

Monadnock Regional School District & SAU #93

School Board Agenda

June 3, 2025

ZOOM (7:00 PM)

Meeting ID: 841 2331 3370

Passcode: 699940

Phone: +1 646 931 3860

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. #celebrateMRSD
4. MATTERS FOR INFORMATION & DISCUSSION
 - a. Policies for First Read
 - i. IGDJ - Interscholastic Athletics
 - ii. IJOC - Volunteers
 - iii. KF - Use of Facilities and KF: Application
 - b. MRSD Report Card Overview
5. MATTERS THAT REQUIRE BOARD ACTION
 - a. * Authorize Weekly AP Checks & Manifest Signatures
 - b. * Authorize Superintendent to hire certified staff through 9/2/2025
 - c. * 2025/26 Board Goals
 - d. * Superintendent Goals
 - e. * Voting Machines
 - f. * Roofing Bids
 - g. * Approve the Consent Agenda (May 20 Minutes, Manifest, Transfers)
6. SETTING NEXT MEETING'S AGENDA
 - a. June 17, 2025
7. PUBLIC COMMENTS (15 minutes)
8. NON-PUBLIC SESSIONS under RSA 91-A:3. II
 - a. Compensation for Unaffiliated Employees
 - b. Additional non-public sessions, TBD as required
9. ADJOURNMENT

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:

6/3/2025	MRSD/SAU 93 School Board Meeting	7:00 pm	MRMHS Library
6/10/2025	Policy Committee	7:00 pm	SAU Conference Room
6/12/2025	Finance & Facilities Committee	6:30 pm	SAU Conference Room
6/17/2025	Community Relations Committee	6:00 pm	MRMHS Library
6/17/2025	MRSD/SAU 93 School Board Meeting	7:00 pm	MRMHS Library
6/24/2025	Budget Committee Meeting	7:00 pm	MRMHS Library
6/25/2025	Education Committee	6:00 pm	Wilcox Conference Center

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.****

Policy Motions and Actions from May 13, 2025

IGDJ: Interscholastic Athletics

MOTION: *To retire policy IGDJ.*

- In favor of JJIB, recently updated
-

IJOC: Volunteers

MOTION: *To update policy IJOC with NHSBA sample policy.*

- Coach section is more clear
-

KF: Use of school facilities and KF-: Application

MOTION: *To adopt NHSBA sample policy of KF with committee edits and update code of KF- to KF-R.*

- Previously retired
 - KF-R- Ask for this to be available on the website
-

Policy work not needing Board Approval:

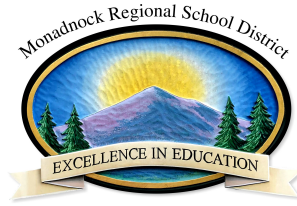
JJF: Student Activities Accounts

MOTION: *To send sample NHSBA policy JJF to administration for review and suggestions.*

- NHSBA is much simpler
 - MRSD reads like a procedure
 - Current seems like it is not correct
-

Clerical updates:

- Update name of JJIB. Remove reference to JJIC
- Update KF-Application to KF-R and deleted revision dates



Book	I: Instruction
Section	Series I
Title	Interscholastic Athletics
Code	IGDJ
Status	Active
Adopted	May 4, 1993
Last Revised	April 5, 2011

INTERSCHOLASTIC ATHLETICS

The Monadnock Regional School Board believes individual students will benefit through opportunities to grow physically and intellectually through their experience in self-discipline and their contribution to team effort made possible through competitive inter-school and intramural team and individual sports activities.

It is the board's policy to provide interscholastic athletic competition in a variety of sports. Students shall be allowed to participate in school sponsored sports on the basis of their physical condition and desire. Qualified personnel should be provided for coaching and be supervising such programs. In addition, it is the policy of the Board to provide intramural athletic activities as an outgrowth of class instruction in physical education and commensurate with the grade level of the students involved.

The purpose of school athletics is both educational and recreational. The athletic program should encourage participation by as many boys and girls as possible and should be carried on with the best interests of the participants as the first consideration. This should be done without unreasonable interference with other obligations in the school community.

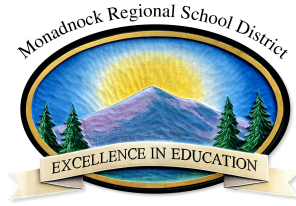
It is recognized that a well-organized and well-conducted athletic program is a potent factor in the morale of a school student body and an important phase of good community-school relations. Too great an emphasis on winning contests or too consistent a record of losing them are both harmful to the development of good attitudes among students and the public.

Policy Conditions

1. No student may start practice for any athletic team until he or she has been examined and approved by a medical doctor and until written informed consent has been obtained from the parent and placed on file.
2. High School Students wishing to participate in the interscholastic athletic program must adhere to the Student-Athlete/Parent Handbook and the academic standards set forth there.

3. The athletic program is an integral part of the school curriculum and comes under the authority of the principal to the same degree as do all other phases of the curriculum.
4. Those teachers having direct responsibility for the conduct of the athletic program of the school are required to conform in all ways to the general education program as laid down by the Board and administration, including such matters as schedules, financial expenditures, relationships with other schools, and health and safety regulations.
5. The High School is a member of the New Hampshire Interscholastic Athletic Association (NHIAA), and in all athletic matters will adhere firmly to the rules **and** regulations of that body and to the philosophy of sports which NHIAA encourages. The eligibility of students to participate in the athletic program is determined in accordance with NHIAA regulations.
6. Expenditures for the athletic program are incorporated as part of the general budget of the Board. Coaches of each sport will submit their budgetary needs to the athletic director for the next school year, and the latter will present the total athletic budget request to the principal for approval and inclusion in the general budget. No expenditures for athletic purposes may be made in excess of those approved in the budget without approval of the Superintendent.
7. District participation in interscholastic athletics shall be subject to approval by the Board. This shall include approval of membership in any leagues, associations, or conferences, of rules for student participation, and of annual sports schedules.
8. Insurance against accident or injury shall be provided by the parents for students engaging in interscholastic athletics, who shall provide evidence of such insurance prior to the start of practice.

Last Modified by Lillian Sutton on July 6, 2017



Book	I: Instruction
Section	Series I
Title	Volunteers
Code	IJOC
Status	Active
Adopted	November 1, 1999
Last Revised	July 20, 2021
Prior Revised Dates	3/4/2008; 07/2004, 08/2007

VOLUNTEERS

The District recognizes the valuable contribution made by volunteer assistance of parents and other citizens. The Superintendent is responsible for developing and implementing procedures for the selection and utilization of volunteers. School district employees who desire the assistance of a volunteer should request a volunteer through proper administrative channels.

Designated Volunteers

Designated volunteers will be required to undergo a background investigation and a criminal records check. “Designated volunteer” means any volunteer who:

1. Comes in direct contact with pupils on a daily basis;
2. Meets regularly with students;
3. Meets with students on a one-on-one basis;
4. Any other volunteer so designated by the School Board or Superintendent.

Designated volunteers are subject to the provisions of Policy GBCD – Background Investigation and Criminal Records Check.

Volunteer Application & Selection

Persons wishing to volunteer at the District should complete a Volunteer Application form describing their skills, interests, and availability. Such forms will be made available at the Principal’s office.

Volunteer selection shall be made based on the qualifications and availability of the volunteer. Volunteers shall be assigned only to those teachers who have requested volunteer assistance. Staff should request volunteers through administrative channels for selected activities and as resource persons.

Assignment shall be made by the school administrator or designee.

Volunteers shall be provided appropriate training at the building level consistent with their tasks and existing district standards. This training shall be developed under the leadership of the principal. Exceptions would be district-wide programs established by the administration whereby general volunteer programs would be defined.

A volunteer may be asked to terminate his/her services when circumstances in the judgment of the administrator necessitate termination.

Volunteer Duties

Selected volunteers will serve in the capacity of assistants and will not be assigned to roles that require specific professional training. Instructional services shall be rendered only under the supervision of certified staff.

All volunteers will sign a confidentiality agreement and shall refrain from discussing the performance or actions of a student except with the student's teacher, counselor, Principal, or other school districts who has a legitimate educational purpose for discussing such information.

The Confidentiality Agreement is included as Appendix IJOC-R.

Assignments shall be limited to assisting staff members with duties such as a routine supervisory, tutorial, clerical, housekeeping, and material preparation tasks. Assignment shall be limited to situations that may be supervised by a certificated staff person.

In some instances, volunteers may perform clerical and material preparation tasks away from the school site.

Volunteers with special talents, hobbies, or experiences may share those with students on a scheduled basis in a suitable educational setting.

Volunteers will refer to their immediate supervisor or other regular staff members for final solution of any student problems which arise, whether of an instructional, medical or operational nature.

Volunteers will Receive orientation, including: (1) general job responsibilities; (2) information about school facilities, routines, and procedures, including safety and evaluation; (3) work schedule and place of work; and (4) expected relationship to regular staff.

Volunteers will receive appropriate training at the building level, consistent with their tasks and existing District standards. This training shall be developed under the leadership of the Principal in consultation with the volunteer coordinator.

Coaches

Volunteer coaches of individual sports must be certified in that sport and be in compliance with the all other regulations and standards as set by NHIAA.

Legal References:

RSA 189:13-a, School Employee and Volunteer Criminal History Records Check

Appendix: IJOC-R

Dates of Revisions: 3/4/2008; 07/2004, 08/2007

Last Modified by Lillian Sutton on July 26, 2021



Book	I: Instruction
Section	Series I
Title	DRAFT Volunteers
Code	IJOC
Status	Policy Committee Review
Adopted	November 1, 1999
Last Revised	July 20, 2021
Prior Revised Dates	3/4/2008; 07/2004, 08/2007

DRAFT VOLUNTEERS

A. General Policy. The School Board supports and encourages the use of parent and community member volunteers in our schools to assist school and District staff in meeting the needs of students and serving the school community at large.

B. Definitions

1. **Volunteer.** Under the Fair Labor Standards Act ("FLSA"), "volunteers" are persons who perform service (1) without promise, expectation or receipt of compensation for the services rendered (reimbursements, and modest stipends excepted); (2) have offered their services freely and without pressure or coercion from any employer, and (3) are not otherwise employed by the District to perform the same type of services for which the individual intends to volunteer.

This expansive definition includes such services whether for classroom or other student programs or activities, or for services such as committee work, chaperones, trades work, etc..

2. **"Designated Volunteer"** as used in this policy shall have the same definition as in Board policy **{**}**GBCD - Background Investigation and Criminal Records Check.^{1 delete fn.} Before a person may volunteer in a position or perform a function falling within the definition of Designated Volunteer, such person must undergo a background investigation and criminal history Records check as described in policy **{**}**GBCD.^{2 delete fn.} Additionally, as required by RSA 189:13-a, XII and policy **{**}**GBCE, all Designated Volunteers must receive training and information relative to child abuse prevention.

C. Coaches. All coaches, including assistant coaches, whether receiving a stipend or not, are Designated Volunteers as defined in paragraph B above. Additionally, head coaches of team or individual sports must be in compliance with all regulations and certification requirements for that sport as set by NHIAA or the applicable organization within which the athletes/members compete or participate. Assistant coaches must meet the same requirements as head coaches or be under the direct supervision of the head coach.

D. Volunteer Application, Selection and Assignment. Persons wishing to volunteer at the District should complete a Volunteer Application form describing their skills, interests and availability. Such forms will be made available at the Principal's or SAU office.

Volunteer selection shall be made based on the qualifications and availability of the volunteer.

Volunteers shall be provided appropriate training at the building level consistent with their tasks, existing District standards and applicable laws and Board policies. This training shall be coordinated under the leadership of the principal or other supervising administrator. At a minimum, such training will include (1) general job responsibilities; (2) information about school facilities, routines, and procedures, including safety and evaluation; (3) work schedule and place of work; (4) expected relationship to regular staff; and (5) information on nondiscrimination and prohibition against teaching or advocating discriminatory concepts.

Volunteer assignments shall be made by the building or administrator responsible for that program, or the appointing authority in the event of a committee.

Volunteers shall be assigned only to those staff members who have requested volunteer assistance through their administrative supervisor (e.g., principal, athletic director, facilities director) **[or volunteer coordinator]**, or to administrative or district level committees.

E. Supervision. Volunteers may not be assigned to perform any services within school buildings or during school activities during times that students may reasonably be expected to be in attendance, unless the volunteer is either a Designated Volunteer (i.e., has undergone a background investigation and Criminal History Records Check, or is under the immediate direction of a staff or administration member within the pertinent program).

F. Volunteer Responsibilities and Duties. Other than committee volunteers, and head coaches/directors, volunteers may only serve in the capacity of assistants. Instructional services shall be rendered only under the supervision of certified staff.

All volunteers will sign a confidentiality agreement provided by administration, and shall refrain from discussing the performance or actions of a student except with the student's teacher, counselor, Principal, or other school district employee who has a legitimate educational purpose for discussing such information.

Volunteers with special talents, hobbies or experiences may share those with students in a suitable educational setting scheduled by the staff or administrative member responsible for supervising the class, activity, program or project.

Volunteers will refer to their immediate supervisor or other regular staff member for final solution of any student problems which arise, whether of an instructional, medical or operational nature.

G. Volunteer Termination. Volunteers serve at the pleasure of the District. Except as may be provided in an individual volunteer's agreement, services of a volunteer may be terminated, without notice, at any time when circumstances in the judgment of the supervising administrator warrant termination.

I. Implementation. The Superintendent is authorized to develop and administer any regulations or procedures s/he deems necessary or appropriate to implement this policy.

¹ **[delete fn.]** NHSBA moved the definition of “Designated Volunteer” to policy GBCD to help assure that district personnel charged with background checks are aware of the application to certain volunteers. A board could determine to copy the definition in this policy as well. However, it would then need to assure that any future revision to that definition is made in both locations.

² **[Delete fn.]** See footnote 9 in NHSBA sample policy GBCD regarding additional background checks when there is a break in service. If adding a requirement for mandated additional checks in GBCD, no need to add or consider here.

Legal References Disclaimer: These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

NH Statutes

RSA 189:13-a

RSA 193:40

RSA 354-A:32

RSA 508:17

RSA 632-A:10

Description

[School Employee and Designated School Volunteer Criminal History Records Check](#)

[Prohibition on Teaching Discrimination](#)

[Prohibition on the Content of Government Programs and Speech](#)

[Volunteers; Nonprofit Organizations; Liability Limited](#)

[Prohibition from Child Care Service of Persons Convicted of Certain Offenses](#)

Federal Regulations

29 CFR 553.101

Description

[“Volunteer” defined \(state and local governments\)](#)

Federal Statutes

29 U.S.C. 201-219

Description

[Fair Labor Standards Act](#)

Cross References

Code

ABA

GBCD

GBCD-RG(1)

GBCE

IJOA

IJOA-R(1)

JLF

JLF-F(1)

Description

[Volunteer Involvement](#)

[Background Investigation and Criminal History Records Check](#)

[Background Investigation and Criminal History Records Check - Internal Controls and Procedures](#)

[Training and Information Relative to Child Sexual Abuse Prevention](#)

[Field Trips and Excursions](#)

[Field Trips and Excursions - Request for Educational Field Trip](#)

[Reporting Child Abuse or Neglect](#)

[Reporting Child Abuse or Neglect - Report Form](#)

Last Modified by Kristen Noonan on May 13, 2025



Book	K: School-Community-Home Relations
Section	Series K
Title	DRAFT NHSBA SAMPLE Use of School Facilities
Code	KF
Status	Policy Committee Review

DRAFT
USE OF SCHOOL FACILITIES

Any group or individual requesting the use of school facilities, except for school activities, must submit an application to the school principal or his/her designee not less than two weeks facilities are needed. Facility use permits are available at the school district's central office.

Approval may be denied due to lack of appropriate space or if a previous activity by the applicant resulted in a violation of any aspect of any School Board policy or guidelines.

Facility Use Permits will be issued on a first come basis. Facilities will be reserved only for the time available within the coming semester.

When schools have been closed because of inclement weather, the facilities will be closed for all use. The schools do not assume the responsibility of contacting groups when such closure occurs.

Organizations connected with and promoting recognized school functions may use the buildings without charge.

Other organizations may use school property upon payment of suitable fees and costs, according to the fee schedule recommended by the Superintendent and approved by the Board. "C" the Boy Scouts of America, Big Sisters of America, Boys and Girls Clubs of America, Future Farmers of America, Girl Scouts of America, Little League Baseball, Inc., and any other group under the age of twenty-two (22) and listed in Title 36 of the United States Code. The Board reserves the right to waive rental fees for charitable or non-profit organizations.

Whenever a community group is permitted to use a school or other facility, at least one district employee must be on hand, paid for by the organization, when in the opinion of the Superintendent supervise the individuals and protect school property. The number of paid employees shall depend on the type of service, number to be served and number of volunteers.

No school building or facility shall be used for any purpose which could result in picketing, rioting, disturbing the peace or damage to property or for any purpose prohibited by law.

The superintendent or his/her designee, on the basis of this policy and its accompanying regulations, shall approve all rentals of school facilities. The Board must approve any special regulation and/or regulations.

Legal References Disclaimer: These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete record. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Cross References

Code	Description
ECA	Security
KF-R	Application

Last Modified by Kristen Noonan on May 13, 2025



Book	K: School-Community-Home Relations
Section	Series K
Title	Use of School Facilities
Code	KF-R Application
Status	Active
Adopted	May 4, 1993
Last Revised	March 6, 2012

APPLICATION USE OF SCHOOL FACILITIES

APPENDIX I: COVENANT NOT TO SUE AND INDEMNITY AGREEMENT

I _____ of _____ in the County of _____ and State of _____ in consideration of the right for use to utilize the School premises of the date and time as approved on my request for use of schools and granted by the School Board in the Monadnock School District, hereby covenant with said District, its School Board and their officers, agents, and employees, that I will never, at any time, sue said District, its School Board, or its officers, agents, and employees, for on account of any claim for damage arising out of the use of the premises as provided for in the permit granted to use and said school property.

I further agree that if said premises or any portion of the building, during the term of this permit, shall be damaged by the act, default or negligence of myself, my agents, employees, patrons, guests, or any other person admitted to the premises by myself, my agents, or employees, I will pay the Monadnock School District, through the School Board, upon demand, such sum as shall be necessary to restore the property to the conditions in which it existed prior to the damage.

I further agree to assume full responsibility for the character, acts and conduct of all persons admitted to the school premises or to any portion of said building, as granted under the permit given by the School Board; and I further agree to have on hand at all times sufficient personnel to maintain order and to protect all persons and the property of the Monadnock School District.

I further understand and agree, in indemnity, that the Monadnock School District, its School Board, officers, agents, employee, assume no responsibility whatsoever for the actions of myself or any person allowed on the premises under the School Board Permit and I hereby release from any liability of any kind of nature the Monadnock Regional School District, its School Board, officers, agents, and employees, for any loss or damage to my property or person which may be caused as a result of the use of this permit. I also further agree that I will save harmless and defend the Monadnock School District, its School Board, officers, agents, and employees, from all claims, judgments, suits, costs, charges, damages and expenses of any nature whoever that may accrue to persons or property on account of or arising by reasons of the occupancy of the premises under this permit.

Date: _____ SIGNATURE: _____

MONADNOCK REGIONAL SCHOOL DISTRICT School District Facility Use Application

Name of Organization: _____

Federal Tax ID# _____

This organization is: _____ school based/or _____ a non-school group (check one)

Name of organization's representative: _____

Position or title of representative: _____

Street Address: _____

Telephone Number: _____ Cell Phone Number _____

Email Address: _____

Date(s) of event: _____

Name of facility/room requested: _____

Time duration of event including set-up and clean-up: _____

Start time of event: _____ End time of event: _____

School Equipment Requested:

Organizational equipment to be used:

Description of Activity:

Number of participants expected: _____

Attached Certificate of Insurance: _____ (Initials of district personnel).

Rental Fee: _____ payable to the Monadnock Regional School District

Deposit Received in the amount of _____

on this date _____

Remainder of the fee will be due on date _____

_____ Check if requesting fee waiver

_____ Signature of Organizational Representative

_____ Date

Any activity for 250 or more people will require a crowd control officer (upon which town the activity is located in) and may require police security.

Action by authorized personnel:

_____ Reviewed by Director or Chair of School Department

_____ Reviewed by School Principal

Action Take: Check one: _____ Approval _____ Denial

Additional Requirements or Comments:

Signature of Director of Building and Grounds


_____ Date

Approved application will be sent to the organization.

Policy Cross References:

» KF - Use of School Facilities

 [fees shedule for monadnock regional indoor facilities.pdf \(114 KB\)](#)

 [policy regulating district facilities.pdf \(223 KB\)](#)

Last Modified by Kristen Noonan on May 13, 2025

Bids for MRMHS Roof Project - WA #3 FY25

	Bid
the Melanson company	\$76,890
A.L. Johnson & Sons Roofing	\$109,660
W.E. Brown Roofing	\$115,865

**June 3, 2025 School Board Meeting
Budget Transfer**

Budget Transfers

1. Requested by: Janel Morin/Jeremy Rathbun
FROM: 01.1100.51200.00.00000 MRMHS Teacher Substitutes \$14,000.00
TO: 01.2840.54300.09.00000 IT Repair & Maintenance \$14,000.00
◆ Amount: \$14,000
◆ Reason: Phone system upgrade for this campus

2. Requested by: Janel Morin, Business Administrator
FROM: 01.2400.52110.00.00000 MRMHS Admin Health Insurance \$21,450.00
TO: 01.2210.52110.09.00000 Impr of Instruction Svcs Health Ins \$21,450.00
◆ Amount: \$21,450
◆ Reason: Transfer funds from MRMHS Admin Health Ins to DW Improvement of Instruction Svcs Health Insurance due to changes in staffing/health plans

3. Requested by: Tony Breen, Director of Facilities
FROM: 01.2650.56100.09.00000 Vehicle Supplies \$ 2,000.00
01.2690.54900.09.00000 O&M Contracted Svcs \$ 3,850.00
01.2690.55800.09.00000 Travel & Conferences \$ 2,750.00
TO: 01.2620.56100.00.00000 MRMHS Custodial Supplies \$ 8,600.00
◆ Amount: \$8,600
◆ Reason: Transfer funds to cover overage in MRMHS Custodial Supplies.

4. Requested by: Janel Morin, Business Administrator
FROM: 01.1200.52110.03.00000 Troy Special Ed Health Insurance \$20,000.00
TO: 01.2222.52110.03.00000 Library Asst Health Insurance \$20,000.00
◆ Amount: \$20,000
◆ Reason: Transfer funds from Special Ed Health Insurance to Library Asst Health Insurance due to transfers in positions.

Monadnock Regional School District (MRSD)
School Board (Joint w/BC) Meeting Minutes
May 20, 2025 (Not Yet Approved)
Monadnock Regional Middle/High School, Swanzey, NH

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

Budget Committee Members Present: Sarah Burgess, Jack Gettens, Wayne Lechlides, Edward Sheldon, Nancy Carney, Robert Audette, Anne Marie Osheyack and Steven Sawyer.

Administration Present: J. Rathbun, Superintendent and J. Morin, Business Administrator.
Also Present: Kyle Barker and Andrew Dey.

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

a. Budget Committee Roll Call:

b. School Board Roll Call:

2. PUBLIC COMMENTS: There were no public comments.

3. MATTERS FOR JOINT MEETING INFORMATION & DISCUSSION:

a. Elementary Renovations Project Update: K. Barker, architect and A. Dey, Project Manager for the Elementary School Renovations was asked to update the committees on the renovations. K. Barker explained that there was a study done on the elementary schools in the district which led to a successful bond vote. Construction on MTC is 50% complete. The first phase of Emerson is 50% complete. The drawings for Troy are done and out to bid. We are on budget and Troy will begin when the students are out for the summer. The last piece is Gilsum. The Gilsum drawings are 90% done and then will go out to bid. We are in very good shape and on budget. A. Dey commented that the projects were budgeted 4 years ago, went out to bid and remarkably on budget. Kudos to K. Barker and his team. The insulation and sheetrock are going up in part of MTC. Emerson is more complicated with 4 different phases and active with students every day. There are more challenges, some bumps on the schedule less predictable. The principals and the team have been great. Hutter Construction has provided excellent service to the district. Troy School this summer and demolition of the newer part soon. MTC should be completed in December and Emerson at about the same time. Troy Fall of 2026 and Gilsum the end of 2026. R. Vogt would like to see the floor plans. K. Barker will provide something at a future meeting. **Transition to MTC from Cutler:** J. Rathbun explained that he has been bringing staff from MTC and Cutler to tour the work at MTC. There is unknown with the transition and he would like to build excitement for the staff. Guilfoil the PR Firm will produce images of the inside of the building and place them on the internet. There will also be interviews with the walkthroughs. It is not safe for the public to tour at this time. For MTC the idea is to move all of the students after Feb. vacation. A letter will be sent to the parents of the Troy

students regarding the Troy school renovations. It is not possible to have PreSchool at Troy. Those students will be going to Emerson.

b. CIP for SAU & MRMHS Campus: C. McDaniel-Thomas explained that the Fin/Fac. Committee has discussed the SAU and the MRMHS buildings. There is still a backlog for the 2 buildings. We need to make a long-range plan. S.Peters commented that we need a program plan. What programs for the Special Ed. Students? We need an educational program study to keep up with modern education. The committee is also looking into repairing the parking lots at the MRMHS and the tennis courts.

c. 2026/27 Budget Calendar: Both committees were presented a draft of the 2026/27 Budget Calendar. The Board would like to have a recommendation from the Budget Committee in June regarding the contract.

d. Staffing Update: J. Rathbun explained that there are staff being nominated tonight in non-public session. There are 28 vacancies which is much better than at this time last year. The vacancies include transfers within the district.

e. MESSA Contract Overview: S.Peters explained that the Board will not discuss the MESSA Contract except in a non-meeting. There is a Negotiation Committee who reports back to the Board. E.Sheldon commented that he struggles with the unclear goals of negotiations. It was commented that the RSA does not allow a Budget Committee member to attend negotiations. Many positions in this bargaining unit are required by law. The contract has 5 wage scales, staff development, education reimbursement, wellness days, vacation days and retirement. There are 108 positions in the bargaining unit. The wage scales were presented. J. Morin explained the insurance plans to the committees. The opt out is \$5000. It was explained that there has not been a big increase in people taking the opt out. J. Gettens asked if there was a plan for a salary study. S.Peters said every year. J.Rathbun commented that legal counsel gathered the comps last year, not sure if they are doing it this year. S.Peters said insurance is what it is. We struggle to hire. We are at \$15.50 an hour and that is after 3 years. S.Peters commented that most people are here for insurance. J.Rathbun commented that with this group the vacancies may go up. He explained that contracted services are negotiated by the Union per the law.

4. MATTERS THAT REQUIRE BUDGET COMMITTEE ACTION:

a. Approval of April 22, 2025 Meeting Minutes: MOTION: S.Burgess **MOVED** to approve the April 22, 2025 Budget Committee Meeting Minutes as corrected. **SECOND:** A. M. Osheyack. **VOTE:** Unanimous for those present. **Motion passes.**

b. Financial Reports Q&A: E.Sheldon explained that J. Gettens has offered to take a deep dive into the data of the budget. W.Lechlider asked if there would be a 1.3 million surplus. J. Morin explained there are a number of items that still need to be paid. There are some items that have not been encumbered. J.Morin explained the transfers being presented.

c. Budget Committee Adjourn: The committee will discuss the MESSA Contract recommendations, the CIP and a deep dive into the budget at the June meeting. **MOTION:** R.

Audette **MOVED** to adjourn the Budget Committee Meeting at 8:06PM. **SECOND:** A.M. Osheyack. **VOTE:** Unanimous for those present. **Motion passes.**

5. MATTERS THAT REQUIRE BOARD ACTION:

a. Approve the Agenda:

i. May 6, 2025 Minutes, Non-Public Minutes, Budget Transfers and Manifest: \$ 2,861,285.38. MOTION: R. Vogt **MOVED** to accept the May 6, 2025 Public Meeting Minutes and Non-Public Meeting Minutes as presented, to approve the manifest in the amount of \$ 2,861,285.38 and a request from T. Givetz in the amount of \$10,000 from Gilsum Reg. Inst. Salaries line to Gilsum Replacement Furn/Fixt line, a request from J. Morin in the amount of \$15,100 from Gilsum Reg. Inst. Health Ins. lines to Gilsum Spec. Ed. Health Ins. lines, a request from G. Pickering in the amount of \$16,000 from MRMHS SRO Reimb line, MRMHS Science Repl Equip line and MRMHS Summer School Salary line to MRMHS Replacement Equip line, a request from C. Woods in the amount of \$10,000 from the Special Ed. OOD Private Tuition line to Special Ed. Info Access Fees line, a request from J. Morin in the amount of \$70,000 from the MRMHS Reg.Inst.Health Ins. line, MRMHS Reg. Inst. FICA line to the Special Ed. Related Services 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:** K. Noonan **VOTE:** S.Peters-abstain and all remaining members yes. **Motion passes.**

MTC Staff sent a thank you note to the Board for their Staff Appreciation gift.

6. SETTING NEXT MEETING'S AGENDA:

a. June 3, 2025

- i. 2025/26 Board Goals & Superintendent Goals**
- ii. Report Card Overview**
- iii. Unaffiliated Salaries & Wages**
- iv. Summer Hiring and Accounts Payable**
- v. Overview of Report Card**
- vi. Policies for first read**

7. PUBLIC COMMENTS: There were no public comments.

8. 8:16 PM ENTER INTO NON-PUBLIC SESSION (b) The hiring of any person as a public employee: MOTION: K. Noonan **MOVED** to enter into Non-Public Session RSA 91-A:3 II (b) The hiring of any person as a public employee. **SECOND:** H. Blood **VOTE:** Unanimous for those present. **Motion passes**

9. 8:20 PM ENTER INTO NON-PUBLIC SESSION (c) : 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:** C.McDaniel-Thomas **VOTE:** Unanimous for those present. **Motion passes.**

10. PUBLIC SESSION: MOTION: K. Noonan **MOVED** to SEAL the May 20, 2025, 8:20 PM Non-Public Meeting Minutes until May 20, 2026. **SECOND:** H. Blood. **VOTE:** Unanimous for those present. **Motion passes.**

J. Rathbun explained to the Board that the General Assurances which were presented to the Board at a previous meeting were changed. The Dept. of Education reissued the General Assurance without the new language and he is publicly notifying the Board.

11. MOTION TO ADJOURN: MOTION: K. Noonan **MOVED** to adjourn the Board Meeting at 8:31 PM. **SECOND:** C. McDaniel-Thomas. **VOTE:** Unanimous for those present. **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
May 20, 2025(Not Yet Approved)
Monadnock Middle/High School Library, Swanzey, NH**

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

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

8:16 PM Non-Public Session RSA 91-A:3 II (b) The hiring of any person as a public employee:

Issue #1: MOTION: C.McDaniel-Thomas **MOVED** to accept the nominations of Sophie Masters, Olivia Van Cott, Chloe Ann Warner and Cameron Taber as presented by the Superintendent. **SECOND:** K. Noonan. **VOTE:** Unanimous for those present. **Motion passes.**

Issue #2: Notification: J. Rathbun explained that Pam Melvin has been hired to the Payroll Dept. and Lyndsey LePage as a paraprofessional.

MOTION: K. Noonan **MOVED** to leave Non-Public Session. **SECOND:** C. McDaniel-Thomas **VOTE:** Unanimous for those present. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**