

**Merrimack School District/SAU 26
School Board Meeting
Preliminary Agenda
November 21, 2022
Merrimack Town Hall – Matthew Thornton Room**

6:30 p.m. NON-PUBLIC SESSION RSA 91-A:3, II (a) (b) (c) – Merrimack TV Training Classroom

- Staff Welfare

PUBLIC MEETING

7:00 p.m. 1. CALL TO ORDER and PLEDGE OF ALLEGIANCE	Laurie Rothhaus
7:05 p.m. 2. PUBLIC PARTICIPATION	Lori Peters
3. RECOGNITIONS	Lori Peters
7:15 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	
7:30 p.m. 5. OLD BUSINESS	Lori Peters
a. 2023-24 Budget Priorities	Everett Olsen
b. Strategic Plan Update	Amanda Doyle
7:55 p.m. 6. NEW BUSINESS	Lori Peters
a. Curriculum Review Cycle	Amy Doyle
b. Homework Discussion	Amy Doyle
c. Other	
8:35 p.m. 7. POLICIES	Lori Peters
a. Second Review of Pupil Safety and Bullying (JICK)	
b. First Review of Availability and Distribution of Healthy Foods (EFA)	
c. First Review of Reporting Child Abuse or Neglect (JLF)	
8. APPROVAL OF MINUTES	Lori Peters
8:40 p.m. 9. CONSENT AGENDA	Amanda Doyle
a. Educator Resignation	
b. Approval of Nurse Job Description	
c. Approval of School Counselor Job Description	
d. Approval of High School Student Support Intervention Counselor Job Description	
8:50 p.m. 10. OTHER	Lori Peters
a. Committee Reports	
b. Correspondence	
c. Comments	
9:00 p.m. 11. PUBLIC COMMENTS ON AGENDA ITEMS	Lori Peters
9:20 p.m. 12. ADJOURN	Lori Peters

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

MERRIMACK SCHOOL DISTRICT
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AMANDA S. DOYLE
Assistant Superintendent for Curriculum

EVERETT V. OLSEN, Jr.
Chief Educational Officer


MATTHEW D. SHEVENELL
Assistant Superintendent for Business

To: Laurie Rothhaus
Lori Peters
Jenna Hardy

Naomi Halter
Ken Martin
Kaitlyn Vadney

From: Everett V. Olsen, Jr.

Date: November 17, 2022



Subject: 2023-2024 Budget Priorities

At our last school board meeting, we reviewed the 2022-2023 school board budget priorities along with the goals established in our June goal-setting meeting. At that meeting, you also developed a preliminary list of priority goals for the 2023-2024 budget (and beyond).

These priorities are:

- School Safety
- Research Based Reading Program
- Filling Vacant Teacher and Paraeducator Positions
- Eliminating the Brentwood Building
- Performing Arts Center
- Capital Reserve Fund
- Analysis of Current Appropriations to Assess Possible Savings and Reallocation to Emerging Priorities

I placed this on the November 21st agenda to provide you with an opportunity for any additional thoughts you may have regarding short- and longer-term priorities.

Over the next two weeks our Central Office team will be meeting with our Leadership Team and the staff of every school to listen to the perspectives and priorities with respect to meeting the needs of our students. This will have an impact on the development of our 2023-2024 budget. We will inform you of what we hear in our discussions with our staff.

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To: Laurie Rothhaus
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From: Amanda Doyle, 
Assistant Superintendent for Curriculum, Instruction, and Assessment

Date: 11/21/22

Subject: Curriculum Review Cycle

As part of the Merrimack School District and School Board goal setting meeting, Goal #3 focuses on improving learning outcomes by ensuring our instruction is responsive to the varied needs of our student population. Strategic Objective #3 is to develop a process for ongoing curriculum updating and revision to include a timeline for each curriculum area. A draft Curriculum Review Cycle is available for your review and feedback.

Please feel encouraged to reach out with questions, concerns, or needed clarification.

MERRIMACK SCHOOL DISTRICT CURRICULUM REVIEW CYCLE

PHASE	STEPS	2021-22	2022-23	2023-24	2024-25	2025-26
Review & Research (Year 1)	<ul style="list-style-type: none"> -Establish a curriculum review team -Collect and analyze student achievement data to identify curriculum priorities -Review current curriculum alignment to state & national standards & competencies -Identify current program strengths and opportunities for improvement, including tech -Develop a curriculum revision plan based on findings and recommendations -Complete initial framework in EduPlanet 21 -Pre-budget for related materials and PD, considering all tiers of instruction 	Social Studies (K-12) Science (K-12)	ELA (K-12) -Reading -Writing -Listening -Speaking	Math (K-12) Unified Arts (K-12) -PE -Health -Art -Music World Language (7-12)	Business (9-12) Tech Ed (7-12) FACs (7-12) SEL (K-12)	
Resource Selection & Program Planning (Year 2)	<ul style="list-style-type: none"> -Resource compilation and review -Create guidelines/rubric for curriculum resource selection process -Present resource recommendations to content curriculum team -Budget for needed resources, including tech -Add common resources in EduPlanet 21 -Plan appropriate staff development -Pilot implementation year -Realign to state & national standards/competencies, as needed 		Social Studies (K-12) Science (K-12)	ELA K-12 -Reading -Writing -Listening -Speaking	Math (K-12) Unified Arts (K-12) -PE -Health -Art -Music World Language (7-12)	Business (9-12) Tech Ed (7-12) FACs (7-12) SEL (K-12)
Implementation, Planning, & Assessment (Year 3)	<ul style="list-style-type: none"> -Fully implement curriculum & monitor implementation -Develop common assessments and performance tasks and add to EduPlanet 21 -Develop competencies -Analyze student achievement data -Continued staff development -Realign to state & national standards/competencies, as needed 			Social Studies (K-12) Science (K-12)	ELA K-12 -Reading -Writing -Listening -Speaking	Math (K-12) Unified Arts (K-12) -PE -Health -Art -Music World Language (7-12)
Monitor, Refine, Sustain (Years 4-6)	<ul style="list-style-type: none"> -Refine curriculum to embed and expand UDL implementation to support student access and equal opportunities to learn -Embed ISTE, CASEL, & AASL standards -Continued staff development -Realign to state & national standards, as needed -Revise competencies, as needed -Maintain continuous feedback loop through grade, building, and district PLTs 				Social Studies (K-12) Science (K-12)	ELA K-12 -Reading -Writing -Listening -Speaking

This timeline is subject to revision.
A.Doyle 2022

11/15/2022

Policy Progress Chart

Policy Progress	1 st Reading	2 nd Review	3 rd Review	Adoption	Comments
Pupil Safety and Bullying (JICK)	11/7/22	11/21/22			Updated from 2011
Availability and Dist. of Healthy Foods (EFA)	11/21/22				Replaces policy #9100 from 1979
Reporting Child Abuse or Neglect (JLF)	11/21/22				Updated current policy
Next in Line					
School Choice: Access to Public School Programs by Nonpublic, Charter Schools or Home Educated Pupils (RSA 193:1-c) (JJJ)					8/31/22 new law
Suicide Prevention and Response (JLDBB)					Plan needs to be updated before January 2023
Non-Educational Surveys and Questionnaires (ILD)					Update per A. Tamposi
Service Animals (IMGA)					Update per A. Tamposi
Procedural Safeguards Non-Discrimination on the Basis of Disability (ACE)					Update per A. Tamposi. Policy is vague.
Homework Policy (IKB) protocols					Protocol Needs Updating
Teacher Performance and Evaluation (GCO)					Priority Policy
Extended Learning Opportunities (IHBH)					Historical Society
Alternative Learning Plans (IHBI)					Priority Policy
Student Use of Information Technology (JICL)					Introduce with Policy EEAA
Video Surveillance on School Property (EEAA)					Introduce with Policy JICL
Wellness Policy (JLCF)					Needs updating per NH Nutritional Department

Approved Policies								
Change of Class or School Assignment Best Interest and Manifest Hardship (JCA)		09/12/22	10/03/22	10/17/22	10/17/22	10/17/22	Complete	
Student Records and Access (FERPA) (JRA)		09/12/22	10/17/22	11/7/22	11/7/22	11/7/22	Complete. Replaced Policies 3120 and 3150	
Use of Physical Restraint/Seclusion (JKAA)		10/03/22	10/17/22	11/7/22	11/7/22	11/7/22	Updated from 2015	
Public Participation at Board Meetings (BEDH)		10/03/22	10/17/22	11/7/22	11/7/22	11/7/22	Updated from 2007	

Priority Policies TO DO (10/27/22)

GBEF – School District Internet Access for Staff
GCO – Teacher Performance and Evaluation
IFA – Instructional Needs of Students with Different Talents
IHBAA – Evaluation Requirements for Children with Specific Learning Disabilities
IHBI – Alternative Learning Plans
IKE – Promotion and Retention of Students
IKFA – Early Graduation
ILBAA – High School Graduation Competencies
IMBC – Alternative Credit Options
IMBD – High School Credit for 7th and 8th Grade Advanced Course Work
JLC – School Health Services
JLCJ – Concussion and Head Injuries
JLCK – Special Physical Health Needs of Students

Other Policies to Update

- ACE – Procedural Safeguards Non-Discrimination on the Basis of Disability (Note: Alison Minutelli = vague, review, update)
- DIA - Fund Balance (Required)
- JICDD - Student Discipline Out of School Actions (Required)
- JICI - Weapons on School Property (Required)
- JICL – Student User of Information Technology (Introduce with EEAA)
- JLCF – Wellness Policy
- EEAA – Video Surveillance on School Property (Introduce with JICL)

Appendices/Procedures to Update

- BEDG-R - Access to Minutes and Public Records Procedures
- JLCG-R - Exclusion of Students from School for Illness Head Lice
- IHAM-R Health and Sex Education Exemption/Objectionable Course Material Opt Out Form (appendix)

PUPIL SAFETY AND VIOLENCE PREVENTION – BULLYING**Statement of Purpose, Intent and Scope**

All pupils have the right to attend school and school-sponsored activities that are safe, secure and peaceful environments. Pupils should be protected from all forms of physical, emotional, and psychological bullying and cyber bullying.

Bullying in schools has historically included actions shown to be motivated by a pupil's actual or perceived race, color, religion, national origin, ancestry or ethnicity, sexual orientation, socioeconomic status, age, physical mental emotional or learning disability, gender, gender identity and expression, appearance, or other distinguishing personal characteristics, or based on association with any person identified in any of the above categories.

It is the intent of this policy to protect children from physical, emotional, and psychological harm by addressing bullying and cyberbullying of any kind in the district/schools, and to prevent the creation of a hostile educational environment. All pupils are protected under this policy, regardless of their legal status.

This policy applies to pupils, school district employees, school volunteers, coaches, and persons who have contact with pupils in connection with school classes, activities, and programs.

However, only a pupil may be a perpetrator of bullying under this policy and RSA 193-F; allegations of bullying by staff shall be treated separately as a personnel matter. Bullying and cyberbullying outside of school activities or off school premises is subject to this policy as set forth herein.

I. Definitions (RSA 193-F:3)

1. **Bullying.** Bullying is hereby defined as a single significant incident or a pattern of incidents involving a written, verbal, or electronic communication, or a physical act or gesture, or any combination thereof, directed at another pupil which
 - a. Physically harms a pupil or damages the pupil's property;
 - b. Causes emotional distress to a pupil;
 - c. Interferes with a pupil's educational opportunities;
 - d. Creates a hostile educational environment; or
 - e. Substantially disrupts the orderly operation of the school.

Bullying shall also include actions motivated by an imbalance of power based on the pupil's actual or perceived personal characteristics, behaviors, or beliefs, or motivated by the pupil's association with another person and based on the other person's characteristics, behaviors, or beliefs.

2. **Cyberbullying.** Cyberbullying is defined as any conduct defined as "bullying" in this policy that is undertaken through the use of electronic devices. For purposes of this policy, any references to the term bullying shall include cyberbullying.

PUPIL SAFETY AND VIOLENCE PREVENTION – BULLYING

3. Electronic Devices. Electronic devices include, but are not limited to, telephones, cellular phones, computers, ~~paggers~~, ~~social media~~, electronic mail, instant messaging, text messaging, and websites.
4. Perpetrator. ~~Perpetrator~~ Means a pupil who engages in bullying or cyberbullying.
5. School Property. ~~School property~~ Means all real property and all physical plant and equipment used for school purposes, including public or private school buses or vans.
6. Victim. ~~Victim means~~ A pupil against whom bullying or cyberbullying has been perpetrated.
7. Parent. Any reference in this policy to “parent” shall include parents or legal guardians.

II. Bullying or Cyberbullying of a Pupil Prohibited (RSA 193-F:4, II(a))

The Board is committed to providing all pupils ~~with a~~ safe and secure school ~~environment on school grounds or at school sponsored events~~. This policy is intended to comply with RSA 193-F. Conduct constituting bullying and/or cyberbullying of a pupil will not be tolerated and is hereby prohibited. All staff members are required to intervene when they witness bullying occurring on school grounds or ~~at~~ school sponsored events.

Further, in accordance with RSA 193-F:-4, the District reserves the right to address bullying and, if necessary, impose discipline for bullying that:

1. Occurs on, or is delivered to, school property or a school-sponsored activity or event on or off school property; or
2. Occurs off of school property or outside of a school-sponsored activity or event, if the conduct interferes with a pupil’s education opportunities or substantially disrupts the orderly operations of the school or school-sponsored activity or event.

The Superintendent of Schools is responsible for ensuring that this policy is implemented.

III. Retaliation or False Accusations Prohibited (RSA 193-F:4, II(b))**False Reporting**

A student found to have wrongfully and intentionally accused another of bullying may face discipline or other consequences, ranging from positive behavioral interventions up to and including suspension or expulsion.

A school employee found to have wrongfully and intentionally accused a student of bullying shall face discipline or other consequences to be determined in accordance with applicable law, District policies, procedures, and collective bargaining agreements.

PUPIL SAFETY AND VIOLENCE PREVENTION – BULLYINGReprisal or Retaliation

The District will discipline and take appropriate action against any student, teacher, school administrator, school volunteer, or other employee who retaliates against any person who makes a good faith report of alleged bullying or against any person who testifies, assists, or participates in a proceeding or hearing relating to such bullying.

1. The consequences and appropriate remedial action for a student, teacher, school administrator or school volunteer who engages in reprisal or retaliation shall be determined by the Principal after consideration of the nature, severity and circumstances of the act, in accordance with law, Board policies and any applicable collective bargaining agreements.
2. Any student found to have engage in reprisal or retaliation in violation of this policy shall be subject to measures up to, and including, suspension and expulsion.
3. Any teacher or school administrator found to have engaged in reprisal or retaliation in violation of this policy shall be subject to discipline up to, and including, termination of employment.
4. Any school volunteer found to have engaged in reprisal or retaliation in violation of this policy shall be subject to measures up to and including, exclusion from school grounds.

Process to Protect Pupils from Retaliation

If the alleged victim or any witness expresses to the Principal or other staff member that he/she believes he/she may be retaliated against, the Principal shall develop a process or plan to protect that student from possible retaliation.

Each process or plan may be developed on a case-by-case basis. Suggestions include, but are not limited to, re-arranging student class schedules to minimize their contact, stern warnings to alleged perpetrators, temporary removal of privileges, or other means necessary to protect against possible retaliation.

IV. Protection of All Pupils (RSA 193-F:4 II(c))

This policy shall apply to all pupils ~~and school-aged persons~~ on school district grounds and participating in school district functions, regardless of ~~their status under the law (including whether or not such pupil or school-aged person~~ is a student within the District).

V. Disciplinary Consequences for Violations of this Policy (RSA 193-F:4 II(d))

The District reserves the right to impose disciplinary measures against any student who commits an act of bullying, falsely accuses another student of bullying, or who retaliates against any student or witness who provides information about an act of bullying.

PUPIL SAFETY AND VIOLENCE PREVENTION – BULLYING

In addition, ~~to imposing discipline under such circumstances~~, where appropriate, the Board encourages the administration and the school district staff to seek alternatives to traditional discipline, including but not limited to, early intervention measures, alternative dispute resolution, conflict resolution, and other similar measures.

VI. Distribution and Notice of This Policy (RSA 193-F:4, IIe)**Staff and Volunteers**

All staff will be provided with a copy of this policy annually. The Superintendent may determine the method of providing the policy (employee handbook, hard copy, etc.)

The Superintendent will ensure that all school employees and school volunteers receive annual training on bullying and related district policies. Annual training of staff and volunteers is required under RSA 193-F:5.

Students

All students will be provided with a copy of this policy annually. The Superintendent may determine the method of providing the policy (student handbook, mailing, hard copy, **District website**, etc.). Students will participate in an annual education program which **will** set out expectations for student behavior and emphasize an understanding of harassment, intimidation, and bullying of students, the District's prohibition of such conduct, and the reasons why the conduct is destructive, unacceptable, and will lead to discipline. Students shall also be informed of the consequences of bullying conduct toward their peers. **This training will be provided in age-appropriate language.**

The Superintendent, in consultation with staff, may incorporate student anti-bullying training and education into the District's curriculum, but shall not be required to do so.

Parents

All parents will be provided with a copy of this policy annually. The Superintendent may determine the method of providing the policy (parent handbook, mailing, **District website**, etc.). Parents will be informed of the program ~~and the program~~ and the means for students to report bullying acts toward them or other students. They will also be told that to help prevent bullying at school they should:

1. Encourage their children to report bullying when it occurs;
2. Take advantage of opportunities to talk to their children about bullying;
3. Inform the school immediately if they think their child is being bullied or is bullying other students;
4. Cooperate fully with school personnel in identifying and resolving incidents.

PUPIL SAFETY AND VIOLENCE PREVENTION – BULLYINGAdditional Notice and School District Programs

The Board may, from time to time, host or schedule public forums in which it will address the antibullying policy, discuss bullying in the schools, and consult with a variety of individuals, including teacher, administrators, guidance counselors, school psychologists and other interested persons.

VII. Procedure for Reporting Bullying (RSA 193-F:4, II(f))

At each school, the Principal or designee shall be responsible for receiving complaints of alleged violations of this policy.

Student Reporting

1. Any student who believes he or she has been the victim of bullying should report the alleged acts immediately to the Principal. If the student is more comfortable reporting the alleged act to a person other than the Principal, the student may tell any school district employee or volunteer about the alleged bullying. **That employee should then forward the report to the Principal.**
2. The Principal may develop a system or method for receiving anonymous reports of bullying. Although students, parents, volunteers, and visitors may report anonymously, formal disciplinary action may not be based solely on an anonymous report. Independent verification of the anonymous report shall be necessary in order for any disciplinary action to be applied.
3. The administration may develop student reporting forms to assist students and staff in filing such reports. An investigation shall still proceed even if a student is reluctant to fill out the designated form and chooses not to do so.
4. Upon receipt of a report of bullying, the Principal shall commence an investigation consistent with the provisions of Section XI of this policy.

Staff Reporting

1. An important duty of the staff is to report acts or behavior that they witness that appears to constitute bullying.
2. All District employees and school volunteers shall encourage students to tell them about acts that may constitute bullying. For young students, staff members may provide direct assistance to the student.
3. Any school employee or school volunteer who witnesses, receives a report of, or has knowledge or belief that bullying may have occurred shall inform the Principal as soon as possible, but no later than the end of the school day.
4. Upon receipt of a report of bullying, the Principal shall commence an investigation consistent with the provisions of **Section XI of** this policy.

PUPIL SAFETY AND VIOLENCE PREVENTION – BULLYING**VIII. Procedure for Internal Reporting Requirements (RSA 193-F:4, II(g))**

In order to satisfy the reporting requirements of RSA 193-F:6, the Principal or designee shall be responsible for completing all New Hampshire Department of Education forms and reporting documents of substantiated incidents of bullying. Said forms shall be completed within 10 school days of any substantiated incident. Upon completion of such form, the Principal or designee shall retain a copy and shall forward one copy to the Superintendent. The Superintendent shall maintain said forms in a safe and secure location.

IX. Notifying Parents of Alleged Bullying (RSA 193-F:4, II(h))

The Principal shall report to the parents of a student who has been reported as a victim of bullying and to the parents of a student who has been reported as a perpetrator of bullying within 48 hours of receiving the report. Such notification may be made by telephone, writing or personal conference. The date, time, method, and location (if applicable) of such notification and communication shall be noted in the report. All notifications shall be consistent with the student privacy rights under the applicable provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA).

X. Waiver of Notification Requirement (RSA 193-F:4, II(i))

The Superintendent may, within a 48-hour time period, grant the Principal a waiver from the requirement that the parents of the alleged victim and the alleged perpetrator be notified of the filing of a report. A waiver may only be granted if the Superintendent deems such a waiver to be in the best interest of the victim or perpetrator. Any waiver granted shall be in writing. **The granting of this waiver shall not negate the responsibility of the school to adhere to the remainder of this policy.**

XI. Investigative Procedures (RSA 193-F:4, II(j))

1. Upon receipt of a report of bullying the Principal shall, within 5 school days, initiate an investigation into the alleged act. If the Principal is directly and personally involved with a complaint or is closely related to a part to the complaint, then the Superintendent shall direct another District employee to conduct the investigation.
2. The investigation may include documented interviews with the alleged victim, alleged perpetrator and any witnesses. All interviews shall be conducted privately, separately and shall be confidential. Each individual will be interviewed separately and at no time will be alleged victim and perpetrator be interviewed together during the investigation.
3. If the alleged bullying was in whole or in part cyberbullying, the Principal may ask students and/or parents to provide the District with printer copies of emails, text messages, website pages, or other similar electronic communications. **Pursuant to RSA 189:70, any production of student communications must be voluntary.**

PUPIL SAFETY AND VIOLENCE PREVENTION – BULLYING

4. ~~A maximum of 10 school days shall be the limit for the completion of the investigation procedural steps.~~ Factors the Principal or other investigator may consider during the course of the investigation, including but not limited to:
 - Description of incident, including the nature of the behavior;
 - How often the conduct occurred;
 - Whether there were past incidents or past continuing patterns of behavior;
 - The identity and number of individuals who participated in bullying behavior;
 - Whether the alleged victim felt or perceived an imbalance of power as a result of the reported incident; and
 - The date, time and method in which parents or legal guardians of all parties involved were contacted.
5. The Principal shall complete the investigation within 10 school days of receiving the initial report. If the Principal needs more than 10 school days to complete the investigation, the Superintendent may grant an extension of up to 7 school days. In the event such extension is granted, the Principal shall notify in writing all parents involved of the granting of the extension.
6. Whether a particular action or incident constitutes a violation of the policy shall require a determination based on all facts and surrounding circumstances and, ~~if the report is found to be substantiated, the Principal shall include provide a written final report to the Superintendent, which will~~ recommend remedial steps necessary to stop the bullying ~~and a written final report to the Principal.~~
7. Students who are found to have violated this policy may face discipline in accordance with other applicable Board policies, ~~including Board Policy JICD,~~ up to and including suspension or expulsion. Students facing discipline will be afforded all due process required by law.

XII. Response to Remediate Substantiated Instances of Bullying (RSA 193-F:4, II(k))

Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of bullying or retaliation may range from positive behavioral interventions up to and including suspension or expulsion of students and dismissal from employment for staff members.

Consequences for a student who commits an act of bullying or retaliation shall be varied and graded according to the nature of the behavior, the developmental age of the student, and the student's history of problem behaviors and performance. Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim, and take corrective action for documented systematic problems related to bullying.

PUPIL SAFETY AND VIOLENCE PREVENTION – BULLYING

Examples of consequences may include, but are not limited to:

- Admonishment
- Temporary removal from classroom
- Deprivation of privileges
- Classroom or administrative detention
- Referral to disciplinarian
- In-school suspension
- Out-of-school suspension
- Expulsion

Examples of remedial measures may include, but are not limited to:

- Restitution
- Mediation
- Peer support group
- Corrective instruction or other relevant learning experience
- Behavior assessment
- Student counseling
- Parent conferences

In support of this policy, the Board promotes preventative educational measures to create greater awareness of aggressive behavior, including bullying. The Board encourages the Superintendent to work collaboratively with all staff members to develop responses other than traditional discipline as a way to remediate substantiated instances of bullying.

XIII. Reporting of Substantiated Instances of Bullying (RSA 193-F4, II(I))

The Principal shall forward all substantiate reports of bullying to the Superintendent upon completion of the Principal's investigation.

XIV. Communication with Parents Upon Completion of Investigation (RSA 193-F:4, II(m))

1. Within two school days of completing an investigation, the Principal will notify the students involved in person of his/her findings and the result of the investigation.
2. The Principal will notify via telephone the parents of the alleged victim and alleged perpetrator of the results of the investigation. The Principal will also send a letter to the parents within 24 hours again notifying them of the results of the investigation.
3. If the parents request, the Principal shall schedule a meeting with them to further explain his/her findings and reasons for his/her actions.
4. In accordance with the Family Educational Rights and Privacy Act and other law concerning student privacy, the District will not disclose educational records of students, including the discipline and remedial action assigned to those students and to the parents of other students involved in a bullying incident.

PUPIL SAFETY AND VIOLENCE PREVENTION – BULLYING**XV. Appeal**

1. The procedures under RSA 193:13, Ed 317, and District policies establish the due process and appeal rights for students disciplined for acts of bullying. **See Policy JICD, Student Behavior, Conduct, Discipline and Due Process.**
2. The School Board or its designee will inform parents of any appeal rights they may have to the New Hampshire State Board of Education.

XVI. School Officials (RSA 193-F:4, II(n))

The Superintendent of Schools is responsible for ensuring that this policy is implemented. The Superintendent may establish additional procedures to facilitate the implementation of this policy.

XVII. Capture of Audio Recordings on School Buses

Pursuant to RSA 570-A:2, notice is hereby given that the Board authorizes audio recordings to be made in conjunction with video recordings of the interior of school buses while students are being transported to and from school or school activities. The Superintendent shall ensure that there is a sign informing the occupants of school buses that such recordings are occurring.

Please also See Policy EEAA, Video Surveillance on School Property.

XVII. Use of Video or Audio Recordings in Student Discipline Matters

The District reserves the right to use audio and/or video recording device on District property (including school buses) to ensure the health, safety and welfare of all staff, students and visitors. Placement and location of such devices will be established in accordance with the provision of Policy EEAA.

In the event an audio or video recording is used as part of a student discipline proceeding, such video may become part of a student's education record. The Superintendent is authorized to contact the District's attorney for a full legal opinion in the event of such an occurrence.

Legal References:

RSA 193-F:3, Pupil Safety and Violence Prevention Act

RSA 570-A:2, Capture of Audio Recordings on School Buses Allowed

NH Code of Administrative Rules, Section Ed 306.04(a)(8), Student Harassment

1st Reading: December 20, 2010

2nd Review: January 24, 2011

3rd Review: February 7, 2011

Adoption: February 28, 2011

1st Reading: November 7, 2022

2nd Review: November 21, 2022

Revised:

AVAILABILITY AND DISTRIBUTION OF HEALTHY FOODS

The School District will support the availability and distribution of healthy foods and beverages in all school buildings during the school day.

The Superintendent or his/her designee is responsible for ensuring that all foods and beverages distributed within the district meet nutritional standards established by state and federal law relative to: (1) nutrient density; (2) portion size; and (3) nutrition targets, as defined in pertinent law.

The Superintendent or his/her designee is responsible for implementing developmentally appropriate opportunities to learn food preparation skills that support nationally recognized research-based nutrition standards. The Superintendent or his/her designee is responsible for providing annual communication with information about the policy, and procedures, and related curricula to the school community.

Legal References:

7 CFR 210.10, Nutrition Standards And Menu Planning Approaches For Lunches And Requirements For Afterschool Snacks
Ed 306.04(a)(23), Availability and Distribution of Healthy Foods
Ed 306.11(g), (h), Food and Nutrition Services

1st Reading: November 21, 2022

2nd Review:

Adoption:

School Lunch

The Board, in accordance with federal statutes and New Hampshire Revised Statutes Annotated, Chapter 189, Section 11a,F will cause a school lunch to be offered every day. Refer to Administrative Procedure 9100 for the responsibilities of various staff in regard to the school lunch program.

¹ New Hampshire State Department of Education, 1979 Supplement to New Hampshire Revised Statutes Annotated Relating to Public Schools; 1955 Codification as Amended by Laws of 1955-1979 (Orford: Equity Publishing Corp., 1980), p. 123-124.

REPORTING CHILD ABUSE OR NEGLECT

Any school employee, ~~contract provider, volunteer, or any other person working on behalf of the District~~ having reason to suspect that a child is being or has been abused or neglected shall immediately report his/her suspicions to the building principal or his/her designee. The principal/designee in conjunction with the ~~school employee individual suspecting abuse and/or neglect~~ shall then immediately notify the appropriate state officials at the New Hampshire Department of Health and Human Services (DHHS). The principal/designee will then notify the Superintendent that such a report to ~~DHHS Health and Human Services~~ has been made.

A written report to DHHS shall be made by the principal/designee within 24 hours. The report should contain, ~~if known~~, the name and address of the child suspected of being abused or neglected, the person responsible for the child's welfare, the specific information indicating neglect/abuse or the nature and extent of the child's injuries (including any evidence of previous injuries), the identity of the person or persons suspected of being responsible for such neglect or abuse, and any other information that might be helpful in establishing neglect or abuse or that may be required by ~~DHHS Department of Health and Human Services~~.

The District shall provide DHHS with access to any information relevant to their investigation, consistent with RSA 169-C:30 and RSA 169:34.

The Board recommends all school district employees receive ~~routine annual~~ training or information on how to identify child abuse and neglect, ~~as well as how to fulfill their reporting obligations under RSA 169-C. See RSA 169-C:29; RSA 169-C; RSA 189:13-a (requiring training "within 30 days of employment and renewed every 2 years for all employees.")~~

The principal/designee of each school shall post a sign within the school that is readily visible, in the form provided by DHHS's Division for Children, Youth, and Families (DCYF), that contains the telephone number operated by DCYF to receive reports of child abuse or neglect and instructions on how to access the division for DCYF website.

Legal Reference:

~~NH~~ Code of Administrative Rules, ~~Section~~-Ed 306.04(a)(10), Reporting of Suspected Abuse or Neglect

RSA 169-C:29, Persons Required to Report

RSA 169-C:30, Nature and Content of Report

RSA 169-C:31, Immunity from Liability

RSA 169-C:34, III, Duties of the Department of Health and Human Services

~~RSA 189:72, Child Abuse or Neglect Information~~

1st Reading: December 7, 2009

2nd Review: December 21, 2009

Adoption: January 4, 2010

1st Reading: November 21, 2022

2nd Review:

Revised:

MERRIMACK SCHOOL DISTRICT MONTHLY ENROLLMENTS 2022-2023
November 7, 2022

Enrollment On		November 7, 2022																			
	PRE	K	1	2	3	4	Total	5	6	Total	7	8	Total	9	10	11	12	Total	ODP	HSS	TOTALS
MES	36	76	80	69	78	80	419														419
RFS	53	70	91	73	80	91	458														458
TFS	43	102	97	95	105	100	542														542
MUES								246	249	495											
MMS											277	269	546	277	264	279	294	1114			1114
MHS																					546
PR-12 Total																					1114
Student Services ODP**																			19		3574
Home Study (HSS)																				118	118
Total	132	248	268	237	263	271	1419	246	249	495	277	269	546	277	264	279	294	1114	19	118	3711

**Out-of-District Placement

MONTHLY ENROLLMENTS 2022-2023

Month	*PRE	K	1	2	3	4	Total	5	6	Total	7	8	Total	9	10	11	12	Total	SSP	HSS	TOTALS
September 12, 2022	129	248	268	239	266	272	1422	248	249	497	277	271	548	278	265	278	303	1124	19	116	3726
October 1, 2022	131	248	265	239	263	272	1418	245	249	494	276	269	545	277	265	279	297	1118	20	115	3710
October 3, 2022	131	248	265	239	263	272	1418	245	249	494	276	269	545	277	265	279	297	1118	20	116	3711
November 7, 2022	132	248	268	237	263	271	1419	246	249	495	277	269	546	277	264	279	294	1114	19	118	3711

BUS SUSPENSIONS FOR THE MONTH OF OCTOBER

	MHS	MMS	JMUES	MES	RFS	TFS
Fighting						
Vandalism			2			
Disrespect/Disruption		1				1
Unsafe Behavior			3			
Other						
TOTAL	0	1	5	0	0	1