

Monadnock Regional School District & SAU #93

School Board Agenda

February 27, 2024

In-Person MRMHS Library 7:00 pm

Zoom

Meeting ID:84588510447 Passcode: 538378 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. Student Government Report
 - b. 2023/24 School Board Goals Final Review
 - 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 - ⚠
 - c. Board Self-Evaluation
 - d. Cohort Study Final Review
4. MATTERS THAT REQUIRE BOARD ACTION
 - a. *Approve 24-25 School Calendar
 - a. * Approve the Consent Agenda
 - i. February 6, 2024 Minutes
 - ii. Manifest
 - iii. Budget Transfer
5. SETTING NEXT MEETING'S AGENDA
 - a. Annual Board Organizational Meeting March 19th
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.*

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:

2/27/2024	MRSD/SAU 93 School Board	7:00 pm MRMHS Library
2/28/2024	Education Committee	6:00 pm SAU Conference Room
3/12/2024	District Voting Day (all towns)	
3/14/2024	Extra-Curricular Committee	6:00 pm SAU Conference Room
3/14/2024	Policy Committee	7:00 pm SAU Conference Room
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.****

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



****DRAFT**Monadnock Regional School District**DRAFT****

2024-2025 School Year Calendar

August (3 Student Days)

M	T	W	Th	F
	O	W	W	W
SO	SO	28	29	30

8/20 - New Staff Orientation
 8/21 - Workshop Day (District)
 8/22 - Workshop Day (Principal)
 8/23 - Workshop Day (District)
 8/26-8/27 Soft Opening

February (14 Student Days)

M	T	W	Th	F
3	4	5	6	C
10	11	12	13	14
17	18	19	20	21
X	X	X	X	X

2/7 -Parent/Teacher Conferences
 2/24-2/28 Feb. Break

September (19 Student Days)

M	T	W	Th	F
X	3	4	5	6
9	W	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

9/2 - Labor Day
 9/10 -Workshop (Teacher)

March (20 Student Days)

M	T	W	Th	F
3	4	5	6	7
10	W	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

3/11 - Workshop (Teacher)
 3/14- End Trimester 2 (elementary)
 3/28 - End Q3 (MRMHS)

October (21 Student Days)

M	T	W	Th	F
	1	2	3	4
7	8	9	10	C
X	15	16	17	18
21	22	23	24	25
28	29	30	31	

10/11 - Parent/Teacher Conferences
 10/14 - Columbus Day

April (17 Student Days)

M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
X	X	X	X	X
28	29	30		

4/22-4/26 - April Break

November (16 Student Days)

M	T	W	Th	F
				1
4	W	6	7	8
X	12	13	14	15
18	19	20	21	22
25	26	X	X	X

11/1 - End Q1 (MRMHS)
 11/5 - Workshop (District)
 11/11 - Veterans Day
 11/27-11/29 Thanksgiving Break

May (21 Student Days)

M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
X	27	28	29	30

5/27 - Memorial Day

December (15 Student Days)

M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	ER
X	X	X	X	X
X	X			

12/6 - End Trimester 1 (elementary)
 12/20 - Early Release
 12/23-1/1 - Holiday Break

June (9 Student Days)

M	T	W	Th	F
2	3	4	5	6
9	10	11	12	W
W	S	S	S	

6/12 - Last Day For Students
 6/13 - Workshop (Principal)
 6/16 -Workshop (Classroom)
 6/17-6/19 Snow day Make-up if needed
 Snow days 1-5 are built in

January (21 Student Days)

M	T	W	Th	F
		X	2	3
6	7	8	9	10
13	14	15	16	17
X	21	22	23	24
27	28	29	30	31

1/1 - Holiday Break
 1/20 - MLK Jr. Day
 1/17- End Semester 1 (MRMHS)

176 Student Days - August 28 - June 12
 188 MDEA Days - August 20 - June 16
 183 MESSA Days (SY) - August 20 - June 13

Non-Instructional Days

- X - Schools are Closed
- W - In Service Workshop Day
- C - Parent/Teacher Conferences
- SO- Soft Opening
- ER - Early Release

Term Endings

- November 1st - End of Quarter 1
- December 6th - End of Trimester 1
- January 17th - End of Semester 1
- March 14th - End of Trimester 2
- March 28th - End of Quarter 3

This calendar meets the school year requirements of RSA 189:1 and 189:24 and is subject to change due to storms or other unforeseeable emergencies. 3 make-up days (S) have been added which will only be used if necessary.

*****UNAPPROVED DRAFT*****

**February 27, 2024 School Board Meeting
Budget Transfer**

Budget Transfer

1. Requested by: Janel Morin, Business Administrator

FROM:	01.2210.51100.40.00093	Asst Superintendent/Curriculum Sal	\$53,688.00
	01.2210.52110.40.00093	Health Ins	\$5,300.00
	01.2210.52220.40.00093	Fica	\$4,190.00
	01.2210.52310.40.00093	N/T Retirement	\$6,632.00
	01.2320.58100.40.00093	Dues/Fees/Certifications	\$5,000.00
	01.2550.52300.40.00093	Business Office Teacher Retirement	\$4,300.00
	01.2329.55500.40.00093	SAU Printing	\$270.00
TO:	01.2320.51100.40.00093	Superintendent Salary	\$65,000.00
	01.2320.52110.40.00093	Health	\$320.00
	01.2320.52220.40.00093	Fica	\$4,895.00
	01.2320.52310.40.00093	N/T Retirement	\$8,865.00
	01.2210.58100.40.00093	Dues/Fees/Certifications	\$300.00

◆ Amount: \$79,380

◆ Reason: Transfer funds to cover mid-year Superintendent change..

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
February 6, 2024 (Not Yet Approved)
Monadnock Regional Middle/High School, Swanzey, NH

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

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

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

2. **PUBLIC COMMENTS:** D.LeClair of Swanzey explained that he had sent an email to the administration and the Athletic Director regarding the Varsity Boys Basketball Team. His son was demoralized by the coach and wanted to quit the team. He was so upset he did not want to go to school. He said there are certain students that are embarrassed in front of the other players. This is mental abuse. He is asking that the coach be terminated. He said the situation hurts him more than his son. S.Peters explained that he appreciates the comments but you should not discuss students or coaches in public.

3. **Celebrate # MRSD:** J. Rathbun reported on the following students who won the Spelling Bee in their school: Cutler-Marco Smith and Aubree Lewis, Emerson-Isabella Suprenant and Elias Gentile, Troy-Dominic Lerio and Gabriel Dominguez. Those six students will move on to the State Spelling Bee. Congratulations!!

James Wiley, a paraprofessional at Emerson who has worked in the district for 16 years has passed away. He was described as a very special person, a great person and will be missed.

Rob Colbert, a MRHS Varsity Girls Basketball Coach and former School Board Member has passed away. He was described as an honorable man. S. Peters said that he was thankful for his service to the district. He was very passionate. He will be missed. The Board had a moment of silence for James Wiley and Rob Colbert.

4. MATTERS FOR SCHOOL BOARD INFORMATION & DISCUSSION:

a. Student Government Report: Owen Higgins reported that the Student Government conducted a recycling survey. They have presorting bins in 20 classrooms. The group is also looking at food lunch options.

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: 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.

c. Overview of upcoming board self-evaluations: S.Peters passed out the Board self-evaluation to the Board. He explained that the questions do not change each year except the ones at the end. He is asking to have the evaluations back to collect at the next meeting and the results at the following meeting.

d. Recap of Deliberative Session: S.Peters explained after the Deliberative Session the Board voted to support the change to Article Three. Article Three was amended from \$1.00 to \$54,000.00. This amount will round out the Special Ed. Expendable Trust to \$400,000.00. K. Noonan explained that J. O'Shaughnessy explained that the funds in the Special Education Expendable Trust Fund can be used even if there are still funds in the budget. He said most districts wait until the funds in the budget have been spent. There are no restrictions but the best practice is to wait.

e. Warrant Articles in Plain English: S. Peters explained that currently there is no Community Relations Committee for this. He is looking for ideas for the green sheet. L. Steadman volunteered to do the green sheet or she will look at last year's warrant articles in plain English, complete and share with the Board. **MOTION:** S. Peters **MOVED** to empower L. Steadman to write the Warrant Articles in Plain English using last year's template. **SECOND:** S. Lawlor. **VOTE:** 9.829/0/0/3.171. **Motion passes.**

5. MATTERS THAT REQUIRE BOARD ACTION:

a. Timing of June 2024 Graduation Ceremony: S.Peters explained that this topic was brought up through Public Comments. After years of the Meet of Champions date conflicting with graduation the Board voted to change it to a Friday night. Being on a Friday it is the same night as the KHS graduation. The Board needs to decide if graduation should stay on Friday or move to Saturday. J. Rathbun explained this is the first year that it is on the school calendar due to snow days. **MOTION:** K. Noonan **MOVED** to change the graduation date to Saturday June 8, 2024. **SECOND:** C. McDaniel-Thomas. **DISCUSSION:** K. Noonan explained that she wished the Board had done a survey. She did a survey on Facebook and most of the families want to have graduation on Saturday. There were a lot of family conflicts and only a few sporting event issues. J. Rathbun explained that the tent is all set for Friday or Saturday and the AV tech is okay with either date. It will be tough but good to go. He also commented that the administration was asked to have it on Friday and now it is being changed back. We did what you asked us to do. There is no rain date if it is on Saturday. The graduates will be dry under the tent. He had asked KHS if they would move their date. Keene's response was a chuckle and a no. J. Rathbun commented that there are 2 or 3 members to attend the Meet of Champions, a few members of the class might have a baseball game as well as the members of the softball team. It is not easy to move things around. If the day is Saturday it is at 10:00 AM. K.Noonan commented that 3 years ago when the discussion began it was a different group of people. S. Lawlor commented that it has always been Saturday. **VOTE:** 6.605/3.224/0/3.171. **Motion passes.**

b. Northlands Music & Arts Festival Donation (\$3000) to MRMHS Music: J. Rathbun explained that this donation came in over the summer but got lost in the transition to a new Superintendent. **MOTION:** K. Noonan **MOVED** to accept the donation from Northlands Music & Art Festival Donation in the amount of \$3000. **SECOND:** B. Tatro **VOTE:** 8.731/0/1.098/3.171. **Motion passes.**

c. MRMHS Volleyball Club: J. Rathbun presented 2 clubs that the students and parents would like to see at the school. A Volleyball Club and a Powerlifting Club. The groups were told that any new clubs need to be approved by the Board. D. LeClair asked if there were any stipends and who would coach. J. Rathbun commented that there is no budget and they are aware of that. **MOTION:** J. Cesaitis **MOVED** to accept the proposals for a new Volleyball Club at Emerson and a Powerlifting Club at the MRMHS. **SECOND:** C. McDaniel-Thomas. **DISCUSSION:** J.Rathbun explained the clubs are adult supervised, background checks and clubs are not part of the NHIAA. He also said this came to L. Spencer from a student. **VOTE:** 9.829/0/0/3.171. **Motion passes.**

d. Approve the Consent Agenda

- i. **January 2, 2024 Minutes**
- ii. **January 23, 2024 Minutes**
- iii. **Manifest:**

iv. **Budget Transfer: MOTION:**D. LeClair **MOVED** to approve January 2, 2024 School Board Meeting Minutes, January 23, 2024 School Board Meeting Minutes, the manifest in amount of \$3,603,624.49 and the budget transfer requested by J. Morin in the amount of \$560,000.00 from multiple lines in the budget to Private Tuition. **SECOND:**9.829/0/0/3.171. **Motion passes.**

v. **2024/25 School Calendar (Draft):** J. Rathbun would ask to have the draft calendar voted on at the next meeting, before February vacation. J. Rathbun was asked about blizzard bags. He said that they are not worthwhile, not a huge benefit. The Board discussed the calendar, the soft openings and a 2-week Winter break. S. Lawlor commented that kids regress with the long break and it is hard on the teachers.

6. SETTING NEXT MEETING’S AGENDA:

- a. **Board Self-evaluations (prior to the new Board forms)**
- b. **2024/25 School Calendar**
- c. **Renovation Project Update**

7. **Public Comments:** Heather Dean of Swanzey thanked the Board for discussing graduation. She commented that the Senior Athlete posters should be displayed. The students work very hard and need to be recognized. She also commented that the Football Coach should be reinstated.

8. **8:14 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:** D.LeClair **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:** 9.829/0/0/3.171. **Motion passes.**

9. **8:30 PM Motion to Enter into Non-Public Session under RSA 91-A:3, II (k) Consideration by a school board of entering into a student or pupil tuition contract authorized by RSA 194 or RSA 195-A: MOTION:** J.Cesaitis **MOVED** to Enter into

Non-Public Session under RSA 91-A:3, II (k) Consideration by a school board of entering into a student or pupil tuition contract authorized by RSA 194 or RSA 195-A. **SECOND:** K. Noonan. **VOTE:** 9.829/0/0/3.171. **Motion passes.**

10. Return to Public Session: MOTION: S.Peters **MOVED** to SEAL the February 6, 2024 8:30 PM Non-Public Meeting Minutes until February 6, 2025. **SECOND:** K. Noonan. **VOTE:** 9.829/0/0/3.171. **Motion passes.**

11. ADJOURNMENT: MOTION: C.McDaniel-Thomas **MOVED** to adjourn the meeting at 8:52 PM. **SECOND:** K. Noonan **VOTE:** 9.829/0/0/3.171. **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 6, 2024
Monadnock Middle/High School Library, Swanzey, NH**

Members Present: Scott Peters, Kristen Noonan, Jeff Cesaitis, Lisa Steadman, Betty Tatro, Chery McDaniel-Thomas, Edmond LaPlante, Dan LaClair and Stephanie Lawlor.

Absent: Eric Stanley, Brian Bohannon, Gina Carraro and Jennifer Strimbeck.

Administration Present: J. Rathbun, Superintendent

8:14 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: S.Lawlor **MOVED** to approve the retirement of Ann Clark as of June 2025, the retirement of Nancy Greene as of June 2025 and to waive both of their 18 month notification requirement as presented and approved by the Superintendent.

SECOND: J. Cesaitis. **VOTE:** 9.827/0/0/3.171. **Motion passes.**

Issue #2: MOTION: C. McDaniel-Thomas **MOVED** to approve the resignation of Marianne VanValkenburg as of March 1, 2024. **SECOND:** S. Lawlor. **VOTE:** 9.827/0/0/3.171. **Motion passes.**

Issue #3: J. Rathbun presented 5 staff members who are requesting unpaid leave. S. Peters commented that there is a clear pattern but this is not the time for that conversation. J. Rathbun commented that some of these people work directly with the students. Some of these names come up more often than others. If the Board and the administration were to say no they would do it anyways, next is disciplinary action and then the administration would start to file for abusing unpaid time. It is also very frustrating when the staff use wellness days for vacation.

Issue #4: MOTION: K. Noonan **MOVED** to approve the 5 unpaid leave days for Angela Beaulieu as approved and presented by the Superintendent. **SECOND:** C. McDaniel-Thomas. **VOTE:** 7.84/0/1.989/3.171. **Motion passes.**

Issue #5: MOTION: J. Cesaitis **MOVED** to approve 5 unpaid days each for the following staff as approved and presented by the Superintendent: Mike Theime, Holly Vaine and Connie LaFleur. **SECOND:** K.Noonan. **VOTE:** 9.829/0/0/3.171. **Motion passes.**

Issue #6: J. Rathbun notified the Board that Deb Wilson, the Kitchen Manager of Troy, has resigned.

MOTION: J. Cesaitis **MOVED** to leave Non-Public Session. **SECOND:** K. Noonan **VOTE:** 9.829/0/0/3.171. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording Secretary