

**CANDIA SCHOOL DISTRICT  
PUBLIC HEARING  
JUNE 1, 2017 6:00 P.M.  
HENRY W. MOORE SCHOOL, CANDIA, NH  
Approved**

Those in attendance were members, Matt Woodrow, Stephanie Helmig, Dana Buckley, Becky Cronk and Kim Royer; Principal Dr. Robert St. Cyr; Director of Student Services, Kathryn Duncan; Superintendent, Dr. Charles P. (Phil) Littlefield; and Assistant Superintendent, Marge Polak.

School District Moderator Clark Thyng introduced himself and stated the reason for the hearing was to gather input from the community regarding Candia School District Policy JBAB. Mr. Thyng led the attendees in the Pledge of Allegiance, and reviewed guidelines for this meeting. He stated that the warrant article was advisory and that the Board would gather information at this meeting, and would deliberate at their June 8, 2017 Board Meeting. Copies of the policy were available. Candia residents would be allowed to speak first and others would be allowed to speak if time allowed.

Motion by Matt Woodrow, seconded by Dana Buckley, to approve the guidelines as presented, and the motion carried unanimously.

Mr. Thyng opened up the floor to Candia residents.

Sandra Minnick: **Policy needs to be rewritten.**

Does not protect those that are not transgender. Policy- doesn't address bathrooms/locker rooms. Bathrooms should have floor to ceiling walls. No parents should be denied information regarding their child.

Mark Chalbeck: **Repeal policy.**

Policy creates segregation. Gives rights to one section of children. Immoral and unethical to observe others changing clothes.

Sarah Bond: **Concerned with policy as it stands.** No reason to lose federal funding. Previous board stated it would eventually be mandated, but that is no longer the case. 1 in 10 people are victims of sexual assault, of those 1 in 7 happen in a school setting.

Kelly Espinola: **Supports policy as written.**

JBAB ensures equality.

Kim Lafleur: **Supports policy.**

Don't repeal.

Sharon Dewitt: **Supports policy.**

Don't repeal or replace.

Jan Lessard-Patel: **Repeal policy.**

Children needing a special bathroom can do so without making others uncomfortable.

Darcy Gonthier: **Revise policy.**

All children should have access to equal education. This policy was adopted in haste. Policy is vague. Voters clearly unhappy with policy. Complex issues that will affect more students than who the policy was written for. All children should be safe and comfortable at school.

Compromise and address #3 e & f.

Chris Royer: **Supports policy.**

This policy is specific to K-8. Other policies in place prevent adults from using student facilities. Policy is legal protection for school. Possible language changes to policy were handed to the Moderator.

Lisa McKenna:

Referred to section 3 'Privacy'. Phrasing ambiguous; which parents are being referenced? Consider age bracket we are talking about, K-8. Students and parents need to be in tandem. Parents rights must be upheld.

Jodi Hedstrom: **In favor of policy.**

Federal Court of Appeals ruled the districts are held liable. Policy provides protection and gives guidelines for staff. Asked if the policy is repealed, do all other policies have to be adhered to. Dr. Littlefield said in lieu of a policy, administrators make decisions upon legal counsel and guidelines which are in place. He added that appeals in one jurisdiction is not binding in other districts, but do provide guidelines.

Todd Keating: **In favor of policy.**

Read a letter that he sent to the board via email. He educated himself with policy. The kids in harm's way are the transgender kids.

Kelly Lavery: **In favor, but revisit.**

What type of protection can be provided; what training do teachers and counselors have. Need more time for discussion. In favor, but in favor of revising. Wants more of the community to agree.

Jay Lane:

Doesn't like the privacy section regarding restrooms, locker rooms, and overnight accommodations.

Claire Keating: **Supports in full.**

Don't repeal.

Tom St. Martin: **Policy fine as is.**

Understands others' concerns. Urged board members to understand the biological and psychological aspects and to reach out to pediatricians who specialize in this area. Have there been any problems/Is JBAB working/Have there been any challenges?

Dr. Littlefield responded saying there have been no episodic incidents.

Chris Dewitt: **Keep policy as it is.**

Kerry LaFlamme: **Supports policy as written.**

Don't repeal or replace. Concerned if policy is repealed.

Jacqueline Wilkins: **Tweak policy.**

Don't completely repeal. Parents need to be notified regarding their children.

Susan Young:

Thanked the board for holding this meeting. In support of local control. Others in SAU #15 have not adopted this policy. Must look at what is good for Candia. Wants letters, alternative policies she submitted to moderator included in minutes. There is no hurry regarding this; non-issue last year. Take time and get more information.

Jillian Lee-Portsmouth: Described life as a transgender. This may not seem like a big deal, but it is to those who are transgender. Those who feel their body does not match their birth gender will always feel that way. Some of those feel more intensely; it is not a choice. Bathrooms are the scariest place.

Sophia Lemons-Derry: Supports policy. It provides clear and consistent support to all students. Bathrooms are the worst places for transgender people.

Kristen Bustani-Plymouth: What is everyone afraid of; there have been no issues or episodes.

Fear is an emotional response. Transgender is real, biological and tangible. Do we need segregated bathrooms? Transgender people want the same dignity afforded those who are not. People need to be proactive and learn. Everyone matters.

Penny-Chichester: There is no reason to make a big deal out of it; kids won't care.

Nancy Brennan-Weare: Applaud the town for this policy and for having open discussion with the community. Urged the board to keep it, even if it is tweaked. It's good for all children.

Lisa Bunker-Exeter: Read from her phone. Keep policy in place. People should be wary of fear mongers. Not all fear is based on fact. Forcing children into a bathroom they are uncomfortable with makes them vulnerable. Protect the right to use the bathroom of their gender identity.

Marsha Albert-Manchester: Please keep policy in place. Some parents kick their transgender children out.

Olivia-Amherst: Don't repeal. Dire consequences in Candia and would then spread throughout the state. Protect all students and those who are transgender.

Michael Joseph-Nashua: Be aware of psychological and emotional distress on a child if this is repealed.

Linds Jankowski-Freedom NH: Transgender discrimination has no place in NH. Support JBAB because all students should live without fear of being bullied. Needs support of staff. Policy helps ensure schools conformity and is a necessary tool to help staff.

Sharon Dewitt: Referring to Susan Young's earlier request, asked that if certain documents are available for viewing, that all emails that the board has tonight be available as well.

Matt Woodrow stated that this will be discussed at the next board meeting.

Tom St. Martin: Talked of legal ramification if policy was repealed. Asked the State Representatives in attendance to speak to bill that is currently on legislative floor.

Kevin Verville, Representative of Rockingham County Division #2, said a bill needs a 2/3 majority to be removed from the table. Hard to predict.

James Spillane said House Bill 478 is on the table and will probably not get pulled. Asked by Clark Thyng to explain the legislative process, Mr. Spillane stated that there are three things a bill can do-pass/fail/be put 'on the table' to be worked on until it's felt it can pass. SB 478 is on the table.

Linds Jankowski said HB 478 prohibits discrimination based on gender identity protecting housing and accommodations.

Legislation cannot make a bill apply to schools, as school boards create policy.

Susan Young asked Dr. Littlefield how many school districts are in the state, and how many have this policy. He said a complete study would have to be done in order to get that information.

Kim Lafleur: Those who are transgender will deprive themselves of water in order to not have to use bathroom facilities.

Jillian Lee: Agreed with Kim Lafleur. Most transgender kids will hide. If they need to choose a bathroom, it's terrifying.

Todd Keating: Transgender issues would not be an issue to kids. There are 16 districts that have this policy and there have no instances.

Sarah Bond: Target has a similar policy and people dress up to gain access to opposite sex bathrooms; there have been sexual assaults. Laws already in place for sex discrimination.

Chris Dewitt: Not talking about sexual predators-this is children K-8.

Chris Sampson-Some concerns regarding overnight accommodations. Children aren't predators, but they are curious. Policy should be clarified and consistent.

Marsha Garbo-Manchester: Try declaring own gender-difficult.

Sharon Dewitt: Forcing the use of single stalls would be outing that child and doing irreparable harm. Board should consider overnight accommodations where a transgender girl is bunking with three boys as opposed to with three girls.

Jacqueline Wilkins: People have valid points but the policy needs to be reviewed further.

Nicole LaFlamme: Former Chair of the School Board and was on Policy Committee when this was adopted. Process wasn't rushed. Came out of seacoast area schools. Vetted and brought

forth by New Hampshire School Board's Association. Policy doesn't suggest parents wouldn't know. Title IX protects gender identity. Reaction by those in the community shows this policy is needed. Behavior has been disgusting. Hopes all emails regarding JBAB within the past year will be provided. Community knows what the board will do, but reminded them they took an Oath of Office and to please keep the policy. Protect the school and its children.

Kelly Lavery: There was bullying on both sides. Adults are behaving tonight, but were acting like children last year.

Judy Szot: Took exception to the comments about bullying and disgusting behavior. Felt people both for and against have been polite, respectful and not rude. Last year, people didn't feel like they were allowed to be heard. The School Board is committed to the school. Has faith that if a transgender child were to be at the Moore School the staff would be sensitive. Have in place what is needed without a policy. The policy insinuates the staff is not capable on their own.

Nicole LaFlamme: Agrees with Judy Szot. Moore has the best staff. Said to research case out of Orono, Maine where there was a transgender student who had no issues until a student moved in from elsewhere; there was no policy in place. You cannot tell a child to use a single stall bathroom. The board attorney recommended adoption of this policy. Dr. Littlefield was in favor of this policy. Take into account the educational leaders' opinions.

Lisa Bunker: Transgender woman and parent of gender variant child. Adults are intolerant, children are not. Having a policy in place protects all. Candia may have a transgender student living in stealth. Rescinding would send a terrible message.

Cindy Bradshaw: Keep Policy. Read Core Value #1. Having a single stall would diminish the pride and hopes of an individual of one who is transgender.

Carla Penfield: No need to rush forward. Survived many years without a policy. Slow down. Need time for more discussion.

Matt Woodrow stated that the board received emails over the past week and reassured those in attendance that they will be read and reviewed by all board members. The board appreciates hearing the different perspectives; it's helpful information. The board will deliberate at their June 8, 2017 meeting at 6:00 p.m. at the Henry W. Moore School.

Clark Thyng adjourned the meeting at 7:37 p.m.

Respectfully submitted,

Rebecca McCarthy