

Notice: These minutes are in D R A F T format, and shall remain as such as the legal record in compliance with RSA 91:A in their written archival form. They are likely to contain errors and may be in need of correction which can only be done in public in a properly-posted, subsequent meeting of the School Board. Accordingly, you are referred to the minutes of a subsequent (i.e. future -- but not necessarily the next sequential) meeting of the Board to identify what may have been changed as an approved and properly modified record in compliance with law.

NEWFOUND AREA SCHOOL DISTRICT  
**School Board Minutes**  
 Monday, August 22, 2016  
 Newfound Regional High School - LMC

- I. Call to Order at 6:10 p.m. by Jeff Levesque
- II. Pledge of Allegiance
- III. Record Roll:
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|---|---------|
| Sue Cheney, Alexandria arrived at 6:12 p.m. | present |
| Vincent Paul Migliore, Bridgewater          | present |
| Jeff Levesque, Groton                       | present |
| Don Franklin, Hebron                        | present |
| Christine Davol, New Hampton                | present |
| Sharon Klapyk, Danbury                      | present |
- IV. Jeff Levesque announced the need to enter Non-public session: 91-A (3)
- (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant.
- (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.
- Jeff Levesque made the motion to enter non-public. Don Franklin seconded. Vote was taken by roll call: Alexandria, yes; Bridgewater, yes; Groton, yes; Hebron, yes; New Hampton, yes; Danbury, yes.  
 Vote 6-0-0-0 ***Motion Passed***
- The board returned to public session at 6:39 p.m.
- Minutes of that nonpublic meeting are as follows:  
 Present in non-public session: Jeff Levesque, Don Franklin, Sue Cheney, Vincent Migliore, Christine Davol, Sharon Klapyk, Stacy Buckley (Superintendent)
  - The Board discussed the new hires and resignations of teachers. The Board discussed the two candidates who applied for the open School Board position. The Board is requesting a scheduled meeting with each candidate at their September 12<sup>th</sup> meeting.
  - Sue Cheney made a motion to close nonpublic at 6:35. Chris Davol seconded the motion. A roll call vote was taken. All in Favor.  
 Vote 6-0-0-0 ***Motion Passed***

- V. Public Hearing: The Newfound Area School District will conduct a public hearing for the purpose of accepting and expending up to an additional \$136,000 in Title 1 grant \ funds, up to \$52,650 in 21<sup>st</sup> Century Community Learning Center grant funds, and up to \$36,000 in 21<sup>st</sup> Century Community Learning Center local funds. (These grant funds are additional grant allocations for the district. There are no matching funding requirements.)
- Stacy Buckley explained that the additional funding requires a public hearing to accept the grants. Stacy noted these were either new grants or additional grant allocations for the upcoming school year.
  - There was no public input.
  - Jeff Levesque made a motion to accept the funds as outlined. Don Franklin seconded.
- Vote 6-0-0-0 *Motion Passed*
- VI. Approval or Modification of Agenda  
None
- VII. Approval of Minutes
- a. June 13, 2016
  - b. June 14, 2016
  - c. June 20, 2016
- Placed on Consent Agenda.
- VIII. Public Comment  
None
- IX. Correspondence
- Two applications for the Bristol School Board member position.
  - Thank you to the board for the end of year BBQ.
- X. Announcements and Recognition
- a. Staff Liaison Report  
John Lellos briefed about classes and summer activities: 1) Newfound Adventure for 10 students headed up by science teacher, Pete Dumont, gave five hour lessons daily 2) Westward Bound students to Yellowstone National Park 3) Bridge Academy for 37 students had the highest attendance yet 4) Twenty teachers volunteered time to discuss grading policy at the high school
  - b. Student Liaison Report  
Nick Crosby reported that Mr. White's video game programming ELO (extended learning opportunity) was successful this summer. Fall football, unified soccer and other sports programs are either running or will be soon.
  - c. Superintendent Report  
Stacy Buckley said it's been a busy summer.
    - Jay Lewis is the new NMMS Principal.
    - The administrative team attended a very worthwhile grant funded trip and conference in New Orleans.
    - Stacy, Trish Lewis and Dana Andrews attended ALICE training this summer. Three police officers attended as well and we will be able to train district staff in the protocols.

- The district has implemented a new substitute calling system.
  - A new work order system for technology and facilities is up and running that is automated and allows for tracking.
  - Jay Lewis is working with the PTO and teachers to develop a plan for the main entrance of the school.
  - Lots of painting took place at the middle school and elsewhere.
  - BES had a lot of construction over the summer months in part to implement the Safe Routes to School grant to improve sidewalk access for everyone and improve stairs, walkways, entrances, and make parking safer.
  - The high school auditorium is being upgraded for lights, sound, and work will continue a few weeks into school.
  - Summer School went great in BES and NMMS.
  - Monday, August 29 the district will gather at the high school for breakfast followed by opening remarks by Stacy and a Keynote Workshop titled: Ignite Learning with a Growth Mindset.
  - Wednesday, August 31 students return to classes. Monday is a holiday.
- d. Other  
None

#### XI. Old Business

- a. Policy- 2<sup>nd</sup> Read and adoption
- i. JFABD: Admission of Homeless Students
  - ii. KL (KE): Public Complaints
- No discussion. Placed on Consent Agenda.

#### XII. New Business

- a. Appointment of School Board member (Bristol)  
Jeff Levesque said the applicants were invited to meet with the board at their next meeting
- b. NRHS proposed change to Parent/Student Handbook (re: Grading practices)  
NRHS administration is making are recommendations for changes to the grading policy including eliminating the “default 50.” Discussion followed between the board, student liaison, the staff liaison and administration concerning the current and proposed changes.
- c. Confirmation of Nominations/Resignations
- d. Overview and adoption of ALICE Training protocols  
The Superintendent, along with 6 other Newfound administrators/police officers attended a training to become trainers in a new safety protocol in the event of an armed intruder in the building. The goal of ALICE is to have higher survival rates and to be proactive in teaching how to evacuate which is the opposite of the traditional lockdown. Assumptions need to be changed, (such as police arriving in less than 8 minutes) options need to be chosen that will increase the chance of survival should an event occur. Stacy is looking for board approval to implement the ALICE Training protocols in the district.
- e. Field trip approval  
Mr. Harlow requests to take the 11<sup>th</sup> grade to Salem, MA October 27 to view Cry Innocent.
- f. Request for possible additional Kindergarten Teacher at Bristol Elementary School  
Stacy Buckley reported numbers for 2016-17 Kindergarten are high at

BES due to last minute registrations. Some children may be able to attend other schools, however, if the numbers remain high at BES Stacy would like board approval to hire a new Kindergarten teacher.

XIII. Public Comment (on agenda items only per policy BDDH, 5-minute limit)  
None

XIV. Motion on Consent Agenda

- Board Minutes; June 13, 14, 20, 2016
- Old Business:
  - i. JFABD
  - ii. KL (KE)
- Field Trip Approval

Vincent Migliore made a motion to accept the Consent Agenda. Sharon Klapyk seconded.  
Vote 5-0-0-1 ***Motion Passed*** (Groton abstained)

XV. Motion on Individual Agenda Items

- Sue Cheney moved to accept the proposed change to Parent/Student Handbook on grading practices. Christine Davol seconded.  
Vote 6-0-0-0 ***Motion Passed***
- Jeff Levesque made a motion to confirm nominations and resignations. Vincent Migliore seconded.  
Vote 6-0-0-0 ***Motion Passed***
- Vincent Migliore thanked Stacy Buckley for her presentation on the overview and adoption of ALICE Training protocols. He made a motion that we move full speed ahead with the training. Jeff Levesque seconded.
- Vote 6-0-0-0 ***Motion Passed.***
- Jeff Levesque moved to give Stacy Buckley the authority to hire a new Kindergarten teacher if necessary. Vincent Migliore seconded.
- Vote 6-0-0-0 ***Motion Passed***

XVI. Financial

- a. Approval of Manifest(s)  
None

XVII. Adjournment  
Vincent Migliore made a motion to adjourn at 8:30 p.m. Christine Davol seconded.  
Vote 6-0-0-0 ***Motion Passed***

Respectfully submitted by Ruth Whittier

District Staff Present: Stacy Buckley, Michael Limanni, Therese Wetherington, Dana Andrews, Paul Hoiriis, John Lellos, Fred Robinson, Nick Crosby (student liaison)

Newfound Area School District


Monday, August 22, 2016

Professional Staff Resignation:

Name	School	Position	Effective Date
Robert Messier	NRHS	Math	6.30.16
Susan Blake	NRHS	Math	8.15.16

Professional Staff Nomination Confirmation:

Name	School	Position	Effective Date	Step/Track	Salary
Matthew Bonin	NRHS	Special Education	8.26.16	MA/4	41,640
Stephen Foss	NMIMS	Science	8.26.16	BA/3	37,923
Renee Morrissette	NMIMS	ELA	8.26.16	BA/1	35,401
Gregory Palmer	District	Music- instrumental (.3)	8.26.16	BA/14	16,609.80
Chelsea Vitthner	NMIMS	ELA	8.26.16	BA/1	35,401
Colleen Westerling	NHCS	Title 1	8.26.16	BA/1	35,401
Dori Higgins	BES	Title 1	8.26.16	MA/1	37,557
Craig Wilkins	NRHS	Math	8.26.16	BA+15/5	41,842
Susan Murphy	NRHS	Math	8.26.16	BA+15/5	41,842
Stephanie Burge	NRHS	Special Education	8.26.16	MA/1	37,557



# A.L.I.C.E Overview

Newfound Area School District

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## ALICE

ALICE is a training program for armed intruder events. It was founded by Lisa and Greg Crane after the 1999 Columbine massacre. The goal of ALICE is to provide response options and increase rates of survival for those affected.

ALICE is an acronym for:

- Alert
- Lockdown
- Inform
- Counter
- Evacuate

These are not sequential!

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## This is an evolution of our current process, not a revolution!

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## Traditional Lockdown

- ❖ What does a traditional Lockdown look like in school?
- ❖ Teachers will shut and lock the door and escort any students they see in the hallway into their class.
- ❖ Teachers move students out of sight to remain silent.

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## Lockdown Assumptions

- The Police will respond quickly.
- The Police will stop the active shooter / intruder.
- The locks on the door will be sufficient.
- Staying silent and hidden is the safest approach.

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## Why ALICE?

- ❖ The police response, no matter how fast, will rarely be quick enough.
- ❖ Of the 160 active shooter events from 2000-2013, 60% of the events ended before law enforcement arrived. Forty percent of the shooters committed suicide.
- ❖ 27 events occurred in PK-12 schools, 12 in higher ed.
- ❖ Ninety-eight percent of the active shooter events had one perpetrator. Columbine and Jonesboro had two perpetrators who never left each other's side.
- ❖ 80% of trained police officers will miss their target in a dynamic situation.

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## Inform

Throughout the event, someone who can continuously report real-time information about the incident if possible:

- > To inform police to the whereabouts of the individual(s) and possible identity
- > To inform students/teachers of the whereabouts so they can decide whether to barricade or flee
- > To distract the intruder.

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## Counter

> As a last resort when life is in danger, use countering strategies to impact the intruder's effectiveness.

- > Eighty-percent of trained police officers miss a dynamic target. Why were shooters so successful in Columbine, Sandy Hook and some classes at Virginia Tech?
- > Throwing objects at the intruder.
- > Physically overwhelm the intruder.
- > **NOT RECOMMENDED FOR ELEMENTARY STUDENTS**

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## Evacuate

- > Provide students with the ability and permission to evacuate – off limit areas, breaking windows to escape. If there is an escape path, an option is to evacuate.
- > Remove as many potential targets as possible.
- > Evacuation is a natural response to a dangerous event. This allows permission to not become a victim.

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- > In ALICE you have options:
  - Remain in your room behind a barricaded door
  - Get out of the building (each school needs a designated meeting area)
  - If needed, fight back with objects, yelling, etc.

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## Next Steps

- School Board approval.
- Review and update of emergency management plans.
- Training and implementation of staff throughout 2016-2017 school year.

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## Questions?

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