

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
(Approved Minutes)
June 17, 2014
MS/HS Auditorium, Swanzey. NH

Members Present: Pat Bauries, Phyllis Peterson, Lisa Steadman, Betty Tatro, Robert Smith, Richard Thackston, Winston Wright, Mike Blair, Barry Faulkner, Ed Jacod, 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 7:00PM.

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

MOTION: B. Tatro **MOVED** to allow Public Comments to take place prior to the Board’s Meeting. **SECOND:** W. Wright **VOTE:** 12.787/0/0/.213. **Motion passes.**

Public Comments: R. Colbert read the Monadnock United Resolution.

D. Hardy a teacher and school counselor at Cutler came here tonight to talk about how the staff is mistreated. The administration has not told the public about the large cuts made to the staff that will hurt their children’s education. She asked the Board to accept the resolution.

B. Bohannon of Swanzey a parent is in support of the resolution that will make positive changes in our schools. He asked the Board to accept the resolution tonight.

MOTION: B. Tatro **MOVED** to extend the 15 minute limit for the Public Comments.
SECOND: W. Wright. **DISCUSSION:** J. Carnie **MOVED** to limit the Public Comments to 15 minutes. **SECOND:** P. Bauries. **VOTE on the amendment:** 5.183/6.605/0/.213. **Amendment fails. VOTE on the original motion:** 12.203/.757/0/.213. **Motion passes.**

Cheryl Thomas would like to have the agendas available at the meetings. She commented the teachers and staff cannot work at odds with the organization they are entrusted to work for.

K. Hurst commented she is concerned by the decisions being made by the Board. Her goal is to have her children receive the best education and the resolution is the first step.

Roberta Nadeau a resident of Fitzwilliam commented on the hardworking staff. She came back from Florida and could not believe the negativity and morale of the staff. She supports the

resolution and asked why Gilsum will have the music teacher two days a week with only 40 students.

R. Mitchell of Swanzey who is a MRSD graduate, has two children who graduated from Monadnock and a wife who taught in the District. He supports the resolution and thanks D. Hardy for a moving speech.

T. Matson of Troy is proud to have the valedictorian from Troy. He also commented Troy has the highest tax rate in the State. The warrant passed by the voters asked the Board to reduce the cost per pupil. Enrollment is down. We cannot keep things the same with fewer students.

J. Carnie has served on the Board since 1982. He said there are many problems. There were more problems at the last meeting than in most of his tenure. We need to have an open and honest discussion. We need to discuss the teacher's contract in open session. He wants to have the teacher's contract discussed in the public session. He would like that discussion at the next meeting.

M. Alexander commented the resolution is a positive step and on behalf of MESSA she would urge the Board to accept it.

M. Press commented the system is broken and needs to be fixed.

J. Hebert would urge the Board to accept the resolution.

K. Hurst commented the District spent \$40,000.00 to hire a consultant when that is the job of the administration. She asked why E. Jacod was at the Board's table after he resigned. E. Jacod explained he revoked his resignation. R. Thackston explained the Board did not vote to accept the resignation, therefore there is no resignation.

E. Kelly commented working in the District is difficult but we can do this. This community is wonderful. Our students are unhappy. There is a serious lack of trust all around. She asked everyone to look at the positives in the District, be supportive and generate pride in the schools and the community.

1. **Consent Agenda:** J. Carnie asked if there was discussion with the Negotiation Team regarding the 2.3 million. R. Thackston asked if he was saying the minutes did not reflect the 2.3 million. J. Carnie asked if any Board Member discussed the 2.3 million in years 2 and 3 of the contract. **MOTION:** P. Peterson **MOVED** to accept the May 27, 2014 School Board Meeting Minutes as presented. **SECOND:** E. Jacod **VOTE:** 3.241/1.075/8.471/.213. **Motion passes.** J. Carnie asked if anyone recuse themselves or abstained. M. Blair said he abstained. J. Carnie said he should have recuse himself vs. abstain. **MOTION:** J. Carnie **MOVED** to reopen the May 27, 2014 Minutes. **SECOND:** P. Bauries. **VOTE:** 6.305/5.361/1.121/.213. **Motion passes.** **MOTION:** J. Carnie **MOVED** to have the May 27, 2014 Minutes reflect M. Blair recused himself from the vote instead of abstain. **SECOND:** P. Bauries. **VOTE:** 0/10.667/2.10/.213 **Motion fails.** **MOTION:** R. Smith **MOVED** to reapprove the May 27, 2014 Minutes. **SECOND:** E. Stanley. **VOTE:** 5.471/0/7.316/.213. **Motion passes.**

Public Minutes of June 3, 2014. P. Bauries commented at the meeting on June 3, 2014 the agenda was moved around. A Board Member left and as soon as he returned we went back in order and at that time a motion was made to rescind the 5-27-14 motion. First it was not on the agenda. We need a 2/3 vote to bring it up and it was taken out of order, yet it was put in the meeting and the motion passes. R. Thackston commented the current motion is to accept the June 3, 2014 minutes. If you disagree with the procedural aspect we should look at that later. P. Bauries commented the motion made on 6/3/14 to rescind the 5/27/14 vote was invalid. J. Carnie stated the question is the conclusion. If we got there illegally than how was the result obtained legally. The conclusion was manipulated to get people to vote. There was not a 2/3 vote. The Board discussed the corrections to the minutes. **MOTION:** P. Peterson. **MOVED** to accept the June 3, 2014 School Board Meeting Minutes as amended. **SECOND:** E. Stanley. **VOTE:** 9.469/1.075/2.243/.213. **Motion passes.**

MOTION: P. Peterson **MOVED** to accept the June 3, 2014 10:55 PM Non-public meeting minutes as presented. **SECOND:** P. Bauries **VOTE:** 11.665/0/1.121/.213. **Motion passes.**

MOTION: E. Jacod **MOVED** to accept the June 3, 2014 10:40 PM Non-public meeting minutes as presented. **SECOND:** P. Peterson **VOTE:** 11.665/0/1.121/.213. **Motion passes.**

MOTION: P. Peterson **MOVED** to accept the June 3, 2014 11:10 PM meeting minutes as presented. **SECOND:** E. Jacod. **VOTE:** 11.665/0/1.121/.213. **Motion passes.**

2. **Student Government Report:** There is no Student Government Report.
3. **BUSINESS MANAGER'S REPORT:** J. Fortson asked the Board to cover the unpaid lunches for this past year. **MOTION:** P. Peterson. **MOVED** to have the District cover the unpaid lunches in the amount of \$9585.91. **SECOND:** M. Blair. **VOTE:** 10.908/0/1.108/.213. **Motion passes.**

J. Fortson would recommend to the Board to set the tuition for the school year at \$16,445.30. **MOTION:** R. Smith **MOVED** to accept the recommendation from the Business Manager and set the tuition rate at \$16,445.30. **SECOND:** E. Jacod. **DISCUSSION:** B. Tatro asked if the same rate was for Special Ed. J. Fortson explained Special Ed. is \$25,000.00 plus the cost of any additional services. **VOTE:** 12.787/0/0/.213. **Motion passes.**

J. Fortson would ask the Board to allow three Board Members to approve the manifest over the summer. **MOTION:** E. Jacod. **MOVED** to allow three Board Members to sign the manifest on behalf of the Board over the summer. **SECOND:** P. Peterson. **VOTE:** 12.7870/0/0.213. **Motion passes.**

J. Fortson explained they have applied for the 4th energy savings grant and will receive \$45,000.00. This is for energy savings during the renovations.

4. **ASSISTANT SUPERINTENDENT REPORT:** K. Craig informed the Board a Monadnock student did better in the final exam of Construction Trades than all other students. The test

was an essay. The Literacy Initiative is working. Teachers are able to receive up to 8 credits at UNH as part of their professional development.

5. SUPERINTENDENT REPORT:

5a. Correspondence and Announcements: L. Corriveau introduced Fred Bramante to the Board. He is the Director of the National Center for Competency Based Learning 10,000 mentors. F. Bramante did a power point presentation to the Board. He explained this program is supported by the DOE. The project will match students interest to specific skills of the mentors and the students will receive credit toward graduation. This will help create public will and demand. P. Bauries thanked F. Bramante for his presentation. She would challenge the audience to come up with members for the committees. R. Thackston commented that they are moving away from Carnegie and asked if this is a return to earlier models. E. Jacod commented he appreciated F. Bramante's time. E. Jacod asked F. Bramante to remind him how this will tie into the overall NH education. F. Bramante commented not all Districts dare doing the higher education with River Valley and UNH. We are moving in the direction as Monadnock. M. Blair commented every business wants students with experience. We have extended learning opportunities. The Board discussed this issue further and thanked F. Bramante for his presentation.

5b. Other Issues of Importance: K. Craig explained there is an ELO Policy. Any student can sign up for it. A teacher has to agree. At this time there is no one person overseeing it. There is a policy.

6. BOARD CHAIR REPORT: R. Thackston informed the Board there will be a need for non-public sessions. The Sentinel reported Emerson has been removed from the Focus List. Hope this could be a victory lap for the District. You have seen changes and we are in a better place. Challenge going forward, this is the new normal. This building has fewer students. We do not have population growth. We have a big challenge. We are talking to Keene about education. The finances are so different. We are going to have less teachers, aides and administration. We have fewer students.

D. Hardy commented the District has added 140 students to her case load. She does not know how she will cover the students in the elementary schools. She was never consulted on this reduction of staff. R. Thackston stated he moved to Troy because he needed a reasonable place to educate his children. The aids and the staff in this District hold the District together. They take care of the students. We have always tried to say thank you. We had 11 retirees with a total of 319 years of service. You need to be more than a summer time soldier. You need to show up at the meetings. Seventy percent of the voters passed the lower budget. It was commented by a staff member that it is embarrassing what is going on. Do not ask more of us. We are already doing the most we can. Why do we want to be at the Deliberative Session and get talked down to? A lady in the audience asked when the last time a School Board Member was in the classroom. E. Stanley commented he goes to many meeting and gives back his School Board stipend. He commented we are all not doing all we can. L. Steadman explained we have a policy that allows School Board Members to go to the classrooms and go and read to the students. Erin White commented we are here to solve the

resolution and to seek your help. We are here for the same reason the students. E. Stanley said he does not do enough and we all have to do more.

MOTION: P. Bauries **MOVED** to change the agenda and allow Old Business before the Committee Reports. **SECOND:** J. Carnie. **DISCUSSION:** P. Bauries commented the membership composition change did not have a 2/3 vote. **VOTE:** 6.305/6.482/0/.213. **Motion fails.**

7. SCHOOL BOARD COMMITTEE REPORTS:

7a. Motions on Restructuring Committees: **MOTION:** M. Blair **MOVED** to accept the motion to change the composition of the committees, including the date and time as presented by R. Thackston. **SECOND:** E. Stanley. **DISCUSSION:** J. Carnie commented it is an attempt on what was done illegally at Camp Takodah. We have a policy and the committee appointments are done annually and appointed by the Chair and approved by the Board. It is an attempt to change the policy. This is about the removal of the Negotiating Committee. R. Thackston asked where is it written you need a 2/3 vote to change a policy. R. Smith would call the question. **VOTE:** 7.604/5.183/0/.213. **Motion passes.** J. Carnie said you need a 2/3 vote. R. Thackston does not agree. **MOTION:** E. Stanley **MOVED** to appoint the committee vacancies as presented by R. Thackston. **SECOND:** R. Smith. **DISCUSSION:** J. Carnie commented the Board broke 4 policies at the last meeting. The motion maker from the last meeting has not attended a number of meetings. To have both committees with the same members is not in the best interest of the Board. The members that resigned from the committees did so due to an invalid motion. The Board is shattered in half. L. Steadman commented the members resigned and we needed to fill the committees. M. Blair was on a lot of committees and this is a way to consolidate and it is also easier for the staff, administrators and Board. E. Jacod commented he did not resign from the committees. He has had one of the best attendance records. L. Corriveau and K. Craig agree meeting at 4:00 PM will be fine and more people will be able to attend. **VOTE:** 12.787/0/0/.213. **Motion passes.**

7b. Sports Committee: E. Stanley reported the committee met yesterday. They discussed the expansion of the weight room, not being able to hold State Track competitions, looking at Mt. Caesar for a soccer field and the 6th grade being part of the MS sports.

8. Old Business:

8a. J. Carnie commented he did not see the sealed minutes from the June 3, 2014 Non-Public Meeting. It was commented the attorneys were notified regarding the decision of the Board.

9. NEW BUSINESS:

9a. Motions from Other Committees as needed: **MOTION:** E. Stanley **MOVED** to set aside unexpended funds from HS/MS account #1420 Athletic Activities Account from the fiscal year 2014 in the amount of up to \$45,000. These funds would be used for, but not limited to weight room expansion, the purchase of a track scoring system, relocation of track throwing events, addition of new fields and other athletic activities and equipment.

SECOND: B. Tatro. **DISCUSSION:** Rational: The weight room would be expanded from approximately 1000 square feet to 1400 square feet. There is currently room for approximately 10 athletes to train safely. There are consistently students waiting to use the weight room because of lack of space. This would enable more student athletes to safely train. Monadnock is unable to host any state track events because there is no electronic scoring available and because the throwing events are located too far away from the track. This would allow the scoring system to be purchased and the weight events to be moved. The lower soccer / lacrosse fields flood on a regular basis. There is no economical way to fix this. There is room for other field(s) behind Mount Caesar (had been cleared fairly recently). The Facilities Manager and Athletic Director will investigate putting a soccer field/lacrosse field at this location (with the hopes of being able to add at least one field). E. Jacod asked if E. Stanley was taking D. Hardy out to dinner to tell her that we are spending money on this. E. Stanley commented this will benefit all the students. P. Bauries asked how much do we have left over. J. Fortson informed the Board there is over \$45,000.00. P. Bauries would prefer the Sports Committee come back with a priority list on exactly what they will do regarding time and cost. M. Blair commented any work to be done will be approved by the Board. L. Steadman asked why the balance is so large. J. Fortson explained there is \$19,000.00 extra in coach's stipends, \$14,000.00 in other fees and \$5000.00 in athletic supplies. W. Wright is concerned moving the fields to Mt. Caesar looks like a renovation project. **VOTE:** 8.712/2.953/1.121/.213. **Motion passes.**

9b. Action on the Manifest: MOTION: L. Steadman **MOVED** to accept the manifest in the amount of \$1,585,803.00. **SECOND:** E. Jacod. **DISCUSSION:** M. Blair asked if we have the money. J. Fortson answered yes. **VOTE:** 11.665/0/1.121/.213. **Motion passes.**

9c. New Business: MOTION: B. Tatro **MOVED** to have the Board review the resolution presented tonight and to send it to the Education/Policy Committee. **SECOND:** M. Blair. **VOTE:** 12.787/0/0/.213. **Motion passes.**

W. Wright thanked the teachers at Monadnock for their efforts regarding the outstanding accomplishments of the CCC students in the Construction Trade Class.

10. SETTING NEXT MEETING'S AGENDA:

1. Teacher's Contract Discussion.

11. Public Comments: K. Goodenough asked about the gag order. She commented the SAU and the Board should make the staff feel good about their working environment. Some teachers received their pink slips in April. The SAU is moving into the building why not wait until the end of the school year. K. Craig commented the SAU has not moved into the building. The furniture piled is because of the renovations. K. Goodenough commented that is not a safe solution. The MRSD was ranked 13th in the State. We managed to do that with good press before the gag order and contracts. She hopes that we can continue a positive attitude. We need to talk about positive things. R. Thackston asked about the gag order and explained per NH law the District has to pink slip prior to April 15. She said she heard from staff not to attend and not to talk for fear of retaliation. You have a hostile environment. R. Thackston stated he appreciated what was brought forward tonight. K. Goodenough

commented it is a PR issue. J. Carnie commented we publish by law the meetings in advance. We comply with the open meeting law. K. Goodenough would like the Board to educate the public on where the meetings are posted. J. Carnie commented the public has to have the responsibility to do some work. L. Steadman said the CRC will post it on Face book. J. Carnie asked if someone has told the teachers not to speak in the public meetings per the gag order.

D. Coffman congratulated the Board on the athletic decision. It will bring economics and a sense of pride. Forty-five thousand dollars will not hire a counselor.

A lady spoke about the gag order she said the staff is fearful of speaking. It is a big issue. She does not know who started it. Another lady said the staff was told to watch their tone and their words.

Dave Cairns attends the meetings and read the minutes. He appreciates the focus on education. We have the administration to run the District and the Board to supervise the SAU. His children's futures are important. My kids are taking many standardized tests. We need to teach and get beyond the bickering.

J. Carnie commented the Education and Finance Committee Minutes were posted on the website every time. P. Bauries had been very good about that. Some of the other committees were 5 months behind. J. Carnie spoke to L. Reinhart about the policies not being posted. L. Steadman commented it was an oversight of the Policy Committee. M. Blair explained we do not maintain the web site. We have a SAU website person. M. Blair commented the Policy Committee did not have a quorum for 5 month and that is why there are no minutes posted.

A man asked about applying to River Valley as a requirement for graduation. R. Thackston said it is not a requirement. We are not a feeder school for River Valley. L. Corriveau commented we have 20 seniors who were accepted to River Valley. We are encouraging students to attend college. We are developing a relationship with River Valley.

J. Hebert asked about the new homework policy. L. Steadman commented the students will be graded on competency. They will not fail for not passing in their homework. K. Craig commented it will not be used towards a grade. The student will not fail due to not doing homework. J. Hebert commented they need to be held accountable for their homework. She asked how many teachers were asked about the policy. K. Craig explained the policy was given to the principals to bring back to the teachers. L. Steadman explained the Board read the policy at one meeting and voted on it at the next meeting.

Elliot Kaplan commented the policy was brought to the staff and K. Craig brought it back to the principal.

A lady in the audience commented on the amount of time the policy states should be done on homework.

Alice Garrapy commented on the great turnout and allowing the public to speak.

- 12. 11:56 PM MOTION:** P. Bauries **MOVED** to enter into Non-Public Session under RSA 91-A:3 II (a) Compensation: **SECOND:** R. Smith **VOTE:** J. Carnie, P. Peterson, R. Smith, M. Blair, W. Wright, B. Faulkner, E. Jacod, R. Thackston, Stanley, L. Steadman, B. Tatro and P. Bauries. 12.787/0/0/.213. **Motion passes.**
- 13. 12:02 PM MOTION:** E. Jacod **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, L. Steadman, B. Tatro, R. Smith, R. Thackston, B. Faulkner, W. Wright, M. Blair, E. Jacod, E. Stanley and P. Bauries. 12.787/0/0/.213. **Motion passes.**
- 14. 12:12 PM MOTION:** R. Smith **MOVED** to enter into Non-Public Session under RSA 91-A:3 II (b) Hiring of a Public Employee **SECOND:** E. Jacod **VOTE:** J. Carnie, P. Peterson, L. Steadman, B. Tatro, R. Smith, B. Faulkner, R. Thackston, W. Wright, M. Blair, E. Jacod, E. Stanley and P. Bauries. 12.787/0/0/.213. **Motion passes.**
- 15. Motion to adjourn: MOTION:** E. Jacod **MOVED** to adjourn the meeting at 12:36 AM. **SECOND:** R. Smith **VOTE:** 9.475/3.311/0/.213. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording secretary