



Board Meeting Minutes

April 20, 2022 at 6:30 pm

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

Not in Attendance: Barbara Comtois (Treasurer)

Call to Order: 6:37pm (Bob B.)

- Pledge of Allegiance
- Moment of Silence
- Reading of the [Mission Statement](#)
- **Mission discussion:** This Month's board round table will be a discussion about leadership. [Here](#) is an article from Forbes Magazine that aggregates 100 short quotes about leadership. Please review the list, select two of your favorites, and come to the meeting prepared to discuss why those two quotes stood out for you and how you believe our students could benefit from that advice.
 - After members of the Board had a chance to review the list, Bob B. asked each member to choose two of the quotes that meant the most to them.
 - One Board member mentioned #7 that states, "Lead me, follow me, or get out of my way". This allows a person to know what they want and going after it.
 - #14 was chosen and it was stated that we have to have thoughtful and concerned people in our lives. We have a great opportunity for a great school.
 - #71 was chosen stating we have to keep good character.
 - #38 was chosen by a member speaking about uplifting the students and building their self esteem
 - #64 spoke to leading and going out into the world. Success isn't the only option; there is always a lesson when we don't succeed.
 - #62 spoke to a Board member about sometimes swimming with the current and sometimes standing like a rock on principle.
 - #20 speaks to buying into the leader and then buying into the vision.
 - #3 spoke to one Board member about leadership from the bottom up; the need to understand the balance and to see the bottom rise.
 - #62 spoke about empowering people and building them and watching them grow. We need to separate things that don't really matter and focus on the things that do matter.
 - #90 was chosen by a Board member as a way to look fear in the face; you must do what you think you can't do.

1. Public Comments: (See Policy [BEDH](#)) 6:57pm

- **Peter O.** spoke with a prospective parent about how he feels about Founders and he stated that he hesitated in talking positively about Founders; it caused him to pause. He speaks with his children (students of the school) every day about school and how things are going. His children are not happy about the switch in teachers and Mr. O. stated that he is concerned about teacher retention and continuity among teachers and the relationships that have been established. There is a growing concern about the behaviors in school – growing disrespect for teachers, each other, and the building. His children have talked to him about students during passing periods, opening lockers as they walk by to see who might walk into them, jumping and hitting the door frames, and trying to derail teachers during class time making learning difficult. These types of things seem to be happening more and more often and more deliberately. Things have changed so much in such a short amount of time.
- **Michelle S.** reiterated that the need for consistency and retention of teachers and staff; consistency is important. There has to be incentive for people to stay. Michelle S. mentioned that Lori R. is leaving; her last day is May 6th. She stated some nice compliments about Ms. R and her work.
- **Elizabeth S.** asked that the agenda for the Board meetings be available ahead of time so that the public has time to prepare for meetings. She also stated that she has not received a progress report for her students yet. To be the best school and to service the population, we need to look at the money coming out of the budget to pay to have appropriate services for the students. There are movie nights coming up and no teachers have come forward to chaperone. The spring fling has been canceled and the kids are disappointed. Her students are concerned with bathroom issues, disciplinary issues and she would like to know what's happening.
- Ms. S. invited the Board members to one of the movie nights (or more)

At 7:17pm Bob Best wanted to introduce the Board members to several people that are interested in the parent Board position. It was determined that the Board could accept 2 -3 parent members.

Frank Weiss introduced himself as a Boy Scout troop leader (with Kyle Fox) that would like to serve in some way.

Michelle Smith has a current 7th grader and an incoming 5th grader. She holds a Masters in Education, has been a counselor and understands the high level of circumstances that happen at the school. She has a passion for teacher retention, is a member of the PTSG, and a professional background.

Angela Seggie has a current 8th grader who has been at Founders since 6th grade. She has been a Board member at Polaris for 4 years, has a minor in Education, and has been a student teacher. She has seen a change (for the good) in her daughter since she started with Founders. She has a background in technology and marketing.

Doug Melder is the father of 5 children. He works in a global company, has been on various Boards in nonprofits and education and wants to help in any way possible.

Peter Olsen is a parent of 3 students (2 currently attending) and has been a teacher for over 25 years. He has been involved in schools in NH and NY, has taught Science, Health, English, and shop.

2. Secretary's Report: (Sue L.) 7:40pm
 - a. [March 16, 2022 Board Minutes Draft](#)
Sue L. thanked Lori R. for her efforts with the minutes.
 - **Motion** to accept the minutes as written was made by Kim Lavallee
 - **Second** by Scott Perron
 - **Motion passed** 6/0/0
3. Treasurer's Report: (Kim L.) 7:41pm
 - a. [Board Budget Report for FY 2021- 2022 Period Covered 7/1/2021 through 2/28/2022](#)
 - Kim L. spoke about the need for a roof on the entire building. To address teacher retention, Ms. L. reminded the Board how the benefits package has been built up over the years, including maternity and paternity leave.
 - **Motion** was made to approve the Treasurer's report by Patty Humphrey
 - **Second** made by Kyle Fox
 - **Motion passed** 6/0/0
4. Dean's Report: See [here](#) (Cassie H.) 7:51pm
 - Dean Hayes spoke about how part of the expansion grant was used to purchase a new copier for the 5th grade area and projectors for the 5th grade. The other projectors will be moved in the main building for other classrooms.
 - There has been exposure for Founders at the Fisher Cats game and Dean Hayes and Mrs. Forsyth (Community Engagement and Admissions Coordinator) have made some great connections at these events.
 - Founders has purchased advertising on 7 Manchester Transit buses.
 - New chrome books and flexible seating will be purchased for the 5th grade.
 - Dean Hayes introduced Deb Gauvin, Assistant Dean to give the Student Services update.
 - Ms. Gauvin mentioned the social media issues within the last couple of months; there have been conflicts between students because of social media outlets. Student Services is working on resources for parents, teachers and students to handle these kinds of issues.
 - The school counselors are building positive relationships with the students including lunch groups to gain better social skills and to teach them to follow the code of conduct. The counselors will facilitate conversations and the goal is that this will have a positive impact on the school.
 - One issue that has been ongoing has been students using their cell phones during the school day. Middle school students should not use their cell phones at all during the day, but high school students have the privilege of using theirs during study halls and lunches. Some students have learned that using their

computers to communicate with other students can happen without their phones and this is happening at school as well as at home.

- Ms. Gauvin suggested that social media sites such as Tik Tok and Snapchat have been blocked. The whole school needs to stay engaged with this issue.
- Cyber bullying has been an issue; it was suggested that the movie 'Screenagers' be shown again into the classroom for students and shown at night to parents. This was a PTSG funded event several years ago.
- One Board member asked what is being done about negative behaviors - what discipline is being implemented. The response was that there is a Climate and Culture committee that was formed to look at behaviors and other systems that other schools use that we can model.
- There is a tier structure that has been set up;
 - Tier one is routine misbehavior that teachers can handle in the classroom
 - Tier two is a behavior that requires a little more support and will include a consequence
 - Tier three involves a more serious behavior and will require the Assistant Dean and/or Dean to intervene.
- One Board member urged the Administration to communicate with parents and let them know what's going on; they can't help support if they don't know what's going on. Founders has the support of parents. You will always have the parent's support - they want to help.
- Dean Hayes emphasized that we have a mission and a code of conduct for the students to follow; we need to reinforce it all.
- Dean Hayes mentioned that the project of collecting information on returning students is in process. At this time 50-60% of 8th graders are returning and we currently have 70 9th graders, which is the biggest 9th grade yet.
- Dean Hayes mentioned that the budget for the 2022/23 school year is built on 435 students, and the projection currently is 465 students.
- There is a wait list for 7th, 8th, and 9th grades for the 2022/23 school year already. Mrs. Forsyth is working really hard bringing applications in. For 5 weeks in a row 10 or more applications have been submitted, which is a record!
- Dean Hayes then introduced Koen Melder to do a presentation put together by Theo Stevens, Dr. Donnelly and himself.
- Koen stated that a survey had gone out asking students if they would be interested in a school sport. 85% responded that they would be happy to participate.
- Koen mentioned that extracurricular activities, such as soccer, will get students off screens and out in the fresh air. Soccer is a fun physical activity for students. It encourages good life long habits and great healthy benefits.
- With field costs, uniforms, water bottles, and starting fees, the total cost would be approximately \$6800.
- The plan is to do fundraising to earn the money.
- Koen mentioned that the school mascot could be used more and being a part of the soccer team could be used as a PE credit.
- Several parents have expressed an interest in helping with this in the way of coaching and team parents.

- One Board member mentioned that the NJHS has money that it was willing to donate to the school, so it was suggested that Koen give his presentation to the NJHS and see if they will donate some of the funds for this team.
 - Koen gave a lot of credit to Dr. Donnelly for helping out so much with this project. Koen and Theo are doing this because they want all the benefits for the school.
5. Faculty Representative's Report: See [here](#) (Kate R.) 8:47pm
- Ms. R. first stated that Koen's report was a great presentation
 - Ms. R. also mentioned to the Board that Sabeena M., Jack L., and Chris S. all attended the All State Music Festival and did very well
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6. Student Trustee's Report (Sabeena Mori) 7:35pm
- a. April 2022 Report
- Ms. Mori reported that the Spring Fling has been canceled due to not enough time to plan it out.
 - The seniors are excited about the field trip to 6 Flags.
 - One of the concerns is that a lot of seniors are not happy with their SAT scores. They feel that if they had more support and/or more prep time they may have done better.
 - Ms. Mori stated that they are very sad that a lot of good teachers have left or are leaving.
 - It was asked if Founders had an SAT prep course, would the seniors be interested - the response was 'Yes please!'
 - It was suggested that part of a class schedule could include essay writing and be built into an English course and taught during Jr. year.
 - Dean Hayes continued her report regarding the annual fund. There was one \$5000 donation, one \$2000 donation, and two \$1000 donations. There has been great community support to raise this money for the annual campaign.
 - John Stark Day was a great success and raised \$2500 for the annual fund. The scavenger hunt was a lot of fun.
 - Mrs. Hogan is working on a study abroad for summer of 2023 - maybe to Paris. There will be an info session.
 - Students have been going on walks with seniors in the community and with the Manchester Police Department. It is a chance to give back to the community and the students have really enjoyed this.
 - Teacher contracts will be given out this week. At this time, only 3 teachers are leaving; one because of a move, which can't be avoided.
 - Dean Hayes congratulated Logan R. for the 2nd place win with his robotics team.
 - Three senior projects were presented today and all did a great job showing leadership skills.
 - Congratulations to Max D. for winning the Geography Bee.
 - A Board member thanked Dean Hayes for encouraging our students and for sharing the awesomeness of our students here at Founders. It was also mentioned that it would be great to have a robotics team here at Founders. We would need mentors and supporters because it is costly.

7. Board Business 8:53pm

a. PTSG Committee Report (Elizabeth Sanville)

- The committee gave the school \$1428 for the night locks for classrooms
- They had a very successful family night of Bingo with 54 rsvp'd
- Summer send off - looking for items for basket items for a raffle
- Staff appreciation during the first week of May
- Student recognition certificates will be given to students following the Code of Conduct
- A 6 foot banner has been purchased for the building and was made 'generic' so that it can be used over and over again at different events and for various purposes.

b. Parent Steering Committee Update

c. Mission Committee Report

- No formal report to give at this time

d. Grant assurance 22/23 (Cassie Hayes) 8:59pm

- Founders will follow the Manchester School schedule for the upcoming school year.
- Founders is extending the school day to 3:15pm - adding on to J Block to ensure that J Block has a full 40 minutes of instruction time. This time change will not affect busing or parent pick up.
- The reason for this is that PSATs will be fully digital and we need to add an additional testing day. By extending the school day the extra 5 minutes, it will add 12 hours to the school schedule (thank you Mr. McKenzie for doing the math on this one!), which will add an additional day and a half of instruction time to the school year.
- **Motion** to approve the extended school day made by Sus Lawton
- **Second** by Kyle Fox
- **Motion passed** 6/0/0

8. New Business:

- NH HB1074 passed and was signed by the Governor. It was a bill brought to the Senate by Maureen Mooney, former Dean of school at Founders Academy.
- *Chartered Public Schools; Notice for Meetings Concerning an Individualized Education Program. Amend the introductory paragraph of RSA 194-B:11, III(b) to read as follows:*
- *(b) When a child is enrolled by a parent in a **chartered** public school, the local education agency of the child's resident district shall convene a meeting of the individualized education program (IEP) team and shall invite a representative of the chartered public school to that meeting. At the meeting, the IEP team shall determine how to ensure the provision of a free and appropriate public education in accordance with the child's IEP. **For all subsequent meetings of the IEP team,***

the child's resident district shall provide prior notice to the chartered public school. *The child's special education and related services shall be provided using any or all of the methods listed below starting with the least restrictive environment:*

A motion was made by Sue Lawton to go into a non-public session (based on RS91:A3IIC) to talk about personnel retention and discipline issues brought up during public comment.

Motion seconded by Scott Perron

Motion passed 6/0/0

Meeting was adjourned at 9:03pm and the non-public session began after a short break.

9. Non-Public Session

10. Next Meeting: Wednesday, May 18, 2022