

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
Approved Minutes
April 6, 2010
Troy Elementary School, Troy, NH

Members Present: Bruce Barlow, Ed Jacod, Winston Wright, Eric Stanley, Richard Thackston, Patricia Bauries, Lisa Steadman, Phyllis Peterson, Scott Ellsworth, Mike Morrison, James Carnie, William Felton and Robert Smith. **Absent:** Unassigned seats from Roxbury and Sullivan.

Administration present: K. Dassau, Superintendent, B. Gallagher, Interim Business Manager and P. Bell, HR Director.

Also present: B. Tatro, D. Dahl, K. Craig, D. Mousette, L. Sutton, J.C. Russell, J. Smith and B. Pickering.

“The goal of the Monadnock Regional Board is to improve student achievement.”

1. Consent Agenda: MOTION: P. Peterson **MOVED** to accept the March 16, 2010 School Board Meeting Minutes as submitted. **SECOND:** E. Jacod **VOTE:** 11.695/0/2.231/1.074. **Motion passes.**

2. Student Government Report: J. Hennen reported the committee spoke to the administration regarding their ideas about the advisories. They will follow up at the next meeting.

3. Correspondence and Announcements: D. Dahl welcomed the Board to Troy Elementary School. He invited the Board to the “Go West Presentation” which is scheduled for Monday at 7:00 PM.

K. Craig invited the Board to the Emerson “Go West Presentation” which is scheduled for Tuesday. K. Craig shared a letter from a parent complimenting the staff. The Red Cross sent a letter thanking Ms. LeClair and the students for the money they raised for Haiti. Emerson had their Father, Daughter Dance and it was a wonderful time.

D. Mousette informed the Board that they held a spaghetti dinner for the community. There were about 100 people in attendance. He thanked the staff and T. Walsh for their help.

J. Smith informed the Board that as part of a Servicing Learning Project with the help of Jim Vitas the students presented Cutler School with a new school sign. The children designed the sign and used a piece of slate which was from the original building in the sign.

L. Sutton reported that the Middle School hosted a Wellness Day with 14 people from the community that worked with the students. There were articles in the Keene Sentinel on the event. L. Sutton invited the Board to the Honors Breakfast on April 16, 2010.

Paige Kitterman and Josh Torey, two exceptional students were honored at KSC by the Big Brothers Big Sisters.

K. Dassau would make sure that the letter from Mr. Quin regarding the Destination Imagination is in the next Board packet.

4. Public Comments: Bob Lefebvreis asked the board for approval to build a MRHS scorer's booth/concession stand at no cost to the District. **MOTION:** E. Stanley **MOVED** to accept the recommendation from the Facilities to accept the proposal for a new MRHS new scorer's board/concession stand with the approval of the Swanzey Building enforcer. **SECOND:** R. Smith. **VOTE:** 13.926/0/0/1.074. **Motion passes.**

J. Craig commented on the wonderful time that everyone had at the Emerson Father Daughter Dance.

C. Kahn asked if the Finance and the Education Committees would think about scheduling their meetings at a time when the working public could attend.

5. Curriculum Report: K. Dassau informed the Board that D. Hodgdon was not feeling well. He is not in attendance. The AYP results would be released tomorrow.

6. New Business:

1. Signing of Voucher: B. Gallagher informed the Board that a project that was approved by the Board for an emergency repair project that went forward and through the operating budget. The project has been completed. The request from the Trustees did not occur. He is asking the Board to authorize the Chair and the Vice Chair to sign the voucher to the Trustees for the funds. **MOTION:** E. Jacod. **MOVED** to authorize the Chair and the Vice Chair to sign the voucher in the amount of \$22,554.70 to the Trustees. **SECOND:** P. Peterson. **VOTE:** 13.926/0/0/1.074. **Motion passes.** D. Lyman asked that the board send this information to the Budget Committee.

2. Tech Plan: C. Boyle explained that the State requires a Technology Plan every three years. The plan was in the Board packets. He explained it includes the Technology direction and the goals of the District. This is required for E-Rate reimbursement. The E-Rate reimbursement is based on free and reduced lunch. He is asking the Board for their approval on the plan. J. Carnie commented that he believe that there are a number of problems with the plan and it should go to the Facilities Committee, Finance Committee and the Education Committee. **MOTION:** J. Carnie. **MOVED** to table the Technology Plan until it has been presented to the proper committees. **SECOND:** E. Jacod. **DISCUSSION:** C. Boyle explained that the plan is due at the end of June and has to be submitted by May 1, 2010. He explained that

they took the previous plan and updated it to move forward. K. Dassau and C. Boyle agreed that there was no objection to having the plan presented to the proper committees. **VOTE:** 13.926/0/0/1.074. **Motion passes.**

3. Policy BDQ: It was explained that the Policy Committee did not have a quorum and was not able to review the proposal presented by J. Carnie. J. Carnie asked to speak on this issue in non-public session.

4. Employment Practices Audit: M. Morrison asked for this item to be placed on the agenda. He passed out the proposal to the Board. He gave the rationale and the reason for the audit. He explained that the company that could do the audit would meet with the Board at no cost for an hour. The cost of the audit is from \$5000.00-\$8000.00. **MOTION:** W. Wright **MOVED** to table the issue on the audit until the Finance and Policy Committee can discuss this issue. **SECOND:** R. Smith. **DISCUSSION:** K. Dassau reminded the Board that there is a 3 bid policy and that the employment procedures are from the SAU. **VOTE:** 13.077/0/.849/1.074. **Motion passes.**

5. Principal Search @ MRHS: K. Dassau explained per Board policy the members that would be on the principal search committee. E. Stanley commented with the Superintendent leaving if there should be an interim principal and have the new superintendent part of the permanent principal search. R. Thackston explained that the committee should be formed and then let the committee make the recommendations. **MOTION:** E. Jacod **MOVED** to form a high school principal search committee. **SECOND:** P. Peterson. **VOTE:** 13.926/0/0/1.074. **Motion passes.**

6. Re-organization of Maintenance Department: **MOTION:** B. Barlow. **MOVED** that the Board direct the superintendent not to renew the 4 contracts of the district's maintenance management, specifically the director, project manager, maintenance supervisor and custodial supervisor pending a reorganization of maintenance management which will reduce the number of positions by one. The Superintendent shall give notice of non-renewal to the incumbents in writing by April 15, 2010 and to have this reviewed by the school attorney prior to issuing of the letters. **SECOND:** J. Carnie. **DISCUSSION:** K. Dassau cautioned the board and reminded them to rescind a previous motion. J. Carnie commented that the motion is in line to what was done in December. K. Dassau explained that the final motion was to reduce a management position. W. Felton explained that he would be voting against this. He said that it is putting the cart before the horse. He said to keep these people employed. He would be voting against this motion. R. Smith explained that it is not an immediate termination. It would not be in effect until June 30, 2010. J. Carnie commented that this issue has been on the table for almost a year it was voted and agreed on by the Board to fix this issue in the budgetary process. **VOTE:** 12.016/1.910/0/1.074. **Motion passes.**

7. Other New Business: **MOTION:** R. Smith **MOVED** to change the name of the "Negotiations Committee" to "Negotiations & Human Resources Committee": **SECOND:** B. Barlow. **DISCUSSION:** P. Bauries explained that the committee would be working with the HR Dept. at the SAU. E. Jacod commented that there

would be bumping of head and confusion. The professional services are suppose to be performed by the paid staff. It should not be part of the board. It could cause a great deal of confusion and he is opposed to the motion. W. Wright explained that the negotiating should be held separately. There is a possibility of three negotiating issues. E. Jacod explained that the intent is good but not results. **MOTION:** W. Felton **MOVED** to table the motion and send it to the Policy Committee. **SECOND:** E. Jacod. **DISCUSSION:** P. Bauries explained that this committee would not have any more authority than the other committees. J. Carnie explained that this would be beneficial. E. Stanley explained that this committee would be the checks and balances. Checking the job descriptions is a good idea. P. Bauries explained that the Negotiating Committee would be very busy and will not be making any new job descriptions or policies, checks and balances. **VOTE to table:** 3.079/10.847/0/1.074. **Motion fails. VOTE on the original motion:** 9.786/4.140/0/1.074. **Motion passes.**

MOTION: B. Barlow. **MOVED** to direct the superintendent to reduce maintenance staffing by 2 positions for the 2010-2011 year, to give notice by April 15, 2010 and have this issue reviewed by the school attorney prior to the letters. **SECOND:** J. Carnie. **DISCUSSION:** It was commented that this issue had been discussed at previous meetings. **VOTE:** 8.725/3.079/1.061/1.074. **Motion passes.**

7. Old Business:

Requested SAU Meeting: R. Thackston informed the board that the request for an SAU Meeting has been denied. R. Thackston explained that W. Temmen said that there is no need or reason at this time to have a meeting. The attorney has said that there is no reason or vehicle to have an SAU meeting. J. Carnie asked who gave authority to the SAU Chair to contact an attorney. R. Thackston explained that the Chair took responsibility. E. Stanley suggested that Monadnock not pay their 64% of the SAU budget until the SAU Chair holds a meeting.

SAU Withdrawal Committee: Moderator Hutwelker anticipates that the committee would be meeting on April 12, 2010. The members on the committee are E. Stanley, J. Carnie, N. Moriarty, N. Dion, W. Martel, A. Thackston and J. Fortson.

8. School Board Committee Report:

1. Community Relations Committee: The committee has not met. They are scheduled to meet on April 20, 2010.

2. Facilities Committee: L. Steadman reported that the committee met on March 30, 2010. L. Steadman was elected chair, E. Stanley vice chair and M. Morrison was elected secretary. They were presented with the proposal from B. Lefebvre. The emergency lighting is well on the way. The bleacher site work has been delayed but things will be ready for graduation. **MOTION:** L. Steadman **MOVED** on behalf of the Facilities Committee to accept the bid from Controtech in the amount of \$7505.30 for the MRMS/HS gym air handler controls. **SECOND:** E. Jacod. **B. Barlow leaves the meeting. VOTE:** 11.804/ 0/0/2.135. **Motion passes. MOTION:** L. Steadman **MOVED** on behalf of the Facilities Committee to accept the bid from Baybutt

Construction in the amount of \$635,829.00 for the MS/HS year one summer project. **SECOND:** E. Stanley. **VOTE:** 11.804/0/0/2.135 **Motion passes. MOTION:** L. Steadman **MOVED** on behalf of the Facilities committee to accept the 10 % contingency on the \$635,829.00 for the MS/HS year one summer project. **SECOND:** E. Stanley. **VOTE:** 11.804/0/0/2.135 **Motion passes.** The next meeting is scheduled for April 13, 2010.

3. Finance Committee: P. Bauries informed the Board that the Finance Committee voted unanimously to accept a bid in the amount of \$4995.00 from SUR Construction for the site work for the grand stands. **MOTION:** J. Carnie **MOVED** on behalf of the Finance committee to reinstitute two positions at the high school a guidance position and an art position with the money saved from the resignation of a MC2 teacher and a math teacher. **SECOND:** P. Bauries. **DISCUSSION:** W. Felton would have liked the Finance committee to follow the 48 hour notice in writing. J. Carnie explained that this was a recommendation from the administration. **VOTE:** 11.804/1.061/0/2.135 **Motion passes.** The committee discussed an additional teacher for Emerson based on the multi-grades and the students for next year. It was a long discussion and the committee asked the administration to look at it. This item would be on the agenda again.

4. Education Committee: J. Carnie reported the committee met and discussed the Northern Schools proposal and SERASC report. The committee unanimously supported the Northern School Committee recommendation. The next meeting is on April 15, 2010 at 8:45 AM.

6. Policy Committee: The committee did not have a quorum.

7. Budget Committee: E. Stanley reported that the committee did meet. The new members were introduced and W. Lechlinder was elected chair and N. Moriarty vice chair. They had a recap of last year's events. The next meeting is on April 27, 2010 at 7:00 PM.

8. Cheshire Career Center: W. Wright reported that there are no updates.

9. Northern Schools: P. Peterson made a presentation and presented the recommendation to the board on behalf of the Northern Schools Committee. The recommendation is to leave Gilsum and Sullivan Schools open and the committee would suggest a full day kindergarten. D. Mousette explained that full day kindergarten can be done with little to no cost. He would hire a part time art teacher using the funds from the mid day kindergarten or human resources. **MOTION:** P. Peterson **MOVED** on behalf of the Northern Schools Committee to recommend to the Board to keep Sullivan Elementary and Gilsum Elementary open. **SECOND:** M. Morrison. **DISCUSSION:** J. Carnie explained that the Education Committee accepted the recommendation for keeping the schools open but not the concept of full time kindergarten. He explained that it may not be fair that there is only full day kindergarten in the Northern Schools. He said personally he is not in favor of full day kindergarten until the State pays for it. He prefers two motions. E. Stanley asked if the committee did a study on the effect of taking the 1.3 million from the Northern Schools and spreading it out to the other elementary schools. D. Mousette explained that the committee kept within the scope of the charge. W. Felton commented that it is an excellent report. He also commented on the multi-grade classrooms. R. Smith, E. Jacod and J. Carnie commented in favor of the multi-aged classrooms. **VOTE:**

9.682/3.183/0/2.135 **Motion passes.** D. Mousette explained that the Northern Schools are losing students to St. Joseph's and the Surry Charter School or elsewhere due to the fact that we do not offer full day kindergarten. We need to keep the students. He contacted the State and there is full adequacy funding for full day kindergarten even if other schools in the same district do not offer it. He said the cost would be little to no cost. He would hire an art teacher and save money on the mid day kindergarten.

MOTION: P. Peterson. **MOVED** to have full day kindergarten at the Gilsum Elementary School for the 2010-2011 school year. **SECOND:** E. Jacod.

DISCUSSION: J. Carnie said that he would rather have discussed full day kindergarten for the full district. If we open it up for one school we need to have a better look at it. R. Thackston explained that this is a pilot program. J. Carnie commented that the Board needs to look at the whole can of worms. **MOTION:** E. Stanley **MOVED** to table the motion for one meeting and have the education committee look at the advantages of full day kindergarten and have the Facilities committee and the Finance Committee look at all the schools. **SECOND:** R. Smith.

DISCUSSION: D. Mousette explained he has it in writing from the State for the full adequacy funding. He said that the Northern Schools are taking kindergarten registration this week. D. Mousette commented that other schools have preschool and he does not. K. Craig and B. Tatro explained that preschool is mandatory. K. Dassau explained that there are many concerns from the principals with one site having full day kindergarten and not other sites. He said to be prepared for parents who will want their child to attend full day kindergarten in Gilsum possibly being from Swanzey. D. Mousette commented that the students in the Northern Schools area will go somewhere else. R. Thackston commented this is an opportunity at maybe a risk but it is in the best interest of the district as a whole if we can offer full day kindergarten at next to no cost. We should move ahead. We will be receiving full adequacy for 17 children. This is the right thing to do and the best interest to the students and the district. W. Felton commented kindergarten is a head start for the children. There is a significant difference in children that have full day kindergarten. **VOTE to table the motion:** 4.353/8.512/0/2.135. **Motion fails.** **DISCUSSION on the original motion:** R. Smith said that he can not support this motion. J. Carnie asked about transporting students from other schools. R. Thackston said that we are a school of choice and space is on availability and transportation from another school is the parent's responsibility. **MOTION:** R. Smith **MOVED** to amend the motion and form a kindergarten district wide study committee. **SECOND:** E. Stanley. **DISCUSSION:** D. Mousette commented that this is the Northern Schools Study committee recommendation. E. Stanley commented that we are going into it blind. This should go to the Finance, Facilities and Education committees. J. Carnie commented that this is a district wide issue and it has an impact. **VOTE:** 4.353/8.512/0/2.135. **Motion fails.** **VOTE on the original motion:** 7.343/5.522/0/2.135. **Motion passes.** **MOTION:** P. Peterson **MOVED** to form a district wide full day kindergarten study committee. **SECOND:** E. Jacod. **VOTE:** 12.865/0/0/2.135. **Motion passes.**

10. Negotiation Committee: P. Bauries was elected chair and L. Steadman was elected vice chair. The committee reviewed the support staff agreements. The

committee has asked to look at the Keene staff contracts. The committee did discuss the reorganization of the maintenance dept. The next meeting is on April 12, 2010 at 4:30 PM.

11. SAU Withdrawal Committee: The committee has been formed and the Moderator has called a meeting for April 12, 2010.

- 9. Action on the manifest: MOTION:** W. Felton. **MOVED** the Board accept the manifest in the amount \$1,773,918.65 **SECOND:** P. Peterson **VOTE:** 11.804/0/1.061/2.135. **Motion passes. MOTION:** J. Carnie **MOVED** to sequester the SAU manifest until the next SAU meeting. **SECOND:** P. Peterson. **DISCUSSION:** J. Carnie explained that this is a result of the SAU Chair not calling a meeting. He commented that playing that kind of game is not a smart move. B. Gallagher explained that the payroll and the vendor payments are on the manifest. With this action from the board there would be no authorization for the payments. K. Dassau commented with this motion the Board is punishing the SAU employees. They did not make this decision. This is morally and ethically wrong. The staff is being held hostage. They will not be able to pay their bills. It was commented that it is up to the SAU Chair if he does not call a meeting he is saying that the SAU employees do not need to get paid. **VOTE:** 8.503/2.122/2.240/2.135. **Motion passes.**
- 10. Superintendent' Report:** The superintendent informed the board that he would be presenting nominations during non-public. He reported that there is a request from the Swanzey Republican Committee to use the high school for a function. **MOTION:** P. Peterson **MOVED** to accept the resignation of Elizabeth Pamulapati, Elizabeth Cardine, Mary Faye and Joran Campbell. **SECOND:** E. Jacod. **VOTE:** 11.804/0/1.061/2.135. **Motion passes.**
- 11. Board Chair Report:** R. Thackston explained that he would work toward learning Robert's Rule and he would run the meeting under Robert's Rules. He commented on the Saturday New Board Orientation and Goal Setting. He said it was a worth while experience. He would like to invite the board to another session on May 8, 2010.
- 12. Setting the next agenda:**
- 1. Kindergarten discussion**
 - 2. Employment Audit**
 - 3. Technology Plan**
 - 4. SAU Contracts (automatic renewal clause) in next packet**

- 13. Public Comments:** B. Tatro commented that Gilsum has the smallest population and they now have full day kindergarten and a gym, at Mt. Caesar they have neither.

K. Craig asked why the board needed to go into non-public session for Policy BDG. She commented that multi-grade classrooms depending on the situation. She commented that she has a huge issue with the kindergarten and she was disappointed the Board acted to quickly.

Dr. E. Kaplan commented the district has a chance for a pilot program for the district. He also commented on the Tech Plan.

D. Mousette commented no matter which school is successful we all need to celebrate. He is happy to have the opportunity for full day kindergarten and he thanked the Board.

J. Carnie asked to enter non-public session under RSA91-A:3 II © to speak on Policy BDG. He was asked why and J. Carnie said that he would have preferred the Policy Committee deal with this but they did not have a quorum. J. Carnie read the RSA. K. Dassau asked that this issue be tabled not knowing what the issue is. J. Carnie said that it has been out there one issue is the relationship with the attorney. The Policy Committee did not deal with this. R. Thackston suggested sending this issue back to the Policy Committee and have them come to the board with a recommendation. **MOTION:** P. Peterson **MOVED** to refer this issue back to the Policy Committee again and to have it reviewed before the next meeting. **SECOND:** J. Carnie. **DISCUSSION:** J. Carnie explained that the previous minutes said that the Policy Committee would look at this ASAP. **VOTE:** 10.621/1.170/1.071/2.135. **Motion passes.**

14. 11:00 PM Non-Public Session: MOTION: P. Peterson **MOVED** to enter into non-public session under RSA 91 A: 3 II (b) Nominations. **SECOND:** W. Wright. **VOTE:** 12.865/0/0/2.135. **Motion passes.**

15. Motion to adjourn: MOTION: R. Smith **MOVED** to adjourn the meeting at 11:17 PM. **SECOND:** P. Peterson **VOTE:** 12.865/0/0/2.135. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording secretary