

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
Approved Minutes
December 7, 2010
Monadnock Regional MS/HS, Swanzey, NH

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

Administration present: D. Hodgdon, Superintendent, J. Fortson, Business Manager, K. Craig, Director of Curriculum and R. Matte, Special Ed. .

Also present: B. Tatro, L. Sutton, D. Mousette, T. Stewart, D. Dahl, J. Smith and M. Suarez.

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

R. Thackston opened the meeting at 7:05PM. He informed the Board he would like to change the agenda. He would like to allow the Chair Report prior to the Public Minutes. There was no objection from the Board.

1.Consent Agenda: MOTION: R. Smith **MOVED** to accept the November 16, 2010 Public as amended. **SECOND:** E. Stanley **VOTE:** 9.7/0/0/2.1. **Motion passes.**

MOTION: P. Peterson. **MOVED** to accept all the November 16, 2010 Non-Public Meeting Minutes as presented. **SECOND:** B. Barlow. **VOTE:** 7.4/1.1/4.4/2.1 **Motion passes.**

- 2. Chair Report:** R. Thackston reported that there are going to be substantial cuts to the proposed budget. It is irresponsible for the District to continue to spend as they have in the past 25 years. There is a 9% unemployment rate and there are economic problems in this area. It is impossible to maintain a growing budget.

He commented that School Board Members do not act as an individual. The School Board can not hire or fire an individual. We follow the RSAs. If we work as a group or community we will success.

He explained he would be asking the Board to propose a few motions. He would ask the School Board to instruct the Superintendent to review the events that occurred last Friday, report back to the Board and see if any policy was violated or need to be reviewed so it never happens again.

R. Thackston would authorize a committee of three consisting of 2 School Board Members and 1 SAU administrator regarding property of the Monadnock School District. He would like the committee to determine the disposition of the property and to report back to the School Board in 45 days.

R. Thackston would like prior to the high school principal search committee to create a committee to review the administration of the 7-12 of this building and come back with a long term coherent plan in 60 days. The goal is to run the building efficiently, monetarily and educationally. The committee should consist of 2 School Board Members, 2 District employees and the Superintendent.

R. Thackston passed out the list of members to serve on the principal search committee. The committee members are as follows: K. Craig, M. Morrison, E. Stanley, Lorna Watkins-Barth, Ray Dunn, Judy Breckell, Linda Rhinehart, D. Lepisto, D. Dahl, T. Parker, W. Hasbrouck, J. C. Boudreau, R. Butler, R. Smith, R. Bauries, J. Murray and L. Pelkey. **MOTION:** R. Smith. **MOVED** to accept the list of members to serve on the High School Principal Search Committee as presented by R. Thackston. **DISCUSSION:** E. Jacod commented the Principal Search should be based on this does not agree with the Policy. He would be voting no. **VOTE:** 11.0/.8/0/3.2. **Motion passes.**

3. **Public Comments:** B. Barlow welcomed Cheshire TV and thanked Lee Perkins. Anyone interested in volunteering to help with the cameras are welcome.

B. Roof a parent of four children commented on the events this past Friday. She asked why the School Board or the SAU was not aware of what was going on. She asked why the AIDS Services for the Monadnock Region brought products that were passed out to the children. She commented that the teachers let it continue. R. Thackston commented that he has asked for a full investigation on the event of this past Friday.

Lisa Lagerburg commented about the events of this past Friday and asked the policy on visitors to the school. R. Thackston explained there is a policy. There will be a full investigation.

Bob Mass asked about the situation that happened this past Friday. He asked how long this continued. T. Stewart explained the Assistant Principal found out and stopped it.

Ron Pastor commented on the fact that the high school students received the items but the middle school children are on the buses with the high school students. He cannot believe what happened he is shocked. The school should have had parent permission. R. Thackston commented the entire Board agrees but we need to go through the proper procedures.

Lisa Lagerburg explained she was told some students helped pass out the items.

4. **Student Government Report:** There is no report tonight
5. **Business Manager's Report:** J. Fortson reported the budget for SAU #93 is a line item in the proposed budget. The number voted on will be put on the line and then changed by the incoming insurance number per RSA.

J. Fortson handed out the 2011-2012 Warrants. She informed the Board they should review and bring back comments. J. Fortson read the warrants. J. Carnie commented on Warrant Article Seven \$630,700.00 the return of building aid. He said it is not a result of a 5 year plan. There is not 5 year plan. We have a year plan. It was asked how these funds could be used. J. Fortson explained the voters can vote to allow the funds to be put in the Capital Reserve. J. Carnie said the funds could be used to offset this year's project and should be used to offset the building costs. J. Carnie commented the Building Aid funds were stated from the get go to offset the building costs. R. Thackston commented we need to get the OK from the Sate.

6. **SUPERINTENDENT REPORT:**

1. **Correspondence and Announcements:** D. Dahl reported Troy will be holding their North Pole Musical on Monday at 7:00 PM all are welcome.

L. Sutton reported the students viewed the film "Bully". The students met in small groups and there were 250 reflections from the students. This was a great learning opportunity. There will be a follow up in January. It was very positive. Next Friday the Middle School will be holding a semi-formal dance at 7:00 PM all are welcome. On January 13, 2011 the Middle School will be holding a performance.

M. Suarez reported Emerson will be holding their performance focusing on the North Pole on Dec. 15, 2010 at 7:00 PM. There will be an all school sing a long on Dec. 23, 2010 all are welcome.

T. Stewart reported Malcolm Smith gave a presentation on bullying. It was a wonderful presentation. The staff was on the edge of their seats. He will ask Malcolm Smith to come back in January for parent's night.

There is a Holiday Festival of Music at Cutler tomorrow at 7:00 PM.

2. **Curriculum Report:** K. Craig reported the staff continues the Literacy Action Plan. The team will be meeting on Dec. 21 and Dec. 22, 2010. They will continue with literacy across the curriculum. A lot is going on.

3. **Other Issues of Importance:** D. Hodgdon reported he and B. Barlow would be attending the State Board Meeting to have SAU #93 certified in the process. D. Hodgdon reported Cheshire TV filmed him and he has a copy. He thanked the Board during this time of his wife's illness. He thanked them for the ongoing support. He commented on the events of this past Friday. He said he understands the concerns and

will pursue this issue. He asked anyone with concerns call him or email. He informed the Board Linda Jakubowicz the administrative assistant at Troy would like to rescind her retirement date. **MOTION:** P. Peterson. **MOVED** to accept the retirement of Linda Jakubowicz as of July 22, 2012. **SECOND:** B. Barlow. **VOTE:** 11.8/0/0/3.2 **Motion passes.** **MOTION:** J. Carnie. **MOVED** to rescind the earlier action regarding L. Jakubowicz's date of retirement of July 22, 2011. **SECOND:** R. Smith. **VOTE:** 11.8/0/0/3.2. **Motion passes.** **MOTION:** P. Peterson. **MOVED** to accept the following resignations: Kathleen M. Woodbury, Pamela Weinrieb, Kathaleen Cobb, J. W. Magee Ph. D., Valerie Gill, Gail A. Wrigley, Cathy Ann Conkling and Elizabeth S. Beede. **SECOND:** B. Barlow. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

7. School Board Committee Report:

1. Community Relations Committee: B. Barlow reported on an informative "What's on Top?" He informed the Board he contacted Eugene White to teach a workshop. The Jazz Band will be performing a concert with 4 world class concert players.

2. Education Committee: J. Carnie reported the committee did not meet this week but did meet on Nov. 18, 2010. There are motions that will be brought to the Board later tonight. J. Carnie reported the committee met with T. Stewart, the Spec. Ed. Coordinator and the elementary principals. They also received a report from Dick and Jane from SERESC.

3. Facilities Committee: L. Steadman reported the committee met to deal with the warrant articles. This is the first time the District is doing preventive maintenance. The next meeting is on Dec. 20, 2010 at 5:00PM.

4. Finance Committee: J. Carnie reported the committee has had two meetings. At the Nov. 18, 2010 meeting they discussed the MRSD budget with K. Craig. He reported the principals are on board with the cuts. There will be some large motions tonight. The committee spent 3-4 hours at the last meeting. The Finance committee is in line with R. Thackston's statement. He commented the District cannot continue in the current mode.

5. Policy Committee: W. Wright reported the committee met and reviewed the policies in the Board packets. There will be several motions on the policies later tonight.

6. Budget Committee Rep.: The Budget Committee met on Nov. 23, 2010. They discussed the budget and are waiting to hear what the School Board is doing. They are ready to discuss the budget. The default committee work is continuing. The next meeting is on Dec. 28, 2010.

7. Cheshire Career Center: W. Wright reported the CCC has not met. J. Fortson believes the Board has signed the contract with the CCC.

8. Negotiations/Human Resource Committee: P. Bauries reported the committee had met with the Support Staff Union and after many meetings there is no contract agreement. They had a mediator but still no agreement. The support staff will work under the existing terms of their current contract. R. Thackston reported MAPS has met and would be scheduling another meeting.

9. SAU #93 Committee: N. Moriarty reported the committee would recommend two proposals to hire internally the employees at the SAU #38 and recommend using the weighted vote in the SAU meetings. The highest priorities are the policies. The committee will ask the Board to hire but would like to look at the wages and benefits. They would recommend saying hire in the interim and hire permanently in July. D. Hodgdon suggested developing a draft to give to the staff members we believe we want on July 1, 2011. The District has competition for the SAU #38 staff. It would be beneficial to make some promises to people.

J. Carnie would like to look at the old Monadnock Policy Manual. He said it will be helpful to see if the old binder can be found. In the back of the old Monadnock binder it dealt with the SAU. The information would be helpful. He would appreciate it if anyone has one.

J. Fortson reported the Board has to request \$20,000.00 from the Trustees of the Trust Fund. She explained the Board minutes state a motion was passed to pay architectural fees to KBA out of the 2007-2008 Warrant. **MOTION:** R. Smith **MOVED** to rescind the previous motion the previous request to withdraw from the Maintenance Expendable Trust to fund the doors. **SECOND:** E. Stanley. **VOTE:** 11.8/0/0/3.2. **Motion passes.** **MOTION:** R. Smith **MOVED** to authorize R. Thackston and J. Carnie to request funds from the Trustees. **SECOND:** E. Stanley. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

8. OLD BUSINESS:

9. NEW BUSINESS:

1. Motion from Finance Committee: **MOTION:** J. Carnie. **MOVED** on behalf of the Finance Committee to accept the Spec. Ed. coordinator and T. Stewart's proposal to reduce 6 paraprofessionals and add 2 certified staff at a savings of \$56,000.00. This is in line with the SERESC Report. **SECOND:** B. Barlow. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: J. Carnie **MOVED** on behalf of the Finance Committee to reduce 2 paraprofessionals and add one certified staff member at Emerson. **SECOND:** P. Peterson. **VOTE:** 10.7/0/0/4.3. **Motion passes. (B. Barlow missing from vote).**

2. Motion from Facilities Committee: **MOTION:** L. Steadman. **MOVED** on behalf of the Facilities Committee to hire A.L. Johnson in the amount of \$13,800.00 to complete the heated gutters in Gilsum. This will come out of the 2008 Warrant

Article. **SECOND:** R. Smith. **VOTE:** 10.7/0/0/4.3 **Motion passes.** (B. Barlow missing from vote).

MOTION: L. Steadman **MOVED** on behalf of the Facilities Committee to accept Warrant Article Three, renovations to the high school/middle school as presented. **SECOND:** P. Peterson. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Facilities Committee to accept Warrant Article Four, repair of health and safety issues as presented. **SECOND:** E. Stanley. **DISCUSSION:** E. Stanley reported this is the second and final phase of the Mt. Caesar Sprinkler/Fire System. P. Bauries commented the Board is asking for a large amount in warrant articles besides the budget. R. Thackston explained there \$630,000.00 that will offset. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Facilities Committee to accept Warrant Article Five, repair to the Cutler roof as presented. **SECOND:** R. Smith. **DISCUSSION:** L. Steadman explained this is the final repair to the roof. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Facilities Committee to accept Warrant Article Six, resurface and repair of a portion of the staff parking lot. **SECOND:** E. Stanley. **DISCUSSION:** R. Smith commented this is a safety and liability issue. J. Carnie said he is not in favor of the article but in favor of putting it out there for the voters. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Facilities Committee to accept Warrant Article Eight, School Building Maintenance Expendable Trust as presented. **SECOND:** E. Stanley. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

3. Motion from Policy Committee: **MOTION:** L. Steadman **MOVED** on behalf of the Policy Committee to accept Policy JICK-Pupil Safety and Violence Prevention-Bullying as submitted. **SECOND:** P. Peterson. **DISCUSSION:** The committee was fortunate enough to have K. Craig and Dr. R. Matte sit in on the Policy Meetings. J. Carnie's biggest concern is the State shoving this down our throats. They are mandating. At some point we will see the cost factor to implement these things. Dr. Matte explained without a bullying policy we open ourselves to a liability. R. Thackston would suggest adopting the policy, look at the cost if inequitable and contact the State. **VOTE:** 9.8/.8/1.2/3.2. **Motion passes.**

MOTION: R. Smith **MOVED** to accept Policy JH-Student Attendance, Absenteeism and Truancy as presented by the Policy Committee. **SECOND:** W. Wright. **DISCUSSION:** E. Jacod thanked L. Steadman for the great work done on the policy. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

It was explained the next 6 policies were taken from the NHSBA and Hinsdale. The committee looked at the policies and changed to reflect Monadnock.

MOTION: L. Steadman **MOVED** on behalf of the Policy Committee to accept Policy ACE-Procedural Safeguards Nondiscrimination on the Basis of Handicap/Disability as presented. **SECOND:** R. Smith. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Policy Committee to accept Policy JRA-Student Records and Access as presented. **SECOND:** R. Smith. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Policy Committee to accept Policy JFABD-Admission of Homeless Students as presented. **SECOND:** R. Smith. **VOTE:** 9.6/1.2/1.1/3.2. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Policy Committee to accept Policy IHBA-Programs for Pupils with Disabilities, Policy IHBAA-Evaluation Requirement for Children with Specific Learning Disabilities and Policy IHBAA-R-Special Education Evaluation Procedures as presented. **SECOND:** R. Smith. **VOTE:** 9.8/2.0/0/3.2. **Motion passes.** W. Wright thanked the Board for the approval of the policies. He said it is very important that we have these policies in place. D. Hodgdon thanked the Policy Committee. He said he understands the frustration of the mandates. He thanked R. Matte and K. Craig for stepping in. L. Steadman listed the policies the committee would be looking at next. R. Matte commented two of the policies the Board approved are linked to the IDEA Grant which is a large amount of money for the District.

Action on the Manifest MOTION: R. Smith **MOVED** to accept the manifest in the amount of \$3,449,440.36 **SECOND:** P. Peterson **VOTE:** 10.7/1.1/0/3.2. **Motion passes.**

4. Motions from the Finance Committee: MOTION: J. Carnie **MOVED** on behalf of the Finance Committee that all shared aides work 9:00 AM to 3:00 PM or the equivalent of with a half an hour lunch unpaid. **SECOND:** P. Peterson. **DISCUSSION:** P. Bauries commented this was discussed with SERESC. J. Carnie commented time based on the need of the building principal. P. Bauries commented the administration felt the shared aides could be utilized better and if more time was needed a letter of justification was all that would be needed. C. Kahn commented the Board is changing the terms and conditions of the employment. The aides are covered by a contract and any change needs to be negotiated. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: J. Carnie **MOVED** on behalf of the Finance Committee to recommend the 2011-2012 budget figure stay the same as the 2010-2011 budget figure. **SECOND:** R. Smith. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: J. Carnie **MOVED** on behalf of the Finance Committee to cut 1 million-dollars in the MS/HS budget with the following recommendations in cuts: 1 nurse, 2

assistant principals, 3 teams not 4, 1 principal, look at the dept. heads, eliminate the duplicating in the MS and HS, reduce the resource officer, reduce to 1 Spec. Ed. Coordinator and 1 Spec. Ed. teacher. **SECOND:** R. Smith. **DISCUSSION:** It was discussed this would bring the budget number to \$30,734,596.47. L. Sutton explained what a Team was to the Board. D. Hodgdon asked if the one million dollars in cuts was above and beyond the cuts already stated. J. Carnie said the bottom line to shoot for is the \$30,734,596.47. The general feeling is we need to get this money from the high school. J. Carnie commented the Finance Meeting was very involved. We looked at the class sizes and the number of students in each room. R. Thackston explained the target is the 30.7 million. J. Carnie commented the committee had input from the elementary schools. We took a long look at the class sizes and efficiently we need to get 1 million-dollars and it needs to come from the MS/HS. M. Morrison commented we need to make sure we do not eliminate advanced classes. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: R. Smith. **MOVED** to accept the organizational chart for SAU #93 as presented by D. Hodgdon. **SECOND:** E. Jacod. **DISCUSSION:** It was asked if there were any newly created positions. D. Hodgdon answered no and explained the set up is based on the withdrawal plan. There are different positions in the current SAU #38. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

J. Carnie asked D. Hodgdon if the Board needs a Warrant Article to create a single district SAU. R. Thackston was under the impression the State gave Monadnock their blessing. D. Hodgdon said he would inquire.

MOTION: L. Steadman **MOVED** to ask the superintendent to review the events of last Friday in this building and report back to the Board at the next meeting. **SECOND:** E. Jacod. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: P. Peterson **MOVED** the Board authorize a committee of 3 consisting of two School Board Members and one SAU administrator to determine the disposition of said property, which has been stolen or mislocated by a former or current SAU employee and report back to the Board within 45 days. **SECOND:** B. Barlow. **DISCUSSION:** J. Carnie explained there is Policy DN to deal with this. He suggested the Board review the policy. It refers to the value over \$5000.00. He would suggest the Monadnock Board deal with this and then have the SAU #38 look at it. P. Peterson commented all items in the District should be inventoried, lesson learned. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: E. Jacod. **MOVED** to create a committee of seven people to study the organization and administration of this building as a whole and report back in 60 days. **SECOND:** P. Peterson. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

MOTION: M. Morrison. **MOVED** to approve the committee members as follows: P. Peterson, B. Barlow, E. Jacod, Linwood Patenaude, T. Stewart, D. Hodgdon and R. Thackston. **SECOND:** R. Smith. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

R. Thackston will hold a Goal Setting Meeting on January 15, 2011 at 9:00 AM.

MOTION: R. Smith. **MOVED** to accept the Investigative Committee as follows: J. Carnie, W. Wright and Superintendent Hodgdon. **SECOND:** B. Barlow. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

10. Setting the next agenda:

- 1. Warrants**
- 2. Budget**

11. Public Comments:

12. 10:00 PM Enter into Non-Public Session: MOTION: R. Smith. **MOVED** to enter into non-public session under RSA 91-A:3 II Negotiations. **SECOND:** B. Barlow. **VOTE:** E. Jacod, W. Wright, B. Barlow, P. Peterson, P. Bauries, M. Morrison, E. Stanley, L. Steadman, J. Carnie, R. Thackston and R. Smith. 11.8/0/0/3.2. **Motion passes.**

13. Return to Public Session: MOTION: B. Barlow. **MOVED** to seal the 10:00 PM Non-Public Session Meeting Minutes until March 31, 2011. **SECOND:** R. Smith. **VOTE:** 9.7/1.1/0/4.3. **Motion passes. (L. Steadman left the meeting and is not included in the vote)**

14. 10:56 PM Enter into Non-Public Session: MOTION: R. Smith. **MOVED** to enter into non-public session under RSA 91-A:3 II (a) Personnel, dismissal, promotion or compensation: **SECOND:** E. Jacod. **VOTE:** E. Jacod, W. Wright, P. Peterson, J. Carnie, B. Barlow, R. Smith, M. Morrison, E. Stanley, P. Bauries and R. Thackston. 10.7/0/0/4.3. **Motion passes.**

15. Return to Public Session: MOTION: P. Peterson. **MOVED** to seal the 10:56 PM Non-Public Meeting Minutes until the conclusion of litigation. **SECOND:** B. Barlow. **VOTE:** 10.7/0/0/4.3. **Motion passes.**

16. 11:45 PM Enter into Non-Public Session: MOTION: R. Smith. **MOVED** to enter into Non-Public Session under RSA 91-A:3 II (a) personnel, dismissal, promotion or compensation. **SECOND:** E. Jacod. **VOTE:** E. Jacod, W. Wright, P. Peterson, J. Carnie, B. Barlow, R. Smith, M. Morrison, E. Stanley, P. Bauries and R. Thackston. 10.7/0/0/4.3. **Motion passes.**

17. Return to Public Session: MOTION: R. Smith. **MOVED** to seal the 11:45 PM Non-Public Meeting Minutes until litigation is resolved. **SECOND:** B. Barlow. **VOTE:** 9.9/0/.8/4.3. **Motion passes.**

MOTION: P. Peterson **MOVED** the Board not allow the AIDS Service for the Monadnock Region or any of its agents or employees to enter any of the buildings in this District. **SECOND:** B. Barlow. **VOTE:** 10.7/0/0/4.3. **Motion passes.**

18. Motion to adjourn: MOTION: J. Carnie. **MOVED** to adjourn the meeting at 12:01 AM. **SECOND:** P. Peterson. **VOTE:** 10.7/0/0/4.3. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording secretary