

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, December 8, 2015** at 7:00PM at the Londonderry
Town Office, Moose Hill Conference Room, 268B Mammoth Road, Londonderry, NH. In attendance
were School Board members: Mrs. Hendricks, Mr. Laferriere, Mr. Lekas, Mrs. Reilly and Mr. Young.
Also in attendance were Superintendent, Mr. Greenberg, Business Administrator, Mr. Curro and School
10 Board Secretary, Lisa Muse.

1. **Call To Order:** The meeting was called to order at 7:00PM by Mr. Young.

2. **Pledge of Allegiance:** The Pledge of Allegiance was led by Kim Carpinone.

3. **Questions, Announcements and Presentations:** None

4. **Consent Agenda:** *Mr. Laferriere made the motion to accept the consent agenda. Mrs. Reilly
seconded the motion. Motion passed 4-0-1.*

4.1. **Retirement(s):**

Anne Bartlett
Nancy Stewart

Counselor
Office Assistant

High School
District Office

4.2. **Resignation(s):**

Amanda Bailey
Stephanie Szuksta

Custodian
SPED Assistant

High School
South School

4.3. **Minutes:** **November 24, 2015**

4.4. **Meetings:**

December 10, 2015	Budget Workshop	7:00PM	Town Offices
December 15, 2015	Budget Workshop	7:00PM	Town Offices
December 17, 2015	Budget Workshop	7:00PM	Town Offices

5. **Committee Reports**

5.1 **Student Council – Olivia Caruso:** On Friday November 20 the Parent-Teacher
conferences took place, thank you to the student council members who volunteered their day to serve the
teachers in the school coffee and doughnuts, hand out maps and direct parents to a classroom. The 3rd
annual Craft and Vendor Fair hosted by the Class of 2017 was on Saturday November 21, where over 60
vendors sold items such as jewelry, Tupperware, candles and baked goods. Thank you to the Class of
2017 for their hard work on an event that is enjoyed by the community. The Pay It Forward club and
numerous football players volunteered their time on Sunday November 29 to unload 500 Christmas trees
that will be sold next to the Lion's Club, thank you to those students for their continuous volunteer
efforts.

5.2 **Teacher Liaison – Stella Skoropowski:** Read by Mrs. Reilly: **Matthew Thornton:**
Fifth graders are working on a unit that started with “reading” a wordless picture book – Unspoken, A
Story from the Underground Railroad – by Henry Cole. The culminating activity is for small groups of

students to write the words to this wordless book after having researched the Underground Railroad. Before researching information the students are receiving lessons on note taking and developing a bibliography. The Matthew Thornton winter concert will be Thursday, December 10, 2015. **North and South School:** All 3rd graders at North and South School are participating in the global event “Hour of Code” this week. Laura Lee will be doing the hour of code with 4th and 5th graders over the next month at North and South pending lab availability. **High School:** Drama Club is hosting Gingerbread Night on Tuesday, December 15 6-8 pm in the LHS Café. Cost is \$10 per house and we provide everything... and clean up the mess!! It’s a favorite event of the year and a great way to kick off the holiday season! Annual Toys for Tots drive is going on at LHS. Drop off is in Ms. Sullivan's office. Thank you to the students, staff and community who donate every year to this great cause.

5.3 School Board Liaison Reports: Mrs. Hendricks asked Mr. Laliberte for a C3 meeting update. He mentioned they met last week and talked about technology and the work being done evaluating the wireless network. They also talked about the iReady pilot and overcoming the challenges. There was a nice discussion regarding STEM integration and they have developed some great partnerships with the community. There have been many volunteers that have come in to mentor some students and have been able to work with the community. They are always trying to get more parents to come to the meetings. Any parent can call or email Mr. Laliberte at 432-6920 X 1109 or slaliberte@londonderry.org to get on the email list. They have also moved the meetings to 4:00PM to avoid the dinner hour. Mr. Young mentioned that the SERESC meeting is pushed off to next month – they are looking at three different dates.

6. Deliberations

6.1 High School Program of Studies 2016-2017 – Jay Parent, Diane Malley, Kim Lindley-Soucy and Maureen O’Dea: The goal is to improve the program of studies so that students are college and career ready. The descriptions and registrations are all online. The packet highlights the changes to the Program of Studies which they briefly went over. The changes are based on student requests and 97% were granted. All courses are competency based and will meet the 4th year math experience. Students are now required to have math every year in high school. There are revisions in Math, Information and Communications Technologies, Business and Computer Technology, Science and Social Studies. Mr. Parent reviewed the courses that students can pay and earn college credit. Current enrollment in these classes is about 200 students. There are 13 advanced placement courses offered to earn college credits. Mrs. Hendricks asked about the math being needed every year. Mrs. Malley said they need three credits to graduate. There are 363 of 395 seniors now taking math. The State says you have to have four years of math experience – the course has to expose you to math, but not specifically a math course. Mrs. Hendricks asked about freshman science and how parents have mentioned it’s a bit remedial. Mrs. Malley said they spiral off the LMS curriculum and as the year goes on its gets harder. She asked if there is a minimum class size for all courses. Mr. Parent said they do not promote or endorse any classes. If enrollment is under double digits it probably will not be held. However, it is based on the average class size so one class might look small because of scheduling and if the other class has a larger size it will take place. Mrs. Reilly was glad to see python and programming classes being offered and asked if Java programming was missing. Mrs. Malley said it is part of the AP programming course. Mr. Laferriere asked about going to Windows 10 and asked if we are allowing a piece of software to drive the programs. Mrs. Malley said we are not. They tested all the software and they are not changing because Microsoft is dictating the environment change. Mr. Young mentioned that Business Management not qualifying for math exposure worries him. He felt business without math is a business that is going to fail and he is baffled it doesn’t qualify for the states requirement of exposure to math. Mrs. Malley said it has to be based on the criteria set by the state and they might not use math every day in the course which makes this determination. Mrs. Malley checked 12 schools and

none of them have Business Management as an option. The CTE and MST will be getting back to the high school on if they will qualify down the road which will include electricians, plumbing, HVAC, etc. Mr. Greenberg gave some background as to why this decision has been made by the State based on competency. Because all schools don't have enough staff/math teachers is the reason why some of the classes are being considered as a 4th year math requirement. *Mr. Laferriere made the motion to support the 2016-2017 High School Program of Studies. Mrs. Hendricks seconded the motion. The motion passed 5-0-0.*

7. Superintendent's Report

7.1 Strategic Plan Discussion – Scott Laliberte: The packet includes the long range strategic plan changes and emphasis. This is updated on an annual basis. This year goals I and V included emphasis on executive functioning skills or Perseverance, Ownership and Practice (POP) across all grade levels. It also includes the updating of language and tools being used on assessments. There is a continued expansion of our social media communication initiative, web presence and expanded learning opportunities through STEM integration. We are looking to integrate experiences into what we already teach. We are looking for places we can bring in people, partnerships and make experiences with students that will help bring concepts to life. Mrs. Hendricks wondered when we might expect feedback on the 8th grade new math program. Mr. Laliberte said that will depend on our ability to connect our assessments to measure student growth. Feedback should be based on three years. The changes can be found online and in the School Board section. Mr. Greenberg mentioned that the summary of goals is also in the budget document.

7.2 Substance Abuse Prevention and Intervention Programs and Services – Nate Greenberg and Scott Laliberte: Mr. Laliberte mentioned that at a previous meeting the question was raised what programs we have in regard to this subject. Mr. Parent, Mr. Zacchilli, Mrs. O'Dea and Tiffany Considine who is contracted through the Center for Life Management at the Middle School and High School are here to speak. There was a packet included that outlines the programs that are offered at the Middle School and High School. There was a lot of coordination between the two buildings and Ms. Considine. The High School continued on with the summer LMS LIFT program which services at-risk students during their transition to high school and are then placed in a World Studies class. A lot of the programming of the LHS staff worked around the SOS program. Also included in the packet was the discipline code policy to return to school and the Readmission contract. Mrs. Reilly said what is notably absent is what is being done at the elementary school level. She asked what efforts are taken at that level. They have a lot of siblings at the Middle School and High School and wonder to what extent they are inheriting from the elementary level. Mr. Dutton and Mrs. Boyd spoke on this. They mentioned that all schools celebrate Red Ribbon week. There are no longer drug/alcohol counselors at that level anymore. Anti-bullying, smoking and making good choices is their focus. Fifth grade does talk about healthy choices in the body. Mr. Greenberg said we have a great ratio of guidance counselors at that level and they run a lot of programs that cover situations. The focus is getting kids involved in co-curricular activities and making good choices. Drug misuse is more symptomatic of an underlying cause and working with kids on that is very helpful. In the strategic plan, the executive functioning skills are worked on so kids have a sense of self-worth. Mr. Greenberg's perspective trying to develop opportunities for success and eliminating the amount of downtime really helps. This district is very big on co-curricular activities; sports, clubs, music, etc. which create environments that values the kids. These opportunities provide short term intervention and support and allow communication with families to discuss issues and appropriate behavior to get out of those situations. Mrs. Hendricks was concerned with parents that are drug involved. She asked that if we know a student is in this situation what services are offered? Mr. Zacchilli said that through transition meetings and working with guidance counselors and then if necessary Ms. Considine would get involved. Administrators met regularly to talk

about transitioning families. Ms. Considine talked about student referrals and it's all confidential. She meets with sport groups and introduces herself as a resource. Mr. Laferriere asked if this discussion is in response to his question the other day regarding heroin. He felt we are talking around it. He felt that we need to address the heroin epidemic more than this policy. How are we going to communicate and educate our students? We can look at this as a more directive approach. There was a forum in January. There has to be a community effort; schools cannot do it alone. Mr. Laferriere said as a district we need to address this heroin issue. Mrs. Reilly felt the policy does allow for the general population to be educated. Mr. Laferriere felt that above and beyond what this policy covers is what heroin needs to be addressed and we need to prevent it from coming into this community. Mr. Parent and Mr. Zacchilli confirmed that they have not seen heroin at the schools. Mr. Young asked if Narcan should be provided at the schools. Mr. Parent said he has not seen a need for this. Mr. Young felt compared to a decade ago the schools are doing a much better job. He felt "heroin high" was mentioned a long time ago in the Derry News and he is not interested in seeing this again. All kinds of issues are present in our community and the biggest issue is when the students get home and are alone. He is thankful our students have guidance and administrators to talk to along with after school programs. Mr. Young doesn't feel we need to focus on heroin but would rather focus on the core issues and not narrow down to one particular drug. He also felt this should be a community effort and if there is somebody out there that wants to lead the charge and work with the schools then he is all for that, but does not feel the school should take it on as their responsibility. Maybe somebody will volunteer. HIPPA and confidentiality concern him and assumes those are rules that are being followed very closely. Mr. Young felt that maybe an assembly of someone that has a heroin connection would be great thing to do. Mr. Laferriere would like to see some numbers because he felt that drives the emotions and hits home when they see demographics, overdoses, etc. Mr. Greenberg does not want the community to feel that we do not have programs in place. He wanted people to understand that going back five years we have held forums and have programs in place and the heroin is the result of an underlining pathology – it's not the cause. If people are serious about addressing the drug issue then it's a State and community effort that involves treatment, intervention and follow up and be that focused and intense. He felt the focus is heightened now, but felt there are probably still more people that die from alcohol and prescription drug abuse than heroin. Although heroin is the catch now, he doesn't want people to lose sight of all the other drug abuses. Further conversations will follow.

7.3 Concussion Report – Howard Sobolov: Fall concussion report provided: 28 concussions; 14 male and 14 female. Compared to last year we had 30 in the Fall 26 male and 4 female. The main reasons the male numbers went down and female numbers increased is a proactive program through the strength and conditioning program. Strengthening of the neck muscle helps prevent concussions and the force isn't as significant. Michelle Hart-Miller helped with this report. The male athletes bought into this strength program more than the girls. There are 513 athletes this Fall. Last Fall there were 563 athletes. If an athlete experiences force to the head and symptoms last until the next day - then they enter the concussion protocol program which is a five step process. All athletes take an impact test to get a baseline and if enter this protocol they take the test again and a neurologist reads the findings and reports back. Once they return to the baseline they can return to athletics under a lesser step in process. Different people respond differently – a concussion is a concussion. Mr. Laferriere asked how many athletes are repeats with concussions, but he does not know. He can tell the Board that nobody had a repeat concussion this season. If a student receives a second concussion in a season the student is disqualified. Sometimes the neurologist tells the student they cannot participate anymore in athletics. Mr. Laferriere asked if students are coming forward more and taking themselves out. Mr. Sobolov said the students are much more in tune and report them and coaches are more vigilant about reporting students/symptoms and trainers are on top of student observing and pulling them out of competition if necessary. Mr. Laferriere asked equipment wise and technology wise are we comfortable

where we are at. Mr. Sobolov said yes and all football equipment is certified and as far as helmets go they are rated on how they absorb force and ours are 5 star rated. Virginia Tech rates the football helmets and we follow their rating. Mr. Laferriere asked about soccer and concussions. Mr. Sobolov said they are head butting, falling backwards and heading balls and that is why they are working on neck strengthening for this purpose. Mrs. Reilly asked which sport season has the most and Mr. Sobolov said the Fall because we have the greatest number of athletes and football usually shows a lot. Cheerleading in the past has been higher. The skill level has improved in the cheerleading program. All athletes/teams are provided the opportunity for in season and out of season strength and conditioning programs. The athletic trainers are both trained and licensed through the State of NH. They don't diagnose, but can determine symptoms. Concussions are caused by the rotational force not so much from the head butting straight on. Tackling techniques are practiced to help avoid concussions. Mrs. Hendricks asked if the parents have enough resources to make a decision if they want their child to participate. Mr. Sobolov felt we have the most current resources and provide these to the parents upon entering middle school and high school. Coaches have to recertify every two years.

7.4 October and November Enrollment Reports – Nate Greenberg: October had 4393 students and at the end of November we had 4407. We are seeing a regular flow of people coming in to register. Compared to previous years September is -34, October is -27, and November is -21. At the end of the first semester we will probably see a drop in enrollment because of people moving, switching to Adult Ed and some graduating. Mrs. Hendricks asked about the school start time changing at other schools and if it would affect MST and Mr. Greenberg said it would not.

8. Non-Public Session:

Non-Public Session requested under RSA 91-A:3, Section II (b) and (c). Please see attached Confidential Memorandum. Mr. Laferriere made the motion to move into Non-Public Session requested under RSA 91-A:3, Section II (b) and (c). Mrs. Reilly seconded the motion. Motion passed by roll call vote.

9. Adjournment:

Meeting was adjourned at 8:47PM.

Respectfully submitted,

Lisa Muse
School Board Secretary

Londonderry School Board
Non-Public Minutes
Tuesday, December 8, 2015

PRESENT: Board Members: Mr. Young, Mr. Laferriere, Mrs. Reilly, Mrs. Hendricks, and
Mr. Lekas

5 Superintendent of Schools: Mr. Greenberg
Assistant Superintendent: Mr. Laliberte
Director of Business Administration: Mr. Curro
Director of Human Resources: Mrs. Swenson

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Mr. Laferriere moved, seconded by Mrs. Hendricks and passed unanimously (5-0) to enter non-public session under RSA 91-A:3, Section II (b) and (c) at 8:53PM by a roll call vote.

15 Mr. Lekas moved, seconded by Mr. Laferriere and passed unanimously (5-0) to approve administration's recommendations for 5 special education assistants

Mr. Lekas moved, seconded by Mrs. Hendricks and passed unanimously (5-0) to approve administration's recommendations for 2 custodians

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Mr. Lekas moved, seconded by Mr. Laferriere and passed unanimously (5-0) to approve administration's recommendation regarding a leave of absence request

25 Mr. Lekas moved, seconded by Mr. Laferriere and failed unanimously (0-5) to approve administration's recommendation regarding a leave of absence request

Discussion of health insurance contract

Discussion of pending legal matter

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Mr. Laferriere moved, seconded by Mrs. Hendricks and passed unanimously (5-0) to exit non-public session at 9:29PM.

35 Mr. Lekas moved, seconded by Mrs. Reilly and passed unanimously (5-0) to adjourn public session at 9:30PM.

Respectfully submitted,

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Nathan S. Greenberg
Superintendent of Schools