

**Monadnock Regional School District (MRSD)**  
**School Board Meeting Minutes**  
**January 5, 2016**  
**Monadnock Regional MSHS, Swanzey, NH**

**Members Present:** Pat Bauries, Betty Tatro, Joseph Smith, Barry Faulkner, Phyllis Peterson, Scott Peters, Lisa Steadman, Karen Wheeler, Winston Wright, James Carnie, Nicholas Mosher and Bob Mitchell. **Absent:** Mike Blair

**Administration present:** L. Witte, Superintendent, L. Carey, Director of Curriculum and Instruction, T. Kennett, Director of Student Services, J. Fortson, Business Manager, N. Richardson, Director of Technology, M. Suarez, K. Stone, L. Kalloger, A. Noel and A. Salzmann.

**Also present:** L. Aivaliotis, Recording Secretary.

“The goal of the Monadnock Regional Board is to be the Best School District in the State.”

B. Faulkner called the meeting to order at 7:00PM.

1. **Public Comments:** K. Goodenough presented information to the Board on the budget of the MRMHS Hockey Team. She asked the Board to help fund the Hockey Program in the budget. The School Board currently pays \$8,742.00 to the program. The Booster Club pays for the rest of the program. She said it would be nice to be able to purchase extras for the program instead of using the funds to keep the program going. The ice time has increased from \$125.00 to \$240.00 an hour. Due to the increase they have decided to reduce the practice time. For this year they would like to ask for \$11,013.31 from the Board and next year they would like to have the program fully funded. She commented on the fact other programs require a new track, new gym floor and maintenance of fields. The Hockey Program comes with their equipment. She mentioned she had spoken to the Extra-Curricular Committee earlier tonight.

Nancy Mason of Swanzey informed the Board her son Mitch Hill has received the *Fuel Up to Play 360 Grant* for Cutler. The grant in the amount of \$1,594.00 will be used to purchase ninja blenders for healthy eating and PE equipment. Mitch Hill has also applied for a *Marathon Kids Grant* and has received it in the amount of \$750.00 to start a running club at Cutler. It will allow 50 kids to participate.

J. Carnie of Richmond commented on statements being made. At a previous meeting M. Blair commented on being bullied and negative energy. J. Carnie had commented on the fact M. Blair is a basketball coach and is getting paid. He said he does not know of a School Board member getting paid to coach. Policy BBBA was sent to the Policy Committee to define stipend M. Blair is not taking part in the conversation. He said E. Stanley commented on the witch hunt and the attack on Board Members. On December 3, 2013 E. Stanley made a motion to approve the JV Coach, M. Blair and it was stated he will not take the stipend but 17 days after there was payment to M. Blair. He said the members should know the policies.

Cole Royal presented a letter to the Chair and Superintendent which was in response to an article written by Meghan Foley regarding the Gilsum STEAM. The letter counterpoints many of her comments in the article. It is a more realistic and reasonable approach.

- 2. MINUTES: MOTION:** J. Smith **MOVED** to accept the December 15, 2015 School Board Meeting Minutes as presented. **SECOND:** B. Tatro **VOTE:** 6.448/1.075/0/5.477. **Motion passes.**

**MOTION:** P. Peterson **MOVED** to accept the December 15, 2015 10:16 PM Non-Public Meeting Minutes as presented. **SECOND:** S. Peters. **VOTE:** 7.523/0/0/5.477. **Motion passes.**

**MOTION:** P. Peterson **MOVED** to accept the December 15, 2015 10:40 PM Non-Public Meeting Minutes as amended. **SECOND:** J. Smith **VOTE:** 7.523/0/0/5.477. **Motion passes.**

- 3. Student Government Report:** There is no Student Government Report.
- 4. Review of Status of Board Goals and Programs:** Superintendent Witte met with the A Team on several occasions to discuss the annual review of the District. She presented a PowerPoint presentation titled State of the (School Administrative) Union January 5, 2016. B. Faulkner asked the Board to let the A Team and the administration present and then have questions and comments after. L. Witte informed the Board of the Strategic Plan developed in 2012 which is currently in place. The plan strives to improve learning, develop lifelong learners, to provide community awareness and long and short fiscal responsibility. On January 20, 2016 is the initial planning meeting for the new Strategic Plan process. Everyone is invited. There is a short survey on the website for those who wish to attend the planning meeting. She would encourage people to attend the meeting. She mentioned the subcommittees and what they are doing for the District. She informed the Board she meets with the cabinet team on a weekly and individual basis. She also meets with the principals on a regular basis. They are a very collaborative group. T. Kennett is meeting with members to receive training on seclusion and restraint. These members will then roll this out to the staff on the professional development day. She visits the school and classrooms which is a highlight of her day.

J. Fortson discussed the per pupil cost. The per pupil cost at Monadnock is higher but due to the vote to reduce the per pupil cost by \$500.00 per students per year we are moving in line with the State. She also presented information on class size. She explained the Adequacy Aide funds have been reduced by 2 million dollars. This is a big cut and the District will have to absorb it. J. Fortson commented the Adequacy is down due to the enrollment decrease.

J. Fortson reported on the District Buildings. She said the District keeps all the buildings maintained. There have been health and safety item warrants each year. They prioritize and continue to upgrade. She explained how the District saved on electricity and energy costs. They will continue to do asbestos abatement and update the buildings in the District. J. Fortson and D. LaPointe go out to bid on the electricity, propane and oil. They just went out to bid on the electricity and it is up only a fraction of an increase.

L. Carey, Director of Curriculum and Instruction commented on the Literacy Training the staff has been receiving for the past 3 years and working on the RTI Program which is a more traditional

reading structure. Students are coming into the schools with a deficit. She informed the Board A. Salzmann led the program to unwrap the math standards. It is clear what we want the students to learn. There are two finalists for the Math program. The last meeting will be on January 7, 2016 at 4:00 PM to discuss which Math resources to go with. She thanked A. Salzmann for all her hard work and efforts. College Career Ready continue to partner with River Valley Community College. Teachers are teaching the courses in this school. PSAT and SAT will be given to all juniors and seniors. This will be paid for by the District. Seniors will be receiving credit for their senior project which is now a course. The District will host a mini college fair and provide help to parents regarding FAFSA preparation. STEAM is an integration of technology a multi-media tool. J. Rathbun is the key to most of the STEM/STEAM. The staff is engaged in STEAM learning. The STEAM Ad Hoc Committee has reestablished STEAM across the District.

T. Kennett, Director of Student Services explained the SMART Program which was an alternative drop out program when it started. He is proud to say we have 14 students and that number should increase to 18 by February. The program is not only online but it is ELO, designed assignments and other means of learning. He explained behavioral needs of some of the students in the district. Some students have severe developmental delays and others have autism which is on the rise with 30 students in the District. He said there is one Special Ed. student a week. The cost of special education resources is increasing. There are 27 out of district students.

N. Richardson, Director of Technology explained the Chromebook initiative. The first year the District purchased 90 Chromebooks. The increase is based on need. N. Richardson is also the Director of the Emergency Management. He informed the group there are over 33,000 active hackers out of the US with the attack directed at the HS. They are trying to get passwords and information on PowerSchool. We are dealing with this issue. As the Emergency Management Director he is working with the SSO to upgrade security plans. The Red Cross has come to evaluate this school as a shelter. The State has done a physical security assessment of the MSHS and will be assessing the elementary schools soon.

ACES Before and After School Program has 499 students in the program district wide. That is about 1/3 of the population. The program is run on grants, tuition, fundraising and a warrant by the voters.

L. Kalloger informed the group on what is happening at the MSHS. She said she had the best first day ever. A group of teachers sang to the students. She thanked the Board for the extra administrator and the SSO. The school is a very good place. It is 80% better than last year. Husky Pride is a contest in which student earn a chance to be put in a drawing to win prizes. Teachers are required to make 3 positive phone calls a month to parents. She informed the Board she personally signed all the senior's report cards. They are in the process of revamping orientation for the 6<sup>th</sup> and 7<sup>th</sup> grades.

L. Kalloger reviewed the partnership with River Valley College, the Running Start program, the evening school and extended program and ELOs.

L. Kalloger informed the Board last year there were 50 incompletes at the end of the 4<sup>th</sup> quarter and to date there are zero. She is still not happy with the failures but the teachers are looking at this.

M. Suarez reviewed the school culture expectations of Mt. Caesar. The students will receive a card when they are kind, respectful and safe. The cards will go into a drawing and the student picked will have lunch with the principal. There is a spirit day calendar of events for the year. All staff has had professional development in Math and Reading, 10 staff members have taken 1 or more college courses to extend their learning and staff member have had technology training.

A. Salzman informed the Board her staff at Cutler is engaged in Math and Literacy with the coaches. Cutler values CSRR which stands for Citizen, Safety, Respect and Responsibility. There are monthly incentives for the students. The students will earn a helping hand to be placed on the wall from the front door to the MPR by showing acts of kindness. The students are now doing the incentive without the teachers and want to extend the hands further.

A. Noel said at Gilsum STEAM Academy they believe in be kind, be safe, work hard and of course have fun. All teachers at Gilsum teach all Gilsum students. A. Noel listed the extended learning opportunities the students receive as part of STEAM including a leadership summit, UNH Ocean Discovery Day and many more. The staff meets weekly to plan the STEAM lessons. There is a lot of co-teaching and co-learning. They focus on a team approach. She believes kids teach kids. We join kids with the same level. There are 48 students at Gilsum. This is the second year of STEAM and it is highly successful.

K. Stone said Troy is a project based learning and collaboration with Emerson. The staff have Math and Literacy coaches. There are professional development opportunities, book studies, Smarter Balance preparation and Math and Literacy lessons. The staff from Troy and Emerson work together during professional development time. Emerson is offering coffee with the community. Seniors at the HS come and read to the students on a weekly basis. They are doing bullying awareness project activities and then will present to the Board.

Superintendent Witte will post this PowerPoint on the website. She commented on the presentation of all we have to be proud of in the district.

B. Tatro asked T. Kennett about the increase in the number of Special Ed. students. T. Kennett said the intense needs students are at 32 which are up 10% and that reflects the person requested in the budget at Mt. Caesar and Cutler. It was asked if it would be better to have a psychotherapist. T. Kennett will discuss it with L. Witte regarding the needs of the students and the effectiveness. It is a huge discussion. S. Peters informed the Board that the Education Committee has asked T. Kennett to come to a future meetings.

J. Carnie asked about the STEAM enrollment. A. Noel said there were 10 students interested from out of district but the tuition was too high. The District needs to think of ways to get the students. J. Carnie said we should encourage students to attend. He is not sure what is being done now. He asked if the cost per pupil was down would that encourage the students to attend. A. Noel said yes. She said the interest is there but we will need additional staff for the students. J. Carnie said we should encourage the students to attend STEAM.

P. Peterson thanked all the administration and staff members for their time on the presentation. It is very interesting and she has learned a lot. She has a concern regarding N. Richardson's presentation on hacking. K. Wheeler also thanked everyone.

T. Kennett reviewed the process regarding the IEP of the students. Case Managers in the elementary schools make the referrals to T. Kennett and T. Kennett makes the referrals in the HS.

M. Suarez commented a good, healthy environment makes education conducive. She commented the renovations may be an inconvenience at first but well worth it to have overhead projectors and heat. She said the big issue is the need for a multipurpose room at Mt. Caesar.

B. Faulkner thanked the administration and staff for sharing.

***B. Faulkner called a recess at 9:26 PM.***

**5. OLD BUSINESS:**

**a. Second Reading Policy DFA Revenues from Investments: MOTION:** J. Carnie **MOVED** to review Policy DFA Revenues from Investments as stated in the Policy. **SECOND:** P. Peterson. **VOTE:** 7.523/0/0/5.477. **Motion passes.**

**Policy JCA-Change of School or Assignment: MOTION:** P. Peterson **MOVED** to accept Policy JCA Change of School or Assignment as presented. **SECOND:** J. Smith. **VOTE:** 7.523/0/0/5.477. **Motion passes.**

**Policy EEAA-Video Cameras in Classrooms, Hallways, School Buses and Other District Property: MOTION:** P. Peterson. **MOVED** to accept Policy EEAA-Video Cameras in Classrooms, Hallways, School Buses and Other District Property as presented. **SECOND:** J. Smith. **DISCUSSION:** L. Witte explained this policy requires a Public Hearing before the Board can vote on it. **P. Peterson and J. Smith withdraw their motion. MOTION:** S. Peters **MOVED** to schedule a Hearing at the beginning of the January 19, 2016 School Board Meeting regarding Policy EEAA-Video Cameras in Classrooms, Hallways, School Buses and Other District Property. **SECOND:** P. Peterson. **VOTE:** 7.523/0/0/5.477. **Motion passes.**

**b. Policy BDE-Committees and Delegates:** B. Faulkner has the correspondence from Jim O'Shaughnessy and the attorney from the NHSBA regarding Policy BDE.

**c. Warrant Articles:** B. Faulkner explained the process to approve the wording of the warrant articles. **Article One** is the proposed budget and will be set by the Budget Committee.

**Article Two** is for the renovations to Mt. C. J. Fortson reviewed the renovations. The CRC is working on the sheet to explain the warrants in plain English. N. Mosher would like to see wording added regarding removal of hazardous materials. "To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$1,100,000.00 for renovations **including asbestos abatement and other health and safety upgrades at the Mount Caesar Elementary School.**" **(Bold type is the change).** **MOTION:** N. Mosher **MOVED** to support Article Two as presented. **SECOND:** J. Smith. **DISCUSSION: MOTION:** N. Mosher **MOVED** to amend Warrant Article

One with the changes. **SECOND:** J. Smith. **VOTE on amendment:** 7.523/0/0/5.477. **Motion passes. VOTE to support Article Two as amended:** 7.523/0/0/5.477. **Motion passes.**

**Article One: Motion:** J. Smith **MOVED** to support the wording on Article One as presented. **SECOND:** P. Peterson. **DISCUSSION:** J. Carnie does not want to vote on just the wording. **MOTION:** J. Carnie **MOVED** to postpone the vote until after the Public Hearing. **SECOND:** P. Peterson. **J. Carnie and P. Peterson withdraw their motion to postpone. VOTE to support wording only:** 3.311/4.212/0/5.477. **Motion fails.** J. Fortson needs the information to go to the Budget Committee than the DRA. **MOTION:** J. Carnie **MOVED** to support the wording only on Article One as presented. **SECOND:** P. Peterson. **VOTE on the wording only for Article One. This motion is not to support or not support the numbers:** 6.401/0/1.121/5.477. **Motion passes.**

**Article Three: MOTION:** J. Smith **MOVED** to support Article Three \$50,000.00 for asbestos abatement as presented. **SECOND:** N. Mosher. **VOTE:** 7.523/0/0/5.477. **Motion passes.**

**Article Four: MOTION:** J. Smith **MOVED** to support Article Four in the amount of \$89,500.00 for the Before and After Program as presented **SECOND:** B. Tatro. **Motion passes.**

**Article Five: MOTION:** B. Tatro **MOVED** to support Article Five in the amount of \$50,000.00 to be added to the Emergency Fuel Fund from surplus. **SECOND:** P. Peterson. **A friendly amendment:** "Shall the Monadnock Regional School District raise and appropriate from surplus, if any, from the budgeted fuel accounts, **in the 2015-2016 fiscal year** the sum of up to \$50,000.00 to be added to the Emergency Fuel Expendable Trust Fund created under Article 5 of the 2015-2016 Warrant?" **VOTE:** 7.523/0/0/5.477. **Motion passes.**

**Article Six: MOTION:** J. Smith **MOVED** to support Article Six to discontinue the 1975 Capital Reserve Fund and transfer the funds in the 2009 Building Capital Reserve. **SECOND:** P. Peterson. **VOTE:** 7.523/0/0/5.477. **Motion passes.**

**Article Seven: MOTION:** J. Smith **MOVED** to support Article Seven in the amount of \$59,645.00 for the SRO. **SECOND:** B. Tatro. **DISCUSSION:** **MOTION:** J. Carnie **MOVED** to amend the motion and add the following: **This position is in addition to the District wide SSO which is currently funded in the budget. SECOND:** P. Peterson. **VOTE on amendment:** 7.523/0/0/5.477. **Amendment passes. VOTE on amended motion:** 7.523/0/0/5.477. **Motion passes.**

**Sound System Warrant:** S. Peters passed out information on a warrant article to repair the sound systems in the District which also includes the library and the Husky House as well as the District Schools. **MOTION:** S. Peters **MOVED** to support an article in the amount of \$39,500.00 for renovations to multi-media sound systems at the District schools. **SECOND:** B. Tatro. **DISCUSSION:** S. Peters said this would be possible for all staff to know how to use the sound system. J. Carnie asked where it shows up on the agenda. **MOTION:** N. Mosher **MOVED** to suspend the rules and to take up this motion even though it is not on the agenda. **SECOND:** B. Tatro. **VOTE:** 6.448/1.075/0/5.477. **Motion passes.** B. Tatro commented if we put this off it will become a bigger problem. They have done their homework. N. Mosher commented we have discussed this before. S. Peters said it includes a sound system for this room. **VOTE to support a warrant article for the renovations to the sound systems:** 6.448/0/1.075/5.477. **Motion passes.**

**MOTION:** S. Peters **MOVED** to release the documents from the attorneys as public documents. **SECOND:** P. Peterson. **VOTE:** 6.401/0/1.121/5.477. **Motion passes.**

**P. Bauries, L. Steadman, W. Wright and B. Mitchell arrive.**

J. Carnie is requesting a copy of the request from B. Faulkner to the attorneys. Someone was going to get copies for the Board of the request from B. Faulkner.

**6. NEW BUSINESS:**

**a. Motion for the Safety, Security and Discipline Committee to be changed from an ad hoc committee to a standing committee and for the Board chair to reappoint committee members:** **MOTION:** S. Peters **MOVED** to change the Safety, Security and Discipline Committee from an ad hoc committee to a standing committee and for the Board Chair to reappoint committee members. **B. Faulkner suggested this request go to the Policy Committee.** B. Faulkner said to change an ad hoc to a standing committee needs a first read. He suggested the Policy Committee review this and to change the committee membership as appointed by the Chair and to be approved by the Board. **MOTION:** S. Peters **MOVED** to refer this to Policy Committee and discuss the Safety, Security and Discipline Committee as a standing committee. **SECOND:** B. Tatro. **DISCUSSION:** J. Carnie said there are enough committees and this is not necessary. N. Mosher said he is very interested in continuing this committee. The work is spreading out in all directions. P. Bauries would like to see the goals and objectives before a decision. She would suggest the committee members write down and forward the goals and objectives to the Policy Committee. She is not sure of the parameters. **VOTE on sending this issue to the Policy Committee:** 6.476/5.430/0/1.121. **Motion passes.** **MOTION:** S. Peters **MOVED** to ask the Chair to reappoint the members of the Safety, Security and Discipline Committee. **SECOND:** P. Bauries. **DISCUSSION:** S. Peters said originally it was voted to have a member from each town and outside members. **MOTION:** J. Carnie **MOVED** to table the motion until after the Policy Committee has time to review. **SECOND:** P. Bauries. **VOTE:** 6.188/5.477/.214/1.121. **Motion passes.**

**b. Action on the Manifest:** **MOTION:** B. Tatro **MOVED** to approve the manifest in the amount of \$3,728,294.48. **SECOND:** J. Smith. **VOTE:** 11.879/0/0/1.121. **Motion passes.**

**c. MOTION:** B. Tatro **MOVED** to accept the Marathon Kids Grant in the amount of \$750.00 for a running club at Cutler. **SECOND:** J. Smith **DISCUSSION:** L. Steadman asked the cost of the running club for next year. **VOTE:** 11.879/0/0/1.121. **Motion passes.**

**d. Other New Business as may come before the Board:** J. Carnie commented he had asked that the Board's attorney to consult with the NHSBA attorney and it was not in the letter but in the motion. B. Faulkner said he explained it to the attorney and he understood. J. Carnie said it is a serious omission. J. Carnie said he spoke to the attorney and the attorneys spoke after that.

P. Bauries, B. Tatro and W. Wright would like to ask N. Richardson for help with their Chromebooks.

S. Peters commented the Hockey Booster Club expenses are higher due to the cost of the ice time. **MOTION:** S. Peters **MOVED** to fund the current year 2015-2016 hockey season in the amount of \$11,013.00 which is half of the cost for the program. **SECOND:** B. Tatro. **DISCUSSION:** **MOTION:** B. Tatro **MOVED** to suspend the rules in order to vote on this motion. **SECOND:** J. Smith. **VOTE:** 7.453/4.426/0/1.121. **Motion passes.** P. Peterson would like to hear from the AD on the overall sports. **MOTION:** S. Peters **MOVED** to suspend the rules and to place the MRMHS Hockey Program in the 2016-2017 School Budget. **SECOND:** B. Tatro. **VOTE:** 5.361/6.518/0/1.121. **Motion fails.**

B. Faulkner commented if there is a MDEA Contract the Board will have to schedule a meeting on January 11, 2016 at 4:00 PM.

**B. Faulkner called a recess for a non-meeting at 11:15 PM.**

**Public Session:** J. Carnie asked how the Board will know the amount of the contract without the professional help of J. Fortson. We need to know the amount for the 3 years of the contract.

**7. Setting Next Meeting's Agenda:**

**8. Public Comments:** There are no public comments.

**9. 11:38 PM Motion to enter into Non-Public Session under RSA 91-A:3 II (b) Hiring of a Public Employee:** **MOTION:** S. Peters **MOVED** to enter into Non-Public Session under RSA 91-A:3 II (b) Hiring of a Public Employee. **SECOND:** B. Tatro **VOTE:** 11.879/0/0/1.121. **Motion passes.**

**10. 11:48 PM Motion to enter into Non-Public Session under RSA 91-A:3 II (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person:** **MOTION:** B. Tatro **MOVED** to enter into Non-Public Session under RSA 91-A:3 II (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person. **SECOND:** N. Mosher **VOTE:**11.879/0/0/1.121. **Motion passes.**

**11. Public Session:** **MOTION:** J. Carnie **MOVED** to extend the Board's offer of early retirement with the 18 month notification waived to employees of 24 years or more. **SECOND:** P. Peterson. **VOTE:** 11.879/0/0/1.121. **Motion passes.**

**12. Motion to adjourn:** **MOTION:** B. Mitchell **MOVED** to adjourn the meeting at 12:14 AM. **SECOND:** N. Mosher. **VOTE:** 11.879/0/0/1.121. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis  
Recording secretary