

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
May 5, 2020
Zoom Virtual Meeting, Swanzey, NH

Members Present: Kristen Noonan, Winston Wright, Lisa Steadman, Colleen Toomey, Scott Peters, Betty Tatro, Dan LeClair, Eric Stanley, Cheryl McDaniel-Thomas, Michelle Connor. Karen Wheeler and Nick Mosher **Absent:** Brian Bohannon

Administration Present: L. Witte, Superintendent, J. Rathbun, Director of Curriculum and Assessment, C. Woods, Director of Student Services and J. Morin, Business Administrator.

Also Present: L. Aivaliotis, Recording Secretary

“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 life-long learning.”

1. **Call to Order:** S. Peters called the meeting to order at 7:00 PM.

2. **PUBLIC COMMENTS:** There were no public comments.

3. **MATTERS FOR INFORMATION & DISCUSSION:**

a. **Budget Committee News:** L. Steadman attended the most recent Budget Committee Meeting and reported A. Hopkins was elected Chair and J. Exel was elected V. Chair. There was a lot of discussion about last year’s warrant articles. They explained why they had to change their support on Article 3. This was their start up meeting.

b. **Board Chair Report:** S. Peters asked members to sign the Ethics Form. B. Tatro said she would be into the SAU to sign the manifest and will sign the Ethics form. K. Wheeler said she will work on it. N. Mosher said every School Board Member takes an oath. It is redundant to sign the form. He said he will not make an effort to sign it. S. Peters would like to talk to N. Mosher off line. S. Peters commented there are members with children in the district and at times they are brought up in the conversation in public. There are privacy issues that should not be discussed in a public Board Meeting. He would suggest members speak to the teachers and the principal about their children. M. Connor apologized. She was one who spoke in public about her child. She said she is a new member. She said the reason she is on the Board is because of what she is seeing. It is hard to separate the two. S. Peters said he also had to work on separating the two. He would caution the members when bringing up children. K. Wheeler mentioned the NHSBA New School Board Member orientation. S. Peters said it is available on a webinar. He said it is valuable information.

c. **Operations/Superintendent’s Report:**

i. **Employee Status During Extended Closure:** L. Witte explained this has been addressed. All are continuing to work. Last day for teachers is June 9 and the last day for students is May 29.

ii. **Follow-Up on Teacher Appreciation Plans:** The administration has plans in place for the staff. They have appreciation gifts and want to celebrate all of the great

work they have been doing. Schools are also having individual celebrations. The administration will let the Board know the gift after it is given to the staff.

iii. Calendar of Rescheduled End of Year Events: The calendar of the end of the year events was presented to the Board. The primary issue now is gradation. The administration is working with L. Spencer and the team to find an alternative plan. The 6th grade celebrations will be a drive through celebration. The students will receive Ecology School shirts. Prom is rescheduled for August 1, 2020. There has been no guidance from the State as of yet. Scholarship Night will be done remotely. Step Up Day will happen in the Fall. The staff would like the Staff Milestone Awards Night to happen live so they will schedule it in August. L. Witte explained we have not received guidance from the State on events but we will do it safely and reschedule if necessary. N. Mosher asked for alternatives in the immediate time frame. L. Witte explained we are doing the 6th grade celebrations with a drive through. There is no indication from the State that in August we will not be able to have the rescheduled events. The principals are speaking to all of the graduates and all of the stakeholders. L. Spencer is firm that the Seniors deserve a graduation. We take the Seniors input very seriously. This is their moment and we want to do our best.

iv. Update on Funding Lawsuit: L. Witte emailed the Board the most recent information on the lawsuit. The judge has agreed that the Funding Formula in NH is unconstitutional. The oral arguments will be late summer or in the Fall.

v. Budget and Warrant Articles: The Budget Timeline draft was in the Board packets. The two major drivers to have the budget books out are the GMR and the NH Retirement biennial increase. The Budget Timeline will also be presented to the Budget Committee.

vi. Education Report:

1. Update on Remote Learning: J. Rathbun explained remote learning is cruising right along. Nothing is changing. We are looking forward to ending in a positive way. The discussions started today in regards to the beginning of next year. N. Mosher asked if there has been talk if school is in session and parents keep their child home. J. Rathbun explained we are preparing for all scenarios. We are spending all June and July on these issues. We will have A, B, C, and D plans. There are a ton of what ifs. We cannot give concrete answers yet but we will be ready. L. Steadman commented that parents who want to homeschool only send a letter to the district and after that there is no other contact. L. Steadman asked if J. Rathbun would be able to send out the information on the standards for the individual grades. It might be helpful for the parents. J. Rathbun said that is a good idea. It is on the website. He may not be able to get them printed.

2. Update on Special Education Services: C. Woods is hoping to have a stellar end of the year. The teams are planning back to school. We are waiting for guidance from the Dept. of Ed. We are planning for remote learning but are looking at variables. S. Peters asked if there is a need for stipends to get ready for the Fall. C. Woods said there is no need for additional funds. J. Rathbun explained we have grant funds to cover anything we do. He said there is a significant amount of funds for training. He mentioned the District has purchased 15 hot spots for those families who were in need of the internet and it was paid for with Title 4 funds. There were only 15 hot spots available. B. Tatro asked how much of the remote learning is reviewed and new instruction. J. Rathbun explained we asked the teachers to wrap newest standards into review standards.

3. Ecology School Decision: J. Rathbun explained the decision has been made on the Ecology School trip and the next year 7th graders will attend the Ecology School. The School Board will have to approve encumbering the funds for next year and then we will make it happen for the kids. **MOTION:** B. Tatro **MOVED** to encumber \$18,097.50 the second half of the cost of the Ecology School trip which will take place in the Fall of 2020. **SECOND:** K. Noonan. **DISCUSSION:** J. Morin was asked what she felt the surplus might be. J. Morin explained it is about 1.5 million now but there are a lot of expenses through the rest of the year. She is confident there is a balance. These funds are currently in the budget. **VOTE:** 11.879/0/0/1.122. **Motion passes.**

4. MATTERS THAT REQUIRE BOARD ACTION:

a. Phase 2 NSF Study: L. Witte explained UNH had received a Science Foundation Grant to develop a healthy relationship app. for college students. They are now creating an app. for high school students. The Board had already approved the first phase of the proposal. L. Witte is asking the Board to approve Phase 2 and Phase 3. By approving both of the phases this will allow UNH to move forward seamlessly. The Phase descriptions are on the screen and in the packets for the Board to review. UNH will deliver the final product and our students will be able to use it. **MOTION:** C. McDaniel-Thomas **MOVED** to approve Phase 2 and Phase 3 of the NSF Study. **SECOND:** W. Wright. **DISCUSSION:** L. Witte explained the Board will be able to see a sample or presentation. She has no concerns and no concerns regarding confidentiality. **VOTE:** 11.879/0/0/1.122. **Motion passes.**

b. Flow Chart: S. Peters presented a flow chart of the meetings which have taken place in March, April and May. The chart starts out with 3 policies, is worked through the committees and the Superintendent and the end result is goals for the committees, Board and Superintendent. The Negotiating Committee will not have goals or charter. Their meetings are non-meetings. This being the 4th meeting and already we are starting to see strategy for the upcoming year.

c. Superintendent Performance Appraisal, Policy CBI: S. Peters presented the results of the Superintendent Evaluation in which 8 Board Members participated. S. Peters provided the Board with multiple graphs to show the results. The individual member's comments were also displayed. L. Witte had no problem with this being done in public. **MOTION:** W. Wright. **MOVED** to accept the overall responses of the Superintendent's 2019-2020 Evaluation as presented by S. Peters. **SECOND:** B. Tatro. **DISCUSSION:** L. Witte was congratulated on a job well done. L. Steadman asked what the rating is on a scale of 1-10. S. Peters asked what the purpose was. L. Steadman said we evaluate one employee. We could use the information to compare each year. It is easier with a number value. S. Peters would prefer comparing the percentages. B. Tatro and K. Noonan would prefer the information on the charts presented by S. Peters. **VOTE:** 10.544/0/1.335/1.122. **Motion passes.**

d. Education/Technology:

i. Motion to Approve Committee Charter: **MOTION:** W. Wright **MOVED** to accept the Education/Technology Committee Charter as presented. **SECOND:** B. Tatro. **VOTE:** 11.665/0/0/1.335. **Motion passes. (N. Mosher missing from vote)**

ii. Motion to Approve 20/21 Committee Goals: **MOTION:** W. Wright **MOVED** to accept the Education/Technology Committee Goals for 2020/2021 as presented.

SECOND: B. Tatro. **DISCUSSION:** N. Mosher asked how this will work with the dashboard information the Board already receives. W. Wright said it will work with each other. J. Rathbun explained this is the next level of information. The Board will receive the current version of the dashboard until version 2 is in place. J. Rathbun explained the 5-year curriculum review with everything coming up has changed with COVID-19. He told Education he needs to slow down. They are not ready for guidance, music and PE. L. Steadman commented it looks like in the data that we are behind in ELA and Health. N. Mosher is asking for feedback on how students are meeting standards with remote learning. Where are the issues or do we not know? S. Peters said we are discussing the goals. J. Rathbun has been bringing that information forward. N. Mosher said we need to know what we do not know. **VOTE:** 11.879/0/0/1.122. **Motion passes.**

iii. Motion to Approve 20/21 Board Goal Recommendation: MOTION: W. Wright **MOVED** to accept the 20/21 Education/Technology Board Goal as presented. **SECOND:** K. Noonan. **DISCUSSION:** J. Rathbun explained the S.M.A.R.T goal is with the idea that the students will come back. Being 6 months off of a regular school routine this looks at that. We are looking at all of the kids. The goal at the end of next year is to have them at the correct level of proficiency. J. Rathbun explained he will be bringing information on 3 grades. N. Mosher asked why not the information on all of the grades. J. Rathbun said that is how Nation's Report Card tests. The hope is that by the end of the year we make up a year and a half. It is a huge goal. He does expect to see a dip in trimester one and the first quarter. The students are individually looked at. We are looking to see what was missed with pre-requisites in regards to classes. J. Rathbun explained it is his job to look at all of the kids. S. Peters asked if J. Rathbun would craft a schedule to assist the expectations. J. Rathbun explained he can prepare a schedule for the whole year. **VOTE:** 11.665/.213/0/1.122. **Motion passes.**

e. Finance/Facilities:

i. Motion to Approve Committee Charter: MOTION: B. Tatro **MOVED** to approve the Finance/Facilities Committee Charter as presented. **SECOND:** C. McDaniel-Thomas. **DISCUSSION:** W. Wright said it has been a long time for a CIP. L. Steadman said a Board cannot tell another Board what to do. S. Peters said there is no commitment that is why we refresh. N. Mosher suggested preparing a plan and the next Board can modify as they see fit. **VOTE:** 11.879/0/0/1.122. **Motion passes.**

ii. Motion to Approve 20/21 Committee Goals: MOTION: B. Tatro **MOVED** to accept the Finance/Facilities Committee Goals for 20/21 as presented. **SECOND:** W. Wright. **DISCUSSION:** N. Mosher said #1 needs the work of the entire School Board. S. Peters explained the committee will bring a recommendation. **VOTE:** 9.834/0/2.045/1.122. **Motion passes.**

iii. Motion to Approve 20/21 Board Goal Recommendation: MOTION: B. Tatro **MOVED** to accept the 20/21 Board Goal as presented. **SECOND:** W. Wright. **DISCUSSION:** It was suggested to engage with the selectboards in this process. Lacking support of the towns is a downfall. A Saturday meeting was suggested. C. McDaniel-Thomas mentioned the CRC is making a schedule for members to attend the selectboard meetings. S. Peters said getting the information out is to hand off from one committee to another. **VOTE:** 11.122/0/.757/1.122. **Motion passes.**

f. Community Relations:

i. **Motion to Approve Committee Charter: MOTION:** C. McDaniel-Thomas **MOVED** to accept the CRC Charter as presented. **SECOND:** B.Tatro. **DISCUSSION:** C. McDaniel-Thomas explained the process in coming up with this charter. N. Mosher said to be careful with the warrant articles regarding what we push forward. He is a little hesitant. **VOTE:** 10.590/0/1.288/1.122. **Motion passes.**

ii. **Motion to Approve 20/21 Committee Goals: MOTION:** C. McDaniel-Thomas **MOVED** to accept the CRC for 20/21 Goals as presented. **SECOND:** K. Noonan. **DISCUSSION:** C. McDaniel-Thomas explained there is a specific timeline to go along with the Fin/Fac timeline for the CIP and work towards getting the Budget Committee on board with the presentation and the warrant articles. S. Peters said the key is to work with the Fin/Fac Committee and to ask the Budget Committee to put it on their Public Hearing agenda. A sense of unity would be great. **VOTE:** 9.834/0/2.045/1.122. **Motion passes.**

iii. **Motion to Approve 20/21 Board Goal Recommendation: MOTION:** C. McDaniel-Thomas **SECOND:** D. LeClair. **DISCUSSION:** C. McDaniel-Thomas explained the committee will be creating a District Wide Communications Plan. **VOTE:** 11.665/0/.213/1.122. **Motion passes.**

g. **Policies (Second Read)**

i. **NEW: GDB-Employment of Non-Certified Staff: MOTION:** K. Noonan **MOTION:** to adopt GDB using the current NHSBA sample policy with additional statements addressing impact of collective bargaining agreements. **SECOND:** C. McDaniel-Thomas. **VOTE:** 11.879/0/0/1.122. **Motion passes.**

ii. **NEW: DGD-School District Credit Cards: MOTION:** K. Noonan **MOVED** to adopt Policy DGD using the current NHSBA sample policy. **SECOND:** W. Wright. **DISCUSSION:** K. Noonan explained this is a new policy for MRSD and this was recommended by the Financial Auditors. **VOTE:** 11.879/0/0/1.122. **Motion passes.**

iii. **UPDATE: JICK-Pupil Safety ad Violence: MOTION:** K. Noonan **MOVED** to update Policy JICK with the current NHSBA sample policy as written. **SECOND:** C. McDaniel-Thomas. **DISCUSSION:** This policy was last updated in 2010. There is a new RSA reference that has been changed to give the Superintendent more ability to make decisions in the appeal process. There is a reference to cyberbullying. **VOTE:** 11.665/0/.213/1.122. **Motion passes.**

5. **CONSENT AGENDA:**

a. **April 21, 2020 Public Meeting Minutes and Non-Public Meeting Minutes: MOTION:** C. McDaniels-Thomas **MOVED** to approve the April 21, 2020 Public Meeting Minutes as presented. **SECOND:** W. Wright **VOTE:** 11.879/0/0/1.122 **Motion passes.**

b. **Manifest: MOTION:** K. Noonan **MOVED** the manifest in the amount of \$ 1,825,935.39 as presented. **SECOND:** E. Stanley. **VOTE:** 11.879/0/0/1.122. **Motion passes.**

6. **SETTING NEXT MEETING'S AGENDA:**

1. **Remote Learning**
2. **Employee Status**
3. **Special Ed. Services**
4. **Teacher Appreciation Day Update**
5. **Proposed L. Witte Goals**

6. Review Suicide Prevention Plan

It was suggested to track and measure the goals of the committees and Board in June.

It was asked how many families take advantage of the breakfast and lunch for the students. J. Morin explained 701 students took advantage of the breakfast and lunch program today. It is increasing steadily. She explained Cutler and Troy will be extended after June 15 due to the Seamless Summer Option. We can keep all sites but we do not have the staff. B. Tatro would like to ask J. Rathbun for an update of the number of families not participating in remote learning. J. Rathbun, J. Morin and L. Witte will report for the next meeting. We have a lot of data. It was asked if there was any conversation from the towns about taxes not being paid and in turn the District not getting paid. J. Morin will follow up for the next meeting. J. Rathbun asked if the Board wanted a School Spotlight at this time. S. Peters will ask J. Rathbun to decide.

7. Public Comments: There were no public comments.

8. ADJOURNMENT: MOTION: N. Mosher **MOVED** to adjourn the meeting at 9:41 PM.
SECOND: K. Wheeler **VOTE:** 11.879/0/0/1.122. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording Secretary

VOTING KEY: Yes/No/Abstain/Absent