Merrimack School District

Updated
Recommendation
Concerning Covid-19
Impacts on School and
District Operations





Maintain Current Operations—GREEN

HYBRID OPTION

FULLY REMOTE OPTION

ALLOWANCE TO SWITCH OPTION*

SCENARIO 1 RED SUDDEN, UNPLANNED multiple close contacts within a school OR ACROSS SCHOOLS

- STUDENT OR STAFF MEMBER TESTS POSITIVE
- MULTIPLE CLOSE CONTACTS WITH CONFIRMED POSITIVE INDIVIDUAL WITHIN A SCHOOL
- CONTACT TRACING IS INCONCLUSIVE/INCOMPLETE/REVEALS WIDESPREAD CONTACT WITHIN A SCHOOL
- CONTACTS CANNOT BE ISOLATED AND/OR SEPARATED FROM POPULATION WITHIN A SCHOOL
- IMPACTS ON OTHER SCHOOLS DUE TO BEYOND SCHOOL CONTACTS (SPORTS, SIBLINGS ETC.)
- OTHER



- STAFF OR ADMINISTRATOR CHILD/FAMILY ILLNESS OR QUARANTINE DUE TO COVID-19 LOCALLY OR ELSEWHERE—FFCRA, FMLA, ADA
 - IMPACT OF OTHER DISTRICT'S DECISIONS ON MERRIMACK'S DISTRICT STAFF
- MORE STUDENTS REQUESTING REMOTE INSTRUCTION THAN CURRENT STAFF DEPLOYMENT CAN ABSORB
- MORE STAFF REQUIRING REMOTE TEACHING ASSIGNMENTS THAN CURRENT IN PERSON INSTRUCTION NEEDS CAN ALLOW
- HIGH STAFF ABSENTEEISM/LACK OF SUBSTITUTES
- REGULAR FLU/COLD
- OTHER



- TRAVEL OUTSIDE NEW ENGLAND
 - HOLIDAY TRAVEL IN PARTICULAR
- ATTENDANCE AT LARGE GATHERINGS
- COLD AND FLU SEASON
- SELF-DIAGNOSIS
- INACCURATE/INCOMPLETE REPORTING OF TRAVEL, SYMPTOMS (INTENTIONAL OR UNINTENTIONAL)
- NOT FOLLOWING DISTRICT POLICY OR PROCEDURES REGARDING MASKS, SOCIAL DISTANCING, HANDWASHING AND RELATED SAFETY PROTOCOLS
- INCREASED COMMUNITY SPREAD



Increased national, state and community transmission

The daily PCR test positivity rate in New Hampshire is now 4.3%, likely higher in the So. Central region. According to the DHHS, a positivity rate > 3% is indicative of community spread.



- Due to policy supports (masks, travel, communicable illness) and intensive introduction of PPE in all our schools, the enforcement of social distancing protocols within our schools (hybrid model) and the cooperation of students, staff and families, in-school transmission has been avoided
- The IMPACTS of COVID on our schools, however, have not been avoided
 - What happens IN a community happens TO the schools
- The organizational supports are becoming significantly strained

Extended Student Absences Due to Covid-19 Confirmed Positive, Quarantine Etc. . .

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10/19 - 10/30 = 11 students

11/2 - 11/19 = 36 students

MES

10/19 – 10/30= 21 students

11/2 - 11/19 = 31 students

RFS

10/19 - 10/30 = 14 students

11/2 - /11/19 = 41 students

MHS

10/19 - 10/30 = 74 students

11/2 - 11/19 = 103 students

MMS

10/19 - 10/30 = 0 students*

11/2 - 11/19 = 36 students

MUES

10/19- 10/30 = 30 students

11/2 - 11/19 = 31 students

^{*}MMS was fully remote for the weeks of 10/19 - 10/30

Staff Absences Due to Covid-19 Confirmed Positive, Quarantine, Close Contact Etc.

10/19 - 10/30 = 32 COVID related

11/2 - 11/19 = 116 COVID related

In cases of teacher or staff absence, the organization relies on substitutes or other staff to sustain its primary functions



- Total Substitutes with availability for 2019-2020: 158 substitutes picked up shifts
- Total Substitutes with availability for 2020-2021: 48 substitutes pick up shifts (including 18 "floaters"*)
 - DECREASE OF 110 SUBSTITUTES
- Average Substitute Fill Rate 9/9/19-11/19present: 84.5%
- Average Substitute Fill Rate 9/9/2020present: 70.95%
 - DECREASE OF 14.5%

*What is a floater?

Impacts (continued)

- Total % of Substitutes Not Working September-November 2019: 39%
- Total % of Substitutes Not Working September-November 2020: 76%
 - DECREASE OF 37%
- Floater Substitutes as of 9/9/2020: 18
- Floater Substitutes as of 11/19/2020: 14
 - DECREASE OF 4
- Floater Sub Nurses as of 9/9/20: 5
- Floater Sub Nurses as of 11/19/20: 3 (1 Monday-Thursday, 1 Tues Thurs, and 1 Thursday only)
 - DECREASE OF 2—IMPACT GREATER DUE TO AVAILABILITY LIMITATIONS



- Total Absences on 10/28/2020: 43 absences, 74% fill rate
 - 18 floater substitutes, 5 floater nurses. 1 nurse on leave 2x week.
- Total Absences on 11/19/2020 46 absences, 69.2% fill rate
 - 14 floater substitutes, 3 floater nurses (with reduced schedules as noted above). 2 nurses on leave 2x week, and 1 nurse currently out.

CURRENT VACANCIES

- 17 Paraeducator Vacancies
- 8 Food Service/Lunch Monitor vacancies
- 4 Maintenance Vacancies
- 2 Title 1 Vacancies
- 1 Special Education Teacher Vacancy

Additional Likely Impacts

- Staff members seeking support through FFCRA due to their home district going remote for the holidays
 - Londonderry, Milford have recently confirmed remote
 - Manchester and Nashua have been remote since the beginning of the school year
 - Other districts in So. Central considering
 - Anticipating leave or requests for remote assignments as a result
 - This will further strain our current instructional and service delivery model



- Use of non-classroom staff for classroom coverage
 - Library staff—closed or reduced services
 - Technology educators—limited tech support/classes
 - Administrators--emergencies
 - UA staff—reduced/limited services
 - Student interns/Practice teachers
 - Paraeducators—reduced/limited services
 - Language Arts Coordinators reduced/limited services to students and staff
 - Behavior Specialists—reduced/limited services
 - School Counselors—reduced/limited services
 - Special Education/PASS—reduced/limited services

Recommendation

Scenario 2
PURPLE
Sudden OR
Anticipated

Staff/administration capacity to conduct class and school operations

Transition to remote Instruction Pre K-12 on November 30, 2020

November 23rd-All Cohort A students attend school

November 24th-All Cohort B students attend school

THANKSGIVING BREAK

November 30 and December 1-All staff Pre K-12 plan for transition to temporary remote instruction

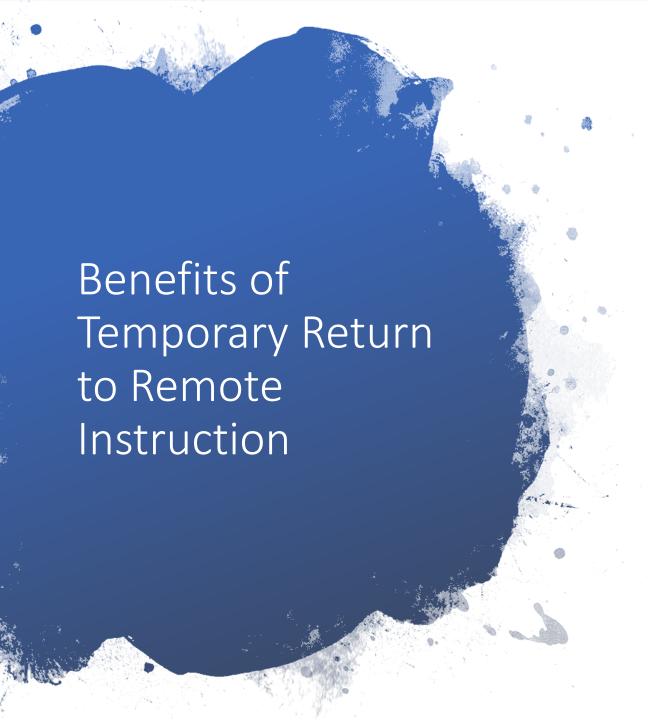
NO SCHOOL FOR STUDENTS

December 2-All Cohort A students return for remote instruction

December 3- All Cohort B students return for remote instruction

December 7—Resumption of schedule

Anticipate Return to Hybrid Model on January 19, 2021



- Increase in consistency for students
- Increase in student contact time with assigned teachers
- Increase in ability for students absent due to COVID related impacts to regain instructional momentum
- Decrease in student absences due to COVID related impacts (DHHS guidelines)
- Decrease in staff absences due to COVID related impacts (attestation form)
- Anticipate the problem and plan for it in order to overcome it



- Students
- Staff
- Administrators
- Families
- Community
- Volunteers
- Helpers of all Kinds