into nomination the following names for teaching positions and support staff for the 2008/2009 school year in the Rye

School District. In accordance with the District policy, GCPA, the list includes the position of the teacher, percent employed, and salary for those teachers that I am placing into nomination. See attached list. ” Ms. Balboni made a motion, seconded by Ms. Moynahan to accept the nominations. Vote: Mr. Grant, Ms. Anderson, Mr. Schwartz and Ms. Balboni approved, Ms. Moynahan approved all nominations with the exception of Tim Moynahan where she abstained.

- Ms. Moynahan made a motion, seconded by Mr. Schwartz, to accept David Glidden’s request for leave of absence for child rearing for the 2008/2009 school year. Vote: Unanimously approved.
- Mr. Schwartz made a motion, seconded by Ms. Balboni to accept Cate Murphy’s request to reduce her world language teaching position to 60% for the 2008/2009 school year. Vote: Unanimously approved. Ms. Anderson made a motion, seconded by Ms. Balboni to increase Katie Jarvis’s world language position to 40% for the 2008/2009 school year. Vote: Unanimously approved.
- Ms. Richardson stated that Bonnie Vadala is currently at RES 70% and RJH 30%. She would like to have Ms. Vadala 100% at RES. Mr. Grant replied the Board will need to understand more about this proposal at the next meeting. Board agreed
- Katie Jarvis proposed to the Board a request to continue the choice of French and Spanish for 3<sup>rd</sup> graders. She feels it is a win-win situation and that after 3<sup>rd</sup> grade the students will have a better feel for both languages and therefore be in a position to make a better decision when having to choose one language the following year. She stated students are so adaptable to language at this age, and they easily switch from one to the other. Ms. Richardson reported that Katie Jarvis and Cate Murphy work very well together and feels that the program has worked well for kindergarten through 2<sup>nd</sup> grade. She thinks it makes sense to continue the program but that is a hard decision to make. Mr. Schwartz asked if they continue with the choice in 3<sup>rd</sup> grade, would they be learning less content, less rigor? Ms. Jarvis replied that it would still be 2 times a week each semester. Mr. Schwartz asked if there was homework. Ms. Jarvis stated it is oral homework. Mr. Grant stated, having worked on the language committee, that he is confused with this request because all the studies he and the committee read showed working with one language was best be it French or Spanish as opposed to switching back and forth. He further stated that most students, 70% to 80% picked Spanish going into the 3<sup>rd</sup> grade. He thinks that this requests runs contrary to our goals. Ms. Jarvis replied that it is an emerging program, but again feels that offering 2 languages is a benefit. Mr. Grant further stated that we give students a chance to opt out of language in 8<sup>th</sup> grade and just started to offer a “light” version of language for students in 7<sup>th</sup> grade. Other schools—top schools in the country—don’t do this. He asked why we seem to keep offering ways to dilute language learning at both ends? Dr. Cushing stated that the goal is to have excitement for the language. Greenland offers 2 choices up to the 6<sup>th</sup> grade and studies show students have switched languages upon entering high school. Mr. Grant stated he supports what we are doing in 2<sup>nd</sup> grade -although again it is contrary to research- but still feels to continue splitting language instruction in 3<sup>rd</sup> grade is contrary to our goal. Ms. Balboni asked if 5<sup>th</sup> graders are able to choose a different language in 6<sup>th</sup> grade. Ms. Jarvis replied that they can. Ms. Balboni stated if we are striving for fluency, she believes that is difficult to achieve fluency unless you are living in the country. She believes there may have been a higher percentage of students choosing Spanish initially because it may have been novel for them to be able to pick a different language. Mr. Grant stated that, if you focus on one language, you will be more conversational or fluent. Mr. Grant would like to find out how the parents feel about this prior to making a decision. Ms. Moynahan stated that she agrees that we should get input from the parents, but does not want to discount what our experts (our teachers) are

telling us. The Board agreed that it would be good to find out, but that it would not be the sole factor in deciding.

**STANDING COMMITTEES (cont.):**

Policies:

JIFCA – 1<sup>st</sup> reading. Dr. Cushing stated we are still looking at the wording on this policy.

EBC – 2<sup>nd</sup> reading. Mr. Schwartz stated we needed to add the date the School Board will review annually. Ms. Anderson made a motion, seconded by Mr. Schwartz to accept 2<sup>nd</sup> reading as amended.

Vote: Unanimously approved.

EB – 2<sup>nd</sup> reading. Ms. Anderson made a motion, seconded by Ms. Moynahan to accept as amended.

Vote: Unanimously approved.

IMAH – 2<sup>nd</sup> reading. Ms. Anderson made a motion, seconded by Mr. Schwartz to accept 2<sup>nd</sup> reading.

Vote: Unanimously approved.

GBCDA – 2<sup>nd</sup> reading. Ms. Anderson made a motion, seconded by Mr. Schwartz to approve as modified. Vote: Unanimously approved.

JJAA or JJB – 2<sup>nd</sup> reading. Ms. Anderson made a motion, seconded by Mr. Schwartz to adopt 2<sup>nd</sup> reading. Vote: Unanimously approved.

KF – 1<sup>st</sup> reading. The Board will review this policy and vote on at the April Board meeting.

**NEW BUSINESS (cont.):**

Mr. Grant suggested the Board communicate with parents that the changes in the art and music program will not reduce the time students get in art and music. Board members asked to edit the letter before it was sent.

Mr. Grant also drafted a letter to the editor for the Portsmouth Herald thanking the voters of Rye for passing the school budget. He will e-mail this to Board members for edits and approval.

**NON-PUBLIC SESSION:**

Mr. Schwartz proposed, seconded by Ms. Anderson, a motion to go into non-public session at 9:30 p.m. Unanimously approved on a roll call vote.

**PUBLIC SESSION:**

The Board returned to public session at 10:15 p.m.

**ADJOURN:** Ms. Anderson proposed, seconded by Mr. Schwartz, a motion to adjourn at 10:15 p.m.

Vote: Unanimously approved.

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School Board Secretary

TO: Rye School Board

FROM: George A. Cushing, Superintendent of Schools

DATE: March 19, 2008

RE: Nomination of Teaching Staff for 2008-2009

In accordance and in compliance with RSA 189:14-a, 189:39 and 189:39-b it is my pleasure to place into nomination the following names for teaching positions for the 2008-2009 school year in the Rye School District. In accordance with the District policy, GCPA, my nomination list includes the position of the teacher, percent employed, and salary for those teachers that I am placing into nomination. Please realize that the position assignment next to the teacher's name may change before the start of school.

I respectfully request the Rye School Board elect the following teaching employees:

<u>Name</u>	<u>Position</u>	<u>Percent Employed</u>	<u>YOE</u>	<u>Salary</u>
<u>Elementary:</u>				
Patricia-Lane Richardson	Building Administrator	100%		\$93,150.00
Ann Balz	Second Grade	100%	31	66,823.00
Anne Barr	Kindergarten	100%	27	61,273.00
Elizabeth Barrett	First Grade	100%	14	68,032.00
Susan Bates	Third Grade	100%	7	45,691.00
Cindy Bean	Second Grade	100%	27	63,748.00
Kimberly Boulay	Fourth Grade	100%	8	47,504.00
Tami Burns	Music K-5	50%	21	29,949.00
Aimee Caruso	Third Grade	100%	8	53,904.00
Giselle Chagnon	Title I Math K-5	68%	13	42,607.00
Giselle Chagnon	Title I Math K-5 (Federal)	32%	13	20,000.00
Kathleen Cole	Second Grade	100%	38	68,323.00
Jacqueline DeFreze	Fourth Grade	100%	25	66,573.00
Susan Detwiler	Reading Specialist K-5	100%	6	53,840.00
Kaleen Edwards	Special Education K-5	100%	19	56,207.00
Audrey Garcia	Third Grade	100%	6	50,640.00
Doris Gianforte	Fifth Grade	100%	14	62,607.00
David Glidden	Fourth Grade	100%	5	48,827.00
Amanda Goss	Third Grade	100%	4	44,177.00
Phoebe Guarnaccia	Fifth Grade	100%	21	66,673.00
Michelle Gwinn	Fifth Grade	100%	3	45,926.00
Margaret Hanna	Kindergarten	100%	11	60,581.00
Kay Jarvis	World Language K-5	30%	17	17,489.00
Ann Jule	Occupational Therapist K-5	100%	18	64,698.00
Kathleen Kennedy	Reading Specialist K-5	50%	3	22,963.00
Joann Manning	Art K-5	80%	28	48,438.00



Christopher Pollet	Building Administrator	100%		\$83,835.00
Sheila Adams	7th Grade Science	100%	28	\$ 71,873.00
River Bissonnette	6th Grade Science	100%	3	39,526.00
Michelle Blaisdell- Wirth	6th-8th Grade Music	60%	18	35,644.00
Jeanne Brown	6th-8th World Language	100%	29	68,048.00
Elise Catalano	8th Grade Math	100%	14	62,607.00
Kathleen Collyer	6th Grade Social Studies	100%	24	66,323.00
Mary Coombs	6th-8th Media Specialist	100%	16	62,579.00
Ruth Cote	6th Grade Language Arts	100%	5	42,427.00
Piper Cronin	6th-8th Physical Ed.	100%	2	44,838.00
Robin Ellwood	8th Grade Science	100%	16	68,113.00
Ronald Fortier	8th Grade Social Studies	100%	22	61,623.00
Anne Gilbert	6th Grade Special Ed	100%	14	56,207.00
Mary Harte	7th Grade Math	100%	34	71,873.00
Bridget Hughes	8th Grade Special Ed	100%	22	69,498.00
Kay Jarvis	6th-8th World Language	60%	17	34,979.00
Rebecca Murphy	7th Grade Special Ed	100%	9	52,517.00
Kimberly O'Connell	7th Grade Language Arts	100%	15	65,377.00
Andrea Papoutsy	6th-8th Music	80%	22	50,498.00
Ann Rafferty	6th-8th Life Skills	100%	31	62,648.00
Kerry Ridolfi	8th Grade Language Arts	100%	25	66,298.00
Janet Smith	6th-8th Nurse	100%	6	44,240.00
Bonnie Vadala	6th-8th Technology	40%	2	16,655.00
Mark Visciano	6th-8th Industrial Arts	100%	34	59,423.00
Susanna Vitali	6th-8th Art	80%	5	33,942.00
John Waters	7th Grade Social Studies	100%	12	54,394.00

**Name**

**Position**

e.) The following individuals will not be nominated for a contract for 2008-2009:

1.) None

f.) The following individuals will have his/her contract for 2008-2009 held pending restructuring:

