

Monadnock Regional School District & SAU #93
Joint Meeting of the School Board and Budget Committee Agenda
December 2, 2025
MRMHS Library, Swanzey
ZOOM (7:00 PM)

Meeting ID: 841 2331 3370

Passcode: 699940

Phone: +1 646 931 3860

The public is encouraged to attend MRSD Board and Budget Committee 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
 - a. Budget Committee Roll Call
 - b. School Board Roll Call
2. PUBLIC COMMENTS (15 minutes)
3. MATTERS FOR INFORMATION & DISCUSSION
 - a. Elementary Renovations Project Update
 - b. CIP for SAU & MRMHS Campus
 - c. 2026/27 Budget Calendar
 - d. MESSA contract overview
 - e. Budget presentation
4. MATTERS THAT REQUIRE BUDGET COMMITTEE ACTION
 - a. Approval Of Meeting Minutes
 - b. Financial Reports Q&A
 - c. Budget Committee Adjourn
5. MATTERS THAT REQUIRE BOARD ACTION
 - a. * Approve the Consent Agenda (November 18th Minutes, Manifest, Transfers)
6. SETTING NEXT MEETING'S AGENDA
 - a. December 16, 2025
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:

12/2/2025	Joint School Board & Budget Committee Meeting	7:00 pm	MRMHS Library
12/3/2025	Education Committee	6:00 pm	SAU Conference Room
12/9/2025	Policy Committee	7:00 pm	SAU Conference Room
12/11/2025	Finance & Facilities Committee	6:00 pm	SAU Conference Room
12/16/2025	Community Relations Committee	6:00 pm	MRMHS Library
12/16/2025	MRSD/SAU 93 School Board	7:00 pm	MRMHS Library
12/23/2025	Budget Committee	7:00 pm	MRMHS Library
12/30/2025	Education Committee	6:00 pm	SAU Conference Room

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
November 18, 2025 (Not Yet Approved)
Monadnock Regional Middle/High School, Swanzey, NH

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

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

1. Ribbon-Cutting & Tour: 6:00 pm-7:00 pm: The Board and the public enjoyed refreshments and a tour of the new Emerson School renovations provided by the Emerson staff.

2. 7:00 PM CALL THE MEETING TO ORDER: S. Peters called the meeting to order at 7:00 PM.

3. PUBLIC COMMENTS: There were no public comments.

4. #celebrateMRSD:

a. S. Peters commented that it was great to see former Board Members participating in the ribbon cutting. He thanked Lori Stevens, the Emerson staff, L. Sutton and Beth Cox for a wonderful tour and refreshments. J. Rathbun informed the Board that the Varsity Football team had a great undefeated season but lost in the playoffs. The Varsity Cheerleaders came in second in the State tournament. The entire staff in the district will be receiving lunch provided by the Board and administration during Support Staff Appreciation Week. The administration will be delivering it to the schools.

5. MATTERS FOR INFORMATION & DISCUSSION: .

a. Principal's Presentation: Emerson School: L. Stevens thanked the Board for coming tonight and for the amazing school they have provided her students and community. The Board had the meeting in the Library which is also used for Maker Space. The students love the couch in this room. For the first time at Emerson they will have a DI team. Mrs. Tommila will be coordinating the students after school program for NHDI. She mentioned that there are 2 kindergartens which is the best ever. Normally there are 24 students in one class but now there are 12 or 13 in each of the 2 classes. The Troy Preschoolers are here and it is fun having them. The Mosaic Room with the Level 3 Autism students is going well. The students are great and are welcomed by all students. We are very happy and hope for a K-2 and a 3-6 grade program. Maybe think about a Middle School Program for those students. It has been a rough year for the students and staff with the construction and the fire but everyone is grateful and so happy with the school. Emerson now has a 20-minute recess at 8:20 AM for K-6 which everyone is enjoying. Students K-6 are involved in committee jobs. There is an application to be filled out and of course this is optional. This helps the students to take care of our community and the school together. The nurse/conference room is great. All of the meetings are in that room.

Emerson is holding a food drive. There are great things going on at Emerson. H. Blood commented on the great space, it looks amazing, welcoming and thank you to the staff.

b. Superintendent and Board Goals:

i. Super-By 6/19/2025 Strengthen the capacity of the district

administrative team: J. Rathbun explained that the district administrators have their goals and about half have had discussions with him. He is learning how to support the team with positive goals.

ii. Super-By 6/19/2025 Promote student success: No report today.

iii. Super- By 6/19/2025 Strengthen relationships with families and community stakeholders: No report today.

iv. Board-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 committee met earlier this evening. They are working toward their goals. They have questions for the administration regarding the Deliberative Session and the budget. J. Rathbun had asked the new Keene Sentinel reporter to attend the ribbon cutting but was not able to be here.

v. Board-By 10/1/2025 Update the CIP of the MRMHS and the SAU Campus: The CIP has been approved.

c. Draft Budget & Budget Drivers Presentation: J. Rathbun reviewed the table of contents in the budget books. He mentioned that Cutler is bigger than in previous years. They have 334 students. MRMHS is up by 35 students. The cost per pupil is below the State average. He explained contractual obligations in the proposed budget, health insurance increase, the second year of the MDEA, increase in transportation, lane changes, insurance premiums up, third year of the Specialists contract and a slight increase in dental. There is an \$85,000 increase in licensing. We are being conservative in Special Ed. We are looking to see if we may need regular ed para positions for Spec. Ed. We are not sure yet. The Board suggested explaining to the Budget Committee the licensing charge, how it was absorbed, and the administration is working hard to get the proposed close to 3%. The Board discussed the apportionment and how to explain it to the voters. The Board had asked for the ELO position which was done this year with a position already in place and the SAU study in which the funds can be found in the current budget. The budget drivers are pushing the 3% plus increase. J. Rathbun explained that they are not sure what the feds are doing regarding the grants but there has never been a concern. There could be with what is currently going on. The mentor coordinator has seen positives in the teachers and students. She is focusing on the newest teachers. We need this position. S Peters suggested a chart of the grant funded roles for the public to see. The most needy kids use Title One. J. Rathbun commented that there is no reason to believe that the federal funds are going away. L. Steadman commented that the NHSBA said that the federal grants should be larger and the State will receive the funds.

6. MATTERS THAT REQUIRE BOARD ACTION:

a. Begin Warrant Article Creation: Article One is the proposed operating budget. The Board will wait for the Budget Committee to give the proposed default number and the proposed budget number. Article Two is the MESSA contract. The Board would like to present salaries versus wage cost. Article Three is the roof over the 800s based on the CIP. The article is for \$100,000. There are remaining funds from this year's roof in the amount of \$43,000 will also be used for the 800s roof. **MOTION:** C. McDaniel-Thomas **MOVED** to approve Article Three, 800 roof as presented by the administration. **SECOND:** B. Tatro. **VOTE:** 8.697/0/0/4.303. **Motion passes.** Article Four is to repair the upper parking lot as the MRMHS. This is part of the CIP. C. McDaniel-Thomas and H. Blood commented on how dangerous the parking lot is currently. J. Rathbun said it needs to be done. **MOTION:** C. McDaniel-Thomas **MOVED** to approve Article Four, upper parking lot repair as presented by the administration. **SECOND:** H. Blood. **VOTE:** 8.697/0/0/4.303. **Motion passes.** Article Five is the Special Education Expendable Trust in the amount of \$1.00. There are students moving in the district and the costs are increasing. It might be a good idea to put an amount in this Trust. J. Rathbun will come with a recommendation. Article Six is the District Vehicle Expendable Trust. The Fin/Fac is making a recommendation of adding \$25,000 to this fund from the surplus. E. LaPlante commented that vehicles do not last 10 years. They need to be replaced in 3 or 4 years. It was commented that it might be nice to hear from an expert regarding the vehicles. J. Morin commented that there are 2 vehicles that could die at any moment. We run the vehicles into the ground. We use them everyday. If one vehicle goes we have to replace it. The MTC parking lot has doubled in regards to plowing. **MOTION:** C. McDaniel-Thomas **MOVED** to support Article Six, Vehicle Trust in the amount of \$25,000. **SECOND:** J. Cesaitis. **VOTE:** 8.697/0/0/4.303. **Motion passes.** J. Morin has been asked to bring the Trust Fund balances to the Joint Meeting. Article Seven is the School Grounds Expendable Trust in the amount of \$1.00. **MOTION:** C. McDaniel-Thomas **MOVED** to approve Article Seven School Grounds ExpendableTrust in the amount of \$1.00. **SECOND:** B. Tatro. **VOTE:** 8.697/0/0/4.303. **Motion passes.** Article Eight is the SchoolBuilding Maintenance Trust. **MOTION:** C. McDaniel-Thomas **MOVED** to approve Article Eight in the amount of \$50,000. **SECOND:** B. Tatro. **VOTE:** 8.697/0/0/4.303. **Motion passes.** **MOTION:** C. McDaniel-Thomas **MOVED** to reverse the order of Article Seven and Article Eight on the ballot. **SECOND:** H. Blood. **VOTE:** 8.697/0/0/4.303. **Motion passes.**

b. Approve the Consent Agenda: November 4, 2025 Minutes, Non-Public Minutes and the Manifest: \$ 5,194,518.93 for FY 2026. **MOTION:** C. McDaniel-Thomas **MOVED** to approve the November 4, 2025 School Board Meeting Minutes, Non-Public Meeting Minutes and the manifest in the amount of \$5,194,518.93. **SECOND:** B. Tatro **VOTE:** 8.697/0/0/4.303. **Motion passes.**

7. SETTING NEXT MEETING'S AGENDA: BOARD/Budget Committee Joint Meeting

- a. Construction Project Update**
- d. CIP-SAU Study-Educational Study**
- c. MESSAOverview**

d. Budget Presentation

The slide decks are being asked to be updated for the joint meeting. It was commented that the MESSA slide deck is very important.

8. PUBLIC COMMENTS: There are no public comments.

9. 8:26 PM Non-Public Session 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. **SECOND:**C.McDaniel-Thomas. **VOTE:** 8.697/0/0/4.303. **Motion passes.**

10. 8:28 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:** 8.697/0/0/4.303 **Motion passes.**

11. MOTION TO ADJOURN: MOTION: K. Noonan **MOVED** to adjourn the Board Meeting at 8:29 PM. **SECOND:** C. McDaniel-Thomas **VOTE:** 8.697/0/0/4.303. **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
November 18, 2025
Monadnock Middle/High School Library, Swanzey, NH**

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

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

8:26 PM Non-Public Session RSA 91-A:3 II (b) The hiring of any person as a public employee:

Issue #1: J. Rathbun informed the Board that Jacob Letteney, the new Troy custodian, will be starting soon.

MOTION: K. Noonan **MOVED** to leave Non-Public Session (b) and enter into Non-Public(c).
SECOND: C. McDaniel-Thomas **VOTE:** 8.697/0/0/4.303. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

**Monadnock Regional School District
School Board Meeting Minutes
Non-Public Session (Not Yet Approved)
November 18, 2025
MRMHS Library/Zoom, Swanzey, NH**

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

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

8:28 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: Notification: J. Rathbun informed the Board that Mary Lou Baybutt has given her 18 month notice and will be retiring in June of 2027.

Issue #2: Unpaid Leave: J. Rathbun explained that Kim Croteau is out of FMLA and is asking for unpaid leave through the end of December. **MOTION:** K. Noonan **MOVED** to approve the unpaid leave through the end of December for K. Croteau and recommended by the administration. **SECOND:** B.Tatro. **VOTE:** 8.697/0/0/4.303. **Motion passes.**

MOTION: K. Noonan **MOVED** to leave non-public session (c) . **SECOND:** C. McDaniel-Thomas. **VOTE:** 8.697/0/0/4.303 **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

**Monadnock Regional School District
Budget Committee Meeting Minutes
October 28, 2025
Monadnock Regional School Library**

Members Present: Ed Sheldon, Steven Sawyer, Wayne Lechliden, Nancy Carney, Jon Hoden, Sarah Burgess, Anne Marie Osheyack and Jack Gettens. **Absent:** Doug Bersaw, Robert Audette, Bruce Murphy, Unassigned from Roxbury and Fitzwilliam.

Administration Present: J.Morin, Business Administrator.

Also Present: Betty Tatro, liaison for the School Board,

1. **Call the Meeting to Order:** E. Sheldon called the meeting to order at 7:00 PM.

2. **Public Comments:** There were no public comments.

3. **Approval of the September 23, 2025 Budget Committee Meeting Minutes:**

MOTION: J. Hoden **MOVED** to approve the September 23 2025 Budget Committee Meeting Minutes as presented. **SECOND:** S. Burgess. **VOTE:** E. Sheldon-abstain and remaining members-yes. **Motion passes.**

4. **Administration Reports:**

a. **Monthly Financial Report: Transfers/Expenses:** J. Morin provided the Monthly Financial Report and the Detailed Report to the committee prior to this meeting. She asked if there were any questions. J. Morin explained that the committee has asked for the list of the revenue sources. She explained that the Board had voted to purchase voting machines and replace the tennis courts. The company who won the bid for the tennis courts will not be able to do the tennis courts until this summer but will keep the same price that was quoted. W. Lechliden asked if there is any interest in tennis. J. Morin commented that the interest in tennis is growing. Currently, the students have to use the KSC courts, which is difficult because the KSC students are using their courts. W. Lechliden asked if the administration had explored a revenue stream for the empty rooms at night. J. Morin said there has been no conversation. The custodians usually clean at night. J. Morin explained that any empty rooms need to be offered to Charter Schools. She is not sure that they operate at night. She will bring this to the attention of the administrative team. J. Morin mentioned that the district joined the lawsuit. We paid into the lawsuit and will be receiving funds back due to the decision. W. Lechliden commented that people are in fear of losing their homes due to taxes and the Board voted for new tennis courts. A. M. Osheyack commented why did you wait so long to say anything about the tennis courts. W. Lechliden commented that there are other sports. B. Tatro said we have been waiting years for the new courts. J. Morin explained that the courts are used for PE and the middle school recess. The courts can also be used by the community. W. Lechliden asked if the pavilions in the district are used. J. Morin said they are used all the time. It was asked if the tennis courts would be used for pickle ball as well. The district will have to ask the NHIAA.

b. Update on Medicaid Reimbursement: J. Morin explained that the medicaid revenue was down a lot. She explained that we changed the company who was doing the billing but there is really no reason for the reduction in revenue to the district. We are still doing the billing and are hoping for more revenue. This year we are very conservative on revenue estimates in the proposed budget. There are a number of factors why she is being conservative. The government has changed the rules. She explained that the State is doing a random audit on FY20 and FY21 through the Special Ed. Dept.

c. Revenues: J. Morin explained when the district builds the budget they anticipate the revenues. In September we sent the revised anticipated revenues to the State. We estimate and adjust the revenues by looking at previous years and looking at the new information. In the Fall we can revise. It is impossible to know the exact number but we are realistic. The medicaid is unforeseen. J. Morin explained that most of the revenues are known in the Fall. The medicaid deficit is not foreseen. We do have the Trust Funds as a safety net. J. Morin said the Funding Lawsuit sided with the District and we should receive revenue. J. Gettens stated that he heard the State will be sending less. J. Morin said some of the federal money but not the grants. The grants are separate funding.

d. Staffing: J. Morin said there is no staffing report. The district is in a better place than last year. We are in need of paras.

5. MESSA Contract: B. Tatro commented that the board will be voting on the contract soon. She is not able to share any of the agreement at this time.

6. Construction Update: The Emerson School is complete. MTC is on track and will be done around Thanksgiving. The Troy School is under way.

7. Superintendent Comments: J. Rathbun is not present tonight.

8. Health Insurance Rates: J. Morin explained that the health insurance increases came in at 5.8% to 7.7%. The dental came in at 4.4%. The FY 27 Budget Books will be ready on November 18, 2025. J. Morin explained that the District has received 1 million dollars in interest from the project. There has to be a warrant article in order to use the interest. The district can not earn more interest than the bond interest.

9. School Board Liaison Report: B. Tatro does not have anymore to report.

10. Chairperson's Comments: There are no comments.

11. Next Meeting's Agenda: **The next meeting is the December 2, 2025 Joint Meeting.**

12. Public Comments: There were no public comments.

13. Motion to adjourn: MOTION: J. Hoden **MOVED** to adjourn the meeting at 8:35 PM. **SECOND:** A. M. Osheyack **VOTE:** Unanimous for those present. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
MRSD Recording Secretary