

Monadnock Regional School District & SAU #93

School Board Agenda

February 6, 2024

In-Person MRMHS Library 7:00 pm

Zoom

Meeting ID: 82331515575 Passcode: 917939 Phone: (US) +1 312-626-6799

The public is encouraged to attend MRSD Board meetings.

Comments are welcome during the 'Public Comments' portions of the agenda.

"We collaborate not just to teach, but also to engage and educate every student in our district in an environment that is challenging, caring, and safe, while fostering lifelong learning."

1. CALL THE MEETING TO ORDER 7:00
2. PUBLIC COMMENTS (15 minutes)
3. MATTERS FOR SCHOOL BOARD INFORMATION & DISCUSSION
 - a. 2023/24 School Board Goals
 - i. Hire new Superintendent - ✓
 - ii. Document Educational Philosophy - ✓
 - iii. Propose First Educational Strategy - ⚠
 - iv. Complete Annual CIP - ✓
 - v. Propose Project-Specific Warrant Articles - ✓
 - vi. Cohort Study - ⚠
 - b. Overview of upcoming board self-evaluation
 - c. Student Government Report
 - d. Recap from Deliberative Session
4. MATTERS THAT REQUIRE BOARD ACTION
 - a. Timing of June 2024 Graduation Ceremony
 - b. *Northlands Music & Arts Festival Donation (\$3,000) to MRMHS Music
 - c. *MRMHS Volleyball Club
 - d. *Warrant Articles in Plain English
 - a. * Approve the Consent Agenda
 - i. January 2nd, 2024 Minutes
 - ii. January 23rd, 2024 Minutes
 - iii. Manifest
 - iv. Budget Transfer
5. SETTING NEXT MEETING'S AGENDA
 - a. Board Meeting February 20th
6. PUBLIC COMMENTS (15 minutes)
7. NON-PUBLIC SESSIONS under RSA 91-A:3. II
 - a. * TBD as needed
8. ADJOURNMENT

**Indicates an item requiring action. The order of the agenda is subject to change.*

RSA 94-C:3 – Single District School Administrative Units; Exemption. Single district school administrative units shall be considered the same as a single school district and shall be exempt from meeting the requirements of this chapter, except that they shall provide superintendent services pursuant to RSA 194-C:4

NONPUBLIC SESSIONS

RSA 91-A:3– II. Only the following matters shall be considered or acted upon in nonpublic session:

- (a) **The dismissal, promotion, or compensation of any public employee** or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.
- (b) The **hiring** of any person as a public employee.
- (c) Matters which, if discussed in public, would likely adversely affect the **reputation** of any person, other than a member of the public body itself, unless such person requests an open meeting.
- (d) Consideration of the **acquisition, sale, or lease of real or personal property** which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.
- (e) **Consideration or negotiation of pending claims or litigation** which has been threatened in writing or filed by or against the public body or any subdivision thereof, or by or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled.
- (i) Consideration of matters relating to the **preparation for and the carrying out of emergency functions**, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.
- (j) **Consideration of confidential, commercial, or financial information** that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A.
- (k) Consideration by a school board of entering into a **student or pupil tuition contract** authorized by RSA 194 or RSA 195-A,
- (l) **Consideration of legal advice provided by legal counsel**, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.

CALENDAR OF UPCOMING MRSD MEETINGS:

2/6/2024	Finance & Facilities Committee	6:00 pm	SAU Conference Room
2/6/2024	MRSD/SAU 93 School Board	7:00 pm	MRMHS Library
2/8/2024	Extra-Curricular Committee	6:00 pm	SAU Conference Room
2/8/2024	Policy Committee	7:00 pm	SAU Conference Room
2/8/2024	Superintendent Search Committee (following Policy Committee)		
2/13/2024	Finance & Facilities Committee	6:00 pm	SAU Conference Room
2/20/2024	MRSD/SAU 93 School Board	7:00 pm	MRMHS Library
2/27/2024	Education Committee	6:00 pm	SAU Conference Room
3/5/2024	MRSD/SAU 93 School Board	7:00 pm	MRMHS Library

Meetings will be in person for all Board & Committee Members. The public is encouraged & welcome to attend either in person or through Zoom. Public comments are welcome in person during the ‘Public Comments’ portions of the agenda.

**** Please note: All Committee Meeting dates, times, and locations are posted in the SAU 93 Reception Lobby, on the MRSD website calendar, and in the schools and towns of MRSD. In the event of a snow day, the school board meeting will be planned for the following school day.****

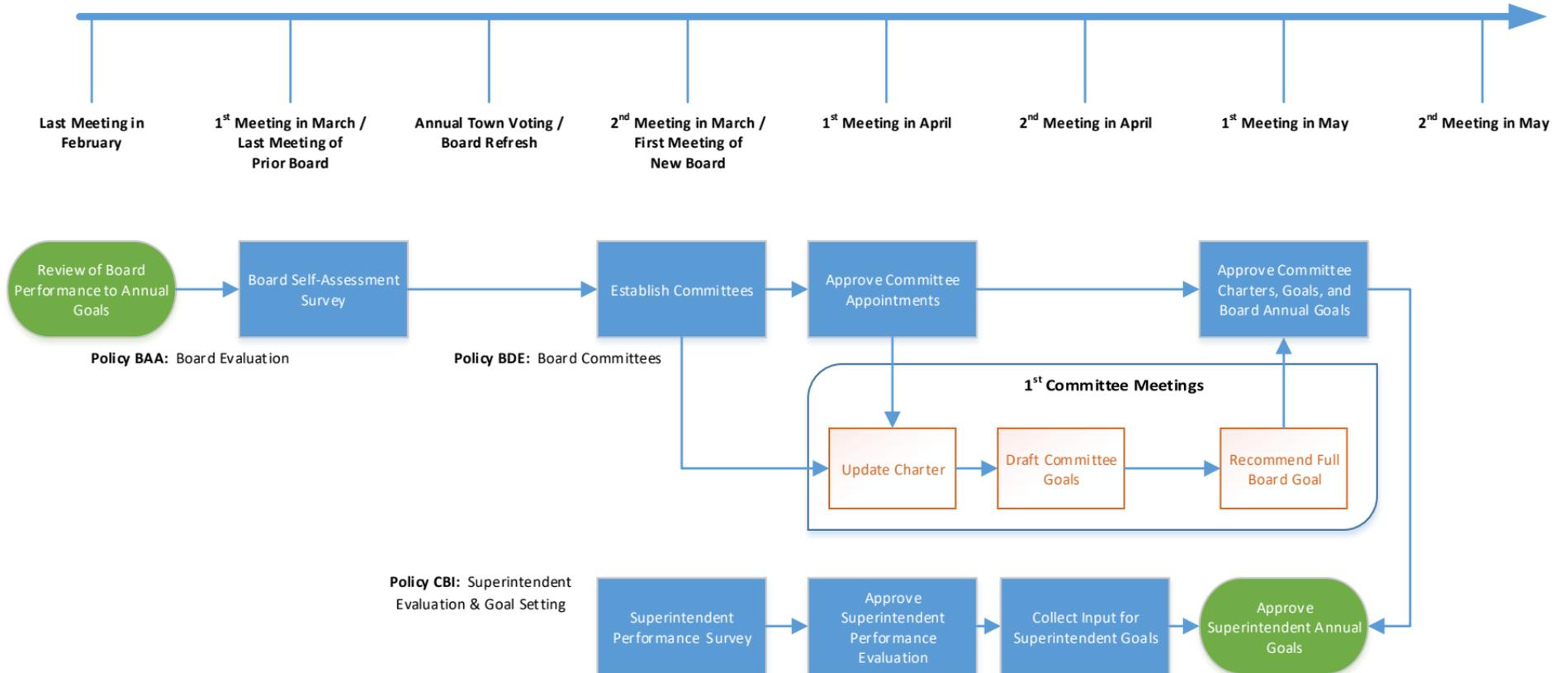
MRSD School Board

Strategic Goals 2023/24

Board Approved 8/22/2023

1. By the final meeting of this board (3/5/2024), interview, select, and hire a new Superintendent to begin employment with the district on or before 7/1/2024
2. By 10/31/2023, document the School Board's educational philosophy and first long-term educational strategy, to be included in the FY2024/25 proposed budget
3. By 10/31/2023, complete the annual Capital Improvement Plan. Present recommendations for the next wave of SAU or MRMHS capital projects to be included in the proposed budget, a warrant article, or a specific strategy to fund either of the related trust funds via warrant article
4. At the second monthly board meeting from September through February, the board will receive a report and then study a specific cohort of students. On or before the end of this school board's term (3/11/2024), combine these studies with the work of this year's Education committee, and craft one or more continuous improvement initiatives for the cohort and/or the next generation of students
 - a. Proposed cohort
 - i. Grade 5 (class of 2031)
 - ii. Grade 8 (class of 2028)
 - iii. Grade 11 (class of 2025)
 - b. Areas of study: Aligned with the Education Committee's defined measurement categories:
 - i. Ready for School
 - ii. Competency
 - iii. Growth
 - iv. Achievement
 - v. Work Ethic
 - vi. Behavior
 - vii. Attendance
 - viii. Nutrition
 - ix. Ready to Launch

MRSD Board Goal Setting Cycle Revised 3/13/2021



Monadnock Regional School District (MRSD)
School Board Meeting Minutes
January 2, 2024
Monadnock Regional Middle/High School, Swanzey, NH

Members Present: Kristen Noonan, Scott Peters, Edmond LaPlante, Lisa Steadman, Stephanie Lawlor, Eric Stanley, Betty Tatro, Dan LeClair, Brian Bohannon, Jeff Cesaitis, Gina Carraro and Jennifer Strimbeck. **Absent:** Cheryl McDaniel-Thomas.

Administration Present: J. Rathbun, Superintendent

1. CALL THE MEETING TO ORDER at 7:00 PM. S. Peters called the meeting to order at 7:00 PM.

2. PUBLIC COMMENTS: H. Ryan of Swanzey explained that he was in the Band when he attended Monadnock. He said the Band is not quite like it was when he was in school. Being a part of the Band impacts student future careers in that field as well as other fields. He would like to see additional funds for the Band Program. He would like students to have the opportunity that he was given.

P. Ryan of Swanzey also commented on the Band Program. She is a member of the Band. She mentioned that the Band no longer performs at sporting events or goes to the elementary schools to encourage the students to participate. She said the Band Program has about 25 members. She is very disappointed in the program. COVID altered the Band experience. She would suggest rebuilding the outreach and play out in the community. Increase the success of the Band. This is not a talent issue, it is a motivational issue.

H. Dean of Swanzey explained that she had contacted members of the Board regarding the graduation date. She is requesting that the Board put the graduation on the next agenda which is January 16, 2024 per Policy BEDB.

S.Tatro of Swanzey would like to echo H. Dean. She explained at the December 12, 2023 meeting with a lot of discussion she felt there was a charge to come back to this meeting with another discussion or recommendation to plan a project graduation. We want a safe, comfortable and special space for students. Monadnock graduation is the same date as Keene High. The timeline is getting tougher and shorter. The parents need the answers.

S. Peters explained that he had it on the last agenda but there was no quorum. He decided not to add it to this agenda with the Superintendent transition. Keene could not be contacted

during the holidays. It will be on the agenda for January 16, 2024. If there is time tonight it may be possible but there are a lot of items on the agenda.

3. Celebrate # MRSD: Superintendent Rathbun said they are glad to have the students and staff back happy and healthy.

This will be Superintendent Rathbun's first Board Meeting in his new position. Congratulations!!

4. MATTERS FOR SCHOOL BOARD INFORMATION & DISCUSSION:

- a. 2023/24 School Board Goals:** The Board reviewed the list of Board Goals.
 - i. Hire New Superintendent:** The Board has hired J. Rathbun as the new Superintendent.
 - ii. Document Educational Philosophy:** The Education Committee has completed this process and the Board voted on it.
 - iii. Propose First Educational Strategy:** This is work of the Education Committee to the Board.
 - iv. Complete Annual CIP:** The Finance and Facilities Committee completed the Annual CIP and it was approved by the Board.
 - v. Propose Project-Specific Warrant Articles:** There are no project specific warrant articles being proposed.
 - vi. Cohort Study:** This study continues and is regularly presented by J. Rathbun to the Board.
- b. Education Report: Behavior:** J.Rathbun commented that Behavior in general seems minor but if there is no code of conduct and the student is not ready to learn it is very hard to teach them. He hears if they do not behave, kick them out. J. Rathbun explained that this is a public school and there are laws. He presented information with 3 tiers of behavior. Tier One is the majority of the kids in which issues are dealt with in the classroom, Tier Two is detention and loss of privileges and Tier Three is for the heavy hitters. Polly Bath who is paid for with Title II funds goes into each school and builds MTSS expectations. The plans for the individual schools are available. Emerson has theirs displayed on the walls and on the website. J. Rathbun explained it is not considered a menu of consequences. It gives everyone the same set of circumstances you need to have a clear set of guidelines. J. Rathbun commented that there are more students in Tier 2 due to disrespect and not doing work. J. Rathbun commented that in order for the Tier 1 students not to turn into Tier 2 they are looking at a program at the Hillsborough/Deering School District. They have an alternative school on site. They do things differently and have a lot of success. It is a great idea but space is an issue here and how is it funded. It is true that some behaviors that are the same do not have the same consequences for reasons that cannot be discussed. There needs to be clear

guidelines and more discussion on this. ALMA keeps track of protected data, disrespect, safety issues, refusal and disruption. The actual infractions are listed and reported to the State such as bullying and violence. With the adding of the At-Risk Counselor it is realized that a lot of the behavior is from deeper issues. With the counselors in place it has significantly decreased the number of issues. A different approach to bad behavior before suspension, progressive discipline and behavior before throwing a chair. Is it bad behavior or mental health? It is typically hard in the 8th grade. We see a lot of issues with behavior. G.Carraro asked if the district is over using ISS after she reviewed the numbers. J. Rathbun explained we have a new assistant principal and he is holding the line. It is very tough in Middle School. B. Bohannon commented that it is a tough adjustment for the 7th and 8th grade students coming in from different elementary schools. Are we getting all of the students on the same level? J. Rathbun explained there are general expectations in all of the schools. Expected behavior and expectations are not all the same but we need to have that conversation for the step up. B. Bohannon asked why the different standards for each elementary school, why so many choices. J. Rathbun explained there are 5 schools, 300 staff members and he is not in the schools. There needs to be a buy in which is in every job. Buy in from the employees. S.Peters commented that we are not here to propose ideas tonight. J.Rathbun said that MTSS for each school will be out to the parents. At Emerson it is part of their culture. The elementary schools' counselors and the Guidance Wellness Class have made positive changes in the schools. Parent outreach is the school's job and one way to do that is possibly a podcast. NEASC is currently in the cycle process. J. Rathbun and the elementary school principals will be going to Texas in January to attend a Summit with Robert Mazano. When they return they will sit and discuss to see if this will work. He did mention that we do need an alternative school on site and an on-sight OSS but in a different building. O.Higgins commented that students do not take ISS seriously. OSS is not a solution to the problem.

c. Student Government Report: Owen Higgins the Student Government Representative explained that the Student Government has not met but will be meeting next Wednesday. Currently nothing has changed.

d. Cheshire Career Center Update: S.Peters, L. Steadman and K. Noonan from the Board will be attending a working session at the CCC. J. Rathbun will also attend. The agreement is reviewed every 3 years. He said honestly there is not anything very upsetting in it. It was commented that Monadnock does not feel as if they have a voice at the CCC.

5. MATTERS THAT REQUIRE BOARD ACTION:

a. Proposed Warrant Articles:

i. Proposed Budget: J. Rathbun explained that the Board had asked the administration to reduce the proposed budget to less than \$38,000,000.00. J. Morin and C. Woods were able to find an additional \$150,000.00 in Special Education Contracted

Services. He also explained that there are 2 teachers retiring. The cost savings would be \$188,060.00 if they were not replaced. Reducing those positions would also reduce the default budget. He is confident with the reduction of those teachers it could work with class size. He gave a few examples of multi age classrooms and commented on the size of the Kindergarten in Gilsum next year. He explained the classes in the District and the class sizes recommended by the State. G. Carraro is concerned with reducing teachers. J. Rathbun said that the District is lower in class size than the State. G. Carraro is concerned with behavior issues. Another option to reduce the proposed budget is to reduce 2 At Risk Counselors and the Guidance Coordinator. The last option is to reduce 3 para professionals who are retiring. All of the 3 options bring the proposed number below \$38,000,000.00 and staffing effects the default. K. Noonan would suggest Option #1 which is to reduce the 2 retiring teachers from the proposed budget. **MOTION:** K. Noonan **MOVED** to approve Article One as written with a proposed budget of \$37,950,006.00. The elimination of 2 teaching positions will be through planned attrition (retirement), and adjusts the default budget to \$37,112,717.00. **SECOND:** L. Steadman. **DISCUSSION:** K. Noonan explained her reason for this option. She does not want to do this but this is the best option. J. Rathbun explained that no one believes that there is a big bubble of students coming into the District. The administration has talked to the area Selectboards and K. Barker. No one is predicting an increase in students. It was commented that when we have better schools people want to move here and we will have the space. **VOTE:** 11.868/0/0/1.132. **Motion passes.**

ii. **Specialists Contract:** J.Rathbun had contacted J. O'Shaughnessey regarding the wording on Article Two about the positions which are grant funded. There was a long email and the recommendation is that the District is better off to leave it alone. If you add the language it is confusing. If Article Two fails we can still use the grant funds. **MOTION:** B. Bohannon **MOVED** to approve Warrant Article Two the Specialists Contract as written. **SECOND:** S.Lawlor. **VOTE:** 11.868/0/0/1.132. **Motion passes.** L. Steadman will send the summary page to the Budget Committee.

b. **Program of Studies:** J.Rathbun explained the Program of Studies really needs to be approved at the next meeting. If there is push back it slows the school down. S.Peters suggested if there are any questions from the Board to email ahead of the next meeting. J. Rathbun explained that the pre-requisites in Art and Music have changed and there are format changes. The Board discussed class sizes. J. Rathbun explained that not every class in the Program of Studies will run. It may be because of size and interest among other things. **MOTION:** B. Bohannon **MOVED** to approve the Program of Studies for the 2024-25 School Year as presented by J. Rathbun. **SECOND:** B.Tatro. **DISCUSSION:** J. Cesaitis asked about the programs through the CCC and where is that information available. K. Noonan mentioned the website. J. Rathbun said that representatives from the CCC have already talked to our kids. **VOTE:** 8.937/1.098/1.834/1.132. **Motion passes.**

c. **Approve the Consent Agenda**

i. **December 12th, 19th & 27th, 2023 Minutes (public only)**

ii. **Manifest: \$1,965,384.40. MOTION: B.Bohannon MOVED** to approve the consent agenda which includes the December 12, 2023, December 19, 2023 and December 27, 2023 Meeting Minutes and the Manifest in the amount of \$1,965,384.40. **SECOND: B. Tatro. VOTE: 11.868/0/0/1.132. Motion passes.**

d. **Sealed Minutes:** The Board will vote on the SEALED Minutes in Non-Public Session.

e. **Vote on adding agenda item: MOTION: K. Noonan MOVED** to add the discussion regarding the graduation date to the agenda. **SECOND: B. Bohannon. VOTE: 11.868/0/0/1.132. Motion passes.** B. Bohannon asked what information the Board would need to know in order to make a decision at the next meeting. L.Steadman would suggest a survey for the seniors and their parents through ALMA emails per Policy ILD. B.Bohannon asked what data we are looking for through the survey. **MOTION: L. Steadman MOVED** to generate a survey to graduating seniors and their parents to collect preferences for graduation date and time. **SECOND: B. Tatro. DISCUSSION: J.Rathbun** explained that the Board had asked for a solution and the calendar was discussed and approved in February. D. LeClair commented whatever the Board does someone will be upset. E.Stanley commented that Keene High School changed their date. J. Rathbun will reach out to the administration at KHS. K. Noonan commented that parents had asked the Board to change the date and students had concerns because of sports, the Board listened to the concerns and finally changed it. Someone suggested Sunday and J. Rathbun said it could not be Sunday because of religious services. L.Steadman commented the survey would be to gather data. We are not discussing the motion. J. Rathbun commented we will not get every parent to participate. L.Steadman would suggest the survey to close at 5 PM on January 16, 2024. **VOTE: 4.132/6.742/.995/1.132. Motion fails. MOTION: E. Stanley MOVED** to ask the administration to contact Keene High School to change their graduation date. **SECOND: D.LeClair. VOTE: 8.541/2.196/1.131/1.132. Motion passes.** B. Bohannon asked if it is possible to make the change to the calendar. J. Rathbun explained the administration will do what the Board wants us to do. The administration does not have a recommendation.

6. SETTING NEXT MEETING'S AGENDA:

- a. **Band Concerns**
- b. **Graduation Time and Date**
- c. **Public Hearing**
- d. **Prepare for Deliberative Session**

7. **Public Comments:** S.Tatro is also concerned about the Band Program. She would also ask anyone with concerns or questions regarding graduation to email her.

H. Dean commented that she as well misses the Band at sporting events. She mentioned

MTSS which is used in her district. She said that communication between her children's teachers is a little better at the elementary level. S. Tatro mentioned that she received a newsletter from the Middle School. H. Dean commented that there are grandparents who have grandchildren graduating in both districts, how do they decide. She asked why the change now? *E.Stanley leaves the meeting.*

8. 9:31 PM Motion to Enter into Non-Public Session under RSA 91-A:3, II (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. MOTION: K. Noonan **MOVED** Motion to enter into Non-Public Session under RSA 91-A:3, II (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. **SECOND:** S.Lawlor **VOTE:**10.737/0/0/2.263. **Motion passes.**

9. RETURN TO PUBLIC SESSION

10. 9:46 PM Motion to Enter into Non-Public Session under RSA 91-A:3, II (b) The hiring of any person as a public employee. MOTION: K. Noonan **MOVED** to enter into Non-Public Session under RSA 91-A:3, II (b) The hiring of any person as a public employee. **SECOND:** S. Peters **VOTE:** 10.737/0/0/2.263. **Motion passes.**

11. ADJOURNMENT: MOTION: K. Noonan **MOVED** to adjourn the meeting at 9:49 PM. **SECOND:** L. Steadman **VOTE:** 10.737/0/0/2.263. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording Secretary

VOTING KEY:Yes/No/Abstain/Absent

**Monadnock Regional School District
School Board Meeting Minutes
Non-Public Session (Not Yet Approved)
January 2, 2024
Monadnock Middle/High School Library, Swanzey, NH**

Members Present: Scott Peters, Kristen Noonan, Jeff Cesaitis, Lisa Steadman, Betty Tatro, Gina Carraro, Edmond LaPlante, Dan LaClair, Brian Bohannon, Jennifer Strimbeck and Stephanie Lawlor. **Absent:** Eric Stanley and Cheryl McDaniel-Thomas.

Administration Present: J. Rathbun, Superintendent

9:31 PM Non-Public Session RSA 91-A:3 II (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting.

Issue #1: J. Rathbun informed the Board of the resignation of Carlos Callazo.

Issue #2: MOTION: S. Lawlor **MOVED** to approve up to 5 days of unpaid leave for Brooke Olson. **SECOND:** G. Carraro. **VOTE:** 7.493/2.249/0.995/2.263. **Motion passes.**

Issue #3: MOTION: J. Strimbeck **MOVED** to approve up to 5 days of unpaid leave for Amber Young-Hager. **SECOND:** G. Carraro. **VOTE:** 9.619/0/1.118/2.263. **Motion passes.**

Issue #4: MOTION: K. Noonan **MOVED** to approve the December 5, 2023 SEALED Non-Public School Board Meeting Minutes as written. **SECOND:** S. Lawlor. **VOTE:** 8.611/0/2.126/2.263. **Motion passes.**

Issue #5: MOTION: K. Noonan **MOVED** to approve the December 12, 2023 SEALED Non-Public School Board Meeting Minutes as written. **SECOND:** B. Tatro. **VOTE:** 9.605/0/1.132/2.263. **Motion passes.**

MOTION: K. Noonan **MOVED** to leave Non-Public Session. **SECOND:** S. Lawlor **VOTE:** 10.737/0/0/2.263. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

**Monadnock Regional School District
School Board Meeting Minutes
Non-Public Session (Not Yet Approved)
January 2, 2024
Monadnock Middle/High School Library, Swanzey, NH**

Members Present: Scott Peters, Kristen Noonan, Jeff Cesaitis, Lisa Steadman, Betty Tatro, Gina Carraro, Edmond LaPlante, Dan LaClair, Brian Bohannon, Jennifer Strimbeck and Stephanie Lawlor. **Absent:** Eric Stanley and Cheryl McDaniel-Thomas.

Administration Present: J. Rathbun, Superintendent

9:46 PM Non-Public Session RSA 91-A:3 II (b) The hiring of any person as a public employee:

Issue #1: MOTION: K. Noonan **MOVED** to accept the nomination of Jennifer Martz presented by Superintendent Rathbun for the Social Worker position at Cutler.

SECOND: S. Lawlor. **VOTE:** 9.619/0/1.118/2.263. **Motion passes.**

MOTION: K. Noonan **MOVED** to leave Non-Public Session. **SECOND:** J. Strimbeck
VOTE: 10.737/0/0/2.263. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

Monadnock Regional School District (MRSD)
EMERGENCY MEETING
School Board Meeting Minutes
January 23, 2024 (Not Yet Approved)
ZOOM, Swanzey, NH

Members Present: Kristen Noonan, Betty Tatro, Lisa Steadman, Scott Peters, Stephanie Lawlor, Cheryl McDaniel-Thomas, Jeff Cesaitis, Gina Carraro and Jennifer Strimbeck. **Absent:** Eric Stanley, Dan LeClair, Brian Bohannon and Ed LaPlante.

Administration Present: J. Rathbun, Superintendent and J. Morin, Business Administrator.

1. **CALL TO ORDER:** S.Peters called the meeting to order at 7:00PM. He explained that this Emergency Meeting was called to order only for certain issues, the warrant, the manifest and a non-public session. These items can not wait until the next regular Board Meeting. The last meeting was canceled due to the weather.

2. **Public Comments:** There were no public comments.

3. **MATTERS THAT REQUIRE BOARD ACTION:**

a. **Warrant Articles:** L. Steadman explained that at the Budget Committee Meeting the committee reduced the proposed budget by \$200,000.00. They felt that there is wiggle room in the proposed budget. D. Coffman felt with the number of vacancies being filled there might not be so many subs. The Budget Committee would like to have a united front with the Board regarding their proposed budget. **MOTION:** L. Steadman **MOVED** to support the revised proposed budget warrant article in the amount \$37,750,000.00 for the 2024/25 year. **SECOND:** B. Tatro. **DISCUSSION:** J. Morin explained that there was a change in an out of district tuition transportation which would help with half of the \$200,000.00 which the district would need to find and the other half would be in the reduction of salaries and benefits. They are not reducing positions. This reduction will change the bottom line. She said that typically she would not suggest this but she felt it would be okay. She explained that not all of the new teachers hired will be a Master 7 and require a 2-family health benefits. The administration is willing to take the risk. The administration does not want to reduce positions. She did say she will not do this any other year. K. Noonan said it is very frustrating that the Budget Committee is working this way. It is not good budgeting to force us to cut for the sake of cutting. She is proud of the administration for finding the funds. C.McDaniel-Thomas commented that the 1 million warrant article has been absorbed in the budget. We are being asked to reduce but feel a little disappointed that they did not realize that the million plus warrant article was absorbed. S.Peters said he does not see any wisdom in not supporting. **VOTE:** 8.487/0/0/4.513. **Motion passes.**

b. Manifest: J. Morin would invite Board Members to come to the SAU and sign the warrant and also the manifest. **MOTION:** S.Peters **MOVED** to approve the manifest in the amount of \$1,265,802.09. **SECOND:** S.Lawlor. **VOTE:** 8.487/0/0/4.513. **Motion passes.**

4. Public Comments: S.Lawlor said she was asked to get clarification. She asked if the 2 staff members retiring and not being replaced in the budget were regular education teachers. J.Rathbun said yes.

5. Enter into Non-Public Session under RSA 91-A:3-II (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests a meeting. MOTION: K. Noonan **MOVED** to enter into Non-Public Session under RSA 91-A:3-II (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests a meeting. **SECOND:** L.Steadman. **VOTE:** 8.487/0/0/4.513. **Motion passes.**

6. ADJOURNMENT: MOTION: K. Noonan **MOVED** to adjourn the meeting at 7:39 PM. **SECOND:** C.McDaniel-Thomas **VOTE:** 8.487/0/0/4.513. **Motion passes.**
Respectfully submitted,

Laura L. Aivaliotis
Recording Secretary

VOTING KEY:Yes/No/Abstain/Absent

**Monadnock Regional School District
EMERGENCY MEETING
School Board Meeting Minutes
Non-Public Session (Not Yet Approved)
January 23, 2024
ZOOM Meeting, Swanzey, NH**

Members Present: Scott Peters, Kristen Noonan, Cheryl McDaniel-Thomas, Jeff Cesaitis, Lisa Steadman, Betty Tatro, Gina Carraro, Jennifer Strimbeck and Stephanie Lawlor. **Absent:** Eric Stanley, Edmond LaPlante, Dan LaClair and Brian Bohannon,

Administration Present: J. Rathbun, Superintendent and J. Morin, Business Administrator

7:24 PM Non-Public Session RSA 91-A:3 II (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting.

Issue #1: J. Rathbun explained that this issue being discussed is something L. Walker was working on and during the transition it got lost. Dane Badders is asking to retire and to ask the Board to waive the 18-month notice. The administration would recommend this. **MOTION:** K. Noonan **MOVED** to approve the retirement of Dane Badders as recommended by the administration. The retirement will take effect within the next few days. **SECOND:** S. Lawlor. **VOTE:** 8.487/0/0/4.513. **Motion passes.**

Issue #2: **MOTION:** K. Noonan **MOVED** to waive the 18 month notice of retirement for Dane Badders. (payment in June 2024). **SECOND:** C. McDaniel-Thomas. **VOTE:** 7.390/1.098/0/4.513. **Motion passes.**

MOTION: K. Noonan **MOVED** to leave Non-Public Session. **SECOND:** C. McDaniel-Thomas **VOTE:** 8.487/0/0/4.513. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

**February 6, 2024 School Board Meeting
Budget Transfer**

Budget Transfer

1. Requested by: Janel Morin, Business Administrator

FROM: 01.1100.51100.00.00000	MRMHS Reg Inst Salary	\$46,037.00
01.1100.51150.00.00000	MRMHS Reg Ed Para Salary	\$12,255.00
01.1100.52110.00.00000	MRMHS Reg Inst Health	\$21,391.00
01.1100.52120.00.00000	MRMHS Reg Inst Dental	\$945.00
01.1100.52220.00.00000	MRMHS Reg Inst Fica	\$10,500.00
01.1100.52300.00.00000	MRMHS Reg Inst Retirement	\$25,136.00
01.1100.52310.00.00000	MRMHS Reg Inst N/T Retire	\$1,400.00
01.1200.51150.00.00000	MRMHS Spec Inst Para Sal	\$22,294.00
01.1200.52110.00.00000	MRMHS Spec Inst Health	\$43,769.00
01.1200.52220.00.00000	MRMHS Spec Inst Fica	\$4,721.00
01.1200.52310.00.00000	MRMHS Spec Inst N/T Retire	\$3,160.00
01.2110.51100.00.00000	MRMHS Social Work Salaries	\$25,675.00
01.2110.52110.00.00000	MRMHS Social Work Health	\$10,695.00
01.2110.52120.00.00000	MRMHS Social Work Dental	\$474.00
01.2110.52220.00.00000	MRMHS Social Work Fica	\$1,964.00
01.2110.52300.00.00000	MRMHS Social Work Retire	\$5,042.00
01.2222.51150.00.00000	MRMHS Library Para	\$11,580.00
01.2222.52110.00.00000	MRMHS Library Health	\$10,563.00
01.2222.52120.00.00000	MRMHS Library Dental	\$450.00
01.2222.52220.00.00000	MRMHS Library Fica	\$1,180.00
01.2222.52310.00.00000	MRMHS Library N/T Retire	\$1,566.00
01.2400.51250.00.00000	MRMHS Admin Asst	\$5,500.00
01.2400.52110.00.00000	MRMHS Admin Health	\$33,500.00
01.2400.52120.00.00000	MRMHS Admin Dental	\$2,000.00
01.2400.52220.00.00000	MRMHS Admin Fica	\$800.00
01.1200.51100.03.00000	Troy Spec Ed Salaries	\$25,000.00
01.1200.52110.03.00000	Troy Spec Ed Health	\$10,200.00
01.1200.52300.03.00000	Troy Spec Ed Retirement	\$11,500.00
01.2620.51170.03.00000	Troy Custodial Salaries	\$10,000.00
01.2620.52110.03.00000	Troy Custodial Health	\$18,500.00
01.2620.52120.03.00000	Troy Custodial Dental	\$900.00
01.2620.52310.03.00000	Troy Custodial Retirement	\$1,200.00
01.1100.52110.04.00000	Emerson Reg Inst Health	\$14,100.00
01.1125.52110.04.00000	Emerson Reading Imp Health	\$8,150.00
01.1200.51150.04.00000	Emerson Spec Ed Para Sal	\$25,000.00
01.1200.52110.04.00000	Emerson Spec Ed Health	\$22,381.00
01.1200.52220.04.00000	Emerson Spec Ed Fica	\$4,000.00
01.1200.52310.04.00000	Emerson Spec Ed N/T Retire	\$4,026.00
01.1100.51100.06.00000	Gilsum Reg Inst Salaries	\$18,500.00
01.1100.52110.06.00000	Gilsum Reg Inst Health	\$14,000.00
01.1100.52220.06.00000	Gilsum Reg Inst Fica	\$1,800.00

**February 6, 2024 School Board Meeting
Budget Transfer**

01.1100.52300.06.00000	Gilsum Reg Inst Retirement	\$3,000.00
01.1200.51150.06.00000	Gilsum Spec Ed Para Salaries	\$9,500.00
01.1200.52110.06.00000	Gilsum Spec Ed Health Ins	\$20,500.00
01.1200.52120.06.00000	Gilsum Spec Ed Dental Ins	\$1,400.00
01.1200.52300.06.00000	Gilsum Spec Ed Retirement	\$6,396.00
01.1200.52310.06.00000	Gilsum Spec Ed N/T Retire	\$1,400.00
01.2400.51250.06.00000	Gilsum Admin Asst Salary	\$5,200.00
01.2400.52110.06.00000	Gilsum Admin Health	\$18,800.00
01.2400.52120.06.00000	Gilsum Admin Dental	\$1,250.00
01.2400.52310.06.00000	Gilsum Admin N/T Retire	\$700.00
TO: 01.1200.56900.09.00000	Private Tuition (OOD)	\$560,000.00

◆ Amount: \$560,000

◆ Reason: Transfer funds from unfilled positions for the first half of the year and savings from changes in staffing to help cover increases in OOD Tuition costs.