

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, December 7, 2021 at 7:00PM at the Londonderry High School, 295 Mammoth Road, Londonderry, NH in the LHS Cafeteria. In light of the current health crisis, we will be observing social distancing guidelines in this evening's meeting. The meeting will also 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 Minutes: Amendment to November 9, 2021 Minutes

3.2 Meetings:

December 14, 2021	Budget Workshop	7:00PM	LHS Cafe
December 21, 2021	Budget Workshop	7:00PM	LHS Cafe
January 6, 2022	Budget Workshop	7:00PM	LHS Cafe
January 11, 2022	Regular Meeting	7:00PM	LHS Cafe
January 13, 2022	Budget Public Hearing	7:00PM	LHS Cafe
January 18, 2022	Regular Meeting	7:00PM	LHS Cafe

7:10 PM 4. Announcements and Presentations

4.1 Filing Period for Candidates – First Day is Wednesday, January 19, 2022 and Last Day is Friday, January 28, 2022

- One (1) School Board Member – 3 year term
- One (1) School Board Member – 2 year term
- One (1) Moderator - 3 year term
- One (1) Treasurer - 3 year term
- One (1) School District Clerk - 3 year term

To make arrangements to file, please contact Kerri Stanley, Interim School District Clerk at (603) 860-9369. Ms. Stanley will be at the School District Office from 3:00PM to 5:00PM on Friday, January 28, 2022, for the purpose of final filing

4.2 Update on Administrative Work Regarding COVID Transition

December 7, 2021

- 7:15 PM 5. Budget Workshop
- 5.1 Athletics
 - 5.2 Personnel
 - 5.3 SPED
- 8:30 PM 6. Public Comment
- 9:00 PM 7. Non-Public Session: Non-Public Session requested under RSA 91-A:3, Section II (b) and (c).
- 7.1 Personnel Discussion
8. 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.)

4.4 **Administrative Announcements:** This is an informal spot for any admin that wants to share any news or announcements. Mr. Curro has some corrections. The Reopening Plan is that it is just a plan. It is not a Board policy and not adopted as a policy. It can be amended or changed by the School Board following the normal rules. In regard to public comment, this area has been covered by the Chair. The Deliberative Session in February is when the public can participate, and they are encouraged to participate. It's a special meeting and a public hearing. The public for that night is the legislative body and encouraged to come up and ask questions. That is when a point of order can be used to stop the meeting and get clarification. The Board meeting is a collaborative meeting between the School Board and the School District (administrative board) it is their job to open dialogue between the Board during the meeting and present information and suggest ideas. He discussed that the tax rate for the community has been set. The Town Manager said it was significant decrease in the tax rate. Mr. Curro cautioned people that the rate by itself has little meaning. You need to know the valuation of your property and the spending approved in March to get the tax commitment. He cautioned the residents that the tax rate dropped and assume you will automatically see a decrease in your tax bill. The Town only looked at residential when they did revaluation. There was a minor shift in the ratio between the value of residential and commercial/industrial property. Tax bills will be in the mail last week of November/first week of December.

5. **Deliberations:**

5.1 **To see what action(s) the Board will take regarding the first reading of the following policies:** Mrs. Meninger gave an update on each policy and asked for any specific questions which the Board had a few.

Policy GBCE Training and Information Relative to Child Sexual Abuse Prevention: Mrs. Hendricks made a motion to accept Policy GBCE Training and Information Relative to Child Sexual Abuse Prevention and move to the second reading to the next agenda. Mrs. Loughlin seconded the motion. The motion passed by a 5-0 vote.

Mr. Depasse made a motion to accept and move to a second reading Policy GBCD Background Investigation and Criminal Records Check: Updated to include legislative updates and changes to RSA 189:13-a (volunteers, exceptions, offenses, Superintendent "designee"). Mrs. Loughlin seconded the motion. Mr. DePasse rescinded this motion.

Policy GBEA Staff Ethics: Mr. DePasse made a motion to accept and move to a second reading Policy GBEA Staff Ethics: New Policy that establishes staff conduct and ethics guidelines that align with Code of Ethics for NH Educators. Mrs. Loughlin seconded the motion. The motion passed by a 5-0 vote.

Policy GBEAB Mandatory Code of Conduct Reporting: Mrs. Loughlin made a motion to accept and move to a second reading Policy GBEAB Mandatory Code of Conduct Reporting; New Policy that establishes reporting procedures called for by NH ED Code 510.05 (a), and NH Code of Conduct 510.01-510.05. Mr. Slater seconded the motion. The motion passed by a 5-0 vote.

Policy GBEBB Employee-Student Relations: Mr. Slater made a motion to accept and move to a second reading Policy GBEBB – Employee-Student Relations: New policy that includes updated language and replaces outdated Anti Fraternalization policy GBCC. Mrs. Loughlin seconded the motion. The motion passed by a 5-0 vote.

Policy GBEBD School District Social Media Platform Policy: *Mrs. Hendricks made a motion to accept and move to the second reading Policy GBEBD School District Social Media Platform Policy.* The memo lists the name of this policy correctly. *Mrs. Hendricks rescinded that motion. Mrs. Hendricks made a motion to accept and move to the second reading Policy GBEBD Employee Use of Social Networking Websites: New Policy that establishes guidelines around communication with students outside of school. Mrs. Loughlin seconded the motion. The motion passed by a 5-0 vote.*

5.2 To see what action(s) the Board will take regarding the first reading to rescind the following policies:

Policy GBCC Anti-Fraternization Policy – Staff: *Mr. DePasse made a motion to rescind Policy GBCC Anti- Fraternization Policy – Staff and move to the second reading. Mrs. Hendricks seconded the motion. The motion passed by a vote of 5-0.*

Policy IJOC-E Volunteer Application Form: *Mrs. Loughlin made a motion to rescind Policy IJOC-E Volunteer Application Form, switching to online applications, therefore eliminating the need for the attachment and our updated IJOC policy references the IJOC-E Confidentiality Agreement and removing the application will clear up that language.and move to the second reading. Mr. Slater seconded the motion. The motion passed by a 5-0 vote.*

5.3 To see what action(s) the Board will take regarding the first reading to amend the following policies:

Policy GBCD Background Investigation and Criminal Records Check: *Mr. Slater made a motion to approve Policy GBCD Background Investigation and Criminal Records Check and move to a second reading Updated to include legislative updates and changes to RSA 189:13-a (volunteers, exceptions, offenses, Superintendent “designee”). Mrs. Loughlin seconded the motion. The motion passed by a 5-0 vote.*

Policy IJOC Volunteers: *Mrs. Hendricks made a motion to accept and move Policy IJOC-E Volunteer Application Form to the second reading. Volunteers updated to include updated RSA 189:13a language and include definition of designated volunteers. (Referred to in GBCD). Amy Finamore asked her to make a motion for IJOC Volunteers. Mrs. Loughlin seconded the motion. The motion passed by a 5-0 vote.*

5.4 To see what action(s) the Board will take regarding moving forward with touchless faucets being installed: Peter Curro and Alan Miller: Mr. Curro explained the intention to replace the old and outdated faucets District wide to touchless faucets for a variety of reasons. If approved, this project would be funded through the ESSER III Grant pending approval from the State. Mr. Miller went over the process and the companies that submitted quotes as well as warranty information and pricing. He talked with Dartmouth who has these, and they are very happy. Mr. Curro said the recommendation is to move forward with Swish and start the installation District wide. In house labor will be used and should take a few months.

Mrs. Hendricks asked about the Swish units and the cost of the battery. The cost is \$6/7 per unit, and we would install these ourselves. They are looking to start installation after Thanksgiving after school hours and the custodian will be with them at all times. Mr. Slater asked if we require background checks on the employees of Swish coming in. Mr. Curro said we do not require this, but it can be worked in. It is anticipated 5-7 weeks for completion. *Mr. DePasse made a motion to move forward with the Swish faucets at \$118,250. Mr. Slater seconded the motion. The motion passed by a vote of 5-0.* During the times the faucets are installed, our tech will meet and hope to do the touchless paper

towels dispensers and soap dispensers at the same time. If we sign a two-year contract, the increase would be the paper itself around \$4000-\$5000 per year. The flush auto valves will be handled in house.

5 **6. Old Business:**

6.1 Report on Survey Options - Peter Curro and IT Staff: We did not want to do this inhouse and but to have a third party and not be involved in the collection.

10 Josh Perks/IT Department mentioned they looked at a few online providers as outlined in the memo. A vetting process and a signed data privacy agreement would be used. We have not heard back yet from the companies since the request went out three weeks ago.

15 Mrs. Hendricks confirmed that the companies we are pursuing have not signed on for our data privacy yet. She said if these companies are not willing to sign off then we shouldn't pursue them. Mr. Slater doesn't know if we are going down the path that won't suffice the parents that filed the petition. We could go ahead with this process, but will it suffice the petition submitted to have a special election. His feeling was he doesn't think it will bring us any closer or further to an answer regarding the petition.

20 Mrs. Loughlin agreed that we should discuss the special vote first and look at this after. She asked what is the cost? Josh Perks said \$600-\$800. Mr. DePasse agreed that not do the survey for this purpose. It may be beneficial in the future, but not right now. Amy Finamore has concerns about the survey too and not moving forward. She reinforced that the consensus of the Board is not to move forward with the survey at this time. Mr. Slater discussed the petition that the community filed this document and from what the attorney said, we can do what we want with it. He felt we should entertain holding that election for it. Mr. DePasse does agree that we need to take the proper steps, but if we go to a vote the results would be non-binding to the Board and what was it we should be responsible for. He felt going down that road is setting a dangerous precedent. He doesn't see the value, but a lot of potential

25 problems. Mrs. Hendricks agreed. She thought the Task Force was made up of community members and gave us their perspective and we accepted that. We have huge issues in this District and at this junction our time and effort will be spent better elsewhere. Mrs. Loughlin agreed and said maybe we should have the Task Force get back together with the task to discuss as a group. Amy Finamore agreed with Mr. DePasse and Mrs. Hendricks and thought there are a few things around entertaining the petition. She felt it encumbers future Boards and it is within the Boards right to make these type of decisions and should hold to that. She reiterated that the majority of the Board's desire is not to move forward with the survey and the majority of the Board's desire is to not move forward with the petition.

30 ***Mr. Slater made a motion to move forward with the citizens petition on the mask situation.*** There was no second. The motion failed. ***Mr. Slater called for a vote. The motion failed by a vote of 1-4.*** There does not need to be a second with a small Board.

35 Mrs. Loughlin asked if we want to bring the Task Force back together. Mr. Slater liked that suggestion and would like to see if we can get the majority of the Task Force back and set that up in the next couple of weeks. Mr. Slater can reach out to them as he was the liaison.

40 Mrs. Hendricks suggested that maybe we can have others join the Task Force to get others point of view since a lot has changed since August. She would like to widen that net and have additional community input and she felt the charge needs to be rewritten. Mr. DePasse would like community engagement, but maybe a moderator or independent facilitator to help. He felt an outside person would help get the ball rolling. Amy Finamore liked the idea of expanding the Task Force and do we want to move it to the next agenda. Mrs. Loughlin said if its two meetings we need people to commit. She would like to see them meet prior to our next meeting. Mr. Slater said if we are going to open and broaden, it will be time consuming and take several meetings. We need to come up with the charge tonight, get it in the paper and then set a schedule and he will be the liaison again. Mr. DePasse asked do we have an idea of the charge. Mrs. Hendricks said if we aren't able to put together a specific charge this evening that we should very thoughtfully and mindfully discuss this in a detail manner as quickly as possible. Amy

Finamore agreed, and she was not prepared to come up with a charge tonight and it needs to be very specific before creating a Task Force and it could be a long-term decision. Mrs. Hendricks felt we should talk with our administrators to find out what help they need. Amy Finamore said we need to find the needs of our administrators and move on from there. Based on their input, come back on the 11/30 meeting and hear from our administrators.

7. **Superintendent's Report:**

7.1 **K-8 Data Report - Dan Black:** Amy Finamore has an enrollment page and has given it to the Board. Mr. Black mentioned they will look at the High School on November 30th. There is a Power Point presentation. He discussed the Strategic Plan before and after COVID-19. He discussed the timeline of COVID-19 to now. He shared the State test performance data for literacy and math. i-Ready Performance was discussed in detail including historical data. The conclusions were listed in the handout. The current and future learning loss plans for Londonderry were explained. Maybe this winter there may be time to provide after and before school time. There are many logistical hurdles to overcome. There are more resources to help students perform such as Math in Focus 202, Math Interventionists and Math Coaching. We want to make decisions for which students receive more time and resources based on a broader and longer picture of performance than just i-Ready. For the longer term, we are looking at changing our District's DNA around competency and time.

Mrs. Hendricks asked for those students not performing at grade level were they advanced any way and Mr. Black said yes. There were probably somewhere around 800 students probably weren't performing, but we had 400 show up for math academy in the summer. Others said they needed the break. Moving forward, she asked in his opinion what do we need to do to remedy or what resources are needed. Has a reading academy been considered. Mr. Black said how do we target kids who only struggle with reading is being looked at.

Mr. DePasse said addressing where we have been or any further impact to the future is a challenge and how does that impact. Mrs. Loughlin loved the before and after school options if we can get that to work. She would like to see the number of students that have reached their goals and gains.

Mr. Slater said he would like to see us explore a 1-3-person committee to take over COVID and let the administrators do their job. They can report and present to the Superintendent. Are there people in the District Office that can take this over. Can something be set up to relieve some of Mr. Black and Mrs. Carpinone's duties and report to the Superintendent. From an operational standpoint, Mr. Laliberte felt it's a great idea to free people up. How we would staff it would have to be worked out. It would be beneficial to the academic side. Mr. DePasse asked how do we get an idea of the social/emotional across the District? Mr. Black said surveys have been used with other Districts, but it is very difficult to wrap your heads around this. There are also a lot of flaws with surveys too. Amy Finamore liked Mr. Slater's suggestions and is looking forward from the administration what their needs are. She felt the biggest take away is the need for basic math concept in the early grades and this sets up students for success. Mr. Slater said he would like to see the Superintendent put some time into this and before the budget season present so the administrators can do their job. He wanted Mr. Laliberte to look at this in the coming weeks and put it on the agenda

7.2 **Dining Services Report - Amanda Venezia:** She presented the FY21 year end. The Free and Reduced percentages were discussed, and we are down 1.03% from last year. That number is used for grants. They provided summer service with an average of 412 breakfast and 432 lunches daily. Breakfast is grab and go at all locations; -22% over last year. Lunch participation is up 17% over last year. The High School has returned to the National School Lunch Program. There was an increased reimbursement rate for Federal programs. There was an increased hourly rate for the dining services staff. The cost of supplies continues to increase. Mr. Slater asked if the raise in wages helped, and Mrs. Venezia felt that has helped.

7.3 COVID Operations Update – Scott Laliberte: At the last meeting the Convenient MD SASS Testing Program was discussed. The program hasn't started yet due to staffing. They don't have sufficient medical staff at this time, and we are looking for someone to run the program for us.

5 Regarding rapid testing, once staffing is set, we will explore with the State. The description of acceptable masks was omitted from the Reopening Plan. The District is currently following CDC guidelines. The 10 days versus 14-day designation change is discussed. They also discussed cluster designations from the NHDPHS.

10 He mentioned that the schools are finding ourselves critically short of coverage throughout the day. We are working on partial coverage. If people in the community are interested in working a few hours/days, we can make that schedule work for anybody that can help. Our goal is to maintain in person instruction. Mrs. Hendricks asked about a vaccination clinic for students. Mr. Laliberte said there is a group that is doing them in the area and we would make the sign up available to all families if they choose that. Mr. DePasse said looking at the whole State, we are in substantial spread. He asked if we can modify our plan to say if we are in substantial spread and have universal masking until the Task Force can meet. As we get more cases, the burden on administrators and teachers is only getting worse. Mrs. Loughlin mentioned we are all in universal masking right now, so she is not sure what the change they are looking for. Mr. DePasse said the tracking is so time consuming. Mr. Slater is not concerned with the masks at this point. Every building is in masks until the 19th. He asked about the person we are trying to hire for testing part with Convenient MD and the rapid tests. Are we looking for a nurse to travel between all the buildings and Mr. Laliberte says yes. Even if we mask, we are going to need to track. He would like the community to know if they have a question regarding masks/COVID to go to the District Office to discuss and not the administrators. Amy Finamore said we have a lot of kids missing schools. Universal masking can help to mitigate learning loss. If we instituted a temporary universal masking, then we don't have to rush the charge. Mr. DePasse asked how long it would take to get the Task Force up and running. They discuss some options to get the discussion going. Amy Finamore would like to stick to the 30th date to hear from the administrators and then develop a charge from there and determine if we want to move forward with the Task Force. Mrs. Loughlin would like to hear from the administrators on the 23rd and then have a week to think about it. If feasible for the 23rd we will do it and if not, we will do it on the 30th suggested by Amy Finamore.

25 Mrs. Hendricks asked if it would free up Mrs. Carpinone's group if they did universal masking to everyone. Mrs. Carpinone said reporting to Public Health is not the problem. We are at a much higher rate of COVID positivity than we were last year. Mrs. Carpinone said it is spreading in the schools and we now have six schools masked for the first time ever this year and will the numbers go down in the next 14 days because of that.... probably, but what will happen after that she can't tell. Amy Finamore discusses child COVID vaccines and the timeline. Mr. DePasse asked if the matrix was adjusted would it effect Mrs. Carpinone's workload. She said they are required to report any positive cases to Public Health. When we were masked last year on a day-to-day basis, we had less cases at this time than we do now. **Mr. DePasse made a motion to amend the operating plan matrix to adjust the substantial**
30 **community spread column to be all mandatory universal masking instead of targeted in any of the rows. Mrs. Hendricks seconded the motion.** Mr. Slater for discussion. Is there a date set on this or how long this would be for? Mr. DePasse said that is why he looked at Public Health so he says until community spread is not substantial or other mitigating factors come into play like vaccinations or the Task Force has some great ideas and there are other mitigation ideas that we can amend. Mr. DePasse continues by saying instead of putting it in a time box, he suggested following Public Health. Mr. Slater asked if this is for the health of the students and the faculty throughout the building. Mr. DePasse said the overall goal is to keep kids in school learning with their teacher. Mr. Slater's recommendation is that every facility owned by the Londonderry School District or leased is fully masked. This included everybody - all employees in any owned buildings throughout the District or leased. **Mr. Slater made a**
45

motion to amend the motion to clarify it is all District owned or leased buildings including all employees throughout the District owned or leased buildings. Mr. DePasse accepted the amendment as a friendly amendment. The motion passed 3-2.

5

8. Public Input

Amy Finamore went over the rules of Public Input.

Mrs. Hendricks made a motion to open public input. Mr. Slater seconded the motion. The motion passed by a vote of 5-0.

10 Al Baldasaro, 41 Hall Road: He mentioned that he came to talk about the budget tonight. He called the Board hypocrites. This is about the kids. This Board has turned into a partisan Board, and it will be reflected in March. He felt we are turning our school into a medical facility and it's the parent's job not the School Districts. Regarding public comment, he felt the Board doesn't respect the people having this at the end of the meeting. There is legislation being proposed and Londonderry is being used as an

15 example for a bill to ensure parents have the right to speak at the beginning of the meetings.
Jamie Tuccolo, Londonderry: He has asked multiple times for an answer that we are two years into this, and he asked if we have nurses in the schools. Why don't we have nurses hear talking to us at School Board Meetings. Why aren't the nurses answering the questions about COVID. Why is Mrs. Carpinone and Mr. Black talking to us about this. He felt everybody on the Board, but Mr. Slater should step

20 down. He felt it is shameful that nothing has been done in two years and they are just now looking to the admins for feedback.
Heather Burr Carey, Londonderry: She is very worried about her kids and family and very frustrated. The majority of the kids are living normal lives, except at school. She wants the Board to step up and listen to the parents.

25 Maria Barud, Londonderry: The parents petition was rejected. You didn't want to do the survey. All the kids outside the school are without masks and now the Board wants universal masking. The social and emotional learning is a problem because they don't see faces. Testing scores are horrendous. She felt the Board is playing doctor. How are speech students supposed to learn with masks on. She wants the Board to leave it to the parents.

30 Leigh Tuccolo, Londonderry: She asked why the Board felt they have the statutory authority to mask healthy children over the objection of their parents and why isn't it violating constitutional rights. Amy Finamore said the School Board does have the authority to determine the requirements for attendance. Mr. DePasse said he would like to talk to her on a 1:1 conversation immediately after this meeting. This is public comment not a back-and-forth area of discussion.

35 She asked if we are receiving any State, Federal or private funds related to masking the students or vaccines or any condition related to COVID related protocols. Amy Finamore said no.

Mrs. Tuccolo discussed the compromise totally being taken away from everyone and how they can do that after all the work done this Summer. It is so disheartening.

40 Glenn Douglas, 6 Overlook Ave: He is frustrated with public comment at the end of the meeting, and he felt it is disrespectful.

A resident thanked the Board and if it means she has to wait until 10:30pm to speak she will. She thanked the Board for their work and for listening to the families. She is frustrated with how the Board is treated.

45 Janet, Londonderry: She has looked at the stats and she agreed with the others that it effects the learning of children. She felt that they were putting the learning issues on the students. It is not a student problem always it can be a teaching problem and strategy. Putting it all on the students or COVID is not right. The District needs to train the teachers on how to educate the students.

Joseph Gagnon 219 Winding Pond Road: He was looking for clarification and asked if this mandate applies to all sports, practices, and games for students and faculty as well.

Mr. DePasse said the column of substantial spread was all that changed. He asked if the mandate was for indoors and/or outdoors. Mr. Slater said in the buildings.

Resident: She thanked the Board and administrators for universal masking. She appreciated the Board protecting her family and kids and keeping the kids in school.

Janet Bornstein, Londonderry: She is sick of this Board being bullied. We are in a pandemic. Teachers and students are out every day. Teachers have no assistants at Moose Hill. There are cases every day. She felt masks worked last year and felt this Board was bullied and we should have been wearing masks since September 1st.

Kim Cantrell, Londonderry: She asked for clarification on the masks and asked if they are requiring mask wearing indoors in school and what is the time frame. Amy Finamore said they just remodified the matrix in all categories of substantial spread. She asked if the matrix says this is based on Londonderry statistics, Rockingham County or State of NH. When Londonderry substantial spread goes up that is when mandatory mask mandate will be, and Amy Finamore says yes. With all the facilities does this include basketball, cheerleaders, attendees at any sporting events, etc. Amy Finamore clarified indoors during games also. Mr. Laliberte said there was a separate agreement with the NHIAA, and he does not believe there was any change. Mrs. Loughlin mentioned during the game, players do not have to wear the mask if actively playing, but when not playing and all attendees should have masks on.

Christine O'Loughlin, Fitzgerald Londonderry: She asked for the substantial spread in Londonderry is that confirmed positive COVID cases, or do they count the sniffles and seasonal allergies therefore they are automatically considered COVID positive. Mr. Laliberte said it State COVID dashboard; confirmed COVID cases. She thinks it is disgusting to put kids in masks to make someone's job easier.

Paul Skudlarek, Woodbine Drive. He felt this was the right motion. Optional masking was always a bad idea. In regard to a vaccine clinic, he thought the Board should take aggressive action for that and he felt for a vaccine program at the school and make sure it's available on a voluntary basis with parent approval. ***Mr. Slater made a motion to close public input. Mrs. Loughlin seconded the motion. The motion passed by a vote of 5-0.***

Mr. Slater said regarding public input, he emailed Amy Finamore and Mr. Laliberte to request public comment be put back at the beginning of the meeting. He doesn't know the reason why it got moved.

Mr. Laliberte mentioned he would like the input of the Board. Mr. Slater would like to entertain public comment back where we had it for the future. We can have public input before we deliberate on items. Amy Finamore said it was moved to the end to help promote orderly meetings. She intended for it to go back to the beginning, and we have had three successful meetings with minimal interruptions from the audience. She would like to see a few more orderly meetings before moving it back.

Mr. DePasse would love to have Public Comment moved back to the beginning and if the meetings continue to be orderly keep it there. As long as we can get the work done then move it up.

Amy Finamore said the public can always send an email and ask that they can be put in the minutes.

Mr. Slater said we owe the community to be heard at the beginning and we need to listen to them.

Mrs. Hendricks said the disruptions have put the Board behind a lot and we are still playing catch up.

She would like the public comment early and to have public comment during that time because it's inappropriate to interrupt the Board when they are conducting business. She would agree to moving it back to the beginning, but if interruptions begin again, we need to go back.

Amy Finamore said we will reassess on November 30th and see how the meeting goes.

Mr. Slater made a motion to go back to public comment starting at our next meeting to the beginning of the meeting. Mr. DePasse asked for a friendly amendment to the motion. He mentioned if we can amend the motion to 30 minutes then we can continue to do our business. Mrs. Hendricks also added

that she would recommend that we leave that to the discretion of Chair and Superintendent. Mr. Slater ~~does not accept~~ ***agreed to*** the friendly amendment of 30 minutes. (amended from the 11-30-21 School Board Meeting)

5 *The motion was updated to move public comment back to the beginning of the meeting with a 30-minute timeframe at the discretion of the Chair to extend it and also the ability to move public comment back to the end of the meeting at the discretion of the Chair. Mrs. Hendricks seconded the motion. The motion passed by a 5-0.*

10 **9. Non-Public Session:** Non-Public Session requested under RSA 91-A:3, Section II (b) and (c). *Mrs. Hendricks made a motion to go into Non-Public Session requested under RSA 91-A:3, Section II (b) and (c). Mr. DePasse seconded the motion. The motion passed by a roll call vote.*

10. Adjournment: The meeting was adjourned at 10:46PM.

15 Respectfully submitted,

Lisa Muse
School Board Secretary

Londonderry School Board
Non-Public Minutes
Tuesday, November 9, 2021

PRESENT: Board Members: Amy Finamore, Mrs. Loughlin, Mr. DePasse, Mrs. Hendricks
and Mr. Slater
5 Superintendent of Schools: Mr. Laliberte
Assistant Superintendent: Mr. Black
Director of Business Administration: Mr. Curro
Director of Human Resources: Mrs. Meninger

10 Mrs. Hendricks moved, seconded by Mr. DePasse and passed unanimously (5-0) to enter non-
public session under RSA 91-A:3, Section II (b) and (c) at 10:46PM

Mrs. Loughlin moved, seconded by Mrs. Hendricks and passed unanimously (5-0) to approve
15 administration's recommendation for a nurse

Mrs. Hendricks moved, seconded by Mrs. Loughlin and passed unanimously (5-0) to approve
administration's recommendation for a school counselor

20 The Board accepted the Personnel Report of Support Staff nominations

Mrs. Loughlin moved, seconded by Mr. DePasse and passed unanimously (5-0) to approve
administration's recommendations for three coaches

25 Mr. DePasse moved, seconded by Mrs. Loughlin and passed unanimously (5-0) to accept two
resignations and approve administration's recommendations for two release of contract requests

Mrs. Meninger exited the meeting at 10:57PM

30 Discussion regarding a student issue

Mrs. Hendricks moved, seconded by Mr. DePasse and passed unanimously (5-0) to approve
administration's recommendation for funding a student placement

35 Mrs. Hendricks moved, seconded by Mrs. Loughlin and passed unanimously (5-0) to exit non-
public session at 11:06PM

Mrs. Hendricks moved, seconded by Mrs. Loughlin and passed unanimously (5-0) to adjourn
public session at 11:06PM

40 Respectfully submitted,

45 Scott A. Laliberte
Superintendent of Schools

Lisa Muse

From: Amy Finamore
Sent: Tuesday, November 9, 2021 3:26 PM
To: Lisa Muse
Subject: Fw: Public comment for tonight's meeting 11/9 minutes

From: St Hilaire, Lisa [REDACTED]
Sent: Tuesday, November 9, 2021 3:21 PM
To: SchoolBoard <schoolboard@londonderry.org>; Scott Laliberte <slaliberte@londonderry.org>; Daniel Black <dblack@londonderry.org>
Cc: Lisa Muse <lmuse@londonderry.org>
Subject: Public comment for tonight's meeting

Hello,

I am not able to attend tonight's school board meeting and ask that you include this email to the minutes in place of my public comment.

I want to once again express that I do not believe the board and district should be spending time and resources on a survey in answer to the petition for a special meeting. The district has done its due diligence in collecting public feedback over the many school board and task force meetings. More importantly, it is dangerous to set public health policy based on public opinion when we have an abundant amount of public health expert opinions recommending policy.

Further, these decisions can't be made at one point in time with no consideration about how surges happen. The decision to mask v. not mask needs to constantly be reevaluated as case rates and virus variants change. It really needs to be evaluated by public health specialists/doctors, not the general public in a one-time vote.

With this in mind, I am in favor of modifying the reopening plan so that the schools can respond to situations in such a way that align with DPH and CDC guidance but may not be specifically addressed in the current plan.

Thank you,

Lisa St. Hilaire

Lisa Muse

From: Tom Croteau [REDACTED]
Sent: Wednesday, November 10, 2021 10:19 AM
To: SchoolBoard; Scott Laliberte; Lisa Muse
Subject: Misguided School Board.

Hello,

I am a Londonderry resident, taxpayer, and registered voter. I could not be at the meeting last night, but I ask that this email and any response to this email and added to the minutes for the meeting on 11/9. I have some questions that need to be answered.

First and foremost, the Londonderry School District is failing our kids. The abysmal numbers that we are seeing on tests were trending down prior to Covid. To try and blame this on division in the community and harder tests is disgraceful. Kids aren't involved in the divisions in the community, they are just trying to get an education - something that has been trending downhill in quality for quite some time. Londonderry used to be a benchmark for good schools, now it barely qualifies as average. Why do you think that is? This should be the question we are asking, not if we need masks in school. When did the downhill trend start, and what changes to curriculum and policy happened during that time. Was it staffing changes? Did we bring in new teachers that aren't up to the challenge of providing top tier education? Do we need to look at alternative curriculums? Do we need to provide some alternative courses? Why aren't you asking these questions? Something needs to change, and since you clearly aren't about making improvements, we will fix this injustice in March by finding 2 people to put on the board that will.

The task force that was appointed this summer, was tasked with providing a recommendation for the school year. The school board and superintendent approved their recommendations. The recommendations included measures for outbreaks and clusters, which is what we are dealing with today. The recommendation was a good compromise between the hard line masker and anti-masker crowd. You have just driven that wedge of division further into the already divided community. I heard comments from the board referencing that a lot has changed since these recommendations, while a moment later suggesting that a new task force make a recommendation for the remainder of the year. Is a lot not going to change during the remainder of the year? The task force recommendations were a good blend of feedback.

Greg, you asked why we aren't in universal masking until after the holidays? Do you think we should stop tracking cases? They will still track cases and communicate them out. My home town, North Conway, NH, has had universal masking since the start of the school year, and recently had 100 active cases of Covid in the high school alone. That high school is about the size of one of our elementary schools in Londonderry. To provide perspective, at the same time we had 60 cases across all 6 schools here. Let's try and apply a little bit of logic and reasoning to this.

To provide some clarity, the CDC defines substantial spread as 50-100 cases per 100,000. For a town the size of Londonderry that means that we need less than 12 cases in the entire town to be below substantial spread. We have been 12 or more pretty much since the start of Covid. Did any of you think to ask what "substantial spread" meant? This means, since Covid will likely be around forever, that we have masking forever. In a town of a little over 25,000 people, we can't possibly expect to see Covid numbers that low. We were told this past summer, the reason for masking had almost everything to do with the fact that our elementary kids couldn't be vaccinated. They now can, but we aren't relaxing the mask protocol, we are tightening it. Why? Look at the communities around us that have been in universal masking since the start of the year, they are all seeing large numbers too. Do you really think masking in schools is helping them? These kids all participate in activities and hang out together outside of school without masks. Go to any stadium or arena in the country and people are packed in, shoulder to shoulder without masks. Go to a Lancer football game on a Friday night, everyone is sitting right next to each other without masks. Most parents are going to work in offices and public

places without masks. Schools seem to be the only place that we are requiring masks... why? Please bring some common sense to the job that you are doing, you are an embarrassment. If you can't apply some reasoning skills, please step aside so that we can put people there that can. If you choose to stay this course, know that we will fix it in March.

Respectfully,

Tom Croteau
Londonderry

Lisa Muse

From: Amy Finamore
Sent: Wednesday, November 10, 2021 7:39 AM
To: Lisa Muse
Subject: Fw: minutes 11/9. Allergy info for both sons for LMS official school records

From: Michelle Costarelli [REDACTED]
Sent: Wednesday, November 10, 2021 6:28 AM
To: Kelly Boucher <kboucher@londonderry.org>
Cc: Lea Glickman <lglickman@londonderry.org>; SchoolBoard <schoolboard@londonderry.org>; Scott Laliberte <slaliberte@londonderry.org>
Subject: Re: Allergy info for both sons for LMS official school records

Good morning LMS nurses, school board & superintendent,

Along with the already noted allergies and dr's note on file for [REDACTED] any many symptoms of their severe allergies -

We would like their medical file for the school and district & their school records noted CLEARLY, That our sons [REDACTED] are NOT to participate in any covid testing of any kind that WE the parents do not take them to get done by a dr ourselves, nobody has any authority to give a covid test or ask either of our sons to take or be given a covid test (including self testing) and both [REDACTED] are Also NOT to participate at ANY time in any school vaccination, vaccination clinics or any vaccine that we their parents do not take them ourselves to their dr and in person agree to and be with them. Also as school policy states no person is to ask them their vaccine status, or encourage or try to push vaccination on our children. That is a household discussion and family choice & decision for us the parents and our children.

Both boys as always are given our permission to take masks breaks at ANY time the are having difficulty breathing, skin irritation, need breaks (especially now where they are wearing them more and the breaks are less and less) They are advised to ask to call us if denied at any time. Any issues with this - call us ASAP! [REDACTED]

I would like an acknowledgment from the nurses and school district that this documentation is added to their medical and school file/ records.

We do NOT consent to any testing or vaccines at or by the school district or any of its entities. Legal action will be taken if this not upheld.

We would also like this added to the next school board minutes on public record

Thank you for your time,
Michelle & Jason Costarelli
Londonderry, NH

Sent from my iPhone

On Aug 3, 2021, at 11:10 AM, Kelly Boucher <kboucher@londonderry.org> wrote:

Good morning,

Thank you so much for sending along these physician notes for the boys. I am here several days this week in the building for in school summer programming so I have noted their files accordingly and placed printed copies in their medical charts as well.

Thanks so much again. Take care,
Kelly

Kelly Boucher, RN, BSN
LMS

From: Michelle Costarelli [REDACTED]
Sent: Monday, August 2, 2021 3:02 PM
To: Kelly Boucher <kboucher@londonderry.org>
Cc: Lea Glickman <lglickman@londonderry.org>
Subject: Fwd: Allergy info for both sons for LMS official school records

Hello,

I wasn't aware of multiple nurses and not sure if by grade level. Please see email I sent below today regarding my sons and need to note seasonal allergies.

Thank you
Michelle Costarelli

Sent from my iPhone

Begin forwarded message:

From: Michelle Costarelli [REDACTED]
Date: August 2, 2021 at 2:59:14 PM EDT
To: lglickman@londonderry.org
Subject: Allergy info for both sons for LMS official school records

Hello,

I'm attaching both letters for [REDACTED] from their Drs office this year to be updated on school records to confirm their seasonal allergies and symptoms. [REDACTED] was to be sent with elementary school but I want to assure on file. [REDACTED] was updated as was remote and want to assure current now. Please confirm receipt of both and that both files are updated. With covid still a hot topic, I want to assure their seasonal allergies and symptoms are readily available as they reflect water eyes, runny nose, post nasal - throat irritation and cough & sneezing. Both are treated as needed with Claritin or Zyrtec, Flonase and eye drops.

<image001.jpg>

<image002.jpg>

Thank you

Michelle Costarelli
Sent from my iPhone

Lisa Muse

From: Heather Carey [REDACTED]
Sent: Friday, November 12, 2021 1:28 PM
To: Amy Finamore; Scott Laliberte; Bob Slater; Lisa Muse
Subject: Key points

(Please include this email in the school board meeting minutes)

1. The evident goal of covering children's & staff's faces to make someone's job easier is ridiculous. On the call last week with Dr. Chan, the DHHS mentioned the **CDC Foundation providing liaisons** across the state to help coordinate & manage covid concerns/issues. Is this something Londonderry is looking into so that the district personnel can focus on their main roles and education? It would be great to have someone with medical experience handling the public health decisions for the district.
https://jobs.lever.co/cdcfoundation/9e1375f0-175b-468f-889a-d9a79e16532d?fbclid=IwAR12DiwgN_BXOHG-PK2V4_chD-sW2loRTDRbOH1Z-6XhNuf22oS31WEwhS4

2. The community would still like **daily emails** on the 'active cases' within our school district, please. I am aware the NH state dashboard went down at the end of October, but they are currently reporting data from 11/10/21, with dates of the previous week within school districts. We understand district personnel spend "30 minutes to 2 hours" per day on the phone with DHHS, yet have questions on how have the state's numbers never come even halfway close to our provided district numbers. Also, worth comparing active cases to the hospitalizations and deaths for these age groups... the data may surprise you as proof we are not in 'survival mode.'

3. At the 11/9 meeting, someone brought up **last year's case numbers being lower**.
- First, we would like access to these numbers. When inquired over the past year, we were told the state was too busy to track so the DO tracked on their own, but didn't have accurate numbers from October '20 through March '21.
- Second, there were also other mitigation protocols in place last year: hybrid at LHS, cohorts, classes & eating outside, less children in schools, ... so it is not a valid comparison.

4. The **academic performance** of our district was blamed on a 'divided community' and covid. If we look at the actual data and information, this has been an issue for 3+ years... as well as the lack of adequate para staffing and compliance to that effect. We need to begin supporting our teachers and staff that love their jobs and the students... not distracting them with public health issues.

Thank you,
Heather Burr Carey
Londonderry, NH

Lisa Muse

From: Amy Finamore
Sent: Wednesday, November 17, 2021 10:56 AM
To: Lisa Muse
Subject: Fw: School board meeting minutes 11/30

From: Julie Keiran [REDACTED]
Sent: Wednesday, November 17, 2021 10:53 AM
To: SchoolBoard <schoolboard@londonderry.org>; Scott Laliberte <slaliberte@londonderry.org>; Daniel Black <dblack@londonderry.org>; Frank.Edelblut@doe.nh.gov <Frank.Edelblut@doe.nh.gov>
Subject: Re: School board meeting

On Wed, Nov 17, 2021, 10:35 AM Julie Keiran [REDACTED] wrote:

Dear members of the school board, and miss temporary chair,

When planning my family and deciding to settle into a town and buy a home, I chose Londonderry to live in above every town in the state of nh 18yrs ago, because of the school system. We were very picky. We did a lot of research. It took us years of hard work to get there, a lot of hard work and dedication. And it paid off! My daughter started at Moose Hill at 4yrs old and then attended Matthew Thornton, (which was her favorite!) then onto LMS and she was a very proud graduate from LHS class 2021! She's proud of her town and loves her schools

We love our town! I am always so quick to praise this beautiful town to everyone i know! Proud to talk about my decision to raise a family here because my family means everything to me. and you want to know why? Because all of these years Londonderry has been the best. Ive volunteered many times, been school mom many times, donated lots of time, donated lots of items, been on field trips, been active in all of the years my daughter attended school and i loved all of it. We wear our school colors with pride!

I have two sons. One is 10yrs old, and is in Matthew Thornton, 5th grade. He has anxiety wearing a mask. He is a very bright boy, and a very very happy positive boy. Ask anyone that knows him! He is almost always smiling! His name is [REDACTED] He is literally a shining light! My son rarely cries. However, my son has anxiety with a mask on for more than a couple hours. He comes home off the bus now.. crying. Most days. "I can't do it mom!" "This isn't okay mom!"

"I was panicked and feel like i can't breath mom" in tears. Before i even ask how his day is...

Full tears.

5th grade.

10yrs old.

Almost. every. day.

One glove does not fit all.

There needs to be options. None of you are trained medical professionals. This is literally child abuse. My son suffers from anxiety, and nobody cares. Just muzzle him and force him on the bus? Is that where we are now? Dry your tears and suck it up?? Your school does NOT care about you and your anxiety [REDACTED] the town we live in and pay crazy amounts to give you the best education does not care about you [REDACTED] Yes mommy and daddy chose to live here and mom and dad also go to every single school board meeting fighting for you [REDACTED] But they don't care about you or your

mental health. And guess what! You can't stay home and remote learn either. No options. So keep your head down and swallow your tears and head out for school baby, momma loves you!

And guess what else [REDACTED] The school board is now against the parents, and won't allow us to speak up for you [REDACTED] They even moved the public speaking to 10pm when i am supposed to be home with you and your younger brother but this is how much they don't care about our voices, or your voice [REDACTED] Nobody cares. Instead they pass fake policies in the late hours with smirks on their faces and you have no choice my sweet [REDACTED] except to get up and bear through it every. single. day. Oh! And have a great day learning if you can crawl out of your anxiety bud!

I am sick.

Sick to death of what you all have allowed happen. How dare you. All of you. And do you really for a second think that there aren't dozens and dozens of children that suffer from these same things? Anxiety and depression are never talked about, not enough anyways, and most of the population suffers silently. Same stats with children. We are all human. If mental health isnt nurtured it can lead to suicidal thoughts/suicide. Claustrophobia for example is a huge one with masks, i know kids that are suffering with this. Suffering in silence because they have to. How can the kids learn in that state? Of panic, of feeling like they cant breath by the end of the day when their mask is full of their own perspiration and drool etc.

But the school board doesn't care about our children that have problems like this. Why is that? Because they are not your children. These are my kids. These are the parents children and when we speak it falls on deaf ears. I care for my children above all else in this world!! Highest top priority!! Number one!! And i will be damned if i am just going to stand here and be silenced and not fight every single day against this.

Their health and well being are PARAMOUNT.

And that is why i should be the one making these decisions because i care about my childs mental well being, physical well being, emotional well being, spiritual well being and what do you care? You care about muzzling them in indifference, silencing the parents, and passing fake policy's late at night

My 4 yr old is about to start moose hill and all i can say is i am disgusted. All that beautiful happy feeling from when my daughter started 14yrs ago is completely gone, along with our rights and freedom of choice.

If the masks work so well, let the kids that WANT to wear them, wear them.

But for the rest of our babies, your plan is for them to suffer in silence. Muzzled. Through tears.

Great job londonderry. My pride is trash.

* i would like this email added to the minutes miss chair, if thats okay? Do i still have that right? Or are you taking that away too until everyone is more civil? Just wondering

Julie K