

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

Members Present: Ed Jacod, Bruce Barlow, Pat Bauries, Winston Wright, Richard Thackston, Lisa Steadman, Mike Morrison William Felton, Eric Stanley, Jennifer Labadie, Mike Blair, Phyllis Peterson and Scott Ellsworth. **Absent:** Unassigned seat from Roxbury.

Administration present: D. Hodgdon, Superintendent, K. Craig, Assistant Superintendent, R. Matte, Special Ed. Coordinator and J. Fortson, Business Manager, **Also present:** B. Tatro, D. Mousette, J. Smith, L. Sutton, M. Suarez, D. Dahl and T. Stewart.

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

Superintendent D. Hodgdon opened the meeting at 7:00 PM.

1.School Board Organization

a. Swearing in of Recently Elected Members-District Clerk: L. Steadman, J. LaBadie, M. Blair, B. Barlow, W. Wright and J. Carnie were sworn in as newly elected School Board Members. William Hutwelker was sworn in as moderator and R. Bauries, N. Moriarty, T. Parker and W. Lechliden were sworn in as newly elected Budget Committee Members.

b. Selection of the following Officers:

Chair: MOTION: E. Stanley. **MOVED** to nominate R. Thackston as School Board Chair. **SECOND:** B. Barlow. **VOTE:** 14.8/0/0/.2. **Motion passes.**

Vice-Chair: MOTION: P. Bauries **MOVED** to nominate J. Carnie as School Board Vice Chair. **SECOND:** P. Peterson. **MOTION:** W. Felton **MOVED** to nominate W. Wright as School Board Vice Chair. **SECOND:** E. Stanley. **VOTE:** {yes vote is for J. Carnie and no vote is for W. Wright} 7.7/6.3/0/0.2 **Yes vote passes. J. Carnie is elected Vice Chair.**

Committee Assignments and delegate review: R. Thackston will ask the Board Members to pick three favorite committees they would like to serve on. He will assign the committees during the recess.

2. Consent Agenda: MOTION: W. Felton **MOVED** to accept the March 1, 2011 Public Meeting Minutes as presented. **SECOND:** P. Peterson **VOTE:** 14.8/0/0/0.2.

Motion passes. MOTION: P. Bauries **MOVED** to accept the three sets of March 1, 2011 Non-Public Meeting Minutes as presented. **SECOND:** P. Peterson. **VOTE:** 14.8/0/00.2. **Motion passes.**

3. **Public Comments:** K. Cota welcomed the new Board Members. She commented Cheshire Television should be at this meeting. She would suggest the Board not support the Finance Committee's recommendation regarding their vote on March 10, 2011.

D. Flynn asked that the Board support the vote at the Deliberative Session and approve the money for the aides.

D. Guion commented the Board is to uphold the oath they took and do what the voters have voted. If the Board cannot uphold the oath do not vote.

Dr. Kaplan welcomed the Board Members. He questioned a decision the Board had made without hearing the report of the MRHS 2011 Management Study Committee. He commented the report should be heard. He said it is the public's perception.

M. Stuhlsatz commented that the Board wants this District to be the best School District in the State and to make sure every student succeeds. There is a large Spec. ed. population and there are a lot of paraprofessionals. The voters added the funds back at the Deliberative Session

Bethany Guion commented the voters added the funds back at the Deliberative Session. The additional funds will help with the student's success. She would ask the Board to vote against the layoff.

J. Avery asked if the Board was going to vote to cut specific positions tonight. R. Thackston commented there is no motion as of yet.

J. Parker asked if the public would hear the motion regarding the support staff. R. Thackston explained the public would have time to speak at the Second Public Comment Section.

Gail Hummel commented it is the job of the School Board is to set the budget. The voters voted to add back the \$918,000.00 to the budget. The School Board asked MESSA to talk negotiations and then the Finance Committee voted to layoff all the paraprofessionals and hire next year as needed. She asked what the Board hopes to accomplish. She asked that the Board focus on what is best for our children.

M. Alexander the MESSA President has concerns with the Finance Committee. The MESSA filed an unfair labor practice, withdrew and then there is a question on the decision of the Finance Committee.

V. Provost has worked for the federal government, retired and now works as a paraprofessional. She does not need her health insurance as the others do. She would urge the Board to put themselves in the positions of the support staff. She asked a Board Member a question in which the Board Chair said it was out of order and he then closed Public Comments.

4. **Student Government Report:** M. Butterfield invited the School Board to attend the Student Government Meetings. They want to know the facts. They would be willing to set up special meetings. She will email the schedule to the Board. E. Stanley commented on the wonderful performance of CATS.

5. **Business Manager's Report:**

6. **SUPERINTENDENT REPORT:**

1. Correspondence and Announcements: D. Hodgdon read the letter he sent to Paul Title congratulating him on the great performance of CATS. It was very impressive.

D. Mousette welcomed the new members. He commented on the fact all day kindergarten was passed by the voters.

B. Tatro informed the Board the 3rd grade will be having a music performance.

T. Stewart commented on an absolutely marvelous performance of CATS. He informed the Board Jacob Richard won the Poetry Out Loud Competition. He will be competing in the State Competition on March 17, 2011. The Middle School and the High School will be participating in the Youth Risk Survey next week. The school is working on a Japan Relief Fund. Calvin Fortson scored a perfect score in math on his PSAT.

J. Smith informed the Board the 4th graders would be going to the State House and History Museum. Cutler will hold Art and Band Night next week.

M. Suarez informed the Board Emerson will hold a Band Concert on March 16, 2011.

L. Sutton informed the Board of Spirit Week. A group of students will be collecting donations for Japan Relief.

2. Curriculum Report: K. Craig reported a lot of hard work is going on in the District. A lot of work is being done on the Literacy Plan. The CATS performance was wonderful. Congratulations.

3. Other Issues of Importance: D. Hodgdon explained he has an immediate resignation from Matthew Hickey the PE teacher at Cutler Elementary. After more information from J. Smith they would delay the resignation until the next meeting it may possibly be a leave of absence.

D. Hodgdon explained he respects the work done by the School Board regarding the budget. Everyone wants to make the best decision for on behalf of the students. The administration met regarding the painful reductions. On behalf of the administration they would like the Board to consider not reducing the budget below what the voters voted at the Deliberative Session

D. Hodgdon explained there is a need for 2 non-public issues.

- 7. Board Chair Report:** R. Thackston welcomed T. Parker once again to the Budget Committee. He would like to welcome M. Blair and J. Labadie to the Board and thank R. Smith for his past service to the Board. R. Thackston commented on the discussion regarding the Finance Committee's vote regarding the \$918,000.00 that was added back at the Deliberative Session. A sound decision would be to set aside the funds for the purpose to only use it for the paraprofessionals if we need it. A motion to sequester is a sound motion.

R. Thackston can understand the comments of Dr. Kaplan. A report to the School Board will be presented in non-public session dealing with the administration of this building.

W. Felton had received an email and felt it was not intended to be posted in the building. E. Stanley commented on what the email read. M. Alexander informed the Board that she did not write the email or say what was printed in the email. R. Thackston agreed with M. Alexander.

8. School Committee Report:

1. Community Relations Committee: B. Barlow reported the committee met tonight. The committee discussed the results of the vote which passed by a wide margin. The committee will be working on videos to interview the new principal to discuss the management of the building and videos to promote the MPR at Mt. Caesar.

2. Education Committee: J. Carnie reported the committee did not meet.

3. Facilities Committee: L. Steadman reported the committee met on March 9, 2011 and approved the meeting minutes. The committee discussed the year 3 million dollar work and the sprinkler system at Mt. Caesar. She explained the MPR at Mt. Caesar can be part of the 5 year plan which would get State reimbursement for the District. The committee has put the bidding on the website. There will be three motions coming from the Facilities Committee later in the meeting. E. Jacod commented the committee needs to be well organized and ready with a proposal on the MPR. E. Stanley explained they have discussed the funding for the architectural study. E. Jacod commented if we do as much as possible we will be able to move ahead.

4. Finance Committee: J. Carnie reported the committee met on March 10, 2011. They will be bringing motions to the Board.

5. Policy Committee: W. Wright reported the committee has not met. The committee will address the minute issue at their next meeting.

6. Budget Committee Rep.: The committee will meet on the 4th Tuesday in April.

7. Cheshire Career Center: W. Wright reported he will need to meet with R. Thackston and T. Stewart.

8. Negotiations/Human Resource Committee: P. Bauries reported the committee did not meet.

9. SAU #93 Committee: N. Moriarty reported the Board will be receiving the final report from the committee, a cover letter and the temporary Policy and Procedures Manual tonight. The committee would recommend the Board use the temporary Policy and Procedures Manual to startup. He thanked the committee members who served on the committee and would be happy to attend the Policy Meeting.

10. MRHS 2011 Management Study Committee: It was reported this committee will report during non-public session tonight.

9. OLD BUSINESS:

10. NEW BUSINESS:

1. Motions from Finance Committee: J. Carnie explained that during their last Finance Committee Meeting R. Smith made the motion to eliminate all the aides effective June 1, 2011 and the motion passed. He explained decisions needed to be made if the Board wanted to stay with the 30.7 million dollar budget. Addressing the issue needs to be done in a timely fashion. **MOTION:** J. Carnie **MOVED** on behalf of the Finance Committee to eliminate the aides no later than April 15, 2011 effective June 1, 2011 and hire back on an as needed basis. **SECOND:** P. Bauries. **DISCUSSION:** E. Jacod asked why the June 1, 2011 date. J. Labadie commented that the Board needs to see who they can live without on April 15, 2011. **MOTION:** E. Jacod **MOVED** to make a friendly amendment to change the date in the motion from June 1, 2011 to June 30, 2011. **SECOND:** B. Barlow. **DISCUSSION:** M. Blair would like to table the motion. R. Thackston stated we are on an amendment. B. Barlow asked who are the We that will need to make the decision on Who we need to keep. April 15, 2011 is too short of a time frame. M. Morrison asked to hear from D. Hodgdon. D. Hodgdon commented he would suggest a phase in process. The dilemma is going with the lower budget figure. The administration does not necessarily endorse the Level C cuts but we were asked to come up with a list. R. Thackston commented if the motion passes the employees will be contacted on April 15, 2011. There will be no commitment from April 15, 2011 until June 30, 2011. The Board would have time to come up with an agreeable budget and bring back the paraprofessionals as needed. J. Labadie asked if the seniority or insurance will be messed up. K. Craig commented the administration has struggled. We know the Finance Committee has a recommendation. We do not know what the School Board number is. W. Felton asked if other areas could be considered that would provide the funds needed and have less concerned areas of discussion. R. Thackston commented the

School Board has authority to manage the bottom line. W. Felton commented there are a lot of other options. **MOTION:** M. Blair. **MOVED** to table the motion of the Finance Committee. **SECOND:** S. Ellsworth. **VOTE:** 4.4/9.6/.8/.2. **Motion fails.** J. Carnie commented it would be helpful to vote in favor of the amendment for the discussion on the motion. **(changing the date from June 1, 2011 to June 30, 2011. VOTE:** 12.9/0/1.9/.2. **Motion passes. Discussion on the original motion as amended:** J. Carnie explained the Board agreed to use last year's number and at the Deliberative Session the voters added the \$918,000.00. We have a deadline of April 15, 2011. He does not know how to get to the \$918,000.00 without using the Level C cuts and the Finance Committee does not want to go there. M. Morrison commented at the Deliberative Session the \$918,000.00 was given back. D. Hodgdon stated that change needs to take place over time. He commented based on the discussion with the principals they would agree with the Level A and Level B cuts. He would suggest a proposal with a phase in for next year. B. Barlow commented the voters passed a 30.7 million dollar budget last year but the actual spending was \$900,000.00 higher than the the budget passed. The \$918,000.00 gives us the reality of the original number. J. Fortson confirmed the information. W. Felton spoke about the principals and the placement of the principal staff for a savings. R. Thackston commented there are contracts in place. W. Felton will not vote on anything that goes against education. R. Thackston commented he understands the need for the aides but supports the motion. The District has to provide notice in the proper amount of time. Give us the maximum amount of time. M. Morrison asked if it is possible to meet prior to incorporating the administrations recommendation and the phase in. D. Hodgdon if there is no determination you will have to have a meeting on what figured and look at seniority and reduce the budget figure. He would like to have things done tonight. L. Steadman commented give notice on April 15, 2011 but if the administration comes back at the next meeting and says we need these people make the change. R. Thackston commented there is no money associated with the motion. M. Blair does not feel he has enough information to make a decision. J. Carnie stated he will withdraw his motion if the second would and we need to go back to the motion when the Board approved the budget in the amount of 30.7 million dollars. P. Bauries asked if they withdraw will 2 weeks be enough time for the administration to come back with a concrete proposal on the 30.7 million. **J. Carnie and P. Bauries withdraw their motion to eliminate the aides effective June 30, 2011.** J. Carnie commented eliminating 20 paraprofessionals and reasonable cuts would get us to the number. **MOTION:** J. Carnie **MOVED** reconsideration of the motion of Dec, 7, 2010 regarding the budget number in the amount of \$30,700,000.00. **SECOND:** P. Peterson. **DISCUSSION:** M. Morrison commented the 30.7 million dollar number is not accurate. R. Thackston questioned if the new members who were not at the original motion could vote. **VOTE:** 11.8/.8/2.1/.2. **Motion passes. MOTION:** B. Barlow. **MOVED** to manage the budget number passed and approved by the voters on March 8, 2011 in the amount of \$31,652,000.00. **SECOND:** S. Ellsworth **DISCUSSION:** J. Fortson commented there is about \$980,000.00 in discrepancies regarding the staff. P. Bauries said the Finance Committee and the School Board has looked at

this long process. The School Board did vote for the 30.7 million dollar budget. In order to get to that figure 26 paraprofessionals needed to be released. The SERESC report states over compensation of staff. There are fewer students and more paraprofessionals. The figure in which the District is suppose to get in building aid from the state is \$600,000.00 what if we do not receive that. We have one of the highest per pupil cost in the state. M. Blair commented the District voted the \$31,652,000.00 budget. There are ways to make creative cuts. He would like to work with the administration to seek fiscal responsibility. J. Carnie commented the responsibility is to the Board. The motion does not address the issue. There needs to be a reduction. This was arrived at over a long period of time. It does not address the District issue for next year. The issue will only be put off until next year. M. Morrison said the Superintendent stated he needs more time. **VOTE:** 8.4/5.3/1.1/.2. **Motion passes.**

MOTION: E. Jacod. **MOVED** the Board continue the School Board Meeting passed 10:00 PM. **SECOND:** B. Barlow. **VOTE:** 10.4/3.2/1.2/.2. Motion passes.

2. Motions from Policy Committee:

- 3. Motions from Facilities Committee: MOTION:** L. Steadman. **MOVED** to approve the committee members of the MPR Study Committee as follows: L. Mango, M. Alexander, R. Smith, D. LaPointe, B. Barlow, a Swanzey Selectperson, E. Stanley, J. Labadie and another staff member. **SECOND:** M. Morrison. **VOTE:** 9.4/5.4/0/.2. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Finance and Facilities Committee to accept the Baybutt Construction bid in the amount of \$736,589.00 for the phase 2 work of the MS/HS renovations. **SECOND:** E. Stanley. **VOTE:** 14.8/0/0/.2. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Facilities Committee to accept the following bids for the Mt. Caesar sprinkler system as follows: Matthewson Co. in the amount of \$51,664.78, F.H. Hamblet in the amount of \$51,400.00 and John L. Carter Sprinkler Co. in the amount of \$75,325.00. **SECOND:** E. Jacod. **VOTE:** 14.8/0/0/.2. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Facilities Committee to approve \$7600.00 for upright heads for the sprinkler system at Mt. Caesar. **SECOND:** B. Barlow. **VOTE:** 14.8/0/0/.2. **Motion passes.**

- a. Action on the Manifest MOTION:** W. Wright **MOVED** to accept the manifest in the amount of \$ 2,214,389.55 **SECOND:** E. Stanley **VOTE:** 14.8/0/0/.2. **Motion passes.**

- 4. 2011/2012 School Board Meeting Schedule: MOTION:** P. Peterson. **MOVED** to accept the 2011/2012 School Board Meeting Schedule as presented. **SECOND:**

S. Ellsworth. **DISCUSSION:** J. Smith will not be at Cutler on April 19, 2011 and would like to change the schedule. A friendly amendment was made to have the April 19, 2011 Meeting at Monadnock and the May 17, 2011 Meeting will be at Cutler. **VOTE:** 14.8/0/0/.2. **Motion passes.**

5. **New Board Members:** R. Thackston has scheduled an orientation for April 2, 2011 from 9:00 AM-noon. He has extended the invitation to all School Board Members and Budget Committee Members.

11. Setting the next agenda:

1. Elementary Principal Search Committee

12. **Public Comments:** J. LeClere a teacher in the District stated she lives and breathes this District. She stated this is an opportunity to move the District forward. She stated she benefits from her instructional assistant.

Cindy Ansaldo commented that the population of students is down and we have lost teachers.

A parent of a special needs child stated she does not know what she would do without the paraprofessional.

Kim Tomer a Reading Specialist commented on the value of the paraprofessional. She was offended by a School Board comment. She asked the Board to look at what the paras are providing.

N. Bradford commented on the people who were not able to speak during the first Public Comment Section. What is this Board teaching those students about democracy and politics?

E. Jacod stated it was unfortunate that one student was not able to speak because she had served on the Principal Search Committee. He was so impressed with her and we all missed a great opportunity to hear her speak.

C. Duncan a parent of a spec. needs child stated her son has had a great year and has made great strides. We have very high standards for our son and it will not be acceptable if anything is riffed on his education.

D. Bergernor invited the School Board to the school. There are a lot of needs of the students and hopes they do not base it on the numbers.

J. Carnie commented the School Board gets a bad rap. We do not make the numbers up. We have to answer to the people who are losing their homes. The School Board

has to deal with both sides of the issue. The issue still remains and eventually will have to be addressed.

E. Stanley thanked everyone who attended the meeting. He stated he attended 76 meetings over last year. His blood bleeds green. If anyone wants his position go ahead, it is not an easy one. He would ask that everyone be respectful.

L. Steadman commented she loves this district and hopes this is the right place to send her son.

Ms. Garrapy thanked the School Board for the work for the children. She thanked the administration for seeing the need of the paraprofessionals. She would agree some can be cut and there are other areas to be cut.

J. Labadie stated she home schools her children. She finds it offensive that students are playing on sports teams without a C+ or above. She would suggest the Board going to the taxpayers and saying we need this for our kids.

M. Blair thanked the public for voting for him. He is willing to put in the fight for the kids. The staff should be mentors. He is looking for real solutions to the problems. His door is always open.

M. Morrison stated the School Board does not always agree but need to respectful. We need to give all respect to the students, teachers and others. We need to unite together.

5 minute recess S. Ellsworth leaves the meeting.

13. 11:09 PM Enter into Non-Public Session: MOTION: J. Labadie **MOVED** to enter into non-public session under RSA 91-A:3 II Student Issue. **SECOND:** M. Blair. **VOTE:** E. Jacod, W. Wright, M. Blair, J. Labadie, W. Felton, J. Carnie, B. Barlow, M. Morrison, P. Bauries, L. Steadman, P. Peterson, E. Stanley and R. Thackston. **VOTE:** 13.7/0/0/1.3 **Motion passes.**

14. 11:14 PM Enter into Non-Public Session: MOTION: W. Wright **MOVED** to enter into non-public session under RSA 91-A:3 II Student Issue. **SECOND:** P. Peterson **VOTE:** E. Jacod, W. Wright, M. Blair, J. Labadie, J. Carnie, W. Felton, P. Peterson, E. Stanley, B. Barlow, M. Morrison, P. Bauries, L. Steadman and R. Thackston. **VOTE:** 13.7/0/0/1.3 **Motion passes.**

15. 11:20 PM Enter into Non-Public Session: MOTION: P. Peterson **MOVED** to enter into non-public session under RSA 91-A:3 II Compensation or Negotiations of a Public Employee. **SECOND:** M. Blair. **VOTE:** E. Jacod, W. Wright, M. Blair, J. Labadie, W. Felton, J. Carnie, B. Barlow, M. Morrison, P. Bauries, L. Steadman, P. Peterson, E. Stanley and R. Thackston. **VOTE:** 13.7/0/0/1.3 **Motion passes.**

16. Committee Appointments as submitted by Chair Thackston:

CRC E. Jacod, B. Barlow, M. Morrison, W. Wright, M. Blair

Finance P. Peterson, P. Bauries, M. Blair, J. Carnie, J. Labadie

Budget Committee E. Stanley

Education Comm. B. Barlow, M. Morrison, J. Carnie, P. Peterson, P. Bauries

Policy Committee L. Steadman, E. Stanley, W. Wright, M. Blair

Facilities Comm. L. Steadman, E. Stanley, S. Ellsworth, J. Labadie, B. Barlow

CCC L. Steadman

Negotiation E. Jacod, W. Wright, P. Bauries, J. Labadie, R. Thackston

17. Motion to adjourn: MOTION: B. Barlow. **MOVED** to adjourn the Board Meeting at 12:16 AM. **SECOND:** E. Stanley. **VOTE:** 13.7/0/0/1.3. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording secretary