

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, April 4, 2023, at 7:00PM at Londonderry High School, 295 Mammoth Road, Londonderry, NH in the Cafe. The meeting will also be broadcast on local Cable Access Ch. 21 as well as the District's YouTube Channel.

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|---------|-----|---|-------------------------------------|-----------------|---------|
| 7:00 PM | 1. | <u>Call To Order</u> | | | |
| | 2. | <u>Pledge of Allegiance</u> | | | |
| 7:05 PM | 3. | <u>Consent Agenda</u> | | | |
| | 3.1 | Resignation(s) | | | |
| | | Jessica Anderson | Teacher | District Wide | |
| | | Jacquelyn Marden | SPED Director | South School | |
| | | Joseph McCune | Teacher | High School | |
| | | Carol Miller | Support Staff | Moose Hill | |
| | 3.2 | Retirement(s) | | | |
| | | Lisa Haley | Teacher | North School | |
| | | Jeannie Zappala | Support Staff | District Office | |
| | 3.3 | Minutes | February 10, 2023
March 21, 2023 | | |
| | 3.4 | Meetings | | | |
| | | April 18, 2023 | Regular Meeting | LHS Library | 7:00 PM |
| | | May 9, 2023 | Regular Meeting | LHS Cafe | 7:00 PM |
| | | May 23, 2023 | Regular Meeting | LHS Band Room | 7:00 PM |
| 7:10 PM | 4. | <u>Public Comment</u> | | | |
| 7:40 PM | 5. | <u>Announcements and Presentations</u> | | | |
| | 5.1 | Community Service Club-Kelly Giguere, Susan Wakelin, Isabella Elquezabal, Susan Kim, Matt Doyle, Alisha Khalil, and Rachel Hutchinson | | | |
| | 5.2 | Beyond School Enrichment Grant - Paul Dutton | | | |
| | 5.3 | Little Mermaid Play - LMS | | | |
| | 5.4 | LHS Principal Finalists - Night of April 6, 2023 | | | |

- 8:00 PM 6. Committee Reports
- 6.1 Student Council – Andrew Zavorotny
- 6.2 School Board Liaisons
- 8:15 PM 7. Deliberations
- 7.1 Third Reading to Amend Policy GCQAB-Tutoring for Pay
- 7.2 Second Reading to Amend Policy JFCA - Student Dress Code
- 7.3 Second Reading to Amend Policy JFCA-R Student Dress Code
- 7.4 Proposed School Board Liaison Assignments
- 8:25PM 8. Superintendent Report
- 8.1 Options for Excellent Temporary Classroom at North School - Dan Black & Lisa McKenney
- 8.2 Parameters for Special Education Study - Kim Carpinone & Dan Black
- 8.3 Master Planning Re-cap - Dan Black
- 8.4 Verbal Update on Safety Upgrades - Lisa McKenney
- 8:55 PM 9. Non-Public Session
- Non-Public Session requested under RSA 91-A:3, Section II (b), (c) and(l)
- 9.1 Nomination(s)
- 9.2 Legal Issue(s)
10. Adjournment

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

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

The meeting of the Londonderry School Board was held on Friday, February 10, 2023, immediately following the Deliberative Session in the café at Londonderry High School, 295 Mammoth Road, Londonderry, NH. The meeting was broadcast on local Cable Access Ch. 21 as well as the District's YouTube Channel.

8:30 PM 1. **Call To Order:** The meeting was called to order by Amy Finamore

8:31 PM 2. **Deliberations**

2.1 To see if the Board will take any actions resulting from actions taken at the Deliberative Session

8:35 PM 4. **Adjournment**

Mr. Gray made the motion to adjourn, seconded by Mrs. Loughlin. The motion passed unanimously (5-0)

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SCHOOL ADMINISTRATIVE UNIT NO. 12
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The meeting of the Londonderry School Board was held on Tuesday, March 21, 2023, at 7:00PM at Londonderry High School, 295 Mammoth Road, Londonderry, NH in the Cafe. The meeting was also broadcasted on local Cable Access Ch. 21 as well as the District's YouTube Channel. In attendance were School Board members Mrs. Butcher, Mr. Gray, Mrs. Loughlin, Mr. Porter and Mr. Slater. Also in attendance were Superintendent, Mr. Black, Business Administrator, Mrs. McKenney and School Board Secretary, Lisa Muse.

1. **Call To Order:** The meeting was called to order at 7:00PM by Mr. Black
2. **Pledge of Allegiance:** The Pledge of Allegiance was led by Mr. Dutton
3. **Reorganization**

Mr. Black goes over the process of the reorganization by reading a statement from Attorney Graham.

Mrs. Butcher reads a statement about the last year and thanks Amy Finamore for her service and welcomes Tim Porter as the new board member.

Mrs. Butcher made a motion to nominate Mr. Slater for School Board Chair. Mrs. Loughlin seconded the motion. The motion passed by a 5-0 vote.

3.1 Election

a. Chairperson

Mr. Slater thanked the rest of the Board and welcomes Mr. Porter and thanks Amy Finamore for her service

b. Vice Chair:

Mr. Gray made a motion to nominate Mrs. Loughlin for Vice Chair. Mr. Porter seconded the motion. The motion passed by a 5-0 vote.

3.2 Appointments:

a. Truant Officers at Each School:

Mr. Black discussed that the Vice Principals are the truant officers at each school.

Mrs. Butcher made a motion to approve the truant officers as listed for each school. Mrs. Loughlin seconded the motion. The motion passed by a 5-0 vote.

c. School Board Secretary – Lisa Muse

Mrs. Butcher made a motion to approve Lisa Muse as School Board Secretary. Mrs. Loughlin seconded the motion. The motion passed by a 5-0 vote.

3.3 Re-adoption of Policies

Mrs. Loughlin made a motion to Re-adopt all of the current Londonderry School Board policies. Mr. Porter seconded the motion. The motion passed by a 5-0 vote.

March 21, 2023

3. 4 Re-adoption of Policy CI Temporary Administrative Arrangements

Mrs. Loughlin made a motion to Re-adopt Policy CI Temporary Administrative Arrangements. Mrs. Butcher seconded the motion. The motion passed by a 5-0 vote.

3.5 Re-adoption of Policy DFA Investment Policy

Mrs. Loughlin made a motion to Re-adopt Policy DFA Investment Policy. Mr. Gray seconded the motion. The motion passed by a 5-0 vote.

4. Consent Agenda: Mrs. Loughlin made a motion to accept the Consent Agenda. Mr. Gray seconded the motion. The motion passed by a 5-0 vote.

4.1	Retirement(s)	Kathleen Gagnon	Support Staff	Moose Hill
		Maureen Hutchins	Support Staff	High School
		Lori Jabar	Teacher	High School
		Sharon Rice	Teacher	Moose Hill
		Kelly Sarbaugh	Teacher	Matthew Thornton

4.2	Resignation(s)	Elaine Davis	Support Staff	Matthew Thornton
		Erin Donovan	Teacher	High School
		Apryl Forest	Support Staff	Matthew Thornton
		Kelly Gordon	Teacher	High School
		Robert Lees	Energy Cons	District Wide
		Felicia Lodato	Custodian	High School
		Ayesha Malik	Teacher	Moose Hill
		Greg Pantazis	Teacher	South School
		Jianna Spina	Support Staff	Moose Hill
		Chuck Zappala	Energy Mgr	District Wide

4.3	Minutes	January 24, 2023
		February 14, 2023
		March 9, 2023

4.4	Meetings			
	April 4, 2023*	Regular Meeting	LHS Cafe	7:00 PM
	April 18, 2023*	Regular Meeting	LHS Library	7:00 PM

*Based on approval of Board Meeting Schedule below in Item 8.2

Mr. Porter will be travelling for work on 4/4, so the meeting was changed to 4/6 in the LHS café.

5. Committee Reports

5.1 Student Council – Andrew Zavorotny: The student council began discussions on the Kate Sherwood Walk-a-thon. Membership recommendations have been lowered making it easier for members to join. Final preparations were made for the Goffstown District meeting.

5.2 School Board Liaisons:

Mrs. Butcher provided a Moose Hill update and thanked the PTA for the book donations. The Police Ride Along raffle tickets are on sale through 4/11. The Touch a Truck will be held 5/13. The next PTA meeting is 4/6 at 6:00PM. It will be in person and virtual and babysitting will be available. Mrs. Loughlin said at the LMS meeting the 8th grade end of the year was discussed which Mr. Van Bennekum will present later on tonight. Mr. Gray said North School has started their fundraising and the dodgeball night is 3/30. The human resource committee talked about the date for next year's Expo as well as the AARP funding was discussed. The Senior Center added a whole number of additional programs and classes open to residents in town and information is on their Facebook page. Mr. Slater said at the town council meeting, they discussed the community water, and the utilities commission is looking into this. Federal funds and grants are being looked at as well as adding Pickleball courts. The liaison report will be looked into to make sure it is all complete. Moving forward, Mr. Slater would like announcements, presentations and public comment moved up before the Consent Agenda.

6. Announcements and Presentations: moving 6.2 up first – goes here

6.2 Updated Dress Code Policy - Crystal Rich & Jenn LaBranche : They discussed that the students and staff have come up with for a proposal. This dress code will cover sixth graders up to the high school. The language was reorganized as it was very wordy. The students and staff gave their feedback. All was taken into consideration. A couple students from LMS and LHS gave their feedback at the meeting. Hats and pajamas were a big topic of discussion. There is still a little bit of grey area which there will always be. If approved this will be the dress code going forward next year.

Mrs. Loughlin asked about the hoods in the hallways and not in the classroom, and she has concern about not being able to identify the person. She feels it is hard on the teachers to always enforce this when they enter the classroom. Mrs. Butcher wonders with spring coming how that will affect the dress code. Timewise, by the time the Board goes through all the readings of the policy, it will probably be May.

6.1 LMS Program of Studies - William Van Bennekum, Dave Sutherland, and Meaghan Nason: They discussed the revisions to the 2023-2024 Program of Studies. They have changes and new student opportunities. The revisions are detailed and highlight the computer science innovations in the packet. The change in reporting student grades is in regard to District competencies. With the 1:1 passing, they are adding a course digital skills & applications. They discuss the new course proposals of computer science. There are also non-performance or music alternative options. This came out of a task force where they can maintain the integrity of the music program while giving students more options.

Mrs. Loughlin made a motion to approve the LMS Program of Studies. Mrs. Butcher seconded the motion. The motion passed by a 5-0 vote.

6.3 School Board Discussion on Consultant Contract:

Mr. Slater mentioned a few weeks back he tried several times to talk about this regarding consultant contract. Mr. Slater made the motion to utilize the consultant to help Mrs. McKenney and Mr. Black move forward with the District. When discussed, they agreed it would be 5-10 hours per month and around 9/20 this was approved. There were stipulations put in place for billing purposes. Some public comments were made in February that one bill was \$4800 for October and \$3700 for November. As a Board, the manifest is

approved each month on what the District makes payments on. The number one objective to hire this consultant was to help the Business Administrator and Superintendent with their new tasks. Mrs. McKenney was handling the business agent job while she did not have an assistant as well as handling several departments with all new personnel. With the budget and bond process, Mrs. McKenney and Mr. Black were handling everything and that is why the bills weren't questioned as this was all being handled on her own. Luckily, we hired a Finance Director in late November and things are moving along. Mr. Gray was not happy with the back dated billing and the lack of line items being explicit. He personally feels the contract should end.

Mr. Gray made a motion to end the contract effective immediately with the consultant. Mr. Porter seconded the motion. Mrs. McKenney feels that we are moving forward with the Financial Director in place. ***The motion passed by a 5-0 vote.***

6.4 8th Grade Promotion Ceremony – William Van Bennekum:

Mr. Van Bennekum detailed the 8th Grade promotional ceremony. This will take place on June 14th in the LHS gym from 12-1:30. The students will be seated by teams in alphabetical order. They will be called and greeted and take a ceremonial walk to become students of LHS and greeted by their LHS House Assistant Principal. This will be the last day for 8th graders.

6.5 Chaos & Kindness – William Van Bennekum:

He talked about Chaos and Kindness coming to the Middle School assembly program for two performances.

7. Public Comment:

Maria Barud, Bridle Path: She congratulated Mr. Porter and Mr. Slater. She would like to know how much we paid for the consultant to date. Mr. Slater asked her to send the school board an email. Mrs. Butcher said mentoring is not uncommon when staff are in new roles to be successful, and she mentioned that invoices will be more clear going forward.

Tony DeFrancesco, One Cheshire Court: He mentioned that the voting numbers weren't much different from the past, and he congratulates the new Board members. He thanks the Board for their hard work and their favorable vote. He thanked Mrs. Small for the communication. Mr. Black has brought new enthusiasm and dedication to the job. The vote happened because of the hard work. He mentioned the special ed kids have Federal and State support. The general ed kids only have the Board and the staff to get a proper education. He hopes all kids get a quality education.

8. Deliberations

8.1 Londonderry Middle School Program of Studies

8.2 To see what action(s) the Board will take regarding the Proposed School Board Meeting Schedule April 2023 through August 2023:

Mrs. Loughlin mentioned that if we need more meetings, we can always add them. Mrs. Butcher said if we could stick to the biweekly schedule that would be helpful with their work schedules.

Mrs. Loughlin made a motion to approve the Londonderry Proposed School Board Meeting Schedule. Mr. Gray seconded the motion. The motion passed by a 5-0 vote.

8.3 To see what action(s) the Board will take regarding the Proposed 2023-2024 Londonderry School District Calendar

March 21, 2023

Mr. Black discussed the couple of changes regarding workshop days from October to February and moving the November parent conferences back a little. The Primary plays into decisions too. There is no election next year.

Mrs. Loughlin made a motion to accept the Proposed Londonderry School District Calendar for 2023-2024 Mr. Gray seconded the motion. The motion passed by a 5-0 vote.

8.4 Second Reading to Amend Policy GCQAB-Tutoring for Pay:

Mrs. Loughlin suggested adding that the tutoring is outside the school hours. Tutoring should not happen during the school day. Mr. Black said he can make that more specific. Mr. Porter talked about Salem and Windham and the way their policy is written in regard to specialized subjects.

Mrs. Loughlin made a motion to move Policy GCQAB – Tutoring for Pay to a third reading. Mr. Gray seconded the motion. The motion passed by a 5-0 vote.

8.5 First Reading to Amend Policy JFCA - Student Dress Code:

This is the effects of what was presented earlier in the night. The red are the changes, and the strikeouts would go away.

Mrs. Loughlin doesn't know if the committee can go back to check on the safety aspect with specifically the hoods and look a little more into that. They recommend moving it to a second reading and then follow up.

Mrs. Loughlin made a motion to move Policy JFCA – Student Dress Code to a second reading. Mr. Gray seconded the motion. The motion passed by a 5-0 vote.

8.6 First Reading to Amend Policy JFCA-R Student Dress Code:

This is for the regulations that go with it.

Mrs. Loughlin made a motion to move Policy JFCA-R Student Dress Code to a second reading. Mr. Gray seconded the motion. The motion passed by a 5-0 vote.

9. Superintendent Report

9.1 Potential Future Agenda Items and School Board Input - Dan Black:

Mr. Black mentioned that the Master plan is going to continue. He thanks Londonderry for approving the bond. The RFP process has begun. The community was generous on the safety updates. Curriculum updates will continue. There will be student presentations and incorporate public comment. The District is gearing up for summer math academy. He is looking for other priorities from school board. Mr. Slater likes the update where the children are in the classroom and the progress. He wants to encourage all his colleagues if there is something they want on the agenda to reach out. Mr. Gray would like to continue to discuss the maintenance bond being passed and a plan needs to be discussed on a rolling long term situation and preplan.

9.2 Update on Londonderry HS Principal Search - Dan Black:

He discussed the committee dynamics and there are first round interviews. Hopefully will bring potential finalists to the building and parents and staff can meet the finalists. Keep an eye out for early part of April to meet candidates. He hopes the Londonderry community participates in this big decision.

March 21, 2023

10. Non-Public Session:

Mr. Slater made a motion to move into Non-Public Session requested under RSA 91-A:3, Section II (b), (c) and (l). The motion passed by roll call vote.

5 Non-Public Session requested under RSA 91-A:3, Section II (b), (c) and (l).

10.1 Personnel Issue(s)

10.2 Nomination(s)

10

10.3 Co-Curricular Stipends

10.4 Legal Advice

15

Mrs. Butcher moved, seconded by Mr. Porter, and passed unanimously (5-0) to permanently seal the Non-Public minutes from 9:19 PM to 9:20 PM.

11. Adjournment

20

The meeting was adjourned at 8:39PM.

Respectfully submitted,

Lisa Muse

25

School Board Secretary

(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.)

From: Jonathan Esposito <jespo2006@gmail.com>
Sent: Thursday, March 23, 2023 5:25 AM
To: Amanda Butcher <abutcher@londonderry.org>; SchoolBoard <schoolboard@londonderry.org>
Subject: Re: Transparency

I appreciate you making that detailed write up.

I notice that what you did NOT address, was the fact that multiple citizens such as myself, inquired with the previous session of the School Board multiple times as far back as August and September of 2022, and the Board at that time failed to constructively address citizens concerns. I will be glad to forward you copies of emails with inquiries as well as review School Board meeting minutes and video with you.

What you also did not address in your lengthy email, was the fact that you folks did not become aware of these concerns due to your own fiscal diligence, but due to my forcing release of this information via 91A, which the current School Board chair has already admitted multiple times on record.

Any message of yours improving communications or addressing clarity of fact, should have come with an apology to citizens for not fully exercising your fiduciary responsibilities, as well as for not looking into the consultant matter sooner. The fact that the previous session of the Board dismissed and or actively avoided addressing this issue for months is a shadow of poor governance that was not immediately dispelled by you folks addressing the issue on 3.21.23, and your further explanation comes across as little more than a defense of poor governance.

I stand by my contention that your remarks in response to citizen Maria Barud were unhelpful, appeared contrary to remarks issued by the chair, and were also the least pleasant and professional out of the entire meeting. I thereby stand by my remarks that your tone should not exceed your role.

Please append this response to be included with 3.21.23 minutes also. I will be checking the minutes to confirm.

Jonathan Esposito

From: Amanda Butcher <abutcher@londonderry.org>
Sent: Wednesday, March 22, 2023, 11:46
To: Jonathan Esposito <jespo2006@gmail.com>
Subject: Re: Transparency

Hi there, Jon. Thanks for your email.

It was important to let the citizens in our town know how the process of hiring and utilizing the consultant transpired, and exactly what information we as a board were and weren't privy to. Transparency was exactly why this topic was on the consent agenda last night. As was discussed at the meeting, it wasn't the fact that we had a staff member that needed training that was the issue, it was the fact that the school board was unaware that the consultant had started

working, and that the time spent consulting was not documented in a way that the board felt was adequate. I'll respectfully push back and say that's absolutely related to communication.

My response to Ms. Barud was directed toward statements she made during public comment, in which she indicated she knew the consultant position was needed, but also communicated she felt that we should avoid this type of spending in the future. Ms. Barud then made a comment about compensation related to teachers and support staff.

Mr. Slater and I have spent many hours over the last six months working with the district and union on increasing compensation for our support staff and trying to increase the number of these staff members who could access health insurance. This is an area that I agree is hugely important, and one which we continue to work diligently on but is not, in my opinion, at all related to the board making a decision to utilize a consultant to support our Business Administrator and District Office following lots of transition and turnover. While a consultant can be costly, mistakes made as a result of lack of experience or competence can be costly as well.

While it's your right to support or not support the decision(s) of the board, it's also my right to address information that I feel is not an accurate representation of what has occurred or why decisions were made. This is why I indicated that I personally don't believe that the consultant or the Business Administrator would suggest they were "checking weather" for six hours and that this time was instead likely spent navigating challenges surrounding weather and school delays and closures including communication with the town's Department of Public Works, the bus company, parents/guardians of students in the district, etc. I would agree, however, that this situation has highlighted that we will need better documentation and oversight if a similar situation presents itself so we know exactly how time is spent. I'm always looking to learn from experiences so I can do better in the future, and appreciate your feedback related to this.

In closing, following the statements made during public comment, I felt that it was important to re-cap the many variables that contributed to the school board making the decision to utilize a consultant. As has been discussed across many meetings, we had several positions open at the district office, and a valued employee in a new role who was able to self-identify areas where she lacked the experience that she would like additional support before being asked to perform some responsibilities independently. As I said yesterday, it is effective (and evidence-based) to utilize direct instruction, modeling, practice, and feedback delivery through a mentoring approach when teaching new skills to a learner of any age. Now that our Business Administrator feels that she has the experience she needs to complete her job duties as a result of the training that was provided, we will no longer be utilizing a consultant. As you know, this was agreed upon in a unanimous vote during the meeting.

I will be sure to forward my response to the rest of the school board, and will also be requesting that this response be added to the meeting minutes.

Thank you,

Amanda

From: Jonathan Esposito <jespo2006@gmail.com>

Sent: Tuesday, March 21, 2023 8:34 PM

To: SchoolBoard <schoolboard@londonderry.org>

Subject: Transparency

I would like to correct the record in respond to school board member Amanda Butcher's remarks in response to citizen Maria Barud speaking at public comment regarding the Peter Curro issue.

Councillor Butcher's remarks are not correct, the main issue in view is not whether or not Lisa as the Business Agent needed assistance, or whether or not her needing professional assistance guidance or training was evidence-based. Neither was communication primarily the issue.

The issue was transparency. Citizens were questioning as early as July and August of 2022 as to why this contract was needed in the first place and how much it was going to be utilized, and the former School Board Chair deflected citizen inquiry until 91A at my behest brought it to your attention.

The issue is not whether or not school district employees require support, or whether or not the school board will meet their needs. The issue was correctly framed by the School Board chair, Mr Slater, just prior in this 3/21/23 meeting; that protocol and criteria was not followed with consultant P. Curro, and that billing dates did not 100% lined up, facts to which Mr. Chair stated he was not happy.

Although the chair gave Councillor Butcher the opportunity to engage in dialogue in response to the citizen inquiry, it came across snappy and with an attitude compared to what is otherwise being conducted as a respectful and decent meeting.

Please get together as peers with one another and ensure that tone does not exceed your roles going forward. It is also highly inappropriate of her to rephrase the discussion of transparency in a flowery manner in terms of supporting staff. No one was questioning properly supporting staff...we were questioning your transparency and your paying attention to spending, another point that Mr. Chair already conceded to.

I thank you in advance for appending this correspondence to tonight's school board meeting minutes.

I look forward to a more level tone of respectful dialogue with this new session of the school board going forward.

Jonathan Esposito
5 Shelley Drive

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The issue was transparency. Citizens were questioning as early as July and August of 2022 as to why this contract was needed in the first place and how much it was going to be utilized, and the former School Board Chair deflected citizen inquiry until 91A at my behest brought it to your attention.

The issue is not whether or not school district employees require support, or whether or not the school board will meet their needs. The issue was correctly framed by the School Board chair, Mr Slater, just prior in this 3/21/23 meeting; that protocol and criteria was not followed with consultant P. Curro, and that billing dates did not 100% lined up, facts to which Mr. Chair stated he was not happy.

Although the chair gave Councillor Butcher the opportunity to engage in dialogue in response to the citizen inquiry, it came across snappy and with an attitude compared to what is otherwise being conducted as a respectful and decent meeting.

Please get together as peers with one another and ensure that tone does not exceed your roles going forward. It is also highly inappropriate of her to rephrase the discussion of transparency in a flowery manner in terms of supporting staff. No one was questioning properly supporting staff...we were questioning your transparency and your paying attention to spending, another point that Mr. Chair already conceded to.

I thank you in advance for appending this correspondence to tonight's school board meeting minutes.

I look forward to a more level tone of respectful dialogue with this new session of the school board going forward.

Jonathan Esposito
5 Shelley Drive

Londonderry School Board
Non-Public Minutes
March 21, 2023

PRESENT: Board Members: Mr. Slater, Mrs. Loughlin, Mrs. Butcher, Kevin Gray, Tim Porter
Superintendent of Schools: Daniel Black
Interim Assistant Superintendents: Paul Dutton & Jason Parent
Business Administrator: Mrs. McKenney
Human Resource Director, Cindy McMahon

Mr. Slater made a motion to move into Non-Public Session under RSA 91-A:3, Section II (b), (c) and (l) at 8:40 PM. The motion passed by a roll call vote.

Mrs. Loughlin moved, seconded by Mr. Porter, and passed unanimously (3-0-2) to approve the administration's recommendation for all Coaching nominations

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

Mr. Porter moved, seconded by Mr. Gray, and passed unanimously (5-0) to approve the Administration's recommendation for Co-Curricular nominations

Mr. Gray moved, seconded by Mrs. Butcher, and passed unanimously (5-0) to approve the Personnel Report

Mr. Gray moved, seconded by Mrs. Butcher, and passed unanimously (5-0) to accept the Sabbatical Proposal Coursework

Discussion of Legal Issue with Support Staff negotiations

Discussion of Personnel Issue

Londonderry School Board
Non-Public Minutes
March 21, 2023

PRESENT: Board Members: Mr. Slater, Mrs. Loughlin, Mrs. Butcher, Kevin Gray, Tim Porter
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Conclusion of discussion

Mrs. Butcher moved, seconded by Mr. Porter, and passed unanimously (5-0) to exit non-public session at 9:20 PM

Mrs. Butcher moved, seconded by Mr. Gray, and passed unanimously (5-0) to adjourn public session at 9:21 PM

Respectfully submitted,

Daniel Black
Superintendent of Schools



Londonderry School District
Daniel Black,
Superintendent of Schools

Memo

To: Londonderry School Board
From: Dan Black
Date: March 30, 2023
Re: Policies for Deliberation

For our third reading of Policy GCQAB – Tutoring for Pay we included the line making it very clear that students would never be tutored during the school day.

For our 2nd Reading of Policy JFCA – Student Dress Code and the Regulation tied to it – the staff went back to discuss the “hoodie” point at both the middle school and high school. From talking with the administration and staff, as well as our SROs there are:

- No concerns around identifying students. Even when the administration or SROs need to identify students with hoodies, they have never had an issue – even when cameras are involved.
- In terms of the number of students that actually pass in the hallways with their hoodies on – it is very low number of students.
- The staff believe it is a good compromise for the students knowing that they have to have them down during class time.
- In terms of students that have them on all the time for anonymity in the hallways – that is a good sign for the administration to keep an eye on and see if they want to follow up with them.

TUTORING FOR PAY

The Londonderry School District understands that families may at times reach out to our teaching staff to provide private tutoring for their children. In these instances, the School District wants to make sure that staff avoid any conflicts of interest, and do not use their employment in the district to specifically solicit tutoring services to the students of the School District. Tutoring for Pay shouldn't happen during the school day. The School District believes it is best practice for teachers to avoid tutoring the students they are currently responsible for during contracted hours. However, if there are no other staff with specific credentials and qualifications, any staff member tutoring one of their current students' needs to register that activity with their building principal and/or direct supervisor.

~~It is Londonderry Public School policy that no teacher may receive pay for tutoring one of his own pupils. A teacher should also avoid tutoring any child from his building. All questions regarding tutoring should be referred to the teacher's building principal.~~

~~The above does not apply to home bound instruction assigned by the school administration.~~

LONDONDERRY SCHOOL BOARD

Adopted: November 7, 1977

First Reading to Amend: February 14, 2023

Second Reading to Amend: March 21, 2023

Third Reading to Amend: April 4, 2023

- Headwear is acceptable so long as it doesn't cover the face and ears.
- Hoods are not permitted in academic settings.
- All shirts must have two straps.
- Undergarments must be covered.
- The area from armpit down to mid-thigh, front and back of the body must be covered.
- Shoes or other appropriate footwear must be worn at all times for safety purposes.
- Chains, studded accessories, and/or other items of dress which in the judgment of school administration pose a potential danger to persons and/or property, are prohibited.
- All Athletic Uniforms must adhere to the dress code when worn in an academic setting.
- Student's School I.D.'s must be worn, or in the possession of, at all times while on campus.
- T-shirts and other clothing and jewelry imprinted with words, pictures or the insignia of alcoholic beverages, tobacco or other drugs, obscenities, violent images, overt/covert sexual reference, gang identification or which advocate prejudice or harassment of religion, race, ethnicity, sexual orientation, or disability, are inappropriate in our school and prohibited.

Regulations: The following regulations shall apply to all regular school activities. Coaches and teachers with appropriate notice to students and parents may impose more stringent dress requirements to accommodate the special needs of certain sports and/or classes. The Superintendent, Assistant Principal or Principal may establish other reasonable dress regulations for times when students are engaged in extracurricular or other school activities. The Dress Code is subject to yearly review and modifications. Violation of the Dress Code Policy is a Level II offense in the student handbook.

LONDONDERRY

Student Dress Code

Hoods are not permitted in academic settings.

Headwear is acceptable so long as it doesn't cover the face and ears.

All shirts must have two straps.

The area from armpit down to mid-thigh, front and back of the body must be covered.

Chains, studded accessories, and/or other items of dress which in the judgment of school administration pose a potential danger to persons and/or property, are prohibited.

All Athletic Uniforms must adhere to the dress code when worn in an academic setting.

Undergarments must be covered.

Shoes or other appropriate footwear must be worn at all times for safety purposes.

Student's School I.D.'s must be worn, or in the possession of, at all times while on campus.

T-shirts and other clothing and jewelry imprinted with words, pictures or the insignia of alcoholic beverages, tobacco or other drugs, obscenities, violent images, overt/covert sexual reference, gang identification or which advocate prejudice or harassment of religion, race, ethnicity, sexual orientation, or disability, are inappropriate in our school and prohibited.



STUDENT DRESS CODE

Appropriate dress and grooming contribute to a productive learning environment. The school has a role to play in providing students with guidelines to cultivate appropriate appearance and dress standards. The appearance and dress of all students enrolled in the Londonderry School District will be neat and clean. ~~and will observe acceptable rules of modesty.~~

A student's attire ~~will not be destructive to school property,~~ will comply with the health code of the State of New Hampshire, will not create a safety issue. ~~and will not disrupt or interfere with the educational process. Students are to wear clothes that are suitable for the school activities in which they participate. Student's clothing must not present a distraction which would be disruptive to the educational process.~~

Students and parents/guardians shall be informed about the school dress code at the beginning of the year ~~and when revised~~ **in each school's student handbook**. A student who violates the dress code shall be subject to appropriate disciplinary action. The Principal or designee may, upon finding that dress or attire is not in compliance with this policy, require the student to be removed from class and request that the student change their dress or attire to be in compliance with this policy prior to admission to class. In appropriate instances, parents may be contacted and requested to bring appropriate dress to school.

LONDONDERRY SCHOOL BOARD

Adopted: April 25, 1978

Amended: March 10, 1998

Amended: July 25, 2000

First Reading to Amend: March 21, 2023

Second Reading to Amend: April 4, 2023

STUDENT DRESS CODE

Regulations:

The following regulations shall apply to all regular school activities. Coaches and teachers with appropriate notice to the students and parents may impose more stringent dress requirements to accommodate the special needs of certain sports and/or classes. The Superintendent, Principal or their designee may establish other reasonable dress regulations for times when students are engaged in extracurricular or other special school activities.

1. Headwear is acceptable so long as it does not cover the face and ears.
2. Hoods are not permitted in an academic setting.
3. All shirts must have two straps.
4. Undergarments must be covered.
5. The area from the armpit down to mid-thigh, front and back of the body must be covered.
6. Shoes or other appropriate footwear must be worn at all times for safety purposes.
7. Chains, studded accessories, and/or items of dress which in the judgement of school administration pose a potential danger to persons and/or property, are prohibited.
8. All Athletic Uniforms must adhere to the dress code when worn in an academic setting.
9. In grades 6 to 12, Student's School I.D.'s must be worn, or in the possession of, at all times while on campus.
10. T-shirts and other clothing and jewelry imprinted with words, pictures or their insignia of alcoholic beverages, tobacco or other drugs, obscenities, overt/covert sexual reference, gang identification or which advocate prejudice or harassment of religion, race, ethnicity, sexual orientation, or disability, are inappropriate in our school and prohibited.
- ~~11. Lingerie or pajama wear may not be worn as outer garments except for days/activities specifically approved for that purpose.~~
- ~~12. Hats, bandannas, or sweatbands are not to be worn in school, except for headgear worn for religious or medical reasons.~~
- ~~13. Clothing shall be sufficient to conceal undergarments at all times.~~
- ~~5. Clothing that immodestly exposes the chest, abdomen, midriff, genital area, or buttocks, including but not limited to the following are prohibited:~~
 - ~~• Spaghetti straps~~
 - ~~• Tube tops~~
 - ~~• Muscle-style tank tops~~
 - ~~• Pants worn below the waist~~
 - ~~• Backless tops~~
 - ~~• Halter tops~~
 - ~~• Shorts or skirts shorter than fingertip length~~
 - ~~• See-through fabrics~~
6. Shoes or other appropriate footwear must be worn at all times.

7. ~~Chains, studded bracelets, belts, or necklaces, and/or other items of dress which in the judgment of school administration pose a potential danger to persons and/or property, are prohibited.~~

LONDONDERRY SCHOOL BOARD

Adopted: April 25, 1978

Amended: March 10, 1998

Amended: July 25, 2000

First Reading to Amend: March 21, 2023

Second Reading to Amend: April 4, 2023

Working List 23-24 School Board Liaisons

		Proposed	Proposed			
A	Budget Committee	Porter	Slater	Monthly	4th Thurs, 7:00PM	Town Hall
A	Capital Improvement Planning	Slater	Gray	TBD		
A	Curriculum Coordinating Council	Loughlin	Butcher	Monthly	4:00PM	LHS Library
A	Town Council	Slater	Porter	Bi-monthly	Mon. 7:00PM	Town Hall
A	Planning Board	Gray	Slater	Bi-monthly	Wed. 7:00PM	Town Hall
A	Facilities Study Committee	Slater	Butcher			
A	Policy Review Committee	Gray	Butcher	As needed		
A	Communications Committee	Butcher	Loughlin			
A	Budget Office Liaison	Porter	Loughlin	Monthly/As needed		
A	Kindergarten Study Committee	Butcher	Gray			
A	Energy Efficiency Task Force	Loughlin	Porter			
B	High School PTSO	Loughlin	Slater	Every Other Month	Tues. 6:30PM	LHS Library
B	Matthew Thornton PTA	Slater	Porter	Monthly	Thurs. 7:00PM	MT Library
B	Middle School PTO	Loughlin	Butcher	Every Other Month	3rd Thurs. 7:00PM	LMS Library
B	Moose Hill PTA	Butcher	Porter	Monthly	1st Thurs. 7:00PM	Moose Hill School
B	North School PTA	Gray	Loughlin	Monthly	1st Wed. 7:00PM	North School Library
B						
B	South School PTA	Porter	Gray	Monthly	3rd Mon. 6:30PM	South School Library
C	Athletic Fields Committee	Slater	Loughlin	As needed		
C	NH School Board Association	Butcher	Loughlin	1 Sat meeting		
C	State Rep. Liaison	Porter	Butcher			
C	Senior Resource Committee	Gray	Porter	Monthly	3rd Tuesday 6:00PM	Sunnycrest Conf Rm
C	Wellness Committee	Loughlin	Gray			
D	Administrators	Loughlin	Butcher	As needed		
D	NEAS&C			As needed		
D	Support Staff	Butcher	Slater	As needed		
D	Custodians			As needed		
	A group - One Board member must attend					
	B group - Board member should attend					
	C group - Board member should attend					
	D group - Point of Contact only					



Londonderry School District Daniel Black, Superintendent of Schools

Memo

To: Londonderry School Board
From: Dan Black & Lisa McKenney
Date: March 30th, 2023
Re: Options for an Excellent Temporary Classroom at North School

After receiving multiple quotes and reviewing multiple options, we have found the best excellent temporary classroom for North School that was approved when the budget was approved by the voters a few weeks ago.

We are proposing we pursue a larger than planned temporary classroom because we have found one that is only two years old and will provide more storage space for the music classroom at North School. North School is currently our 2nd most space constricted elementary school and we have many parts of our music program stored in the hallways of the school.

What we need the school board feedback on is the preferred method to pay for this temporary classroom. Our options would be (1) an outright buy (2) lease to own or (3) lease.

Here are the details on the temporary classroom:

After reviewing options for the portable, we are recommending we purchase a used 28 x 52 unit (1456 square feet) which is less than two years old. This unit would cost \$222,626 new; however, we can purchase the used unit for **\$161,875**. Some benefits to this unit:

- would offer considerable savings on the unit (\$60,000+) versus a new unit.
- the larger size would give North School some storage room.
- would be available in time for school opening in September.
- a new unit, but smaller unit (960 sf) would cost more, (\$173,975)

We have a few different financing options to consider:

Option #1-Outright Purchase

Purchase price	\$161,875 (includes delivery/set up/installation, etc.)
FY23 surplus	\$100,000
FY24 Budget \$\$	<u>\$ 61,875</u>
Ongoing Annual Costs	0

Option #2-Lease/Purchase Finance (7-year term – 5% interest)

Purchase price	\$161,875 (includes delivery/set up/installation, etc.)
FY24 Down Payment	\$ 30,000
Finance Amount	<u>\$131,875</u>
Ongoing Annual Payments (7) (Total interest paid would be \$24,693)	\$ 22,367

Option #3-Lease from vendor

Annual lease (\$1840/month)	\$22,080
Delivery/setup/skirting	<u>\$37,500</u>
FY24 Expense	\$59,580
Ongoing Annual Cost	\$22,080

Option #3 is the least fiscally reasonable option. In less than seven years, we would have paid for the unit and would not own it. We would have to continue with a lease payment until a building project moved forward, and this is likely to be more than seven years. Purchasing this unit, either with an outright purchase or a lease/purchase would offer the best value. Of course, with Option #2, there would be interest charges.

At this point in time, we no longer have the option to purchase the temporary classrooms that we have at Moose Hill as we discussed earlier in the budget season.



Londonderry School District
Daniel Black,
Superintendent of Schools

Memo

To: Londonderry School Board
From: Dan Black & Kim Carpinone
Date: March 30, 2023
Re: Parameters for a Special Education Study

Based on the conversation last Month on the topic Director Carpinone and myself are recommending the following parameters for a potential program review of Special Education system in Londonderry.

- 1) **Staffing:** From an outside group, we would stand to gain from their perspective and research on the specific ratios we have of staff for all of our programs as well as how staff are used in each of their setting.
- 2) **Inclusion:** From an outside group, we would stand to gain from their perspective how we could build capacity for more successful inclusion in all of our programs. Our students with IEPs have access to inclusion in the general education setting but we believe we would stand to gain a more thorough analysis on how we could build capacity to make those inclusion practices more successful for students.
- 3) **Adult Support Model:** From an outside group, we would stand to gain from their perspective on how we should and should not support our students' using paraprofessionals in the classroom. Our adult support model plays out in both our special education and general education settings, and we would welcome a conversation on how to best use this staffing group to support our students in these settings based on students' long-term needs.

There are areas we discussed last time that we do not think we would benefit from an outside group because we already have access to the information and could certainly share that with the School Board.

Compliance – There is annual compliance monitoring from the State of New Hampshire to share already.

Achievement Results – How students with IEPs do on standardized assessments is available to study and share.

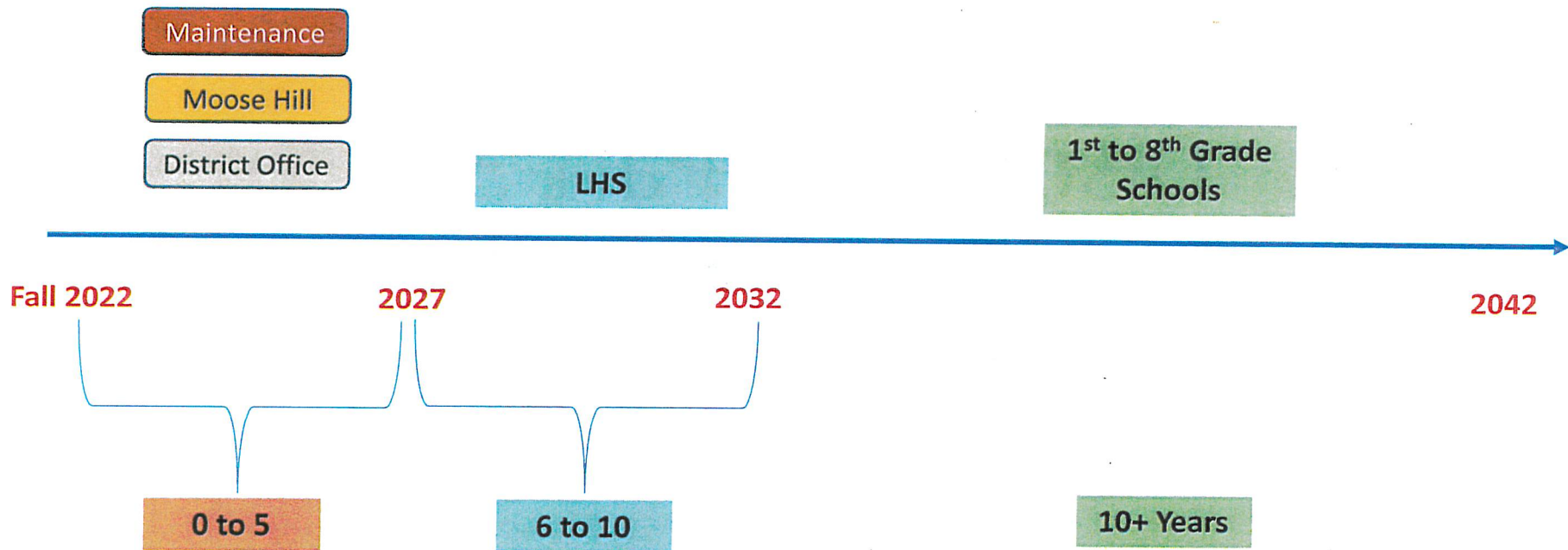
How our specific programs work – If the School Board and/or public want to be better informed about the range of programs and options we could easily make presentations and have visits to better understand the details and bigger picture of what happens from Pre-K to age 22 for students with IEPs including what the district's obligations under IDEA and RSA 186C are as governed by the ED 1100 rules.

The only other issue to figure out in time is how to pay for this study. We have found a few groups that could potentially do this program review for us, but the costs of this study were never planned for in the 2023-24 school budget. To be ready earlier in the fiscal year we would need to tap into fund balance to find the funding.

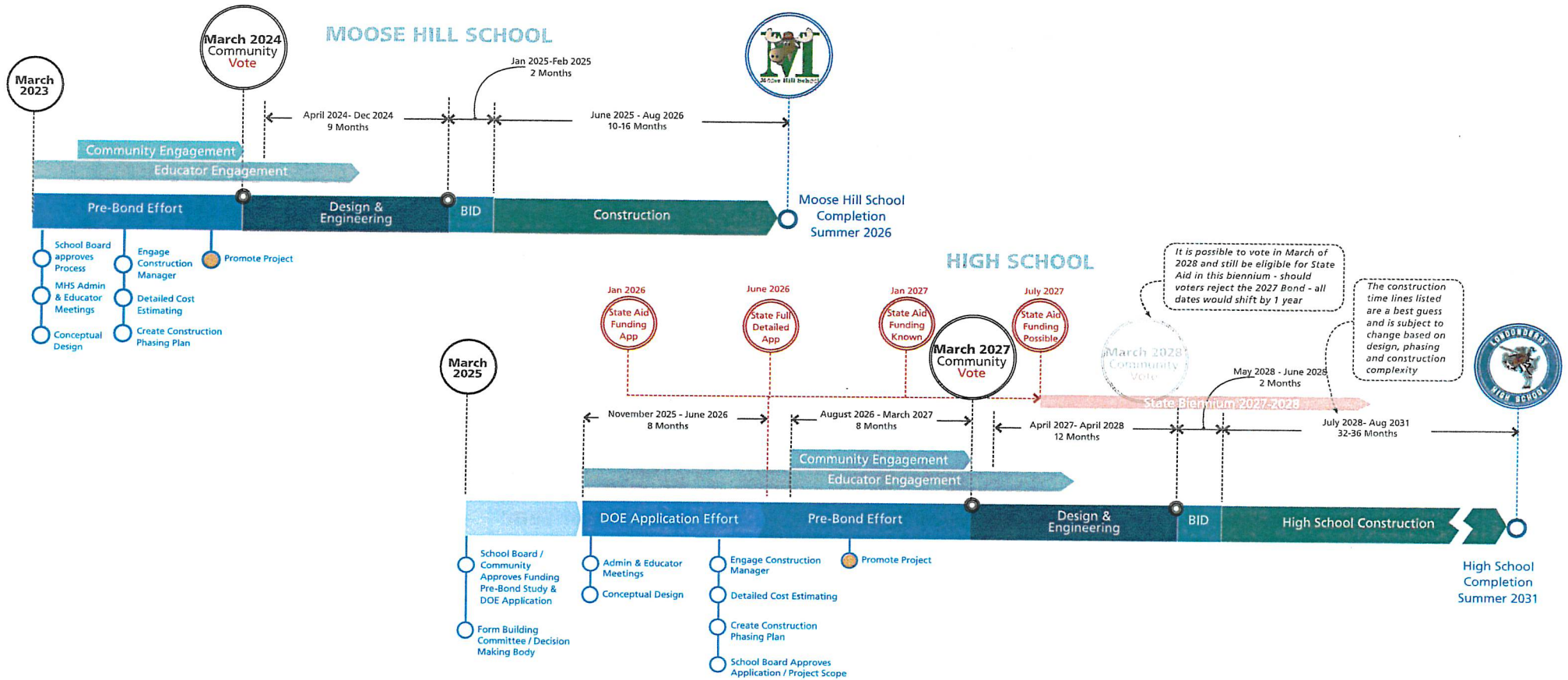
Facilities Master Plan Discussion Part 3

Tentative Years 0 to 10 Outlook All Together

Tentative Outlook



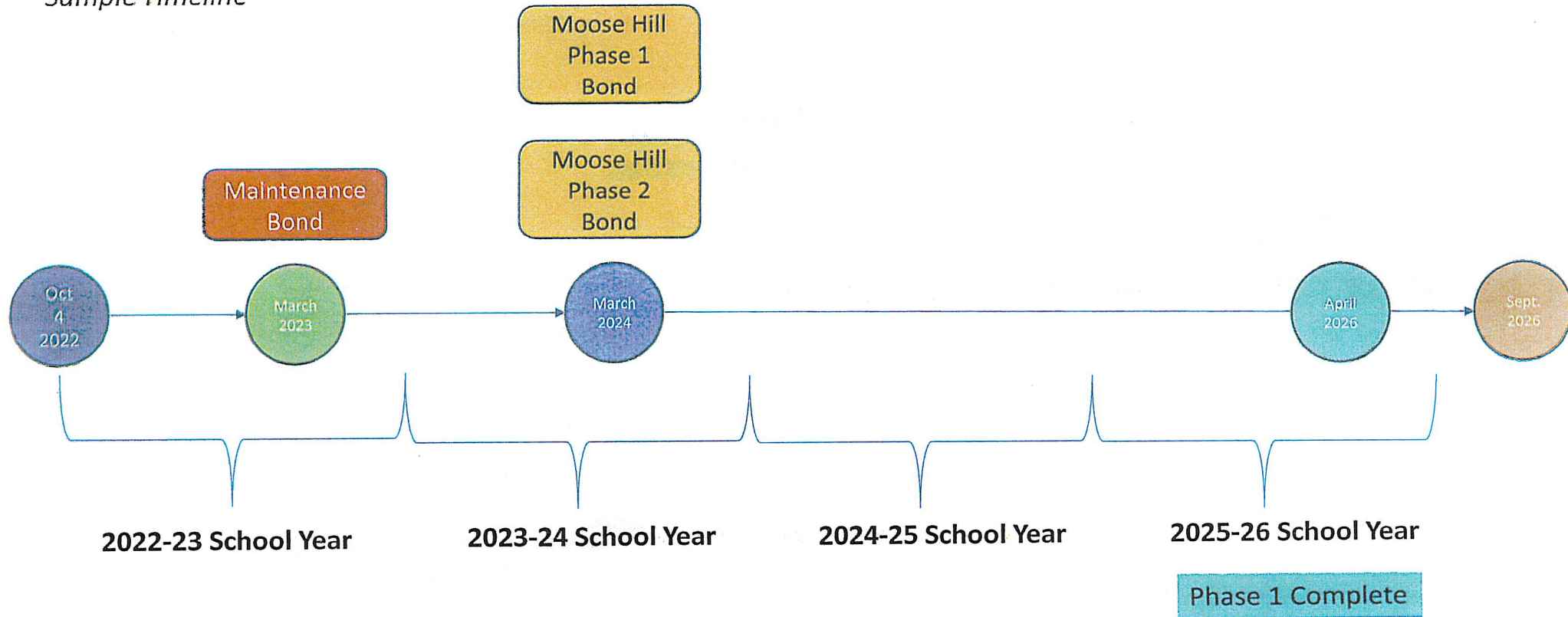
Project Time Lines District Wide, Multiple Projects



FUTURE PROJECTS

SAU
SOUTH ELEMENTARY
MATTHEW THORNTON ELEM

Sample Timeline

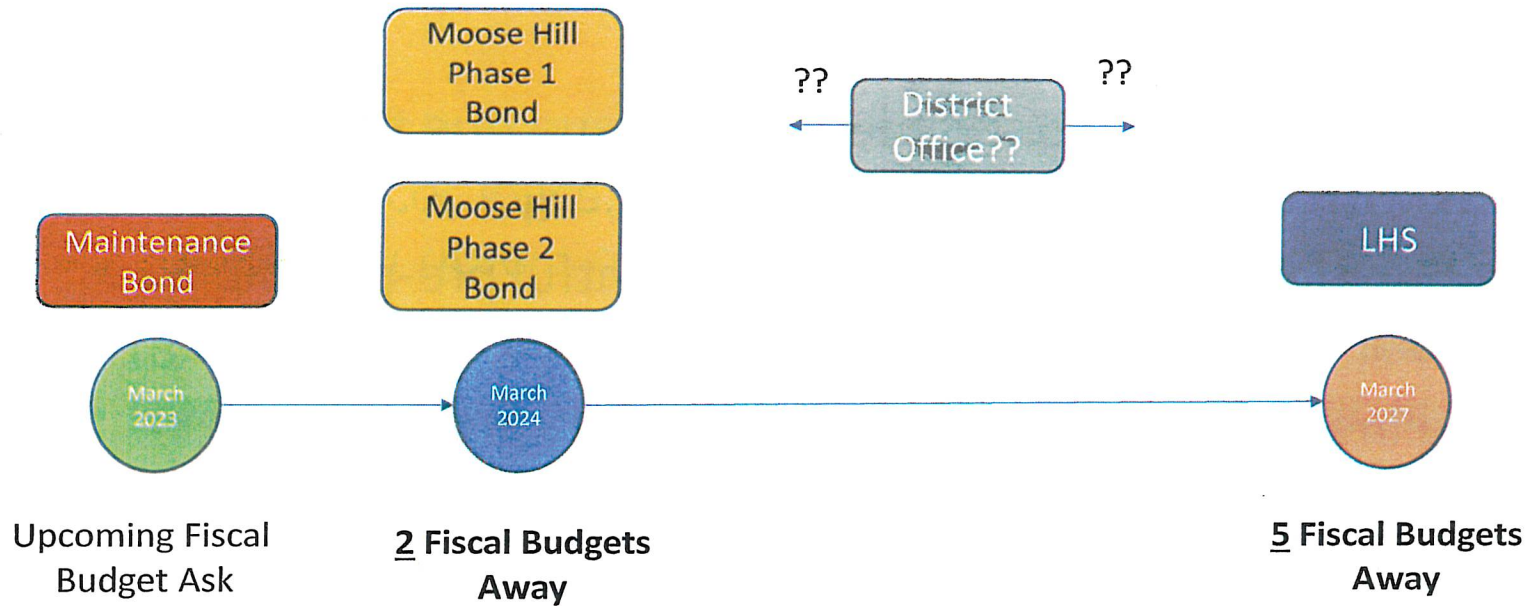


If this were the plan, and it was approved by the Londonderry community, students born from 2021 on could access full day Kindergarten.

Phase 2 Complete

Potential Projects

Community Asks



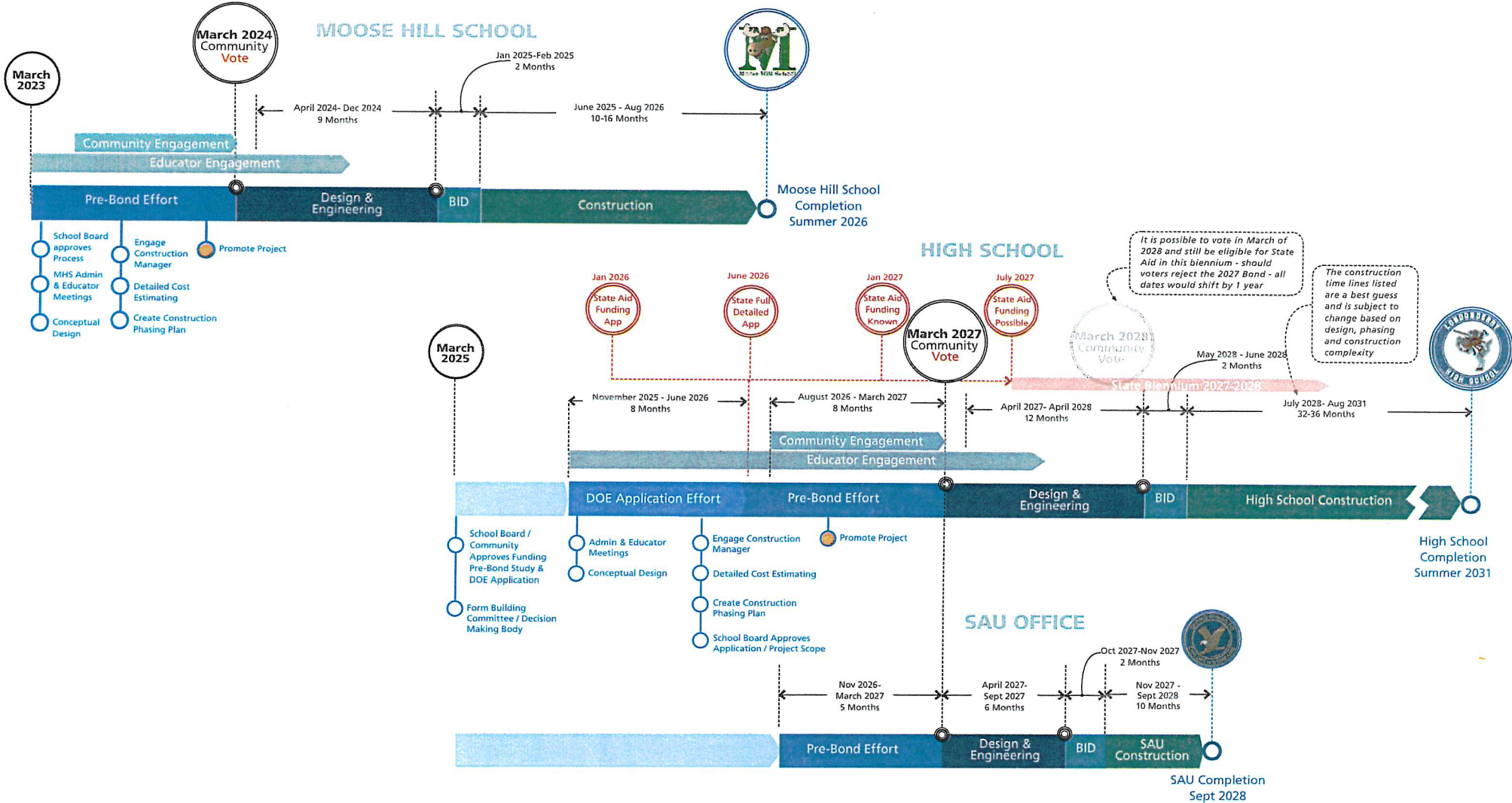
There are risks pairing asks near to each other.

- 1) When Bonds fail, everything gets pushed back.
- 2) Voter Fatigue on the asks.

Take Aways from First Timeline Graphic

- State Aid will be a benefit for Londonderry to pursue due to all the safety concerns with Phase 1 of LHS.
- However, that benefit will require years of thoughtful pre-planning. (Potentially before construction even begins at Moose Hill)
- The overall timeline for addressing our needs at LHS are even longer and more complicated than Moose Hill.

Project Time Lines
District Wide, Multiple Projects



FUTURE PROJECTS

SOUTH ELEMENTARY
MATTHEW THORNTON ELEM

Next Steps

Maintenance Bond: If the School Board agrees, use the Budget Process and Upcoming School Board Meetings to determine our highest needs for a March 2023 Ask of the Londonderry Community.

Moose Hill:

- Work with staff to vet current conceptual design (both Phase 1 and Phase 2) to bring to School Board in Spring 2023.
- Work with Kindergarten Committee, District Administration, and Moose Hill staff on long term staffing if Phase 2 is ever supported. Be ready to share the complete picture of a future Moose Hill by Spring 2023 with School Board and Community.