

**Monadnock Regional School District (MRSD)**  
**School Board Meeting Minutes**  
**Approved Minutes**  
**February 15, 2011**  
**Monadnock Regional MS/HS, Swanzey, NH**

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

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

**Also present:** B. Tatro, D. Mousette, J. Smith and T. Stewart.

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

**Non-Public Session under RSA 91-A:3 II Compensation of a Public Employee:**

**MOTION:** R. Smith. **MOVED** to enter into non-public under RSA 91-A:3 II Compensation of a Public Employee. **SECOND:** P. Bauries. **VOTE:** Unanimous for those present. **Motion passes.**

**The Board returned to Public Session. R. Thackston opened the meeting at 8:30 PM.**

**1.Consent Agenda: MOTION:** R. Smith **MOVED** to accept the February 1, 2011

Public Meeting Minutes as presented. **SECOND:** M. Morrison **VOTE:** 9.6/0/0/5.4.

**Motion passes. MOTION:** R. Smith **MOVED** to accept the February 1, 2011 Non-Public Meeting Minutes as presented. **SECOND:** M. Morrison. **VOTE:** 8.4/0/1.2/5.4.

**Motion passes.**

**2. Public Comments:** C. Kahn commented on the misinformation that was given at the Deliberative Session by the president of the Monadnock Taxpayers Association. She gave the correct figures to the Board. She also commented on the misinformation regarding the default number. She also commented regarding the inaccuracy of the number of teachers. She commented that the student enrollment it has decreased by 414 not 600. The average teacher salary is \$71,584.14 not \$74,000.00 as stated. She commented on the insurance numbers and the share in which the teachers contribute. She stated the figure for free and reduced lunch was not correct.

**3. Student Government Report:** E. Lafavre and H. Lansing of the Student Government explained they had invited three members of the School Board for a Q & A but unfortunately the School Board Members were unable to attend. The group

discussed the high school principal search and the fact they would like to be a part of the discussion. They asked that they be part of the process.

4. **Business Manager's Report:** J. Fortson thanked T. Walsh and N. Richardson for helping notify all the households with delinquent lunch accounts with the Alert Now. She thanked N. Richardson for the accounting system updates and the ability for the principals to run their own reports. It is a time saver. They can run the reports for their school.

J. Fortson explained she has tried to be nice with the Right to Know requests but there have been a great amount of requests. They are taking up most of her time. She would ask the Right to Know requests go through the Chair of the Board. J. Carnie asked if C. Boyle helped with the accounting system updates. J. Fortson commented this is a Monadnock function. K. Craig stated C. Boyle is at the SAU 3 days a week. J. Carnie would like to know what he is doing at the SAU. The last three problem issues he was not available. R. Thackston suggested Right to Know requests should be emailed, texted or both to him.

## 5. SUPERINTENDENT REPORT:

**1. Correspondence and Announcements:** J. Smith informed the Board the 4<sup>th</sup> grade was chosen to take the NAEP test. This is done randomly and the results are not made public. The Cutler Girls 5<sup>th</sup> and 6<sup>th</sup> grade basketball team finished 17-0 and won the division championship. A parent has offered to pay for a banner to hang in the gymnasium. The Cutler Boys Basketball Team also won their division championship.

T. Stewart reported the Girls Basketball Team just won their game and will begin playoffs on Friday.

D. Mousette reported the Northern Schools held a Sweetheart Dance. Father-daughter, grandfather or uncles attended. It was a great time for the public.

K. Craig reported for Emerson tomorrow they will hold a First and Second grade Music Show. The Troy and Emerson Basketball Travel Team is undefeated. K. Craig will be visiting Emerson tomorrow and all the other elementary schools as part of the SERESC.

**2. Curriculum Report:** K. Craig informed the Board the Literacy Action Plan Committee will meet with the consultant on March 3, 2011. There is a lot of feedback from the teams. K. Craig clarified the NECAP scores she had reported on at the last meeting. She did not want to send a mixed message.

**3. School Calendar 2011-2012:** D. Hodgdon commented the 2011-2012 school year calendar is based on the feedback by teachers and administrators. This calendar will parallel with the Keene CCC Calendar. **MOTION:** M. Morrison. **MOVED** to

approve the SAU #93, 2011-2012 School Year Calendar. **SECOND:** R. Smith.  
**VOTE:** 9.6/0/0/5.4. **Motion passes.**

D. Hodgdon informed the Board he will start the hiring process for his administrative assistant. The process will start next week and interviews to follow mid-March. D. Hodgdon and K. Craig will be involved with the process. A selection should be made in March and they will request to hire at the end of April or the beginning of May to have an overlap with the present administrative assistant.

D. Hodgdon thanked the Board for their patience during his difficult time. He thanked the staff for being very supportive. He thanked K. Craig who sat in admirably. He thanked the administration for being involved and doing good work.

D. Hodgdon informed the Board there is a need for two non-public sessions.

**6. Board Chair Report:** R. Thackston commented on how well the Deliberative Session went. He informed the Board that there is a need for another non-public session.

**7. School Committee Report:**

**1. Community Relations Committee:** B. Barlow informed the Board the Green Sheet is complete and will go to the printers tomorrow. There are 10 short videos discussing the warrant articles. He has an appointment with Dan Mitchell. Things are moving along. The next meeting is on March 1, 2011 at 6:30 PM.

**2. Education Committee:** The Education Committee did not meet due to lack of a quorum. The next meeting is on Feb. 17, 2011 at 8:45 AM.

**3. Facilities Committee:** L. Steadman reported Health and Safety items from the warrant article will begin during April Vacation. The scrubber purchased for Cutler is working great. Snow is an issue in the District. The committee discussed the MPR at Mt. Caesar as instructed by the Board. B. Tatro will start the process at Mt. Caesar.

**4. Finance Committee:** The Finance Committee did not meet due to lack of a quorum. The committee will be meeting on Feb. 17, 2011 at 10:30 AM.

**5. Policy Committee:** W. Wright reported the Committee met and discussed several ideas. They will be bringing 2 policies to the Board next time. The Policy tabled with changes made by J. Carnie will possibly be in the Board packet next time. J. Carnie suggested looking at the warrant article from 2005. They are working on policies for staff dress code, disposal of surplus equipment, overtime and working hours for part time employees.

**6. Budget Committee Rep.:**

**7. Cheshire Career Center:** W. Wright reported the Friends of the Cheshire Career Center will be meeting tomorrow at 5:30 PM in the Cheshire Room.

**8. Negotiations/Human Resource Committee:** P. Bauries informed the Board the committee has nothing new to report.

**9. SAU #93 Committee:** J. Fortson reported the committee is wrapping up the process, one more to go through regarding the Policy Manual then to the Policy Committee and then the recommendation to the Board.

**10. MRHS 2011 Management Study Committee:** R. Thackston reported the committee will be meeting tomorrow. They have heard from T. Stewart and will be hearing from Lorna Watkins Barth and L. Sutton tomorrow.

## **8. OLD BUSINESS:**

**1. Reconsideration of Board actions limiting paraprofessional hours on Dec. 7, 2010: MOTION:** E. Jacod. **MOVED** to rescind the motion of Dec. 7, 2010 that reduced the number of hours worked by the shared paraprofessional to 5 ½ hours. **SECOND:** B. Barlow. **DISCUSSION:** P. Bauries commented that the Board did not end the negotiations. It was the Association. If this motion passes we can go back to negotiation and they can talk to us. We are overstaffed by paraprofessionals as commented by the SERESC Team. They have suggested going to certified staff. J. Carnie does not agree with the motion. There is no big rush to do this. The vote we made was based on good solid information. **VOTE:** 7.3/2.2/0/5.4. **Motion passes.**

**2. Reconsideration of negotiations with MESSA: MOTION:** P. Bauries **MOVED** to return to negotiations with MESSA. **SECOND:** B. Barlow. **VOTE:** 8.7/0/.8/5.4. **Motion passes.** R. Thackston commented the Union walked away from negotiations. The Board is asking MESSA to negotiate. B. Barlow commented when in negotiations with MESSA some points were confidential are they still. R. Thackston said they are no longer confidential. J. Carnie asked what they said when MESSA walked out. P. Bauries explained when in mediation the Board Negotiating Team was discussing the Union contributing more to the health care. The Union in turn wanted more in salary. M. Walters declared no more talking. M. Alexander president of the MESSA Union said she understands the circumstances to be a little different. She said it was a mutual agreement by both parties. She said they were prepared to stay but told to sign a paper or be done with negotiations. We were then at an impasse. R. Thackston explained the Board would like to go back to the table. M. Alexander commented there would be no monetary items due to the voting in March. M. Alexander said the Union is willing to talk. P. Bauries commented she never saw M. Alexander at the meeting so there is no way M. Alexander can determine what was said.

## **9. NEW BUSINESS:**

**1. Motions from Facilities Committee:**

**2. Motions from Policy Committee:**

**3. Motions from Finance Committee:**

a. **Action on the Manifest MOTION:** L. Steadman **MOVED** to accept the manifest in the amount of \$ 1,072,191.89 **SECOND:** B. Barlow **VOTE:** 9.6/0/0/5.4. **Motion passes.**

4. **Other New Business as may come before the Board:** J. Carnie asked MESSA if it was mutually agreed. E. Jacod served on the negotiating committee and his recollection is the mediator left and the Union came to us and said we are at an impasse. A. Garrapy was led to believe from the mediator that we were at an impasse. Out of the 15 items 14 were voted no. We went to mediation and met in separate rooms. Nothing moved. We were told we were at an impasse.

**10. Setting the next agenda:**

**1. SRO Update**

**2. Student Government**

**3. Public Hearing to accept funds**

**4. Public Hearing Expendable Spec. Ed. to reg. ed.**

**11. Public Comments:**

**12. 9:45 PM Enter into Non-Public Session: MOTION:** P. Bauries **MOVED** to enter into non-public session under RSA 91-A:3 II © Student Issue. **SECOND:** E. Jacod. **VOTE:** E. Jacod, W. Wright, J. Carnie, B. Barlow, R. Smith, M. Morrison, P. Bauries, L. Steadman and R. Thackston. **Motion passes.**

**13. 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, Litigations and Compensation of a Public Employee. **SECOND:** E. Jacod. **VOTE:** E. Jacod, W. Wright, J. Carnie, B. Barlow, R. Smith, M. Morrison, P. Bauries, L. Steadman and R. Thackston. **Motion passes.**

**14. Public Session:** J. Carnie is concerned the way the issue of negotiations was discussed here tonight. It needs to be clear. He does not believe that the Board walked away from negotiations. MESSA said it was mutually agreed. **MOTION:** J. Carnie **MOVED** to reaffirm it is the Board's opinion that MESSA withdrew from negotiations. **SECOND:** R. Smith. **DISCUSSION:** P. Bauries agreed through negotiations it was agreed through mediation that issues held confidential could be made public. Impasse on part of the Association included \$2.75 increase for the electrician and the plumber, longevity compensation for 10 years or more, 2.75% increase in retirement, 20 years of service change to \$400 a year, provide custodial and maintenance uniforms and a \$200.00 stipend for specialized clothing. They asked for a 3 year contract with a 4% increase each year. The Monadnock negotiations team focused on the healthcare. They would allow the District to choose the plan and have the Association pick up 2% on year one, 3% on year two and have only a two year contract. They would like to remove the contractual obligation on hiring a

paraprofessional at 7 hours. P. Bauries commented they never saw any of the negotiating team from the other side other than the mediator. M. Walter said with no increase in pay she said no. P. Bauries commented the Board was willing to move forward. **VOTE:** 9.6/0/0/5.4. **Motion passes.**

**MOTION:** L. Steadman **MOVED** to not hold the Deliberative Session in the auditorium and to have tables. **SECOND:** E. Jacod. **VOTE:** 9.6/0/0/5.4. **Motion passes.**

**15. 10:15 PM Enter into Non-Public Session: MOTION:** R. Smith **MOVED** to enter into non-public session under RSA 91-A:3 II Negotiations, Litigations and Compensation of a Public Employee. **SECOND:** B. Barlow. **VOTE:** E. Jacod, W. Wright, J. Carnie, B. Barlow, R. Smith, M. Morrison, P. Bauries, L. Steadman and R. Thackston. **Motion passes.**

**16. Motion to adjourn: MOTION:** J. Carnie **MOVED** to adjourn the Board Meeting at 10:32 PM. **SECOND:** B. Barlow. **VOTE:** 11.8/0/0/3.2. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis  
Recording secretary