Pelham School Board Meeting February 21, 2024 Pelham Elementary School 6:30 pm

6 In Attendance:

School Board Members: Troy Bressette, Chair; Thomas Gellar; Darlene Greenwood; John Russell; and David

Wilkerson

**Superintendent:** Chip McGee

**Assistant Superintendent:** Sarah Marandos

**Business Administrator:** Deb Mahoney

**Student Representative:** Mya Belanger

**Absent:** None

Also in Attendance: Andrew & Ava and Friends, Nora Detellis, Daniel Jones, Taylor Kudalis, Casey Locke,

21 Jeffrey Tobin, and Hailey

#### I. Public Session:

#### A. Call to Order:

Chair Troy Bressette called the meeting to order at 6:30 pm and requested that everyone stand for the Pledge of Allegiance. He noted that there was a whole house tonight.

#### II. Public Input @ 6:35 pm

A. None

Public Input closed at 6:36 pm.

#### **III.** Opening Remarks:

#### A. Superintendent

Dr. McGee mentioned that he would forego his opening remarks because there was enough great material to cover tonight.

#### **B.** Student Representative

Student Representative Mya Belanger stated that at PHS this week, they have Spirit Week; today's theme was "Anything but a Backpack," and tomorrow's theme is "When I Grow up." She noted that they had some very interesting backpacks tonight.

Ms. Belanger said that The National Honor Society hosted Mr. PHS for the first time, and she was looking forward to having it next year and possibly making a co-ed pageant. Ms. Belanger gave a shoutout to Jackson Ford, a freshman who stole the show and took first place.

Ms. Belanger commented that the French Honor Society already had their Carnation fundraiser for Valentine's Day, the Spanish Honor Society had their Chunky's fundraiser, and the movie "Encanto." She stated that a hypnotist show at the PHS is open to the entire community on March 22. Drama is putting on a production of "Little Women" on March 15 and 16. She noted that if anyone is interested, they can purchase the tickets on the school's website.

#### C. Troy Bressette

Mr. Bressette said they met over a month ago and discussed Culture and Climate and a District Goal of establishing Belonging. He noted that it was not an easy conversation but essential. He wanted to take a moment to recognize that

this has its Belonging at its core. Mr. Bressette mentioned that they want to unite people, not divide them. He stated that it is essential that they take a little bit more time to establish an action plan to address the task force's recommendations.

Mr. Bressette noted that rather than going through with what they had planned to do tonight, they will delay that to the next School Board meeting on March 6.

#### D. John Russell

Mr. Russell mentioned that he learned a valuable lesson about opening one's mouth and inserting the foot on January 17. He stressed that it is essential to recognize this, especially with his family in the room. Mr. Russell stated that he made a bad analogy, and it was not the right thing to say.

Mr. Russell acknowledged that his analogy was not what he meant and noted that it appeared that he may have upset some people and hurt some feelings. Mr. Russell commented that he was not directing the comment toward any one individual. He meant to say that they should always weigh on the good side. His experience in PES and the Administration in PMS and PHS has been positive.

Mr. Russell apologized and hoped the apology would be accepted.

# IV. <u>Presentations:</u> A. None

## V. Main Issues / Policy Updates:

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A. <u>Donation</u>

Mr. Russell welcomed Andrew & Ava & Friend's Charitable LemonAid Stand.

Each member of Andrew & Ava and Friend's Charitable Lemonade Stand introduced themselves.

Liam thanked the School Board and Administration for their time and hoped they enjoyed the lemonade.

The students mentioned when the lemonade stand started and how they have raised almost \$13,000 for local charities. The stand is completely kid-operated with a little bit of adult supervision. They aim to spread kindness one delicious cup of lemonade at a time.

They described how they came up with the idea for the bench and presented it to their principal.

The students designed the bench, which was custom-made by a metal fabricator in upstate New York and shipped to Pelham Elementary School. They respectfully requested approval from the School Board to accept their bench as a donation. The value of this bench is \$2,337. 50.

The students removed the cover from the bench. The bench is made from heavy-duty steel and powder-coated in a Pelham Blue. The bench is five feet long and weighs over 200 pounds. The bench reads, "We are glad you are here." The phrase came from Emily Sharp, a former teacher. Every morning, Ms. Sharp would meet the students at the car drop-off and greet them all with the saying.

Ms. Greenwood thanked the students for the bench because it reminded her of a bench that her granddaughter sat on at a new school and made friends.

Mr. Gellar asked who Andrew and Ava were. Andrew introduced himself and noted that all their friends helped them with the lemonade stand. Andrew explained how they came up with the Andrew and Ava lemonade stand.

Mr. Russell asked Andrew and his friends where they had donated the money.

#### a. 2021 - \$2,962

**1.** 100% was donated to the Julia Degnan Fundraiser to purchase toys for children with cancer in the hospital.

#### b.2022 - \$2,970

- 1. \$1,000 to the Jimmy Fund Walk/Dana Farber in Memory of Riley Cruz.
- **2.** \$1,000 to the Pelham Police "Beards for Bucks: and Child Advocacy Center of Hillsborough County.
- **3.** \$970 to the Pelham Food Bank.

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#### c. 2023 - \$6.896

- **1.** \$902 was donated to the Pelham Police Relief Association.
- **2.** \$1.000 to the Pelham Food Bank.
- **3.** \$400 to the Animal Rescue Network of New England.
- **4.** \$1,000 to the NH Veteran's Home.
- **5.** \$594 to Homeless Meals.
- **6.** \$3,000 to the PES Custom Bench.

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The cost of the bench was \$2,337.50, and Dr. McGee noted an additional gift of approximately \$600 to support the installation of the bench.

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Mr. Wilkerson made a motion that the Board accept this generous gift of approximately \$2,937.50, including the installation of the bench. Mr. Russell seconded the motion. The motion passed (5-0-0).

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Mr. Bressette said the Pelham School District was grateful for the donation.

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#### B. Cross Content Professional Learning Communities (PLCs) at Pelham High School

Dr. McGee mentioned receiving feedback on their work on Culture and Belonging last year. One of the areas where they heard the most feedback was the staff telling them how much they value working in cross-subject and cross-grade areas. He noted that they call these Cross-Content PLCs.

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Dr. McGee commented that Principal Mead set up Cross-Content PLC at PHS, and he had Ms. Detellis, Mr. Jones, Ms. Kudalis, Mr. Locke, and Mr. Tobin come up to share an example of the benefits of the cross-content collaboration.

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Ms. Detellis provided the Board with t-shirts that Hailey, a student, had designed the shirt in the Graphics Design class.

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Ms. Detellis stated that with the help of Ms. Mead, she was getting them to work together and encouraging them to broaden past their department. Ms. Detellis mentioned that she is a Business Teacher, and that does not always translate to the Art Department. Ms. Detellis commented on how she went to a Fine Arts night and saw Dan Jones's project. The project was a t-shirt, but it was on a poster. She thought it would be cool if they could get to the point of making it. With the help of Ms. Mead and working through Cross-Content PLCs, they were able to formulate a plan and a curriculum for both classes. She added that the students worked together to produce their work. Ms. Detellis said that it deepened the learning for both subjects.

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Mr. Bressette commented that this was an example of collaboration at its finest.

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Mr. Locke said that he wanted to take a moment to recognize not just the people he worked closely with but also other members of their staff and other folks in the building who might have something else to offer. He discussed getting to work with Mr. Tobin and Ms. Detellis.

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Mr. Locke discussed being able to take a concept and produce it. Then, take the production and make a profit. He noted how this connected the artist/designer to the manufacturing and marketing of the product. Mr. Locke mentioned that authentic learning does not work unless all the parts work together.

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Mr. Locke asked Hailey to show off the T-shirt that she designed.

Mr. Bressette asked Ms. Detellis if they were printing shirts on equipment that was recently part of the budget. She noted that they are using the vinyl printer and press. She explained how her class trained other classes to do the work and gain management experience.

Mr. Locke mentioned that Mya's design from last year became the Art Honor Society's t-shirt. He acknowledged that producing the products is costly, and they either fundraise or the students pay for the products they want. He talked about how the class had discussed producing shirts with the students' artwork.

Mr. Locke said he was grateful that the staff were heard when asked what they wanted. He noted that it has provided an opportunity to learn and know more about the people they work with.

Mr. Bressette mentioned that he did not think there had been a better representation of putting a vision into action. He noted that hearing the teachers' voices about what they are interested in doing and seeing the results was awesome.

Mr. Bressette asked if this would continue for the remainder of the school year. Ms. Detellis said, "Yes."

Mr. Gellar asked if there was anything new that they found out through collaboration across the different content. Ms. Detellis mentioned that she and Mr. Locke may have the same student, and if he has a good connection with the student, Mr. Locke may be able to let her know how the student best learns.

Mr. Russell said he had heard nothing but positive comments about the Cross Content. He noted that this epitomizes Culture and Belonging, and Ms. Greenwood agreed. He asked if this was available for students to do outside work. Ms. Detellis mentioned they have already worked in a salon in Derry and Styles in Pelham. They also did all the shirts for the Hudson Drama Club. Ms. Detellis said they are open to doing almost anything, but it must be school-appropriate.

Ms. Greenwood said they did the Vertical Teams, even at PES, a long time ago, but it did not last long. She thought the program was wonderful because it allowed the teachers to have another connection.

Mr. Tobin mentioned that this program is the tip of the iceberg. He noted that English should be collaborating with Math because Math is a language. Mr. Tobin commented that there is more than one way to teach anything, and when someone grows up doing math, they learn a way to teach it.

Mr. Wilkerson asked the students if they were aware of some changes in the behavior of the faculty as they were going through this process. Hailey said that she only noticed positive changes. Mr. Wilkerson commented that the adults were doing some learning, and learning is the foundation of every good story. He pointed out that learning is contagious; people will catch it.

Mya said she likes to talk about all the connections she has made with the departments to all the other departments. The consensus was that the teachers were great, but she did not know much about them. Now, she is hearing things about the teachers while they are present. She added that students see their teachers talking to teachers from another department.

Mr. Russell mentioned that this presentation was overflowing with good news. He agreed that there is more than one way to learn and teach, and personal connections occur between teachers and students.

The Board thanked the teachers for their excellent presentation and Ms. Mead for being there to support them.

Dr. McGee stated that he appreciated that the Board thanked Ms. Mead because the premise of the program came from feedback that the staff on their teams felt very connected and supported and had some ideas of how great the other teams were but couldn't have that time. Dr. McGee said they did it differently at each school because the schools are

arranged differently depending on the level. The Administrative Team at PHS came up with the idea of cross-content PLCs.

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#### VI. Local Critical Shortage Area:

Dr. Marandos discussed the need to declare a local critical shortage in the Pelham School District and she provided the Board with some background. The New Hampshire Department of Education, each year or sometimes over a few years, declares a critical shortage in certain endorsements, i.e., credentials for teachers.

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This year, the DOE has removed several of the endorsements from the list, which is essential because the Pelham School District has several teachers on site-based learning plans. This is an alternative path to credentialing.

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Dr. Marandos stated that she was at the meeting to request that the Board vote, based on RSA 189:39a, that they have

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a local critical shortage in three areas, and those three areas are:

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a. K-12 - Family and Consumer Science (FACS)

c. Comprehensive Business Education

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b. K-12 - Physical Education

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Dr. Marandos commented that this is important because staff are enrolled in these positions. She noted that without the vote, it would be difficult for the District to continue employment and hire anyone else. She stressed that other applicants in the state will not necessarily come with these specific endorsements.

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Dr. Marandos mentioned that she needs the three credentials to be approved locally by the Board. Then, they will present the vote to the New Hampshire Department of Education, which will allow the current employees to continue on their path to completing the licensing plan. Dr. Marandos stressed that they have no control over what the state determines is a local critical shortage. She added that it is important for belonging and consistency with staff and retention.

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Mr. Bressette said that as the Board asks questions, he thought it was important to talk about these generally and the position, not one individual.

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Mr. Bressette asked if there is an anticipated time frame within which these positions will receive the appropriate credentials and if they are monitoring progress along the way. Dr Marandos said that New Hampshire has a statement of eligibility, which one can receive for something already determined at a local critical shortage. She noted that what has happened over the last few years, post-COVID, is that they have done a couple of emergency authorizations. An emergency authorization is for teachers with bachelor's degrees or who are certified in other areas trying to add a secondary endorsement.

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The secondary endorsement can only be done through their site-based learning planning process if the credential is on the list. Dr. Marandos stated that in the fall of this year, they removed several that had been on the list for a long time.

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Dr. Marandos was recently made aware that the credentials were removed. She noted that for her to continue working with the current employees to complete their plans, the Board must declare a local critical shortage.

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Mr. Gellar asked how many teachers are affected. Dr. Marandos stated that it was three. She added that 20 out of 160 teachers are typically on site-based learning plans, which is the alternative route to becoming credentialed in specific areas.

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Mr. Gellar asked if notifying the Department of Education was more of a bureaucratic procedure. Dr. Marandos confirmed that he was correct.

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Dr. Marandos commented that this is the process that local schools are going through because they have no control over what that list is. The RSA is designed to help local schools maintain employment and the necessary teaching staff.

Mr. Bressette said this was not an issue at the state level and noted that local control is essential.

Mr. Wilkerson asked if there was a financial impact regarding this action. Dr. Marandos said that there was none.

Mr. Wilkerson asked what would happen if the Board chose not to approve it. Dr. McGee mentioned that he would have to tell his team that those who cannot be credentialed for next year will not have positions. The District would then enter the job market for these critical shortage areas. They would attempt to find someone who is certified to be employed.

Ms. Greenwood asked if the Physical Education position was per grade or one position for the entire K through 12. Dr. Marandos commented that it is a K through 12 position.

Mr. Wilkerson made a motion, in accordance with RSA 189:39a, to define K through 12 Physical Education, K through 12 Family and Consumer Science, and Comprehensive Business Education for the 2023-24 and 2024-25 school years as local critical shortage areas. Ms. Greenwood seconded the motion. The motion passed (5-0-0).

#### VII. March 12 - Voting Day:

### A. March 12 Annual Meeting Session 2 - Voting

Dr. McGee commented that the election is on March 12 from 7:00 am until 8:00 pm at PHS. He noted that it is a very important vote for all, and all eligible residents should participate. He thanked PTV and Jim Greenwood for another Pelham School District Today focusing on the PEA contract.

Mr. Bressette asked if the voter's guide was on track. Dr. McGee confirmed that it is on track.

Mr. Wilkerson asked if the ballot would show the article's old version and latest version or only the latest version. Ms. Mahoney said that the ballot would only show the latest approved version.

#### VIII. Solar Energy Update:

Deb Mahoney provided the Board with an update on the solar energy. She reminded the Board that they have been engaged with Kearsarge Energy, the winner of the bid process, regarding the solar energy project. The District has been working collectively with Kearsarge as they put their application together for interconnect. This is the first step with Liberty Utilities. The application was submitted to Liberty Utilities in October 2023. They have done the evaluations that were required on the documentation.

Ms. Mahoney mentioned that Liberty Utilities takes that information and does their impact study. She noted that getting our response back from Liberty Utilities is targeted for April; once they receive that, Kearsarge can move forward with their specific design.

Ms. Mahoney stated that Kearsarge had originally proposed a 1.75 MW size array, and currently, their design is 1.9 MW, which is  $8\ 1/2$  percent larger. Kearsarge has engaged with an engineering company and has completed a structural assessment of the buildings.

Ms. Mahoney commented that the Board had discussed a little about whether the structural integrity of all the District's rooftops could handle the structure. She noted that the District received a positive response to the structural analysis and that all the roofs will be able to handle the snow load and the weights they anticipate.

Kearsarge put together an expected schedule so the District can understand what it looks like. As soon as they get the interconnection response back, the District will go through the detailed engineering and permitting package, which involves getting approval from the town for the town planning review.

The District will be looking at coordinating the P.I.L.O.T. (a tax agreement) with the town. The District will be working on its final contracts because then they will know what the benefits will be and what the rates will officially be based on those other things. Ms. Mahoney said there will be a site plan review and construction permitting,

Ms. Mahoney commented that sometimes what happens with the Liberty Utilities interconnection piece is that they will determine that the District should use a particular product. The next thing is supply. The District has to go out to supply and ensure it can secure that equipment. She noted that is why Kearsarge waits for the final design.

Ms. Mahoney said that they are waiting for the utilities to move forward. The true completion estimate for the project is January 2025, potentially as early as December 2024.

Ms. Mahoney will do another update after they get their Liberty update and the final design. They will do their contract, which will come back through the Board. She noted that they will keep the updates coming so the Board can know where the District is in the process.

The Board discussed what Kearsarge could require that the District install certain items for the arrays. They also mentioned that Brian Sands, Director of Facilities, had some experience with solar at his previous employer.

Mr. Bressette asked if the utility company was required, by statute, to complete the interconnection study by a specific time frame. Ms. Mahoney said that the utility company had 17 weeks to complete the study, and they tend to use the entire 17 weeks.

Mr. Gellar asked if there have been any concerns regarding supply chain issues. Ms. Mahoney said there is no problem currently, but anything is possible.

Mr. Wilkerson asked about the 1.9 megawatts and the District's current consumption. Mr. Bressette stated that the original proposals were coming back approximately 70 and 80% of the District's total consumption.

Mr. Russell stated that Ms. Mahoney had commented that she had concerns about the PES roof being unable to support the arrays. He asked her to elaborate on the good news regarding the roof. Ms. Mahoney explained that Mr. Sands was concerned about whether the PES roof could handle the weight he anticipated. She added that it was an initial concern, but the company was confident that the roof could hold the weight.

### IX. PMS Project Update:

Dr. McGee highlighted that they are now in Phase 9 out of 9. He acknowledged that this was a two-year project in year three because of the supply chain issues.

Dr. McGee commented that the Board could see some of the impact of the demolition that happened. He informed the Board that part of the demolition included pulling the original cement floor because sewer water lines had to be updated. There has been a small excavator on the first floor of PMS since January 2.

 The company has demolished, excavated, and replaced the significant piping underneath that floor. They have repoured the cement.

Dr. McGee said that they have gotten over a big hurdle, and they are now doing the light gauge metal framing, which is putting up the new walls and preparing for all of the electrical and plumbing work that needs to go in there. They have also completed grinding off the floors, which is one of those loud and smelly activities.

Dr. McGee mentioned that the last thing he wanted to say was that they give routine updates on their contractor budget projections. The District received its budget projection through January and remains on target for the budget.

Ms. Mahoney commented that they go through a process of approval depending on when the subcontractors have billed BP&S and when BP&S has paid it. Dr. McGee added that the last bill will come in well after completing the last piece of work.

Mr. Wilkerson asked if the smelly and noisy process was done during the day and night. Dr. McGee said that if there were smells, they contacted the contractor quickly, and the contractors have done significant work moving the smellier activities outside of the school day.

Mr. Wilkerson said some of his constituents thought the new school was clean.

Mr. Russell commented that he witnessed the communication in progress when someone mentioned that it smelled. He noted Mr. Medlock picked up the phone, and there was someone in his office immediately, and the fans were turned on immediately.

#### X. 2024-2025 Draft Pelham School Board Meeting Schedule

Dr. McGee intended to put the proposed calendar on the March 20 agenda.

#### XI. Policy Review:

Dr. McGee commented that the Policy Committee had made significant headway in section D - Fiscal Management. He added that yellow was the NH SBA recommendations and green was refinement coming from the Policy Committee. Dr McGee thanked Ms. Mahoney and her team for reviewing the policies.

The Board reviewed the policies listed below.

#### a. First Reading:

i. DK - Payments, Checks, and Manifests
 ii. DFH - Student Activities Fund Management
 iii. IIF - Student Activities Fund

Mr. Gellar asked for the definition of a school-level administrator. Dr. McGee said that a school-level administrator conists of the Principal, Assistant Principal, Special Education Coordinator, and Athletic Director.

Mr. Wilkerson asked how item 4 would work practically. Ms. Mahoney stated that as soon after that, the class officers indicate that there's a form that they fill out with their advisor that says what they want to do with the funds.

#### b. **Second Reading:**

i. ACN - Nursing Mothers Accommodations (New Policy)ii. BEDG - Minutes

iii. JLCF

- Wellness

The Board discussed the parameters regarding water bottles.

Mr. Wilkerson made a motion to approve the policies JLCF, BEDG, and ACN, as presented. Mr. Gellar seconded the motion. The motion passed (5-0-0).

#### XII. Board Member Reports:

**A.** Ms. Greenwood commented that the Master Plan Committee will have a public hearing in March. The hearing will be in the new meeting room at Town Hall.

**B.** Mr. Wilkerson said the PMS Principal Search Committee is an extraordinarily strong group of independent thinkers. Mr. Wilkerson noted that he had never worked with Dr. McGee in this context. Mr. Wilkerson was grateful for Dr. McGee's leadership.

#### XIII. Housekeeping:

#### A. Adoption of Minutes

**a.** January 3, 2024 – Draft Public Minutes

424	b.	January 17, 2024	- Draft Public Minutes			
425	c.	February 7, 2024	- Draft Public Minutes			
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427	Mr. Gellar made a motion to approve the January 3, 2024, Meeting Minutes as presented. Mr. Wilkerson seconded the					
428	motion. The motion passed (5-0-0).					
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430	Mr. Gellar made a motion to approve the January 17, 2024, Meeting Minutes as presented. Mr. Wilkerson seconded the					
431	motion. The motion passed (5-0-0).					
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433	Mr. Gellar made a motion to approve the February 7, 2024, Meeting Minutes as presented. Mr. Wilkerson seconded the					
434	motion. The motion passed (5-0-0).					
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436	B. <u>Vendor and Payroll Manifests</u>					
437	a.	467	\$604,610.54			
438	b.	AP022124	\$360,423.18			
439	c.	BFPMS58	\$465,881.95			
440	d.	PAY467P	\$ 24,737.02			
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442	Mr. Wilkerson made a motion to approve the Vendor and Payroll Manifest as presented. Mr. Gellar seconded the motion.					
443	The motion passed (5-0-0).					
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445	C. <u>Correspondence &amp; Information</u>					

Dr. McGee mentioned that with many ins and outs regarding enrollment, the net change was zero. The most difficult

#### D. Enrollment Report

a. None

#### E. Staffing Updates

#### a. Leaves

i. None

#### b. Resignations:

i.	Scott Gloor	PHS	<b>Business Teacher</b>
ii.	Irwin Bramson	PHS	Math Teacher

#### c. Retirements:

i. None

#### d. Nominations:

i. Jennifer Cheatham PHS LTS – Math Teacher

Dr. McGee noted that both resignations were for personal reasons. He acknowledged that there are times, for personal reasons, that staff need to resign during the school year. Dr. McGee added that he supported both resignations.

Mr. Bressette wished Mr. Gloor and Mr. Bramson all the best.

enrollment number was a student who chose not to return.

Mr. Wilkerson made a motion to accept the resignations, as presented. Mr. Gellar seconded the motion. The motion passed (5-0-0).

Dr. McGee commented that it is remarkable that he can present a nomination for an LTS – Math Teacher at the same meeting that they had a resignation from a Math Teacher. Dr. McGee acknowledged the administration for being able

477 nomination. 478 479 The Board recognized Ms. Cheatham's experience. 480 481 Mr. Gellar made a motion to accept Jennifer Cheatham as an LTS - Math Teacher. Mr. Wilkerson seconded the motion. The 482 motion passed (5-0-0). 483 484 485 XIV. Future Agenda Planning: 486 A. No Future Agenda Planning 487 488 XV. Future Meetings: 489 **A.** 03/06/2024 – 6:30 pm School Board Meeting @ PES Library 490 **B.** 03/12/2024 – 7 am until 8 pm Voting Day @ PHS Gymnasium 491 **C.** 03/20/2024 – 6:30 pm School Board Meeting @ PES Library 492 493 Non-Public XVI. 494 Mr. Wilkerson made a motion to enter a non-public session under RSA 91-A:3 (II) (c) – reputation at 8:03 pm. Mr. Gellar 495 seconded the motion. The motion passed (5-0-0). 496 497 XVII. **Reconvened:** 498 The Board returned to Public Session at 9:20 pm. 499 500 XVIII. Adjournment: 501 Mr. Wilkerson made a motion to adjourn the School Board Meeting at 9:24 pm. Mr. Gellar seconded the motion. The 502 motion passed (5-0-0). 503 504 505 506 Respectfully Submitted, 507 Matthew Sullivan 508 School Board Recording Secretary

to get the interview done and HR and the Assistant Superintendent for using credentialing to allow him to present the

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