

Monadnock Regional School District & SAU #93

School Board Agenda

March 19th, 2024

In-Person MRMHS Library 7:00 pm

Zoom

Meeting ID:83458137733 Passcode: 614290 Phone: (US) +1 929-205-6099

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 (Superintendent Rathbun)
2. PUBLIC COMMENTS (15 minutes)
3. #celebrateMRSD
4. BOARD ORGANIZATIONAL MEETING - Policies BDA, BDA-R (in packet)
 - a. Recap of District Votes from March 12th
 - b. Welcome New Board Members
 - c. * Election of School Board & SAU Officers
 - i. Board Chair
 - ii. Board Vice-Chair
 - iii. Board Treasurer and Secretary
 - d. * Board Member Documentation
 - i. Contact Sheet (handout)
 - ii. BCA/BCA-R (Ethics Commitment Form) (in packet)
 - iii. Review 2023/24 Board Self-Evaluation
 - iv. Board Goal Setting Process (in packet)
 - e. * Evaluate Standing Committees (Policy BDE)
 - i. Committee Assignments and Schedule (white board session)
 - ii. Proposed Board & Committee Goals
 - f. * Proposed Board Meeting Time/ Dates/ Standard Snow Dates (In Packet)
 - g. * Budget Committee Meetings
5. MATTERS FOR SCHOOL BOARD INFORMATION & DISCUSSION
 - a. Student Government Report
6. MATTERS THAT REQUIRE BOARD ACTION
 - a. *Use of Buildings and Grounds Trust funds (\$25,000) for Wilcox moisture remediation
 - b. *MRMHS Roofing Project Bids
 - c. *Long-Term Sub Rate - Paraprofessional
 - d. * Approve the Consent Agenda
 - i. February 27, 2024 Minutes
 - ii. Manifest
 - iii. Budget Transfer
7. SETTING NEXT MEETING'S AGENDA
8. PUBLIC COMMENTS (15 minutes)
9. NON-PUBLIC SESSIONS under RSA 91-A:3. II
 - a. * TBD as needed
10. ADJOURNMENT

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

SINGLE DISTRICT SCHOOL ADMINISTRATIVE UNITS

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:

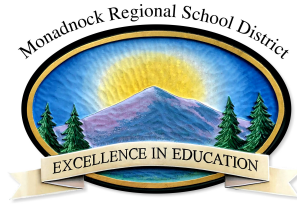
- (a) **The dismissal, promotion, or compensation of any public employee** or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall 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:

| | | |
|-----------|--------------------------|-----------------------|
| 3/19/2024 | MRSD/SAU 93 School Board | 7:00 pm MRMHS Library |
| 3/26/2024 | Budget Committee | 7:00 pm MRMHS Library |
| 4/2/2024 | MRSD/SAU 93 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.****



| | |
|--------------|---|
| Book | B: School Board Governance and Operations |
| Section | Series B |
| Title | Board Organizational Meeting |
| Code | BDA |
| Status | Active |
| Adopted | May 3, 1993 |
| Last Revised | May 2, 2017 |

BOARD ORGANIZATIONAL MEETING

The Board shall organize annually at its first meeting following the District elections. Every member shall be notified of the meeting for organization, in accordance with RSA 91-A:2. This meeting shall be called to order by the Superintendent, who shall preside during and until the election of a Chairperson.

The election of the Chairperson should be based on qualifications for the position. Other methods such as rotation should be discouraged.

The Board shall then elect a Vice-Chairperson.

At the organizational meeting, any newly elected or re-elected board members or officers shall be sworn in.

At the organizational meeting, the School Board shall elect a Chairperson, Treasurer, and Secretary for the SAU.

At the organizational meeting, the Chairperson shall collaborate or present a draft of committee appointments and the coming year's board meeting schedule. These recommendations shall be considered and voted on at the following (next) meeting of the school board.

At the organizational meeting, the Chairperson shall collaborate or present a draft of committee appointments and the coming year's board meeting schedule and standard snow dates. These recommendations shall be considered and voted upon at the subsequent meeting of the school board.

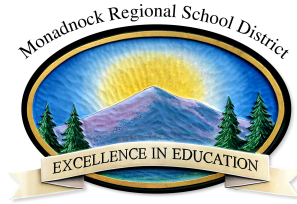
Policy References:

Category – Optional

Reference: RSA 91-A:2; Policy BEA

Rationale: To allow the Board to meet at a predetermined time even if the initial meeting time falls on a snow day and is canceled.

Last Modified by Lillian Sutton on March 19, 2018



| | |
|---------------------|--|
| Book | B: School Board Governance and Operations |
| Section | Series B |
| Title | Catalog of Recurring School Board Policies |
| Code | BDA-R |
| Status | Active |
| Adopted | September 6, 2016 |
| Last Revised | September 5, 2023 |
| Prior Revised Dates | 6/1/2021, 4/7/2020, 9/6/2019, 8/13/2019 |

Monadnock Regional School District

BDA-R, Catalog of Recurring School Board Motions

Last Updated: 09/05/2023

1. Title: Approve the High School Program of Studies
Timing: Last Meeting in January

Motion: *"To approve the High School Program of Studies for the xxxx/xxxx School Year as presented"*

Rationale: Annual approval no later than the end of January so course sign-ups can occur

Policy References: IFD

RSA/Federal References:

2. Title: CRC Edit of Warrant Articles in Plain English
Timing: Last Meeting in January

Motion: *"To authorize the Community Relations Committee to edit the 'warrant articles in plain English' following the MRSD deliberative session"*

Rationale: There is a narrow window of time between the deliberative session and the deadline to provide the warrant articles in plain English to various media outlets

Policy References:

RSA/Federal References:

3. Title: Board Officers
Timing: First Meeting after Annual Town Vote (March)

Motion: *"To nominate " _____ " to the role of " _____ " (e.g. chairman, vice chair)*

Rationale: Each year when Board Membership changes the leadership roles of the board must be voted and approved

Policy References: BDA, BDB

RSA/Federal References: RSA 91-A:2

4. Title: Board Member Annual Ethics Review

Timing: First Meeting after Annual Town Vote (March)

Motion: No motion required.

Rationale: All members shall review the board's ethics policy BCA, and each board member shall sign BCA-R in witness of the Board Chair and Superintendent

Policy References:

RSA/Federal References:

5. Title: Committee Memberships

Timing: Second Meeting after Annual Town Vote (April)

Motion: *"To approve the committee appointments made by the board chair"*

Rationale: At the first meeting of the School Board the (newly appointed) chairman is responsible for appointing committee members. The Board must then approve the appointments

Policy References: BDA, BDE

RSA/Federal References:

6. Title: Certified Staff Renewal

Timing: Late March / Early April

Legal Deadline: April 15th

Motion: *"To approve the renewal of " _____ " as recommended by the Superintendent.*

Rationale: The School Board is responsible for approving the renewal of all teachers, principals, guidance, nurses, specialists, SAU Admins, minus any non-renewals presented by the Superintendent

Policy References: GCF

RSA/Federal References: RSA 189:39, RSA 189:14

7. Title: Teacher Appreciation Lunch

Timing: April

Motion: *"To publicly thank and appreciate our teaching staff by providing a lunch meal on " _____ " (mm/dd)*

Rationale: The School Board has a tradition of providing lunch to all teachers one day during teacher appreciation week

Policy References:

RSA/Federal References:

8. Title: Superintendent Evaluation
Timing: First Meeting in May

Motion: *"To endorse the performance evaluation of Superintendent _____ for the xxxx/xxxx school year"*

Rationale: In 2019 the board approved an update to policy CBI that calls for the evaluation process to begin in April, and be collated/summarized by the first board meeting in May

Policy References: CBI **RSA/Federal References:**

9. Title: Non-Certified Staff Renewal
Timing: Late May / Early June
Legal Deadline: Last Day of School

Motion: *"To approve the renewal of " _____ " as recommended by the Superintendent."*

Rationale: The School Board is responsible for approving the renewal of all non-certified staff (e.g. Paras, Maintenance, etc.), minus any non-renewals presented by the Superintendent

Policy References: GDF

RSA/Federal References:

10. Title: End of Year Accounts Payable
Timing: First Meeting in June

Motion: *"To authorize the business office to write checks weekly, and to authorize " _____ ", " _____ ", and " _____ " to sign the weekly manifest at the SAU office through the end of the fiscal year"*

Rationale: As the fiscal year comes to a close, the business office needs to pay all outstanding bills without waiting for the school board to meet, especially in the final days of the year after the board's last meeting in June

Policy References: DK

RSA/Federal References: RSA 197:23-A

11. Title: End of Year Encumbrance
Timing: First/Second Meeting in June

Motion: *"To encumber unspent funds from the xxxx/xxxx school year in the amount of \$ _____ for the purpose of " _____ ""*

Rationale: If the fiscal year ends with a positive balance, the board is empowered to encumber specific amounts for specific projects that carry over into the next fiscal year

Policy References: DIA

RSA/Federal References: RSA 198:4-a (III)

12. Title: Food Service Accounts Receivable
Timing: Last Meeting in June
Legal Deadline: June 30th

Motion: *"To transfer funds in the amount of \$ _____ from the food supplemental fund to Monadnock Nutritional Services to reduce their accounts receivable balance to zero"*

Rationale: Federal Law mandates that public school Nutritional Services must end the fiscal year with a positive balance or a balance of zero. Student debt is not canceled.

Policy References: DBJ
[1]

RSA/Federal References: RSA 32:10, 282-A:71,III

13. Title: Data Governance Plan

Timing: Last Meeting in June

Legal Deadline: June 30th

Motion: *"To approve the data governance plan as presented for the coming school year"*

Rationale: Numerous federal laws (e.g. COPPA, FERPA) require the annual review and renewal of the data governance plan

Policy References: EHAB

RSA/Federal References: RSA 186:66 *

Student Information Protection and Privacy, 15 U.S.C. §§ 6501-6506 * Children's Online

Privacy Protection Act

(COPPA), etc

14. Title: Review Policy DFA

Timing: First Board Meeting in July

Motion: *"To approve the review of Policy DFA as written"*

Rationale: The policy needs to be reviewed annually with a vote of the Board so that the policy can be marked with a 'Reviewed' date

Policy References: DFA
383:22

RSA/Federal References: RSA 197:23-a, RSA

15. Title: Review Policy JLDBB

Timing: First Board Meeting in July

Motion: "To approve the review of Policy JLDBB as written"

Rationale: The policy needs to be reviewed every two years with a vote of the Board so that the policy can be marked with a 'Reviewed' date

Policy References: JLDBB RSA/Federal References: RSA 193-J

16. Title: Approve Instructional Plan

Timing: First Board Meeting in July

Motion: *"To approve the instructional plan as written for school year ____/___"*

Rationale: The plan needs to be reviewed annually with a vote of the Board so that Administration can move forward with curriculum purchases and resource planning

Policy References: IJ
Instructional Materials and Resources

NH Dept of Education: Ed 306.141(a)(4),

Ed

306.08, Instructional Resources

17. Title: Independent Auditor
Timing: First Board Meeting in July

Motion: "To approve the business office to engage " _____ " as the independent auditor for the xxxx/xxxx school year"

Rationale: The School Board is responsible for approving an independent financial auditor for each fiscal year

Policy References: DIE

RSA/Federal References: RSA 97:25, RSA 671:5

18. Title: NHSBA Resolutions

Timing: Last Board Meeting in July

Motion: To submit the following proposed resolutions to NHSBA for the annual School Board Association meeting

- Suggestion 1
- Suggestion 2
- Suggestion 3, etc.

Rationale: Annual request, tradition

Policy References:

RSA/Federal References:

19. Title: Student Tuition Rate

Timing: First Board Meeting in July

Motion: "To set the student tuition rate for to \$_____, and \$_____ for Special Education students"

Rationale: At the beginning of each fiscal year the fully burdened tuition rate is identified for each student type. This rate is charged to families or districts who choose to send out of district students to an MRSD school

Policy References: JFAB

RSA/Federal References: RSA 193:4

20. Title: Review Student Handbooks
Timing: First Board Meeting in August

Motion: No motion - review only

Rationale: Annual review, tradition

Policy References: CHCA

RSA/Federal References:

21. Title: Proposed Budget Ideas

Timing: Last Board Meeting in August / First Board Meeting in September

Motion: *For Administration to include recommendations and potential cost for the following initiatives in the proposed budget:*

- *Suggestion 1*
- *Suggestion 2*
- *Suggestion 3, etc.*

Rationale: Annual request, tradition

Policy References: **RSA/Federal References**

22. Title: Support Staff Appreciation Lunch

Timing: Last Board Meeting in October

Motion: *"To publicly thank and appreciate our support staff by providing a lunch meal on " _____ " (mm/dd)*

Rationale: The School Board has a tradition of providing lunch to all support staff one day each year to coincide with National Support Professionals Day

Policy References: **RSA/Federal References:**

23. Title: Annual Proposed Operating Budget

Timing: At or before the annual joint meeting of the Budget Committee and the School Board (mid-October to mid-November)

Motion: *"To set the proposed operating budget for the next fiscal year in the amount of \$x.xx"*

Rationale: To ensure that an operating budget is proposed in a time to develop warrant articles, the proposed budget number must be established by the board

24. Title: Warrant Articles

Timing: Last Meeting in December (or sooner)

Legal Deadline: 2nd Tuesday in January

Motion: *"To create a warrant article that shall read as follows: _____"*

Rationale: The School Board is responsible for approving the language of each individual warrant article

Policy References: **RSA/Federal References:** RSA 40:13

25. Title: Warrant Articles in Plain English

Timing: Last Meeting in December (or sooner)

Motion: *"To describe warrant article #___ using the following language: _____"*

Rationale: Any descriptive language used to describe the board's position or rationale for a warrant article must be approved by the School Board before it can be published

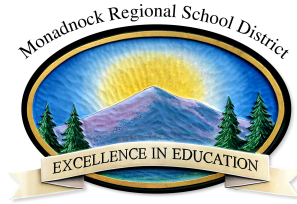
Policy References:

RSA/Federal References:

Last Modified by Lillian Sutton on September 19, 2023

March 12, 2024 MRSD UNOFFICIAL ELECTION RESULTS

| | | | | | | | | |
|--|--------------------|-------------|----------------|--|----------------|---------------|--------------|----------------------------------|
| ARTICLE 1 | Fitzwilliam | Troy | Swanzey | Richmond | Roxbury | Gilsum | Total | Operating Budget |
| BLANK | 31 | 27 | 99 | 23 | 3 | 6 | 189 | |
| YES | 261 | 244 | 830 | 184 | 31 | 96 | 1646 | |
| NO | 132 | 156 | 380 | 126 | 10 | 32 | 836 | |
| # of VOTES | 424 | 427 | 1309 | 333 | 44 | 134 | 2671 | |
| ARTICLE 2 | Fitzwilliam | Troy | Swanzey | Richmond | Roxbury | Gilsum | Total | Specialists |
| BLANK | 25 | 21 | 79 | 18 | 2 | 6 | 151 | |
| YES | 285 | 247 | 915 | 199 | 33 | 98 | 1777 | |
| NO | 114 | 159 | 315 | 116 | 9 | 30 | 743 | |
| # of VOTES | 424 | 427 | 1309 | 333 | 44 | 134 | 2671 | |
| ARTICLE 3 | Fitzwilliam | Troy | Swanzey | Richmond | Roxbury | Gilsum | Total | Spec. Ed. Expendable Fund |
| BLANK | 13 | 18 | 73 | 18 | 1 | 8 | 131 | |
| YES | 311 | 294 | 955 | 222 | 35 | 100 | 1917 | |
| NO | 100 | 115 | 281 | 93 | 8 | 26 | 623 | |
| # of VOTES | 424 | 427 | 1309 | 333 | 44 | 134 | 2671 | |
| ARTICLE 4 | Fitzwilliam | Troy | Swanzey | Richmond | Roxbury | Gilsum | Total | Advisory |
| BLANK | 23 | 30 | 104 | 24 | 2 | 11 | 194 | |
| YES | 340 | 323 | 1030 | 251 | 37 | 111 | 2092 | |
| NO | 61 | 74 | 175 | 58 | 5 | 12 | 385 | |
| # of VOTES | 424 | 427 | 1309 | 333 | 44 | 134 | 2671 | |
| MODERATOR (1 YEAR) - BILL HUTWELKER | | | | | | | | |
| | Fitzwilliam | Troy | Swanzey | Richmond | Roxbury | Gilsum | Total | |
| | 342 | 345 | 915 | 249 | 36 | 112 | 1999 | |
| SWANZEY BOARD 2 (3-YEAR TERM) | | | | SWANZEY BUDGET 2 (3-YEAR TERM) | | | | |
| STEPHEN CIOLINO | 385 | | | WRITE IN Sarah Burgess | 88 | | | accepted 3/13 |
| CHERYL MCDANIEL-THOMAS | 427 | | | WRITE IN Bob Audette | 68 | | | accepted 3/13 |
| COLLEEN TOOMEY | 405 | | | WRITE IN Dan Coffman | 39 | | | |
| BRIAN BOHANNON | 484 | | | | | | | |
| TROY BOARD 1 (3-YEAR TERM) | | | | TROY BUDGET 1 (3-YEAR TERM) | | | | |
| SCOTT PETERS | 343 | | | C. ERIC FARRIS | 116 | | | |
| | | | | JACK GETTENS | 232 | | | |
| | | | | MATTHEW WHOOLEY | 50 | | | |
| FITZWILLIAM BOARD 1 (3-YEAR TERM) | | | | FITZWILLIAM BUDGET 1 (3-YEAR TERM) | | | | |
| KRISTEN NOONAN | 344 | | | VIRGINIA DOERPHOLZ | 273 | | | |
| ROXBURY BOARD 1 (3-YEAR TERM) | | | | ROXBURY 1 (3 YEAR TERM) | | | | |
| WRITE IN Gina Carraro | 10 | | | WRITE IN | | | | |
| | | | | Select Board to Fill Vacancy (1-year term) | | | | |
| Total Registered Voters By Town: as of 2/1/2024 | | | | GILSUM 1 (3 YEAR TERM) | | | | |
| SWANZEY | 4297 | | | WRITE IN Bruce Murphy | 8 | | | accepted 3/13 |
| FITZWILLIAM | 1639 | | | Select Board to Fill Vacancy (1-year term) | | | | |
| TROY | 1373 | | | | | | | |
| RICHMOND | 776 | | | | | | | |
| GILSUM | 595 | | | | | | | |
| ROXBURY | 159 | | | | | | | |
| TOTAL | 8839 | | | | | | | |



| | |
|--------------|---|
| Book | B: School Board Governance and Operations |
| Section | Series B |
| Title | Board Member Ethics |
| Code | BCA |
| Status | Active |
| Adopted | September 16, 2016 |
| Last Revised | January 22, 2019 |

BOARD MEMBER ETHICS

In order to fulfill its duty under state law to provide education to pupils within the District, the Board adopts the following expectations for each of its members.

AS A MEMBER OF THE SCHOOL BOARD, AND IN ACCORDANCE WITH MY OATH OF OFFICE, I WILL STRIVE TO IMPROVE PUBLIC EDUCATION BY STRIVING TO ADHERE TO THE FOLLOWING EXPECTATIONS:

1. Attend all regularly scheduled Board meetings, insofar as possible, and become informed concerning issues to be considered at those meetings.
2. Understand that the Board, governing body, does not manage the District, but rather sets the broad goals and standards for the District by way of policies adopted by a quorum of the Board at proper meetings under the Right-to-Know law.
3. Be informed about current educational issues by individual study and through information, such as those sponsored by my state and national school board associations.
4. Make decisions and take votes based upon the available facts, the full deliberation of the Board, and my independent judgment, and refuse to surrender or subordinate that judgment to any individual or special interest group.
5. Work respectfully with other Board members by encouraging the free expression of differing opinions and ideas.
6. Seek opportunities for the Board to establish systematic communication channels with students, staff, and members of the community.
7. Recognize that as a general principle the District and its students benefit when Board decisions, which have been made following consideration of all sides and vote of a quorum, receive the subsequent support of the whole Board, whenever practicable.
8. Respect the confidentiality of information that is privileged under applicable law or is received in confidence or non-public session.

9. Recognize that individual Board members are without authority to act relative to School District business and that I may not individually commit the Board to any action except as specifically designated to do so by Board action.
10. Understand the chain of command and refer problems or complaints to the proper administrative office per applicable School Board policies.
11. Work with the other Board members to establish effective Board policies, and foster a relationship with the District administration toward the effective implementation of those policies and management of the District operations, personnel, and facilities.
12. Communicate to the Superintendent and to the Board (only as consistent with the Right-to-Know law) expressions of public reaction to Board programs, policies and other Board actions.
13. Present personal criticisms concerning District operations, staff, etc. to the Superintendent, not to District staff, the public, or unnecessarily at a Board meeting.
14. Establish policies and protocols for systematic communications with students, staff, and members of the community. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff.
15. Display and demonstrate courtesy and decorum toward fellow Board members at all public meetings and in all public statements.

See also: Appendix BCA-R

Revision Dates:

Revised: May 2006

Reviewed: February 2004

Revised: 1999

Revised: July 1998

Reviewed: September 2016

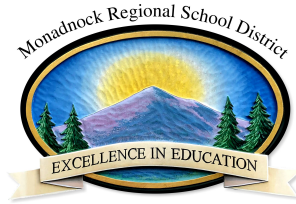
Revised: 5/16/2017

Revised: 1/22/2019

Legal References:

189:1-a "Duty to Provide Education"; and RSA 189:1 "Days of School"

Last Modified by Lillian Sutton on April 9, 2019



Book B: School Board Governance and Operations
 Section Series B
 Title School Board Member Ethics
 Code BCA-R
 Status Active
 Adopted September 16, 2016
 Last Revised January 22, 2019

SCHOOL BOARD MEMBER ETHICS

ACKNOWLEDGMENT OF SCHOOL BOARD ETHICS POLICY

I, _____, have read the Monadnock Regional School District School Board Policy BCA – School Board Ethics.

I shall, to the best of my ability, adhere to all ethical statements and considerations contained within that policy.

Signature of School Board member

Date

Signature of School Board Chair

Date

Superintendent (as witness)

Date

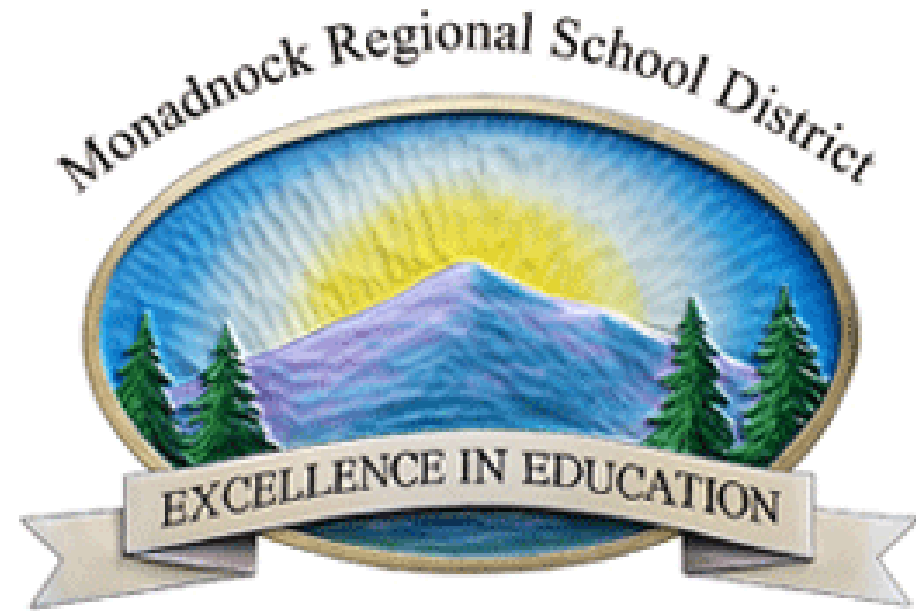
Revision Dates:
 Revised: May 2006
 Reviewed: February 2004
 Revised: 1999
 Revised: July 1998
 Reviewed: September 2016

Revised: 5/16/2017

Revised: 1/22/2019

See also: Appendix BCA-R

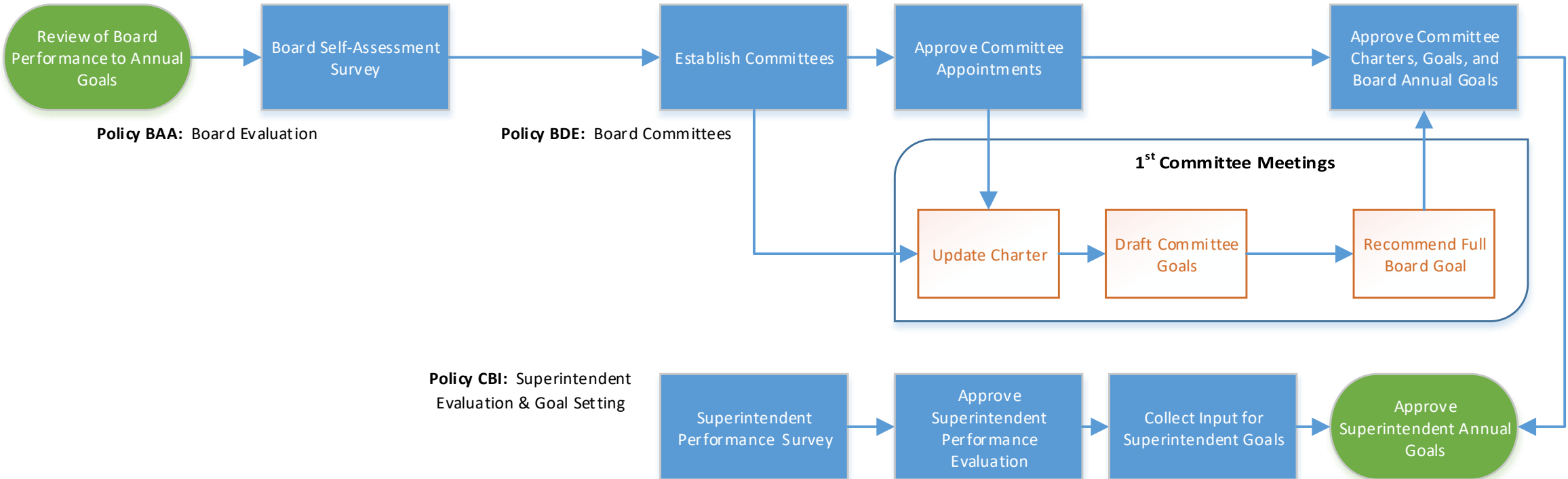
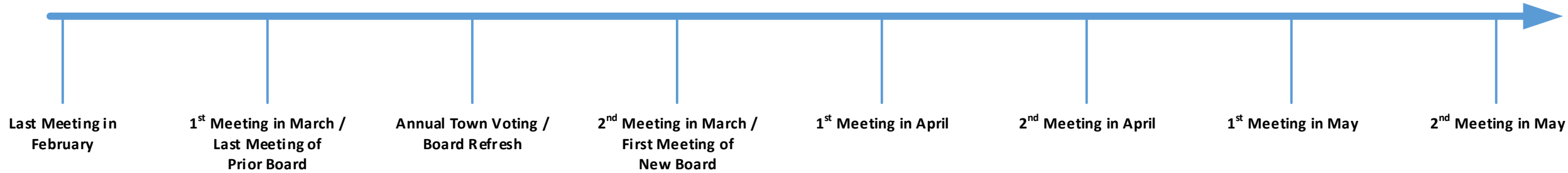
Last Modified by Lillian Sutton on April 9, 2019



2023/2024 School Board Performance Review

February 27, 2024

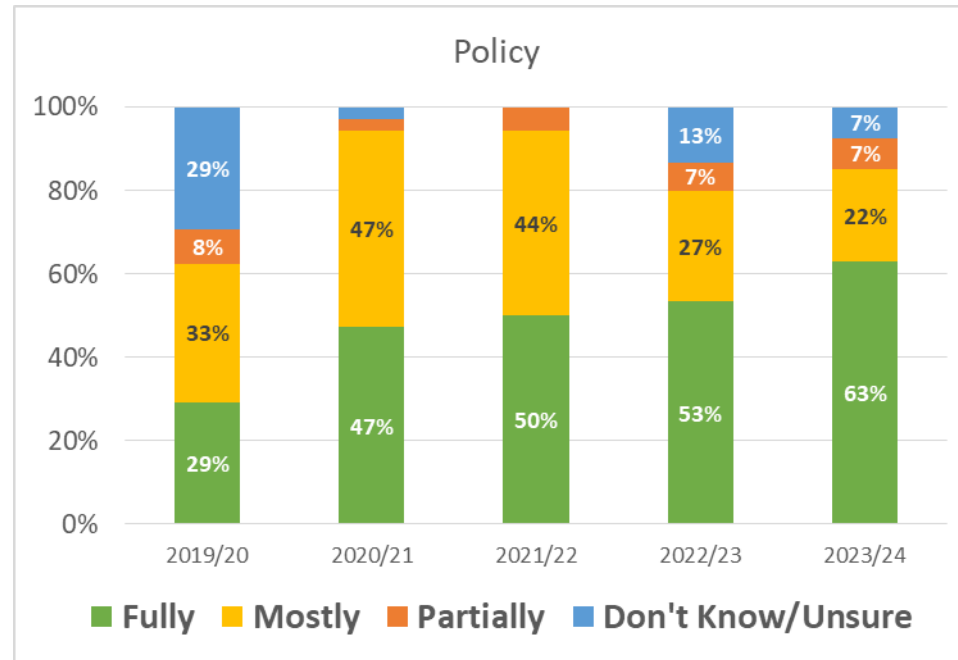
MUSD Board Goal Setting Cycle Revised 3/13/2021



2022/23 Board Member Survey Responses

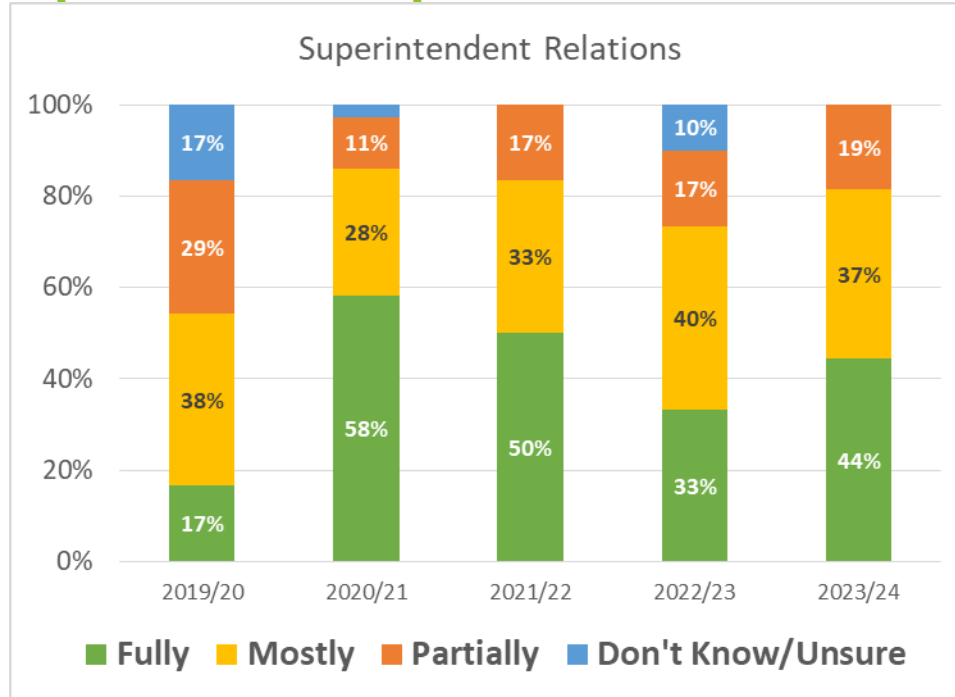
| Year | Responses |
|---------|-----------|
| 2019/20 | 8 |
| 2020/21 | 12 |
| 2021/22 | 6 |
| 2022/23 | 10 |
| 2023/24 | 9 |

2023/24 Self-Reflection: Policy



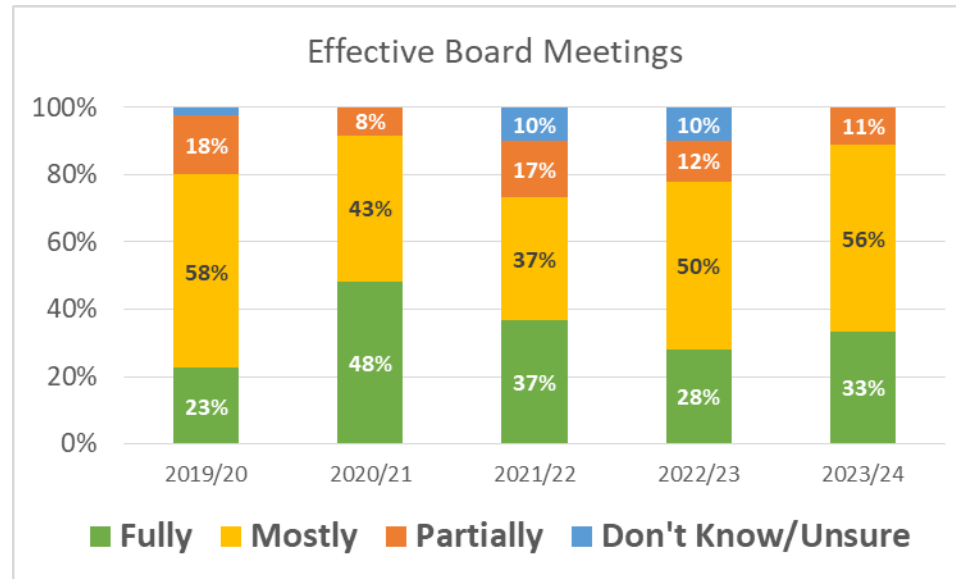
| | Fully | Mostly | Partially | Unsure |
|--|-----------|----------|-----------|----------|
| Policy | 17 | 6 | 2 | 2 |
| The Board has established a process for regular and routine policy review. | 7 | 1 | 1 | |
| The Board has in place all policies required by law. | 5 | 2 | | 2 |
| The Board policies relate to the Board/District mission and vision statements. | 5 | 3 | 1 | |

2023/24 Self-Reflection: Relationship with Superintendent



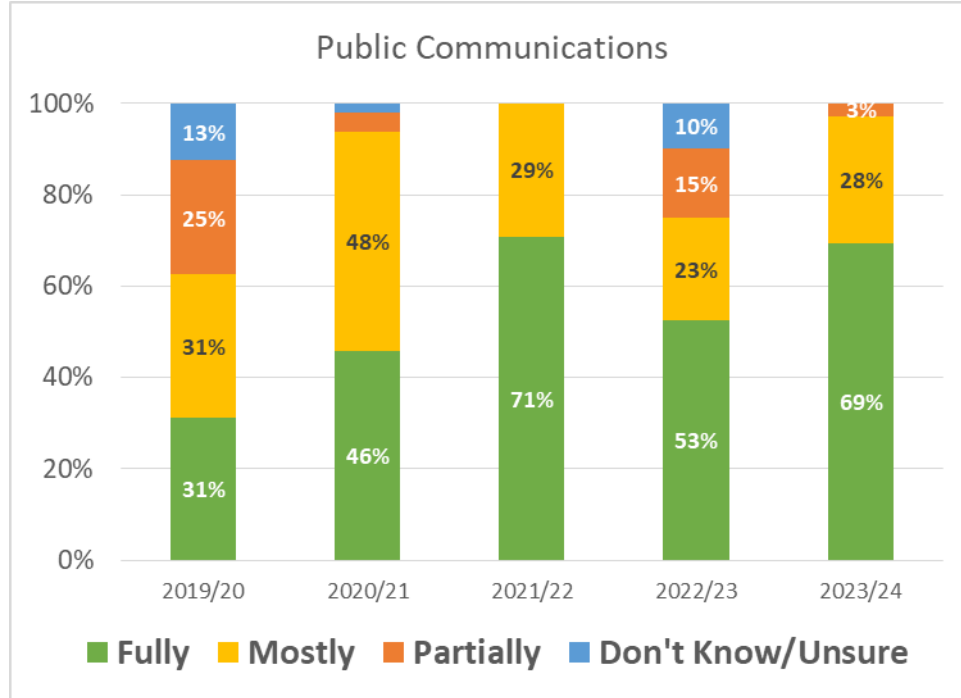
| | Fully | Mostly | Partially | Unsure |
|---|-----------|-----------|-----------|--------|
| Relationship with Superintendent | 12 | 10 | 5 | |
| The Board annually sets goals and evaluates the superintendent. | 3 | 5 | 1 | |
| The Board provides the superintendent with clear expectations of performance | 9 | | | |
| The Board trusts the superintendent to make proper decisions relative to student matters, staff oversight, and academic achievement | | 5 | 4 | |

2023/24 Self-Reflection: Effective Board Meetings



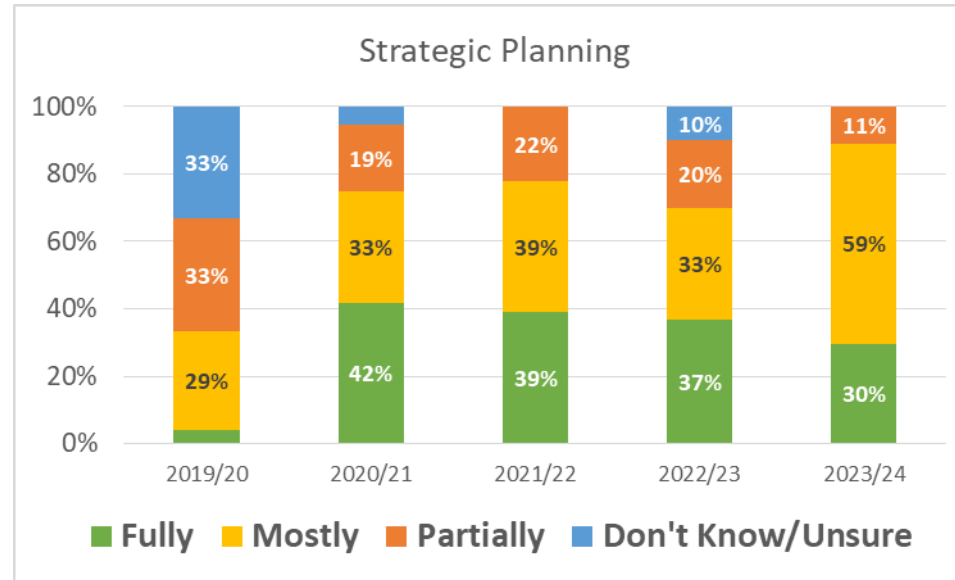
| | Fully | Mostly | Partially | Unsure |
|--|-----------|-----------|-----------|--------|
| Effective Board Meetings | 15 | 25 | 5 | |
| Agenda items relate to matters within the board’s roles and responsibilities | 3 | 5 | 1 | |
| All board members come prepared to discuss all the agenda items. | 3 | 6 | | |
| Board meetings are productive; the board regularly addresses all agenda items. | 4 | 5 | | |
| Board members have been given sufficient info/data to make informed decisions. | 2 | 5 | 2 | |
| Dialogue among board members is respectful and considerate. | 3 | 4 | 2 | |

2023/24 Self-Reflection: Communication with the Public



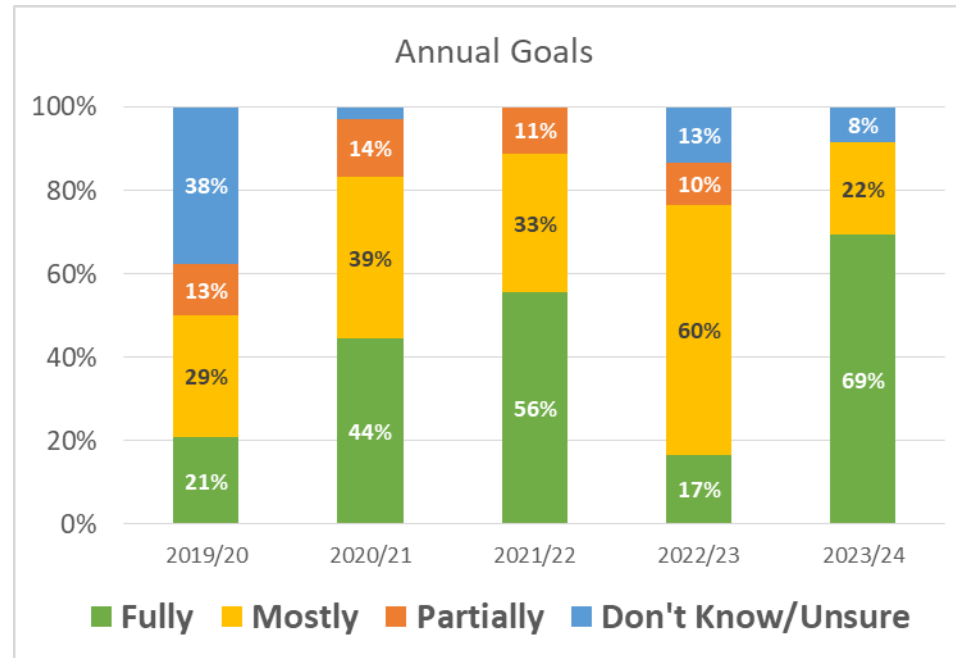
| | Fully | Mostly | Partially | Unsure |
|--|-----------|-----------|-----------|--------|
| Communication with the Public | 25 | 10 | 1 | |
| The Board encourages citizen participation in an advisory capacity. | 7 | 1 | 1 | |
| The Board ensures a continuous planned program of public information. | 7 | 2 | | |
| The Board fosters cooperation with news media for the dissemination of information about the district. | 5 | 4 | | |
| The Board seeks input from all stakeholder and constituency groups | 6 | 3 | | |

2023/24 Self-Reflection: Strategic Planning



| | Fully | Mostly | Partially | Unsure |
|--|----------|-----------|-----------|--------|
| Strategic Planning | 8 | 16 | 3 | |
| The Board has an active strategic plan, which is being implemented. | 3 | 5 | 1 | |
| The Board is meeting goals established under the strategic plan. | 1 | 6 | 2 | |
| The strategic plan aims to enhance or improve student academic outcomes. | 4 | 5 | | |

2023/24 Self-Reflection: Annual Goal Performance



| | Fully | Mostly | Partially | Unsure |
|--|-----------|----------|-----------|----------|
| Annual Goals | 25 | 8 | | 3 |
| The Board accomplished its 2023/2024 goal to hire a Superintendent | 9 | | | |
| The Board accomplished its 2023/2024 goal regarding Capital Improvement | 7 | 1 | | 1 |
| The Board accomplished its 2023/2024 goal regarding Education Philosophy | 5 | 3 | | 1 |
| The Board accomplished its 2023/2024 goal regarding Education Cohort Study | 4 | 4 | | 1 |

2022/23: Meeting Participation

| | Board Meetings Attended | Committees Assigned | Committee Meetings Attended |
|--|-------------------------|---------------------|-----------------------------|
| Kristen Noonan | 22 | 4 | 16 |
| Jeff Cesaitis | 19 | 1 | 3 |
| Jennifer Strimbeck | 7 | 0 | 0 |
| Ed Laplante | 17 | 2 | 10 |
| Gina Carraro <small>Appointed 6/6/2023</small> | 9 | 0 | 0 |
| Brian Bohannon | 14 | 1 | 3 |
| Dan LeClair | 12 | 1 | 3 |
| Cheryl McDaniel-Thomas | 17 | 5 | 23 |
| Eric Stanley | 14 | 1 | 4 |
| Betty Tatro | 22 | 2 | 10 |
| Stephanie Lawlor | 21 | 2 | 11 |
| Scott Peters | 20 | 0 | 23 |
| Lisa Steadman | 22 | 4 | 17 |

- Includes virtual meeting attendance
- Includes 2 joint meetings with Budget committee
- Does not include attendance at CCC, Wellness, Legislative, or Negotiations committee meetings
- Does not include February 2024 Deliberative or final School Board meeting
- 10 meetings were canceled due to weather or lack of quorum (8 committee, 2 school board)

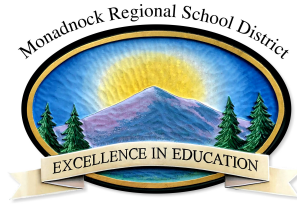
2022/23 Reflections

▶ Things to celebrate

- ▶ Hiring a Superintendent mid-year
- ▶ 9 years of steady improvements in Administration (roles, structure, trust, culture)
- ▶ 2nd year of 100% alignment with the Budget Committee on warrant article support
- ▶ Continued progress to strategic plan (elementary renovations)
- ▶ First ever documentation of education philosophy
 - ▶ Beginnings of a strategic plan

▶ Things to work on

- ▶ Back to basics:
 - ▶ Consistent Board member participation in committees and board meetings
 - ▶ Policy focus
 - ▶ Budget process & timing
 - ▶ Earlier Goal results / More aggressive focus in Summer & Fall
- ▶ This survey is a self-reflection. How do we measure what students, employees, administrators, and the community think the board is doing?



| | |
|---------------|---|
| Book | B: School Board Governance and Operations |
| Section | Series B |
| Title | Board Committees and Delegates |
| Code | BDE |
| Status | Active |
| Adopted | May 3, 1993 |
| Last Revised | April 5, 2016 |
| Last Reviewed | April 8, 2020 |

BOARD COMMITTEES AND DELEGATES

The School Board may have the following standing committees as deemed necessary:

1. Community Relations
2. Facilities
3. Education
4. Finance
5. Negotiations
6. Policy
7. Technology
8. Extracurricular Committee

A board representative will also be delegated to the Cheshire Career Center (CCC), the budget committee and the wellness committee.

Standing and special committees and delegations shall be appointed by the Chairperson of the Board and approved by vote of a majority of the Board. Committees will meet as needed and will make recommendations for action by the full Board.

The Chairman of the Board may attend any or all committee meetings. The chairman shall not be listed as a member of any committee, but his/her presence may be used to support a committee's quorum. The chairman may vote at any committee meeting and the vote shall be counted in any motions taken up by the committee.

(This paragraph does not apply to the Negotiations committee unless the Board Chair is assigned as a standing member of the Negotiations committee)

Committees will determine their own Chairperson by majority vote. For the purposes of a committee meeting, excluding the Negotiations Committee (RSA 91-A:2,I(a)), a meeting of the Committee comprising greater than 50% of the membership of the Committee shall constitute of quorum. Weighted voting shall not be used in Committee meetings. In the event of a sub-committee tie vote, the matter at

hand will be forwarded to the full board for a vote. No tentative agreement should be forwarded to the full board by the negotiations committee without at least 3 members of the committee review and approve said agreement.

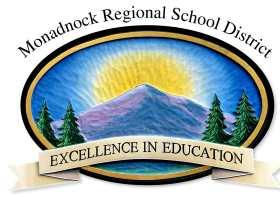
Adoption Date: 5/3/1993, Revised: 4/5/2016; 07/01/98, 02/01/01, 06/01/01, 03/01/03, 08/01/03, 11/01/2003, 10/15/2013, 05/05/2015, 10/20/2015, 04/05/2016

Category - Recommended

Policy Cross References:

» [BEDD - Rules of Order](#)

Last Modified by Lillian Sutton on April 27, 2020



**MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD MEETINGS MARCH 2024 THROUGH MARCH 2025
All Meetings Begin at 7:00 PM**

| <u>Date</u> | <u>Location</u> |
|--------------------------|--|
| March 19, 2024 | MRMHS Library and Webinar for Public* |
| April 2, 2024 | MRMHS Library and Webinar for Public* |
| April 16, 2024 | MRMHS Library and Webinar for Public* |
| May 7, 2024 | MRMHS Library and Webinar for Public* |
| May 16, 2024 | Joint School Board & Budget Committee Meeting (MRMHS Library) |
| May 21, 2024 | MRMHS Library and Webinar for Public* |
| June 4, 2024 | MRMHS Library and Webinar for Public* |
| July 16, 2024 | MRMHS Library and Webinar for Public* |
| August 20, 2024 | MRMHS Library and Webinar for Public* |
| September 3, 2024 | MRMHS Library and Webinar for Public* |
| September 17, 2024 | MRMHS Library and Webinar for Public* |
| October 1, 2024 | MRMHS Library and Webinar for Public* |
| October 15, 2024 | MRMHS Library and Webinar for Public* |
| November 5, 2024 | MRMHS Library and Webinar for Public* |
| November 14, 2024 | Joint School Board & Budget Committee Meeting (MRMHS Library) |
| November 19, 2024 | MRMHS Library and Webinar for Public* |
| December 3, 2024 | MRMHS Library and Webinar for Public* |
| December 17, 2024 | MRMHS Library and Webinar for Public* |
| December 31, 2024 | MRMHS Library and Webinar for Public |
| January 7, 2025 | MRMHS Library and Webinar for Public* |
| January 16, 2025 | Budget Hearing (Budget Committee) MRMHS Library |
| January 21, 2025 | MRMHS Library and Webinar for Public* |
| February 4, 2025 | Deliberative Session MRMHS Auditorium |
| February 18, 2025 | MRMHS Library and Webinar for Public* |
| March 4, 2025 | MRMHS Library and Webinar for Public* |
| March 18, 2025 | MRMHS Library and Webinar for Public* |

*** Webinar Meeting Invitations are posted on the District Website Calendar**

NOTE: SNOW DATES FOR ALL REGULAR BOARD MEETINGS WILL BE PLANNED FOR THE FOLLOWING SCHOOL DAY

Bids for MRMHS Roof Project - WA #3 FY24

| | Bid |
|-----------------------------|------------|
| A.L. Johnson & Sons Roofing | \$46,895 |
| W.E. Brown Roofing | \$55,987 |
| the Melanson company | \$81,995 |

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
February 27, 2024
Monadnock Regional Middle/High School, Swanzey, NH

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

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: S. Lawlor read a letter from Lisa Stewart, a parent in Swanzey who was not able to attend the Board Meeting. L.Stewart expressed her concern regarding a book her Middle School child was reading. It was about Jeffrey Dahlmer and she gave graphic details of what is included in the book. She does not believe that this book was appropriate. She said the book should not be in the school. J.Rathbun explained he is aware of the situation. He has not read the book but there are policies and procedures in place. It will go through the proper channels to have it reviewed.

3. Celebrate # MRSD: Congratulations, Gavin Lombara, an 11th grader who won the 55-meter hurdle at the DII State Championship. Congratulations to the Girls Varsity Basketball Team and Coach Condap on a terrific season. Congratulations to 3 students who participated in sports outside of school: Andrew Hopkins for winning the Air Rifle Championship, Noah Steadman for winning the NH Way State Championship and Seth Adams for coming in 3rd. Congratulations. **MOTION:** E. Stanley **MOVED** to award swag to the athletes mentioned in Celebrate # MRSD. **SECOND:** S. Lawlor. **VOTE:** 8.439/0/.995/3.567. **Motion passes.**

4. MATTERS FOR SCHOOL BOARD INFORMATION & DISCUSSION:

a. Student Government Report: Owen Higgins explained there are no developments from the Student Government since the last meeting. The committee will be meeting tomorrow. S.Peters explained the Board will be forming new committees and would like to take input from the Student Government regarding the Board Goals. Owen Higgins did mention that there has been conversation regarding AP Classes. There are some AP Classes available at KHS and not at Monadnock and some available at Monadnock and not KHS. It might be great if we could take the courses not available here at KHS and vice versa. S.Peters commented that sounds like a great idea. He would ask the Student Government to bring their ideas to the next meeting. Owen Higgins mentioned the students have brought this issue to Guidance.

b. 2023/24 School Board Goals: The Board reviewed the list of Board Goals.

i. Hire New Superintendent: MRSD has a new Superintendent Jeremy

Rathbun. Congratulations!!! This goal is complete.

ii. Document Educational Philosophy: The Education Committee has completed this process and the Board voted on it.

iii. Propose First Educational Strategy: J.Rathbun is working with the principals and the education committee.

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: The study continues and is regularly reported out by J.Rathbun.

c. Board Self-Evaluations: S.Peters explained that there were 7 responses for the Board Self-Evaluation. The Board decided to give the members more time to participate. S.Peters will again tally results for the next meeting.

d. Cohort Study Final Review: This study continues and is regularly presented by J. Rathbun to the Board. The Board has not gone through Wellness-Nutrition, Competency-Growth-Achievement and Ready to Launch. We did not get through them. We are 70% complete. The hope is to put this in one big slide deck and continue with it for future years.

5. MATTERS THAT REQUIRE BOARD ACTION:

a. Approve 24-25 School Calendar: MOTION: S.Lawlor **MOVED** to approve the 2024-2025 School Calendar as presented. **SECOND:** B. Tatro. **DISCUSSION:** S.Peters **MOVED** to amend the calendar to include a 2 week break in December. **SECOND:** L. Steadman **DISCUSSION:** S.Lawlor commented that extending the break is not in the best interest of the students. C.McDaniel-Thomas asked who has asked for this and why are we interested. S.Peters said students, staff and parents have commented on having 2 weeks. It was commented that the challenge is child care. C.McDaniel-Thomas commented on a 12 day to a 16 day break. B.Tatro asked how many people are asking for the extra time. S.Peters said he is not sure. There were comments in his circle of friends. The Board discussed the fact that some students may not get fed if they are not at school. J. Strimbeck commented that the food banks are very generous at the holidays. E.LaPlante asked how much learning will the students get coming back on a Thursday and Friday? **VOTE on the amendment:** 3.823/2.263/0/3.567. **Motion passes. VOTE on amended motion:** 8.302/1.132/0/3.567. **Motion passes.**

b. Approve the Consent Agenda:

i. February 6, 2024 Minutes

ii. Manifest:

iii. Budget Transfer: MOTION: S.Lawlor **MOVED** to approve February 6, 2024 School Board Meeting Minutes, the manifest in amount of \$1,075,962.37 and the budget transfer requested by J. Morin in the amount of \$79,380.00 from Assistant Superintendent Salary and benefit lines to the Superintendent Salary and benefit lines. **SECOND:** C. McDaniel-Thomas. **VOTE:** 9.434/0/0/3.567. **Motion passes.**

6. SETTING NEXT MEETING'S AGENDA

a. Annual Board Organizational Meeting March 19th: S.Peters would like to have the committees of the Board formed at the next meeting so they can move forward and begin the work of the committee. The committees will be able to get a lot of work done in April and May.

7. Public Comments: E. Stanley commented on a recent basketball game against Kearsarge High School. The Monadnock students showed sportsmanship.

The MRMHS SpongeBob Musical will be held March 7, 8 and 9th.

The Board Members are being asked to go to the SAU and sign the manifest because the Board will not be meeting for 3 weeks.

8. 7:46 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: J. Cesaitis **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:** 9.434/0/0/3.567. **Motion passes.**

9. ADJOURNMENT: MOTION: J.Cesaitis **MOVED** to adjourn the meeting at 7:52 PM. **SECOND:** S.Lawlor **VOTE:** 9.434/0/0/3.567. **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)
February 27, 2024
Monadnock Middle/High School Library, Swanzey, NH**

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

Administration Present: J. Rathbun, Superintendent

7:46 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: MOTION: L.Steadman **MOVED** to approve 5 unpaid leave days for Shannon Caron, Cheyl Marchetti, Maryann Moran and Donna Bogdzewicz as approved and presented by the Superintendent. **SECOND:** C. McDaniel-Thomas. **VOTE:** 9.434/0/0/3.567. **Motion passes.**

MOTION: J. Cesaitis **MOVED** to leave Non-Public Session. **SECOND:** S.Lawlor **VOTE:** 9.434/0/0/3.567. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

**March 19, 2024 School Board Meeting
Budget Transfer**

Budget Transfer

1. Requested by: Janel Morin, Business Administrator

| | | | |
|-------|------------------------|------------------------------------|-------------|
| FROM: | 01.1125.51100.02.00000 | Cutler Reading Improvement Sal | \$34,500.00 |
| | 01.1125.52110.02.00000 | Cutler Reading Imp Health Ins | \$11,495.00 |
| | 01.1125.52120.02.00000 | Cutler Reading Imp Dental Ins | \$945.00 |
| | 01.1125.52220.02.00000 | Cutler Reading Imp Fica | \$1,040.00 |
| | 01.1125.52300.02.00000 | Cutler Reading Imp Teacher Retire | \$9,320.00 |
| TO: | 01.1100.51100.02.00000 | Cutler Regular Inst Salary | \$34,500.00 |
| | 01.1100.52110.02.00000 | Cutler Regular Inst Health | \$10,220.00 |
| | 01.1100.52120.02.00000 | Cutler Regular Inst Dental | \$2,220.00 |
| | 01.1100.52220.02.00000 | Cutler Regular Inst Fica | \$1,040.00 |
| | 01.1100.52300.02.00000 | Cutler Regular Inst Teacher Retire | \$9,320.00 |

◆ Amount: \$57,300

◆ Reason: Transfer funds from vacant Reading Specialist salary and benefits to cover Regular Instruction new hires over assumed vacancy salary and benefits.

2. Requested by: Janel Morin, Business Administrator

| | | | |
|-------|------------------------|----------------------------------|-------------|
| FROM: | 01.1100.52110.00.00000 | MRMHS Reg Inst Health Insurance | \$18,449.00 |
| TO: | 01.2190.51100.00.00000 | Summer School - High School | \$14,965.00 |
| | 01.2190.52220.00.00000 | Summer School Fica | \$1,105.00 |
| | 01.2190.52300.00.00000 | Summer School Teacher Retire | \$1,135.00 |
| | 01.2190.52310.00.00000 | Summer School Teacher Non-Retire | \$1,244.00 |

◆ Amount: \$18,449

◆ Reason: Transfer funds from MRMHS Regular Instruction Health insurance due to unfilled positions to cover MRMHS Summer School expenses.

3. Requested by: Janel Morin, Business Administrator

| | | | |
|-------|------------------------|-------------------------|------------|
| FROM: | 01.1100.51100.00.00000 | MRMHS Reg Inst Salaries | \$9,857.00 |
| TO: | 01.2490.53300.00.00000 | SRO Reimbursement | \$9,857.00 |

◆ Amount: \$9,857

◆ Reason: Transfer funds from MRMHS Regular Instruction Salaries due to unfilled positions to cover SRO Reimbursement. The amount was not known at budget time.