DERRY COOPERATIVE SCHOOL BOARD MEETING
Derry Municipal Center
June 9, 2026

-Call to Order: Chairman Thiele called the meeting to order at 6:30 p.m. and led the Pledge of Allegiance.

-Roll Call: Joseph Crawford, Jane Simard, Michael Flynn, Brenda Willis, Michael Thiele, Jennifer Theroux, Jenna Paradise, Karen Rand, Jamie Carreau, David Clapp

-Also in Attendance: Paula Quiroga, Clifton Dancy, Kim Conant, Laura Carnazzo, Richard Tripp, David Provencher, Jim Dietzel, Brian Chirichiello, Tom Cardon

-Chairman Thiele referred to the Consent Agenda: Public Hearing Minutes of May 26, 2026, Public Meeting Minutes of May 26, 2026, Nonpublic Meeting Minutes of May 26, 2026; Manifest in the amount of $4,005,196.08 ($2,904,963.98 General Payroll, $1,100,232.10 General Expense).

Jenna Paradise **Moved** to accept the Consent Agenda. Jamie Carreau seconded the Motion. **Vote**: Yes - Unanimous (7/0)

Appointment Presentations: -Directors' End-of-Year Reports

Information Services & Transportation — Dr. Clifton Dancy updated that the department continued to support technology systems while leading improvement projects. Major accomplishments included replacing aging wireless access points, improving cybersecurity, distributing teacher laptops, implementing copier badge access, enhancing district communications, and redesigning webpages. The department supported state reporting transitions, expanded Google Services via grant, and began planning infrastructure projects including managed fiber service at East Derry Memorial Elementary, district PA system, and charging stations for electric buses. The team responded to over 2,500 help desk requests while maintaining high service levels.

Assistant Superintendent Crawford and Dr. Dancy facilitated the school start times task force composed of teachers, staff, administrators, Board members, and parents. After months of research and community involvement, the committee's recommendation was adopted by the Board.

Dr. Dancy recognized staff: Dan Boyle (student data administrator), John Harding (media coordinator), Dan Scanlon (lead technician), Simon Hasek, Tyler Timlan, and Dylan Scott.

-David Clapp asked about recouping costs from federal electric bus funding through First Student contract savings/kickbacks. Dr. Dancy explained discussions will occur during fall contract negotiations once buses arrive on-site.

-Jenna Paradise asked about bus and charging station ownership. Dr. Dancy explained the district owns nothing; First Student owns everything. The grant was based on free/reduced status. Charging stations will be at First Student, not on school property.

-Chairman Thiele asked who creates website content. Dr. Dancy explained it's a team effort; he works with directors and principals to avoid multiple conflicting versions of information across school sites.

Human Resources — Paula Quiroga updated that this was a foundational year focused on learning, building relationships, evaluating processes, and identifying improvements. She created a team that embraces change. Major accomplishments included modernizing fingerprinting, transitioning teacher contracts to Panda Docs, redesigning the staff portal, and implementing new remuneration processes. The department focused on spending less time on administrative work and more time supporting employees.

-Jenna Paradise asked about substitute teacher availability and support. Ms. Quiroga noted ongoing shortages but will pull data at the end of the year.

-David Clapp asked about challenges hiring contracted services (OT, Speech). Superintendent Flynn explained that these positions are hardest to fill because wages are tied to collective bargaining agreements; Psychologists can earn 30-40% more outside education.

Curriculum, Assessment & Instruction — Kim Conant shared highlights of district accomplishments. The goal was to strengthen the curriculum, improve instruction, use data to inform decisions, and ensure all students have access to high-quality learning.

Literacy (K-4): Continued strengthening framework through Science of Reading and UFLI Foundation aligned to all instructional materials, creating consistent learning progression.

Mathematics: Math specialists and teachers used targeted focus blocks with assessment data to provide additional support/enrichment based on individual student needs.

Results (NWEA Data): 60% of students met ELA benchmarks; 59% met math benchmarks—marking the second consecutive year of strong growth across all elementary grades.

Grades 5-8: Implemented new Open Up ELA program; teachers embraced the work, and students demonstrated growth as readers, writers, and critical thinkers.

Additional Work: Developed public-facing curriculum guides for families (available fall on website), established a formal curriculum review process, and finalized a three-year curriculum review cycle. Assessment increasingly guides instruction and identifies student needs rather than serving as a single event.

CARES Team Recognition: Educators collaborated to create grade-level pacing and resource guides; work recognized by Responsive Classroom and Fly Five developers as an innovative model.

-Jennifer Theroux asked about compliance with the state 2027 ELA curriculum mandate (Science of Reading). Ms. Conant confirmed K-4 is fully aligned to the evidence-based curriculum (UFLI); grades 5-8 use Open Up (evidence-based program).

-David Clapp noted that proficiency numbers appear higher than last year's warrant article. Ms. Conant clarified that these are NWEA district data; SAS state data is embargoed but trending upward.

-Chairman Thiele requested a definition of "proficiency." Ms. Conant explained proficiency means grade-level performance per NH grade-level norms (SAS data); NWEA is an individual district assessment that adjusts based on student responses.

-Jennifer Theroux emphasized the importance of formalized teacher feedback mechanisms for curriculum implementation. Superintendent Flynn confirmed feedback will be solicited in the summer/fall via direct surveys.

-Brenda Willis asked how the district distinguishes positive changes from COVID learning loss recovery. Ms. Conant noted K-4 showing major improvement; Mr. Flynn added that behavioral challenges persist due to acclimation and curriculum shifts (transition from Lucy Calkins to UFLI science-based reading).

Special Education — Laura Carnazzo updated that significant staff transitions occurred, with the SAU now fully staffed, including assistant directors and administrative support. An organizational chart was developed to clarify responsibilities and streamline communication.

LEA Determination: This is the first year in a while that the district met requirements across all indicators (marked 0, 1, or 2).

Integration Focus: Emphasis on integrating students with disabilities into the general ed curriculum with peers. Students learning classroom behavior with positive role models is helping students grow and flourish.

Emerging Needs: Students becoming more complex with disabilities; rise in multiple disabilities and autism. Expanded AAC device training for nonverbal students. Staffing and contractor shortages remain challenging; collaborating with South Central monthly and other districts to share resources and transportation.

PEGS Process: Upcoming program approval and general supervision cycle, reviewing all special education processes and IEPs.

-Jamie Carreau asked about parent feedback tracking. Ms. Carnazzo noted no recent district surveys, but an annual state survey was conducted. Schools maintain open communication; she receives calls and routes issues to building teams.

-David Clapp asked about Medicaid billing tracking. Ms. Carnazzo delegated responsibility to Kristen Mitchell (working with the MSB provider). New NH Medicaid processing changes are anticipated to increase reimbursement.

Delegations & Individuals:

Richard Tripp (44 Windham Road) appreciated the superintendent's explanations of educational terminology and requested that acronyms be defined at first use. He noted the value of internal assessments (NWEA) alongside annual state assessments. Asked if the district has reviewed the transition from letter grades to proficiency for communication effectiveness.

Jennifer Theroux **Moved** to extend Richard Tripp's time by 30 seconds. Jenna Paradise seconded the Motion.
Vote: Yes - Unanimous (7/0)

Mr. Tripp continued, asking about the state cell phone policy and whether it has had positive effects; he suspects phones are a distraction.

Brian Chirichiello (6 Rollings Street) wished Assistant Superintendent Crawford success in Hampstead. He was happy with the director's updates and positive results. He inquired about the $1.9 million unreserved fund balance allocation from the previous meeting and noted concerns about December tax bills. He hopes the Board will consider offsetting school taxes given county tax increases. He supports maintenance spending ($27 million recently).

Chairman Thiele stated public comment will remain open until 7:48 p.m.

- **Student Member Updates: -Pinkerton Academy**: -None

-**Deliberations:**

Data Governance Plan (2026/2027) Chairman Thiele explained that the district is required by RSA 189:66, V to update and present the plan annually.

Dr. Dancy presented the 2026/2027 Data Governance Plan for adoption. Data is one of the district's most valuable assets. The plan outlines processes and procedures to protect the security, privacy, and integrity of digital information. This year's plan is substantially the same as previous versions, with one notable change: a new cyber incident response plan has been added (Appendix M) and is maintained separately on a need-to-know basis due to sensitive information.

Dr. Dancy attended three cybersecurity conferences, reinforcing the importance of vigilance. Threats facing schools continue to increase; educational institutions are attractive targets for cyber criminals. The cybersecurity community states the question is no longer "if" but "when" an organization will experience an incident. This plan is designed to reduce risk and ensure an effective response.

Superintendent Flynn added that incident command procedures will be discussed in a nonpublic session. He commended Dr. Dancy's extensive work and noted ransomware attacks are a major concern.

Jenna Paradise **Moved** to accept the 2026/2027 Data Governance Manual as presented. Jennifer Theroux seconded the Motion.
Vote: Yes - Unanimous (7/0)

Year-End Fund Balance Projects Superintendent Flynn updated the Board about facilities projects to complete with year-end fund balance funds. He presented slides showing unassigned fund balance, how it is created, and opportunities.

How Fund Balance is Created:

- Revenues exceed budgeted amounts; expenditures are lower than budgeted
- Unanticipated revenue (E-Rate, rebates, tuition, donations)
- Encumbrances for closeout and projections
- Example: If the paving bid comes in under budget, the difference goes to the unreserved fund balance

Fund Balance Strategies:

- Maintain 5% contingency for unforeseen needs
- Address current district needs (not wants)
- Return $1.5 million to taxpayers as promised
- Add $500,000 to capital improvement/maintenance trust fund (voted on and approved by voters; managed by trustees with public hearing required)

Recommended Projects:

1. Loading Dock Replacement (Grinnell Elementary): $100,000 (safety hazard)
2. Bleacher Seat Replacement (Barka Elementary): $20,000 (parts unavailable)
3. Music Room Wall (West Running Brook Intermediate): $50,000 (gym/music separation; sound issue)
4. Courtyard Paving: $55,000 (bid came in under $125,000 estimate; high accident reports—safety concern)

Deferred: Tactile Pads (Barka) to regular budget; Guard Rail (West Running Brook) to later vote.

Total Project Cost: $225,000

Projected Fund Balance: $4.5 million (pending warrant article approvals, $500K trust allocation, $700K bond interest reallocation, $1.5M carry-over); leaves approximately $1.75 million unreserved for these projects.

Brenda Willis Made a **Motion** to approve the four initially recommended projects. Jamie Carreau seconded the Motion.
Roll Call Vote: Jennifer Theroux: Yes
Brenda Willis: Yes
Jenna Paradise: No
Karen Rand: Yes
Jamie Carreau: Yes
David Clapp: No
Chair Michael Thiele-Yes
Vote: Yes - (5/2)

Policy Review Committee Policies (Second Reading):

-Policy ADC/GBED/JICG

-Policy JCA

Superintendent Flynn had no further additions; the Board had no questions.

Jamie Carreau **Moved** to accept Policy ADC/GBED/JICG and Policy JCA. Jennifer Theroux seconded the Motion.
Vote: Yes - Unanimous (7/0)

- **Administration Reports:**

Business Administrator — Jane Simard answered the delegation question regarding Medicaid. Budget was $250,000; to date, received $361,417.13 (above projections).

Three main summer contracts have been negotiated and finalized: East Derry Memorial roof, South Range Elementary roof, and Eckman structural modifications. Purchase orders issued.

Staff transitioning to cloud-based accounting software (same software, different platform). Training begins next week with an additional four-hour session the following week. Over the summer, new processes and portals will be implemented, mostly related to accounts payable for streamlined, less paper-intensive operations.

Audit tentatively scheduled for August 24, 2026. Currently preparing year-end reconciliations.

Kathy Kennedy was appointed deputy treasurer/acting treasurer. Opening for District Treasurer (Derry residency required).

Superintendent's Report — Michael Flynn updated: We are in the final stretch. Wednesday, June 17, 2026, is the last day of school (early release).

Redesigned transition events for students (4-5, 6-7, 8-9 with Pinkerton partnership). Thursday, June 11, inaugural retirement dinner with 80 RSVPs, celebrating decades of staff service.

The South Range Elementary campus will be closed all summer due to extensive facility work; 10-11 dumpsters and heavy equipment on-site.

Chairman Thiele was impressed with the work of building, SAU administrators, teachers, and staff on move-up activities.

-Committee & Liaison Reports:

Finance Committee — Karen Rand agreed with Jane Simard's update. Looks forward to the final fund balance number to add the Guard Rail project.

Facilities Committee — David Clapp reported meeting with Jeremy Lamothe regarding South Range project plan—very tight schedule with Saturday work if needed; team confident in on-time completion. Received CIP plan overview (UMass Lowell developing); expects presentation late July or August.

Member Updates & Any Other Business:

Chairman Thiele updated that the Fiscal Advisory Committee remains open. Board policy requires new member appointments by June 30. Appointments will be brought forward at the June 23 meeting. Application available on the district website.

Back on May 28, the Board met with Pinkerton administration and Board of Trustees (sending town meeting). Updates included budget timeline, start times committee status, busing consortium discussion, and May 20 incident report.

Pinkerton Academy graduation: Friday, June 12

Regarding cell phone policy: Chairman Thiele reported positive feedback from friends and students. Overall, a beneficial move with some initial snags; it has reduced bullying (fewer recordings instigating conflict) and increased engagement. Students are purchasing iPods/Walkmans from thrift stores for music. K-8 schools in the second year; students leave phones at home, in bags, or locked in lockers all day.

Superintendent Flynn plans to gather more details on instances, challenges, and general feedback.

Jamie Carreau mentioned the Next Charter School graduation on June 11 at the Opera House; Happy Pride Month.

Jenna Paradise mentioned Gilbert H. Hood Middle School graduation on June 16.

Brenda Willis congratulated DEEP students on graduation and thanked the staff. Volunteered at Grinnell and Barka field days.

Chairman Thiele noted this is Assistant Superintendent Crawford's second-to-last meeting; final goodbyes on June 23, 2026.

Future Meetings:

-**June 23, 2026:** Workshop - 5:00 p.m.- Derry Municipal Center-3rd Floor Meeting Room
-**June 23, 2026:** Regular Meeting - 6:30 p.m.- Derry Municipal Center-3rd Floor Meeting Room
-August 11, 2026: Regular Meeting-6:30 p.m.-Derry Municipal Center-3rd Floor Meeting Room

-The Board moved into Nonpublic Session. Chairman Thiele accepts a motion to move into Nonpublic Session according to RSA 91-A: 3 II (a).

At 8:10 p.m., Jennifer Theroux made a **MOTION** to move into Nonpublic Session per RSA 91-A: 3 II (a). Jamie Carreau seconded the Motion.

Roll Call Vote:	David Clapp-Yes
	Jamie Carreau-Yes
	Jenna Paradise-Yes
	Jennifer Theroux-Yes
	Karen Rand-Yes
	Chair Michael Thiele-Yes
	Brenda Willis-Yes
	Vote: Yes - Unanimous (7/0)

At 10:15 p.m., Jennifer Theroux made a **MOTION** to close Public Session. David Clapp seconded the Motion.
Vote: Yes - Unanimous

Respectfully Submitted,

Kristie J. Napolitano

School Board Secretary