

Monadnock Regional School District & SAU #93
School Board Agenda
June 20, 2023
In-Person MRMHS Library & Webinar Link 7:00 pm

Join Zoom Meeting:

<https://mrsd-org.zoom.us/j/82854139746?pwd=ajhaQWFLczdET0FQVVo3bzM0aDRsUT09>

ID: 82854139746 (US) +1 301-715-8592 Passcode: 139686

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 pm
2. PUBLIC COMMENTS (15 minutes)
3. #celebrateMRSD
4. MATTERS FOR SCHOOL BOARD INFORMATION & DISCUSSION
 - a. Overview of Staffing Not Administered by the School Board
 - b. NHSBA Call for Resolutions
 - c. Superintendent Search
 - d. Cutler Principal Search
 - e. 2024/25 Budget Proposals
5. MATTERS THAT REQUIRE BOARD ACTION
 - a. * Board Member Stipends
 - b. * Committee to Study Benefits for Non-Bargaining Employees
 - c. * 2023/24 School Board Goals
 - d. * Elementary Renovations Bond
 - e. * Budget Transfers
 - f. * Manifest
 - g. * Encumbrance of Unallocated Funds
 - i. * Diligent Modern Governance Seminar
 - ii. * Any other Encumbrances Identified by Administration
 - h. * June 6, 2023 Minutes
6. SETTING NEXT MEETING’S AGENDA
7. PUBLIC COMMENTS (15 minutes)
8. NON-PUBLIC SESSIONS under RSA 91-A:3. II
9. 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:

6/22/2023	Extra-Curricular Committee	6:00 pm	SAU Conference Room
6/27/2023	Budget Committee	7:00 pm	MRMHS Library
6/27/2023	Policy Committee	7:00 pm	SAU Conference Room
7/11/2023	Finance & Facilities Committee	7:00 pm	SAU Conference Room
7/12/2023	Policy Committee	7:00 pm	SAU Conference Room
7/13/2023	Extra-Curricular Committee	6:00 pm	SAU Conference Room
7/18/2023	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.****

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L O A N A G R E E M E N T

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AGREEMENT, dated the 12th day of July, 2023 between the New Hampshire Municipal Bond Bank, a public body corporate and politic constituted as an instrumentality of the State of New Hampshire exercising public and essential governmental functions (hereinafter referred to as the "Bank"), created pursuant to the provisions of Chapter 35-A of the New Hampshire Revised Statutes Annotated, as amended (hereinafter referred to as the "Act"), having its principal place of business in Concord, New Hampshire, and **Monadnock Regional School District** (hereinafter referred to as the "Governmental Unit"):

W I T N E S S E T H :

WHEREAS, pursuant to the Act, the Bank is authorized to loan money (hereinafter referred to as the "Loans") to the Governmental Unit and the Governmental Unit is authorized to contract with the Bank with respect to such Loans to be evidenced by its municipal bonds (as defined in the Act) to be purchased by the Bank; and

WHEREAS, the Governmental Unit has requested a loan from the Bank in the amount of **\$21,500,000** (hereinafter referred to as the "Loan") and, to evidence the indebtedness to be incurred thereby, has duly authorized the issuance of its bonds in at least that principal amount (the "Municipal Bonds"), which Municipal Bonds are to be purchased by the Bank in accordance with this Loan Agreement; and

WHEREAS, the Bank has adopted or will adopt a General Bond Resolution (hereinafter referred to as the "Bond Resolution") authorizing the issuance of its bonds from time to time, a portion of the proceeds of which will be expended for the purpose of making the Loan, and will adopt a resolution authorizing the making of the Loan to the Governmental Unit by the purchase of the Municipal Bonds,

NOW, THEREFORE, the parties agree:

1. The following words or terms used herein shall have the following meanings:

(a) "Fees and Charges" shall mean all fees and charges authorized to be charged by the Bank for the use of its services or facilities pursuant to paragraph VIII of Section 6 of the Act.

(b) "Governmental Unit's Allocable Proportion" shall mean the proportionate amount of the total requirement in respect of which the term is used, determined by the ratio that the Loan then outstanding bears to the total of all Loans which are then outstanding, as certified by the Bank.

(c) "Loan Obligation" shall mean that amount of bonds issued by the Bank which is equal to the principal amount of the Municipal Bonds outstanding.

(d) "Maximum Interest Cost Rate" shall mean an interest cost rate 4.25% per centum per annum.

(e) "Municipal Bonds Interest Payments" shall mean the amount to be paid by the Governmental Unit pursuant to this Loan Agreement representing interest due or to become due on its Municipal Bonds.

(f) "Municipal Bonds Principal Payments" shall mean the amount to be paid by the Governmental Unit pursuant to this Loan Agreement representing principal due or to become due on its Municipal Bonds.

2. The Bank hereby agrees to make the Loan and the Governmental Unit hereby agrees to accept the Loan and to sell to the Bank the Municipal Bonds in the principal amount of the Loan. The Municipal Bonds shall bear interest from the date of their delivery to the Bank at such rate or rates per annum as will result in an interest cost rate to the Governmental Unit of the Maximum Interest Cost Rate (as calculated by the "Interest Cost Per Annum" method) or at rates per annum as will result in a lesser interest cost rate to the Governmental Unit as determined by the Bank. The interest cost rate for purposes of this Loan Agreement will be computed as if the Municipal Bonds bore interest from the delivery date of the Bank's bonds, and without regard to Sections 4 and 5 hereof which require that Governmental Unit make funds available to the Bank for the payment of principal and interest at least thirty (30) calendar days (inclusive of Saturdays, Sundays and holidays) prior to each respective principal and interest payment date. Subject to any applicable legal limitations, the rate or rates of interest borne by the Municipal Bonds shall be not less than the rate or rates of interest borne by the bonds issued by the Bank (for corresponding maturities) the proceeds of sale of which were used to make the Loan and to purchase the Municipal Bonds. Notwithstanding the above, the obligation of the Bank to make the Loan shall be conditioned upon receipt by the Bank of the proceeds of bonds issued by the Bank both for the purposes set forth herein and to create the reserves required by the Bond Resolution.

3. The Governmental Unit has duly adopted or will adopt all necessary votes and resolutions and has taken or will take all proceedings required by law to enable it to enter into this Loan Agreement and issue its Municipal Bonds for purchase by the Bank.

4. The Municipal Bonds Interest Payments shall be not less than the total amount of interest the Bank is required to pay on the Loan Obligation and shall be scheduled by the Bank in such manner and at such times as to provide funds sufficient to pay interest as the same becomes due on the Loan Obligation and the Governmental Unit shall make such funds available to the Bank at least thirty (30) calendar days (inclusive of Saturdays, Sundays and holidays) prior to each interest payment date.

5. The Municipal Bonds Principal Payments shall be scheduled by the Bank in such manner and at such times as to provide funds sufficient to pay the principal of the Loan Obligation as the same matures (based upon the maturity schedule provided by and for the Governmental Unit and appended hereto as Exhibit A) and the Governmental Unit shall make such funds available to the Bank at least thirty (30) calendar days (inclusive of Saturdays, Sundays and holidays) prior to each principal payment date.

6. The Governmental Unit agrees to be obligated to pay Fees and Charges to the Bank. Such Fees and Charges, if any, collected from the Governmental Unit shall be in an amount sufficient, together with the Governmental Unit's Allocable Proportion of other monies available therefore, including any grants made by the United States of America or any agency or instrumentality thereof or by the State or any agency or instrumentality thereof, to pay on a semi-annual basis:

(a) as the same becomes due, the Governmental Unit's Allocable Proportion of the administrative expenses of the Bank; and

(b) as the same becomes due, the Governmental Unit's Allocable Proportion of the fees and expenses of the trustee and paying agents for the bonds of the Bank.

7. The Governmental Unit agrees to be obligated to make the Municipal Bonds Principal Payments scheduled by the Bank on an annual basis and agrees to be obligated to make the Municipal Bonds Interest Payments scheduled by the Bank and to pay any Fees and Charges imposed by the Bank on a semi-annual basis.

8. The Governmental Unit agrees that any loan agreements previously entered into between the Bank and the Governmental Unit in connection with loan obligations previously undertaken and presently outstanding between the Bank and the Governmental Unit, are hereby amended so as to provide that the Governmental Unit shall make such funds available to the Bank with respect to the payment of interest and principal of each such loan obligation, if any, at least thirty (30) calendar days (inclusive of Saturdays, Sundays and holidays) prior to each interest or principal payment date pertaining thereto.

9. The Bank shall not sell and the Governmental Unit shall not redeem prior to maturity any of the Municipal Bonds with respect to which the Loan is made by the Bank prior to the date on which all outstanding bonds issued by the Bank with respect to such Loan are redeemable, and in the event of any sale or redemption prior to maturity of such Municipal Bonds thereafter, the same shall be in an amount equal to the aggregate of (i) the principal amount of the Loan Obligation so to be redeemed, (ii) the interest to accrue on the Loan Obligation so to be redeemed to the next redemption date thereof not previously paid, (iii) the applicable premium, if any, payable on the Loan Obligation so to be redeemed, (iv) the costs and expenses of the Bank in effecting the redemption of the Loan Obligation, and (v) at the direction of the Bank, an amount equal to the proportionate amount of bonds so to be redeemed which were issued by the Bank with respect to the Loan Obligation and necessary to fund a portion of the reserve fund authorized by Section 11 of the Act, less the amount of monies or investments available for withdrawal from such reserve fund and for application to the redemption of such bonds issued by the Bank in accordance with the terms and provisions of the Bond Resolution, as determined by the Bank; provided, however, that, in the event the Loan Obligation has been refunded and the refunding bonds issued by the Bank were issued in a principal amount in excess of or less than the Loan Obligation remaining unpaid at the date of issuance of such refunding bonds, the amount which the Governmental Unit shall be obligated to pay under item (i) hereof shall be the amount set forth in the resolution of the Bank. In the event the Loan Obligation has been refunded and the interest the Bank is required to pay on the refunding bonds is less than the interest the Bank was required to pay on such Loan Obligation, the amount which the Governmental Unit shall be obligated to pay under item (ii) above shall be the amount of interest set forth in the resolution

of the Bank. In no event shall any such sale or redemption of Municipal Bonds be affected without the prior written agreement and consent of both parties hereto.

10. Simultaneously with the delivery to the Bank of the Municipal Bonds, which Municipal Bonds shall be in a form acceptable to the Bank, the Governmental Unit shall furnish to the Bank an opinion of bond counsel satisfactory to the Bank which shall set forth among other things, the unqualified approval of said Municipal Bonds then being delivered to the Bank and that said Municipal Bonds will constitute valid general obligations of the Governmental Unit as required by the Act. The Governmental Unit shall bear the cost of such opinion.

11. The Governmental Unit shall be obligated to notify the Bank and the corporate trust office of the trustee for the bonds of the Bank in writing at least 30 days prior to each interest payment date of the name of the official of the Governmental Unit to whom invoices for the payment of interest and principal should be addressed.

12. The Governmental Unit and the Bank agree that the Municipal Bonds Principal Payments, the Municipal Bonds Interest Payments and the Municipal Bonds or a portion thereof may be pledged or assigned by the Bank under and pursuant to the Bond Resolution.

13. The Governmental Unit agrees upon surrender to it of the Municipal Bonds by the Bank it will, at the option of the Bank, cause there to be delivered to the Bank either registered or coupon Municipal Bonds as the case may be.

14. Prior to payment of the amount of the Loan, or any portion thereof, and the delivery of the Governmental Unit's Municipal Bonds to the Bank or its designee, the Bank shall have the right to cancel all or any part of its obligations hereunder if:

(a) any representation made by the Governmental Unit to the Bank in connection with application for Bank assistance shall be incorrect or incomplete in any material respect; or

(b) the Governmental Unit has violated commitments made by it in its application and supporting document or has violated any of the terms of this Loan Agreement.

15. (a). The Governmental Unit agrees to furnish to the Bank annually as long as any of the Municipal Bonds remain outstanding such financial reports, audit reports and other financial information as the Bank may reasonably require.

(b). So long as the Governmental Unit shall constitute an obligated person within the meaning of S.E.C. Rule 15c2-12 (the "Rule") as in effect from time to time, the Governmental Unit agrees to furnish to the Bank (1) such financial information and operating data with respect to the Governmental Unit at such times and in such forms as the Bank shall reasonably request in order to comply with the provisions of the Rule, (2) when and if available, the Governmental Unit agrees promptly to provide the Bank with its audited financial statements for each fiscal year and (3) the Governmental Unit agrees to provide to the Bank in a timely manner, notice of any of the following events with respect to the Municipal Bonds, if material:

- (a) Principal and interest payment delinquencies.
- (b) Non-payment related defaults, if material.
- (c) Unscheduled draws on debt service reserves reflecting financial difficulties.
- (d) Unscheduled draws on credit enhancements reflecting financial difficulties.
- (e) Substitution of credit or liquidity providers, or their failure to perform.
- (f) Adverse tax opinions, the issuance by the Internal Revenue Service of proposed or final determinations of taxability, Notices of Proposed Issue (IRS Form 5701-TEB) or other material notices or determinations with respect to the tax status of the Municipal Bonds, or other material events affecting the tax-exempt status of the Municipal Bonds.
- (g) Modifications to rights of the beneficial owners of the Municipal Bonds, if material.
- (h) Bond calls, if material, and tender offers.
- (i) Defeasance of the Municipal Bonds or any portion thereof.
- (j) Release, substitution or sale of property securing repayment of the Municipal Bonds, if material.
- (k) Rating changes.
- (l) Bankruptcy, insolvency, receivership or similar event of the Government Unit.
- (m) The consummation of a merger, consolidation, or acquisition involving the Government Unit or the sale of all or substantially all of the assets of the Government Unit, other than in the ordinary course of business, the entry into a definitive agreement to undertake such an action or the termination of a definitive agreement relating to any such actions, other than pursuant to its terms, if material.
- (n) Appointment of a successor or additional trustee or the change of name of a trustee, if material.
- (o) Incurrence of a financial obligation of the Obligated Person, if material, or agreement to covenants, events of default, remedies, priority rights, or other similar terms of a financial obligation of the Obligated Person, any of which affect Owners of the Notes, if material; and
- (p) Default, event of acceleration, termination event, modification of terms, or other similar events under the terms of a financial obligation of the Obligated Person, any of which reflect financial difficulties.

The Governmental Unit agrees that from time to time it will also provide notice to the Bank of the occurrence of other events, in addition to those listed above, if such other event is material with respect to the Municipal Bonds.

The Governmental Unit will provide, in a timely manner, to the Bank, notice of a failure to satisfy the requirements of this Section.

The intent of the Governmental Unit's undertaking pursuant to this Section is to facilitate the Bank's ability to comply with the requirements of the Rule. Accordingly, the Governmental Unit agrees to provide the Bank with any additional information the Bank may reasonably require in order to comply with the requirements of the Rule, as in effect from time to time.

To the extent the Rule no longer requires issuers of municipal securities to provide all or any portion of the information the Governmental Unit has agreed to provide pursuant to this Section, the obligation of the Governmental Unit to provide such information pursuant to this Section also shall cease immediately.

The sole remedy available to the Bank or to any other person for the failure of the Governmental Unit to comply with any provision of this Section shall be an action for specific performance of the Governmental Unit's obligations under this Section.

16. The Governmental Unit shall not take, or permit to be taken, any action or actions that would cause any Municipal Bond to be an "arbitrage bond" within the meaning of Section 148 of the Internal Revenue Code of 1986, as from time to time in effect (the "Code") or a "private activity bond" within the meaning of Section 141(a) of the Code or that would cause any Municipal Bond to be "federally guaranteed" within the meaning of Section 149(b) of the Code, or that would otherwise cause interest on the Municipal Bonds to become included in gross income of the recipient thereof for the purpose of federal income taxation.

The Governmental Unit shall at all times do and perform all acts and things permitted by law and necessary or desirable in order to assure that interest paid by the Governmental Unit on the Municipal Bonds shall be excluded from gross income of the recipient thereof for the purpose of federal income taxation under any valid provision of law and to assure that the Municipal Bonds shall not be "private activity bonds" within the meaning of Section 141(a) of the Code, including the preparation and filing of any statements required to be filed by the Governmental Unit in order to maintain such exclusion.

17. If any provision of this Loan Agreement shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such provision shall not affect any of the remaining provisions of this Loan Agreement and this Loan Agreement shall be construed and enforced as if such invalid or unenforceable provision had not been contained herein.

18. This Loan Agreement may be executed in one or more counterparts, any of which shall be regarded for all purposes as an original and all of which constitute but one and the same instrument. Each party agrees that it will execute any and all documents or other instruments, and take such other actions as may be necessary to give effect to the terms of this Loan Agreement.

19. No waiver by either party of any term or conditions of this Loan Agreement shall be deemed or construed as a waiver of any other terms or conditions, nor shall a waiver of any breach be deemed to constitute a waiver of any subsequent breach, whether of the same or of a different section, subsection, paragraph, clause, phrase, or other provision of this Loan Agreement.

20. This Loan Agreement merges and supersedes all prior negotiations, representations, and agreements between the parties hereto relating to the subject matter hereof and constitutes the entire agreement between the parties hereto in respect hereof.

IN WITNESS WHEREOF, the parties hereto have executed this agreement on the day and year first above written.

NEW HAMPSHIRE MUNICIPAL BOND BANK

Attest:

By _____
Secretary, NHMBB

(NHMBB SEAL)

By _____
Chairman, NHMBB Board of Directors

Attest:

By _____
Member of School Board

By _____
District Clerk

By _____
Deputy/District Treasurer

(School SEAL)

EXHIBIT A
MATURITY SCHEDULE
Monadnock Regional School District
20 year Level Debt
Governmental Unit's Bonds

Due	Principal Amount
8/15/2024	835,000
8/15/2025	790,000
8/15/2026	815,000
8/15/2027	845,000
8/15/2028	870,000
8/15/2029	900,000
8/15/2030	935,000
8/15/2031	965,000
8/15/2032	1,000,000
8/15/2033	1,035,000
8/15/2034	1,070,000
8/15/2035	1,105,000
8/15/2036	1,145,000
8/15/2037	1,185,000
8/15/2038	1,225,000
8/15/2039	1,265,000
8/15/2040	1,310,000
8/15/2041	1,355,000
8/15/2042	1,400,000
8/15/2043	1,450,000
Total Proceeds	21,500,000

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
June 6, 2023 (Not Yet Approved)
MRMHS Library/Zoom, Swanzey, NH

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

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

1. **CALL THE MEETING TO ORDER at 7:00 PM.** S. Peters introduced Gina Carraro as the newest Board Member from Roxbury. N. Mosher resigned. Gina Carraro was not sworn in yet.
2. **PUBLIC COMMENTS:** There were no public comments.
3. **#CelebrateMRSD:**
 - a. L. Walker commented on a very nice graduation day. She also mentioned the 6th grade Step Up Day and the promotion days for all of the schools.

The Board will enter into a number of Non-Public Sessions earlier this evening.

Gina Carraro had not been sworn in yet. **MOTION:** L.Steadman **MOVED** to allow Gina Carraro to enter into Non-Public Session. **SECOND:** K. Noonan **VOTE:** 9.829/0/0/3.171. **Motion passes.**

4. **7:10 PM: Motion to Enter into Non-Public Session under RSA 91-A:3, II (a) The dismissal, promotion, or compensation of any public employee: MOTION:** K. Noonan **MOVED** to enter into Non-Public Session under RSA 91-A:3,II (a) The dismissal, promotion, or compensation of any public employee. **SECOND:** D. LeClair. **VOTE:** 9.829/0/0/3.171. **Motion passes. G. Carraro was sworn in by L. Sutton.**

5. **7:35 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:** L. Steadman **VOTE:** 11.166/0/0/1.834. **Motion passes.**

6. 7:39 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** 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:** D.LeClair **VOTE:** 11.166/0/0/1.834. **Motion passes.**

Superintendent Walker leaves the meeting.

7. 7:48 PM: Motion to Enter into Non-Public Session under RSA 91-A:3, II (a) The dismissal, promotion, or compensation of any public employee: MOTION: K.Noonan **MOVED** to enter into Non-Public Session under RSA 91-A:3, II (a) The dismissal, promotion, or compensation of any public employee. **SECOND:** D.LeClair. **VOTE:** 11.166/0/0/1.834. **Motion passes.**

Return to Public Session: S. Peters called a 2 minute recess.

8. Track & Field State Championship Jacket: MOTION: S.Peters **MOVED** to award swag to student Gavin Lombara for winning the State Championship in the 110 meter hurdles. **SECOND:** D.LeClair. **VOTE:** 9.829/0/0/3.171. **Motion passes. Congratulations Gavin.**

9. K. Noonan explained that the NHDI were at Emerson and thanked the School Board for their support. Monadnock is the only School District around that pays for it. It is great for the non-profit and the students.

10. MATTERS FOR INFORMATION & DISCUSSION:

a. 2024/25 Budget Proposals: S.Peters would like the Board to consider items for the budget. We need to ask the administration early for the budget. He would like the Board Members to come to the next meeting with ideas. The proposals can be educational, social or financial.

b. NHSBA Call for Resolutions: L. Steadman explained to the new members the Call for Resolutions. This is an opportunity for our Board to craft our own resolutions in the Fall. The entire Board will have to preview the resolutions being proposed and tell the representative how to vote.

c. Board Member Stipends: It was commented that the stipend should be based on time. S.Peters likes the idea of getting paid for participation. The Board would have to decide the rate for the Board Meetings and the rate for the committee meetings. S.Peters would be willing to draft something for review and then send it to the Policy Committee. D. LeClair commented that Board Members should be on at least one sub-committee. S. Peters explained a physical quorum

is required by the State. There is a policy under construction regarding Zoom participation.

11. MATTERS THAT BOARD ACTION:

a. Annual Approval of Data Governance Plan: The Data Governance Plan was presented to the Board for review. J. Rathbun explained that there are no major changes.

MOTION: K. Noonan **MOVED** to approve the Data Governance Plan as presented by the administration. **SECOND:** S.Lawlor. **VOTE:** 11.166/0/0/1.834. **Motion passes.**

b. May 2, 2023 Meeting Minutes: **MOTION:** C.McDaniel-Thomas **MOVED** to approve the May 2, 2023 Public and Non-Public Meeting Minutes as presented. **SECOND:** S.Lawlor. **VOTE:** 11.166/0/0/1.834. **Motion passes.**

c. May 16, 2023 Joint School Board & Budget Minutes: **MOTION:** S.Lawlor **MOVED** to approve the May 16, 2023 Joint School Board and Budget Minutes as presented with a friendly amendment. **SECOND:** D.LeClair. **VOTE:** 11.166/0/0/1.834. **Motion passes.**

d. Charter & Goals: Finance/Facilities: B. Tatro presented the Finance and Facilities Charter to the Board. **MOTION:** K. Noonan **MOVED** to approve the Finance and Facilities Charter as presented. **SECOND:** S.Lawlor. **VOTE:** 11.166/0/0/1.834. **Motion passes.** B. Tatro presented the Finance and Facilities Goals to the Board. S. Peters explained the CIP. **MOTION:** K. Noonan **MOVED** to approve the Finance and Facilities Goals as presented. **SECOND:** S.Lawlor. **VOTE:** 11.166/0/0/1.834. **Motion passes.**

e. SOW for Superintendent Search: The Board had received the proposal from the NHSBA and NESDEC regarding what each would do for the Superintendent Search. B.Bohannon explained that the advisory committee had met twice and would recommend accepting the proposal from The Bryan Group. He said they do international searches and multiple searches which may give us additional pools. S.Lawlor commented that the advisory committee was looking at the process for the Superintendent but stopped because that is what the company will be doing. L.Steadman said with NESDEC there are not many in NH. L. Steadman is in favor of The Bryan Group. S. Lawlor commented that it is a lot of money and there are people on the Board who are capable of doing that work. L. Steadman commented that The Bryan Group can get the candidates without getting the other districts upset. S.Peters commented that with The Bryan Group it is a guarantee to get the work done. K. Noonan asked about the surplus. J. Morin explained there is enough in the surplus but the Board would have to encumber the funds. **MOTION:** B.Tatro **MOVED** to search for a full time Superintendent using the SOW Proposal from the NHSBA/The Bryan Group. **SECOND:** C McDaniel-Thomas. **DISCUSSION:** D.LeClair asked if we have looked at doing an internal search. S. Peters explained we can post the position. J. Rathbun commented that there are a lot of Superintendents retiring and it will not be an easy process. We want to have this settled in early Spring. The District employees would like to know. C.McDaniel-Thomas said she has seen interim quality and it was not good. You are taking a risk to go it alone. If you want the best this company will help. K. Noonan is a firm believer of hiring within but we should have outside candidates with so many Superintendent positions open. It is money well spent. L.Steadman would suggest hiring the company and the

person internally could still rise to the top. **VOTE:** 11.166/0/0/1.834. **Motion passes.**
MOTION: K. Noonan **MOVED** to encumber \$18,000.00 of unexpended funds from the 2022-2023 fiscal year to fund the NHSBA SOW for the Superintendent Search. **SECOND:** G. Carraro. **VOTE:**11.166/0/0/1.834. **Motion passes.** S. Peters will sign the contract with the NHSBA/The Bryan Group on behalf of the Board.

f. Principal Search Committee-Timeline and Composition: J. Rathbun explained the Board Policy states that the Board needs to set a timeline and form a committee. He would suggest this be done as soon as the Board can. There are 7 candidates. If we do not move fast we may lose them. He would suggest the committee be formed tonight and they have a Zoom meeting soon. He would suggest the process end in July. B. Tatro is concerned with the elementary renovations regarding closing one school. S.Peters said the Board has not decided anything but we will have the same amount of kids. C. McDaniel-Thomas said the candidates need to know that the dynamics could change. S.Lawlor and L. Steadman volunteered to be on the committee. J. Rathbun will be the facilitator for the committee. L. Steadman suggested a committee of 1 SAU administrator, 3 community members, 3 teachers, 2 School Board Members, 2 Instructional Assistants or secretaries and 1 principal. **MOTION:** L.Steadman **MOVED** to direct the administration to form a Principal Search Committee that will include 1 SAU administrator, 3 community members, 2 School Board Members, 2 Instructional Assistants or secretaries and 1 Building Principal all based on availability. **VOTE:**10.068/1.098/0/1.834. **Motion passes.**

g. Diligent Modern Governance Seminar: The Board received information on the Seminar. S.Peters explained that the District is going through an upgrade and he would suggest L. Sutton attend and he would like to attend as well. He would propose funds from the line for Board training up to 3 people to attend with registration and travel paid. B.Bohannon would support 3 seats at the conference which would include airfare, registration and hotel. J. Rathbun suggested not directing L. Sutton to attend, she may not want to. S.Peters would like to attend or maybe someone from Policy. S. Lawlor suggested someone who will be staying in the District. J. Morin mentioned she has no idea where the funds would come from to cover this. L. Steadman and S.Lawlor were worried the seminar may get filled up and Monadnock may not be able to attend. B.Bohannon commented he does not want to commit if J. Morin is not sure where the funds are. He is willing to wait. He is willing to table this. J. Rathbun explained he is in charge of professional development and does this type of thing all the time. He asked if the Board would like him to bring the actual cost for the next meeting. J. Morin explained to encumber the funds you need the exact amount for the trip.

h. Manifest: MOTION: B. Tatro **MOVED** to approve the manifest in the amount of \$1,871,095.38. **SECOND:** L. Steadman. **VOTE:** 11.166/0/0/1.834. **Motion passes.**

i. Authorize School Board Members to Sign Summer Manifests: MOTION: S.Peters **MOVED** to approve any 3 signatures from these 4 Board Members, Stephanie Lawlor, Cheryl McDaniel-Thomas, Dan LeClair and Betty Tatro to sign the manifest as needed during the summer until the first Board Meeting in September 2023. **SECOND:** K. Noonan. **VOTE:**

11.166/0/0/1.834. **Motion passes.**

j. Budget Transfers: There were no budget transfers.

k. Authorize Superintendent to hire certified staff through 9/5/2023: MOTION: S.Peters **MOVED** to authorize the Superintendent to hire certified staff through 9/5/23 except for the open search for a new Cutler Principal. **SECOND:** S.Lawlor. **VOTE:** 11.166/0/0/1.834.

Motion passes.

S.Peters explained that the Advisory Superintendent Search Committee is on pause.

12. SETTING NEXT MEETING'S AGENDA:

a. Policy Charter and Goals

b. Board Goals

c. Non-Meeting

d. Superintendent Goals

e. Educate Board on grant funded roles they do not approve for hiring or wages.

f. Diligent Conference

g. Encumbrance

13. Public Comments: There were no Public Comments.

14. ADJOURNMENT: MOTION: K. Noonan **MOVED** to adjourn the meeting at 9:41 PM. **SECOND:** S.Lawlor **VOTE:** 11.166/0/0/1.834. **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)
June 6, 2023
MRMHS Library/Zoom, Swanzey, NH**

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

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

7:10 PM Non-Public Session RSA 91-A:3 II (a) The dismissal, promotion, of compensation of any public employee:

Issue #1: L. Walker explained the non-affiliated salaries and benefits. She said that she is suggesting a 3.5% COLA increase and more of an increase for the few which she explained. She also mentioned that the principals want to be a bargaining unit without being a bargaining unit. She is not recommending anything but explained to the Board what they are seeking. S.Peters suggested that the Board respond. ***B.Bohannon arrives. L. Sutton arrives to swear in G.Carraro as the new Roxbury Board Member.*** K. Noonan suggested voting on the IT Dept. separately. **MOTION:** K.Noonan **MOVED** accept the recommendation of the Superintendent for the IT Dept. staff including the market adjustments. **SECOND:** B.Tatro. **DISCUSSION:** K.Noonan commented that the IT staff are difficult to come by and the increases make sense. **VOTE:** 9.829/0/1.132/1.834. **Motion passes. G. Carraro was not included in the vote.**

Issue #2: MOTION: K. Noonan **MOVED** to accept the recommendation from the Superintendent for the District Staff excluding the Principals and Teaching Principal and to include the market adjustments. **SECOND:** L. Steadman. **DISCUSSION:** Some of the members asked for the percentage where there is a dollar increase. L. Walker explained the increase is being compared to salaries in other districts. It was commented that the increases are based on comparisons not on performance. Members thought there was an increase in certain salaries in previous years. L.Walker did agree. **VOTE:**7.785/1.132/2.249/1.834. **Motion passes. G. Carraro was included in the vote.**

Issue #3: MOTION: K.Noonan **MOVED** to accept the recommendation of the Superintendent regarding the SAU Staff and include the market adjustments.

DISCUSSION: This motion will exclude the Superintendent. **VOTE:** 10.961/0/.206/1.834. **Motion passes.**

Issue #4: MOTION: S. Peters **MOVED** to respond to the principals and the teaching principal regarding benefits that the Board will commit to a benefits study by March 2024 and to review all non-wage salary items for all non-bargaining unit employees.

SECOND: K. Noonan. **VOTE:** 11.166/0/0/1.834. **Motion passes.**

Issue #5: MOTION: K. Noonan **MOVED** to accept the recommendation of the Superintendent regarding the principals and teaching principal and include the market adjustments. **SECOND:** C. McDaniel-Thomas. **VOTE:** 11.166/0/0/1.834. **Motion passes.**

MOTION: K. Noonan **MOVED** to leave Non-Public Session. **SECOND:** C. McDaniel-Thomas **VOTE:** 11.166/0/0/1.834. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording Secretary

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

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

7:35 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 for Lauren Simmons and Craig Roach as presented by the Superintendent. **SECOND:** C.McDaniel-Thomas.
VOTE: 11.166/0/0/1.834. **Motion passes.**

Issue #2: L. Walker notified the Board of non-certified staff renewals.

MOTION: K. Noonan **MOVED** to leave Non-Public Session. **SECOND:** S.Lawlor
VOTE: 11.166/0/0/1.834. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

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

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

7:39 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: D. LeClair **MOVED** to accept the retirement of Tom Walsh as of June 30, 2023. **SECOND:** S.Lawlor. **DISCUSSION:** It was explained that T. Walsh is not required to give an 18 month notice. He will receive a payout for his years of service. **VOTE:** 11.166/0/0/1.834. **Motion passes.**

The Board asked why they do not vote on the Food Service employee's salaries. L. Walker explained it is a notification. J. Morin and T. Walsh decide. It is a funded program. L. Walker explained it is similar to Title One teachers. It is a self-funded program. J. Rathbun explained that the administration has been working on getting them benefits. The Board had questions on the Food Service salaries.

MOTION: K. Noonan **MOVED** to leave Non-Public Session. **SECOND:** C. McDaniel-Thomas **VOTE:** 11.166/0/0/1.834. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

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

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

7:48 PM Non-Public Session RSA 91-A:3 II (a) The dismissal, promotion, of compensation of any public employee:

Issue #1: MOTION: L. Steadman **MOVED** to approve the salary increase for the Superintendent at 3.5% for the 2023-2024 year. **SECOND:** K. Noonan **DISCUSSION:** G.Carraro asked if the new Superintendent would be getting the same when hired. S. Peters said the salary is based on the experience of the hire. **VOTE:** 8.917/0/2.249/1.834. **Motion passes.**

MOTION: K. Noonan **MOVED** to leave Non-Public Session. **SECOND:** C. McDaniel-Thomas **VOTE:** 11.166/0/0/1.834. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

Total Vacancies 2023/24		Count	Current Vacancies 2023/24		Count
Paraprofessional	15		Paraprofessional	12	
Special Ed Teacher	7		Special Ed Teacher	4	
Math Teacher	3		Math Teacher	2	
School Psychologist	2		School Psychologist	2	
Social Worker	2		Social Worker	2	
Art Teacher	1		Art Teacher	1	
ASL Interpreter	1		ASL Interpreter	1	
Assistant Principal	1		Assistant Principal	1	
Buildings & Grounds	1		Buildings & Grounds	1	
Elementary Teacher	5		Elementary Teacher	1	
Nurse	2		Nurse	1	
Principal	1		Principal	1	
Reading Specialist	1		Reading Specialist	1	
School Counselor (.6)	1		School Counselor (.6)	1	
School Psychologist (.5)	1		School Psychologist (.5)	1	
Science Teacher	1		Science Teacher	1	
Social Studies Teacher	1		Social Studies Teacher	1	
Spanish Teacher	1		Spanish Teacher	1	
Speech Pathologist	1		Speech Pathologist	1	
Woodworking Teacher	1		Woodworking Teacher	1	
Grant - School Counselor (.5)	1		Grant - School Counselor (.5)	0	
English Teacher	2		English Teacher	0	
School Counselor	2		School Counselor	0	
6/16/2023	54		6/16/2023	37	