



## **Board Meeting Minutes**

**Wednesday, November 17, 2021 at 7:00 pm**

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

**Not in Attendance:** Barbara Comtois (Treasurer)

Call to Order: 7:03pm

Pledge of Allegiance (Bob)

Moment of Silence (Bob)

Reading of the [Mission Statement](#) (Bob)

1. **Public Comments** : See Policy [BEDH](#) 7:05pm
  - Elizabeth Sanville shared a thank you for the financial report that was made at last month's meeting. She continued her public comment with a question regarding the Special Education students and how they are being supported in light of the fact that finding special educators is so challenging right now. She also asked when the progress reports would be out. There was also a question about transportation for the school, as busing has been an issue and she asked what the cost would be for Founders to provide their own transportation.
2. **Secretary's Report:** (Sue) 7:07pm
  - a. [October 20, 2021 Board Meeting Minutes - DRAFT.pdf](#)
    - **Motion:** To accept the minutes from the 10/21/2021 meeting made by Scott - with the amendment to update the attendance stating that Bob was present in part for the meeting. Motion seconded by Kyle.
    - **Roll Call:** Kyle; yes, Patty; yes, Kim; yes, Scott; yes, Sue; yes, Bob, yes. 6/0/0 - motion passed.
3. **Treasurer's Report:** (Kim) 7:13pm
  - [Board Budget Summary July 1, 2021 to September 30, 2021](#)
    - i. Kim reported positive news in the financial report.
    - ii. There was a question of where we have posted our recent position vacancies; 1 paraprofessional, 1 Special Ed teacher, 1 Chorus teacher, and 1 substitute teacher needed. Dean Hayes reported that

the open positions are posted on Indeed, Ed Jobs NH, Colleges and is open to any and all creative ideas on how to fill these positions.

iii. It was stated that the Special Ed staff do not need to be certified

- **Motion:** To approve the Treasurer's report as presented made by Sue, seconded by Scott
- **Roll Call:** Patty; yes, Kyle; yes, Scott; yes, Sue; yes, Kim; yes, Bob; yes. 6/0/0 - motion passed.

4. Dean's Report (Cassie): See [here](#). 7:23pm

- Cassie yielded the floor to Deb Gauvin (Assistant Dean) to report on Student Services. Ms. Gauvin supports all IEPs and 504s, writing and updating the plans. She is aware of the fact that we need a para educator and a Special Education teacher. She and her team are working on the first round of progress reports and should be complete the week after Thanksgiving break. Mrs. Mihaly was praised for her hard work.
- Some of the goals for students are not being met - Student services is working on accommodating all student goals.
- They are also working on positive behaviors and trying to reinforce positive behaviors, focusing on hallway conduct.
- The Administration is working on making an offer to a music teacher.
- The question was posed by a Board member; how can the Board help support the positive behaviors? The Board member wanted to know how the teachers feel about the behavior and the use of the raffle tickets to help improve the behavior.
- It was also mentioned that the students do need to learn to self regulate towards leadership. The students should be involved in figuring out the solution to some of the behavior.
- Ms. Gauvin reported that the Dean is working with students and taking all advice into consideration.
- It was suggested that Mr. Mihaly get the House of Representatives and the Student Senate involved in coming up with ideas.
- Dean Hayes reminded the Board that the students are relearning how to be in school with correct behavior after being out for so long.
- It was suggested that character should be discussed in every Round Table.
- It was also mentioned that we need to get at the heart of the bad behavior. Kids need to take ownership of their school.
- One Board member asked if the tickets were going out to students with consistent good behavior as much as for kids who are good just in the moment;
- Sabeen Mori (Student Representative to the Board) mentioned that students are seeing the problem of bad behavior. Students need to make the change within their character and it is our responsibility to teach them.
- Dean Hayes indicated this was intended to be part of a multi step process and that we need to teach the students what their behavior should be.

- Ms. Gauvin spoke to the previous question regarding progress reports and said she is working with those students and all teachers and the community are sharing the load.
- Dean Hayes then highlighted the student who is in the student spotlight this month; Theo Stevens. Theo is the Co-president of the National Junior Honor Society (NJHS). He reported that the total revenue from the sale of the wreaths and other Christmas greenery was \$10k, \$500 of which will be donated to the annual fund.
- Theo also mentioned that the NJHS is supporting local, regional, and national charities. The local charity is Friends of Lost Children being supported with food assistance. The regional charity is the Jimmy Fund, which is all about cancer research. The national charity is the Trevor Project, which is a suicide prevention project supporting the LGBTQ+ community.
- Theo brought to light the Angel tree project that will begin just before Thanksgiving. They are working on identifying the needs of families within the Founders community.
- The Board thanked Theo for all his hard work and the work of the entire NJHS for all they have accomplished in just one month.
- Dean Hayes brought up the busing issues that have been a recurring issue since the beginning of the school year. Without the control and having to work with MTA and MSD, it's been a struggle. Dean Hayes asked the Board if they would consider contracting busing out for just Founders students. The Board will have a full discussion of this issue including the expense involved.
- One Board member wanted to know how long students are on the bus and it was mentioned that some could be on the bus for upwards of 90 minutes. The lack of bus drivers could be impeding a smooth bus route for our students.
- Maureen Mooney has brought the busing issue to legislation.
- Dean Hayes presented the Admissions update and stated that the numbers for 5th grade are strong; they are well ahead of last year's numbers. Dean Hayes mentioned that open houses and other recruiting is ongoing. One Board member asked about high school enrollment.

5. Faculty Representative's Report (Kate): See [here](#) 8:19pm

- Ms. Robichaud shared that the teachers are doing some great things; 3D atoms in Science class, Veterans Day celebration with students in Round Tables writing letters to soldiers to thank them for their service.
- Spirit week has been a big success and there are two more planned this year; there has been a lot of participation with students and staff and it's been a lot of fun.
- Follow up to discussion on PTO (unintentionally skipped until 8:59pm)
  - i. The Board had a discussion to consider Paid Time Off (PTO). There was a good discussion and the Board went over all the pros and cons. The Board recognizes that the teachers work very hard and

they would like to pursue compensation in alternative ways. They wanted to be sure that they recognized the contributions of the staff members, but the suggestions to create PTO payment for unused PTO, retain and roll over any unused PTO, or to donate their PTO to another staff member need further consideration.

- ii. The Board will continue to look for more ways to compensate and recognize teachers. The Personnel committee is committed to continue meeting and examine this topic.

6. Student Trustee's Report (Sabeena Mori): See [here](#) 8:23pm

- o Ms. Mori brought up the fact that there is an issue with the temperature in some rooms in the school; some areas being way too warm and others being too cold. Dean Hayes said she will look into it.
- o She also mentioned that high school students would like a space of their own - like the high school eating area used to be.
- o It was suggested that this would be a great project for the Student Senate; options for high school space would be a great discussion topic.

7. Board Business:

a. PTSG Report (Elizabeth Sanville) 8:33pm

- i. Ms. Sanville reported that the group is looking for nominations for next month's election
- ii. There is a PTSG after school group and the students are making teacher appreciation gifts to pass out before Thanksgiving break. This is a great opportunity for the students to get involved

b. Mission Report (Patty) 8:37pm

- i. The school is working hard to build the mission in every class and make it obvious to all visitors, not just in Round Table
- ii. Mr. Mihaly is doing a fantastic job and making great progress along with Mr. Dupont. They paired down the Round Table curriculum a bit and teachers are taking the lead and putting forth more content
- iii. The Board is going to focus on the mission during the January meeting

c. Covid Update (Cassie) 8:41pm

- i. It was reported that we are all working hard to keep the students safe. The parents are doing great keeping their students home when not feeling well and getting them Covid tested
- ii. There have been 13 cases since September; 3 clusters this school year
- iii. We have been doing great sanitizing, hand washing, and social distancing
- iv. All grades and all staff have the opportunity to be tested every other week when Convenient MD comes to our school. There are

many more that could sign up, so we are hopeful more will in the new year

d. Study Abroad (Cassie) 8:43pm

- i. Cassie reported that Founders has received inquiries regarding study abroad opportunities and wanted to know if the Board thought this was something we should pursue. The Board gave positive feedback with the slight warning to be sure that it was a reputable institution that we work with

e. Admissions Policy- Suggested update (Cassie) 8:53pm

- i. Dean Hayes presented to the Board that the wording for the placement test should be edited. It is not to be a requirement for admission, but an option for parents after their student has been admitted; it is not a requirement at any time, but an option
- ii. Cassie wants the wording to include "...after students are fully enrolled...". It was also suggested to remove "...as well as...".
- iii. **Motion:** to refer suggested changes and send them to the Policy Committee made by Kyle; seconded by Sue.
- iv. **Roll Call:** Patty; yes, Kyle; yes, Kim; yes, Sue; yes, Scott; yes, Bob; yes. 6/0/0 - motion passed

8. New Business: 9:15pm

No new business

9. Non-public session: No need for non-public session

- **Motion:** to adjourn made by Scott, seconded by Kim
- **Roll Call:** Kyle; yes, Patty; yes, Kim; yes, Scott; yes, Sue; yes, Bob; yes 6/0/0 - motion passed.

10. Next Meeting: Wednesday, January 19, 2022