

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

5 A concurrent meeting of the School Administrative Unit No. 12 School Board and the Londonderry
School District School Board was held on **Tuesday, June 19, 2018** at 7:00PM at the Londonderry Town
Office, Moose Hill Conference Room, 268B Mammoth Road, Londonderry, NH. In attendance were
School Board members: Ms. Ganem, Mr. Lekas, Mr. Saucier and Mr. Young. Also in attendance were
Superintendent, Mr. Laliberte, Business Administrator, Mr. Curro and School Board Secretary, Lisa
10 Muse.

1. **Call To Order:** The meeting was called to order at 7:00pm by Ms. Ganem

2. **Pledge of Allegiance:**

3. **Questions, Announcements and Presentations:** Ms. Ganem went over the School Board rules for Questions, Announcements and Presentations.

15 Brenda McCarthy: 8 Iroquois Circle: She is a Londonderry mom who is concerned about past
actions in the school regarding racial diversity. She said racial harassment is a form of bullying and they
20 have endured racial hostile environments in the past year and has talked with administrators to no avail.
There was an article in the Lancer newspaper about six months ago which was a great article. She felt
the staff needs training to help change the injustice. She felt the administration is not concerned of the
damage that has been done. She would like to take this opportunity to make sure the changes are made
and training for faculty will be implemented to stop bullying and racial harassment. Ms. Ganem
25 apologized for the incident. Mr. Laliberte said this has been a wake-up call for all of them. The District
will be focusing on the investigation and looking at the history and what training is in place and what
needs to be done going forward. He felt we need to see this as a moment to educate the students and
ourselves. Parent and staff have already begun researching programs. He will do what he can to make a
difference from this point going forward.

30 Nora Portnoy: 15 King Charles Drive: She has a daughter at Matthew Thornton. She stated that
her daughter has been bullied all school year. She reached out to Mr. Laliberte and Mr. Black and they
have been great supporting her. She would also like to know what is in place. She would like to see
how kids at the first grade level can learn to stand up for themselves and not be get in trouble. She felt
that maybe changing policies and training for staff is needed. There was a Facebook message posted
35 and within an hour had 150 comments about lack of support from the principals. Somewhere the ball is
being dropped and principals are not letting upper management know.

Elizabeth Broadhead: 184 Capitol Hill Drive: She was concerned about emotional growth. Her
son may have been a bully, but has also been on the other side. He has been choked twice on the
40 playground and assessed by the nurse. He has special needs and has a one on one. She wonders every
day how he is going to come home. He wanted to put harm on another child and get revenge. She asked
for an investigation from the principals and hasn't received any report back. A child needs to feel safe in
their environment to grow and we can't expect them to exceed if they are worried for their own lives.
He is in first grade.

45 Mr. Young mentioned that Mrs. McCarthy referred to hundreds of incidents. It sounds like she
has performed what he would have recommended and went through the chain of command; teachers,
principals/admin, Superintendent and a School Board member. He does not doubt that what she is
talking about happened. He has been on the School Board for 15.5 years and this is the first time he has
heard about racial issues. Mr. Laliberte briefed them on Friday after incident. The fact they weren't
addressed is unacceptable and he is flabbergasted that he has not ever heard of these incidents.

To the other issues of bullying, we do have policies in place for this. To all the parents, if it happened to him he would be going to the police who are responsible for the safety of everybody in this community.

5 Amy Parece-Grogan, 2 Evergreen Circle: She supports the families that have shown up. She wants everybody to educate themselves. As a teacher, she knows this happens. She wants her kids to be role models.

Mr. Lekas said you can't apologize enough for this. On the conduct reports, the bullying line is always very small. He wants to hear about the bullying because it's obviously happening more than what is shown on the reports.

10 Mr. Young said he is not White he is American and human. It's about our character and how we treat people.

3.1 Capital Projects Update - Chuck Zappala: Mr. Zappala gave an update on the Summer building and ground projects. The Moose Hill portable classrooms are moving along and should be ready for occupancy the first week of August. The SAU offices will be moving day on Friday, July 6th. Asbestos abatement: This is the second year of a 4-year district wide abatement project. The Summer focus will be at Matthew Thornton. The old bleachers were removed at the end of May and work will begin next week on the foundations. Installation will take 3-4 weeks. Roof maintenance will take place at North, South and Matthew Thornton. Video security improvements will be taking place at all the schools. We have been awarded a grant from the State that will pay for 80% of the cost of one of the projects. Paving and parking lot maintenance is scheduled throughout the district. Field improvements will be done to many projects including drainage, over seeding, fence and guard rail repairs and electrical upgrades. The last project Bob Lincoln worked on was that he laid out the field at LMS for softball. We hope to finish this up next year and it will be ready for playing the year after that. He is planning on replacing all exterior lighting at the Middle School with LED fixtures and is working with Eversource to maximize our rebate eligibility. There are about three dozen smaller projects throughout the district including carpet replacement, painting, a/c installations and renovations, plumbing upgrades and door/window replacements.

20 Mr. Young asked about the Moose Hill temporary trailer. Mr. Zappala said this still being used and they plan to keep it a little longer to use for storage for the new portable classrooms coming in so not to get in the way of Summer school.

3.2 2019 Washington DC Trip - Rich Zacchilli: Mr. Zacchilli mentioned that the class officer elections were last week. 35 students ran for election. He wanted to discuss the schedule change with regards to the 8th grade trip. Next year (2019) Passover and Easter are later in the month and the trip falls during these holidays. To allow students the opportunity to attend religious events towards the latter half of the week, they are planning to schedule the trip from Monday, April 15th through Thursday, April 18th. Because students and chaperones will not be back in Londonderry until late Thursday night/Friday morning, April 19th this will be an excused absence for students and chaperones attending the trip. Eighth grade students and staff members who do not attend the Washington DC trip will be expected to be in school on Friday, April 19th. This will not happen again for seven years.

40 **3.3 Emergency Operations Planning Committee Update - EOP Committee Members and Nicholas Pinardi from the Londonderry Police Department:** Mr. Curro mentioned that this committee was formed two years ago to discuss school safety. They performed the first surprise drill at the Middle School last year and it reinforced that we need better communication. Mr. Zappala went over the list of security improvements. He went over the list of already installed and items in use such as radios, tablets, vests, security systems, vestibules, 163 exterior doors in the district – all are monitored, security cameras, card access, COP sync and exterior lockdown warning system is being installed. Mr. Sutherland explained the emergency operation project manager, the NH seven responses and the incident command chart. These have helped us during drills and debriefing. Mrs. Connors went over the flowchart of what happens and who is in charge of what during a situation. Mrs. Sloper

discussed the primary evacuation meeting points on campus, a secondary evacuation point and a reunification point off site. Mrs. Carpinone mentioned what will be focused on for 2018 and beyond such as continuing work on the reunification is the primary focus and the role of the community, social media for communication and staff training. The committee has the adopted ADD (avoid/deny/defend) philosophy and training will be provided on June 25th and the staff will be trained in August.

Mr. Young has concerns about the remote doors on the buildings. Mr. Zappala said this has been in place for three years and it was tough keeping the doors closed due to heat, quick runs, no key FOB access, but the past couple of years it is rare a door doesn't latch. It was initially hard to enforce, but it has fallen into place nicely. Mrs. Carpinone gave a more detailed explanation of the ADD. It's a philosophy that gives options to the staff to respond to a situation. Sgt. Pinaridi mentioned that it's a mindset.

Mr. Saucier asked if the students will be trained. Staff will be trained first and how it will be passed onto the kids will be addressed. They will be instructed to follow the staff's lead.

4. Consent Agenda: Mr. Lekas made a motion to accept the Consent Agenda. Mr. Young seconded the motion. The motion passed by a vote of 4-0.

4.1	Resignation(s):	Rebecca Berezin	Library Assistant	Moose Hill
		Gail Boisvert	SPED Assistant	Middle School
		Anissa Cote	SPED Assistant	High School
		Adria Holmes	Library Assistant	North School
		Morgan Josephs	SPED Assistant	Middle School
		Jillian Knox	SPED Assistant	Moose Hill
		Heather Lanchester	SPED Assistant	High School
		Emily McAuliffe	SPED Assistant	Moose Hill
		Madison McCrorey	SPED Assistant	Middle School
		Conor Meighan	SPED Assistant	Middle School
		Cynthia Pelletier	SPED Assistant	High School
		Amy Stoddard	Nurse	North School

4.2 Minutes: June 5, 2018

4.3	Meetings:	July 17, 2018	Regular Meeting	7:00PM	Town Offices
		August 7, 2018	Regular Meeting	7:00PM	Town Offices
		August 21, 2018	Building Tours	6:00PM-6:30PM	North School
				6:45PM-7:15PM	Middle School
				7:30PM-8:00PM	Matthew Thornton
		August 23, 2018	Building Tours	6:00PM-6:30PM	South School
				6:45PM-7:15PM	Moose Hill
				7:30PM-8:00PM	High School
		August 28, 2018	Regular Meeting	7:00PM	Town Offices

5. Committee Reports

5.1 Student Council – Derik Pignone: The last student council meeting for the year was held on June 4th. They picked the date for the Homecoming dance which will be held on Saturday, September 15th.

5.2 Teacher Liaison – Mary Wing Soares: Matthew Thornton: The fourth grade students at Matthew Thornton enjoyed their visit to the Morrison House complex. The tours of the Morrison House, the Parmenter Barn, and the R.P. Clark's Blacksmith Shop were very interesting, and according to the children, a lot of fun. The fourth grade would like to thank Mrs. Webster and Mr. Bringhurst for providing this educational experience for our students. **From Pauline Pichette:** Along with our MT faculty many of Matthew Thornton's retired teachers returned for our annual senior breakfast. Visiting

with our former students from the class of 2018, who were escorted by Katie Sullivan and Amity Small were the seniors from LHS. It was a glorious event for all of us. Monday June 18th Matthew Thornton School walked against Hunger. In total students and staff raised \$600.00 to benefit New Horizon of NH Soup Kitchen, Pantry and Shelter. **Middle School:** David Sutherland, an Assistant Principal at the middle school, along with Maureen O’Dea and Amity Small of the high school, hosted a Dangers of Youth Vaping event on Wednesday June 13th at the LHS Café. It was attended by over 100 parents from around the community. It was also attended by some LMS and LHS students. The lead presenter, Laurie Warnock from the Northern New England Poison Center, gave an enlightening presentation on the growth of vaping by children. She presented how the trend has evolved, the current ways our children are vaping, what vaping devices are most prevalent among the youth. She also explained the lasting side effects on our children’s bodies, we are learning about. Following the presentation, there was a panel discussion. The panel included the individuals previously mentioned, the middle school SRO, Dr. Beth Sheridan, one of our School Psychologists, and Dr. Brian O’Sullivan a pediatric pulmonologist from Dartmouth Hitchcock and professor at the Geisel School of Medicine at Dartmouth. Both Dr. Sheridan and Dr. O’Sullivan provided information for our parents as well as some more detailed medical information about how this trend impacts the minds and bodies of our children. We thank all the parents and students who attended. The world Language department is excited by the progress they have made in aligning the 7th and 8th grade program with the high school course which will allow the learners taking the classes to earn a high school credit prior to walking into the high school. Please let parents know that the Middle School World Language program still exists on the 7th and 8th grade level as a 2-year program. It has come to our attention that some people believe it no longer exists as a 2-year program, but only as a 1-year program. Additionally, we are working toward aligning the 2-year program with the high school program in order for students to receive credit, per Dan Black. The Storm Center at the middle school has been a huge success in its inaugural year. Advisors Marcia Salvatore and Laura Parcell are excited for the beginning of the year back to school sales they will have once our learners return in the fall. They polled the learners to see what items they would like to see in the store and will be stocking accordingly.

Boys Respect ended their year with a planned field trip that was rained out. Alternative plans were made and the boys got ice cream at Mack’s and were able to play a few strategy games before they got picked up by their parents. Over the course of the year they were able to enjoy field trips to the Audubon Center, Benson’s Animal Park and an afternoon of bowling. We thank the board for the opportunity to continue this program.

5.3 School Board Liaison Reports: Mr. Young was asked by the Chair of the School Board to discuss with the Town Council as the liaison the topic of building a new SAU office connected to the Town building. He provided a document to the Town Council that the School Board voted not to pursue the proposal. He did indicate to Ms. Ganem that although he supports the Boards majority position he felt the Town building a new office is a good option. The reason he voted No and wanted to see the meeting occur is because he didn’t think it would have cost anything. He does support the majority of the Board, but he does have his own opinion. The Town Council listened and deliberated and supported the presentation given by Robert Slater. Mr. Slater indicated that he believes that if he shows the School Board this detailed presentation and tells them the Town is willing to work with the School Board on this that they may reconsider. Mr. Slater said this proposal will show a substantial savings to the School District and the taxpayers of Londonderry. Ms. Ganem mentioned that this plan was presented to us after the public hearing and the signed lease. The School Board wants to focus on the student needs and figure out ways to handle the increasing enrollment. She believed we work with the Town on many things. She listed what the schools provided to the Town such as facilities for elections and custodial staff to set up and clean up, equipment and facility for Old Home Days, Veterans Breakfast, the gym is the shelter for emergencies, our staff maintain the LAFA fields as well as providing facilities for the adult/youth REC programs. The Police and Fire use our grounds for training. The Town

provides the three SROs to the schools which they are very grateful. She appreciated that the Town is willing to have a conversation and it's a matter of timing, but the School Board is moving forward and felt the presentation in the future is worthwhile to reconsider.

5 **6. Deliberations**

6.1 To see what action(s) the Board will take regarding approval of Interest Rate for Capital Lease: Mr. Curro received two proposals for a five-year lease purchase arrangement for \$350,000. Both proposals were right around the 4.3%/4.25% interest rate. Municipal Leasing Consultants (MLC) gave the best rate. This will cover the Bleachers and One (1) Mini Bus. *Mr. Lekas made a motion to accept the proposed interest rate of 4.23% from MLC. Mr. Saucier seconded the motion. The motion passed by a vote of 4-0.*

6.2 To see what action(s) the Board will take regarding approval to Renew YMCA Before and After School Agreement: Mr. Curro mentioned the YMCA runs the before and after school program at the three elementary schools. It has been a great benefit to the students and parents. They have been a partner for over ten years and his understanding is that the community/town and school enjoys the partnership. The only change for the contract is for an open ended agreement concept. This was brought up last time and the discussion was necessary to bring them back and now they are here again. If the Board wishes to discontinue at any time that is in the contract. Stacey Neville and Gabby Parent from the Londonderry YMCA thanked the schools for working with them. Mr. Young asked about the decision of moving the YMCA out of Moose Hill due to space. The YMCA built more space at their facility to accommodate more children. He mentioned the contract is forever, but paragraph 18 discusses termination for the owner's convenience. *Mr. Young made a motion to accept the agreement for before and after school program with the YMCA of greater Londonderry. Mr. Lekas seconded the motion. The motion passed by a vote of 4-0. The contract was dated 6/8/2018.*

6.3 To see what action(s) the Board will take regarding approval of the updated Policy CI Temporary Administrative Arrangements effective July 1, 2018: Mr. Laliberte mentioned that there are two changes to reflect turnover in administrative staff effected 7/1/18. Crystal Rich, new Assistant Principal at the High School and Amity Small, new Principal at Matthew Thornton are the two changes. *Mr. Young made a motion to approve Policy CI Temporary Administrative Arrangements 2018-2019. Mr. Lekas seconded the motion. The motion passed by a vote of 4-0.*

7. **Superintendent's Report**

7.1 May Enrollment Report - Scott Laliberte: Mr. Laliberte mentioned that there is not a whole lot of change. We are down three students from last month which is not unusual. 227 students enrolled in Kindergarten at this point. There are 16 additional families with appointments for next fall. LEEP numbers are steady. Included in the packet is projected new students impact from the new housing developments underway. The formula is used from the Planning Department. These are projected by school area. This is the geographic breakdown. This does not include turnover of existing house sales. Mr. Young asked if this is new construction only and Mr. Laliberte said yes. Mr. Young said it would be important to memorialize this and track it and see how close the Town projections are.

8. Non-Public Session: Non-Public Session requested under RSA 91-A:3, Section II (b) and (c). Please see attached Confidential Memorandum. *Mr. Lekas made a motion to go into non-public session requested under RSA 91-A:3, Section II (b) and (c). Mr. Saucier seconded the motion. The motion passed by a roll call vote.*

9. **Adjournment**

The meeting was adjourned at 8:43PM.

June 19, 2018

Respectfully submitted,

5 Lisa Muse
School Board Secretary

Londonderry School Board
Non-Public Minutes
Tuesday, June 19, 2018

PRESENT: Board Members: Ms. Ganem, Mr. Lekas, Mr. Saucier and Mr. Young
5 Superintendent of Schools: Mr. Laliberte
Assistant Superintendent: Mr. Black
Director of Business Administration: Mr. Curro
Director of Human Resources: Mrs. Swenson

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Mr. Lekas moved, seconded by Mr. Saucier and passed unanimously (4-0) to enter non-public session under RSA 91-A:3, Section II (b) and (c) at 8:45PM

15 Mr. Lekas moved, seconded by Mr. Saucier and passed unanimously (4-0) to approve administration's recommendations for 2 teachers

Mr. Lekas moved, seconded by Mr. Young and passed unanimously (4-0) to approve administration's recommendations for coaching/co-curricular nominations

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Mr. Lekas moved, seconded by Mr. Saucier and passed unanimously (4-0) to approve administration's recommendation for release from contract with suitable replacement

25 Mr. Lekas moved, seconded by Mr. Young and passed unanimously (4-0) to exit non-public session at 9:11PM

Mr. Lekas moved, seconded by Mr. Young and passed unanimously (4-0) to adjourn public session at 9:11PM

30 Respectfully submitted,

35 Scott A. Laliberte
Superintendent of Schools