

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
May 6, 2025 (corrected 5.20.25)
Monadnock Regional Middle/High School, Swanzey, NH

School Board Members Present: Betty Tatro, Kristen Noonan, Edmond LaPlante, Rachel Vogt, Eric Stanley, Hannah Blood, Cheryl McDaniel-Thomas, Brian Bohannon, Gina Carraro and Jeff Cesaitis. **Absent:** Jennifer Strimbeck, Scott Peters and Lisa Steadman.

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

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

2. PUBLIC COMMENTS: There were no public comments.

3. #celebrate MRSD:

a. J. Rathbun explained that the 6th graders from all of the district schools are at the Annual Ecology School this week.

b. J. Morin informed the Board that Gavin Lombara has broken the school record in the Indoor 55-meter Dash 6.70 FAT, Outdoor 100-meter Dash 11.17 FAT and the Outdoor 300-meter Hurdles 38.87 FAT. Congratulations Gavin.

4. MATTERS FOR INFORMATION & DISCUSSION:

a. Annual State of Special Education Report: C. Woods presented the Annual State of Special Education to the Board. She explained that there are 344 special education students but this number will change daily. Students that are out of district are placed there because they cannot safely be educated in the district. There are 24 OOD students, 2 are court appointed. Some of the students are in Charter Schools and the district is responsible for the costs of special education and related services. She presented a 6-year history on the number of OOD students. This year is one of the largest. When C. Woods came to the district and there were a number of compliance issues. Today there is a big improvement. She reviewed the PAGS with the Board. Indicator 11-Timeliness of Evaluations. Since 2015-2016 the percentages have increased in some years to perfection at 100%. C.Woods reviewed the overall Special Ed. Program and the staff in place since she has arrived. She is proposing the NECC Partner Program Proposal for Tier III Autism. She explained the program description and the admission criteria. There will be room at the Emerson School for this program. The hope is to have 3 of the OOD placement students come back to the district. The goal is to educate the students closer to home. C. Woods will be retiring at the end of the year. B. Bohannon commented that he appreciates the leadership of C. Woods and moving forward in the interest of students. J. Rathbun agreed with B. Bohannon. Since day one C. Woods has been a mentor. The administration and staff look at her for guidance. The NECC Partner Program is a gradual way to get the student back in the regular ed classrooms. There will be only a certain number of students and it will be a cost neutral situation. The students will be grades K-2 and 3-6. The kids will be here to socialize with their neighbors. The district will see a decrease in related services, transportation and private tuition. We are very excited to bring the kids back to the district. C. Woods was asked and explained the different levels of autism and what help is available to the students.

b. Policies for 1st Read:

i. AC-Non-Discrimination, Equal Opportunity Employment & Anti-

Discrimination Plan:

ii. ACF-Food and Nutrition Services: Anti-Discrimination & Civil

Rights Complaints: K. Noonan presented the 2 policies for a first read. She explained that the Policy Committee had just updated both of the policies but executive orders had made changes.

c. Overview of Updated Employee Evaluation Process: J. Rathbun presented the administration evaluation packet and explained the process to the Board. He is not able to share the completed evaluations. The evaluation for the educational leaders has strands of management and an educational model. The evaluation model for educators is very difficult. There are currently 10 forms and 15 goals. It is impossible. They would like to simplify and have measurable goals. Each administrator sat down coming up with goals and self-reflection. The goals for each administrator are attached to the standards. There are meetings throughout the year to discuss the goals. The most difficult evaluation format is with J. Morin, T. Breen and C. Czifrik. The teachers are asking for a new model. L. Spencer and a committee will look at the evaluation model. The administration evaluation language comes from Marzano. The next steps are to have an administrative evaluation done this year. The MDEA process will start next year.

d. June 9th Career Awards & Retirement Celebration: J. Rathbun explained that the celebration will be at Pappagallos and everyone is invited. Let L. Sutton know if you are planning to attend. If you are planning on attending graduation let L. Sutton know as well.

e. Cheshire Career Update: K. Noonan explained that she, R. Vogt and H. Blood had attended the CCC Advisory Meeting. They presented the list of programs that are offered. Fall Mountain High School also has a program. It was commented that the district has had difficulty with the CCC but for the past couple of years there has been a better relationship. J. Rathbun commented that we are an ascending district but would like to offer courses like Welding and be a receiving district. It was commented that there is a need to get the word out to the freshmen and the sophomores regarding the CCC. R. Vogt would suggest advertising and promoting the CCC to the students earlier.

5. MATTERS THAT REQUIRE BOARD ACTION

a. Committee Charters & Goals

i. Policy: K. Noonan presented the Policy Committee Charter to the Board. **MOTION:** K. Noonan **MOVED** to accept the Policy Committee Charter as presented by the Policy Committee. **SECOND:** B. Tatro. **VOTE:** 9.177/0/0/3.823. **Motion passes.** K. Noonan presented the Policy Committee Goals to the Board. **MOTION:** J. Cesaitis **MOVED** to accept the Policy Committee Goals as presented. **SECOND:** K. Noonan. **VOTE:** 9.177/0/0/3.823. **Motion passes.**

ii. CRC: H. Blood presented the CRC Charter to the Board and explained that the meetings will be held monthly which is a change and the membership will be updated. **MOTION:** K. Noonan **MOVED** to accept the CRC Charter as amended. **SECOND:** B. Tatro. **VOTE:** 9.177/0/0/3.823. **Motion passes.** The CRC Goals were presented to the Board. **MOTION:** R. Vogt **MOVED** to accept the CRC Goals as presented. **SECOND:** E. Stanley. **VOTE:** 8.971/0/0/4.029. **Motion passes. (G. Carraro missing from the vote)**

b. 2025/26 Board Goals: The Board will discuss the Board Goals when S. Peters is in attendance.

c. Donation: It was explained that Keene Physical Therapy has closed and they have reached out to the district with fitness equipment. J. Morin explained that the donation is worth

over \$8800.00 and needs to come before the Board. **MOTION:** J.Cesaitis **MOVED** to accept the fitness equipment donation from Keene Physical Therapy. **SECOND:** E. Stanley. **VOTE:** 8.971/0/0/4.029. **Motion passes. (G. Carraro missing from the vote)** **MOTION:** E. Stanley **MOVED** to purchase tee shirts in the amount of \$30.00 each for the Weight Lifting Club for their State Championship. **SECOND:** J. Cesaitis. **VOTE:** 8.971/0/0/4.029. **Motion passes. Congratulations!!!**

d. Approve the Agenda:

i. April 15, 2025 Minutes, Non-Public Minutes, Budget Transfers and Manifest: \$ 2,650,985.43. MOTION: B. Tatro **MOVED** to accept the April 15, 2025 Public Meeting Minutes and Non-Public Meeting Minutes as presented, to approve the manifest in the amount of \$ 2,650,985.43 and to approve the following transfers: a request from T. Givetz in the amount of \$10,000 from the Gilsum Reg. Inst. Salaries line to the Gilsum Replacement Furniture/Fixt line, a request from J. Morin in the amount of \$15,100 from the Gilsum Reg. Inst. Health Ins. line to the Gilsum Spec. Ed. Health Ins. line, a request from G. Pickering in the amount of \$16,000 from the MRMHS SRO Reimb. Line, the MRMHS Science Repl. Equip. Line and the MRMHS Summer School Sal. line to the MRMHS Replacement Equip. Line, a request from C. Woods in the amount of \$10,000 from the Spec. Ed. OOD Private Tuition line to the Spec. Ed. Info Access Fees line, a request from J. Morin in the amount of \$70,000 from the MRMHS Reg. Inst. Health Ins. line and the MRMHS Reg. Inst. Fica line to the Special Ed. Related Svce line and a request from J. Morin in the amount of \$10,000 from the MRMHS SRO Reimb. Line to the SAU Building Supplies line. **SECOND:** B. Tatro **VOTE:** 9.177/0/0/3.823. **Motion passes.**

6. SETTING NEXT MEETING'S AGENDA:

a. May 20, 2025 Joint Meeting with Budget Committee

7. PUBLIC COMMENTS: There were no public comments.

8. 8:55 PM ENTER INTO NON-PUBLIC SESSION (c) : MOTION: J. Cesaitis **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:** H. Blood **VOTE:** 9.177/0/0/3.823. **Motion passes.**

9. 9:00 PM ENTER INTO NON-PUBLIC SESSION (b) The hiring of any person as a public employee: MOTION: B. Tatro **MOVED** to enter into Non-Public Session RSA 91-A:3 II (b) The hiring of any person as a public employee. **SECOND:** B. Bohannon **VOTE:** 9.177/0/0/3.823. **Motion passes**

10. MOTION TO ADJOURN: MOTION: R. Vogt **MOVED** to adjourn the Board Meeting at 9:06 PM. **SECOND:** J. Cesaitis. **VOTE:** 9.177/0/0/3.823. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording Secretary

VOTING KEY:Yes/No/Abstain/Absent