

Merrimack School District/SAU 26
School Board Meeting
Preliminary Agenda
May 19, 2025
Merrimack Town Hall – Matthew Thornton Room

5:00 p.m. NON-PUBLIC SESSION RSA 91-A:3, II (a) (b) (c) – Merrimack TV Training Classroom

- Staff Welfare

PUBLIC MEETING

6:00 p.m.	1. CALL TO ORDER and PLEDGE OF ALLEGIANCE	Lori Peters
6:05 p.m.	2. PUBLIC PARTICIPATION	Lori Peters
6:20 p.m.	3. RECOGNITIONS	Lori Peters
	a. NH Seal of Biliteracy Awards	
	b. Robotics Team	
6:55 p.m.	4. INFORMATIONAL UPDATES	Lori Peters
	a. Superintendent Update	
	b. Assistant Superintendent for Curriculum Update	
	c. Assistant Superintendent for Business Update	
	d. School Board Update	
	e. Student Representative Update	
	5. OLD BUSINESS	Lori Peters
7:05 p.m.	6. NEW BUSINESS	Lori Peters
	a. Girl Scout Gold Award Project	Amelia Gregory/Amy Gentile
	b. Strategic Plan Progress Update	Leadership Team
	c. Other	
7:45 p.m.	7. POLICIES	Lori Peters
	a. Approval of Amended Title I Family and Community Policy (KB)	
7:50 p.m.	8. APPROVAL OF MINUTES	Lori Peters
	a. April 21, 2025 Public Minutes	
	b. May 5, 2025 Public Minutes	
8:00 p.m.	10. CONSENT AGENDA	Amanda Doyle
	a. Educator Resignations	
	b. Educator Nominations	
8:10 p.m.	11. OTHER	Lori Peters
	a. Committee Reports	
	b. Correspondence	
	c. Comments	
8:20 p.m.	12. PUBLIC COMMENTS ON AGENDA ITEMS	Lori Peters
8:30 p.m.	13. ADJOURN	

* These times are estimates and may vary depending on discussion.

Merrimack School District
2024-2027 Strategic Plan Update
Spring 2025
(Updated April 30, 2025)

Focus Area # 1: Curriculum, Instruction, and Assessment

Goal 1: The Merrimack School District offers a dynamic and comprehensive curriculum that not only meets state and national standards, but also supports diverse pathways to graduation. Our core programs are robust and empower every student to meet their full educational potential, ensuring they are well-prepared for the future.

Strategic Initiative: Continuously align our district approved curriculum to changing state and national standards.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
<div> <div> Comments: <u>MHS:</u> We work with NHI on curriculum and competencies. We used Eduplanet to vertically align our curriculum. Internal site: MSD Curriculum and public site: MSD Curriculum <u>PK-6:</u> ELCs were developed to align with national standards. This summer, the report card committee will reconvene to update these standards to reflect recent curriculum and assessment changes, including new Next Gen Science (Mystery Science) for K-5, Literacy (Foundations, Heggerty, Wit & Wisdom, Spelling Connections), Envision Math, and Writing (Wit & Wisdom). The social studies committee, led by Bonnie Painchaud, is also beginning its work on realigning the curriculum and ELCs. For the Characteristics of a Successful Learner, Second Step and Responsive Classroom are fully implemented in PK-5, and these Characteristics will be adjusted as needed. Health is starting/In progress next year. Math is on schedule to do a review next year. <u>MMS:</u> <u>A lot of work in Science: OpenSciEd and alignment with NextGen.</u> Has made a lot of progress with Wit and Wisdom. </div> </div>		

		As a whole, Leadership agrees that this goal should always be in progress.
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Strategic Initiative: Align our core instructional programs and resources across grade levels, subject areas, and school buildings.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
<p>Comments:</p> <p>MHS: Several departments are collaborating with the middle school on curriculum alignment. Algebra 1, Spanish and French will be added for credit 2025-2026.</p> <p>Elementary: All academic core programs (Foundations, Heggerty, Wit & Wisdom, Spelling Connections, Mystery Science, Envisions, i-Ready, Reflex Math,) and resources from Pre-K through Grade 5 are aligned across the four elementary schools. Science curricula have been realigned for Grades 6–8, and social studies curricula are under development. Wit & Wisdom (K-7 this year) and i-Ready My Learning Path have been implemented in Grades K–8, and competency-based initiatives are underway for Grades 7–12. Math and Social Studies continue to connect curriculum together. The K-6 PE/Health team selected CATCH as a core program to be implemented at the commencement of the 2025-2026 school year.</p> <p>MMS: Next year Wit and Wisdom will be extended to grades 8. Algebra I, Spanish I, and French I will be added for high school credit next year.</p>		

Strategic Initiative: Regularly review and update our core programs to ensure they meet our students' evolving needs and interests.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
<p>Comments:</p> <p>MHS: Ongoing work with NHLI supports departments to analyze data to improve instructional outcomes.</p> <p>Elementary: During the past several summers, curriculum</p>		

			<p>committees have aligned resources with evolving student needs. Science programs now reflect Next Generation Science Standards, emphasizing inquiry-based learning. The district has also transitioned from balanced literacy to structured literacy in Grades K–6, integrating explicit instruction and data-driven decision-making. Social studies review is underway, and Responsive Classroom has been introduced over the last three years to support social and emotional skill development.</p> <p>A goal during the 2024-2025 school year was to select a core program for K-6 Health. The team has selected CATCH for implementation in 2025-2026.</p> <p>MMS: District committees and weekly PLCs</p>
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Goal 2: The Merrimack School District is committed to employing instructional and assessment practices that are differentiated, rigorous, and grounded in research and evidence. We will ensure all staff receive relevant and timely professional development, empowering them to inspire and elevate our students to reach their fullest potential.

Strategic Initiative: Implement dynamic instructional practices that ensure equitable access to the curriculum for every student.			
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	<p>Comments:</p> <p>MHS: We have a variety of different courses, and different levels to address various learners.</p> <p>Elementary: The district's transition from balanced to structured literacy is informed by equity-based research, addressing the needs of struggling readers and writers, including special education students. MHS and MES have exited ATSI status, while TFS has been designated an ATI school due to special education performance gaps. Competency work continues at the middle and high</p>

			schools, and a new high school program offers students credits through non-traditional pathways.
			MMS: UDL and Technology - online resources
			District: Work with MTSS (Multi-Tier Systems Support)

Strategic Initiative: Use district approved progress monitoring tools and strategies to continuously analyze student performance and outcomes and drive instructional and assessment practices.			
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	<p>Comments:</p> <p>MHS: We have started collecting student data, but have not had the time to analyze it. PSAT/SAS/SAT testing. Through our work with NHLLI, the departments are in the process of common assessments and developing rubrics. Have developed MTSS framework.</p> <p>Elementary: In the 2024–2025 school year, AimsWeb+ was acquired for interventionists to monitor student progress in tiered interventions, including special education, Title I, and reading intervention programs. At TFS, through the 603 Grant, all students are assessed with Acadience, and data are used to identify skill gaps among struggling learners. I-Ready has been introduced in Kindergarten through Grade 8 for both reading and mathematics. In addition, curriculum-based assessments from Foundations, Wit & Wisdom, and other programs guide instruction and interventions. At TFS, the Multi-Tiered System of Supports (MTSS) framework has been fully developed, implemented, and communicated to families. A district-wide MTSS committee was formed this year to ensure consistent practices across Grades K–12. Data Summit brought everyone together as a District. Progress monitoring has been successful. Behavior agreements have been revamped.</p> <p>MMS: i-Ready, NH Statewide Assessment, AIMSWeb, Curriculum Assessments. Multi-Tiered Systems of Support integration and monitoring</p>

			District: Schoolwide data teams have been formed
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Strategic Initiative: Ensure every special education and at-risk student has equitable access to the district's comprehensive intervention systems and programs, providing them with the instruction and support they need to thrive and succeed.			
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	<p>Comments: Note from S.R.: This is in progress and varies by school. This could be where we tie in the ongoing issue around accommodations being implemented and inclusion</p> <p>District: SST Teams (Student Support Team) established to identify students that need additional support. Student accommodations with 504 coordinator. MTSS supports are in development. Have sent people to MTSS training.</p> <p>Elementary: To complement the implementation of AimsWeb+ for progress monitoring of struggling readers and mathematicians, The district has finalized its Multi-Tiered System of Supports (MTSS) framework to ensure tiered identification and support for at-risk students in reading and math. This year, significant in-school and out-of-school professional development was provided to the special education team.</p> <p>Special education teachers received Wilson training, and Wilson materials were purchased to support reading for students in special education. In addition, Vmath was acquired for specialized math instruction, including a daylong training for educators, while TouchMath was introduced for younger students requiring additional math support. Student Services has identified or purchased various programs and resources across schools to further support special education students. Do The Math for Title 1.</p> <p>District-wide training on Wit & Wisdom was offered to special education staff, paraeducators, and Title I teachers in Grades Pre-K-6. At TFS, the 603 NH DOE Literacy</p>

			<p>Coach has provided more intensive training for special education teams, and will soon offer instruction on IEP development, data interpretation, and related topics to classroom teachers, paraeducators, and other support staff. District staff meetings among the four elementary schools have facilitated collaboration on best practices and reflection on implementing Wit & Wisdom and Foundations in Grades K–6.</p> <p>Finally, participation in the 603 Grant enabled the NH DOE Coach to share data that supports students needing assistance with automaticity, accuracy, and fluency.</p> <p>MMS: Evolving Sp. Ed. Model and Tiered interventions - Title-1, WIN, MTSS-B interventions</p>
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Strategic Initiative: Implement a teacher evaluation model that is growth-oriented and tailored to the differentiated needs of new, developing, and experienced teachers, fostering an environment where every educator can thrive			
<input type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input checked="" type="checkbox"/> Completed	<p>Comments:</p> <p>In the 2023–2024 academic year, a committee composed of diverse stakeholders—including teachers from all grade levels, union representatives, administrators, and SAU members—revamped the Teacher Evaluation Model. Under the leadership of Amy Doyle (Assistant Superintendent), the committee developed an updated rubric and revised the procedures for both observation and summative evaluations. New evaluators received training from Nicci and Julie, and each school reviewed the new rubric and process with its faculty. Additionally, Adam Goodman and Angela Maslanka developed an online Google Classroom tool to facilitate the distribution and completion of summative evaluations and annual reflection forms</p>

Strategic Initiative: Provide professional development on research-based instructional practices to all staff		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
<p>Comments:</p> <p>Under Amy Doyle's (Assistant Superintendent) leadership over the past several years, the district has implemented formal annual professional development plans focusing on required training to support the transition from balanced literacy to structured literacy and the adoption of competency-based education. In addition to significant district-provided training, individual schools offer targeted professional development aligned with district goals through staff meetings, professional learning teams, and collaboration days. All teaching, special education staff, and administrators at TFS have completed LETRS training and RFS have a majority that have completed the MES and RFS training, JMUES has also had teachers complete the training, funded by our participation in the 603 Literacy Grant. Moreover, through the grant, special education teachers and team members have received specialized training in developing IEP goals, monitoring student progress, and analyzing data to inform instructional practices and services. Additionally, Amy Doyle developed a comprehensive, year-long professional development plan that included mandatory training in areas such as MLL, suicide prevention, McKinney-Vento, Anti-Bullying training at all levels, cultural proficiency, as well as customized programming for the continued implementation of structured literacy in Grades K-8. In addition to professional development for teaching staff, professional development and ongoing training has been offered to support staff through their participation in staff meetings this year, and training for their roles as part of early release days. The Torchbearer Mentor program has been in existence in the district for over 20 years and continues to be critical in the development and mentoring of new teaching staff.</p>		

Focus Area # 2: Facilities

Goal 1: The Merrimack School District will provide facilities that are clean, healthy, efficient and safe. Our facilities will be designed or updated to have equitable access and reflect the variability and diversity of student, staff and community needs.

Strategic Initiative: Proactively seek Federal and state grants for school safety enhancements.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
Comments: Under Matt Shevenell's (Assistant Superintendent) leadership, the schools have undergone comprehensive security enhancements. These upgrades include added building security, the implementation of updated budgetary and security systems, and the addition of surveillance cameras. A new telephone feature now enables direct 911 calls and school-wide announcements from any phone.		

Strategic Initiative: Conduct school safety assessments to ensure the highest standards of safety for our students and staff.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
Comments: In 2023-2024, each school in the district participated in the NH Homeland Security Assessment Review of each school. Each school has also adopted a revised emergency operations plan accompanied by specialized reunification training. In addition, local law enforcement continues to provide ongoing training in avoid-deny-defend protocols. Regular safety team meetings are held and training in CPR/First Aid is completed by each school. "I Love You Guys" evacuation and reunification training. We updated our Crisis Management Plan The Joint Loss Management Committee is working to complete building safety audits of all school buildings		

Strategic Initiative: Conduct annual assessments of preventive and corrective maintenance needs to ensure our facilities remain in functional condition.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
<p>Comments:</p> <p>District: In our budget review, we review our facilities and recommend facility improvements as part of the budget process. On an ongoing basis, if there are facility concerns, there is a process in place to communicate these requests to Maintenance.</p> <p>Maintenance checklist and walkthrough process for each school.</p> <p>MHS: Just finished their hazardous waste removal process</p>		

Strategic Initiative: Develop and propose a plan for a new Central Office building.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
<p>Comments: Bill Olsen (Chief Education Officer) and Matt Shevenell (Assistant Superintendent) will continue to meet with the Planning and Building Committee to develop a plan for a functional Central Office that meets ADA and other statutory requirements such as fire code</p>		

Strategic Initiative: Obtain funding for construction of a new Central Office building.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
<p>Comments: On April 8, 2025, the Merrimack Community approved a capital reserve fund, in which the district/school board intends to credit with \$500,000 on June 30, 2025. Future amounts to be determined by the School Board and Voters.</p>		

Strategic Initiative: Regularly collaborate with staff to understand current and emerging instructional methodologies that may impact space utilization, ensuring our learning environments are adaptable and forward-thinking.
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<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	<p>Comments: Central Office administration, in collaboration with Building Administration, will continue to meet with staff annually (and as needed) to determine emerging needs. In addition, through ongoing walkthroughs by Administration, continue to seek input from the school community for improvements to our schools.</p> <p>TFS: We remain committed to investing in health and wellness initiatives that enhance both our learning environments and student opportunities. We have secured Farm-to-School grants to expand our hydroponic gardening program and have initiated a pilot composting program this year with funding from grants and special projects. Furthermore, we are collaborating with the Merrimack Conservation Commission to explore strategic partnerships that will improve our school grounds through rain gardens, trail maintenance, and similar enhancements. Additionally, an outdoor garden is being cultivated in our courtyard.</p>
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Strategic Initiative: Continuously assess the needs for conventional and adaptive furniture using Universal Design for Learning principles, ensuring learning spaces are adaptable and supportive of students.			<div> <input type="checkbox"/> Not Yet Started </div> <div> <input checked="" type="checkbox"/> In Progress </div> <div> <input type="checkbox"/> Completed </div> <div> Comments: MHS: Library upgrade. When funding is available we utilize it to address these areas. Northeast Passage may help with obtaining adaptive furniture. K-4: Over the past four years, we have consistently invested in ADA-compliant student furniture across resource rooms, playgrounds, and classrooms. We have methodically replaced traditional desks with tables that are more accessible for students with mobility challenges and offer greater flexibility for educators to adapt classroom configurations in response to diverse learning needs. Additionally, we have enhanced our lunchroom </div>
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		environment through the installation of acoustic wall hangings, the implementation of increased safety signage, and the construction of a new ADA-compliant upper playground.
		MMS: Flexible seating, individual technologies, and panels

Strategic Initiative: Continue to annually update the five-year capital improvement plan for facilities and grounds, and conduct a "Life-Cycle" cost analysis for the improvements, ensuring sustainable and future-ready environments.		
<input type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input checked="" type="checkbox"/> Completed Comments: Matt Shevenelle (Assistant Superintendent) works collaboratively with the Planning and Building Committee along with the individual schools, Facilities/Maintenance Director, and Director of Technology on the Capital Improvement Plan and needs.

Strategic Initiative: Provide and maintain adequate and safe playing fields that support the needs of students, sports teams, and the community.		
<input type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input checked="" type="checkbox"/> Completed Comments: Created a new softball field (Merrimack Softball at Legion Field) by the American Legion and proactive maintenance of current fields have made for more accessible and functional playing spaces.

Strategic Initiative: Acquire land to support the construction of additional playing fields due to increased community demand.		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed Comments: 2013 Fields Need Assessment needs to be revisited by the Town and School District

Strategic Initiative: Research, design, and provide "flexible" space(s) in each school for special project work, makerspace, and innovation. Each space will feature "alternative" furnishings to foster creativity and collaboration.			
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	Comments: JMUES: Has allocated and is in process of creating a Maker's Space. Some schools lack adequate space to create a designated Maker Space. MHS: Maker space in the library MMS: Lost the DLS position this year which halted further progress of a Maker's space due to staffing

Strategic Initiative: Explore and develop innovative learning spaces outside the classroom/building to enhance environmental, wellness, and experiential education.			
<input type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed	Comments: MHS: MHS: Significantly Increased Extended Learning Opportunities (ELO) through our Graduation Pathways Program. We have outdoor classrooms utilized regularly. We have a new Greenhouse in our Courtyard as well. TFS: Has significantly invested in our outdoor spaces with the new inclusive playground, improvements in our courtyard, new gardens and hydroponic and composting efforts in school for wellness and outdoor learning spaces for students and teachers during nice weather. JMUES: Has added a garden to their courtyard RFS: Has an outdoor nature walk, butterfly garden, and an additional early learner's playground in one of their courtyards, Eagle scouts created a friendship area on our intermediate playground. MMS: Outdoor classroom, Grater Woods trails, courtyard, Team areas

Strategic Initiative: Research and assess the space and resource needs for providing on-site daycare services for employees, supporting our staff with essential services.		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments:

Strategic Initiative: Discuss the need for a high school Performing Arts Center with the Planning and Building Committee and fund a feasibility study.		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments: The discussion for the need of a Performing Arts Center has been started at the School Board level

Goal 2: The Merrimack School District will continuously analyze school building capacity and alignment of grade levels to adapt to changes in student enrollment, ensuring our facilities provide the best educational environment for students.

Strategic Initiative: Conduct a space capacity analysis and develop a plan for meeting the needs of student enrollment.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments: There is a periodic analysis of enrollments and building capacities. The Grade Level Realignment Committee looked at the capacity needs of schools. We are reviewing centralizing the PreSchool program.

Strategic Initiative: Communicate with the Town of Merrimack Community Development Department to stay informed on new residential developments and provide an impact analysis to the department.		
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<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	Comments: New residential development is periodically discussed with the Community Development Director.
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Strategic Initiative: Conduct an annual enrollment analysis using the cohort progression ratio methodology, including obtaining birth data from Town to estimate kindergarten enrollment.			
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	Comments: The enrollment analysis is completed annually.

Focus Area # 3: Culture of Wellness

Goal 1: The Merrimack School District will make informed decisions regarding student, staff, and school community wellness by creating a district-wide wellness plan.

Strategic Initiative: Develop and sustain a District Wellness Task Force.			
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	<p>Comments: Wellness committee will be meeting on Monday, Apr 21, 2025</p> <p>TFS: A The District Wellness Committee has been established to advance health and wellness initiatives across the district, with its inaugural meeting scheduled for April 2025. TFS School Nurses Jackie McMahon and Cinzia Bibb will co-lead the committee, which comprises representatives from all schools and various roles. Amy Doyle spearheaded the formation of this committee, reflecting our commitment to a collaborative and comprehensive approach to wellness.</p>

Strategic Initiative: Gather valuable insights from the school and larger communities on the thoughts, knowledge, and feelings about wellness to inform our plan.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments: <u>MHS:</u> Wellness committee is starting to be developed. <u>RFS:</u> Student and family centered wellness committee. Staff wellness is built around Sunshine. Have a large community involvement with wellness (community helpers) <u>TFS:</u> Does not have an official committee but is doing it in pockets. <u>Elementary:</u> Have Sunshine Committees (Staff) are staff centered.

Strategic Initiative: Define wellness for the Merrimack School District and develop a plan outline including this definition.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments: The District Wellness Committee will be developing this plan.

Strategic Initiative: Create a draft Wellness Plan and submit it to stakeholders for feedback.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments: The District Wellness Committee will be developing this plan.

Strategic Initiative: Using stakeholder feedback, finalize a district Wellness Plan and share it with the MSD School Board.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments: The District Wellness Committee will be meeting April 2025 and will be working on these initiatives.

Strategic Initiative: Review, identify, and revise any necessary policies, protocols, and procedures that address student, staff, and community wellness.		
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<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	Comments: 2023 was the most recent revision of the Wellness Policy. The policy is currently being reviewed by the 2025 Wellness Committee.
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Strategic Initiative: Educate students, staff, and the community about the District Wellness Plan.			
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed	Comments: This initiative will be defined by the 2025 Wellness Committee.

Goal 2: The Merrimack School District is committed to fostering a vibrant culture of wellness that empowers students, staff and community, creating an environment where health and well-being inspire everyone to thrive.

Strategic Initiative: Implement the district Wellness Plan.			
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	<p>Comments:</p> <p><u>District Wide:</u> System of Care in all schools, district wide breakfast program is being developed</p> <p><u>MHS:</u> Parts of the wellness plan are executed in specific classes like Health, FACS, Science</p> <p><u>MMS:</u> Parts of the wellness plan are executed in specific classes like Health, FACS, Science, and Sunshine</p> <p><u>RFS:</u> Student and family centered wellness committee. Staff wellness is built around Sunshine. Have a large community involvement with wellness (community helpers)</p> <p><u>TFS:</u> Does not have an official committee but is doing it in pockets. TFS has a Farm to School Grant that consists of hydroponic gardens, school gardens, and composting.</p> <p><u>Elementary:</u> Have Sunshine Committees (Staff) are staff centered.</p> <p><u>JMUES:</u> Has gardening club</p> <p><u>K-6:</u> Has Responsive Classroom, wellness lessons from guidance, Second Step (Social Emotional Learning curriculum)</p>

Strategic Initiative: Continue to assess and address the Wellness needs of the community as they arise and at least on a quarterly basis.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
Comments: District Wide: Family Engagement opportunities, we have crisis management protocols to help with communication to community and families.		

Focus Area # 4: Student Outcomes

Goal: Merrimack School District will ignite student potential by offering diverse opportunities that blend rigor with real-world relevance. We aim to meet each student's unique needs, empowering them to pursue their passions and interests to the fullest.

Strategic Initiative: Each of our schools will have established ways for older students to lead by example through an exchange of knowledge, experience, and leadership.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
Comments: Elementary: Over the past three years, Elementary has developed a strategic partnership with Merrimack High School (MHS) to integrate high school mentors into the learning experience of younger students. This initiative facilitates positive role modeling and academic support through regular mentor visits. Additionally, a cultural dance club frequently visits schools to read to second-grade students and perform traditional dances, thereby enriching their cultural literacy. Furthermore, the MHS Robotics Club has been hosted at Elementary to provide valuable STEAM (Science, Technology, Engineering, Arts, and Mathematics) learning opportunities. The district also continues its 20-year tradition of the Teddy Bear Picnic, during which the MHS		

		<p>Honor Society visits each elementary school to host picnic events and organize outdoor activities for first graders. Complementing these initiatives, the Merrimack Football Team has made visits to schools, promoting the values of sportsmanship and fair play among students. Teddy Bear picnics at schools and reading buddies</p> <p>MHS: Merrimack Mentors, Students for Cultural Equality, ELO at JMUES, Camp Invention, Best Buddies, Unified Sports and Unified Classes, 8.5, Child Development class, Teddy Bear Picnic, Hawk Walk, Youth Sports halftime MYA night,</p> <p>JMUES: MHS Mentor program supports students in grades 5 and 6. Fifth grade classes participate in Book Buddies with students at MES. JMUES has a Student Council, which includes representatives from both grade levels. Additionally, Student Council members serve as tour guides when fourth graders begin the fourth to fifth grade transition every June. JMUES works with the MHS language department to offer French and Spanish Club. JMUES band performs a concert for 4th graders when they visit JMUES.</p> <p>MMS: Work with consultants will continue, mentorships, work with students during transition process from Elementary and to High School</p>
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Strategic Initiative: Foster a strong sense of connection between classroom learning and the world beyond, helping students see the relevance of their education in real-world contexts.		
<input type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed
Comments: Elementary: We have hosted assemblies where parents/guardians have come and presented to students on their careers, as well as presentations about life experiences that are connected to the curriculum such as Art and Science. Assemblies and visits include visiting authors, artist in residences, showcase of learning, Mystery Science, Wit and Wisdom provide opportunities		

		<p>for students to connect to the world beyond the classroom. MHS: This happens every day within the classrooms. ELO (Extended Learning Opportunities) as part of the Graduated Pathways Program.</p> <p>JMUES: Curriculum programs such as OpenSciEd, Mystery Science, and Wit and Wisdom provide opportunities for students to connect to the world beyond the classroom. A JMUES student has developed a program within the school store; this project includes product development, pricing, taking inventory, and making sales. All proceeds go to the Make a Wish foundation. Student Council participates in several community service opportunities, including donations to the food banks, winter clothing drives, and Toys for Tots. PACT (Police and Children Together) program allows students to learn about safety with a Merrimack detective. Project Safeguard, presenters from the community come in and share life experiences around occupation, anti-bullying, digital citizenship, and personal safety.</p> <p>MMS: Curriculum performance assessments. Core Content - OpenSciEd, Big Ideas Math, Wit and Wisdom, Unified Arts, career explorations, and guest speakers</p>
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Strategic Initiative: Ignite passion and curiosity in students by incorporating more hands-on and multimodal learning opportunities into the curriculum.			
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	<p>Comments: <u>Elementary:</u> Over the past four years, Elementary has curated a distinguished series of learning opportunities for third- and fourth-grade students through our UAs. These initiatives, originating from a "Genius Hour" model in which students vote on creative and innovative projects, have encompassed theater productions, puppet shows, STEAM activities, sign language instruction, braille literacy, and various community service projects.</p>

		<p>Furthermore, during the past three years, The Elementary Schools (K-6) have expanded their extracurricular offerings to include co-curricular experiences that empower students to assume leadership roles in community and school service projects. Some examples include the establishment of a Student Wellness Club that supports a hydroponic gardens and composting program, student-led collection drives of drawings, crafts, and other items for local hospitals and animal shelters, and the formation of writing and book clubs initiated and managed by students for their peers, and the development of a Makerspace.</p> <p><u>JMUES</u>: Teachers provide students with hands-on opportunities in various ways, including Social Studies projects, a "Haiku Hike" in the woods near MHS, Mystery Science, OpenSciEd, Tech class (STEM-based), Gifted and Talented and Enrichment classes, Art class, and co-curricular clubs (ex: crochet, garden club, Lego club, etc.)</p> <p><u>MMS and MHS</u>: We do many hand-on multimodal opportunities in all classes. UA offers more traditional hands-on (Art, Band, Family and Consumer Science).</p>
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Strategic Initiative: Encourage and cultivate the desire for students to exercise voice and choice in their learning journeys, empowering them to take ownership in their education.			
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	<p>Comments: <u>District Wide</u>: Educators incorporate student choice in as many lessons and projects as possible using the Universal Design for Learning Framework. By identifying the learning goal and providing parameters, students can often choose how to express their learning. Example: Demonstrate the reasons for the revolutionary war by writing a song, creating a Canva presentation, writing an essay, or creating an art project using specific materials,</p>

			<p>Student Council at every building.</p> <p><u>Elementary</u>: School assemblies, Responsive Classroom model, socratic seminars.</p> <p><u>MHS</u>: Student led discussions, project based learning opportunities, universal design for learning, wide variety of electives to meet graduation requirements.</p> <p><u>MMS</u>: Student choice in class for learning activities and assessments</p>
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Strategic Initiative: Encourage resiliency and the development of practical skills for students in grades 9-12, at all academic achievement levels, by affording them an active role in determining their post secondary pathways.			
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	<p>Comments:</p> <p>MHS: Students are encouraged to take an active role in their education. Including School Counseling Curriculum, .Grade level Series Series, College & Career Fair, Military Day, Naviance, VOG</p> <p>MMS: FACS Career Exploration Project</p>

Focus Area # 5: Family and Community Engagement

Goal: The Merrimack School District will create inclusive and accessible communication strategies that inform families, foster collaboration with all stakeholders, engage with the community, and proudly showcase the accomplishments of our schools and the collective Merrimack School District.

Strategic Initiative: Implement online advisory meetings with district leadership for families and caregivers to provide feedback on communication strategies.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
Comments: MHS: weekly newsletter established to effectively communicate with caregivers. Monthly videos created to highlight student involvement.		

Strategic Initiative: Ensure every voice in our community is heard and valued by identifying and tailoring our communication to meet the preferences of each stakeholder group. Stakeholder groups to include: students, families and caregivers, staff, alumni, Parent Teacher Organizations, and community businesses and organizations		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
Comments: Elementary: We have established a comprehensive school-wide communications framework that effectively reaches all stakeholders. The Principal disseminates the biweekly family messages which can be translated into many different languages. These are viewed by more than 600 recipients on average. These communications provide updates on academic progress, upcoming events, and offer opportunities for feedback, while also sharing school-wide academic and attendance data along with images highlighting student learning across programs such as Wit & Wisdom, Foundations, Science, and Unit Assessments. In addition to these district-wide efforts, each teacher		

		<p>sends out a biweekly newsletter or email to parents to keep them informed about classroom activities. The UAs maintain a Google Classroom website that is updated each trimester, offering families a dedicated resource for UA-related updates. Our robust social media presence further enhances communication by providing daily highlights and real-time updates for parents and community members.</p> <p>Surveys have been distributed to capture stakeholder feedback on various topics, including event efficacy, special education programming, the 603 Literacy Grant, and overall communication strategies. This valuable input informs ongoing improvements in our engagement efforts. Parents actively participate on key committees, such as the 603 Literacy Leadership Team and the System of Care committees, and are included in student intervention meetings to ensure they are aware of the support provided to students facing academic, social, or emotional challenges.</p> <p>In addition, this summer saw the introduction of a new family welcome event, during which families received information about arrival and dismissal procedures, and new students were given a tour of the bus system. Similarly, dedicated kindergarten welcome events are held in the summer, featuring strong participation from parents, teachers, and board members. Regular monthly meetings and weekly communications with the PTTF board further reinforce our commitment to community engagement and the ongoing success of our wellness programs.</p> <p>JMUES: weekly newsletters (JMUES News) on Fridays, bi-weekly teacher newsletters, Google Classroom, school Facebook page, monthly Parent Faculty Association meetings, Open House, Meet & Greet, TV Monitor in lobby with important updates in Google Slides running throughout the day, daily announcements.</p> <p>MMS: Weekly newsletter. Social Media. Active PTG</p>
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		(Parent Teacher Groups) MHS: Weekly newsletter established to effectively communicate with caregivers. Monthly videos created to highlight student involvement.
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Strategic Initiative: Hire a consultant to assess current communication methods and provide recommendations to enhance the effectiveness, efficiency, and consistency of our communication.		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed Comments: This will require an appropriation of funds

Strategic Initiative: Review effective community engagement methods used by local and regional districts for possible implementation.		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed Comments:

Strategic Initiative: Develop a comprehensive district communication plan that will establish effective communication with all stakeholders and clearly defines the roles and responsibilities of staff.		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed Comments:

Strategic Initiative: Update district websites for improved accessibility and navigation to ensure that relevant information is available and easily accessible to all stakeholders.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed Comments: On-going review of our websites, content, and

		accessibility.
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Strategic Initiative: Improve and maintain an online district wide calendar to accurately record all district events.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments: Schools update and provide calendar events and information regularly.

Focus Area # 6: Vision of a Learner and Graduate

Goal: The Vision of the Learner (VOL) will be the heartbeat of the Merrimack School District, infusing every academic and community endeavor with purpose and passion. This vision will serve as our guiding star, illuminating diverse paths to excellence and fostering a vibrant, inclusive community where every student can thrive.

Strategic Initiative: Introduce the Vision of a Learner (VOL) to all students and staff in Merrimack School District and communicate it to families, caregivers, and the community.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		<p>Comments:</p> <p><u>MHS</u>: Email Signatures, monthly student awards - , A Committee has been established and planning layout established, we are in year one of three. Murals have been painted on school walls. Murals for the building are almost completed as well. We have ideas for the next two years being discussed and planned.</p> <p><u>MMS</u>: Promotional materials (posters,banners, etc)</p> <p><u>Elementary</u>: The Vision of Learner and posters have been posted in each school and include in most of the leadership email communications. We have reviewed the vision of a learner in how it can be incorporated in school wide goals and vision. More needs to be done to share the vision of a learner with staff, students and families.</p>

			We are also aligning our behavior agreements with the vision of a learner. In 25/26, this will be one of our goals.
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Strategic Initiative: Develop a model framework for staff and students for curriculum alignment, goal-setting, and evidence collection using the Vision of Learner.			
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed	Comments: <u>MHS</u> : Rewritten report card comments to reflect the Vision of a Learner ideology.

Strategic Initiative: Train staff and students on the VOL framework, establish expectations for the school year, and implement the VOL framework.			
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed	Comments:

Strategic Initiative: Staff will be engaged in ongoing reflection on how the Vision of a Learner is reflected in the school community, activities, and learning goals.			
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed	Comments:

Strategic Initiative: Students will complete Year 1 of evidence collection and reflect on their growth journey.			
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed	Comments:

Strategic Initiative: Leadership will collect feedback from stakeholders about the VOL implementation.		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments:

Strategic Initiative: Leadership will analyze feedback on the VOL implementation, and make revisions if necessary.		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments:

Strategic Initiative: We will reinforce Vision of a Learner attributes and framework with our dedicated staff and students, setting clear and inspiring expectations for the school year. Together, we will continue to bring the VOL framework to life, fostering vibrant and supportive learning for all.		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments:

Strategic Initiative: Staff will actively engage in ongoing reflection to deeply integrate the Vision of a Learner into the heart of our school community, enriching activities, and aligning with our learning goals		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments:

Strategic Initiative: Students will complete Year 2 of evidence collection and reflect on their growth journey		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments:

Strategic Initiative: Students' yearly updates to their portfolios will reflect their goal setting process and evidence of growth in VOL		
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attributes.		
<input checked="" type="checkbox"/> Not Yet Started	<input type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments:

Strategic Initiative: School culture will radiate the Vision of a Learner, reflecting its principles in every interaction, activity, and goal, creating a vibrant, unified community dedicated to lifelong learning and growth.		
<input type="checkbox"/> Not Yet Started	<input checked="" type="checkbox"/> In Progress	<input type="checkbox"/> Completed
		Comments: MHS: Committee work has started in this area. Teachers have nominated students and awards have been given.

Merrimack School District Policy Progress Chart

5/14/2025

Policies In Process		1st Reading	2nd Review	3rd Review (if needed)	Adoption	Comments
Revised Title I Parent Involvement in Education Policy (KB)		4/7/25	5/5/24	N/A	5/19/25 5/5/2025 4/21/2025	

TITLE I PARENT INVOLVEMENT IN EDUCATION

The Board endorses the family and community engagement goals of the Every Student Succeeds Act and encourages the regular collaboration between family members, community members, and school leadership. The education of children is viewed as a cooperative effort among the parents, school, ~~and~~ community, ~~and~~ other family members involved in supporting the child's development and education.

Pursuant to federal law, the District will **develop jointly** and distribute to parents of children participating in the Title I program a written family and community engagement policy.

The goal of this policy is to:

1. Honor and recognize families' **funds of knowledge**,
2. Connect family engagement to student learning,
3. Create welcoming, inviting cultures, and
4. Develop ~~and the~~ capacity of families to negotiate the role of supporters, advocates, and collaborators.

The District will implement at least one annual meeting that is available to all families of students attending Title I schools and/or for families that include a student who receives Title I services (Targeted School). These meetings will provide parents and family members opportunities to participate in the design, development, operation and evaluation of the program for the next school year. Additional meetings may be held at the will of the Superintendent or school board. These meetings will be used to:

1. Involve parents in the joint development of the Title I program plan, the process of reviewing the implementation of the plan, and suggesting overall school improvements goals.
2. Provide the coordination, technical assistance and other support necessary to assist participating schools in planning and implementing effective family and community engagement activities to improve student academic achievement and school performance.
3. **Build the schools' and parents' capacity for strong family and community engagement.**
4. Coordinate and integrate Title I family and community engagement strategies with those of other educational programs.

TITLE I PARENT INVOLVEMENT IN EDUCATION

5. Conduct, with the involvement of families, an annual evaluation of the content of the family engagement policy and its effectiveness in improving the academic quality of the schools served. This will include identifying barriers to greater participation by parents in activities authorized by law, particularly by parents who are economically disadvantaged, have disabilities, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background. The district will use the findings of such evaluation to design strategies for more effective parental involvement and to revise, if necessary, the parental involvement policies.
6. Involve families in the activities of the schools served.

Title I funding, if sufficient, may be used to facilitate parent attendance at meetings through payment of transportation and childcare costs, food for the event, and academic based supplies and activities during the event. In targeted assistance programs, the families of children identified to participate in Title I programs will receive from the school Principal and/or Title I staff an explanation of the reasons supporting each child's selection for the program, a set of objectives to be addressed, and a description of the services to be provided. Opportunities will be provided for parents to meet with the classroom and Title I teachers to discuss their child's progress. Parents will also receive guidance as to how they can assist in the education of their children at home.

Legal References:

1st Reading: April 2, 2007
2nd Review: April 16, 2007
Adopted: May 8, 2007

Revision

1st Reading: April 7, 2025
2nd Review: May 5, 2025
Revised:

**Merrimack School Board Meeting
Merrimack School District, SAU #26
Merrimack Town Hall – Matthew Thornton Room
April 21, 2025**

5:30 – Non-Public Session pursuant to RSA 91-A:3, II (a)(b)(c), Merrimack TV Training Classroom

- **Staff Welfare**

Present: Ms. Lori Peters, Chair; Ms. Jenna Hardy, Vice-Chair; Ms. Laurie Rothhaus, Board Member; Ms. Naomi Halter, Board Member; Ms. Rachel Paepke, Board Member; and Mr. Finnegan Haddad, Student Representative.

Also Present: Mr. Everett Olsen, Chief Educational Officer; Ms. Amy Doyle, Assistant Superintendent for Curriculum; and Mr. Matt Shevenell, Assistant Superintendent for Business.

1. CALL TO ORDER/PLEDGE OF ALLEGIANCE

At 6:00 p.m., Chair Peters called the regular meeting to order.

Chair Peters read aloud the Merrimack School District's mission statement into the record as follows:

The Merrimack School District will provide a high-quality, future-driven education to all students in the community. Students will engage in learning opportunities that reflect both rigor and relevance and meet their cognitive, social and emotional needs. The district will prepare students to understand, adapt to and adjust to the changing world, including civic, economic, social and technological developments. Our overall goal is to inspire, create, and encourage students to be curious, connected, prepared, resilient, and dedicated individuals who are lifelong expert learners. Merrimack graduates exercise judgment: they are innovative and will become responsible contributors to society. We hope the discussions we have tonight will always align with that mission.

2. SCHOOL BOARD REORGANIZATION

- Chair of the School Board

MOTION: Board Member Rothhaus made a motion to nominate Ms. Lori Peters to the position of Chair of the School Board. Board Member Hardy seconded the motion.

Discussion:

Board Member Rothhaus stated Ms. Peters displayed exceptional leadership this past year and led the Board through a very difficult budget season.

Board Member Hardy stated that Ms. Peters has been a great voice for the Board and a great advocate for students and staff.

Ms. Halter asked Ms. Peters to share priorities for the coming year and what her role would be as the Chair.

Ms. Peters responded, as discussed during the 2024 goal setting meeting last year, an important initiative would be for Merrimack High School to become a flagship high school in New Hampshire. Some ideas have been discussed and it is time to move forward with changes making them very tangible by working with the high school leadership team and administration. She felt that would take most of the year.

The other major initiative she has is the Merrimack Teachers' Association (MTA) contract. She was the lead negotiator for the current contract. She feels it is important, given the current budget climate, to negotiate the contract very thoughtfully and with good stewardship.

Her third priority is the budget. The budget was voted down twice. She wants to craft a budget that is level funded, meets our needs, and meets the needs of the taxpayers.

MOTION CARRIED: 5 – 0 – 0.

Vice Chair of the School Board

MOTION: Chair Peters made a motion to nominate Board Member Rothhaus to the position of Vice-Chair of the School Board. Board Member Halter seconded the motion.

Discussion:

Chair Peters stated that she worked well with Ms. Rothhaus as a former Chair when Ms. Peters was vice chair. She highlighted they negotiated the current MTA contract together and that Ms. Rothhaus is a powerful supportive voice of students and teachers in our district.

Ms. Halter asked Ms. Rothhaus to share priorities for the coming year and how she would address them in her role as Vice Chair.

Ms. Rothhaus responded the Board's priorities are the budget, the MTA contract and hiring a new Superintendent of Schools. Every board member has an equal voice and equal say. In her role as vice chair she will assist with setting the agenda and ensuring good communication.

MOTION CARRIED: 5 – 0 – 0.

3. COMMITMENT TO BOARD CODE OF ETHICS

Each Board member read aloud a section of the Merrimack School Board Code of Ethics. Chair Peters noted that each board member signed a copy of the document.

Chair Peters reminded the Board to avoid selecting "reply to all" when replying to emails addressed to all board members to avoid an accidental meeting.

4. RECOGNITION

- a. Tim Mark Gibson Memorial Scholarship

Chief Educational Officer Olsen introduced Chris Christensen and Tom and Elaine Gibson.

99 Chris Christensen explained that the Trustees of Trust Funds hold, among other things, the Timothy Mark
100 Gibson Memorial Scholarship. This year the scholarship award will increase to \$5,000. Tom and Elaine
101 Gibson established the fund initially and add to it periodically. The Trustees management the funds and
102 write the scholarship check at the end of the year.

103
104 Elaine Gibson explained that her son, Tim Gibson was killed in Iraq in 2005. That year so many people
105 asked what they could do to help. A very dear friend of the Gibson family started the Timothy Mark
106 Gibson Memorial Scholarship fund. The primary fundraiser for the scholarship is the Timothy Mark
107 Gibson Memorial Scholarship Softball Tournament held in July, his birthday month. The current
108 scholarship fund balance is \$313,000.

109
110 Mrs. Gibson described Tim as an all-round good guy who was loved by everyone. He was full of life and
111 a leader in many ways. The scholarship is for someone who is going to go to a trade school, vocational
112 school, a two-year community college or any other path to further their education. They want the
113 recipient to be a leader on and off the field with a zest for life. She noted that the 2025 graduating seniors
114 were not even born the year Tim passed, yet it is a popular scholarship.

115
116 Chair Peters thanked the Gibson family for the sacrifice their family made. There is deep gratitude for the
117 ultimate sacrifice Tim made for our country and freedom.

118
119 Chair Peters thanked the Gibson family for continuing to support the students in Merrimack through the
120 Timothy Mark Gibson Memorial Scholarship.

121
122 Vice Chair Rothhaus stated that she was Tim's teacher at Merrimack High School. He was a strong leader
123 with enthusiasm, a friend to everyone who knew him, she reminisced seeing him in his football uniform
124 on game day getting ready to play football. She said it was a crushing blow for the Merrimack
125 community to lose Tim. She appreciates how the Gibson Family has dealt with the loss of Tim.

126
127 Board Member Hardy recalled Tim, as a happy young boy. Tim was an exceptional person and she loves
128 that he will never be forgotten and that the Timothy Mark Memorial Scholarship is a well sought-after
129 scholarship by the high school seniors.

130
131 Board Member Halter was touched by the personal memories of Tim and she thanked the Gibson family
132 for their generosity in giving back to the community in Tim's memory.

133
134 Board Member Paepke thanked the Gibson family for keeping Tim's memory alive.

135
136 School Board Representative Haddad confirmed that the high school seniors talk about the Timothy Mark
137 Memorial Scholarship every year. He expressed his appreciation to the Gibson family.

138
139 Chris Christensen explained that money held by the Trustees of the Trust Funds is perpetual, created by
140 State Statutes and is part of the Town government. Mr. Christensen stated that Tim is memorialized
141 within the New Hampshire State Veterans Cemetery.

142
143 Chair Peters thanked Mr. Christensen for the work he does for the Trustees of the Trust Funds and for the
144 service he has provided to the community of Merrimack in so many ways.

Mr. Gibson expressed appreciation to the Trustees of the Trust Funds for managing the scholarship fund. He explained that the Gibson family asked the educators at Merrimack High School to determine the scholarship recipient because they know the students best. The first scholarship awarded 20 years ago was \$2,500. Mr. Gibson proudly announced this year the scholarship will increase to \$5,000.

5. PUBLIC PARTICIPATION

Chris Christensen of 27 Greatstone Drive announced the Warrant Article to harvest the Watkins Forest passed. A volunteer is needed from the School Board to serve on that committee. Chair Peters will serve as the School Board's representative.

Patrick McGrath of 7 Peter Road knew Tim as a young boy and highlighted Tim's energy on the soccer field. He congratulated and welcomed Rachel Paepke to the School Board. Mr. McGrath congratulated Assistant Superintendent for Curriculum Amy Doyle on receiving the "Excellence in the Workplace Award".

Kaitlyn Bernier of 2 Birch Street reported that HB115 would expand eligibility of the Education Freedom Act (EFA) for all students regardless family income. She also reported 16 other bills are being discussed in Concord. She congratulated Naomi Halter for being reelected to the school board and welcomed Rachel Paepke to the school board.

6. INFORMATIONAL UPDATES

a. Superintendent Update

Chief Educational Officer Olsen wished the staff and students a very enjoyable April vacation week. He acknowledged the Merrimack High School Robotics Team for its recent accomplishment in Houston, Texas.

b. Assistant Superintendent for Curriculum Update

Assistant Superintendent for Curriculum Doyle noted that the New Hampshire Statewide Assessment window was still open. Sarah Sherman facilitated a family engagement event last week. It was a virtual training on practical home supports for students with anxiety, Attention Deficit Hyperactivity Disorder (ADHD) and autism. Sarah Sherman will host the final family engagement event next week. It will be an in-person event at Merrimack Middle School on the individualized Education Program (IEP) process. She also wished everyone a great April vacation next week. She thanked Rotary for hosting the Excellence in the Workplace Award Ceremony and that she was honored to be a recipient of the Excellence in the Workplace Award.

c. Assistant Superintendent for Business Update

Assistant Superintendent for Business Shevenell congratulated the Merrimack High School softball team who won their first game ever at Legion Field in the 11th inning. He explained the School Board and the Legion signed a Memo of Understanding to create a field for the girls' varsity softball team. He thanked Michael Burke, Dick Petersen, Tim Goodridge, Maintenance Director Touseau, Athletic Director Adam French and everyone else who made this project a success.

d. School Board Update

Chair Peters congratulated Rachel Paepke on being elected to the School Board and welcomed her to the School Board. Chair Peters congratulated Naomi Halter on her reelection to the School Board. Chair Peters expressed her appreciation to Board Member Hardy for being an excellent and dedicated vice chair and leader. Chair Peters expressed her appreciation to the Mackenzie Murphy who sponsored Mrs. Doyle for the Rotary Club's Excellent in the Workplace Award.

e. Student Representative Update

Student Representative Haddad reported the Scholastic Aptitude Test (SAT) and Preliminary Scholastic Aptitude Test (PSAT) took place, the high school Robotics Team will be competing for the Robotics championship in Houston, spring sports have begun, there will be a pep rally on Friday, Juniors will be taking the New Hampshire Statewide Science Assessment on Thursday, and a group of students will be traveling to Italy over the April vacation week.

7. OLD BUSINESS

a. Review Outcomes of School District Elections, 2025-2026 Budget and Warrant Articles

Chair Peters reported the 2025-26 budget was voted down by the voters on April 8 resulting in a default budget for next year. Budget reductions will be discussed later in the meeting under New Business.

Assistant Superintendent for Business Shevenell reviewed the School District's Warrant outcomes.

Article 1: Election of School District Officials:

- Naomi Halter and Rachel Paepke were elected to the School Board
- Gina Groff and Donna Larue were elected to the Planning and Building Committee
- Ashley Depreaux, Joanne Grobecker, Jennifer McCormack, and Heather Robitaille, were elected to the Budget Committee
- Brian McCarthy was reelected as the School District Moderator
- Pat Heinrich was reelected as the School District Clerk
- Jennifer Heinrich was reelected as the School District Treasurer

Article 2: The voters approved the Acceptance of Gifts/Grants on Behalf of the School District

Article 3: The voters approved the Administrative Office Development Fund – Capital Reserve Account

Article 4: The voters approved the James Masticola Upper and Elementary Schools Roof Replacement

Article 5 (by Petition): The voters did not approve the petitioned warrant article to delegate the determination of the default budget to the Budget Committee.

Article 6 (by Petition): The voters did not approve the petitioned warrant article to abolish the Budget Committee.

Article 7: The voters did not approve the Merrimack School District Operating Budget.

Chair Peters thanked the voters for supporting the Administrative Office Development Fund – Capital Reserve Account (Article 3) and the James Masticola and James Masticola Upper Elementary Schools Roof Replacement project (Article 4).

Chief Educational Officer Olsen expressed his appreciation to the voters for the warrant articles they did support.

Board Member Halter expressed her appreciation to the voters for supporting Warrant Articles 3 and 4.

b. Gallup Survey

Assistant Superintendent for Curriculum Doyle explained two years ago the decision was made to allow middle and high school students the opportunity to participate in the New Hampshire Gallup Survey through a partnership with New Hampshire Learning Initiative (NHLI). Recently NHLI informed participating districts that the New Hampshire Commissioner of Education Frank Edelblut pivoted from his previous decision about this survey. Previously he considered it to be an academic survey that did not require written communication to parents and parental permission. The Commissioner determined this year's Gallup Survey to be a non-academic survey. The District decided not to participate in the non-academic survey this year and to use the data collected from the last two years.

Board Member Halter asked for the content of the questions that were asked in the Gallup Survey in the past.

The career connected learning part of the survey asked questions such as do you receive information on at school on how to start up a new business. The hope and engagement part of the survey asks questions like do you have a best friend, do you have a teacher you can go to, do you feel proud of the work you have done, has someone at school told you that you have done a good job.

Board Members Halter and Hardy and Chair Peters agree with the decision not to participate in the non-academic survey this year, however both saw the value in the survey results.

Student Representative Haddad participated in the survey in the past. During his review of the data with high school administrators and teachers, he learned the results were helpful to the teachers. He felt the Gallup Survey results were valuable.

8. NEW BUSINESS

a. Consideration of the Planning and Building Committee's Facilities

Chair Peters explained at a previous Board meeting the Planning and Building Committee made a recommendation to the School Board to name the high school track and field complex after Mr. John Snell.

Chair Peters asked Assistant Superintendent for Business Shevenell to address the cost, where the funds would come from, and the placement of signage/plaque.

Assistant Superintendent for Business Shevenell explained possible locations for the signage/plaque could be on the fence near the field entrance or on the facing of the cement block wall near the track start line.

The cost of the signage/plaque would be a combination of fundraising and use of the high school improvement account. An estimated cost for a professional bronze plaque is about \$1,000

Vice Chair Rothhaus referenced the Planning and Building Committee minutes from August 11, 2008 that noted the costs would be self-funded and a plaque should be like existing plaques.

Chair Peters supports the recommendation to name the track and field complex after Mr. John Snell and would like to honor Pat McGrath as well.

Vice Chair Rothhaus stated that former School Board Member Pat McGrath was instrumental and driven to build the track. She supports honoring John Snell and Pat McGrath in the naming of the track and field complex.

MOTION: Vice Chair Rothhaus made a motion to have a plaque made, location to be determined later, to honor Mr. John Snell, a 43-year varsity track coach, for his commitment and dedication to the Merrimack High School students and to Pat McGrath a former School Board member whose passion and drive was also instrumental in getting the track built at Merrimack High School and the cost of the plaque would be a combination of fundraising and support from the high school improvement account. Board Member Hardy seconded the motion.

Discussion:

Board Member Paepke asked if there was a timeframe for purchasing the plaque.

Chair Peters clarified that the announcement will be made soon Assistant Superintendent for Business Shevenell can facilitate the purchase and placement of the plaque later.

Vice Chair Rothhaus explained that she met with Athletic Director French and learned that it is important to have a marker, or something similar, in place at ground level to avoid signage confusion in a potential emergency.

MOTION CARRIED: 5 – 0 – 0.

Chair Peters stated that the announcement of the naming of the track and field complex can be made at Mr. McGrath's convenience.

b. Revision to 2025-2026 School Year Calendar

Chief Educational Officer Olsen proposed a change to the 2025-2026 school calendar. He asked the board to consider changing the early release day from May 6, 2026 to May 20, 2026 to avoid a potential conflict with the high school advanced placement testing schedule.

MOTION: Board Member Halter made a motion to change the May 6, 2026 early release day to May 20, 2026. Board Member Hard seconded the motion.

MOTION CARRIED: 5 – 0 – 0.

c. Summer Meeting Dates

The summer Board meetings were tentatively scheduled for Monday, July 14 and Monday, August 11. Vice Chair Rothhaus and Board Member Paepke stated they may have each have a conflict with the July 14 meeting date.

d. Last Day of School

Chief Educational Officer stated the two snow days extended the last day of school from June 18 to June 20. He announced June 18 would remain the last day of school and that the required number of instruction hours would be met. He also reported that June 20 would be the last day for staff.

e. Proposed FY26 Budget Reductions

Chair Peters reported the administration provided the Board with a list of proposed budget reductions for consideration.

Chief Educational Officer Olsen reported the proposed budget reductions total \$1,358,952. The total is \$343,820 beyond the required reduction of \$1,015,132, the amount of the default budget.

Chief Educational Officer Olsen explained the priorities for the default budget were classroom environment, core instruction, class size, and the mission of the school district.

Discussion:

Chair Peters expressed her desire to keep the math interventionist position in the budget. She cited math scores and other reasons to support keeping the position in the budget.

Vice Chair Rothhaus suggested the Board may want to ask the administration to revisit the list of reductions to offset any priorities the Board wanted to reinstate.

Board Member Hardy asked for clarification regarding the grade 4 class size at Reeds Ferry Elementary School if a grade 4 teaching position was removed from the budget.

Chief Educational Officer Olsen responded without the additional grade 4 teaching position at Reeds Ferry the grade 4 class size at would be approximately 22 students to 1 teacher (22:1) compared to 18 students to 1 teacher (18:1) at the other schools in grade 4. It is anticipated that one kindergarten teaching position might be eliminated at Reeds Ferry School because of lower kindergarten enrollments. If that enrollment trend were to continue, he felt the grade 4 position could be filled through staff reassignment. He added that the FTE costs reflected on the budget reduction list were inclusive of salary and benefits.

Board Member Hardy appreciated that the list contained a variety of reductions with minimal impact on students.

Chief Educational Officer Olsen stated that students have never been used as leverage (the removal of co-curricular activities, sports, or transportation) during any budget reduction process.

Board Member Hardy asked who would pick up the required responsibilities of the K-8 Director of School Counseling if that position were eliminated.

Chief Educational Officer Olsen explained the 504 responsibilities would return to the school counselor positions. Counselor positions are needed at Reeds Ferry and at the middle school. The Multi-Tiered System of Support (MTSS) responsibilities could be combined with a counseling position, which would not be ideal. This is an example of one of the situations still being discussed.

Board Member Halter expressed her concern over decentralizing districtwide positions after efforts were made to centralize certain efforts.

Chief Educational Office Olsen agreed decentralizing districtwide positions would be a step backward. He explained the elimination of the district registrar position would result in returning the student registration process back to the schools. He explained it is possible that the student data specialist position could potentially be combined with an anticipated open districtwide position due to an anticipated retirement.

Board Member Paepke asked if there was a way to quantify the efficiencies of the districtwide positions over the past couple of years.

Chief Educational Officer Olsen replied there are areas being performed now that would not be able to continue as effectively and consistently. For example, student enrollments by non-Merrimack residents are discovered early in the enrollment process now and are redirected to the appropriate district which is a cost savings to the district. This level of detail would be difficult to perform at the school level given the variety of other responsibilities.

Vice Chair Rothhaus requested the impacts of this year's budget reductions be highlighted during the next budget process.

There was much discussion in support of not reducing the 1.0 FTE Gifted and Talented teaching position at James Mastricola Elementary and James Mastricola Upper Elementary School and the 1.0 FTE Gifted and Talented teaching position at Thorntons Ferry and Reeds Ferry Elementary Schools.

Chief Educational Officer Olsen informed the Board that during the budget reduction process he learned information requiring the district to add an additional 1.0 FTE English for Speakers of Other Languages (ESOL) teaching position to comply with the statutory requirement.

Vice Chair Rothhaus suggested offering professional development to teachers regarding ways to challenge students.

Student Representative Haddad spoke of his personal testimony in support of accelerated learning programs for students.

Vice Chair Rothhaus stated that accelerated learning programs for students will be discussed at the goals meeting in June.

Chief Educational Officer noted that accelerated learning and higher-level programs for students can be done through sustained professional development and collaboration between staff members organically overtime and not be another added responsibility. He agreed that accelerated learning and higher-level thinking opportunities for students should be discussed at the June goals meeting and be reflected in a future update of the Strategic Plan.

Board Member Hardy stated high achieving students love freedom, they generally love to learn, they are curious, and can be self-motivated if they are given a projected that is an appropriate challenge and of interest to them. She witnessed a reduction of behavior issues in this population of students in different district.

Chair Peters asked the Board members to be prepared to identify items from the proposed budget reduction list that they would like to keep in the default budget. She reminded the Board to keep in mind the need to add a new 1.0 FTE ESOL teaching position.

The proposed budget reduction list will be posted on the district website for public review.

Board Member Halter expressed her appreciation to the administration selecting reductions from a variety of places.

Board Member Hardy suggested the Board consider reducing staffing positions to part time rather than eliminate the entire position.

f. Other

Vice Chair Rothhaus noted that the facilities policies and guidelines need to be updated and provide the Planning and Building Committee will communication and guidelines of the Board's expectations.

9. POLICIES

a. Approval of Food and Nutrition Services: Anti-Discrimination and Civil Rights Complaints Policy (ACF)

MOTION: Board Member Halter made a motion to approve the Food and Nutrition Services: Anti-Discrimination and Civil Rights Complaints policy (ACF). Vice Chair Rothhaus seconded the motion.

MOTION CARRIED: 4 – 0 – 1. Board member Paepke abstained.

b. Approval of Revised Title I Parent Involvement in Education Policy (KB)

MOTION: Board Member Hardy made a motion to approve the Revised Title I Parent Involvement in Education Policy (KB). Vice Chair Rothhaus seconded the motion.

Discussion:

The policy will be reviewed to ensure the correct use and placement of the statutory requirement of the word "family".

The Board decided not to vote on the motion until the policy is reviewed.

482 **10. APPROVAL OF MINUTES**

483
484 a. March 25, 2025 Non-Public Minutes

485
486 **MOTION:** Vice Chair Rothhaus made a motion to approve the March 25, 2025 non-public
487 minutes. Board Member Hardy seconded the motion.
488

489 **MOTION CARRIED: 4 – 0 – 1.** Board Member Paepke abstained.
490

491 b. March 31, 2025 Non-Public Minutes

492
493 **MOTION:** Vice Chair Rothhaus made a motion to approve the March 31, 2025 non-public
494 minutes. Board Member Halter seconded the motion.
495

496 **MOTION CARRIED: 4 – 0 – 1.** Board Member Paepke abstained.
497

498 c. April 7, 2025 Public and Non-Public Minutes

499
500 **MOTION:** Board Member Halter made a motion to approve the April 7, 2025 public and non-public
501 minutes. Vice Chair Rothhaus seconded the motion.
502

503 **MOTION CARRIED: 4 – 0 – 1.** Board Member Paepke abstained.
504

505 **11. CONSENT AGENDA**

506
507 a. Resignations

- 508
 - Nicole Delani, Special Education Teacher at Merrimack High School
 - Sarah Leland, Special Education Teacher at Merrimack High School
 - Christopher Andrews, Physical Education Teacher at Thornton Ferry Elementary School

509
510
511
512 **MOTON:** Board Member Halter made a motion to accept the resignations. Board Member Hardy
513 seconded the motion.
514

515 **MOTION CARRIED: 5 – 0 – 0.**
516

517 b. Nominations

- 518
 - Jillian Pouliot, Registered Nurse, Merrimack High School
 - Aubrey Zagula, Science (civics) Teacher, Merrimack High School
 - Kerry Miller, Special Education Teacher, Merrimack High School

519
520
521
522 **MOTON:** Board Member Hardy made a motion to accept the nominations. Board Member Paepke
523 seconded the motion.
524

525 **MOTION CARRIED: 5 – 0 – 0.**
526

527 c. Educator Nominations for the 2025-2026 School Year

528
529 Vice Chair Rothhaus said she did not feel comfortable voting on the educator nominations for the
530 2025-2026 school year because the list was not in her packet and she did not have an opportunity to
531 review the list.

Assistant Superintendent for Curriculum Doyle acknowledged that she was aware that the board members did not receive their packet of material for tonight's meeting via the U.S. mail. She explained that the contracts need to be issued before the Board's next meeting.

Chair Peters offered to schedule a non-public meeting this week.

Assistant Superintendent for Curriculum Doyle stated all the individuals on the 2025-2026 educator nomination list completed the evaluation process; however, she understood Vice Chair Rothhaus's concern.

Chief Educational Officer Olsen added that the 2025-2026 educator nominations were reviewed with each building principal and there were no issues or concerns with any staff on the 2025-2026 educator nomination list. He also understood Vice Chair Rothhaus's concern.

MOTON: Board Member Hardy made a motion to accept the educator nominations for the 2025-2026 school year. Board Member Halter seconded the motion.

MOTION CARRIED: 4 – 1 – 0. Vice Chair Rothhaus voted against the motion.

12. OTHER

a. Committee Reports

Vice Chair Rothhaus reported that the Merrimack Parks and Recreation Department has an after-school program survey on its website for parents to complete. She reported that the fields are not open for use at this time. She also reported that Matt Casparius received an award for being an outstanding Parks and Recreation Director.

Chair Peters explained that she was detained and not able to attend the Professional Development Committee meeting.

Assistant Superintendent for Curriculum reported that professional development reimbursements and hours with appropriate documentation were awarded to teachers. There were discussions about making sure that individuals who are due for certification renew meet the requirements.

Chair Peters attended a Joint Loss Management Committee meeting. The committee reviewed claims against the district for slips, falls and other incidents. There was an 11% reduction in the number of slips and falls claims. There was an increase in the number of student incidents. Efforts are being made to report all incidents in a timely manner.

Chair Peters attended a Wellness Committee meeting. This was a restart from a couple of years ago. The Wellness Policy (2023) is being reviewed. There may be future recommendations to the policy regarding celebrations.

b. Correspondence

Board Member Hardy received correspondence from a couple of staff members regarding concerns. She redirected the staff to the appropriate person to hear their concerns.

Chair Peters received correspondence from a couple of parents regarding a issues. She redirected them to the people they need to speak with first. She reported receiving correspondence from a few people about the election results and what the budget reductions might be. She encouraged them to watch the meeting tonight.

c. Comments

Chair Peters will distribute the list of Committee Assignments, inclusive of the updated committees, for final review at the next meeting. The Board will address the proposed budget reductions, also.

13. PUBLIC COMMENTS ON AGENDA ITEMS

Student Matthew Brown spoke about advanced learning opportunities for students. He and other high school students participated in an Extended Learning Opportunity (ELO) where they taught French and Spanish to students in the upper elementary school. He suggested the Board and Administration consider similar experiences for advanced learning opportunities for students.

14. ADJOURNMENT

MOTION: At approximately 8:15 p.m. Board Member Paepke made a motion to adjourn. Board Member Halter seconded the motion.

MOTION CARRIED: 5-0-0.

**Merrimack School Board Meeting
Merrimack School District, SAU #26
Merrimack Town Hall – Matthew Thornton Room
May 5, 2025**

5:00 – Non-Public Session pursuant to RSA 91-A:3, II (a)(b)(c), Merrimack TV Training Classroom

• **Staff Welfare**

Present: Ms. Lori Peters, Chair; Ms. Laurie Rothhaus, Vice-Chair; Ms. Jenna Hardy, Board Member; Ms. Naomi Halter, Board Member; Ms. Rachel Paepke, Board Member; and Mr. Finnegan Haddad, Student Representative.

Also, Present: Mr. Everett Olsen, Chief Educational Officer and Mr. Matt Shevenell, Assistant Superintendent for Business.

Excused: Ms. Amy Doyle, Assistant Superintendent for Curriculum

1. CALL TO ORDER/PLEDGE OF ALLEGIANCE

At 6:00 p.m., Chair Peters called the regular meeting to order.

Chair Peters read aloud the Merrimack School District's mission statement into the record as follows:

The Merrimack School District will provide a high-quality, future-driven education to all students in the community. Students will engage in learning opportunities that reflect both rigor and relevance and meet their cognitive, social and emotional needs. The district will prepare students to understand, adapt to and adjust to the changing world, including civic, economic, social and technological developments. Our overall goal is to inspire, create, and encourage students to be curious, connected, prepared, resilient, and dedicated individuals who are lifelong expert learners. Merrimack graduates exercise judgment: they are innovative and will become responsible contributors to society. We hope the discussions we have tonight will always align with that mission.

2. PUBLIC PARTICIPATION

Students Olivia G., Isaac B., Jack K., and Maddie C. all spoke in support of keeping the Gifted and Talented program.

Ms. Tracy Cassell of 9 Grapevine Road spoke in favor of keeping the Gifted and Talented program.

Kristine Kinsley of 46 Jessica Drive spoke in favor of keeping the Gifted and Talented.

Kaitlyn Bernier, 2 Birch Street announced Tuesday, May 7 was the last public hearing for the Senate Finance Committee and the last chance to submit online testimony for the state budget which is HB2. She also spoke in favor of keeping the Gifted and Talented program.

50
51 **3. RECOGNITIONS**
52

53 There were no recognitions.
54

55 **4. INFORMATIONAL UPDATES**
56

57 a. Superintendent Update
58

59 Chief Educational Officer Olsen highlighted the following announcements:
60

- 61 - The Granite State Challenge Team Semifinal matchup between Merrimack High School and
 - 62 Bedford High School will be broadcast on NH Public Broadcast Station on Thursday, May 8 at
 - 63 8:30 p.m.
 - 64 - Student filmmakers, Jacob Puzzo and Elysia Pizano made the official selection cut for this
 - 65 year's NH High School Short Film Festival that will be held on Sunday, May 18 at Chunky's
 - 66 Cinema Pub in Manchester from noon to 2:00 p.m.
 - 67 - 21 high school seniors earned the NH Seal of Biliteracy Award this school year.
 - 68 - High school graduation will be held on Saturday, June 14 at 10:00 a.m.
 - 69 - The last day of school for students is June 18.
- 70

71 b. Assistant Superintendent for Curriculum Update
72

73 There was no report.
74

75 c. Assistant Superintendent for Business Update
76

77 Assistant Superintendent for Business Shevenell reported that he and Maintenance Director Touseau
78 were reviewing the Capital Improvement Plan. He acknowledged the poor condition of pavement on
79 O'Gara Drive and thanked the Department of Public Works for helping to patch the many deep
80 potholes. He and Maintenance Director Touseau are exploring the possibility of delaying a roof
81 project to make improvements O'Gara Drive.
82

83 Assistant Superintendent for Business Shevenell plans to attend the Planning and Building Committee
84 on May 14 at 7:00 p.m. in the Town Hall Memorial Room.
85

86 d. School Board Update
87

88 Chair Peters noted this week is teacher appreciation week. She expressed her appreciation to all
89 educators. She reminded students and families to read newsletters and social media during the months
90 of May and June for important end of year announcements and activities.
91

92 e. Student Representative Update
93

94 Student Representative Haddad reported the Granite State Challenge competition between Merrimack
95 High School and Bedford High School would air on Public Broadcast Service on May 8. He noted that
96 spring sports and advanced placement testing were happening at the high school.
97

98
99 **5. OLD BUSINESS**

100
101 a. Board's Response to Proposed FY26 Budget Reductions

102
103 Chief Educational Officer Olsen presented the school board with his proposed budget reductions for
104 the school year 2025-2026 at the April 21, 2025 meeting. He explained his proposed budget
105 reductions were \$343,820 below the default budget. This would allow the school board with some
106 flexibility during its budget reduction deliberations.

107
108 The Board thoroughly reviewed and discussed the proposed budget reduction list in detail.

109
110 Student Representative Haddad arrived at this time.

111
112 **MOTION:** Chair Peters moved to retain \$120,000 for a 1.0 FTE position for Gifted and Talented
113 (G & T), \$40,000 for a part-time math interventionist position, \$100,000 for a 1.0 FTE for an
114 additional English for Speakers of Other Languages (ESOL) position, \$2,000 for the middle school
115 soccer B team, \$4,300 for G&T supplies, \$33,473 for social studies civics text, \$10,000 for a proposed
116 stipend to a school counselor for K-8 duties, and \$40,000 for a District Registrar. Board member
117 Hardy seconded the motion.

118
119 **MOTION CARRIED 5-0-0.**

120
121 Chief Educational Officer Olsen and Assistant Superintendent for Business Shevenell thanked all
122 board members for the thought they put into creating the 2025-2026 over the last eight months.

123
124 Vice Chair Rothhaus explained that she wanted to reverse her vote regarding the educator nominations
125 for the school year 2025-2026 that was taken at the April 21, 2025 meeting. She explained a
126 procedural issue prevented her from being able to review the nomination list prior to the vote. She has
127 since been able to review the list and she wants to support the educator nominations for the 2025-2026
128 school year.

129
130 **MOTION:** Vice Chair Rothhaus made a motion to accept the educator nominations for the 2025-2026
131 school year. Board Member Hardy seconded the motion.

132
133 **THE MOTION CARRIED 5-0-0.**

134
135 Chair Peters requested Athletic Director French be invited to a future meeting to explain the sports
136 uniform rotation schedule and funding.

137
138 **6. NEW BUSINESS**

139
140 a. Strategic Plan Update (initial)

141
142 Chair Peters asked the Board to review the Strategic Plan Update in preparation for a presentation at
143 the May 19th meeting.

144
145 Chief Educational Officer Olsen explained that he expected a few minor changes to the Strategic Plan
146 Update. He will provide the Board with a copy of the final Strategic Plan Update inclusive of a
147 glossary containing the acronyms used in document.

b. 2025-2026 School Board Assignments

The Board collectively discussed and assigned representatives and alternates to applicable school-related committees.

c. Request to Hire at Will

Chief Educational Officer Olsen requested that the School Board grant administration the authority to offer conditional contracts to candidates for professional staff openings for the 2025-2026 school year.

MOTION: Vice Chair Rothhaus moved to honor the request to hire at will all professional staff, excluding directors and principals, following the May 21 meeting. Board Member Paepke seconded the motion.

MOTION CARRIED 5-0-0.

d. Other

Vice Chair Rothhaus announced that the high school senior class will be doing community service projects for Merrimack senior citizens during the month of May.

7. POLICIES

a. Approval of Revised Title I Parent Involvement in Education Policy (KB)

MOTION: Board Member Halter made a motion to approve the Revised Title I Parent Involvement in Education Policy (KB) as amended. Vice Chair Rothhaus seconded the motion.

MOTION CARRIED: 5 – 0 – 0.

8. APPROVAL OF MINUTES

a. April 21, 2025 Non-Public Minutes

MOTION: Board Member Paepke made a motion to approve the April 21, 2025 non-public minutes. Board Member Naomi seconded the motion.

MOTION CARRIED: 5 – 0 – 0.

9. ACCEPTANCE OF GIFTS AND GRANTS UNDER \$20,000

a. HealthTrust to Merrimack School District for \$1,500

Assistant Superintendent for Business Shevenell reported the \$1,500 gift from the HealthTrust would be used for worksite health and safety activities to benefit district employees.

MOTION: Board Member Hardy made a motion to accept the \$1,500 from the HealthTrust. Board Member Paepke seconded the motion.

MOTION CARRIED: 5 – 0 – 0.

b. Anonymous Donation to Merrimack School District for \$2,000

Assistant Superintendent for Business Shevenell reported the \$2,000 would be used to replenish the homeless relief fund.

MOTION: Board Member Paepke made a motion to accept the \$2,000 from an anonymous donor. Vice Chair Rothhaus seconded the motion.

MOTION CARRIED: 5 – 0 – 0.

10. CONSENT AGENDA

a. Resignation

Chief Educational Officer Olsen announced the resignation of Angela Maslanka, from Merrimack High School.

MOTION: Board Member Hardy made a motion to accept Angela Maslanka’s resignation with regret. Board Member Halter seconded the motion.

MOTION CARRIED: 5-0-0.

b. Nominations

Chief Educational Officer Olsen presented the following educator nominations.

Jeffrey Frenkiewich, Social Studies Teacher, Merrimack High School

Allison McInnes, Elementary Classroom Teacher, Reeds Ferry Elementary School

Julia Perry, Special Education Teacher, James Masticola Upper Elementary School

MOTION: Board Member Hardy made a motion to accept the nominations as presented. Board Member Paepke seconded the motion.

MOTION CARRIED: 5-0-0.

c. Administrator Nominations for 2025-2026 School Year

MOTION: Board Member Hardy made a motion to accept the Administrator Nominations for the 2025-2026 School Year as presented. Board Member Paepke seconded the motion.

MOTION CARRIED: 5-0-0.

243
244 **11. OTHER**
245

246 a. Committee Reports
247

248 Chair Peters reported the Search Committee for an Interim Assistant Superintendent for Curriculum
249 interviewed a number of candidates. She announced the search for an Interim Assistant Superintendent
250 for Curriculum is open and ongoing.
251

252 b. Correspondence
253

254 Board Member Hardy reported that she spoke with two parents and two staff members regarding
255 budget reductions.
256

257 Vice Chair Rothhaus reported she received correspondence from a couple of parents regarding the
258 budget reductions. She also redirected a parent with a concern to the correct place.
259

260 Board Member Halter received correspondence pertaining to the budget reductions. She redirected a
261 parent with a disciplinary concern to the appropriate person.
262

263 Board Member Paepke received one correspondence regarding the budget reductions.
264

265 Chair Peters received correspondence about the budget reductions. She also received correspondence
266 regarding a parent concern that she directed to the appropriate person. She also had a request asking
267 for the date of graduation.
268

269 c. Comments
270

271 There were no comments to report.
272

273 **12. PUBLIC COMMENTS ON AGENDA ITEMS**
274

275 There were no public comments.
276

277 **13. ADJOURNMENT**
278

279 **MOTION:** At approximately 8:20 p.m. Board Member Hardy made a motion to adjourn. Board
280 Member Halter seconded the motion.
281

282 **MOTION CARRIED: 5-0-0.**

2025-2026 School Board Assignments

In-District Committee Assignments (* Denotes District Officer; ▪ Denotes Active Engagement)

Assignment	2024-2025	2025-2026
▪School Board Chair*	Lori Peters*	Lori Peters*
▪School Board Vice Chair*	Jenna Hardy*	Laurie Rothhaus*
▪Budget Committee	Naomi Halter	Jenna Hardy
▪Alternate	Ken Martin	Rachel Paepke
▪ NH School Boards Association (NHSBA) Delegate	Lori Peters*	Lori Peters *
▪Alternate	Ken Martin	Laurie Rothhaus*
▪Curriculum/Instruction/Technology (CIT) Committee (2 members)	Jenna Hardy* Ken Martin	Jeanna Hardy Lori Peters*
▪School Bus Stop Committee	Lori Peters*	Laurie Rothhaus*
▪ Professional Development Committee	Ken Martin	Rachel Paepke
▪Alternate	Lori Peters*	Lori Peters*
▪ Planning & Building Committee	Laurie Rothhaus	Laurie Rothhaus*
▪ Wellness Policy Implementation Committee	Lori Peters*	Lori Peters*
▪ Healthcare Cost Containment Committee	Ken Martin	
▪ District Parent Group - Last active 2018	Jenna Hardy*	Rachel Paepke*
▪ Alternate	Ken Martin	Jenna Hardy
▪ Communications Committee (2 members) - Last active 2018	Lori Peters* Jenna Hardy*	Lori Peters* Laurie Rothhaus*
▪ Policy Committee (2 members)	Lori Peters* Naomi Halter	Naomi Halter Lori Peters*
Superintendent Search (2 members)	Lori Peters* Laurie Rothhaus Jenna Hardy* (rotation)	Laurie Rothhaus* Jenna Hardy Lori Peters* (rotation)
Assistant Superintendent Search (2 members)		Lori Peters* Rachel Paepke Laurie Rothhaus* A
▪ Athletic Advisory Committee (2 members) - New 2023	Jenna Hardy* Laurie Rothhaus	Jeanna Hardy Laurie Rothhaus*
▪Joint Loss Management Committee - New 2023	Melissa Fazlic Lori Peters*	Melissa Fazlic Rachel Paepke
Collective Bargaining:		
▪ Merrimack Teachers Association #1 (MTA)	Laurie Rothhaus	Lori Peters*
▪ Merrimack Teachers Association #2 (MTA)	Lori Peters*	Naomi Halter
Merrimack Education Support Staff Association (MESSA) #1	Laurie Rothhaus	Inactive
Merrimack Education Support Staff Association (MESSA) #2	Lori Peters*	Inactive
Advise and Confer #1	Jenna Hardy*	Inactive
Advise and Confer #2	Naomi Halter	Inactive

Out-of-District Committee Assignments

Assignment	2024-2025	2025-2026
▪Grater Woods Subcommittee (SB Rep Position)	Matt S./Laurie R.	Matt S./Laurie R. *
▪Town Center Committee	Matt Shevenell	Matt Shevenell
▪Parks & Recreation	Laurie Rothhaus	Naomi Halter
▪Alternate	Naomi Halter	Laurie Rothhaus *

School Assignments

RFS – Lori Peters

TFS – Naomi Halter

MES – Laurie Rothhaus

JMUES – Jenna Hardy

MMS – Rachel Paepke

MHS – Lori Peters

MERRIMACK SCHOOL DISTRICT MONTHLY ENROLLMENTS 2024-2025
May 5, 2025

5/5/2025	PRE	K	1	2	3	4	Total	5	6	Total	7	8	Total	9	10	11	12	Total	ODP	HSS	TOTALS
MES	22	62	57	75	82	70	368														368
RFS	54	92	113	84	86	78	507														507
TFS	43	81	95	100	99	90	508														508
MUES								264	274	538	243	240	483	256	249	264	259	1028			1028
MMS																					538
MHS																					483
PR-12 Total																					1028
Student Services ODP**																			24	157	24
Home Study (HSS)																					157
Total	119	235	265	259	267	238	1383	264	274	538	243	240	483	256	249	264	259	1028	24	157	3613

MONTHLY ENROLLMENTS 2024-2025

Month	PRE	K	1	2	3	4	Total	5	6	Total	7	8	Total	9	10	11	12	Total	ODP	HSS	TOTALS
September 9, 2024	104	239	267	267	266	239	1382	263	274	537	238	246	484	262	261	271	284	1078	20	139	3640
October 1, 2024	105	239	266	265	269	239	1383	261	272	533	237	242	479	258	257	268	273	1056	20	139	3610
October 7, 2024	106	238	266	265	269	239	1383	261	273	534	238	240	478	257	257	267	274	1055	20	139	3609
November 4, 2024	107	238	265	263	270	240	1383	264	274	538	239	240	479	257	256	265	273	1051	22	144	3617
December 2, 2024	110	237	264	262	267	239	1379	263	275	538	240	240	480	257	256	265	270	1048	22	147	3614
January 6, 2025	116	235	263	260	268	238	1380	263	276	539	240	241	481	258	253	266	269	1046	24	148	3618
February 3, 2025	118	234	264	260	267	237	1380	264	277	541	240	242	482	259	250	265	270	1044	24	150	3621
March 3, 2025	117	235	264	259	267	236	1378	264	275	539	241	241	482	259	250	266	266	1041	25	150	3615
April 7, 2025	118	235	263	259	267	237	1379	264	274	538	242	239	481	256	250	266	259	1031	24	155	3608
May 5, 2025	119	235	265	259	267	238	1383	264	274	538	243	240	483	256	249	264	259	1028	24	157	3613

BUS SUSPENSIONS FOR THE MONTH OF APRIL

	MHS	MMS	JMUES	MES	RFS	TFS
Fighting						
Vandalism					1	
Disrespect/Disruption			1		2	1
Unsafe Behavior						
Other						
TOTAL	0	0	1	0	3	1