

**HOOKSETT SCHOOL BOARD MEETING  
AGENDA  
WEDNESDAY, July 29, 2020 – 5:00 p.m.  
David R. Cawley Middle School Media Center**

**\*\*\* ALL CITIZENS WILL BE REQUIRED TO WEAR A MASK IF ATTENDING \*\*\***

- I. **CALL TO ORDER** – Phil Denbow, Board Chair
- II. **PROOF OF POSTING** – William Rearick, Superintendent of Schools
- III. **OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD**  
Please see Guidelines for Public Comment on Page 2 of agenda.
- IV. **NEW BUSINESS**
  - A. Approval of July 21, 2020 Minutes\*
  - B. School Calendar
- V. **OLD BUSINESS**
  - A. Re-Entry to School -Discussion
- VI. **POLICY APPROVAL (Second Reading)**
  - A. Policy AC –Non-Discrimination\* (law into effect 8/14)
  - B. Policy KF –Use of Facilities\*
- VII. **PERSONNEL**
  - A. Resignation\*
- VIII. **FINANCE**
  - A. Manifest Approval (if necessary)
- IX. **NON-PUBLIC SESSION: RSA 91-A:3 Section II (a-k)** (if needed)
- X. **ADJOURNMENT** (action required)

The next regularly scheduled meeting of the Hooksett School Board is **Tuesday, August 18, 2020 at 5:00 p.m.** at the David R. Cawley Middle School Media Center, or remotely if necessary.

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

## **GUIDELINES FOR PUBLIC COMMENT AT HOOKSETT SCHOOL BOARD MEETINGS**

Guidelines when addressing the Hooksett School Board under OPPORTUNITY FOR THE PUBLIC TO ADDRESS THE BOARD section of the Hooksett School Board meeting agenda:

1. Public comment will occur at the beginning and the end of each School Board meeting.
2. Each individual wishing to speak will be given 3 minutes. Everyone is expected to be courteous and polite.
3. Questions for the School Board will be taken under advisement and will be addressed as soon as possible in a manner deemed appropriate by the Board.
4. Members of the public that would like to be included in a current discussion of the Board (at a time other than the Opportunity for the Public to Address the Board) will be allowed to do so only if the entire Board agrees to it.

Draft

HOOKSETT SCHOOL BOARD MEETING  
MINUTES  
TUESDAY, July 21, 2020 – 5:00 pm.  
David R. Cawley Middle

**CALL TO ORDER**

Phil Denbow, Board Chair called the meeting to order at 5:00 pm.

*G. Martakos motioned to move the public input session on the agenda. Seconded by W. Goertel.*

*Vote unanimously in favor*

**PROOF OF POSTING**

William Rearick, Superintendent of Schools provided proof of posting.

**ATTENDANCE**

Phil Denbow, Chair, Kara Salvias, Greg Martakos, Jim Sullivan, Wayne Goertel, Jillian Godbout, and Lindsey Laliberte

Staff: William Rearick, Superintendent, Marge Polak, Assistant Superintendent, Amy Ransom, Business Administrator, Principals Matt Benson, Ben Loi and Directors Christine Gialousis and Dean Farmer.

**APPROVAL OF MINUTES**

**6/16/20 Minutes-Approval**

*J. Sullivan motioned to approve the minutes of March 17, 2020. Seconded by W. Goertel*

*Vote unanimously in favor*

**6/16/20 Sealed Minutes-Approval**

*J. Sullivan motioned to approve the minutes of April 7, 2020. Seconded by G. Martakos*

*Vote unanimously in favor*

**6/23/20 Retreat Minutes-Approval**

*K. Salvias motioned to approve the minutes of April 21, 2020. Seconded by G. Martakos*

*Vote unanimously in favor*

**OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD**

Moved to after Presentation of Draft Re-Entry to School Proposal –Discussion

**FINANCE**

**Expenditure Report/Manifest – June 30, 2020**

*L. Laliberte motioned to approve the manifest for June 30, 2020 in the amount of \$669,429.03. Seconded by J. Sullivan.*

*Vote unanimously in favor.*

**Expenditure Report/Manifest – July 9, 2020**

*L. Laliberte motioned to approve the manifest for July 9, 2020 in the amount of \$653,381.93. Seconded by G. Martakos.*

*Vote unanimously in favor.*

**NEW BUSINESS**

**Presentation of Draft Re-Entry to School Proposal –Discussion**

W. Rearick, Superintendent

W. Rearick reviewed the re-entry options for the schools in fall. (see link)

<https://hooksett.sau15.net/wp-content/uploads/sites/3/2020/07/Hooksett-Reopening-Presentation-7-21-2020.pdf>

The district's priority is the safety of students and teachers while allowing as many students as possible into the building. A survey was sent to a parents which showed 88% of parents were in favor of students returning to school in the fall.

The committee utilize data from the CDC, NHHS, NHDOE, the State NH and the Academy of Pediatrics as well as other States' plans in compiling Hooksett's proposal. The committee developed 3 Scenarios and how to implement those scenarios. Within the facilities, they considered the 6 foot model as well as the 3 foot model.(Pediatric Association changed to a 3 foot model with masks). The committee, as a group, supported wearing masks and were surprised when the Governor said they were optional. The committee urges the Board to consider masks for grades 2-8. Diagrams were used to look at 6 and 3 foot distancing within the classrooms at all three schools.

Under programing a “cohort” is group of students who don't move around. As an example, third graders with Mrs. Jones will remain with her the entire day; lunch, recess, and classroom instruction. In middle school there is a homeroom cohort where the teachers will move and the students stay in the same classroom. We are waiting for guidance regarding extra curricula activities. Transportation was worked on extensively with a 6 foot model which showed 12 students per bus. The Governor recommends social distance as much as possible on a bus. The Governor put a lot of responsibility for the plan on the districts.

We talked about scenario 1, 2, and 3. Each district is different. We are planning all three scenarios so that we can change and move from one plan to the other if needed.

Scenario 1. is for 3 foot distancing with masks. Times would remain the same, teachers travel to students, and students stay in cohorts.

Scenario 2. is a Hybrid which is 50% of students would come one day and 50% on another day. The advantage is you get as many students in as possible while maintaining a 6 foot distance with students in school for 90 days of direct contact.

Matt Benson, Principal Cawley

At Cawley, teacher would teach 11 students live and other students would remote in. The goal is to have 180 days of contact with teachers. Students who were learning remotely would be required to be up, be dressed and at a computer with the video on. We will continue a full day schedule.

Ben Loi, Principal Underhill

At Underhill (K - 2) When students are at school, they will receive direct instruction and services. Students at home can utilize pre-recorded instruction which is building on what they

learned in class. These will be flexible option because students may not be at home on those days but rather with a day care provider or grandparents.

W. Rearick:

Families will be kept to the same schedule regardless of grade.

Sample daily schedules were explained by Principal Benson and Loi for Cawley and Underhill which allowed for time for hand washing throughout the day.

There will also be mask breaks for students and teachers during the day

Cawley: The strategy is to have 60 minute of instruction time which will be shrunk for teachers to move and clean and set up as well as hand washing, and mask breaks.

Scenario 3:

100% remote learning

Temperature taking of students

The State said follow the lead of parents with temperature taking. The recommendation will be that parents take the child's temperature before going on the bus and should not send them if there is a fever. It would be a huge task to take every child's temp as they come in. We can do it for staff only. The guidance was given by the Governor for summer camp and that is for parents to take temps.

G. Martakos raised the concern of parents making the decision to send their students to school. His experience at daycare is children often are sent sick.

W. Rearick stated that they do not have enough staff to do this with all students.

Scenario 1 and 2 is assuming all teachers will return to work. If we get enough teachers that don't come back, it will impact our decision.

If there are less than 6 teachers with physical issues, we could us them to help online learning and re purpose them. The plan will be shared with HEA. The teachers will be asked if they are coming back so we can determine what we have for staff. A second issue is bus drivers which tend to be older and may have reservation about returning to work.

Transportation:

In Scenario 1 or 2 we should have enough buses. Parents will be encouraged to transport their children if possible to reduce contact.

We will ask if possible for students to wear masks on the bus.

School Calendar

The Governor said the district can take 3 days out of their calendar and use it for professional development. If the Board considers changing the calendar, the first day of school would be September 1<sup>st</sup>.

Additional considerations

Recess

Physical Ed classes

Sports and Extra Curricula

New Morning, Before and After

Visitor

Response to outbreak

Videos to parents for tutorial for assignments they are asked to work with

FAQ will go out for parents on various protocol.

Discussion – Board members

J. Sullivan: What are the benchmarks to move from Scenario 1 to 2?

The survey said 88% of parents were in favor of students returning to school. How will we address the 12%? Will they have the option of staying home and participating in remote learning? Will the school be responsible for teaching those students or will they home school on their own?

W. Rearick: The State guidance said districts need to educate students that are physically compromised. That is their guidance. What we do is our decision. It is impossible for teacher to do double duty and do both. In our report, we talk about protocol if students have symptoms. and they will be taken to an isolation room. The parent will pick up the student and urged to test the family. There will be wait time of 2-10 days. We need to be reasonable.

K. Salvias stated that there will not be a perfect solution for every family and thanked the committee for their work.

As a reminder, parents should work with their children during the summer to be self sufficient with personal tasks. The district should look into purchasing shields for children that can't tolerate masks.

W. Rearick stated that the district will transport high school students.

D. Farmer: We ordered masks for adults and students and we have a 2 months supply. We ordered electrostatic sprayers to hose down all surfaces at the end of the day. We are bringing on staff during the day to help with cleaning and we are planning lunch in the classroom. Contactless whenever possible in bathrooms.

W. Rearick stated the night custodian may come during the day to clean during recess or whenever possible when classrooms are empty.  
The bus company has sprayers for disinfecting as well.

L. Laliberte stated that the parents should be surveyed again in September or early August so parents will have more information and can make a more informed decision.  
There should be a policy where we require parents to track the temperature of students.  
A negative test should be required in order to return to school after someone is out for Covid.  
The protocol should include a contact page.

W. Rearick: We will have a list of contacts by school. We have to notify the State and they will come and do contact tracing.

L. Laliberte asked how the schools would handle lunch and allergies.

W. Rearick stated that it has been discussed but not yet finalized.

L. Laliberte asked who would be responsible for developing a transportation policy.

W. Rearick stated that the district will provide the policy to the bus company.

J. Godbout stated that the district should work with families that don't feel comfortable sending their students back. There is a substitute shortage which is concerning.

W. Rearick stated there is shortage of substitute teachers and it is a legitimate issue. This goes back to having the teachers here. Sub rates may be increased but it is still difficult.

J. Godbout stated that she is concerned with transportation.

W. Rearick will have more answers in 2 week.

J. Godbout asked if the school will be open and available to outside groups and what has the district done with regard to ventilation.

D. Farmer, Maintenance Director reported that upgrades in the software have been made. The direction from CDC is to leave windows open as much as possible.

W. Goertel requested the plan be posted on the website.  
He supports doing temperature checks on all students.  
Would like the survey to ask more detailed questions.

**OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD**

Public questions – (Limited to 3 minute)

Dave Levesque, 29 Morrill Road thanked the committee and stated that he is a teacher in Derry and everyone must understand that school will not be the same no matter which option is chosen. He asked if parents or pediatricians were consulted.

W. Rearick stated that parents were not included. Parents are able to give their input at this meeting. Data from the CDC and the Academy of Pediatric were used.

Dave Levesque stated that if safety is the top priority of the district then the only option is remote learning and if the district decides to fully open, safety standards are sacrificed. Manchester voted to be at 6 feet. If we are 6 feet, we cannot all be here. Comparisons were made between the school building square footage and other retail stores limiting occupancy. If a hybrid is selected, masks must be mandatory and everyone must be 6 feet apart.

Christine Titus, 12 Morgan Drive read a statement into the record.

Michael Dullen, 6 Prescott Heights stated he is a biochemist and data is more real than feelings. There are multiple studies of air circulation and at 16% or higher you are at 99% of particles. The best prevention is wearing masks, washing hands and limiting face touching. Not to be dismissive but you can't let fear dictate your life. This is not going away. Data can be chosen to look any way you want. Goffstown cases are primarily long-term facilities. Look at the studies. Get off on the right foot without political or personal agendas.

Marissa asked about staff that are exempt from work due to ADA or are uncomfortable returning to school, could those staff members do remote teaching. Possibly survey everyone in town and find out how many students there are that want remote learning and allow those teachers to teach.

Jodi Pinard, 11 Morningside Drive.

Use the teachers that can't come to school to teach remotely.

Transportation, I am willing to drive my daughter. If you are not transporting high school, please let the parents know as soon as possible. If teachers are expected to teach in the classroom and do remote learning, when are they going to be with their family and children? Concerned about privacy of the student and family if a student contracts Covid.

Meghan Hanna, 23 Stirling

Read a statement stating that everyone's anxiety is different and we need to be respectful of the risks each family is willing or unwilling to take.

Amy Mercier 35 Goffstown Road

I am a therapist and I have a lot of clients calling about themselves and their children. This is a very polarizing issue. People are caught up in their emotion.

Everyone needs to be mindful that everyone's feeling and experience is their own. Everyday everyone assessing and manages risk. We take risks everyday with driving, amusement rides, or bad weather. We don't shut that down. So much is a matter of luck with regard to school shootings. We have lost many more students to shootings than Covid. We must manage that fear. The news is a scary place and they don't state how many people are a-symptomatic. The reality is we must manage this risk. We are not looking at this for the short term. You have a higher chance of dying from cancer than from Covid. We must manage that risk in our family and if we are wearing masks, and washing hands we are managing it.

Casey Allard, 11 Viewpoint Drive requested the district communicate with parents and let them know what is expected from them so they can understand the data.

Smyth Road

I have a kindergarten and am worried about daycare and transportation.

Will technology be provided for students in a hybrid?

W. Rearick: Students will be provided what they need.

**HOOKSETT SCHOOL BOARD MEETING – July 21, 2020**

**IV. A.**

Tanya stated that she would like everyone to wear masks and A and B groups should be kept to the same schedule every week.

W. Rearick It will be A- Monday, B-Tuesday, A- Wednesday, B Thursday, with Fridays alternating. We will have a more rigorous grading system than with remote which was pass fail.

Tanya asked if substitutes would be able to attend Professional Development.

W. Rearick: Yes so they will in order to be familiar with the protocol.

\*See more public comments submitted electronically attached

**Board Discussion**

P. Denbow stated that it appears that the first few people were advocating for remote learning and then there were parents more in favor of attendance. There is not enough staff to do both. The Board will work hard to address all the concerns and we will do our best.

The Board will meet on July 29<sup>th</sup> and hopefully make a decision on the direction of the district.

J. Godbout stated that the Board is working with a default budget.

***K. Salvas motioned to include the 33 online comments received in the minutes. Seconded by P. Denbow.***

***Vote unanimously in favor.***

L. Laliberte stated she would be hesitant to make a decision on a scenerio without seeing a draft of the plan first.

W. Rearick stated they would not have a policy by next week but could say what would be included.

K. Salvas asked the committee to revisit remote teaching for those that cannot go back to school and asked if face shields could be made available.

**Policy KDA Public Information Program\* -Discussion (requested by G. Martakos)  
Social media – discussed**

The board entered into a discussion regarding social media and the need to have one contact person. No action was taken.

**POLICY APPROVAL (First Reading)**

**Policy AC –Non-Discrimination\***

**First Reading**

***K. Salas motion to approve the first reading with the omission of the date. Seconded by J. Sullivan.***

***Vote unanimously in favor***

**Policy KF –Use of Facilities\***

*J. Sullivan motioned to approve the first reading with changes. Seconded by G. Martakos.  
Vote unanimously in favor*

**PERSONNEL (if needed)**

Ratification of Superintendent's Nomination

*L. Laliberte motioned to approve the appointment of Linda Ratigan as Reading Specialist.  
Seconded by K. Salvas.*

*Vote unanimously in favor*

*L. Laliberte motioned to approve the appointment of Magdala Johnson. Seconded by W.  
Goertel.*

*Vote unanimously in favor*

**ADJOURNMENT**

*G. Martakos motioned to adjourn. Seconded by K. Salvas.*

*Vote unanimously in favor*

Respectfully submitted,

Lee Ann Moynihan

Hi there

A note about pick up at Underhill. In the past, it was a free for all to find a parking spot and then lining up together outside or in the gym. I imagine there will be more pickups this year.

Can we set up a different system? Maybe a carpool line similar to morning drop off and the pick up procedure at Memorial. Wouldn't it be easier to social distance in cars rather than lining up in the gym and having all the children together mixing germs that were trying so hard to keep separate during the day.

Thank you

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Good morning,

I reviewed the 3 plans you have in place for going back to school. I do have some concerns.

For the plan where there would be half and half (online and in person) my concern is I have 2 kids and if this plan was picked, I would need them to be on the same in school and off school schedule. I am sure this would be an issue for many parents because many families have multiple kids in the district and may not have the flexibility to maintain this option.

I also have concerns about not opening at all. Remote learning is only a fraction of what I would feel my children would learn in school. They need to be able to grow not only academically, but also socially. Remote learning did not provide any growth for my children because they were not challenged and they did not have enough work to do at home. My 7th Grader would start at 9:30am and be done by 11:30. Zoom classes were not long enough and still did not allow interaction or social development.

Opening completely with restrictions and allowing families who are not comfortable with having their kids go back to school to be remote would be the best option for Hooksett. Allow parents to make the decision to have their kids in school. I know there is risks for teachers and ancillary staff but we all are at risk when we go to work in the community. Certain careers that you choose can put you at a higher risk than others. I am a health care worker, and just like teachers I know I could get sick for the people I help, but this is the career I chose. Having proper guidelines in place, such as masks, distancing and hand washing decrease the possible transmission of the virus.

Although not going back to school is considered the safest to not get COVID 19, it is also the most detrimental to our children's learning, mental well being and futures. We could see more incidence of suicide and depression. We also run the chance of not having our children become mentally mature because they have not had the experiences they need to get this.

I know your jobs are to make sure you do what's best for all, I wanted to write this email to explain the possible consequence of not opening school at all and also the difficulty that could happen if schools were to open part time. Please take my thoughts in consideration as you come up with a final plan.

Thank you.

Stephanie Morris

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Hello, I'm sure this will be a very difficult decision to make. As a parent I really hope that you have a remote option as I will not be able to send my child back this Fall. My mother lives in our home and we just can't put her at risk. My daughter is a very social being and this has been very difficult for her but she understands the need to keep her grandmother safe.

I would also like to share with you how difficult of an undertaking this will be. I run a dental practice and it has been very straining. You will often be shorthanded for multiple reasons. You will have team members that decide it's just not worth it and will retire early or move onto other profession. You will be hard pressed to find replacements. Individuals can't report to work if they have the slightest symptoms. Then they'll have to get tested and the wait time on results is going up already. I have one team member right now that's been waiting 8 days. They can't report to work if someone they live with is awaiting results. If

this isn't fun enough, now you will have to wear a mask all day which will result in headaches and fatigue from dehydration. I at least get to do this in AC. In early Fall those classrooms will be hot and I guarantee some staff and kids will pass out. I hope my experience can help prepare you for what's to come. Wishing you all the best.

Sincerely,  
Lisa A. Larochelle

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Dear Hooksett School Reentry Committee,

I appreciate the effort which you've put into planning the reentry of the Hooksett students to the school year. Overall I support the Hooksett Return to School Overview. The federal, and state governments didn't require cloth face coverings in the classroom. This passed the decision to the local school districts, which I believe put a large burden on you and I believe to be unfair.

From the [CDC Website](#), "Cloth face coverings are most likely to reduce the spread of COVID-19 when they are widely used by people in public settings". Why the School Reentry Committee would omit the "most likely ways to reduce the spread of COVID-19 is my biggest question and feedback on the document. I see public school as a public setting and believe that they should be required to be worn by anyone inside the building. The requirement of cloth face coverings is notably absent from the Hooksett Return to School Document.

I've been wearing a cloth face covering for the past 2+ months as have my co-workers. I wear it for 5 hours, remove it for lunch and wear it for another 4 hours. We had one case of COVID-19 during that time (over a month ago now) and it was isolated to just one person. I firmly believe that the use of cloth face coverings was the biggest contributing factor to it being a single case and not having any transmission within the workplace.

It's nearly impossible to social distance 6' throughout the day when moving about the building and discussing things with co-workers (especially when reviewing a document on a peers computer screen). I couldn't imagine teachers/staff maintaining the CDC suggested 6' minimum social distancing for themselves and students throughout the school day. The number of scenarios is numerous but here's an example, during entry into the building from the bus students would need to be in a line with a minimum 6' spacing as they enter the doors until they make it to their classrooms.

Return to School scenario 1 states, "Follow CDC health guidance". When reading a layer deeper the document states, "Social distancing of 6' where feasible with 3' minimum required". The CDC has no reference to 3' social distancing so Return to School Scenario 1 does not follow CDC health guidance.

A visitor would have less time in contact with students and staff than the students and staff themselves. So while the students and staff are "highly recommended" to wear cloth face coverings it's required that a visitor wear cloth face coverings. Why would a visitor be required to wear a cloth face covering while for everyone else it would only be "highly recommended"?

If cloth face coverings were required in Scenario 1 and 2 I'd be willing to send my children to school. In the absence of mandatory cloth face coverings, which the CDC states as being the most likely way to reduce COVID-19 transmission, I would opt for scenario 3 for my children. My children wearing a cloth face covering helps protect the other students from my child, but leaves my child at a higher risk of transmission from the other students.

Regards,  
Jim Sibona

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Hello!

Thank you so much for all your hard work on keeping our community safe and educated!  
One question regarding hybrid model. Will you consider keeping siblings (same school or different in Hooksett) on the same group A or B schedule?

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hi

I just was wondering if the hybrid model happens in Hooksett( which i am hoping for), will siblings be sent to schools on the same days?? I work from home and as long as my boss can accommodate( and i believe she will), I would plan on driving my middle schooler and my twins who go to Memorial to and from school, to free up bus space for those who really have no other way of getting to school. Obviously, it would be easiest to do driving to and from if it was alternating days, and all my kids were on the same alternating schedule, rather than have to drive and pick up at least one child 5 days a week.

Thank you for all of your hard work for our community!

Laura VanWagner

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I have been layed off from my Job at the Elliot hospital.I have been a Nursing Assistant for 26 years .I am looking forward to working in a school setting,I heard our Governor making the comment if you have lost your job ,see if the local schools have openings as they will need more staffing. I would love to have a job with Nursing/ Cafeteria Duties..I am not sure if the school nurse needs more hands on help,however would love to fill that position,and also fill the position for Cafeteria needs as well....Please contact me at 603 303 3484...Thank you Susan Martel,Hooksett resident.

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Hello. Will Kindergarten still be 1/2 day with the different school day options?

Thank you,

~ Kelly

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Good Morning -

The plan looks good, however, it is misleading in that it appears a hybrid option is available right away and it sounds like that's not the case. I recommend and want the hybrid option for risk reduction as do many of my peer mothers. It is highly likely that the kids will be fully remote come flu season so this will be a good way to help ease that transition while hopefully reducing transmission of any potential positive cases.

Thank you,  
Meredith Huberty

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Hello,

I would like to know what has been done to increase air ventilation in the classrooms and especially restrooms that make them " safe" to have groups breathing in the same air? How often will restrooms be thoroughly disinfected?

Thank you  
Amy Dumont

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I have one question and one suggestion.

What will happen if a child/teacher is home sick or has been sent home sick, will the school require them to show a negative covid test to return to school or will they have to quarantine at home for 14 days?

Expecting there may be a higher need for substitutes, and knowing how hard it is to get substitutes, I would like to suggest hiring building based subs. This position would be held by a certified teacher, being paid as a full time teacher, who will be assigned to each school to cover classes as needed.

Thank you for all your hard work.

Sincerely,  
Alicia Harressey

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#### Questions for School Openings:

- If a teacher tests positive for COVID-19 are they required to quarantine for 2-3 weeks? Is their sick leave covered, paid?
- If that teacher has 25 students do all of those students need to then stay home and quarantine for 14 days?
- Do all 25 of those students now have to get tested? Do their families? Who pays for those tests? Are they happening at school? How are the parents being notified?
- What if someone who lives in the same house as a teacher tests positive? Does that teacher now need to take 14 days off of work to quarantine? Is that time off covered? Paid? Can they switch as needed to remote learning?
- Where is the district going to find a substitute teacher who will work in a classroom full of exposed, possibly infected students for substitute pay? Or can that class switch to remote learning?
- Substitutes teach in multiple schools. What if they are diagnosed with COVID-19? Do all the kids in each school now have to quarantine and get tested?
- What if a student in your kid's class tests positive? What if your kid tests positive? Does every other student and teacher they have been around quarantine?

Do we all get notified who is infected and when? Or because of HIPAA regulations are parents and teachers only allowed to get mysterious "may have been in contact" emails which will increase stress and inhibit reaction time.

I realize the decisions you are making are difficult. I hope to hear more from the planning board discussing what to do in the inevitable situation of infection. Reaction planning seems to be the key to containment. I thank you for all the work you are doing to keep our district safe and informed.

Be well,  
Heather Weirich Roy

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If we are not comfortable sending our children back into the traditional classroom setting and choose to continue with remote learning if available, will we be able to send our students back to school if say the 2nd semester the virus has calmed its spread or even disappears and we feel comfortable with them now attending in classroom? Or would they have to remain remote for the remainder of the school year?

Thank you,

Deanna Parker

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Hi,

I have a child that will be entering 4th grade at Hooksett Memorial & 7th grade at Cawley and both children are ok with remote learning. I also have an infant.

Many concerns of mine and my families is exposing the children when they dont need to be we have the resources for them to learn from home, becasue we all know this coming fall/winter is not going to be good.

Also having the children switching classes or the teacher going to the class rooms and not having the kids switch classes, not if that teacher becomes I'll or test positive we would have to have all those kids this teacher was around to quarantine.

All children and staff should absolutely have to wear a mask unless eating however if kids or teachers are not 6feet away and someone coughs or sneezes then that's also an issue. If only some kids wear masks and some not kids are going to make fun of other kids.

How will the schools insure ALL students are washing their hands in the bathroom?.

Lockers those are not 6ft apart how will that work?

Recess how will work?? Will the equipment be washed after each child touches it? And kids are not 6ft apart on the play ground.

If in class HAS to happen I think doing it part time makes the most sense but then again why expose them if we dont need to? Then we have to worry about children who had elderly grand parents living with them or as their guardian and family members that are high risk or have infant siblings.

No school bus this is a whole other disaster, kids cannot ride 2 to a seat in every seat that is just not safe and having kids every other seat and a seat apart is not able to happen because there are not enough buses.

We the families have an option to do remote learning regardless of the decisions?

Thank you,  
Reynolds family

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I've read the return to school plan.

A hybrid model alternating days for kids is not a viable solution for working parents. There is zero data in our state, or the country for the matter, that demonstrates a need for any plan other than a full return to school.

Just as grocers, nurses, and first responders were considered essential throughout this situation, and daycares have been open with no reported covid outbreaks, teachers are essential workers for society. They need to get back in the classroom and do their job and not let the unions dictate to us, the taxpayers/consumer that directly funds these positions of employment.

If parents are afraid to send kids to school they can make that choice for themselves to do home schooling. It should not be dictated the other way that families that want to receive the in class education for their children should be denied that option. The ability to properly care for their children will be adversely affected should a parent need to quit a job in order to have the ability to be home while students are forced to do remote learning. If the alternative to this is an added expense of paying for daycare, that is an unacceptable additional expense that does nothing to change the interaction of children that would be any different than full time in the classroom schooling.

Any decision by the school board and district other than a full time return to school will not be based on actual data and will not be in the best interest of the children nor the community as a whole.

I implore you to get our kids back to school in full and allow the state to attempt to recover from the damage that has been done by the overzealous response to this virus.

Chris Tilton

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Hello,

Is there any chance the district could find out which kids plan to go back to school based on option 1? It maybe that the school might be operating at 50% capacity based on parents not wanting to send kids back to school. Social distancing could occur and parents who want kids to go back can full time while following CDC guidelines. On another note, I cannot imagine having any child sit in one room for six hours. I believe you would find many of them down at the principles office creating a whole other set of problems. I don't understand while in route that kids can't move in one direction while wearing masks. In addition, it would be great if you reached out to the residents of Hooksett and poll who would send back their child full time and who would prefer virtual only. For the sake of polling do not give a hybrid approach. Give a hypothetical option and state if you were to choose one and it was in effect until January which option would you choose. Again, it might be at 50% capacity and all guidelines could be followed.

Thank you for all you are doing to ensure people feel safe and our kids are educated. I know these are hard decisions.

Cindy Woodward

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Good morning,

I am wondering if we do end up going with the hybrid model, will there be any childcare options for those parents who are essential personnel? My husband and I both work full time with no option of working remotely.

Thank you,

Meaghan O'Leary

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Hooksett School Board:

I want to thank you and the Hooksett School District Reentry Committee. All of the hard work and dedication of both groups has not gone unnoticed. I unfortunately cannot attend the School Board meeting scheduled for Tuesday, July 21 in person, but wanted to pass along my input after reading the Return to School Plan.

The three scenarios are well thought out, but I don't feel that just choosing one of the scenarios is in the best interest of the students and school staff. After countless hours of my own research regarding the potential risk of COVID19 in New Hampshire, I am comfortable with scenario one for my son, who will be attending the first grade in the fall. I realize that so me are not comfortable with scenario one and have different risk factors at home, so why can't we offer both scenario one and scenario three and let those affected decide what is best for them? We have the capability of safely executing scenario one and the technology to also offer scenario three.

I request the board consider offering both scenarios one and three, and let the families and school staff decide what is in their best interest.

Respectfully,

Meredith P. Goer

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Hello

I am curious as to how special education classes will be handled. Specifically, 5th grade.

Thank you

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July 21, 2020

Dear School Board Members,

Thank you for the opportunity to comment on the Draft Hooksett Return to school plan dates July 17, 2020.

My name is Deirdre Brotherson, I currently teach 5th grade at Hooksett Memorial School. I have been teaching in Hooksett for 13 years.

I cannot deny that I am very nervous about returning to school with the strong possibility of being exposed to the coronavirus. I am concerned for my own health and the health of the family members in my home. I am also concerned for the health of my colleagues and the students in our classes. I understand the need to provide an education to our students.

However, the plan we follow MUST protect us all.

Unfortunately, I have not had a lot of time to study the return to school plan or research all of the possible scenarios that are being developed in the US and other countries. At first glance I do have some questions I hope will be addressed as the School Board considers our next steps.

As I read the document it was unclear as to the intent of masks. Under Health Protocols (page 3) it states "Protective Equipment – teachers, support staff will be required to wear face coverings or face shields, gloves, etc. depending on their job requirements." But further along in the document it states that "It is highly recommended that all educators and staff working with students wear cloth face coverings over their nose and mouth when 6 feet of social distancing is difficult to maintain." (page 5). So, this begs the question - are masks required or highly recommended.

I will hesitate to return to school if masks are not required. As referenced in the Plan, (<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/schools.html>) the CDC states, "Face coverings should be worn by staff and students (particularly older students) as feasible, and are most essential in times when physical distancing is difficult." I do believe we will be in a situation where physical distancing is difficult in a classroom, therefore masks should be required.

My other questions and comments are as follows:

- Masks - will the school provide masks for everyone? If not will teachers and student's families be reimbursed for the purchase?
- What type of masks will the school provide? 3ply paper masks? N95 or KN95 masks? The only mask which will protect us from small particles are the N95 and KN95 masks. If the School Board is serious about protecting our teachers and staff then we should be provided with N95 or KN95 masks.
- If masks are not required may I refuse to work with those staff and students who do not wear masks? I must wear a mask to go to Walmart - a huge open space which is sparsely populated and well ventilated - it only makes sense that masks be required for school.
- Environmental cleaning and disinfection - who will do this? How often? Can we trust that it has been done? What proof will we have? School cleanliness and sanitation has been

an ongoing issue - what guarantees that the work will be done to specifications?

- If students eat lunch at their desks what will they use to clean the desks before and after eating? Will materials be provided by the SAU? Unfortunately teachers and parents have provided many of the cleaning supplies in the past. I visited Market Basket and Hannaford in Concord on July 20. Both stores were out of cleaning wipes and did not know when more would arrive. This is a big problem and must be clarified!

- A recent study -

<https://www.nytimes.com/2020/07/18/health/coronavirus-children-schools.html> - found -

“A large new study from South Korea offers an answer: Children younger than 10 transmit to others much less often than adults do, but the risk is not zero. And those between the ages of 10 and 19 can spread the virus at least as well as adults do.”

Since many of us will be in close, poorly ventilated rooms for extended time with students 10 and older this is a major concern. This was not a small study and should be reviewed by the Board.

- Based on this and the very real likelihood that someone will be infected with the virus I have several questions:

- If I get sick, who will teach my class?

- If I get sick - and some folks may be VERY sick - who will be responsible for lesson plans?

- If I get sick because you forced me to go back to school in an unsafe environment will I use my sick days or is there another plan?

- If someone near me gets and I have to quarantine for 14 days what will I be expected to do as far as teaching duties - I cannot be in school - I can teach remotely - this should be discussed.

- If someone in my home becomes sick because you forced me to go back to school in an unsafe environment will I be allowed to stay home and care for them? Will I have to use sick days to do this?

- If someone in my home has long term disabilities as a result of me bringing the virus into our home what will the district do to cover costs and benefits?

- If someone in my home dies as a result of me bringing the virus into our home what will the district do to cover costs and benefits?

- There is no mention that I saw in the Plan regarding ventilation. School buildings are notorious for poor ventilation. On a news show this morning a doctor stated that he would rather be on an airplane than in a classroom. The airlines have discovered a way to refresh the air inside the plane every 5 minutes. Last Thursday (July 9, 2020), the WHO changed its language to recognize that fact. “Short-range aerosol transmission, particularly in specific indoor locations, such as crowded and inadequately ventilated spaces over a prolonged period of time with infected persons cannot be ruled out,”

<https://www.vox.com/science-and-health/2020/7/13/21315879/covid-19-airborne-who-aerosol-droplet-transmission>

<https://www.inverse.com/mind-body/aerosols-covid-who-update>

What plans does the School Board have to update and “fix” our ventilation system?

- Does running fans in school help spread the virus or not? If fans will help, will the SAU

provide the fans?

- Who will be checking the air quality in the classrooms?

There are so many questions which must be considered as the reopening plan moves forward. These are just a few that I thought of as I read the Hooksett plan. I am sure others have many more. Studies and other examples of successful reopenings should be researched and read. Rushing into a reopening will hurt everyone. I enjoy teaching and want to be back with students so we can all learn and grow but if we all end up sick, or worse, what have we accomplished? This is not a well written letter and I apologize for that, but I rushed to make sure that at least some of my questions and concerns will be submitted to you by the 3pm deadline. I thank you for your consideration and your hard work. I think we can all get back to some kind of school but we must keep each other safe.

When we do get back to school I would like to extend an invitation to all School Board members, and SAU administration. I hope you will all take the time to join me in our classroom for a day or two so you can see how the plan is working. It will also give you the opportunity to show us that you think the plan is safe. I do not mean a 10 minute walk-through, I mean an entire day, or better yet, multiple days. It is my hope that if you agree to do that, then I know you believe you have done the right thing and you are keeping all of the students, teachers, and staff in Hooksett safe and healthy.

Sincerely,

Deirdre Brotherson

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Heather Rainier <shumwayrainier@gmail.com>

2:37 PM (33 minutes ago)

to hsb.comments

Good afternoon,

We would like to share our appreciation for the work and time the committee has invested in preparing for the upcoming school year.

We do have a number of questions that we did not feel were addressed in the outline provided to parents. First and foremost, there was a significant underrepresentation of teachers and zero parents on the committee and we feel this was a disappointing oversight.

We recognize kids learn better in school and in an in-person environment however, this virus is highly contagious and easily spread without knowing it's being spread. The asymptomatic nature of the virus makes this very dangerous when combined with the long-term effects and the potential loss of life. This is a situation that we all need to take very seriously and not rush our choices on. We recognize parents need to work and we are at the top of that list both serving the Town of Hooksett in our own roles.

We felt the survey in June was incomplete in the options that it provided for response. Those parents that felt comfortable sending their kids back answered yes and those of us that felt we needed more information were left not knowing how to answer, or answering yes if but there was no option for if. We feel strongly that the results are incredibly skewed and strongly hope that any future surveys will have more information for parents to work from and have more options for response.

We wish we could attend the school board meeting tonight, however, Heather has a board meeting that could not be moved and more than that, we are very concerned about attending a large scale event where we do not know if attendees will be wearing masks and following guidelines. We do have concerns that the School Board will hear most from those in attendance who are more focused on sending our children back to school with less restrictions and not as much from those of us who continue to isolate ourselves to the best of our ability for our safety and the safety of our loved ones around us who are compromised or at risk.

Our questions:

It is our understanding that we can not fit 100% of our students into the building and have safe distances as prescribed by the CDC. We understand that the Governor's guidelines say that 3 feet is an acceptable distance, however, we have not seen anything to that effect in the CDC guidelines. It feels more that we are allowing for 3' in an effort to get students into the building at any cost without stopping to review the science. We understand that the committee is hoping that enough families will keep their students home to accommodate for say 70% in the building, but what if that doesn't happen? What data are you using to determine if it's all at school or a hybrid option based on how many students are attending.

Recognizing there are HIPAA regulations to be followed, how and when will families be notified if a teacher or staff member is sick or a student in a classroom with our child. The key to stopping the spread of this disease is communication of cases and quarantining when there is any chance of infection and that is not possible if families are not notified.

We have concerns for our teachers and the demand being asked of them to teach a hybrid model five days a week. We would prefer to see the same model Londonderry is following with four days of instruction and one day for connecting with students and preparation.

We do not wish to see testing the first week back at school. As noted in the plan, our children are going to need time to acclimate and catch-up. Assessment of learning levels to determine where to start teaching can be done at a classroom level and does not need to be done via state testing.

We feel very strongly that all people in the school building need to wear masks and maintain social distancing - it's not one or the other. We have heard that Londonderry is adopting a

culture of making masks fun and a positive approach to wearing them which will help set the tone and adopt buy-in.

What mechanism is in place for teachers and staff to return to school following illness, will you be following the CDC guidelines for testing staff and their return to work.

<https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/end-home-isolation.htm>

We wish to close with a heartfelt thanks to the principals and assistant principals who have worked tirelessly this summer for the best of our children and their teachers. In particular Ben Loi and Steve Harris - thank you, we have loved having our kiddos in your schools.

Thank you again for your time and efforts,

Heather and Todd Rainier

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Lisa Klaud <laklaud@gmail.com>  
2:21 PM (48 minutes ago)  
to hsb.comments

Hello,

Thank you for developing a thoughtful plan that takes into consideration the diverse experiences and concerns regarding the pandemic for all students, teachers/faculty, and families.

I am not sending my child via bus this year. And I am leaning towards Scenario 2 or 3 for my comfort level with this virus come fall due to challenges accessing testing, asymptomatic spreaders, and changes in how CDC data is being collected, tracked and dispersed. (Disclosure: I work with those who tend to be in congregate settings and significant levels of asymptomatic spread has been an issue that would have gone unnoticed without testing. This is with PPE and CDC guidelines in place.)

1. Please help elaborate on what it will look like for a Cawley student if the school is opening in Scenario 1 or 2 and you elect to have your child only learn remotely.
2. What will the maximum size of a Cawley 8th grade classroom be?
3. In general, how will lunch and other social events look?
4. What are the thoughts on how Cawley will move forward with active shooter drills, fire drills, etc. and in event of actual emergencies?

5. Please elaborate as best you can regarding the when and how testing will occur/be required, etc.

Thank you for your time,  
Lisa Klaud  
Mom of 8th Grade Cawley student

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Jacob Staples <jacob.staples@gmail.com>  
2:06 PM (1 hour ago)  
to hsb.comments

Hooksett School Board members,

I am a parent of an incoming Underhill first grader.

In the parent survey I registered myself as being cautiously in favor of school opening fully for fall classes. In light of current affairs, however, I do not believe that fall instruction can safely involve in-person education.

I believe that the proposed mixed learning environment (in which students attend smaller classes several times a week) compromises the benefits of fully remote or fully in-class learning and will degrade the learning experience while still introducing unacceptable risk.

It is heartbreaking to think that my daughter may miss some of the richly interactive first grade experiences I had as a child. Nevertheless, the health and safety of Hooksett families and teachers must be the driver of HSB policy.

Sincerely,

Jacob Staples

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Alyssa Freije <a\_freije@icloud.com>  
1:51 PM (1 hour ago)  
to hsb.comments

My son will not be wearing a mask, this is a health risk to him, he has asthma and cannot breath in his own c02 all day long, which is actually a health risk to all children and adults.

For example: a dental hygienist who wears a mask all day gets lightheaded, confused, dizzy, headaches, eye disturbances, etc. from prolong mask wearing.

My son needs to return to school full time without interruption from COVID. As I am a healthcare worker and and also WORKING THROUGH COVID. He had been going to his summer program

all summer with other teachers and children with no mask wearing and there has been 0, no issues.

This is America and my son deserves his right to an education, as myself being a single working mother cannot provide him.

Thank you,  
Alyssa Freije

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Tayla Timpe <tmtimpe730@gmail.com>

1:41 PM (1 hour ago)

to hsb.comments

I would prefer students attend school full time with no restrictions. I am well aware of the options, the risks etc- but I truly feel kids are going to receive the best education in the classroom.

Thank you for your consideration. I know this isn't easy for anyone.

Warm regards,  
Tayla Timpe

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Whitney Nelson <whitney.nelson@comcast.net>

1:40 PM (1 hour ago)

to hsb.comments

Hello,

My name is Whitney Nelson. My husband Eric and I have two children (entering 3rd and entering 6th). Thank you for all your efforts and exhausting hours that have been spent putting these plans together.

First, we are in support of option 1. Return to school. We believe teachers have the ability to maintain social distance and wear a mask/shield if needed. It will be a little more difficult for students, but we believe your sanitation process will be effective. Also, the school year should begin with every classroom being live on zoom Or some other form of conference web calls. This will allow teachers to quickly adapt to remote learning if the call is made to make a quick transition (at least for grades 3-8). To test the technology, either the administration, school board or a control group of parents can randomly log in to the zoom/web ca call classroom sessions throughout the day to test it for sound/picture/adaptability at the beginning of the school year.

Concerns: (in no particular order)

We feel the hybrid model for Cawley is acceptable because students on the at home day will learn live from their teacher via zoom. This should be the same for Memorial students (possibly Underhill). Why wouldn't we have the same/similar model for all 3 buildings and adapt to the learning style of each individual grade?

What support do you have to back up the use of a hybrid model? Have there been studies done to show that if a hybrid model is used the exposure rate is and different from full capacity where the teacher remains the same every day and could be the carrier? What is the difference from 2/3 days to 5 days if social distancing is being utilized in the building?

Teachers are responsible and contracted to teach the entire class. Entire. When 50% of them are at home in the hybrid model, who is checking in on them and teaching them 2-3 days a week? It sounds as though the parent or guardian for them that day would be responsible and just like at the end of last year, the parent/guardian is now doing the teacher's job (in addition to their own).

Remote learning/distance learning did not work last year. Take home packets, watching video of teacher showing you the assignments, and/or optional assignments are an unacceptable form of learning for most. There must be social interaction. The word "optional" should be removed from any context related to work that's being done at home as it is showing the students they don't have to do it.

What support will we be provided to the parent to aid in the relationship of now the parent becoming the educator to the child? There is a difference for a majority on how students react to teachers versus their own parents.

What is being taken into consideration for children of working parents and the assistance they will need to help provide guidance, teaching and coverage of their children throughout the day?

Thank you,  
Whitney and Eric Nelson

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Danette Noboa <bootsinc2@gmail.com>  
1:05 PM (6 minutes ago)  
to hsb.comments

Hooksett School Board

Questions Regarding Return to School Scenarios

Danette Noboa

Teacher and Resident of Hooksett

In Underhill's Scenario 2 on page 9, it states that students will have access to teacher videos to support at-home learning. If the teacher is conducting in-school class, when will these videos be created? It is not feasible for students to 'Zoom' into the classroom at a certain time for many reasons such as privacy in the classroom (sounds travel), the fact that the teacher does not sit in one location, but instead navigates the room to see and help students, and the lack of access to tech support during any live videos.

In Scenario 3 what new policies have been implemented to protect the privacy of the students and teachers? Last spring, teacher videos were open to the world and invited unwarranted viewing and placed the teacher at risk.

What PPE will be in place to protect the teachers and their families besides masks? Our Underhill students still need help buttoning and unbuttoning their pants, tying shoes, and even blowing their nose. We inadvertently encounter many body fluids since it is difficult to stay 6 feet or even 3 feet from our students.

If it is deemed safe to return to school, why do our meetings for staff and parents need to be online?

Thank you for your time. I am avoiding large crowds as recommended by the CDC.

Danette Noboa

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cdj.duval@gmail.com

Attachments

1:00 PM (8 minutes ago)

to hsb.comments

Hello,

Thank you for allowing us to share our concerns and questions with regards to returning to Hooksett Schools. We'd like to begin by highlighting one the Hooksett School Districts stated goal from the proposed plan for returning to school.

"The Hooksett School District's goal is to be prepared to maintain educational continuity no matter where students are learning. "

We appreciate this sentiment and applaud the Hooksett Return to School committee for their efforts and considerations with regards to this plan. We were also happy to read about the concerns for the social health of staff and students and how they might address academic gaps and how they are dedicated to continuity for students throughout this school year in this

environment of COVID-19. However, there are still significant areas of concern we feel need to be addressed.

Concern: Throughout the document it is mentioned that cloth face coverings will be highly recommended. The science has shown their effectiveness varies depending upon the materials used and construction method. Some offer virtually no protection and can be worn while blowing out a candle. Even the best are only effective at reducing transmission of germs from the wearer to others. None of these are designed as protection for the wearer (with the exception of N95 and KN95 masks, which remain in short supply). If people may only be strongly recommended

to wear a cloth mask, it would only take a single infected individual without a mask to put the building at risk.

Face shields are mentioned as a possible solution for specific teacher situations. However face shields should only be used as an additive protection but can not be used in place of a face mask of any kind because of the major air flow gaps around the sides and bottom of the shield. The CDC states, "It is not known if face shields provide any benefit as source control to protect others from the spray of respiratory particles. CDC does not recommend use of face shields for normal everyday activities or as a substitute for cloth face coverings". Sneezes and coughs of

the wearer only get directed down and to the sides. They are not contained like they are with a quality cloth face mask or better quality mask. There are demonstrations and documents to support this concern.

"5 Questions: Stanford scientists on COVID-19 mask guidelines ...." 19 Jun. 2020, <https://med.stanford.edu/news/all-news/2020/06/stanford-scientists-contribute-to-who-mask-guidelines.html>. Accessed 21 Jul. 2020.

"Still Confused About Masks? Here's the ...." 26 Jun. 2020, <https://www.ucsf.edu/news/2020/06/417906/still-confused-about-masks-heres-science-behind-how-facemasks-prevent>. Accessed 21 Jul. 2020.

"COVID-19: Considerations for Wearing Cloth Face Coverings ...." 16 Jul. 2020, <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cloth-face-cover-guidance.html>. Accessed 21 Jul. 2020.

Clarification: "60% alcohol will be utilized" for hand sanitizer. CDC recommends > 70% for isopropyl alcohol-based sanitizers; the 60% recommendation applies only to ethanol based sanitizers. Some suppliers also have been using alternative chemicals not approved for use on skin and such have been recalled.

From the paragraph about Remote Learning in the HSD proposed return to school plan states: "This plan also may be an option for families who are not comfortable sending their child(ren)

back to school."

Also under the section on those with medical conditions it is mentioned: "Students/families who self-identify as high risk will have the option of an alternative learning arrangement such as 100% remote learning. Considerations of reasonable accommodations will be made for staff members who self-identify as high risk. The Hooksett School District will follow guidance regarding required medical documentation as determined by NH DHHS."

Question: If a family self-identifies as being at-risk or would be in frequent contact with someone who is high risk, would they be required to provide medical documentation from a medical professional or write a formal letter requesting access to 100% remote learning? Many families when back at work may need to rely on family/friends for alternative childcare for siblings/before school/after school. These extended family members may be higher risk due to age or health history.

"Parents/guardians will be asked to screen students for symptoms and take their child's temperature before they leave home in the morning."

Question: How might the school notify and remind parents of this responsibility and provide suggested guidelines on how to do this accurately? This is challenging under normal circumstances.

Concern: Screening for symptoms only tells you when it's too late. Infected persons may have already been in the building without symptoms for days prior and is already in contact with the person screening them.

Concern:

"Parents/guardians of symptomatic students will be encouraged to seek medical advice/COVID-19 testing. Students may return to school when they are fever free without fever reducing medication for 72 hours and other symptoms are improving" &

"Symptomatic staff members will be encouraged to seek medical advice/COVID-19 testing. Staff members may return to work when they are fever free without using fever reducing medication for 72 hours and symptoms are improving. "

"Hand Hygiene Recommendations | CDC." 17 May. 2020,  
<https://www.cdc.gov/coronavirus/2019-ncov/hcp/hand-hygiene.html>. Accessed 21 Jul. 2020.

This is not in-line with CDC or NH DHHS recommendations which state:

"Person(s) with any new or unexplained COVID-19 symptoms (even if only mild symptoms), those who report close contact with someone suspected or confirmed with COVID-19, or those reporting travel risk factors should not be allowed into the transportation vehicle or facility:

- Symptomatic persons should be instructed to contact their health care provider to be tested for COVID-19 and self-isolate at home.

- Asymptomatic persons reporting close contact with someone suspected or confirmed with COVID-19, or who report traveled-related risk should self- quarantine for 14 days from their last exposure or return from travel. Person(s) with suspected or confirmed COVID-19 must stay out of education programming until symptom-based criteria are met for discontinuation of isolation.”

This proposal is contradictory of the NH DHHS health guidelines on this topic and does not mean the person with symptoms is safe to return to school because a fever has diminished after 72 hours. Infected people who are asymptomatic would transmit the virus as much as someone with symptoms . A negative test is the only way to know if that person was infected or not.

Merely recommending a test and allowing a return without confirmation of a negative test puts people at risk.

Supplies for cleaning materials/PPE have been in high demand and at times impossible to Procure.

Question: What is the school's proposed solution when the cleaning materials/PPE required by this proposed plan are in short supply? Example: If vendors cannot supply enough hand sanitizer for the school, do they intend to continue being open for classes?

We hope these concerns and questions can be addressed to provide the safest learning and working environment for all students and staff. Thank you for considering our concerns and the safety of the Hooksett community.

The Duval Family

"K-12 Back-to-School GuidancePDF File - Stay at Home 2.0 ...."

<https://www.covidguidance.nh.gov/sites/g/files/ehbemt381/files/inline-documents/sonh/k-12-back-to-school.pdf>. Accessed 21 Jul. 2020.

"Can people spread the coronavirus if they don't have ...." 23 Jun. 2020,

<https://theconversation.com/can-people-spread-the-coronavirus-if-they-dont-have-symptoms-5-questionsanswered-about-asymptomatic-covid-19-140531>. Accessed 21 Jul. 2020.

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Amanda Williamson <amandawilliamson@comcast.net>

10:36 AM (1 hour ago)

to hsb.comments

Hello,

Thank you to the teams who have put so much thoughtful work into the reopening plan. After speaking to my middle schooler, I respectfully request reconsiderations for:

- Regardless of plan 1 or 2, 6 feet of distance or more.
- For plan 2, consider adjusting so as not to flip every day. Transitions were the most disruptive in the spring in my household. Consider:
  - o Monday and Tuesday – A days at school
  - o Wednesday – remote for all with deep cleaning between groups.
  - o Thursday and Friday – B days at school
- Masks requirements for at least middle school grades in school and on the bus.

Also, what is the data that will drive and inform the plan selection at any given time during the school year?

We look forward to watching the live meeting from home.

Thanks,

Amanda Williamson

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Christine Mason <christinemason0515@yahoo.com>  
Mon, Jul 20, 3:24 PM (18 hours ago)  
to hsb.comments

Hi I have two questions / concerns

1. If we don't think whatever is decided is a viable option for our family, and my child enrolls in the virtual learning charter school for 6th grade, and passes all required curriculum, will that be good enough for him to rejoin his classmates at Cawley for 7th grade?
2. If the hybrid model is accepted will the teacher be expected to teach her 10 students live as well as keep the other 10 or so engaged via zoom at the same time? I can see this being an issue especially for the students at home, keeping them engaged and seated For that many hours, I know would be an issue for my child.

Thank you!  
Christine Mason

Sent from my iPhone

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Amanda Davitt <adavitt@pelhamsd.org>

Mon, Jul 20, 4:38 PM (17 hours ago)

to hsb.comments

Good Afternoon,

I am attending tomorrow's school board meeting on Zoom and have a question.

Are there plans for the community or school district to offer childcare if the schools run on a hybrid schedule? Working parents are going to require childcare and most daycare centers have reached enrollment capacity. Many families also want to avoid asking grandparents or other at-risk family members to watch their children. I'm sure families would be willing to pay for childcare if it is available.

Rather than having a hybrid schedule, would families be able to choose between in-person or remote learning? Teachers who would rather stay remote could teach students working from home and other teachers could instruct students in the school. This would cut down on class sizes and would not force teachers to return to school before they are ready.

Thank you for all of your hard work! I appreciate all of your effort in trying to make these difficult decisions.

Sincerely,

Amanda Davitt

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Sean Fleming <spflem@gmail.com>

Mon, Jul 20, 5:08 PM (17 hours ago)

to hsb.comments

Hello

Is it possible to do, under the Hybrid approach, a schedule where A goes Monday and Tuesday and B Wednesday and Thursday? That may be easier for working parents. I also know some districts are doing Friday as a "deep clean" day at the school instead of a rotating schedule.

Thanks!

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Sean Fleming <spflem@gmail.com>  
Mon, Jul 20, 5:17 PM (17 hours ago)  
to hsb.comments

Another question or comment. If Hybrid, can the school accommodate full day kindergarten like the A and B schedule from Grades 1-8, for all incoming students?

I assume we are likely going to be in this predicament through most if not all of the school year.

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Nicole Rodway  
Mon, Jul 20, 5:25 PM (16 hours ago)  
to hsb.comments

Good Afternoon,

First of all, you are in an unenviable situation. I cannot imagine having the weight of making decisions regarding the 2020-2021 school year on my shoulders. Thank you for serving our community at such a tough time.

I'm lucky enough to have met most of you, but for those who have no idea who I am, I taught at Cawley from 2005 to 2019 when I left to be home with my youngest. I have lived in Hooksett for 15 years and I have two children in the schools, one at Memorial and the other at Underhill. I attempted to look at the plan from the perspective of a teacher, community member and parent. I would like to share a few (ok maybe more than a few) of my thoughts and I thank you for taking the time to read them.

I applaud the committee for noting that any plan needs to be flexible and fluid. I hope parents take that to heart.

Both Scenario One and Scenario Two refer to relying on the ability of staff members to return to school. I am curious as to whether or not there is data on how many staff members may not return as this would need to be taken into consideration in selecting a plan.

If school opens and families decide not to send their child(ren), they will be given the option to learn remotely. I have concerns about how this will be staffed if we are trying to keep class sizes small and teachers in classrooms. Perhaps staff members who are unable to return to school could be the remote learning instructors.

I applaud the committee for noting that mask breaks will be part of the daily routine. I wish that the committee would require masks for students anytime that they are not 6 feet apart.

Under the Response to Outbreak heading it says that parents will be asked to screen their child(ren) for fevers at home. Realistically, many parents will not do this, they will just assume their kids are fever free. There are also parents who will send in kids who have fevers anyway. Any teacher will tell you that there are kids who walk through the door and are so obviously sick that they go straight to the nurse. I don't see COVID stopping this. I would urge the schools to take students' temperatures as they enter the building. Once it becomes routine, temperatures can be taken quite quickly.

Under Cleaning/Disinfecting Protocols it says areas that are touched frequently will be cleaned at regular intervals. I believe teachers and parents would be more comfortable knowing what the intervals are. Teaching stations should be disinfected as one teacher rotates out and the next one in. Playgrounds should be wiped down between recesses. Shared objects should be cleaned between users. I am sure that these kinds of things have been discussed, but many would feel much better seeing the details about these procedures.

I was horrified and saddened to read that students will be given DIBELS and NWEA in their first week back to school. This is the absolute last thing that students need. They have been away from school, teachers and peers for months and this is not what they should come back to! In the document there is discussion about the social/emotional needs of staff and students upon return. There is also discussion of the need to teach new protocols and procedures. According to the document, "Prioritizing the social aspects of the transition back to school will lead to better outcomes academically, fewer behavioral problems and reduced emotional distress.". You cannot test kids the first week back and prioritize their social and emotional well being. The learning gaps will be there no doubt, most teachers will be able to identify the biggest gaps through classroom observation and assessment. Give them a break from formal testing for a few weeks.

In looking at the School Schedule section, I have concerns about the setup of Scenario 2 at Cawley. As someone who taught middle school for a total of 16 years I can tell you that teaching a class that is half live and half on Zoom is next to impossible. Teachers would have a very difficult time effectively monitoring what's happening in the classroom and what's happening online. The state guidance on reopening said that no double duty should take place. Effectively teaching remotely and in person at the same time seems to be dangerously close to double duty. Those students on Zoom would struggle to hear discussion and couldn't participate in any kind of hands-on learning (which is hugely important to so many middle level students). I noticed that there were no Cawley teachers on the committee to speak to how difficult it would be to accomplish what is being asked of them. I also think that having a different expectation of how hybrid learning will work at Cawley versus the rest of the district is hard on families. I spoke to families who had the internet crash when multiple people were on Zoom calls. Parents

working from home very well might need to be online. There will be middle schoolers who spend part of the day watching younger siblings so parents can work, this is a reality as employers are forcing parents back to work. Families can not necessarily afford to have a parent quit their job and stay home. Students who need support from a parent to complete their work may not have access to that parent until the evening. Having to learn via Zoom also presents privacy issues for both the students in the classroom and those at home. I strongly urge the board to consider making the hybrid model at Cawley the same as at the elementary level. I believe that this will be beneficial to students, teachers and families.

I think that the idea of office hours should we go to remote learning is fabulous as the ability for questions and dialog was missing from distance learning this spring.

I would have liked to see the document address specifics of how teachers will get time away from kids to get planning done, attend virtual parent meetings etc. (lunch, recess, specials)?

I would have also liked to see something from the committee specific to Special Education services. Will pull out services be happening? Will SPED students be grouped as a cohort to avoid more exposure? What's the vision for these kids who may have the biggest gaps after remote learning this spring?

Finally, for what it's worth, I believe the hybrid model to be the best choice at this moment in time. The COVID numbers in NH have been trending in the right direction recently and we want that to continue. When restaurants, salons, stores, hotels, etc. started to open back up it was at a reduced capacity. This is still the case for many businesses in our area. Even Storyland and Santa's Village require a reservation this summer to limit the number of guests there at one time. If I want to swim laps at the Y, I need a reservation - because they are limiting capacity. Masks are also required everywhere from Target and Walmart to salons and common areas in office buildings. If they are not to be required at school, it seems we should at least give some respect to the idea of social distancing by limiting the number of students at school at a given time. We owe it to our kids and to our teachers not to rush into this. Our state has been fortunate to reopen without seeing a huge spike in numbers, but we did so in a careful and calculated way. I strongly believe that school needs to be approached in the same manner. I would much prefer to see us heading into the back half of the school year with kids going to school 5 days a week because we were cautious this fall than a return to remote learning because it was rushed.

Thank you so very much for taking the time to consider my thoughts. I wish you all well as you take everything into consideration and come to a decision about fall.

Nicole Rodway

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Kathryn Bobay <kbobay@comcast.net>  
Mon, Jul 20, 6:09 PM (16 hours ago)  
to hsb.comments@sau15.net

Good afternoon Ladies and gentlemen;

First, thank you all for your dedication and time commitment to our Hooksett students. I appreciate all that you are doing to reopen schools safely.

What opportunities will students have for movement? I understand these kids are older and should be able to sit for longer periods of time. If teachers will be the ones rotating between classrooms how will the students have the ability to stretch and walk around for a bit?

I am also concerned about cooling for the classrooms on the 2nd floor of Cawley. Temps can be quite warm at the beginning of the year and even into October. If the students will be in the same room for the majority of the day and possibly having lunch in the classroom as well what, if any, accommodations will be made to give the students and teachers some relief from the heat? Typically they have a bit of relief going downstairs for UA's and also for lunch in the cafe.

Lastly, what are the determining factors for those now 8th graders to be placed in the Algebra I class? How is this going to be determined since historically placement was determined using a combination of a student's trimester grades, teacher recommendation and NWEA & SAS data? Without the standardized tests this past Spring and a modified report card how will these students qualify?

Thank you again for all your efforts.

Kindest regards,  
Kathy Bobay

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Dawn Desruisseaux dawn@cbcrealty.com via cbcrealty.onmicrosoft.com  
Mon, Jul 20, 6:15 PM (16 hours ago)  
to hsb.comments@sau15.net

As full time working parents Weare hoping that Hooksett decides that all schools will be open with no restrictions. This is the only way that both parents can continue to work.

Dawn Desruisseaux

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Sarah Hayes <sa.hayes@comcast.net>

Mon, Jul 20, 8:20 PM (14 hours ago)  
to hsb.comments@sau15.net

Hello,

I would like to share some questions/comments regarding the re-opening plan.

As a parent of an incoming 2nd grader with food allergies I am particularly interested in how the schools will continue to ensure allergy kids are safe:

With students eating in the classrooms, vs the cafeteria where there is a designated safe table, will students be asked to refrain from bringing in allergen containing foods?

What will cleaning procedures be after eating? Will tables be disinfected, by a staff member, and will all students be required to wash hands with soap and water?

I am concerned about the increased use of hand sanitizers in schools. Hand sanitizer is not effective in removing the allergen proteins from hands and surfaces. The only way to remove allergens is with disinfectant and cloths or soap and water. The use of hand sanitizer cannot replace soap and water!

I do have concerns with allergy kids wearing masks. My son's last reaction was hives on his mouth. If he was wearing a mask I would have missed this sign. I also worry that signs of breathing distress will be missed as well given breathing will be different in the mask and discoloration of the lips will be missed.

Related to the hybrid model:

Will siblings be on the same schedule (A or B) regardless of the school they attend?

When schools are reduced to 50% how is the reduction made? Will 50% of students in each classroom be home? Or will classroom 1 be at school while classroom 2 is home?

When Underhill and Memorial students are remote why will they not receive live sessions? And since there are no live session what is the timebox of 8:30 to 2? Are students expected to be doing self paced learning this entire time? This will be incredibly challenging for parents that work full time and have children that need assistance and guidance with the school work.

A few other questions/comments:

Has there been consideration to use plexiglass dividers between desks? I know my children have always sat in small groups and it has been really critical to their learning to be able to work in pairs and small groups

What happens if there is 1 or more cases in a classroom? Will that entire class be able to remain in school? Or will they have to be remote? Could there be instances where just 1 classroom is remote and the rest of the students and staff will remain in person?

Thank you so much,

Sarah Hayes

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Octavio Uribe <ottoman73@hotmail.com>

Mon, Jul 20, 8:22 PM (13 hours ago)

to hsb.comments@sau15.net

Question1 - If we are not comfortable with the schools plan for return will we be allowed to choose 100% remote learning?

Question2 - If we decide to go with the hybrid model can we switch to remote learning if we choose to?

Question3 - What would be the schools protocol if a member of your cohort group tests positive or gets sick with Covid? Will we be properly notified so we can take proper actions to test our family and quarantine if necessary?

Question 4 - Can siblings who are in different grades but attend the same school be put on the same school schedule, same on and off days for hybrid model?

Question 5 What is the school's protocol for sanitizing classrooms after each day and school common areas such as restrooms and hallways.

Thank you,

Octavio and Ericka Uribe

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Minimanbeasts <alexmason18@gmail.com>

Attachments

Mon, Jul 20, 8:24 PM (13 hours ago)

to hsb.comments

Good evening,

Just a comment...if Hooksett / Manchester North can play baseball as normal and not have social distancing or mask wearing I'm not sure why the kids (whom most of are already all hanging out anyways) can't go back to school full time, with certain precautions in place.

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Amanda Lotz <amlotz4357@gmail.com>

Mon, Jul 20, 10:01 PM (12 hours ago)  
to hsb.comments

Good evening.

My daughter is a second grader at Underhill and I want to register my concerns with the reopening plan. I don't feel comfortable with implementing in-person education, especially as new cases of COVID-19 surge throughout the country.

I have reservations about the schools' ability to provide the space and needed equipment to create true safety for students and staff. Though there is no doubt of best intentions, keeping children properly distanced from one another--even with just 10 in the room--would prove nearly impossible, barring a requirement that they do not leave their seats for anything. Six to seven hours of sitting in a sit is not conducive to learning. Think about the last all-day PD you attended, then imagine doing that everyday for an entire school year. As a teacher myself, I know how mind-numbing it can be, even for those interested and fully invested in the content.

It is also well known that people do not learn if they don't feel safe. Distance, masks, and a requirement to complete all activities while seated at the same desk is unlikely to create a successful learning environment for most students.

Given these circumstances, I do not believe a return to in-person classes is in the best interest of any stakeholders who are concerned about true safety and education.

Regards,  
Amanda Lotz

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July 20, 2020

Dear Hooksett School Board,

As the parent of a medically complex child, the idea of sending my son to school in the midst of a pandemic terrifies me. I can keep him physically and medically safe at home, while worrying that he will fall behind academically, socially and emotionally. I can send him to school where he will maintain academics and a somewhat normal social and emotional development (though little of what students will experience socially and emotionally in the upcoming year is normal) but with a never ending worry about his physical health. It is an impossible choice that many parents will be faced with. Selfishly, I would vote for all remote learning. For my family, for my child, remaining remote offers the best chance to remain healthy as well as ensure that he is academically and socially on par with his peers.

On the other hand, I work in Special Education and I am keenly aware of the fact that despite often Herculean efforts by teachers, staff and administration, remote learning does not work for everyone. Therefore, I feel that a hybrid learning model may be the compromise that is

needed. You are tasked with an unenviable choice, and I can't imagine any scenario that will satisfy every parent and staff member, but I think that a well thought out, detailed and clearly communicated hybrid model will be the closest thing there is to accommodating everyone's needs and concerns.

The talented and dedicated teachers, staff and administration of Hooksett schools created a strong, state leading, remote learning program with little time or training to prepare. I am confident that with the added benefit of experience, time, and additional training and resources they can establish a more robust program that more closely resembles traditional school and meets the needs of even more students.

I don't believe that the current science, particularly regarding transmission of COVID-19 in indoor settings allows for a full return to school. A full return to school could mean the potential of exposure for seven or more hours a day, five days a week, for hundreds of students and staff! Schools are not designed for maintaining a social distance of three feet, let alone the CDC recommended six feet. I do not believe that adequate social distancing can be achieved with full schools. There is simply not enough space in classrooms, hallways, special services offices etc. Furthermore, the nature of the behavior of young children and learning doesn't allow for adequate social distancing. How do you socially distance during circle time? Or centers? Are children now required to sit in their seat all day? That is not developmentally or socially appropriate and you would almost certainly see an increase in ADHD type behaviors. How do students learn letter sounds when their teacher is wearing a mask? In order to accurately learn and imitate letter sounds, you need to be able to see mouth and tongue placement. Obviously accurately learning letter sounds is essential to learning how to read and spell.

The science and data regarding children and COVID-19 is still developing and at times somewhat unclear, driven primarily by the fact that children haven't been in school for the past four months, and have been tested at very low rates. However, the more recent data is not as promising regarding children. According to the Union Leader, as of July 17, 2020, there have been 142 children in Manchester with confirmed COVID-19, and 555 children with a close household contact with confirmed COVID-19. A recent study cited by the CDC of children and contract tracing in Korea revealed that children ages 10 - 19 transmit COVID-19 at the same rate as adults. Even with the assumption that COVID-19 has little impact on most children, children aren't the only people in the school building. There are countless adults needed to achieve the high levels of success that Hooksett schools are known for. The New York City Department of Education has reported the deaths of 79 employees due to COVID-19. There are already reports throughout the country of transmission among teachers during summer school, in small group settings. Schools don't work without adults, they need to be considered.

The "Hooksett Return to School Plan" is detailed and clearly well thought out. It is obvious that everyone involved put a great deal of time, effort and thought into the plan development. There are a few key components that I didn't see outlined in the plan shared with families. Perhaps they are included elsewhere, but I think that they are important to have addressed prior to the beginning of school. I believe that having clearly defined and established protocols will allow for critical consistency throughout the district and eliminate the need for decision making in the midst of a crisis.

1. What determines when to change between scenarios (either forward or

back)? I assume that it is data driven. Is it determined by national data? State? County? Town? Individual schools? How frequently will re-assessment of scenarios occur?

2. Is there an established threshold for positive tests within the district? Is it one student or staff? Ten? More? Is more weight given to positive students? Is there a brief closure for deep cleaning if there are a small number of positives? If there are positive cases in only one building do all buildings close?

3. What is the process when a student tests positive? Are classmates required to quarantine? Or are they just notified of a positive case? According to the plans, students aren't rotating to different class rooms, but rather teachers are rotating to the students. If there is a positive case in one class, do the other classes that teacher may rotate to need to be notified? I assume that any siblings of a positive student would be required to quarantine, but what happens with their class (notification, quarantine etc)?

4. What if a student who tests positive takes the bus? Are all students on that bus notified? Do students who use that same bus but on a different run (elementary vs middle vs high school) need to be notified?

5. Extra-curricular clubs allow a mixing of cohorts. If a student, or staff, who participates in an extracurricular club tests positive do the other participants need to quarantine? What happens to the cohorts of the exposed participants (notification, quarantine etc)? Has the NHIAA and Tri-County Middle School League announced a plan for notifying schools if an opposing school's athlete tests positive?

6. What happens if a staff member tests positive? Do all of that teacher's students need to quarantine? What about the other teachers and staff members who have close contact? What if it is a specialist who interacts with many students across multiple cohorts and classrooms?

7. With a goal of limiting exposure by maintaining small, non-mixing cohorts how are students receiving needed services? Are specialists entering each classroom, potentially exposing numerous classrooms daily? Are students leaving the classroom and then returning? Both of these scenarios decrease the effectiveness of the cohort.

8. How will any amount of social distance be maintained during lockdown drills or fire drills?

I am hopeful that science, data and CDC guidelines will drive the difficult decisions that you need to make. I am confident that your decisions will be in the best interest of the well being of all students and staff in Hooksett. Thank you for your dedication and effort on behalf of our children.

Respectfully,  
Mindy Perrotta

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Heather

8:26 AM (1 hour ago)

to hsb.comments

Hi,

Will siblings, who are at different schools (Underhill and Memorial), Be put on same schedule if the hybrid method is approved?? I simply cannot work "remotely" 4 or 5 days a week. This needs to be addressed for parents who work and have kids at separate schools. My kids will have to be on same group day.

Thank you for your time,

---

Kate Dubos <kateelachance@yahoo.com>

9:08 AM (1 hour ago)

to hsb.comments

Good Afternoon,

Please consider opening school full time. Please review the recommendations issued by the American Academy of Pediatrics. They do recommend opening school full time to promote overall well being of each and every child.

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Karen Plourde <karenplourde@comcast.net>

9:21 AM (1 hour ago)

to hsb.comments@sau15.net

Good morning Hooksett School Board members,

Thank you for all our hard work in meeting to present a back to school plan for 20/21. I will be attending the meeting remotely this evening.

While I believe that my son would be most successful in an in-school environment I do understand that presents its challenges for the safety of all parties. As for our household, my son needs to have that real time communication with his teachers and peers. He thrives in that environment. While he did well last school year it was really difficult to see that he was really gaining and retaining information.

With regard to the other two models, I feel the hybrid model will allow my son to meet his teachers and learn what the school year expectations and outcomes are/will be. My son needs the social interaction with their teachers/peers. This makes learning so much easier for him. This will also make the transition easier if we end up needing to go fully remote at any given time.

Fully remote presented many challenges for our household and feel that we would be faced with these same challenges going forward if we were to start the school year off fully remote.

If I were to vote on one plan I would vote the scenario B- Hybrid. I would love for my child be fully in school (I know he would be as well- he is excited to be starting middle school this year). I think the hybrid model will allow students to meet their teachers and learn what the school year expectations and outcomes are/will be. The students will also have social interaction with their peers. This makes learning so much easier for my son. This will also make the transition easier if we end up needing to go fully remote at any given time during the 20-21 school year.

My son has been going to summer camp this year and has been there now going into his fourth week. We have not seen an increase in cases as a result. The camp is following strict safety precautions. I believe that if we can continue following these safety precautions into the school year we can have in-class learning.

Two other quick notes... If we have full time in class I will be sending my son. I plan to not utilize the bus at this time. We will do parent drop off and pick up for the immediate future (at least through the winter break).

Thank you for taking the time to read my concerns.

Sincerely,  
Karen

Karen A. Plourde  
2 Derek Ave  
Hooksett NH 03106

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RPM - Deb Walls [dwalls@nhrentalnetwork.com](mailto:dwalls@nhrentalnetwork.com) via [appriver3651000279.onmicrosoft.com](mailto:appriver3651000279.onmicrosoft.com)  
9:33 AM (52 minutes ago)  
to [hsb.comments@sau15.net](mailto:hsb.comments@sau15.net)

If the board votes for scenario #2 scheduling should take into account siblings. Therefore siblings should be on the same rotating schedule regardless of the school they attend.

Having children in the same household on different rotations will make it very difficult for parents who have to work outside the home.

Warm Regards,

Deb Walls  
Real Property Management

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Deanna Parker <deannalynnp@gmail.com>  
Mon, Jul 20, 12:14 PM (1 day ago)  
to hsb.comments

If we are not comfortable sending our children back into the traditional classroom setting and choose to continue with remote learning if available, will we be able to send our students back to school if say the 2nd semester the virus has calmed its spread or even disappears and we feel comfortable with them now attending in classroom? Or would they have to remain remote for the remainder of the school year?

Thank you,

Deanna Parker

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Amy Dumont <amyd1776@gmail.com>  
Mon, Jul 20, 12:08 PM (1 day ago)  
to hsb.comments

Hello,

I would like to know what has been done to increase air ventilation in the classrooms and especially restrooms that make them " safe" to have groups breathing in the same air? How often will restrooms be thoroughly disinfected?

Thank you  
Amy Dumont

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Courtney Reynolds <tuckerandaubree@gmail.com>  
Mon, Jul 20, 10:27 AM (1 day ago)  
to hsb.comments

Hi,

I have a child that will be entering 4th grade at Hooksett Memorial & 7th grade at Cawley and both children are ok with remote learning. I also have an infant.

Many concerns of mine and my families is exposing the children when they dont need to be we have the resources for them to learn from home, becasue we all know this coming fall/winter is not going to be good.

Also having the children switching classes or the teacher going to the class rooms and not having the kids switch classes, not if that teacher becomes I'll or test positive we would have to have all those kids this teacher was around to quarantine.

All children and staff should absolutely have to wear a mask unless eating however if kids or teachers are not 6feet away and someone coughs or sneezes then that's also an issue. If only some kids wear masks and some not kids are going to make fun of other kids.

How will the schools insure ALL students are washing their hands in the bathroom?.

Lockers those are not 6ft apart how will that work?

Recess how will work?? Will the equipment be washed after each child touches it? And kids are not 6ft apart on the play ground.

If in class HAS to happen I think doing it part time makes the most sense but then again why expose them if we dont need to? Then we have to worry about children who had elderly grand parents living with them or as their guardian and family members that are high risk or have infant siblings.

No school bus this is a whole other disaster, kids cannot ride 2 to a seat in every seat that is just not safe and having kids every other seat and a seat apart is not able to happen because there are not enough buses.

We the families have an option to do remote learning regardless of the decisions?

Thank you,  
Reynolds family

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Lori vincent <dlvincent6@gmail.com>

Mon, Jul 20, 9:36 AM (1 day ago)

to hsb.comments@sau15.net

Hi there

A note about pick up at Underhill. In the past, it was a free for all to find a parking spot and then lining up together outside or in the gym. I imagine there will be more pickups this year.

Can we set up a different system? Maybe a carpool line similar to morning drop off and the pick up procedure at Memorial. Wouldn't it be easier to social distance in cars rather than lining up in the gym and having all the children together mixing germs that were trying so hard to keep separate during the day.

Thank you

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Meaghan O'Leary <megbryanrn@yahoo.com>

Mon, Jul 20, 8:35 AM (1 day ago)

to hsb.comments

Good morning,

I am wondering if we do end up going with the hybrid model, will there be any childcare options for those parents who are essential personnel? My husband and I both work full time with no option of working remotely.

Thank you,

Meaghan O'Leary

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Heather Weirich Roy <AHeatherLetter@hotmail.com>

Mon, Jul 20, 7:02 AM (1 day ago)

to hsb.comments@sau15.net

Questions for School Openings:

- If a teacher tests positive for COVID-19 are they required to quarantine for 2-3 weeks? Is their sick leave covered, paid?
- If that teacher has 25 students do all of those students need to then stay home and quarantine for 14 days?
- Do all 25 of those students now have to get tested? Do their families? Who pays for those tests? Are they happening at school? How are the parents being notified?

- What if someone who lives in the same house as a teacher tests positive? Does that teacher now need to take 14 days off of work to quarantine? Is that time off covered? Paid? Can they switch as needed to remote learning?
- Where is the district going to find a substitute teacher who will work in a classroom full of exposed, possibly infected students for substitute pay? Or can that class switch to remote learning?
- Substitutes teach in multiple schools. What if they are diagnosed with COVID-19? Do all the kids in each school now have to quarantine and get tested?
- What if a student in your kid's class tests positive? What if your kid tests positive? Does every other student and teacher they have been around quarantine?

Do we all get notified who is infected and when? Or because of HIPAA regulations are parents and teachers only allowed to get mysterious “may have been in contact” emails which will increase stress and inhibit reaction time.

I realize the decisions you are making are difficult. I hope to hear more from the planning board discussing what to do in the inevitable situation of infection. Reaction planning seems to be the key to containment. I thank you for all the work you are doing to keep our district safe and informed.

Be well,

Heather Weirich Roy

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Jim Sibona <jsibona@gmail.com>

Attachments

Mon, Jul 20, 6:23 AM (1 day ago)

to hsb.comments

Dear Hooksett School Reentry Committee,

I appreciate the effort which you've put into planning the reentry of the Hooksett students to the school year. Overall I support the Hooksett Return to School Overview. The federal, and state governments didn't require cloth face coverings in the classroom. This passed the decision to the local school districts, which I believe put a large burden on you and I believe to be unfair.

From the CDC Website, “Cloth face coverings are most likely to reduce the spread of COVID-19 when they are widely used by people in public settings”. Why the School Reentry Committee would omit the “most likely ways to reduce the spread of COVID-19 is my biggest question and feedback on the document. I see public school as a public setting and believe that they should be required to be worn by anyone inside the building. The requirement of cloth face coverings is notably absent from the Hooksett Return to School Document.

I've been wearing a cloth face covering for the past 2+ months as have my co-workers. I wear it for 5 hours, remove it for lunch and wear it for another 4 hours. We had one case of COVID-19 during that time (over a month ago now) and it was isolated to just one person. I firmly believe that the use of cloth face coverings was the biggest contributing factor to it being a single case and not having any transmission within the workplace.

It's nearly impossible to social distance 6' throughout the day when moving about the building and discussing things with co-workers (especially when reviewing a document on a peers computer screen). I couldn't imagine teachers/staff maintaining the CDC suggested 6' minimum social distancing for themselves and students throughout the school day. The number of scenarios is numerous but here's an example, during entry into the building from the bus students would need to be in a line with a minimum 6' spacing as they enter the doors until they make it to their classrooms.

Return to School scenario 1 states, "Follow CDC health guidance". When reading a layer deeper the document states, "Social distancing of 6' where feasible with 3' minimum required". The CDC has no reference to 3' social distancing so Return to School Scenario 1 does not follow CDC health guidance.

A visitor would have less time in contact with students and staff than the students and staff themselves. So while the students and staff are "highly recommended" to wear cloth face coverings it's required that a visitor wear cloth face coverings. Why would a visitor be required to wear a cloth face covering while for everyone else it would only be "highly recommended"?

If cloth face coverings were required in Scenario 1 and 2 I'd be willing to send my children to school. In the absence of mandatory cloth face coverings, which the CDC states as being the most likely way to reduce COVID-19 transmission, I would opt for scenario 3 for my children. My children wearing a cloth face covering helps protect the other students from my child, but leaves my child at a higher risk of transmission from the other students.

Regards,

Jim Sibona

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Meredith  
Mon, Jul 20, 5:52 AM (1 day ago)  
to hsb.comments

Good Morning -

The plan looks good, however, it is misleading in that it appears a hybrid option is available right away and it sounds like that's not the case. I recommend and want the hybrid option for risk reduction as do many of my peer mothers. It is highly likely that the kids will be fully remote come flu season so this will be a good way to help ease that transition while hopefully reducing transmission of any potential positive cases.

Thank you,  
Meredith Huberty

Sent from my iPhone

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Morris71506 <morris71506@comcast.net>  
Mon, Jul 20, 12:11 AM (1 day ago)  
to hsb.comments

Good morning,

I reviewed the 3 plans you have in place for going back to school. I do have some concerns.

For the plan where there would be half and half (online and in person) my concern is I have 2 kids and if this plan was picked, I would need them to be on the same in school and off school schedule. I am sure this would be an issue for many parents because many families have multiple kids in the district and may not have the flexibility to maintain this option.

I also have concerns about not opening at all. Remote learning is only a fraction of what I would feel my children would learn in school. They need to be able to grow not only academically, but also socially. Remote learning did not provide any growth for my children because they were not challenged and they did not have enough work to do at home. My 7th Grader would start at 9:30am and be done by 11:30. Zoom classes were not long enough and still did not allow interaction or social development.

Opening completely with restrictions and allowing families who are not comfortable with having their kids go back to school to be remote would be the best option for Hooksett. Allow parents to make the decision to have their kids in school. I know there is risks for teachers and ancillary staff but we all are at risk when we go to work in the community. Certain careers that you choose can put you at a higher risk than others. I am a health care worker, and just like teachers I know I could get sick for the people I help, but this is the career I chose. Having proper guidelines in place, such as masks, distancing and hand washing decrease the possible transmission of the virus.

Although not going back to school is considered the safest to not get COVID 19, it is also the most detrimental to our children's learning, mental well being and futures. We could see more incidence of suicide and depression. We also run the chance of not having our children become mentally mature because they have not had the experiences they need to get this.

I know your jobs are to make sure you do what's best for all, I wanted to write this email to explain the possible consequence of not opening school at all and also the difficulty that could happen if schools were to open part time. Please take my thoughts in consideration as you come up with a final plan.

Thank you.

Stephanie Morris

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Meredith Goertel <mpgoertel@gmail.com>  
Sun, Jul 19, 10:57 PM (2 days ago)  
to hsb.comments

Hooksett School Board:

I want to thank you and the Hooksett School District Reentry Committee. All of the hard work and dedication of both groups has not gone unnoticed. I unfortunately cannot attend the School Board meeting scheduled for Tuesday, July 21 in person, but wanted to pass long my input after reading the Return to School Plan.

The three scenarios are well thought out, but I don't feel that just choosing one of the scenarios is in the best interest of the students and school staff. After countless hours of my own research regarding the potential risk of COIVD19 in New Hampshire, I am comfortable with scenario one for my son, who will be attending the first grade in the fall. I realize that so me are not comfortable with scenario one and have different risk factors at home, so why can't we offer both scenario one and scenario three and let those affected decide what is best for them? We have the capability of safely executing scenario one and the technology to also offer scenario three.

I request the board consider offering both scenarios one and three, and let the families and school staff decide what is in their best interest.

Respectfully,

Meredith P. Goer  
33 Park Lane  
Hooksett, NH 03106

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Laura VanWagner  
Sun, Jul 19, 9:31 PM (2 days ago)  
to hsb.comments@sau15.net

hi

I just was wondering if the hybrid model happens in Hooksett( which i am hoping for), will siblings be sent to schools on the same days?? I work from home and as long as my boss can accommodate( and i believe she will), I would plan on driving my middle schooler and my twins who go to Memorial to and from school, to free up bus space for those who really have no other way of getting to school. Obviously, it would be easiest to do driving to and from if it was alternating days, and all my kids were on the same alternating schedule, rather than have to drive and pick up at least one child 5 days a week.

Thank you for all of your hard work for our community!

Laura VanWagner

Sent from my Verizon Wireless 4G LTE Android

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Stacy Mullen <wlesdqc@icloud.com>  
Sun, Jul 19, 8:19 PM (2 days ago)  
to hsb.comments

Hello!

Thank you so much for all your hard work on keeping our community safe and educated!  
One question regarding hybrid model. Will you consider keeping siblings (same school or different in Hooksett) on the same group A or B schedule?

Sent from my iPhone

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Lisa A Larochelle <larochelle1999@comcast.net>  
Sun, Jul 19, 5:21 PM (2 days ago)  
to hsb.comments

Hello, I'm sure this will be a very difficult decision to make. As a parent I really hope that you have a remote option as I will not be able to send my child back this Fall. My mother lives in our home and we just can't put her at risk. My daughter is a very social being and this has been very difficult for her but she understands the need to keep her grandmother safe.

I would also like to share with you how difficult of an undertaking this will be. I run a dental practice and it has been very straining. You will often be shorthanded for multiple reasons. You will have team members that decide it's just not worth it and will retire early or move onto other profession. You will be hard pressed to find replacements. Individuals can't report to work if they have the slightest symptoms. Then they'll have to get tested and the wait time on results is going up already. I have one team member right now that's been waiting 8 days. They can't report to work if someone they live with is awaiting results. If this isn't fun enough, now you will have to wear a mask all day which will result in headaches and fatigue from dehydration. I at least get to do this in AC. In early Fall those classrooms will be hot and I guarantee some staff and kids will pass out. I hope my experience can help prepare you for what's to come. Wishing you all the best.

Sincerely,  
Lisa A. Larochelle

Sent from my iPhone

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Cindy Woodward <cindy.woodward@gsk.com>  
Sun, Jul 19, 2:58 PM (2 days ago)  
to hsb.comments@sau15.net

Hello,

Is there any chance the district could find out which kids plan to go back to school based on option 1? It maybe that the school might be operating at 50% capacity based on parents not wanting to send kids back to school. Social distancing could occur and parents who want kids to go back can full time while following CDC guidelines. On another note, I cannot imagine having any child sit in one room for six hours. I believe you would find many of them down at the principles office creating a whole other set of problems. I don't understand while in route that kids can't move in one direction while wearing masks. In addition, it would be great if you reached out to the residents of Hooksett and poll who would send back their child full time and who would prefer virtual only. For the sake of polling do not give a hybrid approach. Give a hypothetical option and state if you were to choose one and it was in effect until January which option would you choose. Again, it might be at 50% capacity and all guidelines could be followed.

Thank you for all you are doing to ensure people feel safe and our kids are educated. I know these are hard decisions.

Cindy Woodward

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chris tilton <ctilton74@gmail.com>

Sun, Jul 19, 2:12 PM (2 days ago)

to hsb.comments

I've read the return to school plan.

A hybrid model alternating days for kids is not a viable solution for working parents. There is zero data in our state, or the country for the matter, that demonstrates a need for any plan other than a full return to school.

Just as grocers, nurses, and first responders were considered essential throughout this situation, and daycares have been open with no reported covid outbreaks, teachers are essential workers for society. They need to get back in the classroom and do their job and not let the unions dictate to us, the taxpayers/consumer that directly funds these positions of employment.

If parents are afraid to send kids to school they can make that choice for themselves to do home schooling. It should not be dictated the other way that families that want to receive the in class education for their children should be denied that option. The ability to properly care for their children will be adversely affected should a parent need to quit a job in order to have the ability to be home while students are forced to do remote learning. If the alternative to this is an added expense of paying for daycare, that is an unacceptable additional expense that does nothing to change the interaction of children that would be any different than full time in the classroom schooling.

Any decision by the school board and district other than a full time return to school will not be based on actual data and will not be in the best interest of the children nor the community as a whole.

I implore you to get our kids back to school in full and allow the state to attempt to recover from the damage that has been done by the overzealous response to this virus.

Chris Tilton

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Alicia Harressey <aharressey@icloud.com>  
Sun, Jul 19, 1:06 PM (2 days ago)  
to hsb.comments

I have one question and one suggestion.

What will happen if a child/teacher is home sick or has been sent home sick, will the school require them to show a negative covid test to return to school or will they have to quarantine at home for 14 days?

Expecting there may be a higher need for substitutes, and knowing how hard it is to get substitutes, I would like to suggest hiring building based subs. This position would be held by a certified teacher, being paid as a full time teacher, who will be assigned to each school to cover classes as needed.

Thank you for all your hard work.

Sincerely,  
Alicia Harressey

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Lori vincent <dlvincent6@gmail.com>  
Sun, Jul 19, 12:31 PM (2 days ago)  
to hsb.comments@sau15.net

Hello  
I am curious as to how special education classes will be handled. Specifically, 5th grade.  
Thank you

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KELLY RINCAN <kjw1228@icloud.com>  
Sun, Jul 19, 11:19 AM (2 days ago)  
to hsb.comments

Hello. Will Kindergarten still be 1/2 day with the different school day options?  
Thank you,  
~ Kelly

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Susan Martel <ksmartel@yahoo.com>

Sun, Jul 19, 10:35 AM (2 days ago)

to hsb.comments@sau15.net

I have been layed off from my Job at the Elliot hospital.I have been a Nursing Assistant for 26 years .I am looking forward to working in a school setting,I heard our Governor making the comment if you have lost your job ,see if the local schools have openings as they will need more staffing. I would love to have a job with Nursing/ Cafeteria Duties..I am not sure if the school nurse needs more hands on help,however would love to fill that position,and also fill the position for Cafeteria needs as well....Please contact me at 603 303 3484...Thank you Susan Martel,Hooksett resident.

Sent from Yahoo Mail on Android

**VI.A.-B.**

HOOKSETT POLICIES <b>**SECOND READING/ADOPTION**</b>					
					2nd Board Reading Date:    8/18/2020
					1st Board Reading Date:    7/21/2020
					Committee Meeting Date:    7/16/2020
POLICY TITLE/CATEGORY	CURRENT CODE	PROPOSED CODE	PROPOSAL STATUS	STATUS	Board Changes at First Reading
<del>Non-Discrimination Policy Notice</del> <b>NON-DISCRIMINATION, EQUAL OPPORTUNITY EMPLOYMENT AND DISTRICT ANTI-DISCRIMINATION PLAN</b>	AC		Priority/Required by Law		Capitalization 1st paragraph of draft
Use of Facilities	KF				No changes

**HOOKSETT SCHOOL DISTRICT  
NONDISCRIMINATION**

It is the policy of the School Board that there will be no discrimination on the basis of age, gender, race, creed, color, religion, marital status, sexual orientation, national ethnic origin, economic status or disability for employment in, participation in, admission/access to, or operation and administration of any educational program or activity in the School District.

The District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

The Superintendent or his/her designee will receive all inquiries, complaints, and other communications, relative to this policy, and the applicable laws and regulations concerned with non-discrimination.

This policy of non-discrimination is applicable to all persons employed or served by the District. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure. This policy implements PL 94-142, Section 504 of The Rehabilitation Act of 1973, Title II of The American with Disabilities Act, Title VI or VII of The Civil Rights Act of 1964, Title IX of The Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

**Legal References:**

RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right, RSA 354-A:7, Unlawful Discriminatory Practices, The Age Discrimination in Employment Act of 1967, Title II of The Americans with Disabilities Act of 1990, Title VII of The Civil Rights Act of 1964 (15 or more employees), RSA 186:11, XXXIII, Discrimination, RSA 275:71, Prohibited Conduct by Employer Ed 306

Adopted: April 20, 1999

Revised: March 16, 2001

Adopted: February 15, 2005

Revised: January 22, 2019

# SUGGESTED POLICY

## HOOKSETT SCHOOL DISTRICT NONDISCRIMINATION, EQUAL OPPORTUNITY EMPLOYMENT AND DISTRICT ANTI-DISCRIMINATION PLAN POLICY NOTICE

### **1. Prohibition Against Discrimination of Students in Educational Programs and Activities.**

Under New Hampshire law and Board policy, no person shall be excluded from, denied the benefits of, or subjected to discrimination in the District's public schools because of their age, sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion or national origin. Discrimination, including harassment, against any student in the District's education programs, on the basis of any of the above classes, or a student's creed, is prohibited. Finally, there shall be no denial to any person of the benefits of educational programs or activities, on the basis of any of the above classes, or economic status.

Harassment of students other than on the basis of any of the classes or categories listed above is prohibited under Board policy JICK Pupil Safety and Violence Prevention.

### **B. Equal Opportunity of Employment and Prohibition Against Discrimination in Employment.**

The School District is an Equal Opportunity Employer. The District ensures equal employment opportunities without regard to age, color, creed, disability, gender identity, marital status, national origin, pregnancy, race, religion, sex, or sexual orientation. The District will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job as specified in the pertinent job description(s).

Discrimination against and harassment of school employees because of age, sex, race, creed, religion, color, marital status, familial status, physical or mental disability, genetic information, national origin, ancestry, sexual orientation, or gender identity are prohibited. Additionally, the District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

### **C. Policy Application.**

This Policy is applicable to all persons employed or served by the District. It applies to all sites and activities the District supervises, controls, or where it has jurisdiction under the law, including where it (a) occurs on, or is delivered to, school property or a school-sponsored activity or event on or off school property; or (b) occurs off of school property or outside of a school-sponsored activity or event, if the conduct interferes with a student's educational opportunities or substantially disrupts the orderly operations of the school or school-sponsored activity or event, as set forth in Board policy JICK, Pupil Safety and Violence Prevention. Examples of sites and activities include all District buildings and grounds, school buses and other vehicles, field trips, and athletic competitions.

District Anti-Discrimination Plan.

No later than October 15, 2020, the Superintendent shall develop and provide to the Board for approval, a coordinated written District Anti-Discrimination Plan (the "Plan") to include guidelines, protocols and procedures intended to prevent, assess the presence of, intervene in, and respond to incidents of discrimination.

Among other things, the Plan should include provisions, and recommendations with respect to resources, policies, complaint procedures, student education programs, Plan dissemination and training appropriate to carrying out the Plan objectives stated in the preceding paragraph.

In developing the Plan, the Superintendent is encouraged to seek input from appropriate groups of the school and local community and coordinate with the District's Human Rights [Non-Discrimination] Officer and Title IX and 504 Coordinators.

No less than once every two years (off years from review of the District's Suicide Prevention Plan per Policy JLDDBB), the Superintendent shall update the District Anti-Discrimination Plan, and present the same to the Board for review. Such Plan updates should be submitted to the Board in time for appropriate budget consideration.

**E. Human Rights [or Non-Discrimination], Title IX, 504 and other Coordinators or Officers.**

The Superintendent shall assure that District and or building personnel are assigned to the positions listed below.

**Human Rights [or Non-Discrimination] Officer – Michele Garon, Human Resources Director**  
**Title IX Coordinator – Marge Polak, Assistant Superintendent**  
**504 Coordinator – Candace Lord (Underhill), Jessica Jordan (Memorial), Anne Mulligan (Cawley), School Counselors**

**F. Complaint and Reporting Procedures.**

Any person who believes that he or she has been discriminated against, harassed, or bullied in violation of this policy by any student, employee, or other person under the supervision and control of the school system, or any third person who knows or suspects conduct that may constitute discrimination, harassment, or bullying, should contact the District Human Rights Officer, or otherwise as provided in the policies referenced below under this same heading.

Any employee who has witnessed, or who has reliable information that another person may have been subjected to discrimination, harassment, or bullying in violation of this policy has a duty to report such conduct to his/her immediate supervisor, the District Human Rights Officer, or as provided in one of the policies or administrative procedures referenced below under this same heading. Additionally, employees who observe an incident of harassment or bullying are expected to intervene to stop the conduct in situations in which they have supervisory control over the perpetrator and it is safe to do so. If an employee knows of an incident involving discrimination, harassment, or bullying and the employee fails to report the conduct or take proper action or knowingly provides false information in regard to the incident, the employee will be subject to disciplinary action up to, and including, dismissal.

Investigations and resolution of any complaints shall be according to the policies listed below and related administrative procedures or regulations. Complaints or reports regarding matters not covered in one or the other of those policies should be made to the District Human Rights Officer.

1. Reports or complaints of sexual harassment or sexual violence by employees or third party contractors should be made under Board policy GBAA.
2. Reports or complaints of sexual harassment or sexual violence by students should be made under Board policy JBAA.
3. Reports or complaints of discrimination on the basis of disability should be made under Board policy ACE, except for complaints regarding facilities accessibility by disabled non-students or employees, which should be made under Board policy KED.
4. Reports or complaints of bullying or other harassment of pupils should be made under Board policy JICK.

**G. Alternative Complaint Procedures and Legal Remedies.**

At any time, whether or not an individual files a complaint or report under this Policy, an individual may file a complaint with the Office for Civil Rights ("OCR"), of the United States Department of Education, or with the New Hampshire Commissioner for Human Rights.

1. Office for Civil Rights, U.S. Department of Education, 5 Post Office Square, 8<sup>th</sup> Floor, Boston, MA 02109-3921; Telephone number: (617) 289-0111; Fax number: (617) 289-0150; Email: [OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov)

*Note:* Complaints to OCR must be filed in writing no later than 180 days after the alleged act(s) of discrimination. OCR may waive its 180 day time limit based on OCR policies and procedures.

2. New Hampshire Commission for Human Rights, 2 Industrial Park Drive, Concord, NH 03301; Telephone number: (603) 271-2767; Email: [humanrights@nh.gov](mailto:humanrights@nh.gov)

Notwithstanding any other remedy, any person may contact the police or pursue a criminal prosecution under state or federal criminal law.

**H. Retaliation Prohibited.**

No reprisals or retaliation of any kind will be taken by the Board or by any District employee against the complainant or other individual on account of his or her filing a complaint or report or participating in an investigation of a complaint or report filed and decided pursuant to this policy, unless that person knew the complaint or report was false or knowingly provided false information.

**I. Administrative Procedures and Regulations.**

The Superintendent shall develop such other procedures and regulations as are necessary and appropriate to implement this Policy.

**J. Notice of Compliance.**

The Superintendent will provide notice of compliance with federal and state civil rights laws to all applicants for employment, employees, students, parents, and other interested persons, as appropriate.

**This policy will be reviewed every year.**

**Legal References:**

RSA 186:11, XXXIII, Discrimination, RSA 193:38, Discrimination in Public Schools, RSA 193-F, Student Safety and Violence Protection Act, RSA 275:71, Prohibited Conduct by Employer, RSA 354-A, State Commission for Human Rights, The Age Discrimination in Employment Act of 1967, 29 U.S.C. 621, et seq. The Rehabilitation Act of 1973, 29 U.S.C. 705 and 794, Title II of The Americans with Disabilities Act of 1990, 42 U.S.C. 12101, et seq., Title IV of the Civil Rights Act of 1964, 42 U.S.C. §2000c, Title VII of The Civil Rights Act of 1964, 42 U.S.C. 2000d, et seq, Title IX of the Education Amendments of 1972, 20 U.S.C 1681, et seq, NH Dept of Ed. Rule 303.01 (i), School Board Substantive Duties

**OUTSIDE AGENCIES:**

Office for Civil Rights, U.S. Department of Education; 5 Post Office Square, 8th Floor, Boston, MA 02109-3921; Telephone - 617-289-0111; Email - [OGR.Boston@ed.gov](mailto:OGR.Boston@ed.gov)

Office of Civil Rights, U.S. Dept of Agriculture; 1400 Independence Avenue, SW, Washington, D.C., 20250-9410; Telephone - 866-632-9992; Email - [program.intake@usda.gov](mailto:program.intake@usda.gov)

N.H. Commission for Human Rights, 2 Industrial Park Drive, Concord 0330, Telephone - 603-271-2767; Email - [humanrights@nh.gov](mailto:humanrights@nh.gov)

N.H. Department of Justice, Civil Rights Unit; 33 Capitol Street, Concord, NH 03301; Telephone – 603-271-1181

N.H. Department of Education, Commissioner of Education; 101 Pleasant Street, Concord, NH 03301, Telephone – 603-271-3494; Email - [info@doe.nh.gov](mailto:info@doe.nh.gov)

Adopted: April 20, 1999

Revised: March 16, 2001

Adopted: February 15, 2005

Revised: January 22, 2019

**HOOKSETT SCHOOL DISTRICT  
USE OF SCHOOL BUILDINGS AND FACILITIES**

It is the desire of the Hooksett School Board to grant the privilege of using the school facilities to those individuals, organizations, or groups who are members of the local community. This does not alter the fact that it is the responsibility of the Hooksett School Board to require the establishment of necessary regulations to protect the user, the school board, the school, and the investment of the school district.

By both precedent and design, certain events shall receive first consideration during each school year, from July through June. These events include annual and special school district meetings, town meetings, school board meetings, both scheduled and special, and special and annual municipal, State and Federal elections.

Local non-profit service organizations may be granted the use of the school facilities and at no cost except when special services and/or the attendance of special school personnel are required.

Facility use will be granted to organizations on the following priority basis:

- A. Organizations located within the Town of Hooksett.
- B. School oriented organizations — Organizations recognized by the school board as directly related to school activities.
- C. Government organizations — Agencies which are authorized under the laws of the United States, the State of New Hampshire, the County of Merrimack, the Hooksett School District, or the Town of Hooksett.
- D. Civic organizations — Organizations that are social, service, fraternal or religious in nature and serve the community on a non-profit basis. Youth civic organizations will have priority in this section.
- E. Political organizations — Groups whose activities are of a lawful political nature or whose purpose is to affect political change through lawful means.
- F. For-profit individuals/organizations that apply for use of school facilities will be charged a fee set on a case-by-case basis.

An Application for Use of School Facilities (land and/or buildings) must be filled out and submitted to the school principal's office at least 16 days prior to use with payment included in the form of a check or money order. The Business Administrator shall act upon the Application. Documentation of Proof of Insurance may be required with the Application for Use of School Facilities.

In requesting and utilizing any and all school facilities, the organization also accepts full responsibility for the actions, safety and supervision of participants, spectators, etc., particularly minors involved in the activity.

Smoking is prohibited in the Hooksett Schools as per RSA 155:64, New Hampshire Indoor Smoking Act.

Events where alcohol will be served, there must be adherence to #8 on the following page, Regulations.

## CURRENT Policy

### **HOOKSETT SCHOOL DISTRICT COMMUNITY USE OF SCHOOL FACILITIES — REGULATIONS**

1. The use of school facilities can only be obtained by submission of a completed application to the principal's office.
2. Applications must be submitted 16 days in advance of the utilization date with advance payment in the form of a check or money order included per #3 below.
3. Use of school facilities will be charged a fee set on a case-by-case basis.
4. Services of custodians or other school personnel beyond normal shift hours or to perform duties that are not specifically job related will result in a charge to the user.
5. The organization or party requesting the facilities must accept full financial and legal responsibility for any and all damages and/or claims of damages resulting from the use of facilities. Organizations may be required to provide copies of certificate of insurance for the school's file prior to use.
6. The premises must be cleaned immediately following the event by the using organization unless prior arrangements have been made with the maintenance supervisor and/or the principal. Should the using organization leave the premises in a manner unacceptable to school officials, the using organization shall be charged for any additional cleaning that has to be done and should they not pay the bill, said organization shall not be allowed to use the facilities until payment is made.
7. For on-going games and activities an Application for Use of School Facilities may be completed by the using organization with a schedule of dates of use attached rather than a new application for each use.
8. Alcohol may only be served when youth organizations are not utilizing the building. The School Board may require such events to have a police officer present during the entire activity. New Hampshire State law regarding the legal drinking age must be adhered to. It is the responsibility of the organization using the facilities to notify the Hooksett Police Department at least 48 hours before the planned event (date, time, and expected attendance).

Adopted: April 16, 1985  
Revised: January 19, 1988  
Revised: June 6, 1989  
Revised: December 3, 1990  
Adopted: November 5, 2002  
Revised: January 6, 2009

**USE OF SCHOOL FACILITIES**

It is the desire of the Hooksett School Board to grant the privilege of using the school facilities to those individuals, organizations, or groups who are members of the local community. This does not alter the fact that it is the responsibility of the Hooksett School Board to require the establishment of necessary regulations to protect the user, the School Board, the school, and the investment of the school district.

By both precedent and design, certain events shall receive first consideration during each school year, from July through June. These events include annual and special school district meetings, town meetings, School Board meetings, both scheduled and special, and special and annual municipal, State and Federal elections. Authorization for use of school facilities shall not be considered as an endorsement of or approval of the activity, group or organization, nor the purposes they represent.

Priority of Usage

The following priorities are to be adhered to by the scheduling authority:

- A. School Related Activities: All activities which are recognized by the School Board as being directly related to the education process.
- B. Government Activities: All activities conducted by any governmental organization recognized under the laws of the United States, the State of New Hampshire, and the town.
- C. Local Civic Organization Activities: Activities sponsored by any social, service, or fraternal organization which serves the community on a non-profit basis, and youth civic organizations will have priority in this section.
- D. Local Civic Organization Activities: Activities sponsored by any social, service or fraternal organization which serves the community on a profit basis.
- E. Non Local for profit or non profit

The right to authorize use of school facilities shall be retained by the Board as executed by the Superintendent of Schools or his/her designee.

Written application shall be available in the school principal's office, and should be completed at least fourteen (14) days prior to the requested use.

Regulations Governing Use

- A. Parking Lots: Parking of all vehicles at events or activities shall be restricted to the parking lots and other designated parking areas.
- B. Restrictions on Use: All persons utilizing the facilities during any event or activity shall restrict their use to the areas contracted.
- C. Reorganization of School Property: Any School District property within the facilities being utilized may be arranged for purposes of permitting the planned event or activity to go forward but shall not be used or distributed except by prior arrangement. In the event of any rearrangement of said property, the items so rearranged shall be returned to their original locations at the termination of the planned event or activity.
- D. Food and Drink: Food and beverages shall be restricted to areas designated for consumption. The use of any and all alcoholic beverages is expressly prohibited at all times on property owned by the district.
- E. Safety: All safety regulations established by local and/or state officials shall be complied with at all times by those utilizing the facilities.

The calendar for building use will be maintained by the building principal.

The Board or its designee shall establish such fees as deemed reasonable and print these on the application form.

## -DRAFT-

Organizations will be required to hire school district custodial personnel if no custodian is scheduled to work during the hours of proposed use.

Police and/or fire protection which may be necessary for certificate of insurance naming the corresponding school district on the declaration page as an additional insured prior to the use of any school facilities. In the event that property loss or damage is incurred during use, the amount of damage shall be determined by the Superintendent/designee, and approved by the Board. The group using the facility during the time the loss or damage was sustained will be financially responsible for such loss or damage.

### **Procedure of Facility Rental Agreement:**

1. No reservation for rental use of facilities may be assumed until written application 'Application for Use of School Facilities' is made and has been approved.
2. The district requires a current certificate of insurance naming the Hooksett School District as the additional insured. A minimum coverage of one million (\$1,000,000) dollars is required.
3. The priority of school use is as follows:
  - a. School sponsored activities
  - b. Municipal use – Meetings which involve Hooksett town departments, voting, or State of NH Department of Education
  - c. School Related – Any educational activity sponsored by a nonprofit organization which has a direct benefit to Hooksett schools.
  - d. Community Groups – Nonprofit groups that sponsor activities of culture or recreational use for its citizens
  - e. Non-community and for-profit groups – any organization or individual desiring to rent a school facility for any nature or use the facility for its own nonpublic entertainment.

### **General Guidelines for Facility Usage**

1. School facilities will be made available to eligible groups when requests are not in conflict with school sponsored activities.
2. Should a conflict with a school sponsored activity arise after an agreement for use is made, the school sponsored activity shall take priority. Exceptions will be considered by the Superintendent or his/her designee when undue hardship might result to the contracting organization.
3. Use of any kitchen equipment must receive written approval from the school district's Food Service Director. The renter will be responsible to employ a food service worker as deemed necessary by the Food Service Director.
4. Rental of school district facilities does not include the use of athletic equipment, music equipment, sound systems, and audio//visual or any school owned equipment unless otherwise agreed upon by the school district in writing.
5. The school department may request a police or fire department detail to protect school property and to provide crowd control. The renter may contact the Hooksett Police or Fire Department directly and is responsible for any of their fees.
6. Rental fees are to be paid to the Hooksett School District.
7. The school district, at its sole discretion, may cancel an event due to inclement weather or for unforeseen circumstances beyond its control. The school district shall not be held financially responsible for any cancellations.
8. The renter may request permission for off hour snow removal, however all costs will be the responsibility of the renter.
9. The school district reserves the right to waive or adjust rental fees at its discretion.
10. The use of heat producing equipment, chemical agents or the use of pyrotechnics is forbidden at any indoor facility.

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### FEES:

1. All rental fees are due immediately upon the completion of the Application for Use of School Facilities form.
2. All checks should be made payable to the Hooksett School District.

### Liability Coverage:

1. A certificate of insurance is required naming the Hooksett School District as the additional insured. Policy coverage in the amount of \$1,000,000 minimum.
2. **Indemnification:** In consideration for allowing the rental of school facilities and in full recognition of the school Board's fiduciary responsibility to protect owned property and assets, the renter hereby covenants and agrees at all times to indemnify and hold harmless the school district, its Board officers and employees, to the fullest extent permitted by law, from any damage, losses and expenses, including but not limited to, reasonable attorney's fees and legal costs arising out of the use of these rental premises and school district facilities, by the renter, its officers, employees, representatives, contractors, customer, guests, and invitees.
3. **Insurance:** As evidence of its financial ability to indemnify the Hooksett School District during the term of the rental agreement, the renter shall obtain and pay premiums for commercial general liability insurance protecting the parties hereto, their agents officers, elected officials, representatives, or employees because of bodily injury, property damage, personal injury or products liability incurred by the parties in the performance of the terms of this rental agreement. Such policy to provide limits not less than \$1 million per occurrence. A certificate of insurance naming the Hooksett School District as the Additional Insured shall be provided. Such insurance contracts shall be with companies acceptable to the school district and they shall require ten (10) days prior written notice to both parties hereto of any cancellation.

### Maintenance/Custodial Services:

1. **Custodial Services:** Any organization (including in-district non-profit youth organization) using school facilities must agree to the assignment of custodial personnel for continuous duty during the time stated on the rental agreement. This requirement includes the time needed to set up prior to the event as well as the time needed to clean up after the event. The district will charge a service fee to the renter for this service. Facility or equipment shall be appropriately charged for its repair or replacement.
2. **Event Manager:** The district reserves the right to assign or designate a school official to be present at any event. The renter would be notified of this requirement in advance and will be charged accordingly.
3. **Rubbish/Recycle:** The Hooksett School District strongly encourages all groups which rent school district owned facilities to recycle. The district reserves the right to charge renters custodial fees if rubbish is left other than within the trash containers provided.
4. **Field Conditions:** A rental agreement includes the use of district owned athletic fields but does not guarantee to the renter that a field will be in perfect condition. At no time shall a renter use a field that is too wet for safe play or cause damage to a field. The building principal, in conjunction with the Maintenance Director, will determine the condition of the field.
5. **Misuse of Facilities or Equipment:** Any renter who damages or misuses any district facility, equipment or field shall be charged appropriately for its repair or replacement. The

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district reserves the right to cancel or suspend any further rental agreements with a renter as a result of the damage or misuse.

6. **Score Clock/Lighting:** If a renter wishes to use district equipment, the renter will be charged in accordance with the attached fee schedule.
7. **All Facility Rentals Are Per Event:** An event represents eight (8) hours' time. The cost to rent school owned facilities per event is outlined in the Fee Schedule for Facilities.
8. **Cancellations:** A written request for cancellation must be received at least 3 days prior to the event. Any cancellation made with less than a 3 day notice may result in a charge to the renter.
9. **Alcohol, Drugs, Profane Language, or Smoking:** The use of alcohol, drugs, tobacco or any electronic smoking devices, weapons, profane language or gambling in any form is strictly forbidden on all school owned property.
10. **Parking:** All vehicles must park in a designated parking space. Vehicles may not be parked in, or obstruct, fire lanes around any school building. Illegal parking may result in vehicles receiving tickets, or towing at the owner's expense.
11. All school sponsored activities shall be required to have a school assigned supervisor or administrator present.
12. A \$15.00 application fee/or any changes to the application shall be charged for all non-school sponsored activities.

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**FEE SCHEDULE FOR FACILITIES**

<b>ITEM</b>	<b>In District Non Profit</b>	<b>In District Profit</b>	<b>Out of District Non Profit</b>	<b>Out of District Profit</b>
<b>Gymnasium (per 4 hour event)</b>	<b>\$100.00</b>	<b>\$150.00</b>	<b>\$100.00</b>	<b>\$150.00</b>
<b>Cafeteria (per 4 hour event)</b>	<b>\$75.00</b>	<b>\$100.00</b>	<b>\$75.00</b>	<b>\$100.00</b>
<b>Classroom (per 4 hour event)</b>	<b>\$30.00</b>	<b>\$60.00</b>	<b>\$50.00</b>	<b>\$100.00</b>
<b>Conference Room/Media Annex</b>	<b>\$30.00</b>	<b>\$75.00</b>	<b>\$75.00</b>	<b>\$75.00</b>
<b>Media Center</b>	<b>\$50.00</b>	<b>\$100.00</b>	<b>\$100.00</b>	<b>\$100.00</b>
<b>Custodial Services (per hour)</b>	<b>\$30.00</b>	<b>\$30.00</b>	<b>\$30.00</b>	<b>\$30.00</b>
<b>Kitchen (Food Service Director approval required)</b>	<b>\$50.00</b>	<b>\$100.00</b>	<b>\$50.00</b>	<b>\$100.00</b>
<b>Athletic Fields</b>	<b>\$50.00</b>	<b>\$100.00</b>	<b>\$50.00</b>	<b>\$100.00</b>

**\*\*\* Price is per day unless specified \*\*\***

**VIII.A.**

**HOOKSETT SCHOOL BOARD**

**July 29, 2020**

**Resignation**

**Rebecca Benyik**

Computer Technology Teacher

