

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
(Non-Approved Minutes)
April 1, 2014
Monadnock Regional MS/HS, Swanzey, NH

Members Present: Ed Jacod, Barry Faulkner, Pat Bauries, Winston Wright, Phyllis Peterson, Mike Blair, Richard Thackston, Lisa Steadman, Betty Tatro, Robert Smith, Eric Stanley and James Carnie

Absent: Unassigned seats from Roxbury.

Administration present: L. Corriveau, Superintendent, K. Craig, Assistant Superintendent, T. Kennett, Director of Student Services and J. Fortson, Business Manager.

R. Thackston opened the meeting at 7:00 PM.

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

1. **PUBLIC COMMENTS:** Kristen Goodenough stated she is from Swanzey and is here with a group of people who are interested in a hockey team. They had a meeting yesterday with T. Stewart, parents and students. T. Stewart feels there are enough students for a JV team for next year. R. Thackston would like E. Stanley to give his Sports Committee report now. **MOTION:** E. Jacod **MOVED** to allow the agenda to change and have the Sports Committee Report at this time. **SECOND:** W. Wright. **VOTE:** 11.665/0/0/1.335. **Motion passes.** E. Stanley reported the committee would like to form a JV hockey team due to the experience level of the players and the cost. He spoke to Dr. Corriveau and there is time to get the information to the NHIAA to have this approved. They would like to pull a student from the 8th grade to play and 2 from the senior class. This will have to be approved by NHIAA. He will bring this issue back to the Sports Committee and bring a recommendation to the Board at the next meeting. M. Blair commented the committee felt a JV team was most appropriate. R. Thackston would like L. Corriveau to follow up with T. Stewart on the scheduling and this issue.
2. **Consent Agenda:** **MOTION:** E. Jacod **MOVED** to accept the March 18, 2014 School Board Meeting Minutes as presented. **SECOND:** P. Peterson **VOTE:** 12.787/0/0/.213. **Motion passes.**

MOTION: E. Jacod **MOVED** to accept the March 18, 2014, 10:28 PM Non-Public Meeting Minutes as presented. **SECOND:** P. Peterson **VOTE:** 11.665/0/1.121/.213. **Motion passes**

MOTION: E. Jacod **MOVED** to accept the March 18, 2014, 10:41 PM Non-Public Meeting Minutes as presented. **SECOND:** W. Wright **VOTE:** 10.550/0/2.236/.213 **Motion passes.**

MOTION: E. Jacod **MOVED** to accept the March 18, 2014, 10:50 Non-Public Meeting Minutes as presented. **SECOND:** P. Peterson **VOTE:** 10.550/0/2.236/.213. **Motion passes.**

3. **Student Government Report:** There is no Student Government Report.
4. **BUSINESS MANAGER'S REPORT:** J. Fortson does not have a report but does have an issue for non-public session.
5. **ASSISTANT SUPERINTENDENT REPORT:** K. Craig passed out a report on the Scholastic Achievement coaches. It contains a summary and the minutes of the meetings. The schedule in the packet is being finalized. She is very pleased with the efforts. It was a great evening with the Promising Practices event.
6. **SUPERINTENDENT REPORT:**
 - 6a. **Correspondence and Announcements:** L. Corriveau reported Kathryn Mullen has been nominated as Teacher of the Year. Congratulations Kathryn. Jeannine LeClerc has been nominated by Virginia Barry the Commissioner of Education to serve on the NH Brain Injury and Spinal Cord Advisory Committee. Congratulations Jeannine. Darlene Ayotte has been selected to receive the Guiding Star Platinum Award. Congratulations Darlene. L. Corriveau reported the DI teams did very well and 2 of the teams will be going to Nashville to compete. The teams are in the process of raising money for their trip. L. Corriveau reported he would like to partner with Keene for the NESDEC study pending approval from the Board. He would like to start the process in early May.
 - 6b. **Other Issues of Importance:** T. Kennett reported he met with Harvey Hill regarding a Soft Studies Course to be offered by RVCC. This course will give our SMART students career entry certification skills and job placements upon completion and graduation. Employees are looking for this course. This is a great opportunity.

Dr. Lynn Carey is currently in charge of the placement of student teachers. She reported the District is trying to attract the best of the student teachers. The students must have a 3.5 grade point average. We would like the student teachers to be with the classroom teacher part of the day and then go to another classroom in a different grade and work in smaller groups. This is a great foundation for the student teachers. There are requirements from the State which will have to be met.

L. Corriveau informed the Board B. Tatro came to the SAU for her Board Orientation.

- 7. BOARD CHAIR REPORT:** R. Thackston reported the Elementary Ad-hoc Committee did meet. The committee endorsed the eliminating of a principal in Troy or Fitzwilliam. He spoke with the Troy Selectmen although not happy they realize it is not practical to have two principals with the enrollment down. The Gilsum School was discussed but there is no recommendation because the committee does not have enough information. When Surry left the kids went to Gilsum, Sullivan left the students went to Gilsum. To close Gilsum without a plan the committee could not make a recommendation. We would like to look at the next budget cycle. We have asked for the numbers. R. Thackston said he is having difficulty doing positive things asked by the administration when there are issues by the Unions. We have a calendar based on hours that has been appreciated by everyone but we are being told that we need to discuss this with our attorney, go back and negotiate with the Unions or go back to the traditional calendar. That is unfortunate. We have created a Technical Instructional Specialist non-certified position which was voted and approved by the Board and budgeted based on a non-certified position because of the Union the position now has to be a certified position. We need to be clear on who is running the show. The challenge we have as a District we need to create a position but we are being told what to do. A charter school does not have a Union and admits by a lottery.

R. Thackston would like the Policy Committee to look at a policy regarding School Board Members who are School District employees. He commented Conval has a policy and it might help to get a copy and start there.

8. SCHOOL BOARD COMMITTEE REPORTS:

8a. SAU 93 Committee: R. Thackston will schedule a SAU Meeting at 6:30 PM on April 15, 2014.

8b. Budget Committee Report: B. Tatro reported the Budget Committee will meet on April 29, 2014.

8c. Cheshire Career Center: W. Wright informed the Board there is no report.

8d. Negotiations/Human Resource Committee: E. Jacod reported the committee has not met.

8e. Community Relations: M. Blair reported the committee met earlier tonight. They discussed the DI Teams and there will be a motion later. They discussed the Promising Practices night. The CRC would recommend meeting with the selectmen from the different towns in the District.

8f. Finance Committee: J. Carnie reported the committee met on March 26, 2014. They discussed the College Admission Financial Aid Specialist position. There will be several motions from this committee. The additional staff reductions were discussed and most are due to the class scheduling. They will meet again on April 16, 2014.

The administration shared the Foreign Language survey with the committee. The top three picks were German, Chinese and Latin. They discussed the stipends for the Department Chair position. They also discussed the NE college Program for administrators. They reviewed the Technical Instruction Specialist job description. There is a NESDEC Study proposal and a motion later.

8g. Education Committee: J. Carnie reported the committee met and they discussed staffing for Fast Forward. The Gilsum School was discussed. There is no decision until the concerns from the Elementary Ad-Hoc committee are heard. K. Craig reported on the Start Up Committee and the Turn Around coaches.

8h. Facilities Committee: E. Jacod reported the Wilcox building is up and running and in good shape. The committee would like to remove the “J” building before the beginning of school this fall. The renovations to room 207 are moving along. The plans for the science rooms are on display. The gymnasium will remain open over the summer while renovations are going on but there will be no access to the rest of the building from the gym. They will bid out separate components for the summer renovations. E. Jacod commented there may be a need for extra meetings to accept bids. They would like to start on a manual work order system which is standard operating procedure. The next meeting is on April 23, 2014.

8i. Policy Committee: L. Steadman reported the committee met on March 25, 2014. The committee will be bringing a few motions to the Board later tonight. They discussed the policy regarding full day school closings. There is no recommendation to change this policy. The committee would like to stay consistent and when the school closes the School Board will not hold their meetings. The next meeting is on April 9, 2014.

8j. Technology Committee: M. Blair reported this committee met on March 25, 2014. They discussed the Tech. Instruction Specialist position and the web master stipends. They have filled the web master positions. K. Schnyer would like to schedule a meeting to get all the webmasters together. They discussed the One to One Implementation and expansion of the one classroom moving forward next year. They discussed the use of technology and the Promising Practices displayed that. They reviewed the damage assessment by the IT Director. They discussed insurance and replacement plans. Technology is an essential learning tool. There were 254 responses to the technology survey. Christy Wilder, Tyler Clifton and Dona Page each won a \$15.00 gift card and a Monadnock tee shirt for participating in the survey. The committee discussed E-rate, how the District applies for E-rate, how it is related to free and reduced lunch and the \$72,000.00 rebate. The next meeting is on April 9, 2014.

8k. Sports Committee: This committee did not meet.

9. Old Business:

9a. R. Thackston asked the Board Members who have not passed in their evaluation to please do so.

10. NEW BUSINESS:

10a. Motions from the Finance Committee: MOTION: J. Carnie. **MOVED** on behalf of the Finance Committee to accept the new draft of the College Admissions and Financial Aid Specialist job description. **SECOND:** P. Peterson. **VOTE:** 12.787/0/0/.213. **Motion passes.**

MOTION: J. Carnie **MOVED** on behalf of the Finance Committee to accept the proposal for a stipend of \$6,000.00 for each of the Division Leaders along with the final draft of the job descriptions. **SECOND:** P. Peterson. **DISCUSSION:** It was explained that the position will include an extension of 10 extra work days for the leaders, thus the increase in the stipend. These positions also include a full teaching load of 5 classes. **VOTE:** 12.787/0/0/.213. **Motion passes.**

MOTION: J. Carnie **MOVED** on behalf of the Finance Committee to bring to the full Board without any recommendation the March 26, 2014 updated job description of the SAU 93/MRSD Technology Instructional Specialist. **SECOND:** P. Peterson. **DISCUSSION:** J. Carnie explained the job description was approved by the board attorney with some adjustments to the language. It also clarifies that it is a resource for teachers and not a classroom teachers. This was placed on the agenda and discussed in length at the committee meeting. We need to take a serious look. L. Corriveau commented this is time sensitive. The administration is asking for this position. The job description was passed by the Board and approved by the attorney. We would like to fill this position quickly. K. Craig commented the staff is asking for this position. This is a very important position. R. Thackston is not comfortable at this time and would like it to go back to the committee. He would like to see how other districts are doing this. B. Tatro is in support of the motion. The teachers are asking for this position. E. Jacod is puzzled on how it was presented. E. Stanley asked how we can do a teacher evaluation they do not know this. K. Craig commented we need to offer training. They do have some training after school from 4-6 PM. The students have chrome books and some of the teachers do not know how to use them fully. It is necessary. E. Jacod commented there needs to be discussion in non-public session. J. Carnie commented the discussion took place last week in the Finance Committee meeting. We have a problem with the way it came forward. It is the third presentation with a job description that we got. There needs to be a reevaluation of the position. We have the people from Brockton and the Gilsum issue have these people look at the job description to see how we want to move in the next few meetings. Finance and Education discussed this. The position should have an amount and who is responsible. There is plenty of time to do this properly. Take this off the table and come in with a solid recommendation. **MOTION:** L. Steadman **MOVED** to approve the job description for the Technology Instruction Specialist as it is stated and authorize the administration to hire for the position. **SECOND:** B. Tatro. **DISCUSSION:** P. Peterson does not understand how the position can travel to all the schools. It is unclear. K. Craig explained the teachers will make a request to the

building principal who will request help from the Technology Instruction Specialist. J. Fortson explained this position was discussed during the budget season. L. Corriveau explained the position during his power point. R. Thackston feels the job description has been massaged. Why a full time certified teacher? K. Craig commented the teacher has walked the walk. We have teachers who demonstrate they can do this position. K. Craig commented the position should be a certified teacher for credibility. J. Carnie commented there are a lot of problems on how we got here. This should have been voted on by a committee but it was not. It was put in the budget. We are making serious cuts in the budget but we are asking for a new position. L. Steadman commented who cares how we got here. We should approve and move ahead. **MOTION:** J. Carnie **MOVED** to table the motion. **SECOND:** P. Bauries. **VOTE:** 7.303/5.484/0/.213. **Motion passes.**

MOTION: J. Carnie **MOVED** on behalf of the Finance Committee to accept the recommendation from L. Corriveau to go forward with a 3 year program with New England College. This would allow up to four administrators with 36 credits beyond a Masters degree to continue towards a Doctorial at a cost of \$2,800.00 each.

SECOND: P. Bauries. **DISCUSSION:** J. Carnie explained the committee agreed \$2800.00 for a yearly total of \$4800.00 for the up to 4 administrators. L. Corriveau explained there are two teachers that have requested to have the Board approve \$2800.00 above the \$2000.00 for the up to 4 administrators. **VOTE:** 10.550/0/2.236/.213. **Motion passes.**

10b. Motions from the Education Committee: **MOTION:** J. Carnie **MOVED** on behalf of the Education Committee to accept the refinancing of up to \$25,000.00 for staffing the Fast ForWord Program, utilizing any Title 1 funding if available, or savings from the Superintendent's realignment recommendation that he will bring to the Board in April. **SECOND:** R. Smith. **DISCUSSION:** J. Carnie explained the funding was originally cut in the 2014-2015 budget process. There are now funds available to continue this important staffing program. He also explained the committee had a lot of people come before them in support of the program. **VOTE:** 12.787/0/0/.213. **Motion passes.**

10c. Motions from the Facilities Committee: There are no motions from the Facilities Committee.

10d. Motions from the Policy Committee: **MOTION:** L. Steadman **MOVED** on behalf of the Policy Committee to accept Policy BBB Board Membership-Elections/Appointment as presented. **SECOND:** M. Blair. **DISCUSSION:** The Board discussed the motion. **VOTE:** 12.787/0/0/.213. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Policy Committee to accept Policy BBB-R Monadnock Board Organization as presented. **SECOND:** P. Peterson. **DISCUSSION:** The total current membership is incorrect at 14 it should be 13. J. Carnie would like to make sure the back page of this policy is not cut off. **VOTE:** 12.787/0/0/.213. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Policy Committee to accept Policy DPA Principal Retirement Benefits Policy. **SECOND:** M. Blair.

DISCUSSION: There is a problem in section b, the years of service column is under the % of reimbursement column. It should state 5 years of service at 30%, 10 years of service at 40% and 15 years of service at 50%. **VOTE:** 12.787/0/0/.213. **Motion passes.**

MOTION: L. Steadman **MOVED** on behalf of the Policy Committee to accept Policy GBEB Educator's Code of Ethics as presented. **SECOND:** M. Blair.

DISCUSSION: L. Corriveau explained several states have this policy and the NEA endorsed it. It is widely accepted. It gets the message across and has been endorsed across the country. **VOTE:** 11.665/0/1.121/.213. **Motion passes.**

10e. Motion from the Community Relations Committee: There are no motions from the CRC.

10f. Motions from Other Committees as needed: The Technology Committee would like the Policy Committee to look at a policy to integrate technology into the children's education using technology as an essential learning tool. They would also like the Policy Committee to look at whether students should have their chrome books taken away due to fees.

MOTION: P. Bauries **MOVED** to accept the restructure of the elementary administration as presented by K. Craig. **SECOND:** P. Peterson. **VOTE:** 12.787/0/0/.213. **Motion passes.**

10g. Action on the Manifest: **MOTION:** B. Faulkner **MOVED** to accept the manifest in the amount of \$1,475,686.34. **SECOND:** R. Smith **VOTE:** 11.788/0/.998/.213. **Motion passes.**

10h. New Business: L. Corriveau reported on the school fundraisers in the District. The Destination Imagination Teams will be going to local businesses for donations. ACCESS will hold a family night and raffle. The High School Paw Print will hold a talent show and a 50/50 raffle. The sale of homemade dog treats will be part of a Senior Project to support animals.

MOTION: M. Blair **MOVED** on behalf of the CRC to match funds up to \$2,500.00 total that are raised to help with the cost of the Destination Imagination Teams traveling to the Global competition. **SECOND:** E. Jacod. **DISCUSSION:** **MOTION:** J. Carnie **MOVED** to amend the motion to state if the funds are available. **SECOND:** R. Smith. **DISCUSSION:** M. Blair commented we just approved a number of items the Finance Committee asked for. **VOTE on amendment:** 4.433/8.354/0/.213. **Motion fails. VOTE on original motion:** 11.712/0/1.075/.213. **Motion passes.**

L. Corriveau asked for a point of clarification. He asked if the Gilsum School would be open next year. J. Carnie commented if the situation is not viable and it will not continue next year. R. Thackston commented next year is the make it or break it year. The Elementary Ad-Hoc Committee did not have adequate information to make a decision now. L. Corriveau explained clarity is important due to staff nominations. B. Tatro commented her town voted 2 to 1 to close the Gilsum School. R. Thackston explained the Gilsum School is in the 2014-2015 School Budget. We need to start thinking we have 6 months.

11. SETTING NEXT MEETING'S AGENDA:

- 1. Technology Instruction Specialist**
- 2. SAU Meeting 6:30 PM**
- 3. Board Evaluations**
- 4. Meeting at Emerson**

12. Public Comments: D. Coffman commented the Board is changing their course of action regarding the Technology Instruction Specialist. The position was to support the staff and the administration. This is short sided and weak. You reduced staff and you need to support those that remain. You cut but need productivity of those that remain. If you cannot teach the teachers they will not teach your kids. Brockton focused on teaching their teachers to teach. They need your support. Because of a couple of opinions you changed your decision.

MOTION: J. Carnie **MOVED** to go forward with the NESDEC Study request presented by the administration. **SECOND:** P. Bauries. **VOTE:** 12.787/0/0/.213. **Motion passes.**

13. 9:44 PM MOTION: E. Jacod **MOVED** to enter into Non-Public Session under RSA 91-A:3 II (b) Consideration of Hiring a Public Employee. **SECOND:** R. Smith **VOTE:** J. Carnie, P. Peterson, M. Blair, B. Faulkner, R. Thackston, E. Jacod, E. Stanley, L. Steadman, R. Smith, B. Tatro, W. Wright and P. Bauries. 12.787/0/0/.213 . **Motion passes.**

14. 10:00 PM MOTION: R. Smith **MOVED** to enter into Non-Public Session under RSA 91-A:3 II (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person. **SECOND:** P. Peterson **VOTE:** J. Carnie, P. Peterson, M. Blair, L. Steadman, R. Smith, B. Tatro, W. Wright, R. Thackston, B. Faulkner, E. Jacod, E. Stanley and P. Bauries. 12.787/0/0/.213. **Motion passes.**

15. 10:12 PM MOTION: R. Smith **MOVED** to enter into Non-Public Session under RSA 91-A:3 II (b) Consideration of Hiring a Public Employee. **SECOND:** P. Peterson **VOTE:** J. Carnie, P. Peterson, M. Blair, W. Wright, R. Thackston, R. Smith, E. Stanley, L. Steadman, B. Faulkner, E. Jacod, P. Peterson and P. Bauries. 12.787/0/0/.213 **Motion passes.**

16. Public Session: MOTION: P. Bauries **MOVED** to seal the April 1, 2014 10:12 PM Non-Public Meeting Minutes. **SECOND:** P. Peterson. **VOTE:** 12.787/0/0/.213.
Motion passes.

17. Motion to adjourn: MOTION: R. Smith **MOVED** to adjourn the meeting at 10:58 PM. **SECOND:** P. Bauries **VOTE:**12.787/0/0/.213 **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording secretary