



DRAFT

Meeting Minutes

Lafayette School Board
Lafayette Regional School
February 9, 2023
6:00pm

Attendees

- Board
 - Christi Gignac, Chair
 - Megan Detamore, Vice Chair
 - Amy Mullins
 - Gail Clark
 - Nicole MacKay
- LAF
 - Gordie Johnk, Principal
- SAU
 - Kate Segal, Superintendent
 - Toni Butterfield, Business Manager
- Clerk
 - Heather Golding
- Public
 - Nick DeMayo
 - Joe Garrison

I. Call to Order

- Meeting called to order at 5:58 by Chair Christi Gignac.

II. Approval of the Minutes

Motion by to approve by Amy Mullins; seconded by Nicole MacKay. All in favor; Motion passes.

III. Public Input

Any citizen wishing to speak before the Board must sign in with the administrative assistant prior to the opening of the meeting. The visitor will identify themselves with their name and address and speak for no longer than five (5) minutes. See Board Policy BEDH.

- a) Public attendees were Nick DeMayo and Joe Garrison
- b) Nick DeMayo

- i) Mr. DeMayo requested that the Board look into smaller school buses. The Board stated that the bus contract is under review and they would take his comments under advisement.
- ii) Mr. DeMayo asked about the amount of the proposed budget increase for 2023-2024. Gordie and Toni explained that it is 3.9% which is consistent with past years and low compared to other districts across the state, considering the cost of inflation and ongoing Covid-related costs.
- iii) Mr. DeMayo asked if LAF is teaching Critical Race Theory (CRT). Gordie asked him to define CRT, as there are varying definitions. Mr. DeMayo asked whether the students are “being educated or indoctrinated.” He also asked for a copy of the 5th and 6th grade social studies curriculum. Gordie directed him to the NH Frameworks, which is what LAF follows.
- iv) Mr. DeMayo inquired whether the School Board salutes the flag before each meeting. Christi explained that at the Annual Meeting, the Moderator starts the meeting with the Pledge of Allegiance and saluting the flag. At monthly meetings, the Board does not salute the flag. Nick made a suggestion that the Board salute the flag at monthly meeting out of respect for the taxpayers and US veterans. The Board said it would take the suggestion under advisement and thanked Mr. DeMayo for his service to our country.
- v) Mr. DeMayo requested that the Board have extra sets of documents for public attendees. Christi advised that the Board is cognizant of saving paper, but would aim to have a few extra sets available.
- vi) Mr. DeMayo expressed some confusion regarding over the time of the Annual Meeting, so Christi confirmed for him that the Annual Meeting starts at 7:30pm on March 9th.

IV. New Business

- None

V. Continuing Business

a) Review of ESSER Grants Funds (Toni Butterfield)

- i) To date, 13% of the ESSR III Grant has been spent.
- ii) The roof work is in the process of being scheduled for Summer 2023.

b) Review of Federal Grants Funds (Toni Butterfield)

- i) Gordie has worked with Nancy Anunziato on \$4,800 for Title IIA funds, and also taken Title IV money to add to the robotics program.

c) Principal Search (Christi Gignac)

- i) The Committee met on Monday, Feb. 6
- ii) Position advertising update
 - Additional advertising has run in various sources, including:
 - The Concord Monitor, which also includes 30 days online in the below:
 - Concord Monitor website (1.8 million hits per month)
 - Other sites such as ZipRecruiter, Glassdoor.com, Simplyhired, and other aggregated sites that target the type of position looking to fill

- Concord Insider - which comes out on Tuesday and reaches an additional 14,000 readers
 - The New Hampshire Jobcareer finder tab
 - The Monitor Extra - which comes out on Sat and reaches an additional 38,000 non-subscribers
 - Burlington Free Press
 - Ad ran 8 days in print: 1/25, 1/26, 1/27, 1/29, 2/1, 2/3, 2/5
 - Pricing includes online job posting in the below:
 - Free Press Website
 - JobCase
 - ZipRecruiter
 - Google Jobs
 - Indeed
 - Career Builder; some industry sites
 - Social Media – posted on Lafayette LPTO Facebook page and was shared from there by anyone who wanted to share the post.
- iii) Candidate Update
- a. The application deadline was extended to 2/24/23 after receiving approval from the Board at the Jan. 12th board meeting.
 - b. As of 2/6/23 there are 10 applicants (9 on Schoolspring and 1 from EdJobs)
 - c. The Committee has decided to move forward with preliminary interviews of 3 candidates
- iv) Timeline
- a. Interviews of 3 candidates Candidates
 - i. Monday, Feb. 20 – 1 interview 4:00 pm
 - ii. Wednesday, Feb. 22 – 2 interviews 4:30 pm and 6:00 pm
 - b. Next Search Committee meeting Monday, March 6th
 - i. Holding this date for any additional preliminary interviews for candidates that apply Feb. 7th - Feb. 24th
 - c. Final Interviews
 - i. The Board discussed potential dates and advised that Tuesday, 3/14 would be preferable
 - ii. This would be during the Dance Residency (3/13-3/17) so candidates would potentially be able to observe some of the residency.
 - iii. Once the date is finalized by the Search Committee, it will be put on the staff calendar and communicated to the community.
- v) Final Interviews: Format & Approach for Staff, Board, Community Rotation
- i. The Board suggested scheduling each candidate for 45 minute interviews with each group (staff, Board, community) starting at approximately 4pm

- ii. The Board discussed having the candidates come early to observe the school in session and potentially get a student-led tour and a meet & greet with Gordie.
 - iii. Board Questions – The Board discussed the need for a list of questions for the Board portion of the final interviews. These will be discussed at the March meeting.
 - iv. The Board discussed when/how to communicate the salary range for the role and determined that an offer will be made commensurate with the candidate’s qualifications and experience.
 - v. The Board agreed thank you letter to candidates not called for an interview would be sent via School Spring and Kate agreed to take responsibility for that.
 - vi. The Board briefly discussed the term of the contract to be offered but made no final recommendation/decision.
- vi) Christi Gignac’s ongoing role on the Search Committee
- a. Christi will not be seeking re-election to the School Board in March, so the Board discussed her ongoing role in the Search Committee.

Motion by Amy Mullins for Christi Gignac to remain Chair of the Principal Search Committee until it concludes; seconded by Megan Detamore. All in favor; Motion passes. Christi agreed to stay on.

VI. Standing Reports

A. Principal’s Report (Gordie Johnk)

1. STAR Testing Results

- a. Gordie presented the Progress Monitoring Schedule and the set of screening tools LAF uses (e.g. DIBELS, Heggerty Phonetic Awareness, BAS, STAR, SAS, etc.)
- b. Progress monitoring is conducted to be sure all students are receiving what they need and the assessments inform instruction generally and for specific classes.
- c. Gordie’s overall assessment is that the while the September scores were lower than average for Lafayette (likely due to the Covid effect and natural summer regression), the most recent scores reflect improvement. The next step will be to compare the May/June scores to these.

2. Lafayette’s DOE Report Card Review

- a. A link is available on the LAF website (choose the “school” option).
- b. It contains the NH DOE State Assessment System (SAS) results for the school and state scores for ELA, Math, and Science proficiency.
- c. The results indicate that LAF is performing above both the state targets and higher than most of the state. As Gordie summarized: “LAF is a high performing school in a high performing state.”

3. Winter Program update

- i. Tomorrow will be the 4th week. Two were cancelled because of weather, so it will run until 3/10.

- ii. He also noted the school is making an effort to offer creative programming for the students who remain in the building.
4. General school activities
- iii. Had TIGER perform a social-emotional themed theatrical performance about doing the right thing and making good choices
 - iv. Super Bowl activity is ongoing with all food and toiletries being donated to the Food Pantry.
5. COVID update
- More students have Covid now vs. the past 6 months but it is still less than 5 students/staff who have missed school due to the illness.

B. Superintendent's Report (Kate Segal)

1. School Closing, Delay Procedures

- Kate reported that procedures were updated on 1/26. She stated that safety is a priority and that before making a decision to close or delay school opening she consults all relevant town and state departments. The current bus company wants to be contacted before 5am in the event of closings, which made it tough to call 3 weeks ago. In that case, the Highway Department said all was clear at that time.
- With the updates, more people are contacted now.
- Kate stated that parents and guardians can always use their discretion to determine the safety of travel.
- In response to a question from the Board, Kate stated that in the event she lost power or internet, she would contact the principals to communicate her decision. She also noted that families should consult WMUR as well.
- Kate encouraged anyone with questions to contact her at any time.

2. District Report Cards

- Districts are required to provide the link to the district and school report cards.
- Gordie presented LAF's report card.

C. Business Manager (Toni Butterfield)

1. Surplus/Deficit Report

- The report is on track. Toni is working with Gordie and Meg on encumbrances for the rest of the year.
- The ending fund balance likely will be about \$166k, which is similar to last year. Therefore, we are in good shape to put \$75k into Buildings and Grounds.
- Trust funds are the current market value.
- Laftercare is in excellent shape.
- The Weekend Backpack program is in great shape as well due to donations.
 - The school sends out approximately 9 each week.
 - The Board praised this program.
- Food Program
 - It is being utilized well, with no complaints.
 - It is a little behind budget, but it should work out by year's end.

2. Bus Update

- 4 of the 5 schools have voted for Notchview for a 3 year contract. 1 still is left to vote.

VII. Committee Reports

A. Executive Board (Christi Gignac)

1. E-Board met Wednesday, Feb 1st

- Christi sent the Board the Superintendent Evaluation spreadsheet today, and asked for answers by February 24th.
- Kate will receive her evaluation in March.

B. Building & Grounds Committee

1. Flooring & Bleacher Update

- Flooring is starting 2/20 and will take approximately 2 weeks. By 3/3 there should be a new floor.
- Bleachers are arriving April 10th.
- Painting needs 2 more coats.
- The Board thanked Gordie for his painting and the exciting changes happening.

2. Roofing Update

- The roofing project is being planned for this summer. Most of this is being funded by the ESSR Grants.

C. Budget Committee

1. Budget Review took place earlier this evening.

VIII. Policy Handbook

A. JLCDA – Medical Treatment – Parental Consent – First and Second Readings

- New and recommended policy we decided to adopt to provide medication and non-emergency care and treatment which requires parent/guardian consent

Motion by Gail to approve first and second reading of the policy with suggested changes; seconded by Amy Mullins. All in favor; Motion passes.

IX. School Staffing Notifications & Approvals

- LAF is looking for a part-time custodian.

X. Non Public Session as per RSA 91A:3, I, II (if needed)

- None

XI. Adjournment

Motion by Megan Detamore to adjourn; seconded by Amy Mullins. All in favor; the meeting was adjourned at 7:32pm.