

**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, September 22, 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 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 Sandy Brown.

15 **2.1 Moment of silence for Bob Lincoln:** Mr. Young went over a long list of projects that Mr. Lincoln was involved in. Some of those accomplishments were: 21 years on the School Board, Founder of Pop Warner, Chairman of the Field Study since 1983, member of the Lion Post for 26 years, Recipient of many awards and a member of numerous other committees, Grand Marshal of Old Home Days Parade, Town Treasurer for six years, Town Rec Committee, served on the Budget Committee and donated all his summer vacation to building and improving the school athletic fields.

20 **3. Questions, Announcements and Presentations:** Mr. Parent talked about PSATs exam results. Nationally the Top 50,000 scores are recognized as commended students and the Top 16,000 scores are recognized as National Merit semi-finalists. The LHS students who achieved commended status were Noah Vogler, Elizabeth Keller, and Kathryn Balcom. Claire Tighe is a National Merit Semi-Finalist.

25 **3.1 Pay It Forward – 9/11 Activity with American Legion – Katie Sullivan & students:** A service was held at the Town Common to remember the lives lost on September 11th. Senator Al Baldasaro and Presidential candidate, Jeb Bush were in attendance. The Pay It Forward students read all the names of the lives lost along with some School District Administrators. They thanked the Legion for their help and support. Mr. Laferriere thanked the students for having the ceremony and remembering the people. Mr. Curro mentioned in addition to the group on the Town Common, the District had two students at the fire station who sang and the band performed taps.

30 **3.2 iReady Assessment System Presentation – Scott Laliberte, Sandy Brown, Paul Dutton, Meghan Nason and Ann Collacchi:** Mr. Laliberte stated the concept is a process of determining what students know, and what they are ready to learn next. He explained that a lot of what the teachers use in the classroom are different techniques of what students know and are ready to learn. He explained that teachers manage so much data and sort it out on their own and the teachers are still trying to do this manually and try to collect the data themselves. We are trying to take what we do and use technology so that teachers can really look at the design of the instruction. The system connects to learning materials customized to each student. Sandy Brown went over what Adaptive Diagnostic means. As students continue to answer correctly the tests gets harder, but if struggling the questions would be a little easier to help tell the teacher understand what level the students are at in reading and math. Meghan Brown went over the outcomes of the iReady Diagnostics. Mr. Dutton went over the way in which results will be applied to existing instruction. Ann Collacchi went over how the Middle School has met as teams and looked at the student profiles and results and talked about strategic decisions in their classroom. It is mentioned that the administrators are meeting with the teachers of each grade level to go over with the staff explaining exactly how the outcome can be used. They will be talking with the parents at the Principals coffee meeting. The intention is to look at the data and compare to our regular data and see if we determine

if this is viable as a district and then they would come back to the Board to discuss budget and professional development. Their discussion at this point is to see what systems can be replaced and meet the needs of our students and be responsible in that regard. Mr. Lekas mentioned that his daughter took this test and was very excited. Mrs. Hendricks felt this will be beneficial to help catch children who are struggling before they arrive at the Middle School level. Mrs. Hendricks asked if this will help assess if the Math program is going well. Mrs. Collachi said this will give us real time data. Mr. Laliberte said they use the iReady for the elementary up to Middle School. Mr. Laferriere asked if this is being used at 2nd, 3rd and 6<sup>th</sup> grade piloting levels? Mr. Laferriere confirmed that this is designed to take some load off the teachers and allows for more instructional time and targets individual children who might need some extra attention. Mr. Laliberte said this will definitely make a more efficient use of the teacher time. Mrs. Collachi said the immediacy of the information is very helpful instead of waiting months for results so the teachers can plan immediately for the lesson planning. Mr. Laliberte said this is not intended to take the on hands approach away from the teachers, but should be able to enhance it. Mr. Laferriere asked what this costs. Mr. Laliberte said it's a per student cost and depends on how much we choose to implement. Assessment is \$6/student and instructional is significantly more. Mr. Laliberte said we are in the budget process, and early in the pilot they will prepare and layout the different options and give a recommendation. Mr. Greenberg said because we budgeted for the SATs which the state is paying for now we might not see a significant increase. Mrs. Hendricks asked if there are more people involved than the ones here tonight and Mr. Laliberte said there are many more including many teachers. Mrs. Hendricks asked if the data is real time when is it appropriate to look at the data and notify a parent? Mr. Laliberte said that would have to be implemented into the plan and parents would have to be provided with the information to understand what the results are that they are looking at. Mr. Young asked if this is a testing event or a life style. Mr. Laliberte said it's a testing event that supports a life style. They are after a way to track individual student growth in real time to challenge the student. The tools we have in place we can do that, but in a much slower way. This provides a more student specific approach than the processes we use now. Mrs. Reilly asked if the pilot just started how do they plan on coming to the Board at budget season. She asked that in that short time are you going to be able to provide us with all the data needed. Mr. Laliberte said there was a lot of work done ahead of time and we are just piloting this one tool even though there are many more that can be phased in. The last couple of weeks showed us the data of our students instead of sample data. The staff is working on this data now. Since it is a pilot, there is the opportunity to opt out but it looks very promising as of now. Our technology supports the program and the students have responded well to the format. Mr. Young said in the future, it would be great to hear from some of the students.

4. **Consent Agenda:** *Mr. Laferriere made the motion to accept the Consent Agenda. Mr. Lekas seconded the motion. The motion passed 5-0-0.*

4.1 **Minutes:** August 25, 2015

4.2 **Meetings:**

**October 6, 2015      Regular Meeting      7:00PM      Town Offices**

**October 20, 2015      Regular Meeting      7:00PM      Town Offices**

5. **Committee Reports**

5.1 **Student Council – Olivia Caruso:** The Lancer Spirit school newspaper officially launched their website online on Thursday, September 17th. Also on Thursday, September 17th, Parent's Night was held at LHS. Thank you to the parents for attending and to the staff and student volunteers for assisting parents, setting up information tables and helping the night run smoothly overall. The Fall Pep Rally will kick off Mack Plaque weekend and will be this Friday, September 25<sup>th</sup>. Good luck to all athletes competing. The student council will be hosting the New Hampshire Association of Student Councils Fall

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central district meeting on Wednesday, September 29<sup>th</sup>. The high schools from the central district will attend and participate in team building and leadership activities.

**5.2 Teacher Liaison – Stella Skoropowski: Moose Hill:** The kindergarten students at Moose Hill are looking forward to their field trip to the apple orchard and pumpkin patch on Thursday. We are very appreciative of Moose Hill Orchards for working with us to make the trip so beneficial to our students. **Matthew Thornton:** Cross Country at Matthew Thornton has about 45 kids which is a smaller group than they are used to. The Bay Colony Educators visited the fifth grade, Monday, September 21. Students learned what their lives would be like if they lived in colonial times. **Londonderry Middle School:** The Spanish 7 students are showing so much enthusiasm for learning a new language!!! The Spanish 8 students are excited about how much they remember from last year. They are realizing how much they did learn last year. **High School:** The high school Metals and Woods classes attended Construction Career Day to explore opportunities in the trades. The kids got to learn what schooling and internships are out there for them. Kids had the opportunity to drive 18 wheelers, bucket trucks, climb trees and build things. Great time was had by all. Kelly Giguere’s Contemporary Literature class is reading *An Invisible Thread* by Laura Schroff. This is the true story of a young boy who is befriended by a NYC businesswoman on her way to work one day. A lunch at McDonald’s sets the foundation for a relationship that has lasted almost 30 years. To teach students the value of “paying it forward,” her class of 15 is collecting and refurbishing bicycles to donate to the veterans and their families for the Harbor Homes project. They currently have 8 bicycles, most of which are for children, and they are in need of adult bicycles. If anyone has a bike to donate, we would love it! Please contact Kelly Giguere via email at kgiguere@londonderry.org for drop off, or if someone needs someone to come to them to pick up bikes, they can arrange that too.

**5.3 School Board Liaison Reports:** Mr. Laferriere mentioned that Friday night at the football game there were no issues with the new concession and press box. Students were well behaved and represented us well. The Pinkerton game is Friday night at Pinkerton and the rest of the games are Saturday. Mrs. Hendricks said the first C3 meeting is October 18th at 4:00 at the LHS library to discuss curriculum. In an effort to reach out to more parents, the time has been moved to 4:00. Mr. Young mentioned how beautiful is it that we can have a school in the middle of a farm and the students don’t have to get on a bus to go on a field trip. He thanked the Mack family for allowing the students to come into the fields.

## 6. Deliberations

**6.1 To see if the Board will reconsider the Rabbit Environmental Protected Easement M.O.U. – Peter Curro:** Mr. Young mentioned that we had a meeting previously with only a three member board and this was voted down 1-2. We indicated that since it was a short board the presentation could be made again to the entire board. Mr. Young needed a motion from a member who voted in negative to make a motion. ***Mr. Laferriere made a motion to reopen the deliberation for the Rabbit Environmental Protected Easement that we discussed several weeks back, Mr. Leka seconded the motion. Motion passed 5-0-0.*** Mr. Curro introduced Heidi Holman and John Kanter from the State Fish and Game Department and Mike Speltz from the Londonderry Conservation Committee. A power point presentation was provided. They mentioned that they have been working with the Town Council and Conservation Commission. It is stated that we have a unique circumstance that Londonderry has the largest living New England Cottontail population in the State. This did not warrant federal listing based on implementation of products so they are requesting permission. The primary reason for decline is habitat. They require early successional habitat, shrubs and thicket. This has declined over time due to human land use because we favor field or forest use. The New England cottontail requires a habitat that many other species will benefit from this project. The State will grind down the shrubs that are existing like done under the power lines, reseeding and include removing timber to allow regeneration of a young forest. They are trying to create 2000 acres of this habitat in New Hampshire before 2030. They have been successful in implementing 1000

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acres since 2009. The power lines allow for connecting patches of habitat. They are presently working with Eversource. The Musquash Wildlife Opening in the recreational area slide shows the regeneration that takes place over one year. They are also doing a captive breeding program and they are able to track the progression. Ms. Holman addressed the visibility of the proposed location and she mentioned this is surrounded by wetlands and divides the school and provides a buffer. Visibility is not an issue. They are striving to provide 10-20% of canopy cover in this location. In regard to predators, they have implemented 1000 acres in New Hampshire and there is no documented increase of predators because of this action. They will continue to monitor the survival of rabbits. In regard to disease, they have been selecting rabbits from across the range and they quarantine and monitor them and have found no diseases in the cottontail at this time. This usually occurs when there is an overabundance of a species. Disease is a mechanism for control. Mrs. Hendricks asked about predators and what preys on rabbits? Ms. Holman mentioned that in their young stage it is skunks, snakes, raccoons and as they get older it would be owls, hawks, foxes, coyotes and fisher cats and domestic house cats and dogs. If they become extinct how would it affect the food chain? There would be a shift in the type of predators and community shifting, but not in quantity. Mrs. Hendricks asked if trimming the environment would affect other habitat. Ms. Holman said the volume of different type of habitat who relied on older environments would probably relocate. Mrs. Reilly asked what is the frequency of the trimming and maintenance. Ms. Holman mentioned it takes about five to ten years for quality habitat to arrive and then go back about 10-15 year rotation. Mrs. Reilly asked if they introduce the cottontail or does it happen naturally? Ms. Holman said it is uncertain at this time. Mrs. Reilly asked if there is any situation that we will need to sell off these parcels. The land drops and we have an agreement with the conservation that we wouldn't go further with this land. Mr. Curro felt this is a win win because it acts as a natural buffer between the actual playing field and the residential zone. Most of the land is wet and we couldn't use it anyway. Unless we had a huge influx, we would not use this area due to wetlands. Mr. Lekas asked what other habitats about school property. Ms. Holman mentioned there was one school that applied in Merrimack for a natural habitat. Mr. Lekas is afraid that predators could become a potential problem to the students. Mr. Curro mentioned that on the map included in the packet the smaller orange colored space is what is being discussed tonight which is owned by the Town that has approved the habitat. The smaller piece is on school property and they are looking to put the two together to make a larger habitat. Mr. Curro said these are not close to the fields and pretty far back. Mrs. Reilly asked if any future education purposes for the school could benefit from this. Ms. Holman some partners have expressed interest in facilitating that. Mike Speltz, 18 Sugarplum Lane said we don't have to operate in much doubt, but we have a pilot program going on already that was implemented in 2012 and is doing great as by the pictures. There were predators before and they will always be there – it might not always be the same mix, but we have not had any instances of anybody being attacked. Here we are the host of the largest cottontail habitats in the State and we have enormous opportunity to do good conservation and good ecology and biology. These two individuals here tonight are the best scientists in the State and he hopes they have gotten all answers to the questions and move forward and this will be a good thing. Mr. Young asked Mr. Greenberg if we could connect to the school. Mr. Greenberg felt that if it was possible to put a walkway in then he doesn't think that would be a problem. Can the students pass through? This would not preclude a trail construction said Mr. Kanter. Mr. Speltz said the slide showed a trail right through the one in progress now. Mr. Young mentioned he got a number of calls because of his support and his issue is focused around the old growth in the area. Mr. Young asked again about the canopy concerns. Mr. Young asked with all these power lines in Londonderry, why do you need more habitat than what the power lines provide? Ms. Holman said they have worked with PSNH since 2010 and they are not seeing commutively enough habitat from just those – they are long and narrow and they are looking for a 20 acre patch. Mr. Laferriere asked about the population since they opened up in the Musquash and Ms. Holman said no rabbits yet and it has been three years. Mr. Kanter said it takes about five years to get to where the coverage gets to where the rabbits would colonize. Mr. Laferriere asked about the parcel on the school in

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regard to the steps we take for mosquito control. He mentioned we also fertilize the fields and we do that to protect the children. If this is 500 feet from the clearing and we start spraying for EEE he fears the Conservation Committee will come back and tells us we can't spray? Ms. Holman said they have no concerns about the impact to the rabbit because there is no direct channel; it disperses at a rate that they can't ingest it. Mr. Kanter said rabbits are mammals and any type of those control agents have surpassed and have been tested. Ms. Holman references Cape Cod and has never heard any conflict. Mr. Laferriere asked who is paying for this. Ms. Holman said there is a variety of funding sources across the State and private donations. *Mrs. Reilly made a motion that we approve the MOU between NH Fish and Game Department and Londonderry School District concerning habitat management of school district owned parcels for enhancement for rare and endangered species of which the rabbit is a part on the north corner of Map 9 lot 43. Mr. Lekas seconded the motion. The motion failed 2-3-0.*

## 7. Superintendent's Report

7.1 **Behind the Strategic Plan (Video):** A video that profiles four graduates of Londonderry High school and the impact the school district had on them and their careers. For the recent graduates it shows the impact the strategic plan has had and shows the link between past, present and future. The video was put together by Kaitlyn Mak who graduated from LHS and is presently a sophomore at Fitchburg State. She worked with John Beaulieu on this project over the summer. The video shows the people that go the extra mile even after they graduate and the opportunities provided to them. Mr. Greenberg said we have many faculty members who went to LHS and came back and pay it forward to community and kids.

It is mentioned that calling hours for Bob Lincoln will be Thursday, September 24th and a memorial service on Saturday, September 26<sup>th</sup>. The public can check Peabody Funeral Home for more information.

Mr. Reed Clark, Stonehenge Road: He talked about the assessment system. He mentioned that he has been in two separate groups: the manual group and ready assessment group.

## 8. Non-Public Session

**Non-Public Session requested under RSA 91-A:3, Section II (b). 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). Mr. Lekas seconded the motion. The motion passed by roll call vote.*

## 9. Adjournment

Public meeting was adjourned at 9:30PM

Respectfully submitted,

Lisa Muse

School Board Secretary

Londonderry School Board  
Non-Public Minutes  
Tuesday, September 22, 2015

5 PRESENT: Board Members: Mr. Young, Mr. Laferriere, Mrs. Reilly, Mrs. Hendricks, and  
Mr. Lekas  
Superintendent of Schools: Mr. Greenberg  
Assistant Superintendent: Mr. Laliberte  
10 Director of Business Administration: Mr. Curro  
Director of Human Resources: Mrs. Swenson

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) at 9:31PM..

15 Mr. Laferriere moved, seconded by Mr. Lekas and passed unanimously (5-0) to approve  
administration's recommendation for an elementary reading teacher

Mr. Lekas moved, seconded by Mrs. Hendricks and passed unanimously (5-0) to approve  
20 administration's recommendations for three special educational assistants

Mrs. Hendricks moved, seconded by Mr. Lekas and passed unanimously (5-0) to approve  
administration's recommendation for a custodial nomination

25 Mr. Laferriere moved, seconded by Mrs. Hendricks and passed unanimously (5-0) to approve  
administration's recommendation for a DI Coordinator

Mrs. Hendricks moved, seconded by Mr. Lekas and passed unanimously (5-0) to exit non-public  
session at 9:48PM.

30 Mrs. Hendricks moved, seconded by Mr. Lekas and passed unanimously (5-0) to adjourn public  
session at 9:49PM.

35 Respectfully submitted,

Nathan S. Greenberg  
40 Superintendent of Schools