

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
(Non-Approved Minutes)
May 4, 2010
Emerson Elementary School, Fitzwilliam, NH

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

Administration present: K. Dassau, Superintendent, D. Hodgdon, Assistant Superintendent and B. Gallagher Interim Business Manager

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

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

1. Consent Agenda: MOTION: P. Peterson **MOVED** to accept the April 20, 2010 School Board Meeting Minutes as amended. **SECOND:** P. Bauries **VOTE:** 12.9/0/0/2.135. **Motion passes.**

2. Student Government Report:

3. Correspondence and Announcements: B. Pickering updated the Board on the technology issue at the high school.

K. Craig welcomed the Board to Emerson. She thanked her staff especially during this Staff Appreciation Week.

4. Public Comments: B. Goodrich handed the Board a signed petition regarding the reorganization of the Maintenance Department. He commented that the department needs the people that the Board is proposing to cut. He said that the Board voted to not renew four contracts. He commented that the new job descriptions created by the School Board would overload the current positions. He does not feel it is fair.

S. Oerman would encourage the Board to stay with the Board Policy when going through the high school principal search process.

N. Moriarty commented on the lack of evaluations that were mentioned at the Ed. Committee Meeting. He also mentioned a need for a back up on the computer system.

5. Curriculum Report: D. Hodgdon passed out a report on the Fast Forward Program and commented that they continue to make progress. They would be looking at the MAP testing to see what progress is being made. We are in Corrective Action due to the AYP

results. A person from the State will serve as a coordinator and liaison. He said that he is disappointed in the status in math. SERASC has stated that this district has made the greatest gain in any district according to their report. The full report should be out in mid June. He also reported that the science tests would be administered in May.

6. SUPERINTENDENT REPORT: K. Dassau reported that the net work manager was present to give a report on the status of the technology problem. Mr. Richardson reported to the Board how this issue happened and that he is in the process of fixing it. He reported that no data was lost. He explained that the District needs to purchase software in the amount of \$7500.00 to fix this issue. K. Dassau explained that the software was to be replaced in July with the new budget. This amount would be discussed during the manifest.

K. Dassau reported that the Principal Search committee will meet on April 6, 2010 at 4:00 PM. L. Steadman and E. Stanley are serving on that committee. K. Dassau reported that the the SAU Business Manager search has been advertised again.

K. Dassau also clarified that in April B. Barlow made a motion which the Board agreed upon to direct the superintendent not to renew four contracts in the maintenance management department.

K. Dassau commented that one person has not received an evaluation in 7 years. We have 200 teachers and 200 support staff and that one member was in the SAU that has not had an evaluation but since has.

7. BOARD CHAIR REPORT: R. Thackston passed out his report to the Board. He commented on unique opportunities for the District, the members of the Full-Day Kindergarten Study Committee, he would be asking for a motion concerning the structure of the principal search and an interim appointment, the HR Committee reorganizing the Maintenance Dept., the Employment Audit Practices, reorganizing the format of the meetings and Committee Chair responsibilities and that no Board Member has independent authority to act in any District matter. R. Thackston suggested a kindergarten teacher to be placed on the Full Day Kindergarten Study Committee.

2. Board Orientation-May 15, 2010:

8. School Board Committee Report:

1. Community Relations Committee: B. Barlow reported that the committee met tonight. They discussed the May 15, 2010 Orientation being open to the public. They also discussed the idea for the multi-purpose room at Mt. Caesar. The Destination Imagination Team is in Tennessee. B. Pickering reported that they have not asked the Board for any financial help because they had fund raisers to fund the trip. The committee also discussed getting good news out to the public. The committee will meet prior to the next Board Meeting at Cutler.

2. Education/Finance Committee: J. Carnie reported that the committee met last week. He said that it was a long meeting with SERASC. It was a very positive

discussion. The committee also discussed the full day kindergarten. They spoke to D. Mousette regarding the number of students that are signed up next year for full day kindergarten in Gilsum. J. Carnie said that SERASC listed 5 recommendations to the committee. J. Carnie spoke about the evaluation issue. **MOTION:** J. Carnie **MOVED** to have M. Morrison join the Education Committee and have S. Ellsworth moved to CRC. **SECOND:** B. Barlow. **VOTE:** 10.7/0/2.1/2.135. **Motion passes.** J. Carnie explained that the committee had voted on the request from Emerson. He explained that Emerson had two extra snow days than the rest of the district. They are requesting to end their school year at the same time as the rest of the district. **MOTION:** J. Carnie **MOVED** to allow the School Board to approve the Emerson waiver to be presented before the State for approval. **SECOND:** B. Barlow. **DISCUSSION:** W. Felton commented that there is no written rationale in the packet. K. Dassau commented that the 48 hour practice policy was never formally approved. R. Thackston suggested passing over this issue until the next meeting. **VOTE:** 11.8/0/1.1/2.135. **Motion passes.** J. Carnie reported that the committee discussed the Richmond Students going to Emerson. K. Craig has asked for a resolution. K. Craig stated that Emerson has a class size issue and other challenges in the first and second grades. They have over 20 students in each class in those grades. She said if the Richmond students go to Swanzey that would free up a kindergarten teacher to help with the first and second grades. She would suggest that the incoming Richmond students go to Swanzey. K. Craig only suggests the student coming into kindergarten. She does not suggest breaking up families. The first step is to say that Richmond kindergarten students need to be assigned to Mt. Caesar School. R. Thackston said that he has great faith in allowing the principals to figure it out. J. Carnie commented that Richmond would like to see a resolution. The policy is to allow students a choice as long as there is space available. P. Bauries suggested that this issue should be put in front of the Full Day Kindergarten Study Committee. K. Craig commented that the residence that live in Richmond want to know where their children are going to school. **MOTION:** M. Morrison **MOVED** to authorize the administration to make local enrollment decisions for the 2010-2011 School year. **SECOND:** P. Peterson. **VOTE:** 11.8/0/1.1/2.135. **Motion passes.** **MOTION:** J. Carnie **MOVED** to have the Choice Program be looked at by the Policy Committee in regard to this issue and the kindergarten issue going forward. **SECOND:** P. Peterson. **VOTE:** 12.9/0/0/2.135. **Motion passes.** A Preschool teacher at Emerson spoke about the large classroom size across the district and said assignment of staff should be discussed. R. Thackston explained that the Board is trying to be flexible. J. Carnie explained that D. Mousette said he could take up to 20 kindergarten students with transportation provided by the parents.

Finance: J. Carnie reported that the committee met and discussed the issues on the full day kindergarten and the Stockwell settlement. He reported that there would be a \$240,000-\$260,000 surplus left at the SAU on June 30, 2010. The surplus is dispersed between the districts. The committee discussed the employment practice audit. The Finance Committee would like a presentation from the organization. The committee received a presentation from the maintenance department about the purchasing of a new truck. The committee also discussed health care in the District and the SAU. No

motions were made. The Finance and Education Committees would be meeting on May 13, 2010 at 8:45 AM and 10:15 AM.

3. Facilities Committee: L. Steadman reported the committee met a week ago. The football bleachers have arrived. The next step is the fencing. Baybutt is up and running. She reported on the softball field issue of two weeks ago. The field was being upgraded. The Athletic Director knew about it. It is a good project and we learned a lesson about communication. The committee would be adding the Mt. Caesar multi-purpose discussion to their agenda. **MOTION:** L. Steadman **MOVED** to purchase a new truck with a plow for use by the Maintenance Dept. for the amount of not more than \$28,380.00 rather than purchasing a used truck and that the proceeds of the sale of the 1991 Ford F 350 and 1994 Ford F 250 be applied toward this expenditure. **SECOND:** B. Barlow. **DISCUSSION:** L. Steadman commented that the truck is used in Swanzey but at times is needed to deliver items to the surrounding schools. A good reliable truck is needed for the District. **VOTE:** 12.9/0/0/2.135. **Motion passes.** The next meeting is on May 11, 2010 at Mt. Caesar.

4. Policy Committee: W. Wright reported Policy CFA-R-1 was in the Board packet. **MOTION:** W. Wright. **MOVED** to accept School Board Policy CFA-R-1 with changes made and as presented by the Policy Committee. **SECOND:** W. Felton. **VOTE:** 12.0/8/0/2.135. **Motion passes.** W. Felton commended the Policy Committee for their presentation and the information in the packets which had a rationale for the motion and the 48 hour notice. The next meeting is on May 11, 2010.

5. Budget Committee Rep.: E. Stanley reported that the committee met at the Veterans Hall in Richmond. The committee would like to ask the CRC to take pictures and put them on the web site and community areas to show the summer renovations that are going to take place. The next meeting is May 25, 2010 at 7:00 PM in Gilsum.

6. Cheshire Career Center: There is no report. They have not met.

7. Negotiations and Human Resource Committee: P. Bauries reported the committee met and have yet to hear from the Support Staff Union. She had a discussion with L. Alexander and things should get started soon. They discussed funding if an attorney is to help with negotiations. They are going to ask K. Dassau the cost of the attorney at the last negotiations. She explained the work that was done to reduce 1 position at the supervisory level in the Maintenance Dept. She explained the major changes and responsibilities. She explained that B. Mitchell did attend the last meeting. She would be bringing a recommendation to the full Board at the next Board Meeting. The next Negotiations and HR Committee meeting is on May 17, 2010 at 4:00 PM.

8. SAU Withdrawal Study Committee: J. Carnie reported that the committee has met twice. They elected J. Fortson as the chair. D. Hodgdon is gathering information from Winchester and Hinsdale. He said that the committee is very positive and

moving forward. The general discussion is that they are in favor of withdrawing. The process should be done by June 15, 2010 that would be the first step. The next meeting is on May 12, 2010 in Troy at 6:00PM.

9. OLD BUSINESS:

1. Employment Audit: M. Morrison explained that the agency is willing to come to the next Board Meeting and give an hour of their time to explain the process. W. Felton suggested bringing the information before the Facilities, Finance and Policy Committee before going to the Board.

2. Kindergarten Study Committee: MOTION: P. Peterson **MOVED** to accept the list of committee members for the Full Day Kindergarten District Wide Study Committee as presented by the Superintendent, Chair and District Moderator.

SECOND: M. Morrison. **DISCUSSION:** A friendly amendment was made to add a kindergarten teacher to the list of members. Both P. Peterson and M. Morrison agree to the amendment. **VOTE:** 12.9/0/0/2.135. **Motion passes.**

10. NEW BUSINESS:

1. New Softball Field: P. Bauries asked about the \$4000.00 for the work on the softball field. L. Steadman explained that the bidding process requires an amount of \$5000.00 and over. The \$4000.00 was at the discretion of the Maintenance Dept.

2. SAU Meeting Issues-Request to have Attorney present: It was explained that there is a pending litigation and the request is to have the attorney present at the May 5, 2010 Meeting. **MOTION:** E. Stanley **MOVED** that the Board have Attorney J. Hoppick present at the May 5, 2010 SAU Meeting representing the Monadnock School Board. **SECOND:** P. Peterson. **VOTE:** 12.9/0/0/2.135. **Motion passes.** J. Carnie said that he had asked for items to be on the SAU agenda. K. Dassau explained that not knowing what the items were they could not put them on the agenda. K. Dassau explained that the weighted vote would be calculated as we do the budget amount.

3. Committee Voting and Committee Structure: It has been asked that this issue be brought up by the Policy Committee to be discussed.

4. Motion from Mr. Morrison on Principal Search: MOTION: M. Morrison. **MOVED** for the Monadnock School Board to appoint an interim principal for Monadnock High School until such a time as a permanent can be selected and contract negotiations be completed. This appointment would not be greater than 16 months and would not prejudice any interim from applying for the permanent position nor should it be considered an offer of the permanent position. **SECOND:** P. Peterson. **DISCUSSION:** M. Morrison explained his rationale for the 16 months. W. Felton commented that this issue is out of the blue and quite unusual. He said to think in terms of process, a process in which the Board has used in the past. R. Smith spoke of the transition period that B. Pickering had with J. Smith. R. Thackston commented that there has to be a process. E. Jacod asked if there is a policy on how to nominate an interim. R. Thackston explained that the superintendent appoints and the School Board will agree or not. K. Dassau asked for a point of order. He said on April 6, 2010 it was asked if there should be an interim and the Chair said no and to make a

search committee. Now you are selecting an interim principal. R. Thackston said if this passes we will have two search committees. R. Smith commented that in 7 weeks B. Pickering is out the door. He said he would love to have someone working with B. Pickering. It was commented that the motion does not speak of a search committee. J. Carnie made a friendly amendment to change the motion as follows: **for the Monadnock School Board to select an interim principal search committee for Monadnock High School using Policy CFA-R-1 until such a time as a permanent can be selected and contract negotiations be completed. This appointment would not be for greater than 16 months and would not prejudice any interim from applying for the permanent position nor should it be considered an offer of the permanent position.** M. Morrison and P. Peterson agreed. E. Jacod was concerned that it is impossible to use the policy for an interim in the time frame desired. R. Thackston explained that the Board would set the time line. **VOTE:** 12.0/.8/0/2.135. **Motion passes. MOTION:** J. Carnie **MOVED** to notify the Superintendent of activation of the Interim Principal Search Committee per Policy CFA-R-1. **SECOND:** M. Morrison. **VOTE:** 12.9/0/0/2.135. **Motion passes.** R. Thackston notifies the Superintendent to activate the interim principal search. J. Carnie suggested a new committee different from the Principal Search Committee already formed and the Board should select. L. Steadman commented that the principal search committee has a meeting set. R. Thackston stated that this is for the interim search you can not shut down the permanent search. It was commented to use as much of the existing committee as possible. **MOTION:** P. Peterson. **MOVED** to set up an interim principal search committee using as many of the principal search committee members as possible. **SECOND:** M. Morrison. **VOTE:** 11.7/0/1.2/2.135. **Motion passes.** J. Carnie has a problem with the people on the committee. **MOTION:** P. Peterson. **MOVED** to have the board vote to have the Chair form the composition of the interim principal search committee on behalf of the Board. **SECOND:** R. Smith. **DISCUSSION:** J. Carnie suggested having different people on the committee. R. Thackston would bring the list back to the Board at the next meeting if this passes. **VOTE:** 9.9/1.1/1.9/2.135. **Motion passes.**

The Board has scheduled a meeting for May 11, 2010.

5. Other Business: It was asked if there was any recourse on the Emerson drainage issue. The Facilities would take this issue up.

MOTION: W. Felton. **MOVED** to approve the \$7500.00 to purchase the email recovery software to deal with the issue presented by N. Richardson earlier this evening. **SECOND:** E. Jacod. **VOTE:** 10.7/1.1/1.1/2.135. **Motion passes.**

B. Gallagher explained that the manifest includes the payment that the Board voted not to include at the last meeting for the SAU. R. Thackston explained that if Monadnock does not sign the manifest there would be no payroll for the employees at the SAU. It is a poor decision not to pay the payroll. This issue is not with the staff it is with the SAU Board. K. Dassau explained that this is a violation of federal and state law to withhold payroll.

11. Action on the manifest: MOTION: W. Wright **MOVED** the Board accept the manifest in the amount of \$1,652,201.16. **SECOND:** E. Jacod. **VOTE:** 7.4/1.2/4.3/2.135. **Motion passes.**

12. Setting the next agenda:

- 1. Principal Search**
- 2. Negotiations**
- 3. Human Resource**
- 4. SAU Withdrawal**
- 5. Emerson Drainage Issue**

13. Public Comments: N. Moriarty commented on the tech issue at the high school.

B. Arquin commented on the composition of the interim principal search committee.

R. Thackston would contact the school to have an announcement made for teachers who would like to volunteer to be on the interim principal search.

D. Mousette thanked N. Richardson for his work dealing with the tech issue.

14. Motion to adjourn: MOTION: R. Smith **MOVED** to adjourn the meeting at 10:31 PM. **SECOND:** P. Peterson. **VOTE:** Unanimous for those present. **Motion passes.**

15. 10:32 CONSULTATION WITH THE BOARD ATTORNEY. The administration and secretary were asked to leave.

Respectfully submitted,

Laura L. Aivaliotis
Recording secretary