LISBON BOARD OF EDUCATION JUNE 11, 2014

LISBON REGIONAL SCHOOL 6:30 PM

MINUTES

PRESENT: Chairman Bob Adams, members Rob Bruce, Rochelle Cacio, Scott Champagne, Owen Clark, Beth Hubbard, Steve Morrison, Steve Sherry, Principal Steve Sexton, Dean of Students Ben Jellison, Superintendent Pierre Couture, Business Administrator Sandy Stone, Business Administrator Tina Peabody.

Chairman Adams called the meeting to order at 6:30 PM.

MOTION BY STEVE MORRISON, SECONDED BY OWEN CLARK TO APPROVE THE MINUTES OF THE MAY 14, 2014 MEETING AS WRITTEN. ALL IN FAVOR, MOTION CARRIED.

FINANCIAL REPORT:

Bills were circulated for approval.

Sandy distributed surplus/deficit statements for the lunch program and regular budget.

The lunch report shows a balance of $3300.00, however Sandy said the program would not be in the black at the end of June after salaries and benefits are paid. There is a strong possibility we will have to subsidize the lunch program with $3000.00 from the regular budget. The new federal mandates are hurting many schools lunch programs.

Sandy said Tanner Hill Milling and Construction has asked for 50% down on the oil tank project. She would like to draw this money from the building maintenance reserve account.

MOTION BY SCOTT CHAMPAGNE, SECONDED BY OWEN CLARK TO WITHDRAW $45,595.00 FROM THE BUILDING MAINTENANCE ACCOUNT TO PAY FOR 50% OF THE OIL TANK REPLACMENT. ALL IN FAVOR, MOTION CARRIED.

The end of the year balance is estimated to be $78,554.00. The school has been closing out many of their purchase orders. Sandy thinks they will pick up a little more money. She is trying for a year-end balance of $80,000. Since last month, there was a revenue gain of $4600.00 from Medicaid reimbursement. Speech and occupational therapy services were higher than budgeted. A $5000.00 gain was made by changing from contracting special education transportation to purchasing the van. Steve thinks the $18,000.00 Medicaid reimbursement for the van hasn’t been received. There was a 1000 gallon fuel delivery made in the last month.

Bob Adams signed the Bath/Lisbon tuition agreement for 2014-2015.

Sandy talked to the Board about lunch prices. The state reimburses us $2.65/meal for free and reduced lunches. Our charges are much lower than the reimbursement rate. This is a problem with the state as they think they are subsidizing the program. The state recommends we bump up the prices a little bit every year until we reach the reimbursement rate. Sandy said our rates are the lowest in the district.

MOTION BY SCOTT CHAMPAGNE, SECONDED BY STEVE MORRISON TO INCREASE THE LUNCH RATES TO:

$1.85/MEAL ELEMENTARY, $2.10/MEAL MIDDLE AND HIGH SCHOOL. ALL IN FAVOR, MOTION CARRIED.

Steve presented Debbie Marie Aldrich with her Adult Education diploma. The Board congratulated Debbie on her achievement.

BUILDINGS AND GROUNDS:

The Committee met this morning. Owen reported on an issue with the air conditioner in the library and room 227. It will be repaired soon.

Tanner Hill Milling will begin replacing the oil tank on July 6. It is expected to take two weeks to complete.

The gym floor will be recoated on June 29th. The gym will be closed for use for three weeks so the finish can harden.

New partitions will be installed in the elementary girls’ bathroom this summer.

We passed the asbestos inspection.

There is a possibility that four students will be working here this summer.

The contract was signed for the roof replacement and $2700.00 was given to Rodd Roofing for a down payment.

Chris is working out the details for the disposal of the old oil tank. The B&G Committee would prefer we clean and sell the tank.

BUDGET:

No report

POLICY HANDBOOK:

No report

EXECUTIVE BOARD:

The Superintendent will cover in his report.

NEGOTIATIONS (PROFESSIONAL STAFF):

No report

NEGOTIATIONS (SUPPORT STAFF):

No report

STEERING COMMITTEE:

No report

TRANSPORTATION:

Owen talked to the bus contractor about the cancellation of the Kindergarten bus next year. The bus company proposed a cancellation charge equal to 25% of the first year of the agreement, the remainder of the agreement would be null and void. The Board decided against making a decision at this time. There is a possibility they may want to add a route next year to take the tuition students to Bath school in the afternoon.

TECHNOLOGY:

Ben ordered the desktop computers for Nikki Woods’ lab. The total cost is $12,000.00 and the IDEA grant will pay $8900.00 of this.

A request for quote has been sent for the purchase of laptops for the incoming freshmen class.

BROWN FUND:

After fees were paid to TD Bank, the fund made a total of $20,000.00 the past year. Scholarships were awarded to 39 students in the amount of $700.00/each. The balance of the money ($3000.00) will be used to purchase and replace five computers in the Library.

TD Bank had been taking their fees out of the principal. Scott said this has been corrected and fees will now be taken out of the dividends.

LISBON EDUCATION FOUNDATION:

No report

PRINCIPAL’S REPORT:

In addition to Debbie, five other students graduated from the Adult Education Program this spring.

Steve asked the Board if they wanted to make the Fishing Coach a paid position. Chris Ness volunteered to coach the students last year. The Board decided to check on the participation this fall and put it in the 2015-2016 budget if the numbers warranted it.

Steve discussed the Competency Based Assessment System. In 1993 and 1994, Lisbon developed exit outcomes. Students in grades 9-12 were required to have portfolios of competencies they learned through their high school years. In 2008, the State of NH did away with Carnegie Units. All high school classes from that point on were based on competencies. Steve said they could see that this would eventually develop across all grade levels.

Assessments have been developed and now Lisbon has a Standards Based System. It is not possible to give number grades in a Competency Based System. The Administration and Staff have been struggling the past three years with how to give grades for proficiency. Board Members received information on how students will be assessed, both formative and summative. Steve knows this will not be an easy change for students and their parents. He said research shows that grades do not help students in the ways specific comments do. When grades and comments are provided to students, they tend to look only at grades and ignore comments. The goal is to give students meaningful feedback to help raise their achievement level. Steve said they want students to think about learning and not their grade.

Kelly and Rick Jesseman asked what would happen to proficient students if a majority of the class is not proficient. Steve said that students will not be held back and this system will motivate students to do better. He said it pushes students to get better individually and is an intrinsic motivator.

The Administration believes they can’t keep giving letter grades because it is unfair to average grades. He pointed out that adults don’t get graded at work. Employers give feedback and indications of where employees need to improve. Students will be assessed in the same way.

Ben Jellison hopes this will ultimately personalize education a little more.

Steve told the Board it was hard to argue against Standards Based Assessment when there is so much information available that supports it. He said with positive and constructive feedback, the negative connotation will be taken out of the picture. Steve is fired up about implementing this and thinks that Lisbon is on the cutting edge of providing our students with the type of education that will make them competitive in our rapidly changing world.

Steve asked the Board to make themselves familiar with the information he presented tonight as they may be asked questions by parents and the community regarding the new grading system and competency based education.

Steve requested the Board approve coaching positions for fall sports:

Mike McKeever Varsity Girl’s Soccer

Les Poore Varsity Boy’s Soccer

Jim Trudell Golf

Todd Fisher Middle School Boy’s Soccer

MOTION BY STEVE MORRISON, SECONDED BY ROCHELLE CACIO TO APPROVE THE FALL COACHING POSITIONS AS PROPOSED. ALL IN FAVOR, MOTION CARRIED.

MOTION BY ROCHELLE CACIO, SECONDED BY ROB BRUCE TO APPROVE COMPETENCY BASED GRADING. ALL IN FAVOR, MOTION CARRIED.

SUPERINTENDENT’S REPORT:

The Board decided they will not meet in July.

Pierre announced the resignation of MS/HS vocal teacher Heather Joy.

MOTION BY STEVE MORRISON, SECONDED BY OWEN CLARK TO ACCEPT THE RESIGNATION OF MUSIC TEACHER HEATHER JOY. ALL IN FAVOR, MOTION CARRIED.

Pierre nominated Jacob Whitaker for the high school music position. He was very impressed with Jacob and said he will be a terrific addition to the school.

MOTION BY BETH HUBBARD, SECONDED BY STEVE MORRISON TO HIRE JACOB WHITAKER FOR THE MUSIC POSITION. ALL IN FAVOR, MOTION CARRIED.

Pierre nominated Zachary Hawkins as a one on one Paraprofessional.

MOTION BY BETH HUBBARD, SECONDED BY SCOTT CHAMPAGNE TO HIRE ZACHARY HAWKINS FOR A PARAPROFESSIONAL POSITION. ALL IN FAVOR, MOTION CARRIED.

Pierre discussed Student Learning Objectives and how they tie into the Teacher Evaluation Plan. This is a new concept as teachers have never been evaluated on how well their students do. During the first year, teachers will be provided with training on how to write their SLO. Administrators and twenty-one teachers in the district will be trainers. The State of NH will pay for training.

The Districts are moving away from the old evaluations that were done at a planned time. Evaluations will be unannounced and more of a series of walk throughs to see if students are engaged. Administrators will be using electronic data collection during evaluations.

The Administrative retreat is scheduled for August 12. Pierre said they will be doing an analysis of their strengths and weaknesses and then develop goals for next year.

Pierre did a first reading of four job descriptions: Administrative Assistant to the Principal and Guidance, Library Media Center Assistant, Office Manager, Distance Learning Facilitator and Educator. He asked Board members to call Gabby with any changes and/or additions to the job descriptions.

MOTION BY BETH HUBBARD, SECONDED BY OWEN CLARK TO ACCEPT THE FIRST READING OF THE FOUR JOB DESCRIPTIONS AS PRESENTED. ALL IN FAVOR, MOTION CARRIED.

MOTION BY SCOTT CHAMPAGNE, SECONDED BY STEVE MORRISON TO GO INTO NON-PUBLIC SESSION AT 8:18 PM UNDER RSA 91A:3, I, II OF THE RIGHT TO KNOW LAW TO DISCUSS A PERSONNEL REQUEST TAKING PRINCIPAL SEXTON, DEAN OF STUDENTS JELLISON, SUPERINTENDENT COUTURE, AND BUSINESS ADMINISTRATORS STONE AND PEABODY WITH THEM. ALL IN FAVOR FOLLOWING A ROLL CALL VOTE, MOTION CARRIED.

MOTION BY BETH HUBBARD, SECONDED BY ROB BRUCE TO RETURN TO PUBLIC SESSION AT 8:25 PM. ALL IN FAVOR FOLLOWING A ROLL CALL VOTE, MOTION CARRIED.

MOTION BY STEVE MORRISON, SECONDED BY OWEN CLARK TO PAY CHRIS LEAVITT A STIPEND OF $1000.00 FOR EXTRA HOURS HE WORKED DURING THE 2013-2014 SCHOOL YEAR AND ADD $1000.00 TO HIS CONTRACT THE FOLLOWING YEAR. CHRIS WILL NO LONGER BE REQUIRED TO KEEP TRACK OF HIS HOURS. ALL IN FAVOR, MOTION CARRIED.

There being no further business to come before the Board, MOTION BY STEVE MORRISON, SECONDED BY BETH HUBBARD TO ADJOURN AT 8:30 PM. ALL IN FAVOR, MOTION CARRIED.

Respectfully submitted,

Cindy Derosia

Clerk