

BOARD MEETING MINUTES

PRESENT: Chairman Luther Kinney; Board Members Linda Gaitskill, Christi Gignac, Denys Draper, Tom Eyman; Superintendent Pierre Couture; Business Manager Tina Peabody, Principal Gordie Johnk; Administrative Assistant Toni Butterfield.

The meeting was called to order at 5:02 PM by Chairman Kinney.

The Board took a brief tour to review the proposed window and insulation project.

PUBLIC INPUT – None

LPTO REPORT

Toni Butterfield advised the Board that there are many new members and that is very exciting. Upcoming events include the Spelling Bee, and the Art Show and Silent Auction on May 6th at Chef Joe's;

MOTION BY TOM EYMAN, SECONDED BY CHRISTI GIGNAC TO APPROVE THE MINUTES OF THE JANUARY 14, 2015 MEETING AS WRITTEN. The following corrections were requested:

Page 2, paragraph 10, line 1 – Replace the first sentence with. Enforcement of the so called Cadillac Tax feature of the Affordable Care Act was pushed to 2020

Page 3, paragraph 6 – eliminate the final sentence

Page 4, paragraph 1, line 3 should read . . . new pricing to include . . .

Page 5, paragraph 1, line 1 should read . . . BY DENYS DRAPER TO AUTHORIZE SUPERINTENDENT OR PRINCIPAL

ALL IN FAVOR WITH THE AFOREMENTIONED CORRECTIONS. ALL IN FAVOR, MOTION CARRIED.

PRINCIPAL'S REPORT

Principal Johnk called the Board's attention to his written report forwarded to them earlier in the day via e-mail briefing them on the contents and fielding questions as necessary.

Principal Johnk advised the Board that many recesses have been held in the front parking lot due to the ice buildup on the playground. Seasonal activities have also been disrupted due to the drastic changes in the weather and lack of snow.

Principal Johnk advised the Board that the NWEA (North West Educational Association) standardized test were recently completed. These tests monitor progress halfway through the year. The faculty is currently reviewing the results to better meet the needs of the students. Principal Johnk noted that with the more rigorous demands of the CCSS (Common Core State Standards), the test results are not as spectacular as in prior years. Lafayette faculty strives to improve each student's achievement and growth levels and these assessments are a major component of this process. Principal Johnk distributed a copy of an anonymous student's Achievement Status & Growth Summary with Quadrant Chart for Board information and review briefing them on the contents and fielding questions as necessary. Principal Johnk also distributed an article addressing Linking Data Table: Smarter Balanced & MAP for Board information and review.

Principal Johnk advised the Board that the Vision Statement Committee has been working since last spring on revising the Vision Statement for Lafayette Regional School. Vision Statements differ from Mission Statements in that they describe how the Mission Statement will be implemented. The committee recently presented a draft

of this Vision Statement to the rest of the staff seeking their input and discussion. The staff felt strongly that the following concepts be included in our vision:

Rigor in the classroom
Standards-based instruction
Respond to individual needs
Every student and staff member believes that they can learn (growth mindset)
Students can tackle challenges
Persevere and problem solve
Expectation of excellence
Varied assessments
Student engagement

After many meetings and discussion, the following proposed statement is being presented to the Board for their input.

*Lafayette Regional School
Proposed Vision Statement*

*Lafayette Regional School creates a culture of educational excellence by providing challenging, engaging, and personalized learning experiences for all students. Deep learning develops through the implementation of standards-based and research-based instructional models as evidenced by academic growth of at least one year. Critical thinking, communication, collaboration, and creativity cultivate intrinsically motivated students who believe they can learn. Partnerships with supportive parents and community members model **social** awareness and civic responsibility.*

The next step will be to present this draft to parents for their input. Once this has been completed the Committee will prepare a final draft School Board approval. A brief discussion ensued.

Principal Johnk advised the Board that the recent inspection for safety by the NH Department of Labor was very involved. The formal report and recommendations will be forthcoming in the near future. The district will have thirty days to respond to this. Principal Johnk indicated that eyewash stations will be one of the recommendations as the soap used throughout the school appears to be a problem. A brief discussion ensued.

SUPERINTENDENT'S REPORT

Superintendent Couture recommended acceptance of the resignation of Benedict Woo from his position as Grade 6 teacher at the conclusion of the current school year. Following a brief discussion, MOTION BY DENYS DRAPER, SECONDED BY CHRISTI GIGNAC TO ACCEPT, WITH REGRET, THE RESIGNATION OF BENEDICT WOO FROM HIS TEACHING POSITION AT THE CONCLUSION OF THE 2014-2015 SCHOOL YEAR. ALL IN FAVOR, MOTION CARRIED.

Superintendent Couture advised the Board that he has received a letter from Head Custodian Stanley Sawicki rescinding his letter of intent to retire on June 30, 2016. Principal Johnk stated that they are thrilled that Mr. Sawicki has decided to stay on in his current position at Lafayette Regional School. MOTION BY THOMAS EYMAN, SECONDED BY CHRISTI GIGNAC TO APPROVE THE RESCINDING OF THE RESIGNATION OF STANLEY SAWICKI AS PRESENTED. ALL IN FAVOR, MOTION CARRIED.

Superintendent Couture advised the Board that he has submitted a letter requesting intervenor status on behalf of the Lafayette School Board to Pamela G. Monroe, Administrator; New Hampshire Site Evaluation Committee pertaining to the Northern Pass process as requested by the Board.

Superintendent Couture advised the Board that the Next Generation Science Training is proceeding on schedule. This past week grades 4-6 teachers met on this subject. Kerry Sheehan of Profile School has been an invaluable asset in this process and will continue to facilitate as we move into the next round of trainings. A brief discussion ensued.

Superintendent Couture advised the Board that the updated Professional Standards for Educational Leaders has been received and this is what he will be basing future principal evaluations on. The 2015 Standards reflect interdependent domains, qualities, and values of leadership work that research and practice suggest are integral to student success. This consists of:

- Mission, Vision and Core Values
- Ethics and Professional Norms
- Equity and Cultural Responsiveness
- Curriculum, Instruction and Assessment
- Community of Care and Support for Students
- Professional Capacity of School Personnel
- Professional Community for Teachers and Staff
- Meaningful Engagement of Families and Community
- Operations and Management
- School Improvement

Superintendent Couture will be adjusting his evaluation process and documents to reflect the updated standards. He will also be adjusting the surveys he submits to the staff members for their input on the principals to align with the updated standards. Copies of these standards can be sent to any members who wish to review them. A brief discussion ensued.

FINANCIAL REPORT

Manifests were circulated for Board review and approval.

Business Manager Tina Peabody distributed copies of the Financial Reports for Board information and review briefing them on the contents and fielding questions as necessary. The current projected yearend balance is \$46,341.14. A brief discussion ensued.

Business Manager Tina Peabody distributed updated School Lunch Reports for Board information and review. The program has had no significant changes since the prior reporting period.

BOARD REPORTS EXECUTIVE BOARD

Chairman Kinney advised that the Executive Board meeting held on February 2, 2016 was relatively short and Superintendent Couture had covered the meeting during his report.

BUDGET

Tom Eyman advised the Board that he is all set for the presentation later this evening at the Budget Hearing.

Business Manager Tina Peabody distributed Board Budget Packets for the hearing later this evening along with copies of the information which will be supplied to the public. A brief discussion ensued.

BUILDING & GROUNDS

Luther Kinney suggested that Wayne Fillion of Yeaton Associates be requested to do a review of the new pellet system and make any necessary recommendations to the Board. This request is being made as we seem to be burning a significantly higher amount of pellets than anticipated.

Linda Gaitskill distributed updated data on the Windows, Doors, Insulation and Repairs Project for Board information and review. As the Board is aware, the original estimates did not include the appropriate number of windows (back side of building was left out). The committee has reviewed the data and researched what can be done to complete the project without asking the voters for more monies than originally anticipated. The

solution to this problem was to change to vinyl windows. Ms. Gaitskill advised the Board of the full project costs totaling \$92,500 fielding questions as necessary. A brief discussion ensued.

NEGOTIATIONS/PERSONNEL

The sixth grade position was discussed. The Board wishes to move forward with a full, comprehensive search for this position.

POLICIES / PROCEDURES

Linda Gaitskill presented the following policies for second reading and approval:

GBE	Staff Responsibilities
JBAA	Sexual Harassment – Students
JICK	Student Safety & Violence Prevention

Following a brief discussion, MOTION BY DENYS DRAPER, SECONDED BY TOM EYMAN TO ACCEPT THE AFORMENTIONED POLICIES FOR SECOND READING AND APPROVAL AS PRESENTED. ALL IN FAVOR, MOTION CARRIED.

Linda Gaitskill presented the following policies for First Reading:

EEAA	Video & Audio Recording on School Property
EEAA-R	Permission to Record/Permission to Publish (Same as KDC-R)
EEAA-R1	Permission to Record: Staff
EGAD	Copyright Compliance Guidelines (reviewed, no changes)
EGAD-R	Copyright Compliance (Includes both old and revised)
KD	School District Social media Sites
KDC	Website Printing

Following a brief discussion, MOTION BY TOM EYMAN, SECONDED BY DENYS DRAPER TO ACCEPT THE AFOREMENTIONED POLICIES FOR FIRST READING. ALL IN FAVOR, MOTION CARRIED.

OTHER BUSINESS

Denys Draper advised the Board that there is a meeting with Eversource this evening in Easton pertaining to the Northern Pass.

There being no additional business to come before the Board, MOTION BY DENYS DRAPER, SECONDED BY CHRISTI GIGNAC TO ADJOURN AT 6:40 PM. ALL IN FAVOR, MOTION CARRIED.

Respectfully submitted,

Marjorie Brown
Board Clerk

APPROVED BY THE LAFAYETTE SCHOOL BOARD, MARCH 10, 2016