

**Monadnock Regional School District & SAU #93**

**School Board Agenda**

**October 21, 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
  - a. Superintendent's Club Recap
  - b. Spirit Week/Homecoming Recap
  - c. Apply NH for Seniors
4. MATTERS FOR INFORMATION & DISCUSSION
  - a. Health & Dental insurance increases
  - b. Superintendent & Board Goals Review
    - i. **Board - By 2/1/2025** Deliver at least 2 quarterly communications to the MRSD community regarding the District happenings and budget/voting information
    - ii. **Board - By 10/1/2025** Update the CIP of the MRMHS and the SAU Campus,
    - iii. **Super - By 6/19/2025** Strengthen the capacity of the district administrative team
    - iv. **Super - By 6/19/2025** Promote student success
    - v. **Super - By 6/19/2025** Strengthen relationships with families and community stakeholders
    - vi. **ALL** - Elementary Renovations
5. MATTERS THAT REQUIRE BOARD ACTION
  - a. \* Approve Capital Improvement Plan (CIP)
  - b. \* MESSA Contract review
  - c. \* Approve the Consent Agenda (October 7th Minutes, Manifest, Transfers)
6. SETTING NEXT MEETING'S AGENDA
  - a. November 4, 2025: Emerson Elem. 6:00 pm Tour, 7:00 pm Meeting
7. PUBLIC COMMENTS (15 minutes)
8. NON-PUBLIC SESSIONS under RSA 91-A:3. II
  - a. RSA 91-A:3. II (b) - Hiring & Compensation
  - 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:**

10/21/2025	Community Relations Committee	6:00 pm	SAU Conference Room
10/21/2025	MRSD/SAU 93 School Board	7:00 pm	MRMHS Library
10/23/2025	Education Committee	5:30 pm	Wilcox Conference Center
10/28/2025	Budget Committee	7:00 pm	MRMHS Library
11/4/2025	MRSD/SAU 93 School Board	7:00 pm	Emerson Elementary School
11/11/2025	Policy Committee	7:00 pm	SAU Conference Room
11/13/2025	Finance & Facilities	6:30 pm	SAU Conference Room
11/18/2025	Community Relations Committee	6:00 pm	MRMHS Library
11/18/2025	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 rescheduled for the following school day.\*\***

**Monadnock Regional School District (MRSD)**  
**School Board Meeting Minutes**  
**October 7, 2025 (Not Yet Approved)**  
**Monadnock Regional Middle/High School, Swanzey, NH**

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

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

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

**2. PUBLIC COMMENTS:** There were no public comments.

**3. #celebrateMRSD:**

**a. Robotics Education Grant Award:** The Middle School has been awarded the NH Yearly Robotics Grant in the amount of \$4680.00.

**b. Homecoming Oct. 6th-11th:** J. Rathbun explained that the Homecoming events are going great. He attended the Middle School Soccer game today. It was a great afternoon. The student athletes did an awesome job with the elementary school students at the homecoming events.

**c. Sports Accolades:** Payton Joslyn competed in the Moonlight Madness Invitational and set a course record and beat his personal record. Congratulations Payton!!!

**d. Pumpkin Carving: Week of Oct. 13th:** MTC will be carving pumpkins on October 13.

**e. Other News:** The Superintendent's Club will be meeting prior to the next Board Meeting. The Board is welcome to attend. This is a social event with snacks and pins will be passed out. Emerson will host a Title One coffee discussion with the principals. The Band received the Best Looking Band Award at the Fireman Parade in Keene.

**4. MATTERS FOR INFORMATION & DISCUSSION:**

**a. Meeting Calendar (Oct.-Jan.):** The November 4, 2025 Board Meeting will be held at Emerson. There will be a ribbon cutting and a Board tour. K. Barker and Andrew will be present for the ceremony. The Library will be a future conversation. The January 20, 2026 Board Meeting will be at MTC. J. Rathbun explained that he just emailed CRC about the scoreboard donated by the Class of 1977. The score boards will be installed the week of October 20, 2025. CRC is aware of the first home game on December 15, 2025 and the Class of 1977 will be recognized and thanked.

**b. Superintendent and Board Goals:**

**i. By 10/1/2025 Update the CIP of the MRMHS and the SAU Campus:** C.McDaniel-Thomas explained that there is nothing new with the CIP. The committee did not meet due to lack of quorum. J. Morin explained that she met with T. Breen and Bob making a list of projects. They are still waiting for numbers for some of the projects. It was commented that we need to have the list but not necessarily the numbers. S.Peters said the CIP is a placeholder. We need to have the MRMHS study and the SAU study. J. Morin commented they have an

outline for the next several years. S. Peters suggested putting the CIP for the elementary schools out 10 years. C. McDaniel-Thomas commented that the Fin/Fac did discuss a maintenance routine plan for the elementary schools. S. Peters would like a life expectancy list. He would like this for the upcoming Board/Budget Committee Joint Meeting.

**ii. By 10/1/2025 Assess the District's current ELO, approve and recommend options to enhance the ELO in the 2026/27 School Year:** S. Peters asked if the Board should consider the ELO goal as done. J. Rathbun commented that it is helpful to have a check in along the way. S. Peters asked if there is a cost for the ELO program. J. Rathbun explained that there is no cost, they have the position.

**iii. By 2/1/2025 Deliver at least 2 quarterly communications to the MRSD Community regarding the District happenings and budget voting information:** H. Blood explained that the upcoming events will fulfill the goal. She would like to have 2 or more communications to the public prior to the Deliberative and one after the vote. The committee would like to do one Facebook Live.

**iv. Superintendent Goals:** J. Rathbun presented the system to evaluate the administration to the Board. He explained that every one of his administrators has done the evaluation. He explained that he does not do all of the administrator's evaluations. There is a chain of command which he explained. All but 4 of the evaluations are complete. His next goal is to be visible to the students in the schools which are being done. Goal 3 is in regards to the families and the stakeholders. J. Rathbun will be preparing a portfolio. S. Peters commented that the Board has been asking for this and it is concrete. Great start.

## **5. MATTERS THAT REQUIRE BOARD ACTION:**

**a. FY 26/27 Budget Cycle-Proposed Budget Discussion:** J. Rathbun commented that after the conversation with the Board it does not look like there is room for big ticket items.

**i. Focus items needed for the budget (e.g new positions or grant positions to be converted):** Nothing new at this time.

**ii. SAU Study:** The Board had discussed the \$7500.00 for the SAU Study. J. Morin and J. Rathbun are pretty sure the money is in the current budget. They would like to get this done this year.

### **b. Policies 2nd Read:**

**i. IHCA-Summer Activities:**

**ii. IJ-Instructional Resources & Instructional Resources Plan:**

**iii. IK-Earning of High School Credit-Achievement of Competencies:**

**iv. IKB-Homework:**

**v. IKFG-Career Exploration, Readiness, Pathways & Credentials:**

**MOTION:** K. Noonan **MOVED** to accept the policy changes as presented by the Policy Committee. **SECOND:** J. Cesaitis **VOTE:** 11.116/0/0/1.884. **Motion passes.**

**c. NHSBA Proposed Resolutions:** The Board will discuss this topic later in the meeting.

**d. Approve the Consent Agenda: September 16, 2025 Minutes, Non-Public Minutes, Manifest: \$ 4,196,244.09 for FY 2026 and budget transfers . MOTION:** C. McDaniel-Thomas **MOVED** to accept the September 16, 2025 Public Meeting Minutes and

Non-Public Meeting Minutes as presented, to approve the manifests in the amount of \$ 4,196,244.09 for FY 2026 and the following budget transfers as presented: a request from J. Morin in the amount of \$97,512 from Troy salary and benefit lines to Emerson Salary and benefit lines, a transfer request from J. Morin in the amount of \$507,300 from MRMHS Spec. Ed health ins. line, Special Ed. Private Tuition line, Speech salaries and benefit lines to Special Ed. Contracted Services line, a budget transfer request from J. Morin in the amount of \$180,000 from MRMHS Regular instruction line. Health Ins line to Special Ed. Related Services line, a budget transfer request from J. Morin in the amount of \$101,895 from MRMHS Social Workers salary and benefit lines to the DW Social Worker/Guidance Salary line and benefit lines and a request from J. Morin in the amount of \$52,000 from the Spec. Ed. van drivers salary and benefit lines to the Special Ed. Transportation line. **SECOND: K. Noonan. VOTE: 11.116/0/0/1.884. Motion passes.**

**6. SETTING NEXT MEETING'S AGENDA:**

- a. **October 21, 2025**
- b. **Superintendent's Club**
- c. **Approve CIP**
- d. **NH Retirement Bi-Annual Rate Change**
- e. **MESSA Contract Review**

**7. PUBLIC COMMENTS:** There are no public comments.

**8. 7:44 PM 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:3II (b) The hiring of any person as a public employee. **SECOND: B.Bohannon VOTE: 11.116/0/0/1.884. Motion passes.**

**9. 7:46 PM ENTER INTO NON-PUBLIC SESSION ( c ) : MOTION: C. McDaniel-Thomas 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: K. Noonan VOTE: 11.116/0/0/1.884. Motion passes.**

**10. 7:51 PM ENTER INTO NON-PUBLIC SESSION (i) MOTION: K. Noonan MOVED** to enter into Non-Public Session under RSA 91-A:3 II (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. **SECOND: H.Blood. VOTE: 11.116/0/0/1.884. Motion passes.**

**11. 7:56 PM ENTER INTO NON-PUBLIC SESSION (j): MOTION: K. Noonan MOVED** to enter into Non-Public Session under RSA 91-A:3 II (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. **SECOND:** R. Vogt. **VOTE:** 11.166/0/0/1.884. **Motion passes.**

**12. 8:04 PM RETURN TO PUBLIC SESSION:** J. Rathbun and J. Morin leave the meeting:

**13. NHSBA Proposed Resolutions:** The Board was presented the resolutions submitted from multiple School Boards. The Delegation will be meeting on October 25, 2025. This Board will vote on each resolution and the Board representative will vote according to the Hoo Board's vote. The Board voted on the following motions: **MOTION:** C. McDaniel-Thomas **MOVED** to support the NHSBA alternative resolution regarding Resolution # 13 presented by Hanover and Dresden School Boards, Resolution # 14 presented by Dover School Board and Resolution # 15 from Oyster River Cooperative School Board. **SECOND:** R. Vogt. **VOTE:** 10.035/0/0/2.966. **H. Blood missing from vote. Motion passes. MOTION:** K. Noonan **MOVED** to support Resolution #16 as presented by Chesterfield School Board. **SECOND:** C. McDaniel-Thomas **VOTE:** 8.951/2.216/0/1.884. **Motion passes. MOTION:** J. Cesaitis **MOVED** to support Resolution # 17 submitted by the Chesterfield School Board and do not support the NHSBA stance. **SECOND:** E.LaPlante. **VOTE:** 9.04/1.32/.995/1.884. **Motion passes. MOTION:** K. Noonan **MOVED** to support the NHSBA stance and recommendation regarding Resolution #18 as submitted by the Raymond School Board. **SECOND:** C. McDaniel-Thomas. **VOTE:** 4.356/6.811/0/1.884. **Motion fails. MOTION:** K. Noonan **MOVED** to support the NHSBA stance on Resolution #19 as submitted by the Raymond School Board. **SECOND:** J. Cesaitis. **VOTE:** 9.843/1.323/0/1.884. **Motion passes. MOTION:** K. Noonan **MOVED** to support the NHSBA stance on Resolution #20 as submitted by the Concord School Board. **SECOND:** J. Cesaitis. **VOTE:** 11.116/0/0/1.884. **Motion passes. MOTION:** K. Noonan **MOVED** to support the NHSBA stance on Resolution #21 as submitted by the Concord School Board. **SECOND:** J. Cesaitis. **VOTE:** 10.084/1.118/0/1.884. **Motion passes. MOTION:** K. Noonan **MOVED** to support the NHSBA recommendation for an alternate resolution for Resolution #22 as submitted by the Hooksett School Board. **SECOND:** H. Blood. **VOTE:** 8.745/2.424/0/1.885. **Motion passes. MOTION:** K. Noonan **MOVED** to support the NHSBA recommendation not to support Resolution # 23 as submitted by the Hooksett School Board. **SECOND:** C. McDaniel-Thomas. **VOTE:** 10.035/0/1.132/0. **Motion passes. MOTION:** K. Noonan **MOVED** to support the NHSBA recommendation for an alternate resolution for Resolution # 24 as submitted by the Monadnock Regional School Board. **SECOND:** C. McDaniel-Thomas **VOTE:** 11.166/0/0/1.884. **Motion passes.**

**14. MOTION TO ADJOURN:** **MOTION:** J.Cesaitis **MOVED** to adjourn the Board Meeting at 8:47 PM. **SECOND:** H. Blood **VOTE:** 11.116/0/0/1.884. **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  
October 7, 2025(Not Yet Approved)  
Monadnock Middle/High School Library, Swanzey, NH**

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

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

**7:44 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 of Karen Herzog to the Special Ed. position at MRMHS. **SECOND:** L.Steadman **VOTE:** 11.116/0/0/1.884. **Motion passes.**

**Issue #2: Notification:** Shannon Carpentino has been hired as a para at Cutler and Mike White has been hired as a custodian at Cutler.

**MOTION:** C. McDaniel-Thomas **MOVED** to leave Non-Public Session (b) and enter into Non-Public( c ). **SECOND:** K. Noonan **VOTE:** 11.116/0/0/1.884. **Motion passes.**

**Respectfully submitted,**

**Laura L. Aivaliotis  
Recording Secretary**

**Monadnock Regional School District  
School Board Meeting Minutes  
Non-Public Session (Not Yet Approved)  
October 7, 2025  
MRMHS Library/Zoom, Swanzey, NH**

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

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

**7:46 PM Non-Public Session RSA 91-A:3 II ( c ) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting.**

**Issue #1: MOTION:** K. Noonan **MOVED** to accept the retirement of Pat Poole as of June 2026 and to waive the 18-month notification. **SECOND:** J. Cesaitis. **VOTE:** 11.116/0/0/1.884. **Motion passes.**

**Issue #2: MOTION:** K. Noonan **MOVED** to empower the Superintendent to hire the Middle School Social Studies teacher prior to October 21, 2025. **SECOND:** C. McDaniel-Thomas. **VOTE:** 11.116/0/0/1.884. **Motion passes.**

**MOTION:** K.Noonan **MOVED** to leave non-public session ( c ) and to enter into non-public session (i). **SECOND:** H. Blood. **VOTE:** 11.116/0/0/1.884. **Motion passes.**

**Respectfully submitted,**

**Laura L. Aivaliotis  
Recording Secretary**



**Monadnock Regional School District  
School Board Meeting Minutes  
Non-Public Session  
October 7, 2025  
Monadnock Middle/High School Library, Swanzey, NH**

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

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

**7:51 PM Non-Public Session RSA 91-A:3 II (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.**

**Issue #1:** J.Rathbun is notifying the Board of the Emergency Notification Plan updates. The plan is approved by Homeland Security and will be uploaded next week. The local Fire Department and the local Police know the Plan. He is not able to share the plan with the Board due to safety and security reasons.

**Issue #2** J. Rathbun is working with the principals to clarify when a lockdown, a shelter in place and clear the hallways are used and how to notify the parents of the differences.

**Issue #3:** J. Rathbun would like to schedule Alice Training for the whole staff. He would like to use a snow day if they are not all used and it would be a non-school day for the kids. He would have Homeland Security come and do the training. The training has not been done for a long time. He will bring a proposal to the next meeting.

**MOTION:** K. Noonan **MOVED** to leave Non-Public Session. **SECOND:** R. Vogt **VOTE:** 11.116/0/0/1.884. **Motion passes.**

**Respectfully submitted,**

**Laura L. Aivaliotis  
Recording Secretary**

**Monadnock Regional School District (MRSD)**  
**Non-Public School Board Meeting**  
**October 7, 2025 (Not Yet Approved)**  
**MRMHS Library, Swanzey, NH**

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

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

**7:56 PM Non-Public Session RSA 91-A:3 II ( 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.**

**Issue #1:** J.Rathbun explained that he and J. Morin met with J. O'Shaughnessy regarding the sale of the Cutler School. He would recommend an appraisal. J. Rathbun said the appraisal is about \$5500.00. There will be 3 bids for the appraisal. They thought about instead of listing the building and property that possibly a request to bid. They are still doing research. J. Rathbun explained once there is a bid they notify the State and the State will put it out for the Charter Schools to see. The Charter School will have to bid the amount or higher. The Town of Swanzey is looking to dissolve the easement at Cutler.

**MOTION:** K.Noonan **MOVED** to leave Non-Public Session. **SECOND:** C.McDaniel-Thomas **VOTE:** 11.116/0/0/1.884. **Motion passes.**

**Respectfully submitted,**

**Laura L. Aivaliotis**  
**Recording Secretary**

**VOTING KEY:** Yes/No/Abstain/Absent