

Lisbon Board Of Education
Lisbon Regional School
Lisbon, New Hampshire

July 13, 2022
5:30 PM

MINUTES

PRESENT: Chairman Owen Clark, Vice Chairman Bob Adams, Principal Samuel Natti, Superintendent Kate Segal , Business Administrator Toni Butterfield, Board Members Arthur Boutin, Nina Brown, Scott Peterson, Mo Chandler, Tucker Clark

Public attendees: Kim Smith

Chairman Owen Clark called the meeting to order at: 5:31 pm.

Public Hearing:

Chairman Owen Clark shared that a Public Hearing was scheduled to take place before the start of the July School Board Meeting to accept the unanticipated funds from the Crotched Mountain Foundation.

MOTION MADE BY BOARD MEMBER NINA BROWN TO ACCEPT THE UNANTICIPATED FUNDS FROM THE CROTCHED MOUNTAIN FOUNDATION, SECONDED BY BOARD MEMBER TUCKER CLARK. ALL IN FAVOR. APPROVED.

Superintendent Kate Segal wanted to give a shoutout thank you to Special Education Coordinator Laura Clark for her hard work in writing this grant for the school.

Announcements and Good News: Principal Samuel Natti and Superintendent Kate Segal began their time working.

MOTION MADE BY BOARD MEMBER ARTHUR BOUTIN TO APPROVE THE JUNE 8TH '22 BOARD MINUTES, SECONDED BY BOARD MEMBER NINA BROWN ALL IN FAVOR. APPROVED.

MOTION MADE BY BOARD MEMBER NINA BROWN TO APPROVE THE JUNE 8TH '22 BOARD MINUTES, SECONDED BY BOARD MEMBER ARTHUR BOUTIN. ALL IN FAVOR. APPROVED.

Public Input:

Public attendee Kim Smith came to speak to the board about concerns with students leaving Lisbon Regional. Kim explained she is a mother of two kids, one entering the 4th grade and

another entering the 8th grade. Kim expressed that as a parent it is concerning to hear of many students leaving Lisbon Regional, many of which were students within one of her children's classes.

Board members discussed reasoning for some students leaving Lisbon Regional were due to the transition to homeschool, private school, moving, etc. Superintendent Segal suggest that Mrs. Smith have a discussion with Principal Natti about concerns with the school. Principal Natti agreed to take the parent's concerns and asked the parent to meet with him at the school.

Mrs. Smith shared her concerns with the board including a concern with the way the honor roll is calculated and how the school in general is good at recognizing students who do well naturally in school and not so well for the students who have to work harder for the grades they achieve. Principal Natti agreed that he would look further at how the honor roll is being calculated, students are being assessed, and how students can be recognized for their achievements.

Another concern Mrs. Smith shared that recess stops after 4th grade. 5th and 6th grade students have the opportunity to be awarded "Friday Fun", but just as they have the opportunity for "Friday Fun" to be awarded they also have the opportunity to have it taken away with what seems to be little room to gain back. Principal Natti expressed that he would look into recess opportunities/ scheduling at the school.

Mrs. Smith also shared that communication with parents decreases as students get older. Students in lower elementary classes receive a take home folder with parent communication sheets/flyers/etc. She explained that once a student surpasses the 4th grade level, parent communication significantly decreases. This has caused herself among other parents to miss information regarding school functions, band, sports, etc.

Another concern Mrs. Smith shared that while spending time at her children's sports games she noticed surrounding schools having nice, well-kept playgrounds while Lisbon Regional's has had broken slides, monkeybars, etc. Chairman Clark explained to Mrs. Smith that the playground has been deemed to have faulty material. The school is working with the company to come replace all the materials that have been broken and/or deemed faulty.

Mrs. Smith shared the transition between the Lions Club sports to Middle and High School sports is tough as her older son went from playing with 9 year olds to playing with 18 year olds within a single year. Board Member Arthur Boutin explained the Lions Club is working on developing the parent communication and participation for the Lions Club. Principal Natti explained the level of coaching children get varies widely due to coaches being volunteer based and the amounts of practices vs. games that are scheduled. In the past it has seemed as though the focus has been on scheduling games and not on skill development. This is an issue that is seen even outside of Lisbon and the Lions Club is working on improving upon this.

Board Member Mo Chandler shared she had some concerns she would like to bring to the board as well. Board Member Chandler addressed there is a lack of communication between

administration and teachers. Mrs. Chandler shared there were 3 different teacher concerns that have come to her attention that did not reach the school board. Of these concerns were 2 teachers requesting a job share and 1 teacher requesting to go part time due to burnout of the job and family needs. Board Member Chandler expressed she wants to find more creative ways to meet the needs of our school and save our school money. These concerns that did not reach the board are affecting open positions within the school as well as enrollment. Board Member Chandler shared some comments that she has heard from parents including, “The good teachers are leaving”, “there’s too many behaviors in the class”, “there isn’t enough time for outdoors”. Board Member Chandler shared it seems there is a decrease in communication between the school and the community and that the school needs to get teachers involved with coming up with solutions. For example Darcy Ashe was able to figure out how to make a preschool program at the school. Chairman Clark reminded board members the preschool is only funded for the first year. Board Member Chandler expressed that if the school can get the teachers so they want to be there, the community will get to where they want to send their children here. She suggested that a permanent agenda item such as a “teachers report” or inviting a teacher rep into school board meetings could help with reporting on issues they feel the school board should be aware of as well as providing an open line of communication between the board members and the teachers. Superintendent Segal shared that other school districts include student input and often principals will invite teachers to meetings to share news. She also shared that some schools have their union reps invited to school board meetings. Board members agreed that generally teachers are always invited to school board meetings.

Board Member Nina Brown shared she has concerns with the grading system at the school. Board member Brown shared her reasons for concern with the grading system are that many kids do not test well and homework grades are being weighted much less than summatives. To put the majority of a grade into summatives for a student who doesn’t test well, their grade doesn’t reflect what they have done throughout the duration of the class. This can be frustrating for the students as well as parents. She expressed that making homework weighted much less than summatives also gives the illusion to some kids that homework doesn’t matter. Board Member Brown shared there are other schools who have moved away from this grading process.

Principal Natti expressed there are some adjustments that can be made to the grading process and plans to look into the grading system. Principal Natti explains that he believes the summatives need to be reassessed to broaden the ways that students are being assessed, understanding that typical tests are not always the only way to assess a student’s knowledge. He also believes that teachers should be able to assess students differently due to what the student needs. In response to Mrs. Smith’s concerns about student recognition Mr. Natti believes that we should look at what we are recognizing our students for, look at the students who are working hard and not being recognized, and reassess how we recognize kids. Principal Natti also shared that communication is going to be better within the building and community wide. This includes communication between classroom teachers, teachers and administrators, classroom teachers and parents, etc. Principal Natti agreed to look into the concerns about recess. Chairman Clark suggested the reason for recess not occurring in the 5th and 6th grades may be due to scheduling.

Superintendent Segal shared she hopes board members are feeling their concerns have been heard at this meeting and hopes these discussions are able to continue and communication will stay open. She also shared her hopes that parents will feel comfortable coming to Principal Natti if they have concerns about the school so the school can work together to improve.

Board Member Boutin suggested inviting Mrs. Smith back in October/November to see if she has seen any improvements regarding the concerns she shared today.

Principal Report:

Principal Natti shared he has three short term goals. One of his short term goals being that he hopes to improve the communication and promotion of the school. He shared he has ideas on how to get information out more effectively to parents. Principal Natti expressed there is a current disconnect between school and community due to COVID. He hopes to get people back in the building so people can see what the school has going on. Much of the news that gets shared is the negative news, Principal Natti expressed we need to share more of the positive news. He hopes there will be more communication in the local papers and online. As well as hopes to get students more social media savvy involved in sharing good news or fun assignments.

The second short term goal Principal Natti shared is he wishes to create more opportunities for teacher input. There are many teachers that have served Lisbon Regional for many years and he appreciates the depth of knowledge they have in their subject area and value their input on decisions. Principal Natti also shared how important parent input is to him as he is a parent of two children as well that will attend Lisbon Regional in the future.

Principal Natti shared his third short term goal is to look into the behavior issues that he is hearing about. He expressed that he will look into the background of what the root causes of these behaviors are in order to develop creative solutions as that is what his background in Special Education has taught him works well. Principal Natti expressed that as someone who has been around the school on the outside he can see many of the issues that parents express and would like to bring solutions to the table.

FINANCIAL:

Business Administrator Toni Butterfield shared the estimated ending balance is \$374,600. Business Administrator Butterfield discussed the frustrations with working with the ESSER grant. She explained the SAU had a grant writer which is no longer there causing lapses in this process. Business Administrator Butterfield explained the construction piece of the HVAC system has been more cumbersome than expected. Board members and Business Administrator Butterfield discussed the process of building and grounds meetings/ discussions. She asked for help from the building and grounds committee in providing documents for the project in order for the ESSER grants to cover the project. Board members agreed to do what they can to help

Business Administrator Butterfield get the documents she needs for the ESSER grant to cover the project.

Board Member Tucker Clark asked why the summer school budget was increased by \$20,000. Principal Natti answered that the increase could be due to the limitations of the pandemic in recent years. In summer of '21 there were 2 teachers, 4 paraprofessionals, and 2 counselors working. In summer of '22 there were 12 teachers, 4 paraprofessionals, and 1 counselor working. Chairman Clark expressed that the board has found out after the fact that financial decisions have been made. He suggested that in the future there should be more communication about these decisions. Board members discussed that summer school has changed throughout the years from helping students who need the extra academic support during the months out of school to helping the students who are at risk of being held back. The board discussed they would like to know more about summer school as well as stipends and refunds that are being given. Board members also agreed they would like to know more about the items they are signing reimbursement for and agreed more transparency needs to happen between the board and administration financially as well as behaviorally.

BUILDING AND GROUNDS:

Vice Chairman Bob Adams shared a building and grounds report including that the roofing project has been completed, artroom countertop replaced, vanities installed, floor drain in locker room unclogged, floor scrubber is back, many floors have been done, gym floor done, hood in kitchen must be done, dishwasher needs to be fixed, and the school was hit with a surcharge with the trash. Added waste from the cafeteria could be the reason for the surcharge. Board Member Boutin suggested bringing the trash straight to dump. Cleaning company has not started yet due to concerns from the company. The issues were on the company's end. Chris is working on this and Sam will discuss updates with him tomorrow.

Board Member Brown shared cafeteria concerns including the status of the food that is being served to the students. Board members discussed the use of the paper trays by the cafeteria. Principal Natti discussed the changes that had occurred during his time at Groveton and agreed he will work with cafeteria staff to address concerns of board members.

Business Administrator Butterfield shared the energy consultant suggested it is better to wait to put oil bids in for August.

Board members had a discussion about school security monies that are being brought to the state through grants. Suggested looking into ALICE which is building-wide. Discussions about SROs and the line of command/communication. Discussion of security concerns with the front doors at the beginning and end of the school day being unlocked. Discussion of how to increase safety in the front of the school as well as access to school grounds during the school day. Discussion about the school cameras being tied back into the Grafton County system. Principal Natti agreed to look further into safety concerns and work with the board members and Chris on increasing safety at the school.

SUPERINTENDENT:

Superintendent Segal shared that during April and June she met with Business Administrator Butterfield and Tari Thomas, spending time trying to make the transition between Superintendents smooth. Superintendent Segal shared she wants what is best for the kids, understanding Lisbon looks different than Bethlehem and Profile and will keep that in mind. Superintendent Segal shared she has attended a few professional development opportunities already. She also shared she has worked with Business Administrator Butterfield to be up to date on certifications and reports. She shared that she understands that she will be attending many meetings between all the districts within the SAU.

Superintendent Segal distributed a sheet explaining the roles of the superintendent vs. the board and shared her next report will be the transition report which will include what has been done since her starting and include her goals.

**THERE BEING NO ADDITIONAL BUSINESS TO COME BEFORE THE BOARD,
MOTION MADE BY BOARD MEMBER TUCKER CLARK, SECONDED BY BOARD
MEMBER NINA BROWN TO ADJOURN THE MEETING AT 7:16 PM. ALL IN
FAVOR, MOTION CARRIED.**

Respectfully submitted,

Alexis Blowey
Board Clerk