

## *AGENDA*

### **SCHOOL ADMINISTRATIVE UNIT NO. 12 Office of the Superintendent of Schools Londonderry, New Hampshire 03053**

The meeting of the Londonderry School Board will be held on Tuesday, July 19, 2022 at 7:00PM at the Londonderry High School, 295 Mammoth Road, Londonderry, NH in the LHS Cafeteria. The meeting will be broadcast on local Cable Access Ch. 21 as well as the District's YouTube Channel.

7:00 PM      1.      **Call To Order**

                 2.      **Pledge of Allegiance**

7:05 PM      3.      **Consent Agenda**

                 3.1      Resignation(s):

Manuela Brownley	Dining Services	Matthew Thornton
Julie Manni	Teacher	High School

                 3.2      Minutes: July 5, 2022

                 3.3      Meetings:

August 2, 2022	Regular Meeting	7:00PM	LHS Cafe
<b>August 18, 2022*</b>	Regular Meeting	7:00PM	LHS Cafe
August 24, 2022	Building Tours	6:00PM-6:30PM	North School
		6:45PM-7:15PM	Middle School
		7:30PM-8:00PM	High School
August 25, 2022	Building Tours	6:00PM-6:30PM	South School
		6:45PM-7:15PM	Moose Hill
		7:30PM-8:00PM	Matthew Thornton
September 6, 2022	Regular Meeting	7:00PM	LHS Cafe
September 20, 2022	Regular Meeting	7:00PM	LHS Cafe
October 4, 2022	Regular Meeting	7:00PM	LHS Cafe
October 18, 2022	Regular Meeting	7:00PM	LHS Cafe

7:10 PM      4.      **Committee Reports**

                 4.1      Student Council (New Representative TBD)

                 4.2      Teacher Liaison

                 4.3      School Board Liaisons

July 19, 2022

- 7:15 PM      5.      **Announcements and Presentations**
- 5.1 Public Hearing on August 2nd 2022
- 5.2 July 22nd Letter to Families
- 7:25 PM      6.      **Public Comment**
- 7:55 PM      7.      **Deliberations**
8.      **Old Business**
- 8.1 Updates from the Dress Code Committee - Jason Parent and William Van Bennekum
- 8.2 Start to Determine Priorities for the Master Plan Project - Dan Black
- 8:00 PM      9.      **Superintendent's Report**
- 9.1 Further Updates on our Endemic Approach to COVID in the 2022-23 School year  
  - Dan Black
- 9.2 SAFE Grant Update - Lisa McKenney & Dan Black
- 8:25 PM      10.     **Non-Public Session**
- Non-Public Session requested under RSA 91-A:3, Section II (b) and (c).
- 10.1 Personnel Nomination(s)
- 10.2 Co-curricular/Coaching Nomination(s)
- 10.3 Personnel Issue(s)
11.     **Adjournment**

(Please note: In addition to the items listed on the agenda the Board may consider other matters not on the posted agenda and they may enter a non-public session or convene in a non-meeting session in accordance with RSA 91-A if the need arises.)

**SCHOOL ADMINISTRATIVE UNIT NO. 12  
Office of the Superintendent of Schools  
Londonderry, New Hampshire 03053**

10           The meeting of the Londonderry School Board will be held on **Tuesday, July 5, 2022**, at  
7:00PM at the Londonderry High School, 295 Mammoth Road, Londonderry, NH in the LHS  
Cafeteria. The meeting will be broadcast on local Cable Access Ch. 21 as well as the District’s  
YouTube Channel. In attendance were School Board members: Mrs. Butcher, Amy Finamore,  
Mr. Gray, Mrs. Loughlin, and Mr. Slater. Also in attendance were Interim Superintendent, Mr.  
15   Black, Business Administrator, Mrs. McKenney and School Board Secretary, Lisa Muse.

- 1.    **Call To Order:** The meeting was called to order at 7:00PM by Amy Finamore.
- 2.    **Pledge of Allegiance:** The Pledge of Allegiance was led by Amy Finamore.
- 3.    **Consent Agenda:** *Mr. Slater made a motion to accept the Consent Agenda. Mrs.*  
20 *Butcher seconded the motion. The motion passed by a vote of 5-0.*

3.1    **Resignation(s):**

Mikayla Farley	Special Education Assistant	Moose Hill
Emily Fredette	Special Education Assistant	Moose Hill
25    Lauren Gaudette	Special Education Assistant	Matthew Thornton
Kathryn Levesque	Nurse	North School
Tara Loux	Special Education Assistant	Matthew Thornton
Emily McAuliffe	Special Education Assistant	Moose Hill
Julie Nelson	Teacher	High School
30    Annette Zandieh	Instructional Assistant	South School

3.2    **Minutes: June 21, 2022**

3.3    **Meetings:**

July 19, 2022	Regular Meeting	7:00PM	LHS Café
35    August 2, 2022	Regular Meeting	7:00PM	LHS Cafe
August 18, 2022*	Regular Meeting	7:00PM	LHS Cafe
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		6:00PM-6:30PM	North School
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		7:30PM-8:00PM	Matthew
			Thornton

\*Denotes change

4.    **Committee Reports**

- 4.1    **Student Council (New Representative TBD):** None
- 50    4.2    **Teacher Liaison:** None

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5       **4.3 School Board Liaisons:** Mr. Gray gives an update on the Kindergarten Committee. Mr. Slater thanks Mr. Black and Mr. Miller for the conversations over the last couple of weeks regarding safety and construction workers in our buildings. They are putting a system in place to identify who the people are in the buildings during the summer.

10      **5. Announcements and Presentations:** Mrs. McKenney mentions that the asbestos project at the High School has been completed. The House passed a bill on NH retirement. They will be reimbursing the school district 7.5% of our contributions for our teacher group which is about \$470,000 for the District. This will impact the tax rate setting in December. Regarding the LED lighting project, the materials are on order and the project is starting.

15      **6. Public Comment:** *Mrs. Loughlin made a motion to open Public Comment. Mr. Slater seconded the motion. The motion passed by a vote of 5-0.*

20      Tony DeFrancesco, Cheshire Court: He mentions that the Board will start to hear at the meetings from the public how bad things are and you need to be fiscally responsible. Having been involved since 1978, he mentions that every year since then has been a bad year. There will always be a group of people that it is a bad year. He asks the Board, regardless of which group shows up to the meetings, the Board's job remains the same. There are a lot of people satisfied with the school district and for the amount of taxes they pay, they expect a high level of service.

25      He thinks the Board has done this regardless of the economy. The product needs to remain consistent. The people that are not in the room are just as important as the people that are here.

30      *Mr. Slater made a motion to close Public Comment. Mrs. Loughlin seconded the motion. The motion passed by a vote of 5-0.*

30      **7. Deliberations**

35      **7.1 To see what action(s) the Board will take regarding an update to Policy CI Temporary Administrative Arrangements:** Mr. Black mentions that every time there is a change in leadership this lays out the chain of command.

35      *Mr. Slater made a motion to approve Policy CI Temporary Administrative Arrangements. Mrs. Loughlin seconded the motion. The motion passed by a vote of 5-0.*

40      **8. Old Business:** Amy Finamore asks if there are updates on the Dress Code Committee, the information will go here.

40      **9. Superintendent's Report**

45      **9.1 Mentoring Program - Dan Black:** Three or four years ago, the District had the "Induction program" for new employees. The packet contains an outline of how we want to start the mentoring program. Each new employee is paired with a veteran staff member to make them comfortable. Goals will be made month to month, and these will be shared. We know for our teachers in their second/third year, it has not been normal. Administrators are keeping an eye on them to make sure we have all professional bases covered to make them grow. Mr. Slater mentions this came up in every building about bringing this program back.

50      Mrs. Loughlin asks about the standardized checklist. She mentions that in her school district new hires always ask what programs can be offered to new teachers and she appreciates this.

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5           **9.2 Optional PSAT for 8th Graders - Dan Black:** In certain grades we test a lot,  
and he feels we have reached the point where there are too many tests for 8<sup>th</sup> graders between  
state/federal requirements as well as our own choices. For that reason, they want to shift our  
academic program at the 8<sup>th</sup> grade level to make the PSAT 8/9 test optional for students that want  
10 to take it as a practice exam for high school, but not a requirement as it now stands. The Middle  
School will work with any family that chooses to have their student take the PSAT 8/9 test in the  
fall of their 8<sup>th</sup> grade year and register them for that test.

Amy Finamore asks if parents in 8<sup>th</sup> grade and beyond can opt out of any standardized test. Mr.  
Black said yes, they can opt out by sending in a letter that they do not want to do it. It is  
15 happening more, but not as high as last year. Mr. Slater asks what the participation rate was to  
this point. Mr. Black said it was above 95% and it was a requirement.

**9.3 Summer Professional Development - Dan Black:** He mentions that our staff is  
very dedicated, and he shares examples of this. He discusses the ALICE trainings offered over  
20 the summer with 483 staff signed up so far. The remaining staff will take it during professional  
development days. The District is bringing in Polly Bath who is a behavior and classroom  
management expert and 156 people have signed up. Quality performance assessments are  
coming back to the High School and Middle School. LETRS training is a literacy program that  
we tried to start pre covid and are bringing it back. Fourth and Fifth grade teams are focusing on  
25 Morphology around vocabulary development.

**10. Non-Public Session :** **Non-Public Session requested under RSA 91-A:3, Section II**  
**(b) and (c). Mrs. Loughlin made a motion to move into Non-Public Session requested under**  
30 **RSA 91-A:3, Section II (b) and (c). Mrs. Butcher seconded the motion. The motion passed by**  
**a roll call vote 5-0.**

**11. Adjournment**

35 The meeting was adjourned at 7:26PM.

Respectfully submitted,

Lisa Muse  
School Board Secretary

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Londonderry School Board  
Non-Public Minutes  
Tuesday, July 5, 2022

5 PRESENT: Board Members: Mrs. Butcher, Amy Finamore, Mr. Gray, Mrs. Loughlin, and Mr. Slater  
Interim Superintendent of Schools: Mr. Black  
Business Administrator: Mrs. McKenney  
Director of Human Resources: Mrs. McMahon

10 Mr. Gray moved, seconded by Mrs. Butcher, and passed unanimously (5-0) to enter non-public session under RSA 91-A:3, Section II (b) and (c) at 7:26 PM

15 Mr. Gray moved, seconded by Mrs. Butcher. and passed unanimously (5-0) to approve the administration's recommendation for two teachers.

Discussion on personnel matter

20 Mrs. Butcher moved, seconded by Mrs. Loughlin, and passed unanimously (5-0) to exit non-public session at 7:58 PM

25 Mrs. Butcher moved, seconded by Mrs. Loughlin, and passed unanimously (5-0) to adjourn public session at 7:58 PM

Respectfully submitted,

30 Dan Black  
Interim Superintendent of Schools



## **Londonderry School District Interim Superintendent of Schools *“Giving Wings to Children’s Dreams”***

# **Memo**

**To:** Londonderry School Board  
**From:** Dan Black  
**Date:** July 8<sup>th</sup>, 2022  
**Re:** Further Updates to our Endemic Approach to COVID in the 2022-23 School Year

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In January of 2022, the “Ad Council” (building principals and district office leadership) of our school district brought forth recommendations to move our school system into the “endemic stage” of reacting to COVID -19.

These updates we enacted over the winter and spring lead to a more peaceful approach to the virus in our community and more normal school functions for staff, students, and parents. However, Ad Council does see the need to continue to update how we approach the virus for the upcoming school year based on what we learned over the spring of the 2021-22 school year.

### **Dynamics of our School District Reacting to COVID-19 Now and in the Future**

- We will continue to be caught in between NH DHHS, the CDC, NH State Government, and purposefully divisive politics.
  - None of these groups except us are willing to take responsibility.
  - They will all make recommendations but take no ownership or enforce enactment of those recommendations. They are all quick to point the finger and deflect responsibility.
- Cases for students continue to remain mild. More families are seeing this mild reaction in their kids. We did see a “wave” of COVID in our schools in May that was similar to the fall of 2021, but our endemic approaches did lessen the strain on the system and within the community.
- Many people have had multiple infections which can lead to higher immunity and protection, and many more continue to be vaccinated and then “boosted” when they are allowed - leading to even more immunity and protection.
- Our staff who want to be vaccinated have had that chance.

- We are more in control of our fate with COVID 19 than the prior 2 school years at this “endemic stage”. Certainly, if Concord or Washington DC take more ownership of public schools in terms of COVID-19 we can adapt, but at this point in time we have to continue to make decisions for ourselves and our community.

### **Updated COVID 19 Goals for a Continued Endemic Approach in the 2022-23 School Year**

- While cases remain mild and immunity remains relatively higher than earlier in the pandemic, we should reduce the conflict over COVID 19 in the community and schools.
- We run as normal a school year as is humanly possible.

### **Updates to our 1-18-22 Plan for COVID 19**

- We intend to remove our “Response Plan” at the back. This would mean that except in circumstances where we have medically vulnerable students that are at high risk due to COVID 19 moving through our schools, we would not require staff or students to wear a mask. We only have a small number of students that are considered medically vulnerable, and they are in more self-contained settings for their education. We think this would be a very rare occurrence based on what we have learned in the last two years.
  - We would certainly let staff, students, and families know if we see evidence of COVID-19 moving through our schools in high numbers of infections; but in the end staff and parents would decide how they would respond to that situation when it comes to mask wearing.
- The current NH DHHS guidelines recommend wearing a mask for days 6 to 10 after you have tested positive for COVID-19. In general, we weathered that recommendation better this winter and spring than earlier in the pandemic, however, we also saw too many families choosing to keep their students out of school with this recommendation. Again, with the overall number of mild cases in children, we would recommend to parents for that 6-to-10-day period that if their child is symptomatic, they should wear a mask while they are inside, but if they do not have symptoms, we would not make it a requirement. We want to have students in school if they are healthy and do not have symptoms.
- Another recommendation from NH DHHS that became problematic was around “up to date status” with COVID-19 vaccination. What we found this spring was many students and staff stuck at home even though they did not have symptoms which of course created conflict with the school district. As a school district we do see our role in promoting vaccines and staying up to date especially during the fall and winter months when many colds move through our schools. We certainly see the direct connection with being vaccinated for COVID-19 (and up to date) to increasing your chances of not missing school for both staff and students. However, having us manage the exact status of being up to date has become



too burdensome. If NH DHHS decides that the COVID-19 vaccine is required to be in a public school is an entirely different matter that we would of course leave up to them as it is the law. We intend to move to a simpler model on this point: if you are healthy and have no symptoms, you should be in school.

### **Operational updates with the above changes**

- We would continue to offer the SASS testing for interested staff and students assuming that Convenient MD can provide the staffing for this program. Our last conversation with them in June made us believe that is possible. (The SASS testing program is funded by the State of New Hampshire)
- **Personal Responsibility** – The three changes to our January 2022 plan mean that as a school district we will emphasize personal responsibility with staff, students, and their families around COVID-19 and other viruses and colds. Below are a few examples of what that would look like in specific situations:
  - *“If you have symptoms the responsible thing to do is take a COVID 19 test.”*
  - *“If you test positive for COVID 19, the responsible thing to do is to let your school nurse know and plan to be out for hopefully only 5 days from school (based on current public health guidelines).”*
  - *“If you are not up to date with your vaccinations and there is a positive case in your household, the responsible thing to do is isolate and get yourself tested. You are more at risk for spreading COVID 19 in our schools. For that reason, you should test a couple of times over the first two weeks of COVID 19 being in your household to make sure you are not putting other in our schools at risk.”*
  - *“Overnight trips and household sleepovers do increase your risk of catching COVID 19 if there is a positive case in that situation. If you were potentially exposed to COVID 19 in this manner, the responsible thing to do is isolate and get tested. You are more at risk for spreading COVID 19 in our schools.*
- We would still maintain a public database that shares our daily numbers of staff and students that test positive for COVID-19. We will create a simple system where our schools just share the number of cases by 3pm each day with the District Office. However, we do not intend to track individual cases in staff or students at the District Office.

- Our schools will communicate less about COVID-19 in the upcoming year and in an as needed basis. They would reach out to families when there are clear examples of multiple positive cases in their child's classroom(s) or other connected groups just so they are aware of the possible exposure to make their own choices.
- We would continue to promote that whatever mask choice our staff, students and their families are making and that all those choices are fine, and we should respect other people in their choices.

### **Process Moving Forward**

This memo is meant to summarize our plans, but the School Board does not need to take any actions at the July 19<sup>th</sup> School Board meeting. If the School Board is comfortable with these plans, we would need a vote at a future board meeting to update our current plan from January 18<sup>th</sup>, 2022. We do not need to submit a new plan to the State of New Hampshire, but we do need to make a plan that has major updates to it available on our website. (The updates we propose do fall into that category) Since I will be on vacation during the August 2<sup>nd</sup> School Board meeting, I propose that the School Board takes up approving or not approving these changes at the August 18<sup>th</sup> School Board meeting before the school year starts if they are comfortable doing so.



**Londonderry School District  
Interim Superintendent of Schools  
*“Giving Wings to Children’s Dreams”***

## Memo

**To:** Londonderry School Board  
**From:** Dan Black & Lisa McKenney  
**Date:** July 14<sup>th</sup>, 2022  
**Re:** SAFE Grant Update

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On July 5<sup>th</sup>, 2022, the State of New Hampshire released the details on the SAFE Grant that focuses on school security. Here is what we learned:

- School Districts can ask for funding associated with “Access Control,” “Emergency Alerting” and “Surveillance.”
- Schools can be awarded up to \$100,000 total.
- School districts would need to match 20% of the grant awarded.
- We will need to submit an application for each school and for each category we choose to ask for funding.
- There is an early application for July 22<sup>nd</sup>, 2022, (\$3M in available funding) and a later application deadline for August 26<sup>th</sup>, 2022 (\$10M in available funding).

Knowing the quick timeline to apply, as well as the need to match the funding at a 20% level on our end, our first strategy with this grant will be to see if our current projects already in motion with our updated radios and panic buttons would be allowable for this grant. If they are, we already have the matching funding available and then would seek further investments in this grant as well as what has already been approved by the voters in the three areas targeted by this grant. If our current projects are not allowable, we would then seek to apply for further security investments in access control, emergency alerting, and surveillance that are endorsed by our EOP Committee. Part of this grant application also requires coordinating with the Londonderry Police Department and Fire Department. We are glad we have two good partners in those agencies to help us with this process.

We can of course update the School Board and Community as we get further in this grant process over the summer.