



Board Meeting Minutes

February 16, 2022 at 7:00 pm

In Attendance: Robert Best (Chair), Patty Humphrey (Vice-Chair), Scott Perron, Sue Lawton (Secretary), Barbara Comtois (Treasurer), Kimberly Lavallee, Kate Robichaud (Faculty Rep), Sabeena Mori (Student Rep), and Cassie Hayes (ex officio).

Not in Attendance: Kyle Fox

1. Call to Order: 7:05pm (Bob B.)
 - Pledge of Allegiance (Bob B.)
 - Moment of Silence (Bob B.)
 - Reading of the [Mission Statement](#) (Bob B.)
 - **Trustee Mission Round Table Discussion:** As you survey the social, economic and international issues facing our nation currently, are you concerned that present policies and trends are leading us to a loss of constitutionally-guaranteed liberties? If so, what are the symptoms and causes? If not, why not?
 - One Board member mentioned history is why we are who we are today
 - We need to learn and grow from history. The choices we make now will affect 200 years from now and how people in the future will live. Social and economic issues and opinions need to be celebrated so as to understand differences
 - Privacy and speech are more challenging now with technology and social media. People tend to react instead of sharing their thoughts
 - We should be able to speak freely and not be ashamed for fear of being judged. We have become intolerant of others and their thoughts and words; we are giving up our rights
 - One member thought that we are losing our liberty in some ways. It was stated that the government is not even following its own laws. Liberty is being abused; people think they can do whatever they want. Liberty is distorted and not valued; it's confusing
 - We need to teach our children to value liberty and freedom because they are so important. The Bill of Rights contains the ten most important things to know and do
 - We need to live and model liberties in our school and that will teach our children how important they are
2. **Public Comments:** (See Policy [BEDH](#)) 7:27pm (Policy read by Bob B.)
 - Michelle S. spoke about her concern for a safety issue surrounding the traffic during early dismissal (2:25pm). She wanted the Board to be aware of what was taking place at that time. Many cars are parked in the wrong place waiting for their student(s) to be dismissed and they start lining up as early as 2:05pm, which then blocks in other vehicles or blocks parking spaces
 - She mentioned how unsafe it is for our students with so many cars coming in and driving out at the same time. We have early dismissal and kids going in between cars to leave
 - It was also mentioned that emergency vehicles may not be able to get to the building in situations like this
 - She also brought up the fact that the ice on the driveway is very dangerous. It has been icy and cars have slid down the hill
 - Michelle S. also mentioned that it would be nice if board meetings were more accessible to the public and made easier for them to attend. She said when she arrived she followed Chairman Best into the building

- Jane C. spoke about the mask mandate and that Founders should make masks optional for everyone. She mentioned the fear that we are missing the opportunity to engage the quieter students as they are using the masks as a 'hiding place' of sorts.
 - Louis B. spoke of how parents, faculty, and administrators need to live according to the law to create leaders in our children so they can lead the world.
 - Elizabeth S. read from a document her older child wrote several years ago. It referenced everything they enjoyed about school. She stated some of these things have changed and hopes we can address it. Suggested we review and possibly update the mission statement.
 - She also mentioned it would be helpful to post the agenda and supporting materials earlier
 - Doreen B. stated that she is done with the mask mandate. She mentioned that 28 NH schools have lifted their mandates and we shouldn't be so far behind everyone else. She blamed mask wearing on the high rate of recent suicide in teenagers, their low self-esteem, and the recent disrespectful behaviors in schools
 - Francesca V. mentioned that as a student driver, she will park in the back to help alleviate some of the traffic during early dismissal, which will also help her to not get trapped into a parking spot
 - Erica S. stated that mask wearing should be optional; students feel restricted wearing them. She pleaded with the Board to listen to the students; to hear what they are saying and respect their thoughts and opinions.
3. Secretary's Report: 10:01pm (Sue L.)
- [January 19, 2022 Board Meeting Minutes - DRAFT](#)
 - **Motion** to accept the minutes as written made by Scott Perron
 - **Second** by Patty Humphrey
 - **Motion passed** 4/0/2
4. Treasurer's Report: 10:03pm (Barbara C.)
- [Board Budget Report for FY 2021-2022 Period Covered July 1, 2021 to December 31, 2021](#)
 - Barbara stated that the report looks good. There is a lot of grant money helping the bottom line. As a result the posted financials are showing positive cash flow. Expenses in line with last year
 - A question was asked regarding the ratio of Special Education students. The Dean responded that there are approximately 30-40 IEPs and 40-50 504s, which is approximately 25% of the student body; in line with the rest of the state.
 - **Motion** to accept the Treasurer's report made by Scott Perron
 - **Second** by Sue Lawton
 - **Motion passed** 6/0/0
5. Dean's Report: 9:07pm (Cassie H.)
- See report [here](#)
 - Dean Hayes introduced Chris S. to speak about his Eagle Scout project, which he has been working towards for 10 and a half years. He chose to recreate the outdoor classroom.
 - He has pavers for the classroom and is fundraising to purchase modular tables and chairs and whiteboards
 - He has been taking pictures of the progress as he goes
 - The budget for the project is \$2800
 - The Board commended Chris for choosing Founders and the outdoor classroom as his project
 - Dr. Tyrie's report was given by Dean Hayes. She was happy to report that we are fully staffed. It was suggested by a Board member that maybe the new staff could be highlighted in the newsletter
 - One Board member asked about the Assistant Dean reaching out to all the 8th graders and what the progress was on that issue. She stated that communication with parents is essential
 - Chairman Best asked how the Board can help with the recent behavioral issues that have come up. Should the policy be changed? How can the Board support the Dean? Mr. Best also wanted the Dean to explain the yellow and red slips

- Dean Hayes thanked Mr. Best for his offer of help and support. She does not see a need to make policy changes, but is taking the time to get to know the students and how best each student reacts to which type of discipline.
 - Yellow slips are to report disciplinary issues. Red slips spell out the consequences to those issues and come with a disciplinary action
 - It was asked if there are consequences for bad behavior and Dean Hayes assured the Board that there are consequences and that each student has to be dealt with individually as not all respond to the same procedures
 - Dean Hayes again invited Board members to visit the school to observe behaviors, classroom teachers etc.
 - Dean Hayes is aware of the behavior issue but does not believe it is out of control
 - Dean Hayes confirmed Parent involvement is part of her strategy. A question was asked about more consequences that include parents coming to school and discussing what has occurred. Discipline tends to be more effective with strong parental involvement
 - Mr. Best wanted to assure Dean Hayes that safety and discipline are very important to the Board
6. Faculty Representative's Report: 9:47pm (Kate R.)
- See report [here](#)
 - There are a lot of extra curricular activities happening; with a lot of students involved
 - Ms. Robichaud read aloud the letter from a student (included in the report)
 - Teachers are finding creative ways to get the students back into a normal learning environment (after Covid). Patience is the key. It takes time to learn each student and how they learn best and how they respond to discipline
 - Many teachers are involved in after school activities, (outlined in the report) and many students are getting involved and doing great
 - Three teachers have come forward to acknowledge that they would welcome any Board member(s) to come visit their class during a teaching day. Included are Mr. Canetti, Mrs. Nichols, and Ms. Robichaud
 - Payment for teachers subbing for each other is still a work in progress, but the Dean assured the Board that they will be paid
7. Student Trustee's Report: 9:03pm (Sabeena Mori)
- Ms. Mori thanked the Dean for working hard to keep the students safe in school
 - The school building is still cold in a lot of spots
 - Student behavior in the hallways and on the bus has become an issue that was brought up in the Student Senate. The students are being completely disrespectful and loud and it seems nothing is happening to extinguish this behavior.
 - It was suggested that yellow and red slips should be instituted again
 - Ms. Mori mentioned that the seniors are doing some fundraising for a field trip to 6 Flags and for the Spring Fling
 - Ms. Mori was excited that after a couple of postponements, the Winter Game night will go on this Friday
8. Board Business: 10:09pm
- Mission Report – Patty Humphrey
 - Patty reported that she is working on a Mission Report for next Board meeting
 - Dean Hayes wanted to mention that Ms. Humphrey is working on a special all school project that will take place on May 16. This will be an all school field trip; a Mission Day. More information to come next month
 - Ms. Humphrey did mention how much she is enjoying the Board Round Table discussions each month
 - PTSG Report: 10:11pm (Elizabeth Sanville)
 - Ms. Sanville reported that Penny Wars is in full swing, ending Friday this week
 - This fundraiser typically brings in approximately \$1000. There are a lot of other fundraisers going on at this time, so the anticipated amount raised may not be up to par with past years
 - The PTSG is planning a Parent Appreciation night at Chunky's on March 23 at 5:30pm

- The PTSG is also planning Teacher Appreciation – not just for a week, but spread out across the calendar
- The PTSG is willing to donate to the 8th grade and seniors to help them have a great graduation this year. It was stated that a bigger deal should be made for the 8th graders graduating
 - [Admissions policy review](#): 10:17pm (Cassie H.)
- A Board member asked how we are promoting 5th grade. Dean Hayes stated that we are advertising on the radio, social media and other media outlets, City Bus, lawn signs, and magazine advertisements.
- There was a policy committee meeting where they are revising some of the criteria for Admissions, including meeting with families and providing follow up to those families
- There were a few minor edits that will move to the full Board for review
- There will be placement testing done by students once all paperwork has been completed and students are accepted. It will not be done prior to acceptance
- **Motion** made to move the policy review to a second reading made by Sue Lawton
- **Second** by Barbara Comtois
- **Motion passed** 6/0/0
 - Covid Update 7:57pm (Cassie H.)
- Dean Hayes stated that our school has been testing students since the day we opened in September (Test to Stay). The entire school year to date we have done 166 tests (recorded) and 25 have been positive. Tracking out numbers and state numbers; both were trending upward shortly after the start of school, but are now trending downward
- We are working with Dr. Valvano and her team of nurse practitioners and physician's assistants to ensure tests are being conducted and recorded
- The safety of the students in school is and always has been the Dean's #1 priority
- With February vacation coming up, families traveling, getting on airplanes etc., Dean Hayes suggested that we continue with the mask mandate through March 11, 2022, then beginning March 14, 2022 masks could be optional
- If any student or faculty or Administration individual is exposed to someone who tests positive, masks should be worn
- There was much discussion that ensued, including one member who feels very strongly that we should not wait until March 14 and should make masks optional now
- One Board member praised Dean Hayes for her amazing job during Covid, staying fully staffed, remote learning, transitioning back to full time in school, etc. This Board member stated that we should transition to masks optional and if students are offered a voice then faculty and staff should be included as well. We should all self protect and make it optional
- It was brought out that in the August 2021 Board meeting, the Board voted to let the Dean make decisions and this decision should be hers as well. Dean Hayes has led the school beautifully so far, so why change that now?
- Another Board member echoed stated that all the decisions Dean Hayes has made have been made for the safety of the students and we should continue to let her make the decisions
- It was mentioned that being able to see facial expressions is important. Teachers should have the option to teach without masks; there are ramifications to wearing masks and remote learning. This individual stated that some of the discipline issues schools have are from wearing the masks
- One member said it is cruel to keep the students masked
- One member stated that they are not persuaded that the masks are keeping us safe anymore
- One member asked the Board to have a chat with students to see how they feel about this, but Mr. Best stated that the Board would then have to wait until next month to vote
- One member suggested that faculty should have a say as well
- Before a motion was made, there was a question as to social distancing, temperature taking and other Covid protocols that have been put in place. The only item being voted on is the mask mandate; all other Covid-19 protocols remain the same

- **Motion** made by Patty Humphrey to make masks optional on Tuesday, February 22, 2022 in all circumstances, unless a positive test is detected, at which time the CDC guidelines will be followed
 - **Second** by Barbara Comtois
 - **Motion passed** 4/2/0
9. New Business: 10:23pm (Bob B.)
- The issue arose during public comment that something should be done with the plowing of the upper driveway and hill. Someone will be commissioned to find out who is responsible for the plowing to see if we can have a better job done during the winter months
 - It was also brought up from public comments that the 2:25pm dismissal needs to be addressed. How can we control the traffic jams that happen every day?
 - Do we have the staff to go out to patrol the traffic at that time?
 - Should we consider no more early dismissal?
 - The Dean stated that she will address this issue
- **Motion** to adjourn made by Barbara Comtois
 - **Second** by Scott Perron
 - **Motion passed** 6/0/0
- Meeting adjourned at 10:35pm
 - Non-Public Session:
 - Next Meeting: Wednesday, March 16, 2022

Respectfully submitted,
 -Lori Ragas
 Board Clerk