

Monadnock Regional School District
Annual Meeting
March 4, 1965

The annual meeting of the Monadnock Regional School District was held at the Chester Lees Auditorium in the Monadnock Regional High School on Thursday night, March 4, 1965. Moderator Clarence Abare opened the meeting at 8 p.m. and then recess meeting for ten minutes so citizens might cast their ballots.

The meeting reconvened at 8:15 p.m. and the moderator took up articles of the warrant as follows:

Article 3. To see what sum of money the District will vote to raise and appropriate for the support of schools, for the payment of salaries for school district officials and agents and for the payment of the statutory obligations of the District.

Mr. Bowman moved the District appropriate \$1,310,110.63.
Voted in the affirmative.

Article 4. To see if the District will elect to approve inclusion of its officers and employees other than those eligible under the Teachers Retirement System in the Employees' Retirement System of the State of New Hampshire, which system is provided for by Chapter 27A of the Revised Laws as inserted by Chapter 183 of the Laws of 1945 and as provided by Chapter 20, of the Laws of 1945 and any subsequent amendment thereto.

Mr. Callahan moved the passage of this article.

Discussion: Mr. Bateman asked for further explanation and Mr. Callahan said the purpose of this article was to permit our non-teaching employees to participate in a retirement program, i.e. janitors, secretaries and cafeteria workers. Most other school districts have adopted this policy. \$900. has been included in the budget to cover this cost although all non-teaching employees will not care to join. This program is in addition to social security and the employee contributes to the program. Keene has such a program and Swanzey had this program before joining the co-operative district.

Voted in the affirmative.

Article 5: To see if the District will vote to raise and appropriate the sum of Fifteen Hundred Dollars (\$1500.) for the purpose of installing water pipes to connect the water system of Mt. Caesar Elementary School and Monadnock Regional High School.

Mr. Bowman moved passage of this article.

Discussion: Mr. Reitto asked for explanation and Mr. Bowman reviewed the problem at Mt. Caesar due to an old pump, lightning striking the pipes, etc. Connecting the two water

systems would protect either high school or Mt. Caesar from future water problems and possibility of closing school.

Voted in the affirmative.

Article 6. To see if the District will vote to transfer the balance of the Building Account, One Hundred Three Dollars and Twenty Cents (\$103.20) to the General Account.

Mr. Austin moved passage of this article and it was voted in the affirmative.

Article 7. To see if the District will vote to authorize the School Board of the Monadnock Regional School District to accept and expend on behalf of the district any or all grants or other funds for educational purposes which may now or hereafter be forthcoming.

Mr. Dunham moved passage of article and voted in affirmative.

Article 8. To see if the District will vote to raise and appropriate the sum of Three Hundred Twentyfive dollars and twenty cents (\$325.20) to be made available prior to June 30, 1965 as a deficit appropriation to meet the costs of the Public Hearing held on November 30, 1964, to discuss the proposed change in the method of apportioning school costs among the towns of the District and the Special District Meeting held on December 5, 1964 to vote on the proposed change.

Mr. Wyman moved passage of the article.

Discussion: Mr. Turner felt that in such a large budget \$325. could have been absorbed. Mr. Turner moved to pass over the article. Vote by standing - 94 negative and 72 affirmative and Mr. Turner's motion did not pass.

Vote by standing on Mr. Wyman's motion for passage of the article: 107 affirmative and 60 negative and the article passed.

Article 9. To see if the District will vote to raise and appropriate the sum of Fifteen Hundred Dollars (\$1500.) for an evaluation of the Monadnock Regional High School by a visiting committee of the New England Association of Colleges and Secondary Schools.

Mr. Cleveland moved passage of the article.

Discussion: Asked for explanation Mr. Cleveland said this was to achieve national accrediting. Asked if the school was up to standard to become accredited, Mr. Frain explained that first of all a school evaluates itself by departments. The visiting committee looks over the departments' work. We must pay this committee's mileage, room and board. Most N. H. schools are coming

to this. Evaluation, once you are an accredited school, is supposed to take place every ten years but it would probably be longer.

Voted in the affirmative.

Article 10. (Report of the Study Committee) To see if the voters of the several pre existing school districts will vote to adopt a by-law changing the method of electing members to the co-operative school board, as permitted by Chapter 195, Section 4 II Revised Statutes Annotated, thereby allowing the voters of each pre-existing school district (each town) to elect their own school board member or members, and to insure an odd number of members on the board, as required by the said statute, to provide for one additional member to be elected at large by the co-operative school district, and whereas, the towns of Swanzey and Troy are now entitled to two members each, to provide that the additional member provided by this by-law must be a registered voter in one of the other six towns, all members to serve for terms of three years; said by-law to become effective at the annual co-operative school district meeting in 1966 and as member terms expire thereafter.

Mr. Cumings moved this article be put to a ballot.

Mr. Bradley moved to pass over the article. He explained a committee had been chosen to study this matter and if we accept this article it means increasing board members from 10 to 11. All eight towns would have to vote in the affirmative to carry it.

Mr. Perry of Swanzey, though once in favor of this article now opposes it. Mr. Turner of Sullivan felt people in northern towns did not know those in southern towns well enough to vote for board members. He would like article passed and then have expression from people how the extra member could be chosen. Mr. Dunham said as a board member he felt his responsibility was to everyone in all towns and he would not want to feel responsible only to voters in his town. He felt people in the northern towns would gradually get to know those in the other towns and the district should be kept as one. Mrs. Moore of Swanzey likes to feel she may go to any board member with problems.

Mr. Bradley's motion to pass over the article was put to a vote and voted in the affirmative.

Article 11. (By petition) To see if the district will vote to raise and appropriate the sum of Five Thousand Eight Hundred Dollars (\$5,800) to employ an elementary school physical education teacher for the school year 1965-66. The above sum to cover salary, travel, and any other expenses necessary to the program.

Mr. Keating of Gilsum moved passage of the article.

Mr. Raitto moved to indefinitely postpone the article.

Mr. Bennett of Richmond opposed the article partly because he felt the school board would have included this program in the

budget had they felt it absolutely necessary. - - Dr. Paul, medically speaking, pointed out the necessity of the elementary physical ed. program. - - Mr. Hewitt explained this program had been in the budget previously but was cut in 1963 when there was a cut in the budget. He still feels there is value in this program and it should be put back into the system. - - Mrs. McClure said one teacher could handle the program and told of the benefits to the children. - - Mr. Calhoun said the petition had come from Gilsum. - Mr. Perry of Swanzey agreed it was a good program but feels the district cannot now afford it. - - Mr. Baker asked if elementary teachers could be taught in a workshop how to carry on a physical fitness program. - - Mr. Hackler of Swanzey felt the district could not now afford the program and if the voters would bring pressure to bear upon the state for financial aid, perhaps we could then have this program. - - Mr. Turner of Sullivan felt district could not afford program.

Mr. Raitto's motion to indefinitely postpone the article was put to a standing vote. Affirmative 96, negative 54 and the article was indefinitely postponed.

The meeting adjourned at 9:50 p.m. and ballots under Article 1 and Article 2 were counted as follows:

Article 1. To choose a moderator for the ensuing year.

Clarence Abare - 58 votes and elected.

Lindberg 33 votes, Bowman 2 votes, Frain, Carson, Baker, Pierson, Wyman, Calhoun, Turner, Kennison - 1 vote each, Bradley 11 votes.

Article 2. To choose four members of the School Board, one from Gilsum, one from Sullivan, one from Surry and one from Troy to serve for the ensuing three years.

Gilsum: Calhoun - 157 votes and elected
Main 1 vote, Keating 1 vote, Towns 2 votes

Sullivan: Stanley H. Walters - 151 votes and elected
Scott - 2 votes, Walkind - 1 vote

Surry: Gilbert E. Pride - 159 votes and elected
Tenney - 2 votes, Rhodes - 1 vote

Troy: John C. Callahan - 158 votes and elected
Ripley - 2 votes, Shaw - 1 vote

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - March 1, 1965

The School Board met at the Superintendent's office on March 1. Present were Messrs. Callahan, Dunham, Austin, Bowman, Wyman, Cleveland, Calhoun, Pride, Frain, Furlong, Hewitt, Mrs. Robinson and Mrs. Thompson. - - The minutes of the February 8, February 1 and January 27 meetings were accepted.

Motions for the articles of the warrant will be made as follows: Article 3, Mr. Bowman; Article 4, Mr. Callahan; Article 5, Mr. Bowman; Article 6, Mr. Wyman; Article 7, Mr. Dunham; Article 8, Mr. Wyman; Article 9, Mr. Cleveland. Mr. Bowman asked for the board's expression on article 10 and the board voted unanimously against this article. On Article 11 (by petition) the board voted not to oppose this article if the people so desire it.

Mr. Bowman read a letter from Mr. Homer Bradley notifying board of the increase of Mr. Russell Wallace's suit from \$10,000. to \$25,000.

Mr. Frain advised that the Executive Board of the Teachers' Association had approved the agreement between school board and teachers and Mr. Frain will so notify Dr. Mandrey.

Mr. Frain passed out a copy of the commercial advertisement that will be used by the NHEA on television relative to the \$5000. minimum salary. Pictures of MRHS will be shown in connection with this ad, but the name of the school not identified.

Mr. Frain announced the Governor's Conference on Education at the Highway Motel March 3. He along with Messrs. Pride, Austin, Dunham and Calhoun will attend.

Mr. Frain reported on a continuing contract for teachers. He would propose two contracts: an annual contract to be given each year for the first three years, and at the end of three years a continuing contract would be given. Mr. Austin said he was not opposed to a continuing contract but he felt it should be put in the hands of our attorney for legal terminology. Mr. Frain asked if after talking to the lawyer, and upon receipt of lawyer's suggestions, the board would go along with his talking to the teachers. Mr. Dunham moved and board voted that after this continuing contract has been reviewed and amended if necessary by the school attorney, it be adopted by the board.

1964-65 enrollment figures were given board members. --- Figures showing tax sources of public school revenue by 50 states were handed out to board members (source: U. S. Office of Education). ---Mr. Frain presented the recapitulation as of February 19, 1965.

Mr. Frain said he would like to replace the foreman of the custodians at the high school. He would like to retain the

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present foreman as a boiler man and custodian. Having checked wages in Keene, this job would be \$4500. a year. Mr. Frain would like to pay \$4700. a year and include having him take care of Mt. Caesar boilers. As a replacement to be foreman it was suggested that either Mr. Tolman or the present custodian at Cutler. Mr. Bowman suggested leaving this decision to the administration. - - Mr. Frain would like to change the hours of the truant officer to start him working later in the day. - - Mr. Frain would also like to outline the duties for the various janitors, assigning work to each.

Mr. Furlong advised that the Jehovah Witnesses wished to hold their convention at the high school on May 14, 15, 16. They would like to rent the gym, kitchen, cafeteria and home ec suite and health room. The cost for the three days would be \$510. and Mr. Furlong asked board about offering them a "package" for \$400. In addition to this amount they would pay for custodian help. Mr. Bowman moved and the board voted that the administration handle this as they see fit.

Mr. Austin reported he had had complaints about the hot lunch menus. Mr. Frain has talked to Mr. Humphries and he has agreed to sit down with the school cooks and arrange about 25 good menus that can be repeated throughout the school year.

Tickets have been reserved for board members for the exchange concert on Saturday, March 6.

There was some discussion about graduation and why the ceremonies couldn't be held outdoors to accommodate more people.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District

School Board Meeting

March 1, 1965

1. Call to Order at 7:30 P. M. Mr. Bowman
2. Minutes of the Previous Meeting Mrs. Massin
3. Old Business
 - (a) Articles in the Warrant Mr. Frain
 - (b) Details for the Annual Meeting Mr. Frain
 - (c) Agreement between School Board and Teachers Mr. Frain
 - (d) NHEA Television Advertisement and Picture of the High School Mr. Frain
4. New Business
 - (a) Governor's Conference on Education Mr. Frain
 - (b) Continuing Contract for Teachers Mr. Frain
5. Miscellaneous
6. Adjournment

Monday, March 1, may well turn out to be odds and ends night. Much of the agenda, you will notice, is given over to details about the Annual Meeting.

As usual, someone should vote to accept each Article and there should be a second in order to keep the ball rolling and insure some kind of action.

This is the first order of business on Monday along with the other little details that go along with the Annual Meeting.

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The executive board of the Teachers Association has approved the recent agreement OK'd by the School Board providing for getting together over mutual problems. The latest issue of the School Board Association newsletter carried a copy of the agreement.

We are now ready to release the news of our pact with the teachers.

* * * * *

Recently, we talked about the NHEA's taking pictures of the high school and some of the classes to use in their television commercial in behalf of the \$5000 minimum salary law.

We have a copy of the commercial which, in no way, involves the District. You will be interested in hearing the commercial for the minimum salary law.

* * * * *

The Governor's Conference on Education comes up on Wednesday, March 3. Some members of the Board have said that they will attend so that, On Monday, we may be able to line up a few car pools and cut down on the number of solitary riders to Concord on the 3rd.

* * * * *

One new idea: continuing contracts for teachers.

Each year every teacher receives a contract which must be signed and returned to the Office. As you can imagine, this poses problems: the typing of the contracts, their being sent out to all teachers, and then the inevitable prodding to get all of them back at a decent time.

We propose to eliminate some of the work and cut down on the headaches by issuing continuing contracts. Briefly, after three years of satisfactory work, a teacher would receive and sign a continuing contract. After that, this teacher would not receive an annual contract anymore, for the continuing contract would take care of the situation.

A copy is enclosed for your consideration. You will note that it provides tenure to the extent guaranteed by State law, although it does provide that an unsatisfactory teacher would receive a warning and would receive help in improving before being released.

Your reaction is requested.

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Monadnock Regional School District
Board Meeting - February 8, 1965

The Board met at the MRHS on February 8, 1965. Present were Messrs. Bowman, Callahan, Colbourn, Dunham, Austin, Wyman, Cleveland, Pride, Frain, Hewitt, Furlong, Mrs. Robinson and Mrs. Thompson. Corrections to the minutes of January 25 were: Mr. Cleveland had asked that reduction in interest on all schools, (not just elementary) be earmarked for maintenance. Mr. Frain did not advise holding off evaluation for another year and put the cost at \$1,500. The minutes were then accepted as corrected.

The GAP program has received the endorsement of the New Hampshire Department of Vocational Education. A letter has been received from Washington acknowledging receipt of the GAP proposed program and assigning it a number. The proposal will be taken up late in March or April. Mr. Frain will contact both Senators Cotton and McIntyre to see if they can speed this up. The board moved and voted to have a letter sent to Mr. Grace thanking him for the printing of the GAP proposal as well as several other printing jobs he has done for the school.

Mr. Dunham presented an agreement for recognition and professional procedures. If the board would sign the original agreement he would present it to the teachers' executive committee for signing. This agreement will automatically be renewed on July 1 of each year unless 60 days prior to that date notice is given by either party that they will not accept renewal. Mr. Dunham emphasized that this agreement would not involve a third party as would legislation that is being proposed. Mr. Austin moved and the board voted to sign and approve this agreement.

Mr. Hewitt presented a list of policies relative to personnel in the school lunch program. Although there are definite advantages having the program under one person, certain problems need to be ironed out: there have been some menus that have not met state specifications for type A lunch; equipment has been purchased without approval of administration; there is a small conflict on mileage - mileage has not been reported but the \$100. travel allowance has been taken; program must be under some administrative control and not work so independently as it has; a lunch program for Gilsum and Sullivan is to be discussed. Role descriptions are being drawn. It would be desirable to have school lunch managers come to high school once a month to plan menus for one month in advance. Mr. Bowman asked about the policy not permitting student help unless absolutely necessary. Miss Cutter does not approve of student help. Presently there are nine students helping but Miss Cutter does not want them handling or serving food. For free lunches, the parent and nurse make out application, if the nurse determines a free lunch is necessary for the child.

Mr. Wyman asked if physical examinations would be reimbursed by the lunch program. Mr. Dunham suggested that cafeteria workers should be informed if they have problems to discuss, they should go through channels, talk with Mr. Humphries. Mr. Wyman moved and the board voted to accept the policies for the lunch program personnel as presented by Mr. Hewitt.

Mr. Frain presented the warrant for signing by the board and left a space should any articles by petition be presented before 2/14/65.

Mr. Hewitt reported on the conservation award that has been awarded to Monadnock. Mr. Dodge of the Fish and Game Commission had planned an award be given to a teacher but Mr. Hewitt suggested that perhaps an award could be given to a group and he submitted the outdoor education project. The governor will make the "Conservation Award of the year" on March 13.

There has been a request to use the school cafeteria and facilities for a supper to benefit the heart fund campaign.

Mr. Frain wants to spell out some duties for the nurses on the advice of Dr. Paul and submit them to the board for approval. Some nurses having been taking courses toward the end of becoming teacher-nurses. Mr. Frain asked if we should strive to get these nurses certified as teacher-nurses or is our need for just nurses. Mr. Furlong asks the nurses to give one or two lectures a year for 7th and 8th grades. He does not feel he needs teacher-nurses and this also was the feeling of the board.

Mr. Frain gave a summary of President Johnson's request for aid to education. Mr. Frain will talk with department heads so our district will be ready to take advantage of any monies if we can. He asked about board members volunteering to work with a committee in each town to study its needs relative to adult education, libraries, etc. As soon as he learns more about this program he will advise board.

Mr. Furlong advised that department chairmen are keeping notebooks on curriculum within each of their departments. ---- Mr. Furlong reported on two math teachers who were hired at the time Mr. Humiston and Mr. Parker left. They are not math majors and so have been teaching in grades 7 and 8. He recommends not re-hiring these two men but instead hiring two qualified math teachers that can teach in the upper grades. The reason for releasing them would be that they did not have a major in math.

Mr. Hewitt said one elementary teacher would not be re-hired; some changes will be made to strengthen a situation and teachers will be changed to another grade level; feels there are some teachers with masters, at the top of the schedule, from whom we should expect more than we are getting. He is talking to these people informing them we expect more from them in the way of leadership. -- Mr. Hewitt said they were planning to put into a package handwriting, reading,

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spelling and language, the idea being to have a child go through certain levels before he qualifies for fourth grade.

It was reported that new teacher applications are ready asking such questions as "What do you expect to contribute to this district?; what professional in-service training do you anticipate?"

The administration will write letters to the three persons not to be re-hired, telling them their contract will not be renewed. Mr. Furlong said he would recommend that the next time replacements are needed during the school year, classes be taken over by the remaining teachers until a qualified replacement is found.

Mr. Pride said he felt town libraries could be of more benefit to district students if reading lists were furnished to town librarians.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Public Hearing
February 1, 1965

A public hearing to discuss the 1965-66 budget was held in the auditorium of the MRHS on February 1, 1965. Present from the board were Messrs. Callahan, Pride, Calhoun, Austin, Bowman, Wyman, Dunham, Cleveland, Frain, Hewitt, Furlong, Mrs. Robinson, Mrs. Thompson.

Mr. Bowman opened the meeting and introduced Superintendent Frain to explain the budget. He gave the general categories with their percentage of the total budget. He explained the relatively uncontrollable items such as instruction, attendance services, transportation, heat, light, telephone, water, fixed charges, debt, tuition. These categories represent over 87% of the budget. The budget is up 5.3% and 18 other school systems in the state average 8.69% increase. He said they had tried to keep the budget down to a realistic level and yet do well by the school.

Mr. Frain proceeded to go over the budget item by item within each general category. He explained that teachers in Keene, Walpole will go to a minimum salary of \$4600. and even without a new salary schedule for Monadnock, there would have been increase in teachers' salaries. Budget includes two new teachers, one for special education and one for industrial arts. He said they would like to hire a speech therapist.

He reported on the Manpower Training program at the high school and the equipment provided by this program. Mr. Frain said he had tried to be conservative in estimating income.

Mr. McKew of Troy said he thought the budget was well put together and had been presented well. Mr. Turner recommended that the cuts shown on the summary sheet of the budget by general categories be explained as cuts from the requests made by department heads and asked that a third column might be given showing increase over last year's budget. He agreed that uncontrollable items represented most of the budget.

Mr. Frain briefly mentioned the proposed GAP program and said he hoped to take advantage of any federal monies he could get. He explained the balance on hand July 1, 1965 of \$14,230.36 represented income over and above what had been estimated and budgeted. This money could not be spent because it was not budgeted. It is now in a savings account earning interest. He said the district had not needed to borrow money to purchase library books.

The meeting was adjourned. Approximately 40 persons attended.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Meeting with Selectmen
January 27, 1965

The school board met with the selectmen of the eight towns on January 27, 1965 in the high school library. Present were Messrs. Callahan, Dunham, Bowman, Austin, Pride, Calhoun, Cleveland, Frain, Hewitt, Furlong, Mrs. Thompson. The Sentinel was represented.

Mr. Bowman opened the meeting and then turned the explanation of the 1965-66 budget over to Superintendent Frain. Mr. Frain said the administration had tried to be cost conscious in preparing the budget. He explained a little of the proposed GAP program, reported on the Manpower training program in NRHS. He then explained the general categories of the budget. He said 87.33% of the budget covered uncontrollable items.

Mr. Frain told of the new teacher application form, explained the manner of supervision of teachers to determine whether raises will be given or whether probationary contracts will be offered. He said that competitive salaries must be paid in order to acquire good teachers.

He told the selectmen of the district's need of a speech therapist the administration would like to hire for 1965-66. He advised that he has estimated income receipts at a minimum.

It was asked if some sports expenses would be paid out of gate receipts. Mr. Furlong advised that \$1400. had been cut from the budget that would have to be paid from gate receipts. Someone asked if it would not be more informative if figures under athletics included additional revenue from gate receipts as well as total athletic expenses. About \$1500. to \$2000. gate receipts were taken in in 1964.

Asked why the 1965-66 budget was so much higher over 64-65 than was 1964-65 over 63-64, Mr. Frain explained that \$25,000.+ represented a normal teacher salary increase and getting everyone on schedule. A new salary schedule and two additional teachers account for the extra \$40,000.+ under salaries. A salary schedule is good for about two years.

Mr. Frain said we would hope to be able to take advantage of federal funds.

Asked about running our own buses, selectmen were told a study had been made on this and saving would be \$2000. approximately. It was agreed this saving would not be worth headaches involved.

Asked whether supply items and contract services were let out for bid. Mr. Hewitt said there was no set policy nor limitation on bids. Scholar supplies, equipment, etc. are put out for bid. Asked how the administration determined who was a qualified bidder, selectmen were told that there were some bidders to whom they would submit bids. Mr. Frain pointed out that janitor supplies will be standardized, also nurses' supplies.

A question about the lunch program brought the answer that it was solvent, also that possibility of lunch programs in Gilsum and Sullivan is being discussed.

Asked were there any schools that would require additional building in the near future, selectmen were told that Mt. Caesar is running close and the high school is nearing capacity.

Mr. Frain said we had received \$12,000. more in sweepstake money last year.

The meeting was adjourned and coffee was served in the cafeteria.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
School Board Meeting - January 25, 1965

Present at the school board meeting on January 25 at the Superintendent's office were Messrs. Austin, Bowman, Wyman, Callahan, Cleveland, Dunham, Calhoun, Pride, Mrs. Thompson, Mrs. Robinson, Messrs. Frain, Furlong and Hewitt. Board members signed letters to Senators Cotton and McIntyre and Representatives Cleveland and Huot advising them of the board's unanimous vote to support the GAP program proposal. The GAP program went to Concord on 1/22/65.

Minutes of the January 18 meeting were accepted.

Mr. Frain said that the NHEA has requested permission to use pictures of MRHS as an outstanding school on their T. V. ads in connection with obtaining legislature for a \$5000. minimum teachers' salary. Mr. Cleveland asked if they would explicitly state there was no connection between our school and support for this minimum salary. Otherwise people might think the MRSD supported this salary. Mr. Frain said he could get a copy of the T. V. ad so the board could give approval before it is released.

Mr. Frain reported more questions over the checklist in Troy. Troy has said we could use their checklist to make copies for the annual meeting. State law require towns to provide checklist. The attorney general has written them to this effect. Mr. Frain will talk to Troy supervisors to see if they will go along with us this year and we will put in an article for the people to vote on to solve this problem. Mr. Frain asked board members to learn from supervisors when they will register new voters, place, date and hours and advise him. Mr. Dunham suggested that Mr. Legrenade be asked to draw up an article covering supervisors making up checklists.

Discussion of the budget resumed. The State Department has advised the administration to estimate \$30. per student from the Sweepstakes income. Mr. Frain advised that no money had yet been borrowed for library books and ~~no~~ payment has been made on those ordered. *about \$10,000.*

Mr. Austin questioned the manner of showing income. He pointed out that foundation aid did not apply to all towns and applied in different amounts. Also he pointed out that the Surry Flood control income goes to Surry alone. He felt there should be a breakdown for each town in order to give a true picture.

Mr. Cleveland asked what would happen to the GAP program after three years : of government support. It was explained there was no obligation to continue after three years, it could be dropped or continued on our own. Mr. Frain said this program would take care of students we were presently handling.

Mr. Austin said he did not feel he had sufficient information to fully understand the budget in order to vote on it tonight. He asked why insurance had increased and feels there might be a saving on that item. He would like to see bids submitted. - - Mr. Calhoun

has confidence in the administration and its answers to the figures in the budget. - - Mr. Cleveland feels perhaps we do not have enough information on the budget. He feels there must be a compromise on what is possible and what is necessary. - - Mr. Frain explained that they had pruned the budget. Mr. Cleveland suggested it would be a good thing for the entire district if budget could be held down close to last year. - - Mr. Callahan questioned the wisdom of the teachers asking for a change in salary schedule this year. Mr. Frain said district was committed to about \$22,000. under old salary schedule. Mr. Cleveland asked if it was not cause for concern that Fitzwilliam and probably other towns, had an increase of unpaid taxes every year, and what would happen in the next five or ten years. He said he had heard that the state was going to have someone do a sampling of assessments on the basis of sales price.

Mr. Frain said the additional tax rate for towns to cover the new budget would be approximately: Fitzwilliam \$2.80/\$1000.; Gilsum \$3.00, Richmond \$2.00, Roxbury \$1.75, Sullivan \$1.75, Surry, \$2.50, Swanzey \$3.00, Troy \$1.50.

Mr. Callahan asked about getting figures on the various programs and perhaps it would be necessary to cut out a program in order to reduce the budget. It was pointed out that about 80% of the budget is uncontrollable including teachers' salaries, transportation and principal and interest. With the new year 1965-66 everyone will be on schedule.

Work must be done on the football field. An item for \$1000. to cover loam and labor is in the budget. - - The jeep is in bad condition and will require a lot of work if they don't buy a new one. Mr. Cleveland asked Mr. Frain to investigate possibility of town of Swanzey plowing the high school; also suggested possibility of getting a government surplus truck. - - Some equipment in language laboratory needs repairs. - - Mr. Cleveland asked about earmarking the decrease in ~~indebtedness~~ ^{interest} on the elementary schools for their maintenance.

Mr. Calhoun moved and the board voted to adopt the proposed budget for 1965-66 - 8 voted yes, 2 abstained.

The board will meet with selectmen on January 27. Mr. Frain will explain the budget to them and will emphasize controllable and uncontrollable items.

Mr. Frain asked about a special article for retirement for custodians. - - He asked about a special article to connect the pump at Mt. Caesar with that at MRHS. - - He asked about having the high school evaluated next year ~~and advised holding off on this for another year.~~ The evaluating committee makes a report of commendations and recommendations. Committee must be paid for mileage, room, board, at a cost of about \$1500. The difficulty in postponing is possibility of losing some outstanding department heads in the meantime. Board felt this article should be included in warrant.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 18, 1965

Present at the school board meeting on 1/18/65 were Messrs. Bowman Wyman, Austin, Callahan, Dunham, Cleveland, Calhoun, Pride, Frain, Hewitt, Mrs. Robinson, Mrs. Thompson. The Sentinel was represented.

Mr. Frain reviewed the New York Life Insurance Company's tax shelter annuity for teachers, at no cost to the district, only a matter of bookkeeping, and recommended it. Mr. Bowman moved, board voted to go along with this program. Mr. Frain recommended effecting it with the next fiscal year.

About 100 parents attended the first session of the math class and seemed enthusiastic and interested.

Mr. Hewitt presented recapitulation as of 1/11/65. It was reported the Troy septic tanks had given trouble and though cleaned out this past summer, have just been cleaned again.

Mr. Frain requested changing selectmen meeting to Wednesday, 1/27/65.

Mr. Frain has had request from Swanzey March of Dimes Committee to use MRHS cafeteria for a supper on February 6. They would need coffee makers, dishes and dishwasher only. Proceeds for the March of Dimes.

The board went into executive session. Mr. Frain reported on a man at the university doing a study on the poverty situation and Mr. Frain feels MRSD will qualify. He will meet with principals and department heads to start sketching programs and projects so they will be ready and able to ask for these funds as soon as available. State Department will probably have a lot to say about how this money is spent. Figures were obtained from the last ten-year census.

Discussion of the budget resumed. Mr. Frain asked if board would like item for school board conventions. Mr. Dunham said we should support the N. H. School Board Assn. and feels it would be worthwhile to attend the national conventions. In April there will be a convention in Boston, approximate cost \$25. for the day. He reported that N. H. Assn. Council had voted to oppose \$5000. minimum teacher's salary and oppose a bill, if submitted, that would require Commissioner of Education to appoint a committee of three who would come in as a third party, conduct a hearing and issue report to board and teachers if a complaint were brought to him. The N. H. Assn. opposes this bill on the grounds that it infringes on responsibilities and prerogative of school board. The council would like to provide for the acting on all grievances on a voluntary basis without a third party. Mr. Dunham will present a copy of this voluntary agreement at the next board meeting and if board approval is obtained, he will present it to the teachers for them to sign, as an indication of their faith in the MRSBoard.

It was agreed to enter \$25. in budget for board conventions.

Elementary secretaries work a school year. Mr. Frain would like to ask them each to work an additional two weeks and give them an additional \$100.

Contract services for elementary includes the Rinehart writing method, Mt. Caesar television classes need study guides (it was pointed out that other elementary schools do not make the same use of T.V. as the teachers do not care to use it.)

Mr. Frain would like to allow \$1200. for a speech therapist, Mrs. Thompson, who would work in the elementary schools.

An audiometer is needed for the nurses and one good set of scales. Mr. Frain will have someone who sells to doctors and hospitals come into school to obtain price on medical supplies for nurses and athletics.

Elementary salaries for operation of plant: raise matrons' wages to \$1.25 per hour; sick leave for custodians: the Fitzwilliam janitor has been advised of his duties and that he will be on duty every morning in the summer and for this he feels he needs an additional \$150 - he will mow lawn, make repairs, paint two classrooms every year, repair windows.

Mr. Frain and Mr. Hewitt are working on supplies for janitors and have taken inventory. When they take it next year will know how much is required for a year's operation. Supplies will be ordered centrally. It was suggested it might be well to have a central storage place as eventually supplies will be standardized. No raises other than Fitz.

Replacement of non-instructional equipment includes new vacuum for Miss Bemis, waxer and polisher for elementary and a few classroom clocks. Repairs to equipment includes Gerry Tolman's equipment used at high school. Athletic supplies at elementary include baseball bats, balls, etc.

Mr. Frain reported that guidance department is taking GAP program to Concord on Friday 1/22/65. He will write a letter saying how enthusiastic school board is about program and after Tuesday it was suggested board members write their congressman.

If the board wants to add a second special education class, they must budget for equipment, about \$422. Room in Troy school should be painted. Mr. Dunham moved and board voted that administration proceed with second special education class and revise budget accordingly. Mr. Cleveland mentioned a feeling of some citizens that this class was started without their voting for it. Other board members felt this class was a selling point of the coop, but in beginning they were not able to locate a teacher. It was suggested that it be explained at the annual meeting the need for a second class and the progress of the class already established. Perhaps something could be incorporated in the annual report. A second class will take students through age 16. Mr. Hewitt pointed out the GAP program might take over after age 16.

Minutes of the January 11, 1965 meeting were accepted.

Respectfully submitted,

December, 1964

G R E A T E R A C C E P T A N C E P R O G R A M

G A P: A Pilot Program to improve the general and vocational preparation of the non-academic students at Monadnock Regional High School.

In 1962, Monadnock Regional High School was founded on the principle that a comprehensive high school education would be offered to all the youth of the eight towns that comprise the regional district. There would be a challenging academic program for the academically talented and college-bound. There would be a general course for those young people interested in nursing, technical school, or other two and three year post-secondary training program. The terminal student would find his place in the business program, the industrial arts program, the home economics program, or in a combination of these.

This is the beginning of the third year of operation and many members of the Monadnock staff are becoming aware of the real make-up of our school population and of the fact that we are not effectively meeting the needs of our less academic students. Many of our teachers don't know how to teach these students while others don't want them. Therefore, many are leaving school or are developing an apathy toward it when today's cybernetic society is rapidly demanding a greater degree of education, skill, and training. A high school diploma is a minimal requirement for almost any employment. (All schools have their share of the non-academic student or the slow learner, but according to New Hampshire norms, Monadnock has a larger group than the average school.)

A study of the socio-economic breakdown of the eight towns comprising the Monadnock Regional School District indicates that a significant number of our students are drawn from culturally deprived homes. Even though the school is cognizant of the need for improving the education of these young people, the gap between the individual and the society in which he must participate is widening.

It appears justifiable for guidance services to be charged with the responsibility of initiating and coordinating efforts to assist our less academically inclined youngsters. Some of the initial responsibilities may be enumerated:

1. Such individuals must be identified.
2. A diagnosis must be made for each individual.
3. An educational, social, and occupational prognosis must be made for each individual.
4. A curriculum must be devised that will best assist these youngsters in achieving personal-social adjustment and the opportunity to be economically self-sufficient.
5. The guidance department must coordinate and cooperate with all parties concerned.
6. An in-service training program for all members of the staff is essential.
7. Guidance services can act as the common denominator in coordinating efforts between the current elementary and secondary schools.
8. The program must continually be evaluated.

Concurrent with and supporting this preliminary effort by the Guidance Services, sincere and positive leadership must be afforded by the school board and administration. Their philosophy must embrace the salient belief in educating each child according to his needs, interests, and ability, as opposed to arbitrary standards.

Monadnock Regional School District
Board Meeting - January 11, 1965

Present at the school board meeting on January 11, 1965 were Messrs. Bowman, Callahan, Austin, Wyman, Dunham, Cleveland, Calhoun, Frain, Furlong, Hewitt, Mrs. Robinson and Mrs. Thompson.

Mr. Frain advised of a series of math classes to be given for parents Thursday nights at 7 p.m. to explain the modern math program.

Mr. Frain reported on his meeting with custodians. They wish to have sick leave as do the secretaries and cafeteria workers. Mr. Frain feels this is a reasonable request and should be included in their contract. Mr. Bowman suggested Mr. Frain write up a policy and present it to the board. Ten days were felt to be the proper amount of sick leave. Custodians also have inquired about getting retirement. The district would have to contribute 3.2% of the salaries. Four in Swanzey are already covered, as they were before district was formed, so it would mean only a small number. It should be in the warrant to see if the people would vote for this. Some custodians would not be interested in retirement income.

Mr. Frain explained a tax shelter annuity presented by the New York Life Insurance Co. for teachers to set aside a part of their salary which is sent directly to the insurance company. Their income tax is based on salary less this amount. Income tax on the amount sent to insurance company is paid when they draw savings out at a later date.

Mr. Frain suggested a schedule of dates for budget meetings:
Thursday, March 4 - Annual school meeting
" Jan. 28 - meeting with selectmen to discuss budget
Monday, Feb. 1 - Budget hearing

Continuing with the discussion of the budget, Mr. Frain has talked to Concord about salary schedule for secretaries, also to Keene industries.

Mrs. West receives \$4200. Suggests \$4400.

Mrs. Mann " 2380. for school year Suggests \$3180. for 50 wks.

Guidance secretary receives \$3900., was reduced to \$3700. for about 40 weeks. Suggested leaving salary at \$3700.

Mr. Frain said the English Dept. requested the use of a secretary which would amount to \$150. for typing.

Under textbooks there is an increase in social studies due to a second set of reference books; in math due to need of a new book for grades 7 and 8; and for elementary new programs in language, social studies, science in grades 4,5,6.

Mr. Frain feels perhaps the band is trying too hard for size. He also feels there should be a limitation to the solicitation of funds by the band. He agrees with Engelhardt suggestion that band

instruments be rented to students during summer and this money be used for repairing instruments rather than budget item. - - Mr. Dunham feels that any further raising of money should have funds allocated beforehand. Mr. Frain feels the Christmas concert and one other during the year should be sufficient and fund raising curbed. Mr. Dunham suggests administration have final say in any fund raising ventures. Mr. Furlong said all band money was turned into the general account and parents have no say over the spending of it. The board expressed it was entirely behind Mr. Frain in curtailing fund raising and limiting the band.

Explained that the increase in library books is to build up elementary school libraries.

Mr. Frain checked with state relative to nurses salaries and recommended that their salaries remain the same.

In Mr. Frain's meeting with custodians he said the board was favoring merit raises and not automatic raises. Again he checked with the state to determine salary ranges, also check industries where janitors are paid about \$1.60 an hour, whereas janitors in school get \$1.82. He discussed with them having a common two weeks vacation and keep only one man in the building to keep an eye on things during those two weeks. He discussed with them their doing some painting. He suggested raising the night man, who will retire this year, to \$3600. Suggested having Miss Bemis work 200 days a year for \$2400. He suggested paying the matrons in the elementary schools \$1.25 an hour.

Mr. Frain feels \$625. for a service contract may be a good investment as after three years some of the furnace controls may need service.

It was felt a good idea to rent shoes to players for all sports. This would cut the cost yet would not keep anyone from playing.)

Mr. Austin reported on a bill in the legislature that if passed would say school could not keep student from playing ball if he is not insured.

Under student body activities it was explained that for the past couple of years the life has been cut out of athletic budget. Mr. Frain has talked to coaches about putting things on a rotating basis but this year must make up for two or three years. Gate receipts will absorb some items. All mats were left in budget.

Under instructional equipment, agriculture equipment is needed, art, audio-visual, business, English, Guidance, Home Ec, Industrial Arts (such as dust collecting system for wood working shop), music, (this item reduced to include only one new instrument and a few large band uniforms), phys. ed., science, athletics, (protective equipment). Mr. Calhoun asked if elementary phys. ed. would be restored. Cost would be about \$6500.

Respectfully submitted,

Elizabeth Massin

Monadnock Regional School District
Board Meeting - January 4, 1965

Present at the school board meeting on 1/4/65 were Messrs. Bowman, Austin, Cleveland, Callahan, Dunham, Wyman, Calhoun, Pride, Frain, Furlong, Hewitt, Mrs. Robinson and Mrs. Thompson.

Mr. Frain reported he had deposited the sweepstakes check in a savings account hoping to gain some interest before the money was needed.

The minutes of the 12/14/64 board meeting and supervisory union meeting were accepted.

Mr. Hewitt reported further trouble at the Mt. Caesar School. The roof has been leaking in two classrooms and kitchen. Repairs have been made for \$218, and there will be an additional \$100. for another classroom. Mr. Dunham pointed out that repairmen are always called in during bad winter weather when costs are highest and wondered if we could appropriate money in the budget for doing roof repairs in the summer when it is more practical. The repairmen could be asked in spring or summer to determine necessary repairs.

Relative to septic tank trouble at the high school, Mr. Holbrook has suggested putting a manhole in each tank at an estimated \$300. maximum by MacMillin. It is hoped this work could wait for summer or at least spring vacation.

Mr. Hewitt reported that this summer a TV camera will be dropped down in the Mt. Caesar well to take pictures to determine what has happened. Sand at bottom of well will have to be cleaned out at cost of \$275. If the well has to be re-developed total cost would be \$550. If a new screen is put in, total cost would be \$1000. To date the cost to correct situation has been about \$520. Insurance will cover about \$400. To tie Mt. Caesar to high school water supply would cost about \$2000-\$3,000. The pump and installation would be about \$500.

The analysis of the oil used at Mt. Caesar shows that the problem probably is due to blended fuel which separates in the oil tank. Blend is 30% #2 and 70% #6. D. C. Whitcomb will be asked to have consultant come in, tell us what is the trouble and what should be done about it. Mr. Hewitt feels perhaps we should have a distillate #4 oil. Before next fuel delivery to Mt. Caesar, oil tank will be completely cleaned out and the lines cleaned out.

Mr. Furlong reported on the high school teachers' workshop. He does not feel it was too successful as teachers work on their curriculum all during the year and did not feel this workshop was necessary. Mr. Hewitt feels elementary situation quite different. He cannot get his teachers together so easily after school. He felt the workshop was very successful. Mr. Frain asked if elementary teachers could meet a couple of nights a year to accomplish what they do in workshops. Mr. Dunham suggested that perhaps the timing, just before Christmas was not good. Mr. Hewitt said the elementary teachers

had been meeting once a month with department heads. The administration is working on the new calendar and should make suggestions. Mr. Dunham suggested they not necessarily conform to the Keene calendar.

Mr. Frain reported that football officials want more money for games. The NHIAA feels that \$20. is sufficient and hopes all schools will stay with \$20. fees. MRSD will.

Mr. Frain feels there are about 20 pages that could be eliminated from the annual report such as 8 pages of school census every year, valuation of each school in the district every year, several individual reports that could be consolidated into one report, delete truant officer's report. Also Mr. Frain would like to make some changes in the format that would make a more attractive and interesting report.

Mr. Frain would like to change the teachers' application form to make it more realistic. Mr. Grace is willing to print forms.

Mr. Frain nominated Mary Lizotte at \$4300. annually to replace grade 4 teacher Mrs. Hetherman at Cutler. Mr. Dunham moved and board voted to accept nomination.

Mrs. Hildreth reported on a proposed program for slower students, the GAP program. Many teachers feel they are not adequately trained to teach the slow learner. Monadnock has more than its share of the non-academic student in N. H. Program also wants to help the "culturally deprived" student. Presently no course is offered at KSC or at Univ. of Mass. for training teachers to teach slow learners. Mrs. Hildreth told of results of questionnaire sent out to teachers. Most would choose teaching again, most preferred teaching academic students, most felt curriculum should be different for slow learner. Mrs. Hildreth feels MRSD is doing better than average job of teaching slow learner but could do better. Majority of staff said they would take an in-service course if presented. Guidance Dept. prepared booklet outlining things they would like to do then visited Mr. Little in Concord to ask for \$20,000. over three year period to carry out program. He advised they seek school board approval to apply for between \$75,000 to \$200,000 from Washington. If money is received, school district's responsibility would be to make list of school facilities that would be provided. Program would be considered experimental and there would be no obligation on part of school district to continue program. They would like to start in grades 7 through 12. If a future building program were undertaken, matching funds could be obtained from federal government if construction would suit this program. Program is a three year act. Mr. Dunham moved, board voted to accept this program and submit it to Concord post haste.

Mr. Furlong reported on a Michael Breen, a 16 year old who has been absent 30 times this school year. General consensus of his teachers is that he cannot possibly pass his subjects this year. If expelled this year he could re-enter next year. Mr. Dunham moved

and board voted to accept recommendation of the administration and expell Michael Breen from school for remainder of this school year. Mr. Callahan and Mr. Austin abstained. It was suggested that when letter expelling him is written, it be stated that his teachers feel it impossible for him to pass this year but he can re-enter school next year 1965-66. He would be accepted again on a trial basis.

Mr. Furlong reported that Mike Marrott has asked to be admitted to high school again. He is 20 years old and married, in the 9th grade. He has been entered twice before. The board did not think it advisable.

Mr. Hewitt reported on a teacher from Chile coming to the elementary schools, for a week.

Mr. Bowman saw Mr. Paul Clark who advised minimum salary in his area would be \$5000.

The budget was discussed. There should be an article in the warrant covering supervisors of the checklist salaries. Mr. Frain recommended increasing Mr. Armstrong's contract from 40 to 46 weeks and salary to \$8200. He recommended increasing Mr. Tucker's contract from 40 to 42 weeks and salary to \$7100. Mr. Dunham feels supervising principals should be on 12 month contract, thus giving them incentive not to hold down extra jobs. Non-degree teachers will be jumped \$200. Mr. Furlong has asked for an additional teacher in industrial arts. Department head and guidance feel we should be offering more courses in this department. Mr. Grace is teaching 7 periods a day. They need a man who can teach graphic arts and electricity. This man would cost \$4500. An elementary music teacher is needed. Mr. Hewitt feels another special education class is needed requiring an additional teacher. Another class would require some renovation - teacher \$5000. room \$2500. Mr. Hewitt would like to have a summer school, cost about \$600. for reading and math, at Swanzey. Charge for students about \$10. per child. Board felt this was too little. Mr. Frain said it should try to be self-supporting but could consider scholarships for those who needed it and could not afford it.

by Paul Clark

Mr. Frain said that Mr. Pitsas was told/he would reach his maximum next year. Mr. Furlong said Mr. Pitsas will not consider being trainer for high school next year. He tapes only those injuries he knows he can handle but/^{critical} statements are being made to the contrary. Mr. Pitsas feels such statements may hurt his reputation. Mr. Frain suggested we refuse to accept his resignation and praise him for his work which might possibly quiet rumors. It was felt Mr. Frain should talk to Dr. Paul and ask what he thinks of Mr. Pitsas as a trainor. It was voted to give Mr. Pitsas a vote of confidence for his fine job. -- Mr. Frain said tennis courts are ready and we need someone to coach tennis for about \$200. Mr. Wyman asked if Miss Spaulding would have additional help.

Respectfully submitted,
Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - December 7, 1964

Present at the Board meeting at the Superintendent's office on December 7 were Messrs. Bowman, Austin, Dunham, Pride, Cleveland, Wyman, Callahan, Frain, Furlong, Hewitt, Mrs. Robinson and Mrs. Thompson. The Sentinel was represented.

The minutes of the previous meeting were accepted.

Mr. Hewitt reported on some maintenance problems: Mt. Caesar had a problem with the water system, apparently caused by lightning striking underground pipes. School was closed for two days. A water conditioner seems necessary to filter the water before it goes through the system. Mt. Caesar also had problems with its two boilers. It may be a question of the number of oil used and one quart of oil is being analyzed. The high school has had septic tank trouble. Architect Holbrook will make recommendations. Mr. Bowman said that next summer he would like to see the wells at the high school and Mt. Caesar connected by pipe under the road, so in the event either school should have water trouble, the other well could be used. Mr. Holbrook is looking into this and will report. A salesman recommended to Mr. Frain a chemical which might solve the septic tank trouble and this may be tried. Mr. Bowman reported he had heard from one of the janitors that oil purchased this year seemed dirtier ^{than} and previously.

Mr. Hewitt presented the N. H. Council for Better Schools achievement award. The award was received for a program basically coordinating all the grades, one through 12.

Mr. Frain read a letter from a superintendent in northern N. H. praising Miss McCushing and her language department. He also had had commendation from a member of the state department for the fine collection of reference books sent in by the foreign language program.

Mr. Frain reported that WKNE would like to broadcast some of the basketball games, which he listed, and more if time were available. Mr. Bowman moved that WKNE be allowed to broadcast whatever basketball games they wished.

Mr. Frain reported that the cost of the special district meeting was approximately \$300. He wrote supervisors of the checklist thanking them for their cooperation. He presented the final figures of voting.

The board voted to send a letter of thanks to Aune Mattson for her years of service in the Fitzwilliam hot lunch program. They further voted to write a letter of thanks to Mrs. Bessie Neiland who retired from the Surry hot lunch program. *Neiland*

Mr. Hewitt reported that the radio setup, presented by the Gap Mountain Lions Club, had been taken out of Philip Larrabee's room. The clerk will write a letter of thanks to the Lions.

Mr. Frain has had the matter of bus shelters brought to his attention. There is an outfit named Shelter-All who constructs shelters and business in the area buys advertising space on the shelter. Mr. Wyman mentioned there was also a similar firm in Westmoreland. The parents had even suggested building a shelter themselves. Mr. Frain will check on the matter.

Mr. Furlong presented a list made up by Mrs. Hildreth of colleges who have contacted MRHS in 1964-65 and those who contacted us in 1963-64. He advised that the Christmas concert will be held on December 21 at the high school.

The Board went into executive session. Mr. Dunham introduced Mr. Ed Fairbanks of the social studies department and Mr. Paul Allen of the Mathematics Department, members of the teachers' committee who worked with our board committee on salary schedule. The proposed salary schedule for 1965-66 was presented. Minimum wage has been increased \$200. to \$4500. As there are only five people with three years training or less (non-degree) it was advised to drop this category from the schedule and leave the handling of salaries for these people to the administration. They have added one category, namely master's degree plus 15 credits. They suggest changing the word "experience" and substituting the word "steps" so that should it ever be necessary to hire a teacher of little experience at a higher step, it could be done. July 10 is the latest date for a teacher to be released from a contract. Mr. Cleveland said he was heartened to hear at the teachers' meeting on November 19 their agreement that they should be held to contracts, and not be released so easily by the school board.

Regarding Sabbatical leave, the mechanics have been spelled out but further work needs to be done on this phase. A set of criteria will be worked out by which candidates will be chosen. Mr. Allen pointed out that points for years experience should be awarded to teachers who had come from any school as long as they started with MRSD at its beginning. Those taking a Sabbatical must agree to return to MRSD for two years following leave or return money expended. Alternates chosen must also have an outstanding program in order to do. Candidates will be selected by a committee of three elementary people, three high school people and the superintendent.

The year on Sabbatical will count as a step on the salary schedule. The candidate must meet with the board's approval. After a Sabbatical a teacher will have to gain nine years additional experience to qualify for another leave. Mr. Cleveland asked if the contract would spell out that a candidate would have to complete a program. He was told this would be covered.

Mr. Dunham reported the increase of the salary schedule would represent \$47,000. and everyone would be on schedule. About \$20,000. would cover the new schedule. Mr. Austin asked how many teachers would

qualify for a master's plus 15. He was told about seven. It was pointed out that department chairmen salaries are a percentage of the base so the formula will not have to be changed. The \$47,000. increase includes department chairmen.

Mr. Allen told the board that any time they had questions or problems, not to hesitate contacting the professional committee and they would present the problem to the teachers.

Mr. Austin said he felt the board should use great care when preparing the budget.

Asked why the master's plus 15 was created, Mr. Dunham said it would offer encouragement to people with masters, so there is not such a long time before they attain the master's plus 30.

Mr. Austin moved and the board voted to accept the first two parts of the proposed salary schedule, namely changes in salary schedule and not releasing teachers after July 10.

Mr. Frain reported that Manpower program will allot us \$2100. for utilities and our cost will probably be about \$800-\$900.

Mr. Frain read a letter of resignation from fourth grade teacher, Mrs. Elizabeth Hetherman, from Cutler. Mr. Bowman moved and the board voted to accept her resignation.

Mr. Frain nominated Mrs. Floris Batchelder to the music department at an annual salary of \$5,063. She would work in the high school and the elementary instrumental program. Her travel would be extra. Mr. Bowman moved and the board voted to elect Mrs. Batchelder.

Mr. Furlong reported there were 16 students in the Manpower industrial program and 20 girls in the commercial program. Macmillin has come to see about building storage platform above the cylinder grinder for bar stock and air compressor. Cost about \$737. This amount can be found in the Manpower's janitorial allotment. Mr. Frain recommended the program pay \$1.50 of the janitors' salary and the district make up the difference to meet his regular annual salary. Mr. Bowman moved and the board voted to have the air compressor moved.

The State Department has advised Mr. Frain that rental fee of \$41.05 has been approved for MRSD, high school. Elementary rental fee is \$11.58. This \$41.05 rental fee will apply to any new tuition students coming into the district, but for students already in school the charge will be left at the state average of \$467.

Mr. Bowman adjourned the board meeting.

Respectfully submitted,;

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - December 14, 1964

Present at the December 14 board meeting were Messrs. Austin, Bowman, Wyman, Callahan, Pride, Cleveland, Dunham, Calhoun, Frain, Hewitt and Mrs. Thompson. Minutes were accepted from the three previous meetings.

Mr. Hewitt advised that a school planning committee from Milford would like to visit MRHS on December 22 and asked if Mr. Bowman would show them around.

Mr. Hewitt read a letter from Economy Coal and Oil Co., copy of which was given to board members. They recommend that new oil burners be installed at Mt. Caesar School that would burn #2 oil. They would sell and install burners for about \$2,000. and we could pay over a three year period by purchasing oil from Economy at a little extra that would apply against the purchase price of the burners. Mr. Bowman said he had asked Mr. Goodell to have the oil tanks checked for sludge in the bottom. Before going along with Economy's recommendation, Mr. Bowman would like to bring Mr. Holbrook into the picture and hear what he has to say. It was felt the oil tanks should be treated.

Mr. Hewitt reported Mt. Caesar being out of water for a few hours today. Rivers and Henry will pump out the sand during vacation and they suggest putting in a submergible pump.

There will be a teachers' workshop on December 22 and 23. Grades 1 through 6 teachers will meet with department chairmen and a consultant from the Encyclopedia Britannica. They will also hear a speech therapist from the Keene Clinic. The high school will have a faculty meeting and will break down into departments.

Mr. Hewitt reported on the lunch program. October 31 balance is \$4,584.63. Percentage spent on food is about 65%. Mr. Pride asked why menus were not published and Mr. Frain said Mr. Humphries was agreeable to publishing them and would do so.

Mr. Dunham mentioned the matter of a person who applied for a position in our district last June and has not yet found a job. The press is charging he has been discriminated against by several schools because of his involvement in the Nantucket situation.

Mr. Calhoun reported that a parent had asked if elementary school girls could wear slacks or ski pants on cold, snowy days. Could the policy be reviewed. Mr. Hewitt said girls in Sullivan were permitted to wear slacks inside because the floors were cold. Mr. Frain suggested that grades 1, 2 and 3 be permitted to wear slacks since these are the grades that have most trouble changing clothes. Mr. Bowman asked administration to give it some thought.

Monadnock Regional School District
Board Meeting - December 14, 1964

- 2 -

Mr. Frain referred to a school board vote of March 15, 1962, not to extend teachers beyond age of 65. He would like to have this amended to read "teachers and all other full time employees who have reached the age of 65 at the end of the school year. Mr. Bowman pointed out the board could always extend if they so desired. Mr. Calhoun moved and the board voted to change the policy to read "teachers and all other full time employees be retired at the end of the school year after they reach 65."

Mr. Hewitt reported he had received a certificate of liability insurance for the Franklin Pierce College students.

Mr. Hewitt passed out a rental proposal policy for equipment of the MRSD, when they are taken out of the buildings. He said previously we have loaned out equipment and it has been damaged and the district has been responsible for repairs. Mr. Pride asked if our insurance covered equipment taken out of the school and Mr. Hewitt will investigate. Mr. Calhoun moved and the board voted to accept the rental policy for equipment proposed by Mr. Hewitt and leave any special requests up to the discretion of the administration.

Mr. Frain handed out the recapitulation as of December 14, 1964.

On the matter of transportation it was advised that Keene schools operate without a surety bond. Mr. Austin moved and the board voted that we do away with the performance bond on the next contract thus saving the district \$400. on the contract price. Mr. Cleveland asked about using buses for longer than five years, perhaps six years, and would it reduce the contract price. Mr. Frain said the contract states 'not ; more than six years' and the transportation company said in some towns like Fitzwilliam and Sullivan, buses could not be run longer than five years. He said we could not save any money.

Mr. Calhoun moved and the board voted to accept the transportation committee's report and accept the contract of the Cheshire Transportation Company at \$101,584. (To own our own buses would be about \$97-98,000.)

Respectfully submitted,
Elizabeth T. Massin, Clerk

Present at the Board meeting at the Superintendent's office on December 7 were Messrs. Bowman, Austin, Dunham, Pride, Cleveland, Wyman, Frain, Eubank, Hewitt, Mrs. Robinson and Mrs. Thompson.

Mr. Hewitt reported on some maintenance problems: Mt. Caesar had a problem with the water system, apparently caused by lightning striking underground pipes. School was closed for two days. A water conditioner seems necessary to filter the water before it goes through the system. Mt. Caesar also had problems with its two boilers. It may be a question of the number of oil used and one quart of oil is being analyzed. The high school has had septic tank trouble. Architect Holbrook will make recommendations. Mr. Bowman said that next summer he would like to see the wells at the high school and Mt. Caesar connected by pipe under the road, so in the event either school should have water trouble, the other well could be used. Mr. Holbrook is looking into this and will report. A salesman recommended to Mr. Frain a chemical which might solve the septic tank trouble and this may be tried. Mr. Bowman reported he had heard from one of the janitors that oil purchased this year seemed dirtier and previously.

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Mr. Frain read a letter from a superintendent in northern N. H. praising Miss McCushing and her language department. He also had had commendation from a member of the state department for the fine collection of reference books sent in by the foreign language program.

Mr. Frain reported that WKNE would like to broadcast some of the basketball games, which he listed, and more if time were available. Mr. Bowman moved that WKNE be allowed to broadcast whatever basketball games they wished.

Mr. Frain reported that the cost of the special district meeting was approximately \$300. He wrote supervisors of the checklist thanking them for their cooperation. He presented the final figures of voting.

The board voted to send a letter of thanks to Aune Mattson for her years of service in the Fitzwilliam hot lunch program. They further voted to write a letter of thanks to Mrs. Bessie Neiland who retired from the Surry hot lunch program.

Mr. Hewitt reported that the radio setup, presented by the Gap Mountain Lions Club, had been taken out of Philip Larrabee's room. The clerk will write a letter of thanks to the Lions.

Mr. Frain has had the matter of bus shelters brought to his attention. There is an outfit named Shelter-All who constructs shelters and business in the area buys advertising space on the shelter. Mr. Wyman mentioned there was also a similar firm in Westmoreland. The parents had even suggested building a shelter themselves. Mr. Frain will check on the matter.

Mr. Furlong present a list made up by Mrs. Hildreth of colleges who have contacted MRHS in 1964-65 and those who contacted us in 1963-64. He advised that the Christmas concert will be held on December 21 at the high school.

The Board went into executive session. Mr. Dunham introduced Mr. Ed Fairbanks of the social studies department and Mr. Paul Allen of the Mathematics Department, members of the teachers' committee who worked with our board committee on salary schedule. The proposed salary schedule for 1965-66 was presented. Minimum wage has been increased \$200. to \$4500. As there are only five people with three years training or less (non-degree) it was advised to drop this category from the schedule and leave the handling of salaries for these people to the administration. They have added one category, namely master's degree plus 15 credits. They suggest changing the word "experience" and substituting the word "steps" so that should it ever be necessary to hire a teacher of little experience at a higher step, it could be done. July 10 is the latest date for a teacher to be released from a contract. Mr. Cleveland said he was heartened to hear at the teachers' meeting on November 19 their agreement that they should be held to contracts, and not be released so easily by the school board.

Regarding Sabbatical leave, the mechanics have been spelled out but further work needs to be done on this phase. A set of criteria will be worked out by which candidates will be chosen. Mr. Allen pointed out that points for years experience should be awarded to teachers who had come from any school as long as they started with MRSD at its beginning. Those taking a Sabbatical must agree to return to MRSD for two years following leave or return money expended. Alternates chosen must also have an outstanding program in order to do. Candidates will be selected by a committee of three elementary people, three high school people and the superintendent.

The year on Sabbatical will count as a step on the salary schedule. The candidate must meet with the board's approval. After a Sabbatical a teacher will have to gain nine years additional experience to qualify for another leave. Mr. Cleveland asked if the contract would spell out that a candidate would have to complete a program. He was told this would be covered.

Mr. Dunham reported the increase of the salary schedule would represent \$47,000. and everyone would be on schedule. About \$20,000. would cover the new schedule. Mr. Austin asked how many teachers would

qualify for a master's plus 15. He was told about seven. It was pointed out that department chairman salaries are a percentage of the base so the formula will not have to be changed. The \$47,000. increase includes department chairmen.

Mr. Allen told the board that any time they had questions or problems, not to hesitate contacting the professional committee and they would present the problem to the teachers.

Mr. Austin said he felt the board should use great care when preparing the budget.

Asked why the master's plus 15 was created, Mr. Dunham said it would offer encouragement to people with masters, so there is not such a long time before they attain the master's plus 30.

Mr. Austin moved and the board voted to accept the first two parts of the proposed salary schedule, namely changes in salary schedule and not releasing teachers after July 10.

Mr. Frain reported that Manpower program will allot us \$2100. for utilities and our cost will probably be about \$800-\$900.

Mr. Frain read a letter of resignation from fourth grade teacher Mrs. Elizabeth Hetherman, from Cutler. Mr. Bowman moved and the board voted to accept her resignation.

Mr. Frain nominated Mrs. Floris Batchelder to the music department at an annual salary of \$5,063. She would work in the high school and the elementary instrumental program. Her travel would be extra. Mr. Bowman moved and the board voted to elect Mrs. Batchelder.

Mr. Furlong reported there were 16 students in the Manpower industrial program and 20 girls in the commercial program. Macmillin has come to see about building storage platform above the cylinder grinder for bar stock and air compressor. Cost about \$737. This amount can be found in the Manpower's janitorial allotment. Mr. Frain recommended the program pay \$1.50 of the janitors' salary and the district make up the difference to meet his regular annual salary. Mr. Bowman moved and the board voted to have the air compressor moved.

The State Department has advised Mr. Frain that rental fee of \$41.05 has been approved for MRSD, high school. Elementary rental fee is \$11.58. This \$41.05 rental fee will apply to any new tuition students coming into the district, but for students already in school the charge will be left at the state average of \$467.

Mr. Bowman adjourned the board meeting.

Respectfully submitted.;

Elizabeth T. Massin, Clerk

Supervisory Union #38
Monadnock Regional School District
Meeting - December 7, 1964

Mr. Bowman opened the Supervisory Union meeting with the same members present as were at the board meeting. Mr. Frain presented the Supervisory Union 38 budget for 1965-66.

Mr. Frain suggested a \$10,000. salary for Mr. Hewitt and raises for Mrs. Urquhart and Mrs. Giard. He requested a new item for film strips to replace those in the superintendent's office that had worn out and to add some new ones.

He left the janitor's salary the same but added \$60. to be used for a thorough cleaning in the summer, which the janitor could not handle.

He suggested contract service for the billing machine pointing out that any repair to this machine would probably be over \$350.

On the matter of printing annual reports, Mr. Cleveland suggested the possibility of using Somersworth Press which does offset printing.

After Mr. Frain and Mr. Hewitt left the meeting, the board voted to raise Mr. Frain's salary to \$11,500. for the year 1965-66 and the board voted to raise Mr. Hewitt's salary to \$10,000. for the year 1965-66.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Special District Meeting

December 5, 1964

At 7:00 P.M. the recessed District Meeting was called to order by the moderator, Austin E. Frain.

It was moved, seconded, and approved unanimously that the polls be closed.

It was also moved, seconded, and carried unanimously that the Special District Meeting be adjourned and that the counting of the ballots proceed.

Meeting was adjourned at 7:10 P.M.

Following adjournment, counting of ballots was conducted in the High School Library by members of the School Board, three supervisors of the Troy checklist, and two interested citizens.

The count was: YES 776, NO 1026.

Ballots and checklists were placed in the custody of the School Dept.

Discarded ballots (those discarded by voters) were burned under the supervision of Mr. Gilbert Pride, School Board member from Surry.

See

**Monadnock Regional School District
Special District Meeting
December 5, 1964**

Mr. Clarence Abare, Moderator, opened the special district meeting on December 5, 1964 in the Chester Lees Auditorium at the Monadnock Regional High School. He then asked if there would be any objection to having Mr. Austin Frain, Superintendent, preside over the meeting. There being no objection, Mr. Frain read the warrant and article I calling for a vote on whether the district would favor legislation changing the school formula to a 100% average daily membership basis.

Mr. Abare moved and those present voted to have the polls open for voting from 1:10 p.m. through 7 p.m. Mr. Frain then recessed the meeting in order to proceed with the balloting. The voters were asked to pick up a yes and a no ballot, discard one in the wastebasket and deposit the other in the ballot box.

The vote was as follows: Yes 776
 No 1026

Respectfully submitted,
Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - November 16, 1964

The School Board met at the Superintendent's office on November 16, 1964. Present were Messrs Bowman, Wyman, Callahan, Austin, Cleveland, Dunham, Calhoun, Frain, Hewitt, Furlong and Mrs. Robinson and Mrs. Thompson. Mr. Glenn Carson attended and the Sentinel was represented.

The minutes of the previous meeting were accepted.

Mr. Frain reported that a copy of the petition for a public hearing on November 30, 1964 was posted in all towns. He had all members of the board sign a copy of the petition for public hearing to make it legal. Mr. Bradley has advised that legally a district cannot file a bill in the legislature but they can ask a representative to file it. Further the district cannot act as a lobbyist. In view of this Mr. Bradley recommended changing the wording of the petition for a special district meeting to read "to see if the voters favor legislation permitting the MRSD to change basic formula." Mr. Austin moved and the board voted to accept the change in wording as recommended by Mr. Bradley. The petition as amended was signed by board members and will be posted in all the towns. It was pointed out that the school board had the right to change the wording of a petition to make it conform to the law.

Mr. Frain recommended that at the public hearing the proponents of the petition be given the opportunity to speak first and then the opposition speak. He suggested using a tape recorder to take down what was said. Mr. Bowman moved and the board voted to have Mr. Frain preside over the public hearing.

For the special district meeting Mr. Frain suggested using yes and no ballots held over from other district meetings. It was suggested that a large screen be used to show the question to the voters. Mr. Bradley has said we can use the checklists from the national election. The matter of pay for supervisors of checklist and ballot clerks was discussed. Troy supervisors have said they will not check off names and requested that ballot clerks be present. Mr. Dunham feels the matter of checklist supervisors will have to be brought up at the annual school district meeting. For this special meeting, board members will check with supervisors to see if they will check off names or will find ballot clerks.

Mr. Bowman mentioned the fact that Clarence Abare is moderator and had signed the petition, thus making a conflict of interests. This may be challenged.

Mr. Calhoun suggested a letter be written to all the towns' Supervisors of Checklists stating they be present with their checklists at the December 5 meeting and that they be prepared to check off names. A copy of this letter is to be sent to the Attorney General.

Mr. Calhoun thanked the administration for the fine job they had done getting our figures and tax rates.

figures

Mr. Hewitt reported on the hot lunch program. In October there was a net balance of \$1,400. Approximately 65% of income goes for food.

Mr. Hewitt discussed the contract with Franklin Pierce for the rental of the Troy Gym. (Earlier in the meeting Mr. Cleveland commented on report he had heard of people having difficulty settling accounts with this college.) The contract states \$500. to be paid in two payments. There will be an additional charge of \$15. per day for each day in excess of 44 days. The contract runs from Monday, November 16 to March 1965 and the gym will be used between the hours of 6 and 8:30 p.m. A custodian shall be present and shall be reimbursed by Franklin Pierce at \$1.50 per hour. An additional charge of \$15. will be realized for use of gym for games. Mr. Wyman moved and the board voted to approve the contract with the amendment that if any of the conditions are not fulfilled, the contract will be terminated.

Mr. Frain reported on a dental health program being presented by Crest. The only objection came from the school physician who questioned the advisability of the school's endorsing a product by passing out samples. The school board agreed the Crest program appeared to be a good idea and felt we should join their program.

Mr. Frain reported on the Manpower Training program. This program is prepared to install over \$30,000. worth of materials in the high school, to the Commercial and Industrial areas. They will pay for utilities and repairs that are necessary. They will pay part of janitorial service. Because the demand is so great they would like to run two programs. They would leave machinery here until they needed it elsewhere and MRHS can use the equipment while it is here.

Mr. Bowman had the board answer questions on a survey received from the League of Woman Voters, who are doing a study on foundation aid. The League would like to have foundation aid fully implemented. Mr. Pride suggested it might be well to have legislative representatives meet with the school board before the legislative session begins and impress them with the need of full implementation. Mr. Frain suggested looking into the law that is on the books for aid to cooperative and area schools.

Mr. Frain read a letter from the Cheshire Transportation Co. who have agreed to all conditions of their previous contract, plus special education transportation, elementary and high school field trips, for the year beginning 1965-66 at an annual cost of \$101,984. They also agreed to a late afternoon trip for sports practice and their insurance coverage has been increased. There would be a reduction of \$400. if no performance bond were required. Mr. Hewitt gave figures should we lease our own buses.

Mr. Hewitt told that the special education class had been increased to 12 members. The girls have taken up knitting and weaving and the boys are working on a project.

Mr. Hewitt said the duties of the two elementary principals have been extended to have them visit the other elementary schools in the district to get different ideas on teachers and classes.

Mr. Hewitt submitted a project to the New Hampshire Council for Better Schools and has won an achievement award for his curriculum project.

Mr. Frain said the teachers were having a dinner Thursday night November 19, at the high school and invited school board members.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - November 2, 1964

The School Board met in the Superintendent's office on November 2, 1964. Present were Messrs. Cleveland, Callahan, Dunham, Calhoun, Wyman, Pride, Austin, Bowman, Mrs. Robinson, Mrs. Thompson, Messrs. Frain, Hewitt, Furlong. Also present were Mr. Homer Bradley, Messrs. Carson, DelDotto, Crooks, Johnson from Fitzwilliam, and Mr. Reed from the Sentinel.

The minutes of the October 19 were accepted.

Mr. Frain reported receiving a letter from the Commissioner of Education (addressed to Mr. Bowman), copies of which he passed out to board members. The Commissioner also suggested looking into various formulas such as 25% equalized valuation and 75% ADM, 40% and 60% ADM, 100% ADM, or capital costs based on equalized valuation and operating expenses on ADM. The latter suggestion is currently the most popular formula. Oyster River uses 1/2 valuation and 1/2 ADM. There is also a formula based on budget before joining coop but this method is not recommended.

Mr. Bowman read a petition (and copies were given members) signed by 10 people requesting a public hearing be held by the School Board for the purpose of deciding what action, if any, should be taken at this time. Mr. Bowman said as he understood it this would involve only the cost of policing and advertising.

Mr. Bradley said the board could change the wording of the first petition to make it valid - he has ruled that the article as now worded would not be valid. He suggested calling the meeting, have discussion and then decide on how the ballots should be handled. Mr. Cleveland asked if we could have the hearing, then the meeting and Mr. Calhoun said if we could achieve the same purpose from a hearing we could save about \$800. Mr. DelDotto feels the original petition will serve the purpose if the people vote to petition the legislature. If there is a public hearing first and an opinion expressed, then would need a special district meeting to vote to petition the legislature. Mr. Bowman pointed out that towns other than Fitzwilliam do not know what this is all about.

Mr. Del Dotto feels since the attorney general will not rule on the meeting and leaves it up to the district, this indicates it is not illegal. Mr. Bowman said board was honor-bound to honor both petitions. Mr. Carson asked if the school board could go to the individual towns to explain the situation, as was done before the cooperative was formed. Mr. Bowman said Fitz. would probably like to present its case to Swanzeey as this town has largest number of voters. Mr. Calhoun asked if we were bound by the order in which these petitions were received and Mr. Bradley said no, could have public hearing first if desired. Mr. Cleveland said Fitz. feels the problem needs airing. If a public

hearing would further this cause, he would not find it objectionable. Mr. Calhoun feels it would be helpful to translate formula figures into tax rates for the individual towns, for a normal tax year, to be distributed to voters of the area.

Mr. Carson said reason for having polls open for a length of time would be to hear from as many people as possible and would give a better expression of opinion than a discussion and vote at night. Mr. Bowman said the moderator would have to open the meeting and voters present must vote on length of time polls are to be open. Mr. Bradley did not feel board could properly have polls open without discussion. Mr. Dunham asked if the meeting could be on a Saturday with discussion meeting and then have the polls open for a time. Mr. Pride suggested discussion on Friday night and polls open on Saturday. Mr. Del Dotto felt if the School Board could acquaint the towns with the situation, an open meeting would not be necessary. Mr. Johnson said on formula #4 cost per pupil would be \$596, and on formula #5, \$641.

Mr. Del Dotto said Fitz. was not thinking only of itself but recognized that Gilsum, Sullivan had a problem and Fitz. would help in the matter of obtaining state aid for these towns. Said it was the state's responsibility to make up the difference between per pupil cost and what town could raise. Asked how other cooperatives were handling state aid, Mr. Frain said only one other coop was putting state aid into the district and state has; now insisted this aid be given back to individual towns.

Mr. Cleveland pointed out MRSD had highest school tax rate in the state, approximately \$33, and feels this coop. needs state money.

Mr. Bowman said if individual towns were going to be informed through small town meetings, feels selectmen should do the explaining, rather than the school board.

Mr. Bradley said we would not need booths for voting as no officers are being elected. He said that according to the Supreme Court the checklists from the last annual meeting could be used without change. He asked if Fitz. could wait until the annual meeting to enter its article but Mr. Cleveland explained that half of the legislative term would be over then. Mr. Calhoun asked if there would be enough time to inform the voters of the situation and explore the various formulas. Mr. Carson said Fitz. committee had discussed problem with Richmond, Roxbury and Troy and planned to talk to the other four towns and share figures committee had developed, whether they agree or disagree, to give them benefit of its study. He did not feel people could learn enough from one big hearing or discussion just before the special meeting. Mr. Bowman and Mr. Dunham feel people will want to hear all sides and will want to know alternatives. Mr. Callahan speaking as an individual citizen of Troy, sees no purpose other than Fitz. petition but feels, unless someone withdraws petition of public hearing, it would place Fitz. in a poor position not to have public hearing first. Commenting

on the school board's explaining the situation to individual towns. Mr. Austin said too many meetings would interfere with the building of the budget.

Mr. Callahan moved and the board voted unanimously to have an open hearing five days prior to the special meeting that requires the vote.

Mr. Austin moved and the board voted unanimously to hold public hearing 8 p.m. on Monday, November 30, 1964 and the special district meeting at 1 p.m. on Saturday, December 5.

Mr. Paul Tucker, principal of the Troy and Fitz. schools, presented his report. When we entered coop Fitzwilliam had six teachers and Troy had six teachers. Grades 4, 5 and 6 have been departmentalized for social studies, science and language, and in February 1963 a special education class was started at the Troy building. In Troy presently there are 8 teachers and six in Fitzwilliam. He reported the Special Education class was going very well, with 11 pupils. Enrollment in both schools is up slightly. Fitz. from 126 last year to 136 this year, and Troy from 180 to 191. He said students are placed at level for reading classes. He reported curriculum improvements in reading, modern math, French for grades 5 and 6 and a new writing program. Fitz. library has 500 books and Troy has 400 books. He said the elementary teachers have meetings with the department heads at the high school. Recommendations made were that he would like a physical ed. program and would like to see libraries built up. He said he had three more candidates for special education class. There was a discussion of having teacher aids for taking lunch money, supervise recess. Mr. Dunham feels non-professional people should not take over the duties of trained teachers. Mr. Furlong commented on the noticeable good manners of the children from Fitzwilliam. Mr. Tucker said he insisted on teachers sitting down with the children at lunchtime.

Mr. Frain said Mrs. Batchelder has agreed to starting teaching immediately as Mr. Kacanek is leaving for KSC. She will divide her time between high school and elementary.

Mr. Furlong reported on the bomb scare. On Monday, the first day the warning was received, he called the Fire Mutual Aid, Chief of Fire Dept., police and went through all lockers. On Tuesday after searching auditorium had children wait in auditorium until rest of school could be searched. On Wednesday the wires were tapped, went through same procedure and a boy confessed to Wednesday's call and has now been sent to Manchester Reform School. Mr. Furlong has ordered new master keys. In answer to criticism he had for the way this was handled, he reported that nothing was done without first checking with the law.

Transportation and salary committees were asked to give reports at Nov. 16 meeting.

Mr. Callahan brought up the matter of teachers breaking contracts and Mr. Hewitt said contracts were not legally binding, although during school year could sue for breach of contract. Mr. Dunham feels teachers are like children in that they will do what is expected of them. If school board readily releases teachers, they will come to expect it. He would like to be able to report to teachers' committee that board will make a policy that it will not accept breaking of contracts.

Mr. Frain reported that a man from the Manpower Training and Development group visited him to advise him of their training program for drop-outs and adults. Machine tool operators and secretaries are needed in this area and they would like to work a training program into our school - five days a week, six hours a day, after school hours. They would use our facilities, free of rent, but would pay for heat, lights, electricity, water, janitor service and would take care of their own supplies. They would make some payment for the use of our equipment and would like to purchase a special piece of equipment for the secretarial course (similar to a language lab for dictating). They would repair equipment but would not replace. Mr. Furlong talked to Mr. Beard who said the shop equipment was designed and built for commercial use and should be able to be used and stand up for such a training program. Mr. Frain said since Kingsbury has donated a lot to the school, now here is a chance to do something for them. Mr. Bowman moved and the board voted to permit Mr. Frain and Mr. Furlong to proceed with this matter as they see fit.

Mr. Hewitt reported that Franklin Pierce College wants to rent our Troy gym for practice and games, evenings, from 6 o'clock on. They would provide janitorial service. Mr. Hewitt would like to work up a contract for them which would cover any damage done. Mr. Wyman moved and the board voted to have Mr. Hewitt and Mr. Frain draw up a contract.

Mr. Hewitt passed out copies of the recapitulation to date. Mr. Frain reported receiving 90% of the building aid we should have received and they will try to get the remaining from the legislature.

The warrants will be ready for the Nov. 16 meeting and anyone desiring to add an article must submit it by then.

Mr. Austin asked why a member of the National Grange Ins. Co. was heading the Dramatic Club. Mr. Cutter who had previously headed this club, accepted another job when it was doubtful if this club would continue.

Mr. Pride asked why we didn't publish hot lunch programs on radio and newspaper.

Mr. Calhoun again asked that tax figures on the various formulas be figured.
Elizabeth Massin, clerk

Monadnock Regional School District
Board Meeting - October 19, 1964

The School Board met at the Superintendent's office on October 19. Present were Messrs. Bowman, Wyman, Frain, Furlong, Hewitt, Cleveland, Callahan, Austin, Dunham, Calhoun, Pride, Mrs. Robinson and Mrs. Thompson. The Sentinel was represented.

Mr. Frain noted a correction to the minutes of October 5, namely that in paragraph #4 on page one, medical payments should have been \$2,000. The minutes were then accepted as corrected.

Mr. Frain report on the elementary music program. Mr. Frain and Mr. Hewitt have discussed with Mrs. Howard the need of $1\frac{1}{2}$ teachers for the elementary program (one during school, $1/2$ for instrumental work). They need two teachers in the high school. He said Mrs. Batchelder may be used after school for instrumental work in the elementary schools. Meanwhile Mrs. Howard will try to spend one or two mornings in the elementary schools after Miss Driscoll leaves and will try to find a replacement for Miss Driscoll. When the man in the high school music program leaves to enter the service, Mrs. Batchelder will help in the high school and continue after-school instrumental program in the elementary schools. They discussed with Mrs. Howard separating the high school program from the elementary program. Mr. Frain feels one person should be in charge, and responsible for, the elementary program. However, an outline made by Mrs. Howard will be used in the elementary program so that the high school and elementary programs may dovetail.

Mr. Bowman asked Mr. Cleveland to introduce the three gentlemen from Fitzwilliam and Mr. Cleveland said he wished to make a statement of his position to the board. Except where a practice of the school district would do harm to Fitzwilliam, he felt his first loyalty was to the board and the district. He said Fitzwilliam had spent a great deal of money in legal fees and had waited patiently for some one to move to resolve the problems caused by the Supreme Court decision but nothing had happened. Therefore the voters of Fitzwilliam sent a group (Mr. Carson, Mr. Del Dotto, Mr. Johnson) to ask for a special school district meeting to change the method of cost apportionment to ADM. Mr. Cleveland said he felt this problem must be solved, not only for the good of the four towns adversely affected, but for the ultimate survival of the MRSD. He does not feel the district can survive under present formula. He felt that even though the school board has not the authority to enforce a solution, a group of publicly elected officials was not powerless to solve a problem if they had the desire.

Mr. Del Dotto reviewed matters leading up to the situation when in the beginning Fitzwilliam was willing to accept more than her share, but was aware that state aid would be put into the district.

He said it was not the intention of taxpayers in any town or of the state to have one town pay for the education of children of another town. It is not the responsibility of Fitzwilliam to educate the Gilsum children but rather the responsibility of the state of New Hampshire. He feels the inequities must be ironed out for the welfare of the entire school. Mr. Del Dotto presented a petition to the school board requesting a special district meeting to consider changing the formula for the 1965-66 school year, to be held on November 24, with a special yes or no ballot, polls to be open from 1:30 to 7 p.m. The petition was signed by members from several of the towns in the district.

Mr. Bowman said the law requires that a warrant be written through the school attorney, and this would have to be prepared. He was not certain whether you could have a vote without discussion. Mr. Carson explained that having the polls open would enable everyone to vote who wished to. Mr. Bowman said if any changes were necessary the board would notify the Fitzwilliam committee. He said the petition would probably have to go to the Attorney General. Mr. Carson asked the board to give it their personal attention to expedite the matter. The superintendent will contact the district's attorney and the Attorney General. Mr. Deldotto pointed out that each year as the costs of the school go up, Fitzwilliam's per pupil cost would become even more disproportionate. He said it was his understanding that only the Oyster Bay Coop is in the same position as the MRSD.

Mr. Carson asked Mr. Bowman if the school board could use its influence. Mr. Bowman ^{said} the board was asked by Sullivan for an expression two years ago and remained neutral and felt the board must do the same now.

For the good of the entire school district, and because the school is so important, Mr. Del Dotto hoped the school board would be sympathetic to Fitzwilliam's plight. Mr. Callahan felt that Mr. Del Dotto's and Mr. Carson's points were well taken and agreed that the district could not function properly if the situation was detrimental to either Gilsum or to Fitzwilliam. However, he did agree with Mr. Bowman that the board should not give an opinion. Mr. Carson said the committee was not asking the board to take sides in favor of Fitzwilliam, but asked if the school board could set the wheels in motion to get the state interested in giving welfare aid to the needy towns. Mr. Frain said he did not feel the State Dept. would help. Mr. Wyman felt the petition was a waste of time. Mr. Cleveland feels something has to be done and brought to the attention of the legislature. The Fitzwilliam committee was assured the superintendent would get the petition to the school attorney and keep the committee apprised of progress.

Mr. George Armstrong, principal of Cutler and Mt. Caesar schools, reported to the board on the operation of his two schools. He has 19 professional staff members and 11 non-professional. The average size of a class for the six grades is 26. In grades 4, 5, and 6 they are "grouping" students according to ability. This is determined through testing and teachers' judgment. He spoke of the modern math

program, the many new visual aids available, departmental work, the development of a reading program using reading levels, testing, handwriting, the French program, and a conservation program. Teachers have been supervised by Mr. Frain, Mr. Hewitt and the principal. Mr. Cleveland asked if students were being stereotyped, but Mr. Armstrong said no. Mr. Calhoun asked how Swanzeey students were doing when they got to junior high, as a result of the "grouping" program. He asked if there was enough favorable information to warrant other elementary schools to consolidate. Mr. Armstrong said it would take a few more years to realize the results.

Mr. Frain nominated and the board voted to hire Mrs. Marilyn Williams as a teacher in Troy at \$4,494. annually. Mrs. McGinnis will remain at Troy until Mrs. Williams can take over.

Mr. Hewitt passed out a sheet showing the transportation of students. 83% of all students are being transported, an increase over last year, although cost per mile, per child, per total enrollment has decreased slightly.

When Mr. Frain asked the custodians of the schools what supplies and equipment they needed, he received a variety of answers. He would like to standardize the items that are ordered and simplify the lists, perhaps saving money by buying in greater volume and do competitive bidding. Also surplus from one school could be moved to another school where needed. It would also cut down paper work. Mr. Cleveland suggested contacting Springfield Paper Towel Company.

The School Board did the N. H. Association poll and Mr. Frain will mail it with a letter to Dr. Mandrey.

Mr. Frain read a letter from Mrs. Helen Day thanking him for being able to attend the New England Reading Conference.

Mr. Furlong reported on a disciplinary problem, a boy he would like to dismiss from school. Mr. Cleveland asked for two or three days to see if anything could be done to get the boy out of his environment and thus help him. Mr. Frain said if the boy were placed with a foster family he would be moved to another area. Therefore he suggested exempting him from attendance, and if something develops he could be taken back. Mr. Calhoun moved and the board voted that Richard Morin be exempted from school.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Konadnock Regional School Board
October 5, 1964

The School Board met at the Superintendent's office on October 5, 1964. Present were Messrs. Calhoun, Callahan, Bowman, Dunham, Furlong, Hewitt, Frain, Wyman, Cleveland, Austin, Pride, Mrs. Robins on and Mrs. Thompson. The Sentinel was represented.

The minutes of the September 14 meeting were accepted.

Mr. Frain said Miss Driscoll would not be nominated as a music teacher due to personal health and other considerations. She will continue until November 1. Mr. Wyman asked if the elementary music program could be taken out of the jurisdiction of the high school. Presently there are two private instructors giving music lessons to students during the high school day at a cost to parents. To hire a Mrs. Batchelder to give instrumental lessons in the elementary schools after school hours would cost about \$20. per week and no provision has been made in the budget. Mr. Calhoun asked that even though there was a great demand for the music program, was it fair to other departments to expand the music department so, when funds were so limited. Mr. Hewitt agreed and said perhaps by next meeting they would have some definite recommendations for a solution. Because the program was started and parents invested in instruments, it is difficult to stop. Mr. Dunham questioned whether one person could handle the program that was started two years ago. Mr. Frain feels that instead of having part-time people, we should ask for money in the budget for full time person and do away with private lessons during the school day. Mr. Calhoun asked if the sealing of the door between the music and Home Ec rooms was successful. Mr. Furlong said it was not.

Mr. Frain reported there had been an inspection of school buses by the Dept. of Safety. Some did not pass, however, this district did better than most. The bus company has increased liability coverage on students to \$500,000/\$1,000,000 and \$200,000 medical pay. The Dept. offered suggestions to be corrected and they will return to inspect.

Mr. Furlong offered a proposal for a refreshment stand that could double as storage space. Money for the building would be taken from student activity fund and reimbursed by renting building to students for games. The cost would be \$250 to \$285, would be 16' x 12', to be built with student help behind the bleachers. Mr. Austin moved and the board voted to give permission to proceed with the building of a refreshment-storage stand.

Mr. Hewitt reported on the hot lunch program and said it was going very successfully under the direction of Mr. Humphries. Menus are planned a month ahead, he does all ordering, pays all bills. A new freezer was ordered for Surry, cost of which has been absorbed by the program. Mr. Hewitt passed out a report. Actual profit to date, without any federal funds, is about \$400. They are putting 74% of money into food as opposed to 60% last year and 60% recommended by state. Mr. Calhoun would like to have Gilsum and Sullivan participate in the hot lunch program. He would like to know what it might cost. Mr. Wyman said Sullivan already had purchased architect plans for

an addition to their building for a cafeteria.

Mr. Bowman said the Troy-Fitzwilliam Gap Mt. Lions Club had paid for the installation of a telephone connection in the home of Philip Larrabee so he might continue his school studies with his class. The clerk was instructed to write a letter of thanks.

Mr. Bowman appointed Mr. Dunham, Mr. Calhoun and Mrs. Thompson as a committee to work with the teachers to discuss any problems they may have.

Mr. Dunham reported the N. H. School Board Association conference on October 15 and 16 at the Highway Hotel in Concord. Mr. Calhoun moved and the board voted to appoint Mr. Dunham to be the delegate from our district. Mr. Dunham urged that this board have good attendance. He feels the association is fortunate to have James O'Neil. Every school district in N. H. belongs this year. It is felt that a bill will be introduced in the legislature to establish a minimum teacher's salary. The teachers will be organized to try to get what they want so the school boards must also work to be heard. He said the dues structure will have to be re-organized since so many cooperative districts have been established, and these districts pay less dues than they would have formerly, as individual boards. Mr. Dunham asked to have the opinion poll on the next meeting agenda. Mr. Frain will make copies of the poll for members.

Mr. Frain advised that Mrs. Dorothy Schmidt would like to resign from Troy school because of health and other reasons. He has asked Mrs. McGinnis to fill in and asked board if she would consider coming out of retirement for balance of year, would they be agreeable. Mr. Bowman suggested the decision be left to Mr. Frain.

Mr. Frain reported there was concern among the nurses relative to the board's establishing a policy requiring that cafeteria help have medical examinations every year, cost to be paid out of the hot lunch program. Mr. Bowman moved and the board voted that cafeteria help have a medical examination by a doctor of their choosing, each year, cost to be paid from hot lunch program.

Mr. Furlong reported that only ten students signed up for a dramatics club after school. The chairman of this club asks whether the club should return to an evening schedule or be disbanded. Mr. Bowman recommended the decision be left to the administration.

Mr. Dunham told Mr. Wyman that Dr. Mandrey had an idea relative to school buses that he felt was efficient and suggested Mr. Wyman contact Dr. Mandrey.

Next meeting - October 19, 1964.

Respectfully submitted,
Elizabeth T. Massin

Teacher Resignations *****

Mr. Fred King, a teacher of physics and chemistry at the high school, submitted his resignation. He has accepted a teaching position at Phillips Exeter Academy.

As a consequence, his wife, Mrs. Elizabeth King, has resigned her position as a 1st grade teacher at the Mt. Caesar School.
Miss Myrna Welch, a music teacher at the high school, plans to be married before September and to move to Boston.

Nominations *****

To take care of the vacancies created by the resignations of Mr. and Mrs. King, the opening created by the untimely death of Oscar Doane, and to handle the increased enrollment in the 1st grade at Troy (a subject discussed at the meeting of June 29th), the following names are proposed:

Mr. Brian Overdorff. Age 35. B. S. from the University of Massachusetts, with a major in animal science and vocational agriculture. Has taught vocational agriculture at the Pioneer Valley Regional School (Northfield, Mass.) for six years.

Mrs. Dorothy Schmidt. Age 41. B. Ed. from Castleton State Teachers College. Taught in Vermont for two years. For the last four years she has been teaching grade 1 or 2 at Ormond Beach, Florida.

Miss Barbara Luma. Age 23. B. Ed. from Keene State College.
No teaching experience.

Mr. Michael Korylow Jr. Age 25. B. S. from Keene State College.
Has been teaching in Marlboro High School (1 year of experience) and has asked to be released from his contract to accept a position as physics-chemistry teacher in MRHS.

Tuition Rate *****

The tuition rate is based upon the current expenditures per pupil (minus transportation and a few other items).

The current expenditure for an elementary school pupil is \$359.65; for a junior high school pupil, \$486.28, and for a high school pupil, \$514.13.

To this amount, the State allows a rental charge of 2% to be added on. This 2% charge is supposed to take care of the cost of the buildings and the equipment.

The 2% charge is not related to the current expenditures; it is determined by depreciating the costs of the buildings and the equipment and dividing by the pupil capacity and then taking 2% of that amount.

For an elementary school pupil the rental charge would come to \$12.13; thus, the full tuition rate for an elementary pupil would be the current expenditure (\$359.65) plus the 2% rental charge (\$12.13) or \$371.68.

One problem arises in computing the 2% rental charge for the junior and senior high schools. If we use the formula recommended by the State Department of Education, the rental charge for the junior high would be \$20.76 and \$21.42 for the senior high.

However, the actual construction cost and equipment cost give us a figure of \$46.27 for the junior high and \$44.39 for the senior high.

Some tuition figure should be adopted by the School Board. It should be pointed out though that all of this effort actually goes for very little. Most of the tuition students in our schools

(for example, the vocational agriculture students) pay the state average for tuition and not our figure. The only persons who would pay our tuition rate would be students coming here voluntarily and paying their own tuition (or, more accurately, students whose parents are paying their way).

Sweepstakes Revenue

Originally, the District informed the Selectmen of the various towns in the District that the money received from the Sweepstakes would be apportioned on the usual formula ($\frac{1}{2}$ valuation + $\frac{1}{2}$ membership). It now appears that the Sweepstakes revenue should be allotted strictly on the basis of pupils, so much per pupil.

Monadnock Regional School District

School Board Meeting

October 5, 1964

1. Call to Order (7:30 P.M.) Mr. Bowman
2. Minutes of the Previous Meeting Mrs. Vassin
3. Old Business
4. New Business
 - (a) Teacher Nomination Mr. Frain
 - (b) Inspection of School Buses Mr. Frain
 - (c) Refreshment Stand Proposal Mr. Furlong
 - (d) Report on Hot Lunch Program Mr. Hewitt
5. Miscellaneous
6. Adjournment

Teacher Nomination

Miss Clare Driscoll of Milton, Massachusetts, will be nominated as an elementary school music teacher. Miss Driscoll, a graduate of the New England Conservatory of Music, has also studied at Boston University. She has taught for six years in Massachusetts schools and comes to us with excellent references. Her salary will be \$5461 a year.

In addition, Mr. Harold Kacanek of Keene is working as a substitute at the high school. Mr. Kacanek, a graduate of the Eastman School of Music, will be available until January when he will enter the Army as a member of the U. S. Army Band in Washington.

High School Graduates

A report on the class of 1963 has been compiled by the State Department of Education. It contains one item of interest to us. "The following schools sent a percentage of their graduates to four year colleges that was significantly higher than the state average of 28.8%." The report listed Monadnock's percentage as 33.3% (Keene's was 34.0%).

Inspection of Buses

The Department of Safety conducted an inspection of all school buses and cars used to transport students at the High School on Friday, September 25.

While the inspectors did find some things wrong, they did indicate that our district fared much better than the typical district in this matter. Naturally, Cheshire Transportation Company is attending to the criticisms and defects at once.

Census

The annual school census has been completed in nearly all of the towns of the district. Unfortunately, the illness of a census taker has prevented the work from being finished on schedule. A complete report will be sent to you just as soon as all the figures are sent in to us.

Refreshment Stand

Mr. Furlong has proposed the building of a refreshment stand and storage shed. The stand would be rented to the FFA until such time as the cost of building a suitable stand is met. Full details will be given at the meeting.

Mr. George Armstrong

Last year, you will recall, the various department heads appeared before the School Board to explain their programs and their work. This year it seemed desirable to have the elementary school principals report on their programs and their problems.

Our first speaker will be George Armstrong, principal of the Mt. Caesar and Cutler Schools.

Nomination

We wish to nominate Mrs. Marilyn Williams of Keene as a 2nd grade teacher in the Troy Elementary School. She would replace Mrs. Dorothy Schmidt, who resigned.

Mrs. Williams was graduated from Keene State College in 1962. She taught in West Boylston, Massachusetts, for one year, and has since substituted in the Keene School System.

Her salary would be \$4494 a year.

Supplies and Equipment

In looking over the list of supplies purchased last year for the elementary schools and the high schools, there seemed to be a real need for standardizing certain items in the expectation that buying in volume will mean some saving.

At present, for example, some schools use Ajax cleaner while others order Comet; some order liquid hand soap while some ask for powder.

Thus, we order small amounts of many different products.

Reducing the number of items may mean reducing the cost to the district.

Census

The school census has been completed and a copy of the report is enclosed for your study.

School Board Association Poll

A copy of the SBA poll is enclosed for your convenience. These questions will be discussed at Monday's meeting.

Monadnock Regional School District
Board Meeting - September 14, 1964

The School Board met in the Superintendent's office on September 14, 1964. Present were Messrs. Calhoun, Austin, Cleveland, Pride, Dunham, Wyman, Bowman, Callahan, Frain, Hewitt, Furlong, Mrs. Robinson, Mrs. Thompson. The Sentinel was represented.

With the correction on page 3, last paragraph, of the name of Arthur Whitcomb to Robert Whitcomb, the minutes of the August 31 meeting were accepted.'

Mr. Hewitt reported of a Gilsum parent requesting transportation for his first grade child who lives 1-1/10 mile from the bus stop. The bus company says it would cost \$4. to \$5. a day to send a feeder bus to pick the child up, and they do not feel this is included in the contract. They would be willing to absorb the \$10. per week cost that the Gilsum principal would require to transport the child, if the school board were willing to negotiate another three-year contract now. Mr. Hewitt feels the parent should pay part of this cost, as it would be setting a precedent for others who lived just over the one-mile limit.

Mr. Calhoun entered and introduced the parent from Gilsum. Mr. Jones. Mr. Hewitt explained to him what the bus company felt it would cost per day, \$4 to \$5. He explained that it would set a precedent. Mr. Hewitt asked Mr. Jones if he would be willing to pay part of the cost if someone were found to transport his child. Mr. Jones said he would be agreeable to paying 50¢ a day or \$2.50 per week. Mr. Hewitt will contact the bus company.

Mr. Cleveland asked what we would do if other parents ask for the same thing. Mr. Wyman feels it unfair they should have to pay for their child's transportation and he feels it is in the contract with the bus company to run feeder routes if necessary. Mr. Hewitt said that it was not included in the original bus specifications that a child would be picked up over 1/2 mile from the bus route. Mr. Wyman moved and the board voted to have Mr. Hewitt set it up with the Cheshire Transportation Company to have Mr. Kenyon the Gilsum principal provide transportation for the Jones child with Mr. Jones and the bus company sharing the cost.

Mr. Frain and Mr. Furlong discussed football transportation. For \$300. the bus company will pick up students going north, at 5:15 and another driver will go to Richmond and Westport. The \$300. will come out of the athletic fund but at the end of the year before any money is returned to the taxpayers, the athletic fund will be reimbursed \$300. On game days parents will continue to be responsible for picking up students, both boys' and girls' sports.

Mr. Frain talked to Mr. Whitcomb about the Industrial Management Association's use of high school facilities. Most of the meetings

would be held in the cafeteria but once or twice for special occasions they would like to use the auditorium. They understand about the smoking and would promise not to smoke in the auditorium. They also understand that students would supply the meals and thereby earn money. They would be willing to pay \$15. for the use of the auditorium. Mr. Calhoun moved and the school board voted to permit the Industrial Management Club to use the cafeteria and auditorium as described above.

Mr. Frain discussed with the State Department the tuition rate for MRSD. They approve our current expenditure of \$359. per student for elementary, \$486. for junior high and \$514. for senior high, plus 2% rental charge. They recognize this would result in quite a jump in tuition rate and feel it would be a hardship on parents so they suggested the state rental - \$12. elementary, \$20. junior high and \$21. senior high making totals of \$371. per student in elementary, \$506. junior high and \$535. senior high. (This compares to Keene's \$398. elementary, \$505. junior high and \$523. senior high.) The State Department did not feel they could approve the \$40. rental charge. Mr. Bowman moved and the board voted to go along with the state's suggestion as presented by Mr. Frain.

Mr. Frain reported that WKNE has asked to broadcast the November 14 Keene-Monadnock game. Mr. Bowman moved and the board voted to grant their request.

Mr. Hewitt reported a very smooth opening of school with elementary enrollment 1009 (23 less than last year.) He plans to add students to the special class in Troy.

Mr. Furlong reported losing students in the 10th grade, having a total increase of 59, 3 P. G. students. He said the high school was starting to get crowded and they were utilizing 94.6% of the building. He feels someone should be studying future needs. He reported that all 8th graders were getting reading.

Mr. Hewitt reported that Economy Coal and Oil has made repairs that were necessary and has recommended repairs at Cutler, Fitzwilliam, and Troy, that would amount to between \$300 and \$400., not budgeted. Paving the playground at Troy has not been done yet and will cost about \$1,500. Mr. Austin moved and the board voted to go ahead with the recommendations of Economy Coal to repair Cutler, Fitzwilliam and Troy burners and to pave the Troy playground if Mr. Hewitt could find the money. Mr. Furlong questioned using money from one item to pave the playground that has been that way for several years. Mr. Cleveland asked if they could pave 50 feet for \$1,000. and Mr. Frain asked if the town of Troy could cooperate by moving the driveway. Asked if it might be better to let it go until next year and do the entire job, the Troy board members felt it would be wise to do at least part this year.

Mr. Frain presented the auditor's report for 1962-63 and 1963-64. They found everything in order. It was suggested that the clerk write letters to the Misses Starkey and Cross complimenting them

September 14, 1964 - page 3

on their fine job of auditing the 1962-63 books. It was also suggested that a letter be written to Mrs. Urquhart for her fine job. This was made a vote by the board upon a motion of Mr. Austin.

Mr. Frain presented a request from the agriculture teacher that he be given credit for his full year of practice teaching which would entitle him to an additional \$194. (60% of this would come back from the state.) Mr. Frain said there is practically no precedent as a full year of practice teaching is very rare. Mr. Calhoun moved and the board voted to pay the agriculture teacher an additional \$194.

Mr. Calhoun asked the board members to take posters advertising the Keene Regional Forum and place them in their respective towns.

Mr. Callahan reported on a Troy student who had had his hair cut off by members of the football team. The father expressed a desire to have the football team suspended. Mr. Dunham feels this is an administrative decision unless or until the administration presents the problem to the board. The board did not feel suspension was the answer but neither did they feel such action by football members could be condoned. Mr. Frain suggested talking to the parents of the boys involved and have the boys chip into buy the boy a new shirt (for the one torn). The board decided to turn the matter over to Mr. Frain and Mr. Furlong.

Mr. Furlong told the board that students were upset about not driving cars to school and having to have permission to take late buses. Students were told it was school board policy that there were to be no cars and some students returned to school saying it was not a school board policy but an administrative one. Mr. Dunham feels the administrative problem is that if there are enough teachers to police the school after 2:30, it is all right to have students stay, but if there are not enough teachers to police, then students must leave at 2:30.

Mr. Calhoun moved and the board voted to go on record that in the interest of highway safety, the board would like to discourage students driving to school and will leave the decision up to Mr. Furlong, who should be permitted to drive.

Respectfully yours,

Elizabeth T. Massin

The School Board met at the Superintendent's office on August 31. Present were Messrs. Bowman, Austin, Callahan, Pride, Cleveland, Dunham, Hyman, Mrs. Thompson, Mrs. Robinson, Messrs. Frain, Hewitt and Furlong. The Sentinel was represented.

The Minutes of June 29, 1964 were accepted. The minutes of July 27 were accepted with the following corrections: Page 1 - only half of the \$4,000. for science books will be returned to the district under NDEA; page 3 - the tuition of \$151. was paid for the past year.

Mr. Frain suggested that minutes of meetings be typed and sent to board members during the week after the meeting so they would have a chance to read them before the next board meeting.

Mr. Frain reported the following resignations: Myrna Welch from the Music Department; Fred King from the high school; Mrs. Fred King from Mt. Caesar; Mrs. Aune Mattson from Fitzwilliam hot lunch program; a new music teacher who had just recently been hired. Mr. Cleveland moved and the board voted to accept these resignations. It was noted that Mrs. ~~Nieland~~ *Freeland* is returning to the Surry hot lunch program.

Mr. Frain nominated;

Brian Overdorff:	Vocational Agriculture Dept.	\$6,553. salary
Mrs. Dorothy Schmidt:	Troy, in the 1st and 2nd	5,461. "
	or 2nd and 3 grades. After checking they have	
	found that 1st grade enrollment in Troy will	
	be 34.	
George Rogers III:	Physics and chemistry in H.S.	4,687. "
Mrs. Angela Stone:	Mt. Caesar, 4, 5, 6	5,074. "

Mr. Austin moved and the board voted to accept the above nominations.

Mr. Hewitt reported that the summer maintenance program will end this week. They have refinished desks, done some painting, etc. The only thing left undone is re-surfacing play area at Troy. Rather than tar it, he feels it more sensible to put hot top on which will last better. They will do an area about 50' x 150' which may run as high as \$1,500. Mr. Cleveland asked if the area they would do was muddy and Mr. Hewitt said they would have to put a lot of fill there and would have some sort of drainage. Mrs. Thompson asked where the extra money would come from. Mr. Bowman moved and the board voted to give Mr. Hewitt approval to go ahead with the hot top if he can find the money. Mr. Hewitt said we must continue to appropriate this much money each summer for maintenance.

Mr. Frain asked the board to decide on a tuition rate for students. Tuition for agriculture students is determined by the state. Taking into consideration costs, the low figure for high school students is \$535.55 and the high figure \$558.52; for junior high \$507.04 is low and \$532.55 is high. Last year we used the state average \$489. The high figures result from a more realistic rental fee, \$44.39 for high school, as compared to the \$30. rental approved by the state. Mr. Cleveland felt we should be able to charge as much as Keene and Mr. Callahan suggested accepting the high figure and see if the state will accept it. Mr. Frain suggested he write the State Department giving them the low figures and the high figures and ask them what they would approve. Mr. Wyman felt parents would like to know the tuition rate before school starts and Mrs. Robinson asked how the increase from last year could be explained. Mr. Bowman pointed out that previously the district has charged the state average and now must charge at least cost. It was agreed that Mr. Frain should contact the State Department.

Mr. Hewitt asked for the board's approval to pay \$30. tuition for a second grader to attend the parochial school in Keene this year. Last year he was placed in the parochial school because of the disturbance he caused in the Swanzey school, and seemed to benefit from the change. Mr. Austin moved and the board voted to pay the \$30. tuition.

Mr. Hewitt reported on the projects approved under NDEA totaling \$12,325.96 - at a cost to the district of \$6,163.99, the balance of \$6,161.97 to be federal funds. All projects submitted were approved.

Mr. Furlong reported that the list of science books made up for our library by Mr. Emil Rochleau will be sent by the State Department to other New Hampshire schools for their use in setting up science reference departments in their libraries.

Mr. Hewitt reported that microscopes would be provided for every two students in all sixth grades.

Mr. Wyman asked if some sort of record could be kept of recognition shown to our staff members by the state department, other schools or even other states. Mr. Frain said he had talked with the Keene Sentinel about publishing articles on education and on our school system and they seemed receptive to the idea. He plans to prepare about 18 articles.

The tax auditors found everything in order when they audited the 1962-63 books and the 1963-64 books and complimented Mrs. Urquhart on her fine work.

Mr. Hewitt handed out a transportation schedule and advised that copies of this schedule would be placed in all towns for parents to have. Although the superintendent's office has had no word from the transportation company, Mr. Wyman has been told that they would agree to run an extra, late bus for an additional \$1,200.

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Mr. Cleveland listed several points discussed by the transportation committee, namely, (1) the early buses will leave at 2:45, (2) discipline cases will be reported to Mr. Furlong, (3) discipline cases will be handled by Mr. Furlong and if a student causes too much trouble he will not be allowed to ride the bus, (4) there would be control over people who took the last bus and they would need a card. Mr. Wyman said that Mr. Pitsas had agreed with him that 5 o'clock was late enough for any varsity players to take a bus home after practice. Mr. Pride pointed out that something hoped for when the towns joined the cooperative district was that all children could take part in after-school activities and still have bus transportation. It was felt that activities should fit the bus schedule, not vice versa, for example the dramatic club which meets after supper. It was agreed that before starting any new activity which would fall outside the bus schedule, parents should be consulted.

Mr. Wyman brought up the fact that it had been decided if a 5 o'clock bus was run, students could not drive their cars, except in an emergency or to go to work. Mr. Bowman asked Mr. Furlong about enforcing such a rule. Mr. Furlong said he could enforce it as far as school grounds. Cars had been permitted because of some late activities, doctors' appointments, working, P. G. courses, etc. Mr. Furlong reminded the board that the canteen had been started last year for social life after school and pointed out that every student who was not doing something special would have to take the early bus. Mr. Dunham recommended sending notes home advising that students must have a pass to take the late bus, and Mr. Frain suggested announcing it in the newspaper.

Mr. Austin felt that before adopting a ruling applying to the 5 o'clock bus, the board should investigate whether or not the district could afford it. Mr. Wyman asked about putting it in as a deficit article. At the next board meeting on September 14, the administration will know more about the situation. Mr. Bowman suggested the possibility of using the VW to transport athletic players to the northern towns. Mr. Frain asked about staggering activities so that all students from southern towns would take bus, which would come back to school to pick up remaining students from northern towns.

Mr. Frain advised that sweepstakes money will be credited to individual towns on a per student basis.

Mr. Frain announced school would open on September 9, meeting for all teachers on September 8, hot lunch programs will start on first day, 30¢ per day for elementary schools and 35¢ per day for high school.

Mr. Bowman read a letter from Arthur Whitcomb representing the Monadnock Regional Industrial Management Club, requesting the use of the high school facilities without charge except for janitorial service, policing, etc. expenses. Monadnock students previously have put on suppers for them and they have had the use of the cafeteria. Mr. Frain suggested that if it was not necessary to take action tonight, the board talk to them and find out how many times they must meet and what they would be willing to pay.

August 31, 1964 - p. 4

Mr. Wyman asked about a refrigerator for Sullivan and Mr. Hewitt said he was taking care of it. Mr. Wyman asked about the cork board over the Sullivan blackboard and Mr. Hewitt will check.

Mr. Hewitt asked if the \$250. budgeted for individual testing could be used for physicals and tests for children going into the special class. These physicals and tests are given at Crotched Mountain and would cost \$20. per child.

Mr. Hewitt spoke of a boy in Swanzey who could not attend school because of his health and said he would like to try some telephone-microphone connection that would enable him to participate in his class from his home. Mr. Frain said the telephone company, some civic organization and the school district would all cooperate. Mr. Bowman recommended the administration use their judgment.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - July 27, 1964

The School Board met at Cutler School on July 27, 1964. Present were Messrs. Austin, Bowman, Cleveland, Wyman, Pride, Callahan, Dunham, Frain, Hewitt, Furlong, Mrs. Robinson, Mrs. Thompson. The Sentinel was represented.

Mr. Hewitt has received from the Soil Conservation Department a conservation plan for the district which they would like to have the district start this summer. Suggestions have been given for drainage fill, pruning red and white pine, detailed steps for making trails. Mr. Cleveland asked if such a program could be carried out in conjunction with the Agriculture Department. Mr. Hewitt agreed it could, and also with the Industrial Arts program. Mr. Bowman asked Mr. Hewitt to write a letter of thanks to the Conservation Department. Mr. Hewitt said such a program would cost money which had not been appropriated. He has checked with Mason Insurance and found the district is covered for any school-sponsored activity.

Mr. Hewitt presented oil bids from Speedway Petroleum, Economy Coal and Oil, Elm City Oil, Perry Brothers, D. C. Whitcomb and Superior Petroleum. Mr. Bowman moved and the board voted to accept the bid of D. C. Whitcomb to supply oil to all schools, both #2 and #5 oil. The bid prices will only be affected by Boston Tank Car prices.

Instead of publishing invitation to bid for cleaning of septic tanks, Mr. Hewitt asked Monadnock Septic Tank Cleaning Co., Keane, Septic and Yeaton to bid. Mr. Hewitt awarded to Keane Septic Tank the bid at their quoted price of \$264. for the tanks needing cleaning this year. Mr. Austin moved and the board voted to approve Mr. Hewitt's awarding of the bid to Keane Septic Tank Co.

Mr. Bradley has written to the supervisors of the checklist quoting the state law. Mr. Bradley suggests that the thing to do is bring before the voters of the district how much should be paid to the supervisors, as the supervisors should be responsible for the preparing of the checklist. Mr. Austin moved and the board voted to pay Mrs. Eleanor West \$30. due her but state that this is not a precedent. Mr. Furlong will talk to her.

Mr. Furlong reported that the ordering of the library books has been a bigger job than anticipated and it has gone slower than had been hoped. Someone has been hired to type up all the lists of books ordered. Miss Cole has corresponded with jobbers and McClurg from Illinois gives the best discount. Correspondence from N. H. State Library suggests this wholesaler should get the order. To date \$11,277. before discount and \$4,000. due back from NDEA, has been ordered. About half of the order is prepared and ready to go.

Mr. Furlong said that people who have worked in libraries are coming in to catalogue and get the books on the shelves. Their time is being donated. Mr. Bowman has talked with banks about borrowing and

feels probably Cheshire National will give the best rate. Mr. Cleveland said he hoped the books would not be put on the shelves without being catalogued. Mr. Wyman moved and the board voted to have the administration proceed to order the books and continue to order up to the amount that was voted by the district.

Mr. Hewitt proposed for the hot lunch program to be supervised by one person because (1) approximately 1,100 meals are served each day, (2) two programs are a little low on finances, (3) much time is spent in the main office trying to supervise all these programs. He would like to establish the position of Supervisor of Hot Lunch Programs. Advantages would be (1) could centrally purchase food for the district save money, (2) the office would have an up-to-date inventory of all the food in the district - this is important because during the year they could re-distribute food where it could best be used, (3) could submit to the state one report instead of six saving work in the main office and each of the elementary schools, (4) money or equipment coming from the state for this program could be transferred from one school to another. Mr. Hewitt feels lunch programs should be self-supporting and should not be subsidized by the district. A fifth and final advantage of having one man to receive from the problems instead of their coming to the superintendent's office.

Mr. Hewitt presented a written role description of such a manager. He has discussed this with Mr. Humphries who sees the advantages. Mr. Hewitt would like to employ someone like Mr. Humphries, who would be willing to work for the salary he is getting for next year. His secretary would not be an added expense and it would not cost the district any more money. There is a woman at the high school who is capable of handling the job Mr. Humphries was doing. Mr. Humphries' mileage would come out of the program.

Mr. Cleveland asked if Mr. Hewitt had discussed this idea with the various cooks at the other schools so they would understand. Mr. Hewitt has not talked to the cooks but talked to the principals. Mr. Hewitt pointed out there was plenty of storage area for bulk buying. Principals would still be responsible for giving some children free lunches. Mr. Bowman moved and the board voted to authorize the superintendent's office to set up this program any way they see fit. In light of this vote, Mr. Hewitt would like to select Mr. Humphries for this job. This was agreeable under the above vote. Mr. Frain suggested that a clause be added to include any other responsibilities that may be required by the superintendent's office. Mr. Wyman would like to have discussed the matter of having lunch programs in the two schools not now having them. This was agreed. It was noted that the high school program had a balance of approximately \$1,650. Mr. Cleveland asked about the possibility of receiving bids on some foods, but Mr. Hewitt questioned the quality of food you might get.

Mr. Hewitt presented a financial report showing a cash balance of \$8,415.33 for the school year ending June 31, 1964.

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Mr. Bowman said there had been trouble getting the summer appropriation, difficulty getting enough to meet bond payment in July. He would like to have board members go to selectmen telling them it is necessary to get this money in. Gilsum, Roxbury and Surry have not paid up to date.

Mr. Bowman read a letter from Mr. Wallace addressed to board members, asking for re-instatement. Mr. Austin moved and the board voted the letter be turned over to our attorney without comment. Mr. Dunham moved to amend that Mr. Bradley write a letter to Mr. Wallace requesting he stop sending these letters.

Mr. Hewitt reported that speech therapist Dr. Thompson recommended therapy for a 4th grade student at a cost of \$36. The district will pay. Mr. Hewitt asked the district pay \$151. tuition for a Swanzey girl to go to kindergarten a second year. Mr. Hewitt asked each board member to complete a form from Moody's Investment Issue requesting information about each town. Mr. Hewitt reported that budget for capital equipment should have been \$10,014. instead of \$3,281. for the high school. He said the \$6,700. difference could be made up.

The next board meeting will be on August 31 in the superintendent's office.

Respectfully submitted,
Elizabeth Massin

Monadnock Regional School District
Board Meeting - June 29, 1964

The School Board met at the Troy School on June 29, 1964. Present were Messrs. Dunham, Cleveland, Bowman, Callahan, Austin, Calhoun, Hewitt, Frain, Furlong, Mrs. Robinson, Mrs. Thompson. The Sentinel was represented.

Mr. Lagrenade attended the meeting and spoke for the Supervisors of the Checklist concerning money owed for the typing of the checklists used at the 1963 and 1964 annual school meetings. It is their opinion that the school district should pay this bill. Mr. Bowman said the board would obtain a legal opinion as to who should pay.

Mr. Doane, teacher at MrHS, reported to the board on things he would like to do in the wooded area at the high school. From the large pine on the property he would like permission to take a truck-load of logs each year. He would like to pick up a government surplus truck. He has his own equipment which he would use for cost. He would like to have a class do this project. He also would like to establish a woodlot recreational area. He asked if he could take his Agriculture class to Winding Brook to rebuild the turf area, the cost to be paid by Winding Brook. Mr. Bowman suggested this was an administrative decision.

Mr. Doane also said he would like an Advisory committee to work with in conjunction with the Vocational Act of 1963, the job of training boys for farming and allied occupations. Mr. Doane said if he was to tackle this he would like to have the advice of people in the trade. Mr. Cleveland asked if this act was mandatory under federal law and Mr. Doane said it was supposed to be.

Mr. Calhoun brought up the matter of using dangerous equipment in taking logs. He feels this should be checked further, but does feel the woodlot could stand having a small load taken each year. Mr. Doane reported that Mrs. Vollertson would like to have a nature study cabin and it was suggested the students submit plans. Mr. Calhoun asked if such a project would take too much time from the rest of the course. Mr. Hewitt suggested we find out the matter of insuring students who are working in the area and insurance on a logging truck.

A gentleman from Troy asked about first grade enrollment in Troy next year. Mr. Hewitt explained that he anticipated 34 or 35 students but recommends waiting until opening of school and if a large enrollment exists, another teacher would be hired. Asked if a qualified teacher could be found at that late date, Mr. Hewitt felt that one could be.

The minutes of the June 15 meeting were accepted with the following corrections: Spelling of Keough on page 3; page 3, paragraph 9, Mr. Austin's recommendation also stated that the bulk of insurance should be carried with the present carrier.

Mr. Austin asked Mr. Hewitt about a report that the septic tanks at the Troy School was acting up. Mr. Hewitt said he was taking care of it.

Economy Coal and Oil has given a package contract price of \$600. which would include all schools. Only a charge for materials would be made. Additional work would be performed at Caesar, Cutler, Superintendent's office and Gilsum with cost of materials only. Without the high school contract cost would be \$450. Economy would check the schools that burn heavy oil four times a year and the schools burning light oil twice a year. The contract would cover summer maintenance and getting burners cleaned. Mr. Cleveland moved and the board voted to accept the package contract including the high school. Mr. Cleveland asked Mr. Hewitt if a degree-day figure could be kept to see if the maintenance is worthwhile.

Mr. Hewitt reported on the milk bid. Because of the New Hampshire Milk Control Board some bids included straws and some did not. Some included carton removal and some did not. Mr. Austin moved and the board voted to accept the low bid of New Hampshire Dairy at \$.0544 if they will agree to remove the cartons at that price.

Mr. Hewitt nominated, Mr. Wyman moved to elect and the board elected the following persons to the Monadnock staff:

Mrs. Marguerite Romer, Art Dept., high school	\$4,300.
Mr. Leo Demag, Jr., Commercial Dept.	4,300.
Mrs. Norma Skadeland, Science in junior high	4,687.

A Spanish teacher is still needed and a music teacher.

Mr. Austin mentioned having talked to someone at the Melody Shop and they might be interested in renting musical instruments.

Mr. Bowman said the board would be receiving a letter from WKBK requesting permission to broadcast football games. Mr. Austin moved and the board voted they be allowed to broadcast the games again next year.

Mr. Bowman and Mr. Furlong read letters from Russell Wallace requesting they ask the board for his re-instatement to Chairman of Commercial Department. Mr. Austin recommended that both letters, without comment, be turned over to our attorney. It was also suggested that a photograph be taken of his real estate sign in Fitzwilliam, as his resignation stated he was resigning to go into the real estate business.

Mr. Hewitt passed out budget form and appropriation for 1964-65 from State Dept. to be signed by the board. - - Mr. Calhoun commended the high school for a very successful graduation.

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Mr. Frain spoke of a meeting he had attended that stressed teaching first aid in the schools. There also was an explanation of procedures for excusing men under 26 from selective service if they are teaching, however, replacements should be attempted to be found.

Mr. Austin asked about the final manifest for the year. Mr. Hewitt said it was not ready for tonight's meeting so he will bring it around to each board member to be signed.

The next meeting will be held July 27 at Cutler. Mr. Wyman asked about a meeting for the administration and the transportation committee.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - June 15, 1964

The School Board met at the Fitzwilliam Elementary School on June 15, 1964. Present were Messrs. Calhoun, Wyman, Austin, Pride, Bowman, Cleveland, Dunham, Callahan, Hewitt, Furlong, Mrs. Robinson, and Mrs. Thompson. Mr. Austin Frain, the new Superintendent also attended the meeting. The Keene Sentinel was represented.

Mr. O'Brien of the Economy Coal and Oil Company discussed that company's service contract. If called on they will give a quotation on parts needed. If they are found legally liable for any work they do, they are covered by insurance. Mr. Wyman asked if Economy would consider a package deal for the whole district, on both heavy oil burners and light oil burners. Economy would want to inspect all the installations before they accept a contract. Mr. O'Brien will look over all schools and give a quote on each school separately and on all schools together.

Minutes of the June 4 meeting were accepted. Corrections to the minutes of the June 1 meeting were: Mr. Frain will not be able to start his job as Superintendent of the MRSD until August 1; page 2, paragraph 6 - Mr. Bowman would consult with Mr. Bradley, not Mr. Clark, re. Wallace situation; page 2, paragraph 7 - last sentence, beginning "Mr. Calhoun mentioned" should be deleted from the minutes. The minutes were accepted as corrected.

Mr. Hewitt advised that the rear of the Fitzwilliam school building would be painted and Mr. Cleveland suggested he investigate why the previous paint job had not lasted.

Mr. Cleveland asked Mr. Hewitt if there had been any change in the expected 36 students in Troy first grade next year, but there had not been.

Mr. Bowman asked Mr. Frain if he would like to speak to the Board but Mr. Frain felt he would rather listen in on a few meetings to learn all he could.

Mr. Dunham reported that the Black Lantern could not handle the dinner for the board and Mr. Clark and he has made arrangements for us to go to Tardy Motel, Thursday, June 18. Mr. Bowman suggested the Board present Mr. and Mrs. Clark with a gift and Mr. Dunham will handle the purchasing of a gift.

Mr. Bowman reported the Swanzeey selectmen and tax collector would rebate the taxes on the Helff property.

Mr. Hewitt reported that milk and fuel have been put out to bid. Also the cleaning of the district's septic tanks has been put out to bid. Someone will look at the high school tank to see if cleaning is needed.

Mr. Hewitt looked into the matter of purchasing fuel through the state but found that our price last year was lower than the state's.

Mr. Bowman read a letter from Mrs. Carroll of Marlboro, of praise and thanks to the MRS. The clerk was asked to write a letter of appreciation.

Mr. Bowman pointed out there was one more year for the transportation contract to run with Cheshire Transportation and would like to appoint a committee to investigate the situation and bring in recommendations to the board and administration. Mr. Wyman, Mr. Cleveland and Mr. Pride will make up the committee. Mr. Wyman would like the committee to discuss with the administration the last year of the transportation contract. He does not feel that all students have had equal rights due to the transportation schedule. Mrs. Robinson brought up the point that Mr. Pitsas had suggested the school buying a VW bus for athletic transportation.

Mr. Furlong has had a request from the senior class to start a line of trees to be added to each year. Mr. Bowman suggested that subject to administration approval, we permit them this request and Mr. Calhoun suggested there be some definite plan for this planting. Mr. Furlong asked if Mr. Calhoun would come to the school to look over the location. Mr. Wyman moved and the board voted to grant permission to the senior class to plant a row of "Senior trees." It was suggested that Mr. Holbrook be consulted regarding any future building expansion.

Mr. Furlong said Mr. Doane would like the opportunity to talk to the school board relative to trees, woodlot, etc. at the school. He will attend the next board meeting.

Mr. Furlong reported on the schoolstore. It borrowed \$718. from the Superintendent in September to pay off the bills. As of June 8, 1964, the inventory was \$1,041.35. Approximately \$400. has been received on the \$718. and a check has been written to the Superintendent putting the stock some \$300. in the red.

reply to a

Mr. Furlong passed out a questionnaire that had been sent to alumni of MRHS containing comments from them about their one year at MRHS.

Mr. Hewitt read a letter from Dr. Sarnier of KSC relative to a "crash" training program for the teachers of mentally retarded children to be held June 29 to August 7. The letter requested a contribution of \$125. from the school district to send a teacher to the program. Mrs. Thompson asked if there were any teachers in our district who would be interested but Mr. Hewitt did not know. Mr. Hewitt said we would probably need an additional special education teacher in September '65 but also pointed out that a teacher with this training would be most helpful in a regular intermediate class.

June 13, 1963
Mr. Bowman moved and the board voted that we subscribe to this training program if some interested teacher could be found to attend.

Mr. Hewitt nominated the following teachers:

Mrs. Lois Stabler: Cutler School, science program \$4,300.

Mr. Luther MacLeod: Fitzwilliam, 6th grade 6,096.

(placed on sixth step of salary schedule)

Mr. Austin moved and the board voted to elect the above teachers.

Mr. Bowman reported that the matter relative to the distribution of foundation aid will go to the court and Judge Grimes on Monday, June 22, who will send it immediately back to the Supreme Court.

Mr. Furlong said that MRHS was one of two schools in the state to receive a driver training award.

Mr. Bowman read a letter from the State Department confirming the appointment of Mr. Austin Frain as Superintendent.

= Mr. Hewitt reported they would have to give Mr. Ray Miner a new contract for guidance counselor because he has received his Master's degree and will be hired at another salary.

Mr. Hewitt read a note from Mr. Keyo who requested travel expense for his interview with the board for superintendent.

The Old Homestead Players has requested permission to use the MRHS parking lot on the nights of the play. Mr. Bowman moved and the board voted to grant permission for the use of the parking lot.

Mr. Austin reported for insurance committee. He has talked with the Mason Agency and the Frank Massin Agency. Mr. Austin read a letter from the Mason Agency giving revised rates for fire insurance making a saving of \$2,659 on the amount budgeted by the district for insurance. Asked for his recommendation, Mr. Austin recommended the Frank Massin Agency be given \$200,000. of the fire policy which is up for renewal July 1, 1964, which should be placed in mutual companies, because this agency has worked on the program and is in the school district. It was pointed out there would be no loss to the district by placing this amount with the Massin Agency. Mr. Cleveland moved and the board voted that \$200,000. of fire insurance expiring on July 1, 1964 be placed with the Frank Massin Agency and Mr. Austin amended the motion to read that the insurance be written with a mutual company, the same as it has been in the past.

Mr. Austin has received a call from the new supervisor of the Troy checklists, relative to the typing bill for the checklists. The state law states that the town is responsible for preparing checklists. It was decided the clerk should write a letter to the Troy selectmen referring to law @197, Section 12a and request they reimburse Mrs. West for the amount of \$15. in 1963 and \$15. in 1964.

Mr. Callahan suggested a letter of appreciation be written to Mr. Bourassa on his social studies program and to Mrs. Hildreth for her course selection manual, to commend them for the recognition received from other areas for their work.

The next board meeting will be held on June 29, 1964 at the Troy Elementary School.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Meeting of School Board, Selectmen and State Dept.
June 4, 1964

The School Board met with the selectmen of the eight towns and Mr. Fillion of the State Department on June 4, 1964 in the high school library. Present from the board were: Messrs. Pride, Calhoun, Cleveland, Callahan, Dunham, Wyman, Austin, Bowman, Mrs. Robinson and Mrs. Thompson. Mr. Furlong and Mr. Hewitt represented the Administration. Others present were: Messrs. Johnson, Blackstock and Tillson (Gilsum) with their attorney Mr. Goodnow; Messrs. Perry, Hackler, Smith, Bradley (Swanzey); Messrs. Priest, Cummings, Abare (Troy) and Mr. Shaw; Mr. Christiansen (Roxbury); Messrs. Swett and Weklund (Sullivan); Messrs. Whitney, Sweeney, Bennett (Richmond); Messrs. Temmila, Raitto, Damon (Fitzwilliam) with their attorney Mr. Bell. There were a few citizens present. Mrs. Urquhart from the Superintendent's office attended.

Mr. Bowman introduced Mr. Fillion who started off the meeting by saying it was the opinion at this time that there was nothing any state agency had any authority to do because the matter is still in the courts. The State Tax Commission feels there still needs to be some answers from the Superior Court as to what steps are to be taken next and how. Mr. Fillion said he ^{hoped} there would be a meeting of the minds that would recognize the fact that legal processes take time and that something would be worked out to a reasonable end for meanwhile the school must continue in operation and there are obligations to be met. Some intermediate answer to the problem should be found pending a more deliberate decision through court action.

Mr. Shaw asked what towns were holding back money. Total outstanding is \$96,690.66:

Fitzwilliam	12,450.
Gilsum	19,802.73
	546.83 deficit
Roxbury	186.65 deficit
Sullivan	3,749.78 1963-64
	2,357.75 1962-63
Surry	4,303.85
	471.00 deficit
Swanzey	37,190.02
Troy	16,611.04

Asked why towns were not paid up to date, Mr. Bowman said some towns are withholding state aid amount.

Mr. Abare objected to paying the deficit until after July 1, since taxpayers were not assessed for this amount but he was told that articles in the school warrant voted to have deficit items paid to the school district prior to July 1.

Swanzey pointed out they had withheld payment because they felt it high time the other towns paid up on time. Mr. Shaw pointed out that Swanzey had always helped out by paying ahead of time in the past.

Mr. Goodnow said as far as Gilsum is concerned, on the basis of the Supreme Court decision, they are overpaid \$2,500. They are willing to pay ahead but are not willing to recognize they are in deficit.

Goodnow was asked why he had not advised Gilsum to set aside the money and he replied that they were not able. Then it was asked why they entered the Cooperative District.

Mr. Fillion pointed out that the Supreme Court ruling says nothing about the decision being retroactive or when it should take effect. There have been no expressions as to what action should be taken.

Mr. Bowman asked Mr. Goodnow how he thought it should be handled. He said he did not know but said the Court decision speaks only at Gilsum. He feels the State Department should give some guidance to get this matter before the court. He pointed out that neither of the parties to this action (Gilsum and Board) have asked for anything further and said somebody has to make a move. Mr. Bradley agreed with this, that the case was between Gilsum and the MRSD. He said it would have to go to the Superior Court and action be brought against each of the remaining towns to ask court to decide amount to assess each town. Mr. Goodnow said if we could find a kindly judge who would be willing to hear the case, we might get a decision shortly (not before July 1).

Mr. Goodnow said ^{26,000} Gilsum would be willing to pay ahead \$5,000. (40% of what they need to raise for next year.). Mr. Bell said Fitzwilliam would cooperate to getting a hearing in front of the Superior Court. Mr. Shaw suggested the towns cooperate and on a pro-rated basis advance \$18,000. the necessary amount (after all towns pay up their 1963-64 assessment) needed to finish the school year. Gilsum agreed to pay \$5,000., Sullivan \$6,000., Troy their June payment plus an advance. Richmond will try to make an advance, Roxbury selectman said he would have to talk to the other selectmen but said they would try to cooperate, Surry had no selectmen present but Mr. Pride said he hoped they would cooperate, Fitzwilliam will pay up through this current year but would have to give further consideration to making an advance payment. All advance payments would be credited to the 1964-65 town assessment by the school district. The advance payments will be prorated on the old formula. Mr. Shaw said he wanted it on record that Troy is making an advance payment to help the district finish the school year but Troy is planning action. Mrs. Urquhart will send out bills.

The board expressed their wish to have Mr. Bradley start action immediately to get the question into the court for a decision on how the matter should be handled.

Respectfully submitted,
Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting June 1, 1964

The School Board met at the Surry Elementary School on June 1. Present were Messrs. Austin, Callahan, Pride, Calhoun, Cleveland, Bowman, Dunham, Hewitt, Furlong, Mrs. Thompson and Mrs. Robinson. The minutes of the May 18 meeting were accepted.

Mr. Bowman reported that he and Mr. Clark had gone to Concord to talk to Messrs. Farnum, Paire, etc. regarding the Gilsum decision. It is up to the Superior Court to tell the District how to collect the money and Mr. Farnum advised Mr. Bradley by letter to take it to the Superior Court. However Mr. Bradley feels this would take too long. The State Board agreed to have someone meet with the Monadnock Board on Thursday night, June 4, in the high school library.

Mr. Frain has met with the staff and because of a teaching commitment this summer will probably not be able to start his new job. Mr. Calhoun suggested the board meet with him soon and Mr. Cleveland recommended the next meeting. The clerk will write him a letter requesting he be present at the June 14 board meeting and as many summer board meetings as possible.

Mr. Hewitt reported that three dry wells have been dug in Troy. Mr. Cleveland asked if there was a contract to cover cleaning out septic tanks and it was suggested this work be put out to bid.

Mr. Hewitt reported on first grade registration and noted the problem in Troy of probably a minimum of 36 for next year which would mean an additional teacher. He would like to wait until September to see what the enrollment is.

Mr. Furlong passed out graduation schedule. He told of a program run by Yale for six weeks this summer for students of high ability but who are not doing so well in high school. Three MRHS students have been chosen to attend. Mr. Furlong also gave out graduation announcements. He asked the board's permission to have his home phone taken out and have an unlisted number because of so many "crank" and nuisance calls. The board granted permission.

Mr. Hewitt read a letter from Mrs. Conway announcing her resignation. Mr. Bowman moved and the board voted to accept her resignation.

Mr. Hewitt reported that summer work would start June 23. Two teachers from the high school will do the painting and minor carpentry work. The work will be done on a priority basis until the money runs out. They will work by the hour, an 8-hour day and the travel is their responsibility.

Mr. Hewitt nominated Miss Anne Cotter to replace Mrs. McGinnis the third grade in Troy. Mr. Austin moved and the board voted to select Miss Cotter at an annual salary of \$4,300. At present Mr. Hewitt needs three more elementary teachers.

Mr. Bowman recommended that while Mr. Clark has left and until Mr. Frain has taken over his duties, Mr. Hewitt will run the Superintendent's office. Mr. Furlong will handle the finding of a Spanish teacher and an art teacher. It was suggested that Mr. Hewitt and Mr. Furlong work out when they will take vacations. Mr. Hewitt said there were many things to do with the closing of school and asked if the board wanted him to go ahead.

It was decided to have the dinner for Mr. and Mrs. Clark on Thursday, June 18 at 7 p.m. at the Black Lantern.

The Economy Coal representative will be invited to the board meeting at Fitzwilliam to discuss their contract.

Mr. Hewitt reported that they have gone back to the original recommendation regarding the tennis courts, after talking to the person who installed them. Enough sealer for four courts has been purchased and will be applied by Mr. Tolman. It was pointed out that they had talked of doing only one court to see how it would work out.

The board went into Executive session. Mr. Bowman said Mr. Wallace had been to see him asking for his job back. Mr. Bowman told him that as a citizen of the district he could come to any board meeting. (It was suggested that if he does come a tape recorder should be available). It was strongly urged that a deposition be obtained from Mr. Clark and Duane Goodell relative to this case. Mr. Bowman will speak to Mr. Clark about it.

Mr. Calhoun asked if telegrams should be sent to a few important people regarding the June 4 meeting with selectmen and a member of the State Department. Mr. Calhoun mentioned that he was of the opinion that Mr. O'Neill had proposed a compromise in the legislature that would have been agreeable to Gilsum legislatur but not to the Fitzwilliam legislator.

It was decided to send the following telegram to Governor King. Paul Farnum, John Driscoll (State Board), Franklin Hollis, (State Board), Lawton Chandler (State Tax Commission): "In view of the serious financial problem facing the MRSD brought about by the Supreme Court's decision in the Gilsum case, we urgently request your attendance at a meeting of the MRSB and the District's selectmen and their attorneys, to be held Thursday, June 5 at the MRHS library, Swanzey, N.H., 7:30 p.m. This board feels it is imperative that some satisfactory solution be found immediately." Signed: MRSB

Respectfully submitted,
Elizabeth T. Massin, Clerk

END OF THE YEAR SCHEDULE

1964

Thursday	May 21	8:00 p.m.	Dollars for Scholars Program	Auditorium
Friday	May 22	7:30 p.m.	Elementary Music Concert	Auditorium
Saturday	May 23	8:00 p.m.	Junior-Senior Prom	Gymnasium
Thursday	May 28	6:30 p.m.	M.R.E.A. Picnic	Surry School
Friday	May 29	8:00 p.m.	Baseball Game	at Keene
Wednesday	June 3	7:00 p.m.	Arts and Science Exhibit	M.R.H.S.
Friday	June 5	8:00 p.m.	Three Act Play	Auditorium
Tuesday	June 9	All day	Senior Seminar Class Trip	to United Nations
Wednesday	June 10	1:30 p.m.	Athletic Awards Assembly (Gr. 7-12)	Gymnasium
Thursday	June 11	Pds. 6 & 7	Final Exams	
Friday	June 12	Pds. 1 - 5	Final Exams	
Sunday	June 14	6:30 p.m.	Baccalaureate	Auditorium
Monday	June 15	All day	Final Exams	
Tuesday	June 16	1:00 p.m.	Senior Awards Assembly (Gr. 9-12)	Auditorium
Wednesday	June 17	All day	Report cards will be marked. Books will be collected.	
		8:00 p.m.	Commencement Exercises	Auditorium
Saturday	June 20	6:30 p.m.	M.R.H.S. Alumni Banquet	Cafeteria

Seniors will be rehearsing for Baccalaureate on Friday, June 12, during periods 6 and 7. This also involves members of the band. This will mean that final exams will be given on Thursday afternoon and Friday morning.

Monadnock Regional School District
Interviewing Candidates for Superintendent

May 25, 1964. Present at this meeting were Messrs. Dunham, Cleveland, Wyman, Austin, Callahan, Calhoun, Bowman, Mrs. Robinson and Mrs. Thompson. Interviewed were Mr. Austin Frain and Mr. Roger Sundstrom.

After the interviews Mr. Bowman reported that the Troy school had sewer trouble and needed a dry well which would cost about \$800. The Board voted to spend the money to dig a dry well.

The Catholic church in Troy has asked to use the school classrooms this summer for classes. They will take care of the janitor. Mr. Austin moved and the board voted to permit the church use of these rooms.

Mr. Dunham suggested the board taking Mr. Clark and his wife to dinner, some evening before they leave Keene. It was decided to have dinner at the Black Lantern, tentatively on Thursday June 4.

May 26, 1964. Present at this meeting were Messrs. Dunham, Cleveland, Wyman, Austin, Callahan, Calhoun, Bowman, Mrs. Robinson and Mrs. Thompson. Interviewed were Mr. H. Francis Rosen and Mr. Claude Leavitt.

* * * *

Mr. Bowman suggested a secret ballot vote on the four men, the low man to be eliminated then a vote on the remaining three, then on the remaining two. Mr. Bowman questioned whether Mr. Rosen would qualify for certification in New Hampshire. Mr. Dunham felt the board should vote on him and check with State Department before informing him. Mr. Austin asked if the answers given the board were the same as those given the screening committee. Essentially yes. Mr. Dunham pointed out that the board nominates and the State Department employs.

Mr. Bowman called Mr. Pride by telephone since he was absent and Mr. Pride told the board to proceed with electing their candidate.

First ballot - Frain 4	Sundstrom 4	Leavitt 1
Second ballot - Frain 5	Sundstrom 4	

Mr. Dunham moved and the board voted to have the clerk cast one unanimous ballot for Mr. Austin Frain.

Mr. Dunham moved, Mr. Cleveland seconded and board voted Mr. Frain's salary to be \$10,200. annually. The information will be released through the State Department. The clerk will call Mr. Leavitt, Mr. Rosen and Mr. Sundstrom advising they were not selected.

Respectfully submitted,
Elizabeth T. Massin, Clerk

Monadnock Regional School District
May 18, 1964

The School Board met at the Sullivan School on May 18, 1964.

Present were Messrs. Bowman, Wyman, Dunham, Austin, Cleveland, Callahan, Calhoun, Pride, Clark, Hewitt, Furlong, Mrs. Thompson and Mrs. Robinson. The Sentinel was represented.

Corrections to the minutes of the May 4 meeting were: Mrs. Mabel Rhoades is to be the By-Law Committee representative from Surry; on page 1, Mr. Austin had suggested that a finance committee be appointed. The corrected minutes were accepted.

The Board looked around the Sullivan school and were told that outside woodwork would be painted this summer, swing seats installed and an incinerator built.

Mr. Clark reported that \$62.50 had been spent on repairs to the high school furnace for the year. Under a contract with Economy Coal and Oil the contract cost would be \$190. During the year \$163. was paid for Troy furnace repairs against contract price of \$100; at Mt. Caesar repairs cost \$185.50 and the contract price would be \$190. Mr. Bowman suggested whether or not we take the contract, we have Economy do the necessary repair work. Mr. Wyman asked if Economy had been approached for a package contract for high school, Troy and Mt. Caesar and suggested this be done. Mr. Dunham said that Janitor Goodell reported there would be repair work necessary in the high school next year. Mr. Clark suggested the board have an Economy representative attend a summer meeting to discuss the contract.

Concerning taxes on the Helff property, Mr. Bowman talked to Mr. Bradley who advised that no tax lien had been filed and suggested the board wait to see what happens.

Mr. Bowman reported that Mr. Wallace has brought suit against the MRSD in the amount of \$10,000. It will be year before suit comes to trial.

Mr. Philbrick, head of Highway Dept. in this area attended the meeting. Board members reported on dangerous pieces of road in their towns and Mr. Philbrick said he could recommend improvements but could not guarantee they would be made. \$100,000. legislature allotment has been allocated. Mr. Calhoun asked about getting two signs on Route 12 designating MRHS. Mr. Philbrick said we could put up highway department signs at road near VW garage and Red roof. For signs in an area controlled by the city, we should see the City Engineer.

Mr. Cleveland asked if a person living in a house in Troy, with some of the land in Fitzwilliam could have the choice of sending her children to the Fitzwilliam school. After some discussion Mr. Cleveland moved and the board voted that Mrs. Carpenter's request to have her children attend Fitzwilliam school while she resides in Troy, be denied.

Mr. Clark presented a tentative school calendar for 1964-65 and said it differed slightly from the Keene calendar. Their workshops do not coincide this year. In answer to Mr. Wyman's question about school on December 21, Mr. Clark said that day would be used for elementary parties. Mr. Callahan moved and the board voted to accept the calendar as proposed.

Mr. Furlong reported that the Student Council has been running a program to earn money so that next year two South American students can attend MRHS for three months. They now find that these two students will come to MRSD without cost to the district and the money earned could be used for our district to send two students to South America. Mr. Cleveland asked if these students would be covered by insurance and was told yes. There is no responsibility on the part of the school except to have them do the work, progress as they should. The students would come under the auspices of the State Department.

Mr. Furlong reported receiving a letter from Roger Emery of the National Grange congratulating the Driver Training program for taking honors. A plaque will be presented.

Some schools have asked if they may use a handbook developed by our guidance department for the seniors. State of Vermont has asked if they may adopt Mr. Bourassa's social studies curriculum for their state. The Director of elementary school services wishes to look into the matter of putting our district's outdoor education program on video tape with the possibility of adopting this program for all sixth grades nature program.

Mr. Dunham and Mr. Bowman attended a New England Education Association conference in Boston on raising state and federal money for education. Mr. Dunham made a presentation at the meeting as to what the state did for New Hampshire education. While some states have exhausted state aid, and are turning to federal aid, New Hampshire's problem is to do something on the state level first. It was also reported that the association wants to put into the legislature a minimum teacher's salary of \$5,000. The Executive Council does not feel that legislation is the answer to this. Mr. Bowman feels that if we get money from the sweepstakes, it should go to relieve the taxpayers, not be used for additional items. Mr. Calhoun pointed out that at a Southwestern District Association meeting, a state senator suggested that some people have the idea of putting into effect a law that would put the sweepstakes money into the General Fund.

Mr. Bowman thinks we should look into the matter of state purchasing in order to save the district money.

Mr. Bowman reported that Dirsas and Lampron will look into the matter of loosened blackboards and report to us where the responsibility lies.

Mr. Bowman asked for a report from the screening committee. Mr. Calhoun reported there were four candidates they would like to present. Two will be interviewed Monday, May 25 and two on Tuesday, May 26. Mr. Bowman suggested paying mileage for the individual who was to come such a distance. Mr. Calhoun suggested \$50.

Relative to the recent Supreme Court ruling. Mr. Bowman said one lawyer has made an appeal. As far as the school board is concerned we must abide by the rules of the State of N. H. The only way it can be modified is by an act of the legislature. Mr. Bowman would like to go to Concord to talk to Paul Farnum and a member of the State Tax Commission to get their ideas how they feel it should be handled and have them attend a meeting with the school board and selectmen. Mr. Clark has prepared the approximate figures for the past two years. Mr. Clark reported that \$109,000. has not been paid to us for this year, and asked the board members if they knew whether the selectmen were going to pay any more money in light of the court ruling. Every town is in arrears to date. Mr. Bowman suggested that when the State Tax Commission comes to the board meeting, each town should have its lawyer present. Mr. Calhoun suggested the suit against Sullivan be withdrawn.

Mr. Bowman pointed out that the school board had done as they were told by the State Board of Education. Mr. Calhoun asked if revised tax bills should be sent out and Mr. Bowman and Mr. Clark said the state would have to give the word about revising tax assessments for the towns.

Mr. Bowman advised this was the last official school board meeting for Mr. Clark and asked that a letter be written in behalf of the board.

Mr. Clark passed out copies of a letter sent to the selectmen regarding article 7 and 8 of the warrant, the \$7,000. deficit and the Gilsum well. He said we would need; by June 30 some money on next year's appropriation and has worked out tentative budget for July and August which will be sent to selectmen.

Mr. Clark read a letter of resignation from Albert Whitham and Mr. Wyman moved and the board voted to accept his resignation.

Mr. Clark asked for a decision on tuition. For the first two years the state average has been used: \$467. high school, \$412. junior high, \$311. elementary. Actual per pupil cost 1963-64: \$490.80 high school, \$467.72 junior high, \$355. elementary. (Figures do not include transportation.) Mr. Calhoun moved and the board voted the tuition fee be charged according to the per pupil cost plus the maximum rental.

After Mr. Clark's nomination, Mr. Wyman moved and the board voted to elect Russell Wilbur janitor at Surry.

At Mr. Furlong's request, Mr. Calhoun moved and the board voted to offer the Monadnock High School facilities to the Teachers' Convention.

Mr. Wyman asked if he could try to pick up an apartment size refrigerator for \$50. or less for the Sullivan School. He was told yes.

Mr. Clark handed out the recapitulation to date.

Mr. Bowman asked the Finance Committee of last year to serve again, namely, Mr. Austin, Mr. Callahan, Mr. Calhoun and Mr. Bowman.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - May 4, 1964

Present at the School Board meeting on May 4, 1964 at the Gilsum Elementary School were Messrs. Bowman, Cleveland, Dunham, Callahan, Austin, Pride, Calhoun, Wyman, Clark, Furlong, Hewitt, Mrs. Thompson, and Mrs. Robinson. A representative from the Sentinel was present.

Mr. Keating, janitor at the Gilsum School told the board members of the needed repairs and escorted them on a tour of the building.

Mr. Frank Massin presented his insurance proposal for the MRSD. He offered an "all risk" package policy covering physical damage for buildings and contents at \$10,891.30 per year; Workmen's Compensation at \$1,375.56 per year; automobile coverage at \$526. per year; Limits of coverage are on a replacement basis. He suggested placing 40% in one stock company who would ~~re~~write the line and 60% in mutual companies in order to benefit from dividends. His proposal included \$500,000. liability across the board. It included tuition fees should the property become untenable. Liability and Workmen's Compensation are on an audit basis. There would be no deductible except for windstorm and hail, and automobile collision.

Mr. Calhoun moved that the Chairman of the Board appoint a committee to study the insurance program. Appointed were Mr. Austin, Mr. Pride and Mrs. Robinson.

Mr. Pride noted that Mrs. Mabel Rose would be Surry representative on the by-law committee.

Mr. Bowman reported that Gilsum won the case before the Supreme Court relative to state aid. As soon as written decision is received, we will have a meeting with the Boards of Selectmen and a representative from the State Tax Commission. Mr. Bowman warned the school district may run short of money. Mr. Austin suggested the Finance Committee sit down and get an idea of the budget picture. Mr. Cleveland said he did not know whether there was any legal way for Fitzwilliam to raise the additional money.

Mr. Clark nominated the following teachers:

Kathleen Grames: Elementary French	\$4,300.
Nancy Lake: Commercial teacher	4,494.
Kathleen Quinn: Fitzwilliam, grade 5	4,600.
James Keating: Janitor, Gilsum	1,350.
Leonard Fuller, Janitor	4,000.
Evelyn Morton: English	4,494.
Basil MacLeod: Guidance counsellor	6,910.

Mr. Calhoun moved and the board voted to accept the above nominations - 8 affirmative and 2 opposed.

Mr. Clark read the resignation of Mr. Gordon Bean at Cutler School and Mr. Bowman moved and the board voted to accept his resignation with regrets.

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Mr. Clark reported that only an art teacher and a Spanish teacher were needed. Mr. Dunham moved and the board voted to authorize Paul Clark to hire these two persons should he be able to find qualified ones.

Mr. Clark reported on Economy Coal service contract to service our furnaces. One furnace would be \$100. per year, two furnaces would be \$100. for the first and \$90. for the second. Mr. Clark asked that board members review this matter at home and discuss it at the next board meeting on May 18. Mr. Calhoun asked that it be determined how much was spent on repairs during the past two years. Mr. Bowman suggested that in MRHS and Mt. Caesar, one furnace be put under contract as these schools alternate furnaces every year.

Mr. Bowman reported that Mr. James Walker of MacMillin will look into the matter of some loosened blackboards in the high school.

Mr. Clark presented information relative to a rotary mower and snow thrower. He said \$800. had been allotted in the budget for this item but said that prices for those available seemed slightly higher. Mr. Wyman suggested doing without the snow blower. (Last year Mr. Clark paid out \$20. for snow shoveling) and that would allow enough money to purchase a heavy duty mower. Mr. Clark said the mower was needed immediately and advised that the bidder would wait until August to bill the district. Mr. Wyman moved and the board voted to purchase the Simplicity tractor and mower, 9 h.p. without the snow blower at \$756. (or lower if possible) and wait until fall to see if the snow blower could be included.

Mr. Clark brought up the matter of sealing the tennis courts and noted there was \$1,000. in the budget for this item. There is a difference of opinion as to whether a preparation should be put on the courts before the sealer is applied. Mr. Clark would like to try one court with sealer. It was suggested that Mr. Clark have the salesman for the company who manufactures the sealer, take a look at the courts and give his advice. The board also feels a money box should be installed by the tennis courts for summer use.

Mr. Furlong reported on a seventh grade girl who has been suspended pending board action. The girl, from Surry, Rose Waterman, will be taken by the probation officer if the board dismisses her. Mr. Furlong feels because of her actions, she should not be in school. Mr. Wyman moved and the board voted to support the administration and remove this girl from school.

Mr. Hewitt reported on the outdoor education program at Camp Union and invited board members to come to the camp for a visit. The total cost for the district is \$4,200. and students have earned about half of this cost.

The board meeting was adjourned to hold a Supervisory Union meeting and then was resumed. Minutes of the previous meeting were accepted.

Mr. Bowman read a letter from the Swansey tax collector regarding taxes on the Helff property in the amount of \$104.64. The tax collector suggests that the selectmen will not abate the taxes and rather than have Swansey take the entire loss, all towns should share in the expense. The taxes were not taken care of at the time of transfer. Mr. Wyman recommended we turn the matter over to Mr. Bradley and suggested that he write a letter to the selectmen asking why no answer was received to our request for abatement.

The Soil Conservation group met with Monadnock teachers after their meeting with the board. Mr. Nelson is going to present the school with a list of the things that should be done and the approximate cost. Mr. Furlong and his staff

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Will decide what groups can handle these projects and the Art Department is designing a sign. Mr. Calhoun will represent the board and work with the staff and the Soil Conservation Department.

Mr. Philbrick will be invited to the next board meeting at Sullivan to discuss roads travelled by the school buses.

The Board went into executive session. Mr. Austin reported that Mr. Wallace had come to the National Grange where Duane Goodale is now employed, in another attempt to get Goodale to sign a paper to the effect that Mr. Wallace was not at fault. Mr. Wallace reaffirmed statement that he was going to sue the school district. Minutes of the meeting with Mr. Wallace were shown to the proper person at the Grange. Mr. Cleveland asked if a restraining order could be issued against Mr. Wallace and Mr. Clark and Mr. Bowman will consult Mr. Bradley about this.

Mr. Austin reported receiving a call from a Troy parent about his son's being suspended from athletics after having been involved in a party where there was drinking. Mr. Furlong reported that all track team members who were involved were suspended from the track team for the rest of the year and whether they will be on the team next year will depend on their citizenship until then. Mr. Wyman pointed out that coaches should be able to suspend boys from teams when they break training rules and regulations. Mr. Calhoun suggested using student government more and putting students on their honor.

Mr. Furlong said there are a few students you have been "safe" for two years but are not getting anything out of school. He feels these should be suspended.

Mrs. Nieland, ^{Kneeland} cook at Surry School, has asked for sick pay and been told by Mr. Clark that there is no sick pay for cafeteria employees. Mr. Hewitt reported she had a heart attack while working and he feels she is deserving of some compensation. Mr. Dunham noted that eventually either the board will have to pay cafeteria employees or have the people who are running the programs revise their prices for lunches in order to meet the costs. Mr. Cleveland suggested giving Mrs. Nieland severance pay. Mr. Clark said there was no money available for this but it was suggested that each lunch program contribute an amount to total \$35. to be given to Mrs. Nieland.

Respectfully submitted,

Elizabeth T. Massin, Clerk

1964

The School Board met in the Science Laboratory of the high school on April 13. Present were Messrs. Pride, Calhoun, Austin, Cleveland, Bowman, Dunham, Callahan, Mrs. Thompson, Mrs. Robinson, Mr. Clark, Mr. Furlong and Mr. Hewitt.

→ Mr. Walter Nelson and Mr. Kenneth French from the Soil Conservation Department presented the results of their survey of the land surrounding the MRHS, Mt. Caesar and the superintendent's office. The first basic thing to consider is soil and they had maps showing the various types of soil on the school land. They pointed out areas that could have good nature trails, areas where shrubs could be planted to attract wildlife, areas where landscaping could be practiced and drainage problems solved, area for woodlot demonstrations such as pruning and thinning. They suggested that if the board desired to carry out any of their recommendations, a natural resources committee might be set up to work with the Soil Conservation group. Mr. Nelson said his department would give specific recommendations on any phase of this program. It was decided to leave the soil conservation maps at the school so the administration and the faculty may look them over in connection with starting a nature program. At a later date Mr. Nelson will meet with the school personnel.

Mr. Rocheleau, chairman of the Science Department, reported on the program of that department. His aim is to bring all the sciences together. He feels science should be taught so the student may become science literate and also hopes that some of the students will go into engineering, biology, nursing, etc. Although he is particularly interested in science in grades 7 through 12, a science guide has been adopted for grades 1 through 6. He feels the science facilities are excellent. His plans for the future include developing a curriculum to the point where he may start changing it. In the classroom, experiments are done first, and discussed later.

The minutes of the March 30th meeting were accepted.

It was reported that John Summers from Roxbury will be on the By-Law Committee.

Mr. Clark has checked with the fire marshal who has okayed putting a piece of masonite on the door between the music and home ec rooms to see if it will help cut down the noise.

The baseball scoreboard donated by the Volkswagen dealer is up, electricity goes to the board and will be connected.

Paulette Moore of Keene, formerly of Richmond has returned to the high school.

Mr. Clark reported that the Gilsum janitor, Mr. Keating, was still asking for \$1,200. annual salary plus \$150. for summer cleaning. Mr. Dunham suggested making one salary to cover everything, i.e.

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\$1,350. annual salary to include summer cleaning. Mr. Clark reports Mr. Keating has done a fine job. Mr. Cleveland asked how this salary could compare with the number of students per janitor in other schools. Mr. Clark felt this was a fair salary. Mr. Dunham moved and the board voted that the custodian of Gilsum would receive \$1,350. annual salary to include summer cleaning.

Mr. Bowman read a letter dated April 8, 1964 from Paul Farnum advising that supervisory unions would remain as they are now until July 1, 1966.

Mr. Bowman read a letter from the State Department accepting the change of title for Mr. Hewitt from teacher consultant to assistant superintendent.

Mr. Bowman read a letter from Damon Russell regarding a meeting which would be held at the MRHS and would include a tour of the school.

Mr. Calhoun advised that a Dollars for Scholars Drive would again be held and requested help from anyone who could offer it.

Mr. Clark nominated and the board voted to elect the following persons to the Monadnock faculty:

Alan Cutler	\$5,324.	Ed Bergeron	\$4,000.
Boyce Jernberg	6,235.	Gerald Tolman	4,200.
Myrna Welch	4,687.	(plus \$2. per hour for extra time spent snow plowing)	
Elizabeth McGann	5,050.	Harold Nugent	6,856.
Walter Wood	4,000.	(to put him on schedule he will take half of his increase this year, and half next year)	

Mr. Clark nominated and the board voted to elect Marilyn Meeker as teacher of special education at an annual salary of \$5,000.

Mr. Clark advised that part of the May 4 board meeting will be a supervisory union meeting, to be held at Gilsum school.

A teacher, Mr. Joseph Webber, has asked that he be released from school early one afternoon a week so he may continue to participate in his wool business. \$100. to be deducted from his annual salary. Mr. Austin moved and the board voted that Mr. Webber be permitted to leave early one day a week with a \$100. deduction from his annual salary.

Mr. Callahan asked if six hours in special education were enough for the new teacher to conduct the class. Mr. Hewitt explained that the allocation of credit hours was misleading and Mr. Clark said she had as many credit hours as the former teacher, Miss Usher.

Mr. Calhoun feels that some dangerous points along the school bus route should be corrected and suggested a letter be written to the highway departments. Mr. Cleveland suggested enlisting the aid of our representatives in the General Court. It was decided to invite Mr. Philbrick to a board meeting and have each board member point out specific town problems.

Mr. Hewitt reported on the progress of the special education class. There are nine children ranging from age 7 to 11½, mental age from 6 to 7½. The children come to school on the high school buses and transportation is estimated at about \$4.50 per day. The parents seem to appreciate that there is a class to help their children. The class is working on personal cleanliness, the children receive free hot lunches, next year the class will increase to 12 or 15 and the following year there will undoubtedly be a need for an additional class. A special report card has been adopted for this class. Mr. Hewitt said there had been good comments.'

Mr. Furlong presented a policy for the marching band which would include a minimum donation of \$100. Mr. Dunham suggested in item #2 of the policy the word 'parents' come before 'band members.' Mrs. Howard had recommended that 'band members' be deleted. Mr. Bowman moved and the board voted to accept the marching band policy.

Mr. Furlong asked the board for its reaction should the name of Basil McLeod be brought in for the position of Guidance counsellor. Mr. Clark has applications for this job, has discussed it with Mrs. Hildreth who favors the re-hiring of Mr. McLeod. Mr. Callahan feels the board should know why Mr. McLeod left on such short notice. Mr. Austin noted that Mr. McLeod had left the Franklin Pierce College on short notice and Mr. Calhoun raised the question of whether instability or a matter of principle led to his resignations. Mr. Austin mentioned the dissatisfaction of some parents with the job Mr. McLeod had done; Mr. Cleveland feels the board should be informed as to why he left his college position; Mr. Dunham suggested that Mrs. Hildreth, Mr. Clark and Mr. Furlong knew his qualifications better than the board. Mr. Calhoun felt it was reasonable to assume, after the board's discussion, that the board would be willing to consider his nomination.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - March 30, 1964

Present at the School Board Meeting on March 30, 1964 were Messrs. Austin, Wyman, Dunham, Calhoun, Bowman, Callahan, Pride, Hewitt, Clark, and Mrs. Thompson.]

Mrs. Richards, chairman of the Home Ec Department, presented her program for the department. Some of the goals include improvement of relations in home situation, to become efficient in the buying world and primarily to help the student who will marry early, but to help the academic student too. Enrollment in Home Ec in 1962-63 was 250; in 1963-64, 325. Space and money are problems besetting the department. They would like another room and suggested the music room might some day be a possibility. She and her department are happy working in MRHS and find their work challenging. Mr. Clark asked why MRHS has such a large enrollment in Home Ec compared with other schools. Mrs. Richards feels her two teachers are very good and because the school is really a big rural school and students will marry earlier. Mr. Calhoun asked if boys should be encouraged to take cooking and Mrs. Richards said by all means, they have been most enthusiastic. She also pointed out that courses taken by the academic student require a lot of study.

Mr. Holbrook was present to discuss the track situation. He said last year they had quite a bit of trouble with the track and he suggested not plowing it this year. (Last year they cut out a part of the track and improved the drainage.) He feels the condition of the track this year is far superior to that of last year, although drainage is not as complete as they had hoped. He feels not plowing the track has helped. To Mr. Wyman's question, Mr. Holbrook said the track could be used late in the fall, early in the spring, but he would not recommend plowing it for use all winter. He said there was little maintenance on the track and its cost was less than a cinder track. He further suggested that the custodians, with some guidance, could fix the tennis courts.

Mr. Calhoun asked about the cost of sound proofing between the music room and the Home Ec Room (Mrs. Richards had noted a disturbing noise factor to her classes). Mr. Holbrook said it was sound proofed and feels the noise comes from the door. Mr. Bowman asked if the door could be sealed and Mr. Clark will check with the fire marshal regarding this.

The minutes of the March 17 and March 23 meeting were accepted with a correct to the March 17 minutes regarding "high INTEREST, low reading level." It was noted that Sullivan has paid up to the district.

Mr. Wyman asked how much of a problem would be created for the elementary grades if the bus schedule in the high school were changed. Mr. Hewitt said it would affect Fitzwilliam most. Mr. Bowman believes Mr. Furlong is contemplating some changes in the high school lunch hour.

Mr. Clark has written the State Tax Commission to request an audit as soon as possible. They replied they could not audit the 1962-63 books until July and suggested that they audit the 62-63 and 63-64 books at the same time.

Mr. Bowman asked for members of the By-Law Election Committee. They are Fitzwilliam, Mrs. Douglas Wilson; Richmond, Mr. Ralph Whitney; Gilsum, James McHoul; Sullivan, Harvey Swett; Swanzey, Charles Hanrahan; Troy, Clarence Abare.

Mr. Bowman has contacted the Cheshire Bank regarding the library loan and was advised interest would be no more than 3% and perhaps 2½%. Mr. Clark had contacted Indian Head National Bank who suggested asking the Cheshire for 2½% interest. It may create a problem if interest payment comes due on July 1, so Mr. Bowman asked whether the selectmen should be consulted.

Mr. Austin asked if Mr. Clark had heard from the State regarding the supervisory union, but he had not.

Mr. Calhoun reported there would soon be a meeting of the Southwestern School Board Association at Winding Brook Lodge and possible topics might be a discussion by a couple of members of the State Board of Education, or public relations as regards to a school. Mr. Dunham reported on the New England meeting of School Board members in New York where was discussed the National Convention in Texas, integration in the schools, the AFT and Nea relative to teachers. Most school board members feel the NEA is not doing its best.

Mr. Clark stated that the majority of contracts were returned and he nominated the following:

Paul Tucker	\$6990.	Mary Sylvestre	\$4494.	Kathleen Hobel	\$5074.
Clement Hill	4594.	Marion Bedard	5200.	Mildred Turner	6300.
Barbard Oles	6450.	Catherine Powers	4668.	Rachel Giard	3900.
George Prentiss	3300.	Rose Dubois	6100.	Dorothy Urquhart	5200.
Gordon Davis	6235.	Miller Farman	4687.	Eileen Duchesneau	6000.
Maryann Johnston	4900.	Avis Harling	6000.	James Bardis	4950.
Joan Perera	4494.	Helen Day	6235.	Diane Spaulding	5000.
Oscar Doane	6331.	Edward Fairbank	6950.	John Barrett	5187.
Richard Kenyon	4594.	Ralph Parker, Jr.	4687.	Henry Sanders	7535.
Eugene Seaver	4881.	Robert Soucy	5037.	Jos. Thibodeau	6196.
Alice Conway	4687.	Wilbur Grace	5374.	Louis Rossi	4494.
George Whitham	5500.	Alfred White	4881.	Alan Wheeler	5400.
Albert Whitham	6042.	Fred King	5500.	Eliz. King	4881.
Edna Mann	6000.	Edward Main	5374.	Warren Hill	5231.
Raymond Miner	5074.	Edward Bourassa	7200.	Ruth Connor	6235.
	+ 200.	Emile Rocheleau	7194.	Elton Beard	7368.
Panos Pitsas	7088.	Gail O'Connell	5660.	Albert Furlong	9450.
Laura Feagley	5500.	James Fitzgerald	5281.	Ethel Vollertson	5350.
Donald Mackey	5487.	Beth Knight	5200.	Alice Hildreth	8005.
John Koski	3700.	Raymond Descoteaux	5661.	Eleanor West	4200.
Dorothy Mann	2380.				

Mr. Austin moved and the board voted to accept the superintendent's nominations as listed by the clerk.

Mr. Clark noted the following salary exceptions which would increase the budget allowance by \$953.00:

Judy Jarvis	\$4994.	Robert Royer	\$4494.
Barbara Smith	3700.	(on probation)	
Rosamon Cole	6350.	George Armstrong	7802.
Frances McCushing	7296.	Eliz. Richards	6471.
Paul Allen	5778.	Doug Leslie	6734.

Mr. Calhoun moved and the board voted to accept these amended salary figures.

Mr. Clark advised that Miss Lettie Usher, Special Ed teacher, had offered her resignation. Miss Ottinger has resigned from the Commercial Department. Mrs. Litzenberger has resigned as elementary music supervisor. Mrs. Keating of Gilsum has requested more money, from \$1100. to \$1200. as janitor, and would like to do the summer cleaning for additional fee. Mr. Wyman pointed out that the Sullivan janitor does the summer clean-up for his salary. Mr. Clark will talk to Mr. Keating and explain to him that his 43 week contract covers summer cleaning. Mr. Clark will report back to the board.

The board would like again to visit the various district schools for board meetings.

Mr. Clark nominated and the board elected the following teachers:

Darry Darry Morgan, mathematics	\$4300.
Mrs. Marjory Newell, grade 1, Mt. Caesar	5074.
Mrs. Patricia Small, grades 3 & 4, Gilsum	4494.
Mrs. Mary Moe, Gilsum	4494.
Joseph Webber, high school English	4300.*

Mr. Clark says he needs another teacher* in the high school although he did not plan for it in the budget.

Mr. Dunham asked if five subjects were still being required. Mr. Clark said five were being recommended but not required.

Mrs. Thompson asked about a married girl from Richmond being admitted back into MRHS even though she resides in Keene. The board largely felt she should have a chance to finish her senior year and Mr. Bowman moved and the board voted that the decision be left to Mr. Clark and Mr. Furlong.

Respectfully submitted,
Elizabeth T. Massin

The School Board met in the Superintendent's office on March 23, 1964 for the purpose of discussing a possible change in the supervisory union with Mr. Paul Farnum and Mr. Newell Paire of the State Department of Education. Present were Messrs. Austin, Callahan, Dunham, Wyman, Calhoun, Pride, Bowman, Cleveland, Mrs. Robinson, Mrs. Thompson and Mr. Clark. Mr. Charles Shaw of Troy was present.

Mr. Bowman turned the meeting over to Mr. Farnum. Mr. Farnum said there had been 48 unions for the past six or seven years and the State Department is working toward fewer, yet stronger unions that would have sufficient wealth to operate more efficiently. This June the number of unions will be reduced to 46. The State Board feels that whenever there is a change in the area structure or a change in personnel they should look into the possibility of a union change. The State Board has asked Mr. Farnum and Mr. Paire to look into a possible change for union 38.

Mr. Farnum mentioned three possibilities: (1) to continue as we are, (2) combine the entire Winchester-Marlboro union with the Monadnock Union or (3) take a piece of the Winchester union, namely Winchester and Hinsdale, to combine with Monadnock and add the remaining districts of union 25 to Keene. They feel it is important that the towns belong to the union where their high school children are sent. Mr. Farnum asked for board's reaction to the three choices. Chesterfield and Westmoreland are not being considered now.

Mr. Calhoun asked what advantages Monadnock would receive, in reference to the better services that would be offered to a larger union. Mr. Farnum said a Business administrator might be one advantage. For a larger union the state would contribute \$2,500 toward his salary. Special services would include special education, health, music and art. Mr. Paire said it was not so much what a larger union would do for Monadnock as what it would do for Hinsdale and Winchester. He said that financially we could save about \$8,000.

Mr. Cleveland felt that it would mean diluting our supervision. Mr. Calhoun asked how a business administrator would work. A superintendent would supervise and upgrade instruction. A business administrator would keep the books, buy supplies, supervise building program, handle budgets, could supervise maintenance. Mr. Farnum said the state legislature was more than willing to share a business administrator's salary with a school district. Mr. Calhoun asked if Monadnock were to hire a maintenance supervisor, would the state help. Mr. Farnum said the job of business administrator had not been spelled out but one must have 12 hours of business education, a degree in business administration, must be certified, and meet certain requirements. Mr. Paire said they were talking of \$8,000. for the job and feels this job could almost save his salary.

Mr. Bowman said the district needed someone who could take charge of maintenance and Mr. Calhoun asked again if the state would help with a maintenance man. Mr. Paire answered that probably they would not as long as we are such a small union.

Mr. Cleveland pointed out that if Hinsdale and Winchester were added to the union, we would need another person unless we diluted our supervision and therefore would not save money. Mr. Farnum said if two whole unions were joined, three persons would be available.

Mr. Bowman asked how long it would last if we stayed the way we are. Mr. Farnum said by July 1966 there will have to be a major change in this area due to the cooperative in the Walpole area. Pressure would be brought to bear from the State Board but Mr. Farnum would hope that the state legislature would never make it law.

Relative to hiring a superintendent, Mr. Farnum said the union nominates a superintendent and the State Board employs him. For the first three years he is given an annual contract, after that he is given a continuing contract. If Monadnock stays in their own union any superintendent would be temporary. If more than one school board elects a superintendent, three votes are given for the first 8 teachers of a district, one vote for each five teachers after that or major portion of. Each school board would have three members appointed to elect the superintendent. Monadnock would have 22 points, Winchester 7 points and Hinsdale 7 points. The weighted vote would apply to electing the superintendent and fixing his salary. Budget matters would be decided on a 3 - 3 - 3 basis.

It was pointed out if we want into a union with Winchester, they might use their building for grades 1 through 8 and tuition students for high school to Monadnock. Mr. Calhoun asked if there was a date in mind when the state might say to towns "you can no longer maintain your own high school." Mr. Farnum did not know. Small communities have been told it is safe for them to build well for grades 1 through 6. Mr. Farnum said a school district through its school board determines who will be taken as tuition students, the state cannot tell the district. Mr. Cleveland asked Mr. Farnum how he felt about Hinsdale and Winchester tuitioning students to Keene High School but Mr. Farnum feels it more sensible to tuition them to Monadnock. If Monadnock had to build in order to accommodate these students, and the towns were to join the coop, they would have to pay into the coop and help defray the original construction cost. 1963 enrollments for grades 9 through 12 were 146 for Winchester and 164 for Hinsdale.

Mr. Farnum asked the board to write a letter of their decision. Mr. Wyman asked if we should take on Winchester and Hinsdale, would this union be large enough to hire a third person. Mr. Farnum said not this year.

Mr. Bowman asked Mr. Farnum if they had talked to any of the other towns involved. Mr. Farnum said Marlboro would prefer to go with the city of Keene. The state department will meet with all the other towns in the next couple of weeks.

Mr. Cleveland asked if they required a decision immediately and Mr. Farnum said they would like an idea of the board's reaction because of the July 1 vacancy.

Mr. Calhoun asked if it was their idea to have Mr. Sundstrom as superintendent. Mr. Farnum said that would be one answer but it could be opened up. The State Board can create the union but cannot elect the superintendent, however, the union must elect someone qualified. Mr. Callahan asked if the union elected someone could the state turn him down. Mr. Farnum said it was possible.

Mr. Farnum and Mr. Paire left the meeting.

Mr. Austin read a report on his feelings regarding a larger union. He does not see how the addition of Winchester and Hinsdale could strengthen the union and feels our district requires the full time of a superintendent. He wished to go on record as being opposed to the formation of this new union.

Mr. Calhoun pointed out that with three different schools, each would be vying for the superintendent's time. Mr. Clark would agree for the first year but feels that a third person would help the situation.

The board seemed to agree there would be no saving financially, and agreed there would be no advantage to MRSD. Mr. Pride asked Mr. Clark how much time he spent on education matters and Mr. Clark said not as much as he would like to spend. In the past about 75-80% of his time has been spent on the construction, and he feels that more time is going to have to be spent on maintenance and repairs. Asked if could have handled MRSD in three days a week, he said in this particular year he would have been able to spend very little time in Hinsdale and Winchester.

Mr. Austin pointed out that they would be able to set salaries for teacher consultant and assistant superintendent and this would indirectly affect our setting salaries for principal, etc.

It was suggested that because Winchester did not care to join the regional district, perhaps they would not be too cooperative in a joint union but Mr. Dunham does not feel this enters into the picture. Mr. Calhoun asked when teachers were being appointed for the school year, which school would the superintendent favor.

Mr. Austin moved and the board voted to authorize the superintendent to write the State Department that we go on record as being opposed to this suggestion of the new union and would prefer to continue with our own superintendent. (7 affirmative, 3 abstained).

Mr. Wyman would hope we could hire a business manager or maintenance man and Mr. Cleveland suggested the matter of a larger union might be used as a lever to get the people to vote for a manager.

Mr. Clark nominated and the board voted to elect the following staff members for the school year 1964-65;

Edna Maxwell	\$5,063.	Donald Black	\$4,594.
Catherine Powers	4,668.	Dorothy Jenks	2,600.
Evelyn Osborn	6,500.	Jerome Rogers	6,870.
Jennie Fisher	4,200.	Edith Flynn	6,000.
Mary Parker	4,200.	Annie Knappton	6,235.
Leon Wyman	1,000.	Evelyn Damon	6,335.
Cecil Plummer	4,000.	Claire Drake	4,494.
Catherine Glenday	4,768.	Margaret Colson	2,400.
Ruth Cumings	5,655.	Ruth Gray	4,668.
Richard Wyman	6,235.		

Mr. Clark asked permission to attend the Tri State Conference this year on April 8, 9, 10. Mr. Bowman moved and the board voted that he attend this conference.

Mr. Calhoun asked how long before we could start looking for a superintendent. Mr. Clark asked if the board wanted to have a screening committee. Mr. Austin suggested the job for superintendent be opened up. Mr. Callahan moved and the board voted to have a committee of five appointed to screen candidates for the position of superintendent, such a committee to be appointed by the board chairman. Mr. Bowman appointed Mr. Callahan, Mrs. Thompson, Mr. Dunham, Mr. Cleveland, and Mr. Calhoun. Mr. Dunham explained that in the past a screening committee would screen applicants down to a small number which would then come before the board. Mr. Clark asked if the committee would like to have him work with them. He will set up the machinery for the screening and will notify the committee of progress. Mr. Bowman recommended having a form set up to obtain pertinent information before having the candidates come here.

Mr. Clark reported we have \$1,000. in the budget to do something on the tennis courts, and asked if the board wanted something done now. It was suggested that specifications be prepared in order to ask for bids.

Mr. Calhoun brought up the matter of the track and asked if anything had been done on it. Mr. Bowman will call Mr. Holbrook and some members will meet at the track and look at it. Mr. Calhoun said the soil conservation man had found the draining situation to be poor. It was suggested that the Soil Conservation Agency give their report to the board at the April 13 meeting and have the contractor and architect present at this meeting.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Present at the school board meeting in the Superintendent's office on March 17 were Messrs. Bowman, Austin, Dunham, Pride, Cleveland, Wyman, Callahan, Calhoun, Clark, Furlong, Hewitt, Mrs. Robinson, Mrs. Thompson. The Sentinel and Manchester Union were represented.

Mr. Panos Pitsas, Chairman of the Physical Education Department gave his report to the board. This department covers three phases: physical education, intramural sports and athletics. Mr. Pitsas named the sports in which junior high and high school boys and girls participate such as soccer, cross country, volley ball, basketball, hand ball, wrestling, dancing, apparatus and stunts, indoor group games, tumbling, track and field, football, softball, field hockey, tennis. He feels physical education should begin in the first grade to be perfected in junior and high school. His goal is to have students enjoy these activities, develop confidence, learn activities in which he can participate after graduation, derive pleasure from watching sports. Mr. Pitsas says there is a need for more supplies and equipment and he emphasized the need of mats. His budget for 1964-65 called for \$1. per student. The equipment used for intramural sports come out of the physical education department budget. He feels the bus transportation situation does not help participation in intramural and athletics. He would like to have a tennis team. He is not pleased with the track which is supposed to be an all-weather track and would like the board to investigate. He feels the need of a health program, and if he could have a full time physical education teacher he says he could include such a program. Books would not be necessary as he would mimeograph the course. He feels physical education is more important than the athletics because it includes everyone. Some figures he quoted were:

Physical Education		Athletics	
\$ 2.50 per student	1962	\$213. per player (uniforms included)	
.20 " "	1963	41. " "	
.35 " "	1964	48. " " (does not include transportation)	

These figures do not include instructors, coaches, insurance, but regular supplies and equipment.

Mr. Calhoun asked if it were possible to fix up the field behind Mt. Caesar. Mr. Callahan asked if the Troy gym were being used. It is used during the basketball season but transportation is a problem. To Mr. Wyman's question, Mr. Pitsas said he was short-handed in the girls' department and would hope sometime to have a part-time girls' teacher. Mr. Calhoun asked him for his evaluation of the department. Mr. Pitsas does not feel they could pass an evaluation (1) because they have no health program and (2) there are not sufficient mats for safety.

Mr. Calhoun asked if the program was worthwhile from a student's viewpoint. Mr. Pitsas replied his department was doing as well as possible and something is better than nothing. He suggested getting a bus of our own which could be driven by a custodian and used for the athletic program. Mr. Wyman suggested that since next year is the last year of our bus contract we might try having buses leave school at 2:45 and 4:30. It was pointed out this would create a problem for the elementary schools.

Mr. Clark welcomed Mr. Cleveland to the board and proceeded with the election of Officers. Mr. Bowman was elected chairman; Mr. Calhoun was elected vice chairman; Mrs. Massin as clerk; and Mrs. Perry as treasurer.

The minutes of the March 3 meeting and the March 5 annual meeting were accepted as corrected:

Page 2, paragraph 4: correction of spelling of Mr. Sparhawk.

Page 2, " 5: Mr. Callahan moved the passage of Article 7.

Page 1, paragraph 6; Addition - Mr. Dunham at the meeting corrected the sum in the budget from \$1,000. to \$1,500. for books.

Mr. Callahan asked to correct the minutes of the July 23, 1963 and August 27, 1963 meetings to show that Mr. Paul Clark and not Mr. Hewitt had made the nominations for teachers. He also pointed out that at the time of Mr. McLeod's resignation the board asked for a report but none had been received. Mr. Callahan moved and the board voted that it was no longer necessary to have a report on Mr. McLeod's resignation.

Mr. Clark asked the board if they wanted to have the 1962-63 books audited immediately or wait until the end of the year and have all accounts audited at the same time. Mr. Dunham suggested that the State Tax Commission be requested to do the auditing as soon as possible as the money was voted to be available prior to June 30, 1964. Mr. Dunham moved and the board voted that the superintendent be instructed to make arrangements with the State Tax Commission to make an audit of the 1962-63 books at their earliest convenience.

Mr. Bowman would like to contact a few banks to see who would charge the least interest. He will start looking for a loan so money will be available for the purchase of library books. Mr. Furlong said the book list is ready and being checked by department chairmen. Mr. Cleveland suggested the possibility of second hand books and read a letter from the Old Settlers BookShop in Walpole requesting that the librarian come with her book list. They give a 65% discount (50% off list price and 15% quantity discount). These books would be first edition. Mr. Furlong said they need several high interest low level books and feels that some books will be special. Mr. Calhoun suggested the preparation of several lists to be sent out. Asked about cataloging the books, Mr. Furlong said the most important thing was to get them on the shelves and catalog them as they can. Mr. Clark will send lists to second hand shops and jobbers and see what he can do for price. They would want the right to reject any books. Mr. Cleveland said

the Old Settler's Book Shop would agree to books being rejected.

Relative to a committee to study the by-law as presented in Article 12 of the warrant, Mr. Bowman suggested that each board member recommend one person from each town to form this committee. Mr. Clark feels Mr. Abare should be considered for the committee as he entered the article. Mr. Cleveland suggested that Mr. Bradley serve on the committee. Mr. Dunham feels the board should remain neutral for the present but when the committee brings in their recommendation the board can take a stand if necessary or desirable. Mr. Callahan moved and the board voted to have each board member (or members) select a representative from his town to serve on this committee with Mr. Bradley as a legal advisor, making a total of nine on the committee.

The clerk explained the situation of the auditors elected at the annual meeting. Mr. MacFarlane, Mr. McKew and Mr. Devold will serve as auditors for one year, but as the State Tax Commission was voted to audit the 1963-64 books (at the 1963 annual meeting) there will be no duties for these three men. Consequently, it has been decided to returning their filing fee of \$1. with accompanying letter. Mr. Bradley was in agreement with this decision.

Mr. Clark reported that all teacher contracts were out and some were returned. Mr. Clark nominated the following: Mrs. Claudia Howard, Mr. Charles Wilder, Mrs. Shirley Houle, Mr. Ludger Perreault, Mrs. Leigh Bemis and Mr. Walter Pierson. Mr. Austin questioned if the contract of the music department chairman spelled out department chairman. Mr. Clark said it did not but would add it to the contract and return to Mrs. Howard. Mr. Bowman moved and the board voted to accept Mr. Clark's nominations with the change of department chairman being added to Mrs Howard's contract and have Mr. Bowman sign these contracts.

It was brought out that when a teacher is replaced, the replacement should be put on schedule. This may be higher or lower as long as it stays within the total budget. Mr. Calhoun recommended if Mr. Clark has a replacement that requires a higher salary, he bring it before the board.

Mr. Clark further nominated: Mr. Donald Mackey as basketball coach; Mr. Frederick Fosher as teacher of English at \$6,312. and Mr. Bernard Fitzgerald as part time physical education teacher and part time math or social studies teacher at \$4,494. and coach of football at \$350. and coach of basketball at \$300. Mr. Dunham moved and the board voted to elect the above.

Mrs. Seville has sent in her letter of resignation to become effective the end of this school year.

Mr. Clark announced there would be a meeting of librarians on March 20 at the high school library.

Mr. Clark passed out recapitulations as of March 17, 1964 and stated he believes he will be able to live within the budget.

Mr. Furlong asked for an expression from the board relative to the band. Mrs. Howard feels the band has an obligation to the towns in the district to play for them on Memorial Day without fee. Mr. Furlong feels if there is an opportunity for the band to make some money, they should take the contract job as there is no money in the budget for band transportation, etc. for exchange concerts and it is up to the band to earn their money. Mr. Bowman agreed that as long as the band is paying their own way, they should be able to march where they want for a fee. Mr. Dunham feels the first consideration is the children and there should be some consideration to the work load. Mr. Austin feels this is a public relations matter and the board should give Mr. Furlong an expression of their feeling. The board feels there should be a fee for the use of the band. Mr. Calhoun suggested on behalf of the board that Mr. Furlong be authorized to write up a policy that be given out, to the effect that the band will play in the towns on a rotating basis and since the school does not provide funds for travel a fee must be charged to cover the expenses of the band.

The Board went into executive session. Mr. Austin asked if there were any teachers whose contracts were not renewed. Mr. Clark answered yes. He also answered there were some probationary contracts which were spelled out on the contract. If teachers are rehired after their third year, according to state law they will be on tenure. All teachers not being rehired have received a letter from Mr. Clark's office. Mr. Calhoun feels the people should be informed that teachers are evaluated each year before their contracts are renewed and that some have not been rehired.

Mr. Clark said their main objective is to strengthen the Math Department. Mr. Cleveland asked if there were any assurance there would not be a turn-over next year. Mr. Clark thinks the elementary math program will get along all right.

Mr. Bowman reported he and Mr. Clark were called to Mr. Paul Farnum's office. They are interested in enlarging supervisory unions and feel that when a superintendent retires or resigns this is a good time to change a union. They are presently considering having Winchester and Hinsdale join our union. The interim committee's report was accepted in part and one phase of it was to create larger and strong unions. The State Department wants to meet with the school board on Monday, March 23 to discuss this matter.

Mr. Wyman reported that Sullivan is four months back on its payments. Mr. Dunham suggested getting bills out early so we have the deficit items that we need available before June 30, 1964.

Respectfully submitted,
Elizabeth T. Massin, Clerk

Monadnock Regional School District
Annual Meeting
March 5, 1964

The Monadnock Regional School District of the school districts of Fitzwilliam, Gilsum, Richmond, Roxbury, Sullivan, Surry, Swanzey and Troy held their annual meeting on Thursday, March 5, 1964 at the Monadnock High School auditorium.

Mr. Bradley opened the meeting at 8:07 p.m. Mr. Ruffles was sworn in as assistant moderator. Mr. Bradley noted that Article I would be voted on by ballot, that of electing a moderator.

Article 2. Mr. Bradley explained that on this article auditors could be elected for one year terms only. Mr. Bradley asked for a motion regarding the number of auditors to be elected. Mr. Turner moved that instead of electing auditors, the School Board appoint the State Tax Commission to make an audit of the books until such time as changed by the district. Mr. Calhoun seconded the motion and advised that the School Board would endorse this motion.
Voted in the affirmative.

Article 3. School board members from Fitzwilliam, Richmond, Swanzey were elected by ballot.

Article:4. Mrs. Thompson moved that the district raise and appropriate the sum of \$1,213,086.38 for the support of schools.
Seconded by Mr. Bowman.
Voted in the affirmative.

Article 5. Miss Webber moved that the district raise and appropriate
Article 6. the sum of \$15,000 for the purchase of library books to be placed in the high school library. She further moved that the school board finance the purchase through serial notes over a three year period. Mr. Turner asked for an explanation why this was not in the budget. Miss Webber explained that the sum of \$1,000 for books was in the budget, and because library books have been a controversial item this appropriation was in a special article. This article would make \$15,000 available to the district immediately. Mr. Turner asked for and received assurance that there would be only \$5,000 raised in the 1964-65 budget.
Mr. Durham amended the motion to authorize the School Board to appropriate the full sum of \$15,000 this year (1964-65) and avoid interest payments.
It was asked if \$15,000 were available immediately did the school know what books they wanted and would they be able to catalogue them. If not, Mr. Carson suggested amending the motion to appropriate \$5,000 each year for the next three years. Mr. Calhoun explained that the department heads had their orders all ready and up-to-date and \$15,000 worth of books could be catalogued.

It was asked how many books were presently in the library. Mr. Calhoun reported there were about 3,000 books, mostly reference, and room for about 35,000.

Mr. Bradley called for a vote on the amendment: to appropriate the total amount of \$15,000. in 1964-65. Voted in the negative.

The moderator called for a vote on the motion: to appropriate \$15,000. for books, \$5,000. to be raised by the district in the school year 1964-65 and the balance of \$10,000. be raised by the issuance of serial notes and amortized over the school years 1965-66 and 1966-67. Voted in the affirmative.

Mr. Spurhawk called to the attention of the moderator the fact that a vote authorizing the borrowing of money must be done by written ballot and a 2/3 majority required. It was asked if the clerk could cast one ballot but this was vetoed. Mr. Bradley recessed the meeting and shortly called for a written vote.

Results: 231 affirmative
25 negative

Ballots cast: 256
Votes needed to pass: 171

Article 7. Mr. ~~Calhoun~~^{Callahan} moved that the district raise and appropriate the sum of \$2,234.53 to be made available prior to June 30, 1964 as a deficit appropriation for the digging of an artesian well at the Gilsum School during this current school year 1963-64.

Voted in the affirmative.

Article 8. Mr. Bowman moved that the district raise and appropriate the sum of \$7,486.93 to be made available prior to June 30, 1964 as a deficit appropriation to meet the additional costs of the operational expenses for the school year 1962-63. Mr. Turner moved that article 8 be passed over until there is an audit of the 1962-63 books by the State Tax Commission. Mr. MacFarlane asked the moderator to clarify which was a motion and which an amendment. Mr. Turner made his an amendment. Mr. Bowman explained to the voters that the building aid (\$4,869.59) received during 1962-63, could not be used to defray taxes in that school year because it had not been budgeted and therefore must be a deficit for 1962-63 plus \$3,097.91 representing net debt less bonds outstanding. He reported that the school board had a financial statement signed by the State Department and Mrs. Urquhart explained the figures involved in the deficit item. Asked if the correction made by the State Department had been certified by the school board, Mr. Bowman replied yes it had been signed by the board on March 3, 1964. The moderator called for a vote on the amendment: to pass over the article. Voted in the negative.

The moderator called for a vote on the motion: to appropriate \$7,486.93 as a deficit appropriation. Voted in the affirmative. Mr. MacFarlane asked for a standing vote on this article and Mr. Bradley complied. The vote was in the affirmative.

Article 9. Mr. Dunham moved that the district raise and appropriate the sum of \$250. to be made available prior to June 30, 1964 for the purpose of having the State Tax Commission re-audit the 1962-63 school accounts. Mr. Bowman read a letter from Paul Farnum of the State Department to the effect that the School Board had acted fairly in this matter. Voted in the affirmative.

Article 10. Mr. Calhoun moved that the position of Teacher Consultant be changed to Assistant Superintendent of Schools. Mr. Turner asked why this was put before the voters when it was within the power of the board to change this title. Mr. Calhoun explained that at the first school meeting the district voted to take on the services of a Teacher Consultant and it must be a vote of the district to change a district vote. Voted in the affirmative.

Article 11. Mr. Perry moved to pass over article 11 and act upon article 14 to authorize School Board to accept and expend grants or other funds for educational purposes. Voted in the affirmative.

Article 12. Mr. Lane moved the School Board appoint a committee re presenting the 8 towns to consider this by-law (pre-existing school districts electing their own school board member) before the district votes on it and bring in recommendations at the 1965 meeting. Mr. Abare pointed out that an extra member would be needed on the board if this by-law were to be adopted and he would assume the extra member would come from the third largest town. Mr. Marshall questioned whether a precedent would be established of going always to the next largest town to acquire an additional board member. The moderator called for a vote on Mr. Lane's motion. Voted in the affirmative to have a committee of study appointed.

Article 13. Voted to pass over.

Mr. Bowman expressed his and the board's appreciation to Mr. Clark and Miss Webber. The voters gave them a standing ovation.

The polls closed at 9:54 p.m.

Annual Meeting, March 5, 1964

Page 4

Results of the election were as follows: Ballots cast 316.

Moderator:	Abare	214
	Bradley	51
	Durham	1
	MacFarlane	3
	Lindberg	7
	Carson	1

Richmond School Board Member	Thompson	274
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Swanzey School Board Member	Dunham	256
	Huckins	52
	Nelson	1

Fitzwilliam School Board Member	Cleveland	242
	Webber	3
	Gnade	2
	Hofmeister	1
	Davis	1
	Hill	1
	?	1

Voters checked off town checklists were as follows:

Fitzwilliam	44
Gilsum	11
Richmond	11
Roxbury	8
Swanzey	178
Sullivan	31
Surry	13
Troy	47
	<u>343</u>

Respectfully submitted,
Elizabeth T. Massin, Clerk

THE STATE OF NEW HAMPSHIRE
MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL WARRANT

To the inhabitants of the Cooperative School District in the Towns of Fitzwilliam, Gilsum, Richmond, Roxbury, Sullivan, Surry, Swanzeay and Troy qualified to vote in district affairs:

You are hereby notified to meet at the Keene Junior High School auditorium on the 18th day of April, 1962 at 8:00 P.M. o'clock in the afternoon to bring in your votes for the election of the following officials and to act upon the following subjects: (Polls will open at 8:30 P.M.)

- 1 To choose a moderator for the ensuing year.
- 2 To see if the district will vote to approve and confirm a cooperative school board consisting of ten members, as presently established; including two members from Swanzeay, two members from Troy and one member from each of the other six pre-existing school districts, each member to serve for a term of three years; elections to be in accordance with the non partisan ballot system provided for in RSA Chapter 59, as amended, and RSA Chapter 195: 4 II.
- 3 To choose four members of the school board, one each from the towns of Sullivan, Gilsum, Surry and Troy, to serve for the ensuing three years.
- 4 To see what sum of money the district will vote to raise and appropriate for the support of schools, for the salaries of school district officers, auditors and agents, the payment of statutory obligations of the district, and to authorize the application against said appropriation of any sums as are estimated to be received from the state equalization fund, together with other income, the school board to certify to the selectmen the balance between the estimated revenue and the appropriation, which balance is to be raised by taxes by the eight towns in accordance with the formula adopted at the organization meeting of this Cooperative School District.
- 5 To see if the district will vote to authorize the Cooperative School Board, in the name of and on behalf of the District to execute, acknowledge and deliver a Quitclaim Deed to Public Service Company of New Hampshire conveying an easement for an electric transmission line across a strip of land along the South Branch River, containing approximately one acre, near the Silver Bridge, so-called, southeasterly of Route 32, at a price of not less than Three Hundred (\$300.) Dollars.
- 6 To see if the district will vote to authorize the Cooperative School Board to accept and expend on behalf of the district any or all grants or other funds for educational purposes which may now or hereafter be forthcoming.
- 7 To see if the district will authorize the transfer from the Monadnock Regional School District Building Fund, the net proceeds realized from the purchase and sale of United States Treasury Certificates together with any reimbursement from the National Defense Education Act to the current operational budget, and to further vote that the income from these funds be used to reduce the Cooperative School District appropriation for 1962-63.

8. To see if the District will vote to adopt the provisions of Chapter 44, Session Laws of 1961 relative to the use of town checklists, "That the supervisors of each town, acting as the supervisors of the Cooperative School District, shall make, post and correct in each pre-existing district a checklist of the voters in each pre-existing district and shall certify to the same acting as supervisors of the Cooperative School District. At each annual meeting for the election of officers of the Cooperative district the checklists prepared by the supervisors in each pre-existing district in accordance with the provisions of this paragraph shall be used and the town supervisors from each pre-existing district shall attend said annual meeting. The voters of the cooperative district shall be those whose names appear on the checklists as provided by this paragraph. The supervisors shall be paid such compensation as the district may provide."

9. To see what compensation shall be paid to the supervisors of the checklists.

10. To see if the District will vote to adopt the following resolution: Whereas the School Board of the Monadnock Regional School District has, on counsel and advice of Englehardt, Englehardt and Leggett, Educational Consultants, made a determination that acquisition by the District of the Helff property, so-called, containing approximately fourteen and three-quarters acres adjoining the Mt. Caesar School lot is advisable and necessary in terms of the long range needs of the Monadnock Regional School District;

Be it resolved that the Cooperative School Board be and hereby is authorized and instructed to acquire such part of the fourteen and three-quarters acre Helff lot adjoining the Mt. Caesar School land in Swansey Center as in the opinion of the said Board is advisable and necessary to adequately provide for the needs of the Monadnock Regional School District, and if the owner of the land shall refuse to sell the same to the District for a reasonable price, to procure said land as provided by Chapter 199 Section 17 Revised Laws Annotated.

11. To see if the District will vote to exclude services in any class or classes of positions the compensation for which is on a fee basis from the plan extending to employees of the School District the benefits of Title II of the Federal Social Security Act.

12. To see if the District will vote to exclude services in any class or classes of positions filled by popular election from the plan extending to employees of the School District the benefits of Title II of the Federal Social Security Act.

Given under our hands this 2nd day of April, 1962.

A true copy of Warrant

Attest: Elizabeth T. Massin
CLERK

Les D. Bowman, Chr.
Charles L. Shaw, Jr.
Gilbert E. Pride
John C. Calhoun, Jr.
Wayne A. Wyman
Madelene L. Robinson
Carroll K. Dunham
Marcia S. Webber
John C. Callahan
Esrl Whitney

MONADNOCK REGIONAL SCHOOL BOARD

MONADNOCK REGIONAL SCHOOL DISTRICT PROPOSED BUDGET 1962-63

ADMINISTRATION

1. Salaries of District Officers	\$ 3,500.
2. Superintendent Salary (Local Share)	8,000.
3. Tax for state supervision	3,844.
4. Salaries of other Administrative Personnel	8,700.
5. Supplies and administrative expenses	11,823.

INSTRUCTION

6. Salaries of Teachers	507,715.
7. Books and other instructional aids	19,200.
8. Scholars' supplies	14,500.
9. Clerical assistants salaries	14,100.
10. Other instructional aids	3,710.

OPERATION OF SCHOOL PLANT

11. Salary of custodians	40,000.
12. Fuel and heat	17,200.
13. Water, lights and janitorial supplies	17,500.

MAINTENANCE OF SCHOOL PLANT

14. Repairs and replacements	1,500.
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AUXILIARY AGENCIES

15. Health Supervision	15,100.
16. Transportation	97,590.
17. Tuition	1,000.
18. Special Activities	5,000.
18a. School Lunch	1,000.

FIXED CHARGES

19. Retirement	43,581.
20. Insurance, Treasurer's bond, etc.	16,000.

CAPITAL OUTLAY

21. Lands and Buildings	200.
22. Additions and improvements	200.
23. New equipment	600.

DEBT and INTEREST

25. Principal on Debt	145,850.
26. Interest on Debt	115,403.38

TOTAL APPROPRIATION

\$ 1,112,816.38

ANTICIPATED INCOME

Federal Aid

1. NDEA	
a. Attached equipment	28,443.50
b. Science equipment	4,090.49
c. Library books - Ref., Sci, Math, etc.	2,500.00
d. Audio-Visual	2,000.00
e. Language Lab	6,000.00

State Aid

1. State Foundation Aid	101,074.00
2. State Building Aid	80,800.00
3. Driver Training	4,000.00

Tuition

1. High School	4,000.00
2. Elementary	400.00

Other Receipts

1. Interest on investments	
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Total Estimated Receipts

District Assessment

TOTAL

\$ 1,112,816.38

Monadnock Regional School District
Board Meeting - March 3, 1964

The school board met at the Superintendent's office on March 3. Present were Messrs. Callahan, Wyman, Austin, Bowman, Pride, Calhoun, Dunham, Clark, Hewitt, Furlong, Mrs. Robinson, Mrs. Thompson and Miss Webber. The Sentinel and the Manchester Union were re presented.

Mrs. McClure presented to board members a written report of her evaluation of the elementary physical education program last year.

Minutes were accepted as written for the January 27th board meeting, the January 28th board meeting, the board's meeting with selectmen on January 30, the public hearing on February 3 and the February 18th board meeting.

Mr. Bowman read a letter of resignation from Mr. Clark to become effective July 1, 1964. Mr. Bowman moved and the board voted to accept with regret Mr. Clark's resignation to take effect July 1, 1964 but to include one month's vacation.

Mr. Bowman suggested the board not take up the matter of hiring a new superintendent until after the annual school meeting. The next board meeting will be on March 17 and at that time the board will go into the mechanics of obtaining a new superintendent.

Miss Webber asked that the formula for department chairmen salaries be included in the minutes. The department chairmen salary schedule involves two years for full implementation. Its basic foundation is the teachers' salary schedule.

Year 1964-65

1. Position chairmen on teachers' salary schedule.
2. Plus .035 of base salary for supervision.
3. Plus .010 of base for each teacher in department.
 - a. In the case of teachers involved in two subject areas, the two respective department chairmen are credited with 1/2 of a staff member.

Year 1965-66

1. Position chairmen on teachers' salary schedule.
2. Plus .06 of base salary for supervision.
3. Plus .015 of base for each teacher in department.
 - a. In the case of teachers involved in two subject areas the two respective department chairmen are credited with 1/2 of a staff member.

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In the case of the vice principal, the formula recommended by the superintendent consists of placement on the teachers' salary schedule plus .27 of base.

When a contract involves in excess of the customary 37 weeks (185 days) the supervisory salary is pro-rated for additional time with the exclusion of staff compensation.

Ex. If the guidance director's contract should require 40 weeks at maximum level, the salary would be \$6,960. with additional .035 of base (\$168.00) for supervision totaling \$7,128; pro-rated on a weekly basis for 40 weeks the total would be \$7,706. to which is added \$96.00 for two staff members, making a salary of \$7,802.

Mr. Clark reviewed the warrant. On article 2 he said auditors would have to be elected for one year terms only. Mr. Bradley will explain the illegality of the article as it appears in the warrant. Mr. Bradley suggested that a motion be made from the floor to vote for two or three auditors for one year or vote for the State Tax Commission to audit the accounts. Mr. Clark would favor having the State Tax Commission audit the books. A letter will be written to the candidates who filed for auditor explaining the one year term.

Mrs. Thompson will move the appropriation of \$1,213,086.38 for the budget. Miss Webber will make the motion on Article 5 and 6 relative to library books. (Mr. Bradley has recommended these two articles be combined.) Mr. Callahan will move for the passage of Article 7, \$2,234.53 for the Gilsum well. Mr. Bowman will move for the passage of article 8, the deficit of \$7,486.93. Mr. Dunham will move article 9, the appropriation of \$250. for State Tax Commission to audit 1962-63 books. Mr. Calhoun will move the changing of teacher consultant position to assistant superintendent. article 10. Mr. Pride will move passage of article 11, school board's authority to accept grants or gifts.

Mr. Bradley has recommended that everyone understand article 12 and that they vote to appoint a committee to bring in recommendations on how to handle this matter at the next annual school meeting. For a committee, Mr. Bowman suggested having one member from board of selectmen of each town and one school board member. Miss Webber felt that when an article was put in by petition, the school board should not interfere, but leave it with the people. Mr. Bowman said Mr. Bradley would explain it to the people. In order to adopt this article everyone of the eight towns must vote in the majority for it.

Mr. Clark nominated Mrs. Hildreth for the position of Guidance Director and proposed her salary as of March 1, 1964 for the rest of the year would be the same as that received by Miss Vandersluis. Miss Webber moved and the board voted to elect Mrs. Hildreth, as Guidance Director for the remainder of the year, her salary to be from March 1, 1964 for the remainder of the year, the same as

March 3, 1964

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Miss Vandersluis' salary had been.

Mr. Furlong reported on the school store as follows:

Inventory in school store, January 1964	\$1,066.38
Balance in the accounts February 1, 1964	125.68
No outstanding bills as of February 1, 1964	
There is still a liability to superintendent's office	
The report was given to the clerk for her records.	

Mr. Wyman asked about funds from the FFA and Mr. Furlong reported he is the bank for this organization as well as several others. Mr. Wyman hopes when spring comes the FFA will move their building which is an eye-sore.

Mr. Furlong has a letter from the FFA requesting they be permitted to harvest some trees. It was suggested that Mr. Calhoun be consulted about this. Mr. Furlong said if any lumber were cut he would like to see it cut and stocked for the school garage. Mr. Calhoun said it was low grade lumber but would like to study it further.

The board went into executive session and the educators retired from the meeting. Miss Webber read a report as this was her last meeting as board member from Fitzwilliam. She was proud to have been part of the realization of the regional school. She does feel there are some serious weaknesses which must be corrected in order to preserve the high ideals that originally motivated the formation of this school.

Mr. Bowman said he was sorry to see Miss Webber leaving the board and wished her well.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - February 18, 1964

The School Board met in the Superintendent's office on February 18, 1964. Present were Messrs. Austin, Dunham, Pride, Wyman, Bowman, Calhoun, Callahan, Furlong, Clark, Hewitt, Mrs. Thompson, Mrs. Robinson and Miss Webber. The Sentinel was represented.

Mr. Clark presented to the board the recapitulation as of February 17, 1964.

Mr. Bowman suggested the board read the minutes of February 10 for corrections and take the other minutes home to be read. Corrections to the February 10 minutes were: page 4 - Miss Webber referred to the word complaint on line 1 and asked that it be changed to the plural, complaints; page 3 - paragraph 8, the teachers' reception was tentatively planned for February 15 (it did not take place). The minutes were then accepted as corrected.

Mr. Massin asked the board to sign a broker of record letter which would enable him to obtain the fire rates on the MRSD. Mr. Calhoun moved and the board voted to authorize Mr. Bowman to sign the agent or broker of record authorization until revoked by the board.

Mr. Clark presented budgets to be signed and posted in the towns. The grand total includes all of the special articles which will appear in the warrant. In the case of the library article, where no sum is named, an estimate is made. This is required by law. Mr. Austin questioned the deficit figure which was included in this grand total and Mr. Clark handed out the financial balance sheet which showed the total deficit to be \$7,486.93. This figure is made up of a deficit for the year 62-63 of \$3,097.91, plus \$4,869.59 (a building aid surplus received but not budgeted for 62-63 and therefore necessarily applied to the 63-64 year), less \$480.57 representing bills estimated but not yet received. An earlier figure given by Mr. Clark of \$6,057. for the deficit was incorrect. It was pointed out that Sullivan is holding back a payment of \$2,367.75. Troy driver training car credit will be \$1,973.94 and there is outstanding tuition bill of \$29.14. The adjustment on the balance sheet has been made with the approval of the State Department. It was also pointed out that the Superintendent's office was the first to find the mistake regarding the deficit.

97.69
10.12
87.57

Mr. Calhoun moved that a letter of protest be written to the State Department questioning this kind of budget form that must be posted in the towns prior to school meeting. Mr. Clark made note of this suggestion.

The board members signed the budget to be posted and were asked to have warrants posted February 19 if possible and no later than Feb. 20. The official warrant was signed.

Told P.C. & he said it was only estimated & not worth changing.

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A letter was received from the State Department of Education suggesting that School Boards budget for the amount districts will receive from the Sweepstakes. Mr. Bowman said this would not affect the MRSD and feels it would be best not to count on receipts from the Sweepstakes for the fiscal year 1965.

Returning to the budget, the grand total includes the following appropriations covered by special articles:

\$5,000.	estimated for library (Item 220)
2,234.53	Gilsum well (item 700)
7,486.93	deficit (item 1700)
<u>250.00</u>	Audit by State Tax Commission (item 135)
	special
14,971.46	total appropriations covered by/articles

Mr. Clark reported that a group from Walpole, interested in a cooperative school, will be at the Monadnock School on Thursday, February 20 at 8 p.m.

A letter was received from Mrs. Carroll of Marlboro requesting that her son Robert be accepted as a tuition student. Her letter contained much praise of the Monadnock High School.

Mr. Calhoun asked about the teachers' reception and Mr. Pride reported it had not been held on February 15 because of such short notice. Mr. Bowman suggested the committee set another date and the committee said they are thinking of an outdoor affair in May or June.

Mr. Calhoun suggested having a projector on hand at the school meeting in case there are questions regarding the deficit that cannot be answered satisfactorily. An explanation could be shown on the projector.

Mr. Furlong would like to bring in a department head at the March 3 meeting. Mr. Furlong reported that Mrs. Hildreth has prepared a handbook regarding scholarships that will be sent out to students.

Mr. Furlong has had a call from Charles Hanrahan saying Kingsbury has agreed to purchase some library books and Mr. Nugent and Mrs. Cole have started ordering. A label will be placed in these books.

Mr. Calhoun asked what an audit consisted of, as he has had reports that a proper audit for a district this size would be \$2,000. to \$3,000. Mr. Bowman and the board feel State Tax Commission should also audit books before the 1962-63 school year, i.e. from the beginning.

Mr. Hewitt passed out report on the outdoor education program. There will be a meeting in Swanzey, Thursday evening, to discuss this program with parents.

Respectfully submitted

Monadnock Regional School District
February 10, 1964

The School Board met at the Superintendent's office on February 10. Present were Messrs. Wyman, Calhoun, Dunham, Callahan, Pride, Austin, Bowman, Hewitt, Clark, Miss Webber, Mrs. Thompson and Mrs. Robinson. The Sentinel was represented.

Mr. Clark reported that the Special Education class has started with nine students ranging in age from 7 to 12 years.

Mr. Clark read over the articles that would appear in the warrant. The polls will open at 7 p.m. and supervisors of the checklists should be notified to arrive at the high school at 6:30 p.m. on March 5. The articles to be included in the warrant are:

1. To choose a moderator
2. To choose three auditors, one for 3 years, one for 2 years, one for 1 year
3. To choose three school board members, one from Fitzwilliam, one from Richmond and one from Swanzey
4. To see what sum of money the district will appropriate for the school year 1964-65
5. To see if the district will appropriate \$2,234.50 to be made available prior to June 30, 1964 for the cost of the Gilsum well
6. To see if the district will appropriate \$6,057.16 for the 1962-63 deficit
7. To see if the district will appropriate \$250. to have State Tax Commission audit the books for 1962-63 school year
8. To see what sum of money the district will vote to raise for purchase of library books
9. To see if the district will vote to change the position of Teacher Consultant to Assistant Superintendent
10. To see if the district will authorize the school board to accept and expend grants and funds for educational purposes.

Relative to article 6, Mr. Austin has been asked if this deficit item could be held over and paid for through savings or any balance. The Board agreed this deficit should be covered by a special article.

Relative to article 8, it was recommended this sum not exceed \$15,000. The district could get \$15,000 this year and by issuing serial notes on a bank could pay back \$5,000 per year. There was a suggestion that there be two separate articles (1) to see how much money to raise and (2) to see whether they want to bond the district and do it in three steps.

A petition was received from Troy voters to include the following article:
"To see if the several pre-existing school districts will vote to adopt the following bylaw for the election of the cooperative school board members as outlined in Chapter 258, RSA 194:4, namely, each of the several pre-existing school districts shall elect their

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own school board member or members when the member term expires, rather than the present method wherein the several districts vote for all members of the board. One additional member shall be elected by the district now having the third largest population of the pre-existing districts. This bylaw shall take effect at the annual cooperative district meeting of 1965."

It was the general feeling of the board that they should not take a stand on this article.

Mr. Bradley suggested different wording to cover such an article and Mr. Calhoun asked if the board could put in the article as suggested by Mr. Bradley, however, the board was not in agreement and the Troy petition will be inserted.

Board members advised Mr. Clark whom he should contact regarding voting booths to be used at the school meeting.

Mr. Clark would like to change the procedure followed at last year's meeting. He would like to have voters enter from the main entrance with tables lined up in front of the Health offices and proceed from there to auditorium. Someone will be at auditorium door to pass out annual reports, then voters may be seated in auditorium or go up to vote on the stage where voting area will be roped off. Mr. Clark suggests the board sit on the main floor just in front of the stage. It will be the decision of the moderator whether it is necessary to change from the auditorium to the gym and the gym will be made ready should it be needed.

Mr. Austin asked if voters would be checked off before voting and then checked off after they have voted. Mr. Clark said there would be two officers standing at auditorium doors and person must have ballot to get in auditorium. Visitors will have to wait in a group and ushered in at a later time by the officers. There will be an assistant moderator.

Mr. Clark went over the correction dates for checklists and this notice will be placed in the newspaper.

Mrs. McClure and a friend were present at the meeting and Mrs. McClure spoke on the elementary physical education program and what was done last year, what was accomplished, so when the board feels ready to put back this program it will be aware of its benefits. Mrs. McClure feels many children profited from this program. She defined physical education as education through physical means.

Mr. MacFarlane entered the meeting to present a petition to be entered in the warrant but found he lacked enough signatures.

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Mr. MacFarlane said he would like to take this opportunity to congratulate the board. Mr. Clark and Mr. Furlong for the fine job they were doing and as one who disagreed with Mr. Shaw and his committee last year, would like to have the clerk's records show that he feels that committee did a good job.

Miss Webber suggested the article covering \$250. appropriation be deleted from the warrant and instead find the money in the budget to have the State Tax Commission audit the 1962-63 books. Mr. Bowman feels the board is right and an article for \$250. should be included in the warrant. Miss Webber asked in lieu of the election of auditors, couldn't the school board appoint the State Tax Commission to audit the books. Mr. Bowman read from the minutes of the November 12, 1963 board meeting in which the board voted we approach the State Tax Commission regarding auditing the books for 1962 63 and bring in a deficit article in the warrant.

Mr. Dunham stated the board at all times had acted in good faith, had done what was expected of it and acted on advice of counsel. Mr. Bowman asked the board if he had said anything in public that the board did not agree with. Mr. Calhoun asked if the board was together on this and they said yes. Mr. Dunham reaffirmed that Mr. Bowman was always acting for the board. Mr. Calhoun moved and the board voted unanimously that the chairman of the board has always spoken for the board and acted on behalf of the board and was so doing at the public hearing.

The board then voted to go into executive session. Mr. Bowman apprised the board of the situation regarding articles that have appeared in the Sentinel. Mr. Bradley has written a letter to the chairman and the board as a review to date.

Mr. Dunham pointed out that Gardner Turner has never made a constructive criticism, rather he criticizes what the board has done but offers no corrective suggestions.

A letter from a gentlemen in Alstead, N. H., to Mr. Bowman suggests that Mr. Turner's articles are hurting their chance for a cooperative school.

Mr. Dunham and Mr. Bowman met with the Swanzey P.T.A. to discuss the budget and felt it was a successful meeting.

Mr. Pride spoke of the reception for the teachers which is being planned for February 15 and films have been received for the entertainment. The committee will check with the cook at the school.

Mr. Calhoun reported that the survey made by the Soil Conservation Service is ready and they will present a written report to the board.

Mr. Wyman asked how we would be able to pay overtime for snow plowing and was advised this was covered in the budget.

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Miss Webber referred to a complaint she has had relative to the content of the English program. She feels that Mr. Nugent is not accomplishing what he expects to accomplish with his reading program and feels he should be warned of this. Mr. Callahan has also had criticism regarding the reading program, as has Mr. Austin. Mr. Clark would like time to study this matter and discuss it with Mr. Nugent. Mr. Dunhams feels parents who have complaints regarding reading program or any other program should go directly to the school with their complaint. Mr. Furlong said Mr. Nugent has told the children he will be glad to talk to their parents if there are any questions.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Meeting of School Board & Selectmen
January 30, 1964

The School Board and members of the Boards of Selectmen met in the high school library at 8 p.m. on January 30. Present from the school board were: Messrs. Dunham, Austin, Bowman, Wyman, Pride, Callahan, Calhoun, Miss Webber, Mrs. Robinson and Mrs. Thompson. Mr. Clark, Mr. Hewitt and Mr. Furlong were also present. Selectmen present were: Messrs. Tillson, Ballou (Gilsam); Messrs. Clark, Britton, Aldrich and Tenney (Surry); Mr. McKew (Troy), Messrs. Swett, Turner, Dube (Sullivan); Messrs. Longever, Raitto, Tommila (Fitzwilliam); Messrs. Hackler, Wells (Swansey); Messrs. Whitney, Bennett (Richmond); Mr. Summers (Roxbury). Mr. Charles Shaw attended from Troy.

Mr. Calhoun discussed the series covering Administration, explaining the increase in school board salaries and why the legal fee was changed.

Miss Webber explained the Instruction item and noted that 54% of the budget covered salaries. It was asked if no additional teachers would be needed, which was correct. It was asked how many principals took up the \$1,000. increase and what raise per principal. Each principal will get approximately \$250. It was asked when salaries would reach a plateau and the board replied that if there was no change salaries would reach a plateau after next year. They will need next year for the second step for department chairman and teachers.

Mr. Dunham discussed textbooks, libraries and teaching supplies. Asked if the teaching supply increase was due to more supplies or increase of price, he answered more supplies.

Mr. Callahan discussed conferences and workshops and said there were more workshops than last year, more people involved and greater traveling distances.

Following Mr. Austin's explanation of transportation it was asked if the board had given consideration to renting buses and running them itself. It was reported that renting buses would have cost more, and buying buses might have been less expensive if all had gone well.

It was asked if there were daily calisthenic and it was reported there were two periods a week.

Mr. Bowman explained that 11.3% of the budget was for principal and interest payments. He said all indebtedness on all schools had been taken over and one amount paid for indebtedness. Mr. Bowman read the list of indebtedness for the various schools.

Mr. Bowman told selectmen of the items that had been cut from the figure originally received from department heads. There is a 4.71% increase over last year's budget. The biggest increase is

in salaries. This year 46 classroom teachers will be on schedule. As far as the board knows, after the next budget, salaries should settle down.

Mr. Calhoun explained the idea of putting a special article in the warrant to see how much the district would raise for library books.

Mr. Bowman explained the special article to cover the Gilsum well for about \$2,300.

There was a discussion of auditors for the school district. Mr. Turned says it is illegal to have appointed auditors for 1962-63. The Board asked the selectmen if they would approve a special article for \$250. to cover the State Tax auditors auditing the 1962-63 accounts, and explained that the State auditors would audit the books for the 1963-64 school year, and at the annual school meeting on March 5, 1964 auditors would be elected by ballot for the 1964-65 school year.

The board explained the article covering the 1962-63 deficit.

Mr. Furlong reported on the athletic fund as follows:

March 1, 1963 to January 1, 1964:

Balance on hand March 1, 1963	\$1,202.23
Income: Basketball	298.65
Football	2,220.90
Baseball	177.47
Concessions	320.86
Uniforms and locks	<u>1,080.56</u>
	5,300.67
Disbursements:	
Medical and insurance	900.00
Equipment and supplies	2,649.01
Labor	8.00
Police	36.00
Officials - baseball	274.00
basketball	184.72
football	<u>642.70</u>
	4,698.43
Total cash balance January 1, 1964	\$602.24

Respectfully submitted,
Elizabeth T. Massin

Wonsadnock Regional School District
Board Meeting - January 28, 1964

The Board met at the high school on January 28. Present were Messrs. Callahan, Wyman, Bowman, Calhoun, Austin, Dunham, Pride, Furlong, Clark, Hewitt and Mrs. Robinson. The Sentinel was represented. The Board continued its study of the proposed budget for 1964-65.

- 1000 1010.1 The Board voted to accept \$6,200. for salaries for athletic student activities (7 affirmative, 1 opposed)
1010.2 The Board voted to accept \$1,400. for remaining student activity salaries (subject to Mr. Clark's checking with Mrs. Howard) (Bowman)
Mr. Austin asked if the raise could be spread over two years. Mr. Bowman was opposed to the suggestion because last year these coaches were told maximum salaries would be reached this year (1964-65). Mr. Clark made a study last year of schools of comparable size. He feels these reimbursements are firm except for Mr. Pitsas, under Trainer, and he will receive \$400. for 1964-65 and perhaps an additional \$200. for 1965-66
Mr. Furlong was asked to have figures on student activity participation.
\$300. was taken from Music chairman's salary and put under marching band in student activities.
\$1,657. \$900.

- 1075 includes 1030 (supplies), 1055 (insurance), 1026 (repairs to equipment) \$1,000.
The Board voted to accept \$3,557.

- 1090 Board voted to accept \$1,325 for other expenses

- 1200 1265 - Board voted to accept \$1,000. for capital outlay for resurfacing tennis courts.
1266 - Board voted to accept \$595. for blinds for high school
1267 - Board voted to accept \$9,380 for equipment.

- 1300 1370 - Board voted to accept \$141,850. for principal of debt
1371 - Board voted to accept \$74,873.38 for interest on debt (Bowman)

- 1400- 1477.1 - Board voted to accept \$500. for tuition

Mr. Clark pass out notices to voters which must be posted in the district towns by February 8.

- Mr. Clark review special articles for the warrant as follows:
1. High School library, to see what sum the district will raise.
Mr. Calhoun asked whether the board should talk to the selectmen about it and if so there should be some figure in mind. Mr. Furlong said \$18,000. would be needed to equip the library as Englehardt had originally recommended.

2. Deficit item for \$6,057.16 for school year 1962-63.
3. The Gilsum well around \$2,300.
4. To change the title from Teacher Consultant to Assistant Superintendent of schools.

Anyone can place an article in the warrant. February 13 is the deadline for articles brought in by petition of ten or more voters.

Mrs. Gale O'Connell, chairman of the commercial department, spoke to the board of the goals of her department. She emphasized her department was trying to get the students to think for themselves, to become competent office workers. The business course includes two years of typing (she emphasized speed with accuracy), shorthand two years (should have typing I before taking shorthand, and English important), office practice is only for seniors. Evaluation sheets are kept on students and turned over to guidance for permanent record. This enables industry to select workers who will do well in their offices. Mrs. O'Connell thinks it important that industry ask the subject matter teacher for a recommendation. High marks do not always indicate a good worker. Office practice classes include learning the various machines, filing, business mail and how to apply for a job. Although bookkeeping is currently a two year course, Mrs. O'Connell would like to cut it to 1½ years and add 1/2 year of business English. This would be in addition to regular English. The business law course is not just for business students. They learn the law of contracts, terminology of the courts, what the various courts are.

People in industry feel a work training program would serve a good purpose. Mrs. O'Connell would like to see in the near future a key punch system to make the students aware of the automation process.

About 35 seniors are enrolled in the business course. It was asked if business students could use language lab for dictating. The commercial department has tapes and dictaphone. Mr. Calhoun asked if a work training program during school did not work out, would a summer program be practical. Not as practical as students could not bring their questions into the classroom.

Mr. Clark handed out the recapitulation of January 17, 1964 and the board voted to accept his recapitulation.

Mr. Callahan reported that a voter had questioned the procedure by which annual school meetings were run, and whether they were run under Roberts Rules of Order. The board feels it is the responsibility of the voters to decide on the ground rules.

Mr. Pride suggested that selectmen at the meeting would be interested to know what each town will need to raise for the 1964-65 budget.

Respectfully submitted,
Elizabeth

Monadnock Regional School District
Board Meeting - January 27, 1964

The School Board met at the Superintendent's office on January 27, 1964 with Messrs. Dunham, Callahan, Calhoun, Bowman, Austin, Wyman, Pride, Furlong, Clark, Hewitt and Mrs. Thompson, and Miss Webber present.

Corrections to the minutes of January 16 meeting were: the Selectmen's meeting will be held in the high school library at 8 p.m. and Mr. Tolman, of the high school staff, should be compensated for his overtime necessary for plowing snow. The minutes were then accepted as corrected.

In discussion of travel expenses, Miss Webber suggested deleting \$200. from travel of guidance and transfer it to guidance for testing. Mr. Hewitt would like to have \$200. travel remain as it may be needed in connection with special education, such as for the physical education director. It was decided to add the \$200. to department heads, making a total of \$400., and delete \$200. from guidance.

290.3 Elementary conventions includes \$1,000. for Camp Union. Miss Webber pointed out that Fitzwilliam was one of the first to incorporate this program into the school district and it was supported by parents raising the money needed. She would like to see money for this program raised by parents instead of being included in budget. Mr. Clark was not sure all the towns could raise enough money. Mr. Hewitt said the cost of the program would be about \$4,500 for this year for all sixth graders. Mr. Dunham looks on the \$1,000. as insurance - if the district accepts the program and is unable to raise enough money, there will be \$1,000 to carry it. Miss Webber suggested bringing the entire amount in as special article. Mr. Callahan moved and the board voted (8 affirmative, 1 opposed) to place \$1,000. in the budget for the Camp Union program.

Mr. Clark requested that \$1,000. be added to transportation item for special education class as students will be coming from all over the district. Mr. Wyman asked if the Volkswagen could be used for this transportation but Mr. Clark said it had been donated for athletics, cheerleaders and once a month for science trips to Dartmouth. It was suggested that a Volkswagen be purchased by the district for transportation of the special education class.

1267.3 An amount of \$300. was added to purchase a "snake" to be used to clean out the high school disposal.

210.1 The salary committee asked Mr. Clark for his suggestion regarding a 40 week, 44 week or 48 week contract for Principals Lucker and Armstrong. Mr. Clark accepted the 40 week basis. Mr. Hewitt was not in agreement with Mr. Clark regarding the 40 week contract and was asked by Mr. Clark to give his suggestions. Miss Webber does not feel this should be the decision of the board, but rather the decision of Mr. Clark.

Mr. Clark feels the 40 week contract comes closest to that which was recommended at first and he has talked with the individual principals and they are agreeable. If they cannot get their work done, they will put in an extra week themselves. Mr. Hewitt mentioned that they would like to run a summer school this summer at no cost to the district, for the elementary grades.

The librarian's salary will be raised to \$5,950./to give her \$500. each year until she approaches what she would have on the regular teachers' schedule. Mr. Clark recommends that Mrs. Hildreth be put on a 39 week basis and Mr. Miner on a 37 week basis. He would like the guidance director on a 41 week contract, although no guidance director has been appointed, and wishes the \$8,000. salary to remain in the budget for a guidance department chairman.

100. Mr. Austin moved and the board voted unanimously to Accept the budget proposed for this series. Mr. Calhoun will discuss.

Individually Mr. Clark, Mr. Hewitt and Mr. Furlong discussed with the board their respective salaries for the school year 1964-65. The board voted to stand by its vote of January 21 relative to the salaries proposed for the three administrators. (7 affirmative, 2 opposed.) Mr. Dunham would hope that another year at the Supervisory Union meeting, the salaries of the superintendent and teacher consultant could be decided, (in December).

210. The board voted to accept the salary item at \$600,857. (8 affirmative, 1 opposed). Miss Webber will discuss.

215. The board voted to accept the textbook item at \$12,772. Mr. Dunham will discuss. Increase represents (in music department) junior high, high school boys, high school girls, mixed group, marching band, concert band, two sections of B band, music appreciation, reference materials.

220. The Board voted to accept figure of \$7,461. (Dunham) Regarding special article for library books, Miss Webber feels it possible someone at meeting might kill article. She feels some amount should be designated to the high school library and not so much to elementary library. Mr. Calhoun pointed out that an amount for library books in the budget could also be killed. Mr. Hewitt feels elementary libraries need \$2,700. as this is used in teaching reading. Mr. Clark said the audio visual films go along with the Chem Study program.

230.1 Board voted to accept budget of \$25,032. for teaching supplies. Mr. Austin asked what made workbook figure \$4200. - these are for reading, math, phonetics, social studies and all are expendable. (Dunham)

- 230.2 The Board voted to accept \$792. for testing supplies. (Dunham)
235. Board voted to accept \$3,000. for contracted services which includes an amount for testing.
290. Board voted to accept \$13,121 for other expenses. (8 affirmative, 1 opposed). (Callahan)
310. Board voted to accept \$200. for truant officer salary
400. Board voted to accept \$15,845. for health services. (Austin)
500. Board voted to accept \$99,508. for transportation. (Austin)
600. 610 - Board voted to accept \$48,560 for salaries for operation
- 630 - Board voted to accept \$8,002. for supplies for operation
Mr. Austin questioned the big jump and Mr. Clark said he had underestimated last year.
- 635 - Board voted to accept \$855. for contracted services. (Austin)
640. Board voted to accept \$16,000. for heat. (Wyman)
645. Board voted to accept \$17,579. for electricity and \$5,198 for telephone and \$280 for water for Troy. (Wyman)
690. Board voted to accept \$100. for other expenses. (Wyman)
700. 725 - Board voted to accept \$2,609. for replacement of equipment. They are turning in nine pieces of equipment from Troy and want to purchase 1 electric typewriter, 1 manual typewriter, and 1 compact electric typewriter, rotary calculator and a nine figure adding machine (Pride)
- 726 - Board voted to accept \$452. for repairs to equipment. (Pride)
- 735 - Board voted to accept \$7,103. for contracted services. \$2,100. for Rivers and Henry for emergencies, breakdowns, etc. (Pride)
- 766 - Board voted to accept \$750. for repairs to building (Pride)
- 790 - Board voted to accept \$1,430. for other expenses (Pride)
800. 850.1 - Board voted to accept \$808. for state employees retirement
- 850.2 - " " " " \$29,825. for retirement, teachers
- 850.3 - " " " " \$56,229. for FICA (Webber)
- 855 - Board voted to accept \$13,500 for insurance (Austin)

Respectfully submitted,

Elizabeth T. Massin

Board Meeting - January 21, 1964

Present at the January 21, 1964 board meeting were Messrs. Callahan, Furlong, Dunham, Austin, Hewitt, Clark, Bowman, Calhoun, Wynn, Pride, Mrs. Robinson, Mrs. Thompson and Miss Webber.

The minutes of the January 14 meeting were amended to indicate the following: on page 4, last paragraph, the salary committee did not accept an additional amount for the number of years experience as a department head and an extra \$100 for elementary involvement. The minutes were then accepted as amended.

Mr. Clark read a letter of resignation from Miss Betty Vandersluis for reasons of health, effective January 25, 1964. He also read a letter from her physician. Miss Webber moved and the board voted to accept Miss Vandersluis' resignation, unanimously. Mr. Bowman asked the clerk to write a letter to Miss Vandersluis.

Mr. Austin asked what stressful conditions were referred to in the doctor's letter and Mr. Clark said from his conversation with Miss Vandersluis he was of the opinion that it would be difficult for her to carry the full load of guidance director as outlined by him, and at the same time be able to recuperate from her recent illness. Miss Webber pointed out that the doctor had suggested she resign several times during her illness.

Mr. Clark passed out a sheet of dates to remember concerning the budget and added to it board meetings on February 10 and February 24. Mr. Clark asked that supervisors of checklists notify him the time and place of checklist corrections. Mr. Clark gave board members notices of the public hearing and asked that they be posted on January 25. Budgets will not accompany these notices as the law does not require it.

The board will meet on January 28 in the high school to hear the chairman of the commercial department. A letter will be sent to all selectmen asking them to attend meeting at the high school library on January 30 to go over the budget.

Mr. Clark advised that board members will be elected from Sweney, Richmond and Fitzwilliam. Mr. Clark asked what type of budget the board would like to have prepared for the selectmen's meeting. He feels it not necessary to have 1962-63 budget but suggests 1962-63 expenditures, 1963-64 budget and proposed budget for 1964-65. The school board chairman and members will be grouped together, clerical help grouped, will group salaries for principals (high and elementary), group supervisors, group teachers, group library and guidance, group secretarial, group expenses as high school and elementary, group travel for teachers, group conferences and workshops for high and elementary, group salaries for health services, group for janitor salaries, high and elementary, Group supplies, high and elementary, heating for high and elementary, utilities, telephone, water, replacements.

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Mr. Calhoun asked if it would be wise to have Mr. Clark emphasize in his superintendent's report, the number and value of the elementary buildings.

It was further decided to group contracted services for maintenance, group fixed charges, high and elementary, and group student body activities.

Mr. Clark asked for the board's suggestion as to the kind of line budget that should appear in the annual report. Mr. Dunham suggested using the same in the annual report as that passed out to voters at the meeting, as condensed. Mr. Furlong will supply a breakdown of the gate receipts and expenses.

Mr. Callahan asked when the annual reports would be out. They are now working on it but the budget cannot be put in the report until after the February 3 preliminary hearing.

Miss Webber questioned the low figure for Mr. Descoteaux under Student Activities and Mr. Clark advised it was his understanding that the Art Department in any school had the run of the school for displaying his work. Mr. Furlong, Miss Webber and Mr. Bowman questioned the low figure for Mr. Grace. It was suggested when Mr. Grace does work for activities, i.e. music, athletics, etc., he should be paid out of the take.

Miss Webber asked Mr. Clark to justify the \$300. raise for Athletic Director. Last year had to cut out the \$300. raise and this year they want to put it back. Mr. Clark explained that he is responsible for all interscholastic and intramural sports, must find coaches, transportation, uniforms, etc. Miss Webber pointed out that last year's original budget was for \$300., not \$600. Mr. Callahan asked if this could be added on to regular salary to avoid commotion. Mr. Austin asked what his duties were under his regular salary and Mr. Clark explained he had teaching duties as all teachers had.

It was suggested that for the preliminary budget hearing, each board member take one or two items to know thoroughly when questions are asked.

Mr. Austin asked if the coaches would take the increases in two steps. Mr. Wyman replied that they coaches had been told last year they would receive the full amount this year. Mr. Wyman asked if there were enough personnel to take care of all the students.

Mr. Austin asked what Mr. Pitsas' salary would be (\$5,688.) and asked if the \$600. for Director of Athletics could be added to his regular salary. It should be spelled out in the contract that anyone who is chairman of Physical Education will also be Director of Athletics. Mr. Austin moved and the board voted that the Director of Athletics position be made a part of the Physical Education Director's position and compensation also be transferred into the salary of the department head.

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Miss Nebber suggested a similar arrangement for the chairman of the music department regarding the marching band suggesting that the marching band be separated from the head of the music department.

It was suggested that Mr. Grace present a bill for printing done for the school, once a year. This amount will be taken out of student activities and placed under 190 account. Other Expenses, Printing.

The administrators left the meeting and the board discussed travel allowance and salaries. The Board decided to give travel allowance in the amount of \$1,400 to Mr. Clark for the year 1964-65 and \$1,200. to Mr. Hewitt.

The Board voted (9 affirmative, 1 opposed) a \$250. increment for Mr. Hewitt and Mr. Furlong for the school year 1964-65.

The Board voted unanimously to establish the superintendent's salary at \$11,700. for the year 1964-65.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - January 16, 1964

Members of the School Board met on January 16, 1964 to hear the presentation of the budget for the year 1964-65. Present were Messrs. Dunham, Austin, Callahan, Furlong, Hewitt, Clark, Bowman, Calhoun, Pride, Mrs. Robinson and Mrs. Thompson. The Sentinel was represented.

Mr. Dunham reported that the Swanzev Fire Chief had called him to ask the Board if they would be willing, should the town of Swanzev excavate under the Town Hall removing some fill around and under the building, to have the fill dumped on the low land on the school ground. This was agreeable to the board if they would agree to place the fill in one place so the school can take care of it.

On January 30, at 7:30 p.m. the Board will meet with the town selectmen in the library of the high school to go over the budget.

Mr. Clark advised that every category listed on the budget has a file containing items that have been requisitioned by someone, both in the elementary and high school.

Budget items were discussed as follows:

- 110 District salaries: Chairman and board members raised \$100. over last year. Last year they had no legal right to reduce salaries since original salaries had been vote of the district.
- 135 Contracted Services: Increase in auditors because of State Tax Commission auditors from \$50. to \$250.
Legal representative not budgeted last year - \$600. for 64-65
Increase in supervisors - need three from each town instead of two
- 210 Teachers' Salaries: Include \$5,000 for substitute teaching.
- 640 Heat: Mr. Clark has made a 12 month study of the cost of heating all schools and committee agrees \$16,000 should cover heating.
- 645 Electricity: \$17,579 for all schools
- Telephone: \$5,198. for all schools
- 855 Insurance: The PIP rates have reduced premium to \$13,500. and monthly inspections will be required.

Mr. Calhoun asked why sports equipment came under instructional equipment. State law required that equipment for student body activities come under this account.

Mr. Bowman suggested inserting a separate article in the warrant to see how much the district will appropriate for library books. The Board generally agreed with this suggestion.

There was feeling that Mr. Tolman, janitor be compensated for all the ^{overTime} snow plowing he does for the school.

Mr. Bowman asked board members to review the budget before the next meeting on January 21.

Respectfully submitted,
Elizabeth T. Massin, Clerk

Monadnock Regional School Board
Meeting - January 14, 1964

The School Board met in the Superintendent's office on January 14, 1964 and present were Messrs. Dunham, Callahan, Calhoun, Furlong, Hewitt, Clark, Wyman, Bowman, Austin, Miss Webber, Mrs. Thompson and Mrs. Robinson. Mr. Charles Shaw of Troy also attended. No press was represented.

The minutes of the December 10 meeting were amended as follows: Paragraph 6 of page 3. Mr. Clark would like to have mileage allowance cut back if the Board wants to have the monthly reports. The minutes were then accepted as amended.

At the December 10 meeting Mr. Clark was requested to present his recommendation regarding guidance at the January 14 meeting. Mr. Clark referred to the minutes of the May 28, 1963 meeting in which "the board voted that effective immediately the guidance director would report to the principal of the high school and be responsible for grades 1 through 12 keeping the same concepts of guidance and having a similar relationship as do department heads." It was Mr. Clark's recommendation to reaffirm that vote. He feels if Miss Vandersluis is moved to School Psychologist the district would have to take on the services of another guidance person which would increase the budget and change the chain of command as far as responsibility and a new office be found. Mr. Clark does not feel at this particular time the district is ready to take on this financial responsibility. His recommendation was that Miss Vandersluis stay in her position as guidance director with two counselors working under her.

Mr. Bowman asked if this meant she would not be working on referrals as she is presently doing. Mr. Clark repeated his definition of guidance, that of working with students to find their strengths and weaknesses and working with them to get them through this phase of education, finding their capabilities and helping them to achieve success after graduation. He feels Miss Vandersluis could continue to offer help regarding referrals. Mr. Clark has read three guidance books and has come up with a list of things which should be the duties of the guidance department, namely:

- 1) orientation of pupils entering high school for first time;
- 2) maintenance of cumulative folders and interpretation to parents and students of these records;
- 3) assist in the development of a program of studies for high school and see that all students become informed about the school's offering;
- 4) interview pupils regarding program of studies and choice of electives;
- 5) examine credentials and schedules of programs of students transferring to MRHS;
- 6) organize, operate or supervise the school's testing program grades 1 through 12;
- 7) provide for proper recording of tests and interpret for the staff and parents;
- 8) investigate the cause of failure in subjects and suggest follow-up procedures to teachers and administration;
- 9) check all warnings sent home;
- 10) summarize data for honor roll and for failures;
- 11) be responsible for placements and college counseling;
- 12) confer with students planning to withdraw and try to establish an appropriate procedure for these drop outs;
- 13) develop and implement an annual follow-up of all graduates;
- 14) confer with students who come in with personal problems;
- 15) assist in arranging for conferences, assemblies, group guidance and other meetings which relate to the general welfare of the students;
- 16) to secure and interpret

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education and occupational data; 17) to participate in promotion of good public relations; 18) assist in the preparation of the high school handbook; 19) prepare annually a summary of guidance activities; 20) to prepare an annual budget of the guidance department; 21) report and interpret scholarship data to students and parents; 22) evaluate the guidance program to determine its effectiveness each year; 23) interpret this guidance program to the various constituents in the community.

Mr. Bowman said it was his understanding that the guidance department had been short-handed and how could it handle this extra load including special education. Mr. Clark feels that perhaps too much time has been spent on referrals. Mr. Bowman asked if there would be enough people to handle the job. Mr. Clark feels with Mr. Hewitt, specialists, the special teacher and guidance they can handle the program. Miss Webber asked what would happen to the junior high counseling. Mr. Clark would hope that the three people in the high school would handle all six grades at the high school and would hope that less time be spent on referrals.

Mr. Bowman asked if it were so that Miss Vandersluis worked last year more as a school psychologist than a guidance director. Mr. Clark said she had been acting as guidance director but had been spending more time as a school psychologist than had originally been thought of.

Miss Webber asked Mr. Furlong if he thought two periods a day last year was enough time for the junior high. He said yes. He feels that Barbara Smith saves the guidance counselors many hours of work because of her experience. Mr. Wyman asked if Mr. Furlong felt that if the guidance director was working under guidance instead of psychology the junior high would be taken care of. Mr. Furlong felt it would. Miss Webber asked why the guidance director couldn't assign herself a guidance load and Mr. Furlong said she could. Miss Webber felt there were four choices: 1) have it as it now is but as it seems not to be working out satisfactorily; 2) as it was originally established; 3) have guidance director strictly at the high school level assigned a formal guidance load; or 4) have a school psychologist.

Mr. Clark said it was not his intent to take away the elementary and he would still hope Miss Vandersluis could handle an occasional referral that needed attention. Mr. Dunham said the guidance director's duties should be spelled out - the high school and she could be consulted about a case that might come up and if she had time could handle it. Mr. Calhoun asked what would happen to the elementary testing program. Miss Webber pointed out that if in setting up the special education class Dr. Philbrook's and Dr. Riggs' guide lines were followed, it would take a lot of Miss Vandersluis' time. If the guidance director has a formal load of counseling, is there time for the testing, etc. which will be involved in the special education program. Mr. Calhoun feels the administration should make a decision - can Miss Vandersluis handle the job of guidance director and all that is expected of her. Mr. Clark said if a decision was made at tonight's meeting her duties can be spelled out.

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Mr. Clark would hope the door could be left open for the guidance director to help a referral that needed help from the elementary schools. Mr. Calhoun asked where the special education program fit in this. Mr. Clark said guidance would be responsible for the testing and interpretation of the tests. Mr. Calhoun asked about the evaluation and Mr. Clark said this would be done by the special education teacher. Miss Webber asked who would do the parental work and Mr. Clark hoped guidance could help in this, if not then Mr. Clark and Mr. Hewitt would handle it. Mr. Hewitt said after the class was set up and under way and the initial work done, the program would not involve so much time.

Mr. Furlong would like to know not only who the guidance director is but will assume he is over the guidance director and will check on the carrying out of the guidance duties. Miss Webber feels the Guidance director should be assigned to the high school. Mr. Dunham feels the department should start small and then if there is time expand to the elementary. Mr. Clark, Mr. Callahan, Mr. Furlong feel the guidance director should operate as a department head and if there is a need in the elementary and she has time, then she would help them. Mr. Furlong said if at contract time there were still problems in the guidance department, he would bring in his recommendations.

Mr. Dunham does not think we can leave hanging in the air the referrals Miss Vandersluis has been working on. Mr. Hewitt said many of the children who have been referrals have been handled by testing. Any others left, except special education, should be referred back to him for evaluation and they will be referred if necessary to guidance director if she has the time. Asked if he could do testing, Mr. Hewitt said he could test but not interpret and pointed out that it is better to have the same person do the testing and interpreting.

Mr. Calhoun moved and the board voted to accept Mr. Clark's report on guidance, that the board agreed with his concepts of the duties of the guidance department. (Vote: 9 affirmative, 1 opposed).

Mr. Pride asked if a school board member should go directly to a department head for information without first going to Mr. Furlong. Mr. Callahan feels a board member should not go directly to a department head seeking information as a device to involve and also feels visitors including board members should report to the office before going into a school.

Mr. Bowman said they would like to have the annual school meeting before town meeting and the date of March 5, 1964 was set. The schedule will be as follows:

- | | |
|-------------|---|
| January 25 | - notices of preliminary hearing |
| February 3 | - preliminary budget hearing in MRHS auditorium |
| " | - posting of checklists |
| February 21 | - posting of warrant and final budget |
| March 5 | - annual school district meeting |

January 14, 1964

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Seven days before annual meeting the supervisors shall have hours for making corrections on checklists.

Mr. Harold Nugent, Chairman of the English Department, was introduced. He is responsible for 956 students and has greatest number of teachers under him. He also works closely with the other departments. He said he was interested in teaching the students in the Monadnock Region and hopes to keep them in the area so they can contribute back to this area. His current project is to get the academic curriculum finished and perhaps the basic. He wants to expand the remedial program. An immediate goal is the development of reading in the 7th through 9th grades. He also is aiming for team teaching and more electives. Presently Speech is the only elective, and there is need for journalism, creative writing and world affairs. The department's assets are a fine staff of teachers, excellent texts and good audio-visual equipment. Liabilities are the library which needs high interest low level books, and lack of constructive criticism. He would welcome this. He reported having conflicts with the guidance department. He spoke of developmental reading which is to improve a person's reading speed and comprehension. Asked how many books he would recommend be purchased he said he felt it a necessity to get about 4,000 or 5,000 for the junior high. Mr. Calhoun asked if getting into the elementary schools would be worthwhile in the long range and decrease the need for remedial at the high school. Mr. Nugent would like to get into the elementary.

Mr. Dunham reported for his committee (Dunham, Callahan, Webber) on the changes the teachers would like now or in the future:

1. some sort of sabbatical leave plan in 5 years. They would like to discuss this after the annual meeting.
2. Add two or more ladders to the salary schedule. Consider additional ladder for master's degree plus 15 hours of study and one for master's degree plus 30 hours of study. The committee agreed to bring to the board the master's plus 30 hours to a maximum of \$7,400. This year it would affect two people with a total of \$460.
3. The committee feels board should adopt policy that anyone receiving probationary contract should not receive increment for the year.

Mr. Dunham suggested we not give increments on the probationary contracts, add ladder to schedule to cover master's degree plus 30 hours study, and that the board accept the idea to study sabbatical leave to take effect in five years. Mr. Calhoun moved and the board voted unanimously to accept the recommendations of the salary committee as outlined. The committee worked with department chairmen whereby they will be compensated as supervisors and for the number of people they supervise. The department chairmen suggested using .07 of base salary for being supervisors, and .015 for the number of teachers under them. There would be an addition for the number of years experience as a department head and an extra \$100 for elementary involvement. The salary committee suggested this be spread over two years.

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The first year the committee suggested using .035 of base salary for being chairman and .010 of base salary for each staff member. The second year would use .025 for chairman. Or, said Miss Webber, take .06 and .015 and divide in half for this year and half for next year. Some board members felt the principal, superintendent, vice principal, teacher consultant should be taken off the department chairmen schedule. The board voted unanimously to adopt a salary schedule for the 12 department chairmen.

Mr. Clark reported that seven children from Roxbury who were burned out and now live in Keene (but plan to build in Roxbury by spring) want to remain in Monadnock school. The board voted to have them remain in this district.

Mr. Clark read a letter from Richard Parker requesting release from his contract to better himself professionally. Mr. Bowman moved and the board voted to accept his resignation.

Mr. Clark nominated Louis Rossi to fill out Mr. Parker's vacancy at an annual salary of \$4,300. If Mr. Rossi is accepted he will make math his major. The board voted to elect Mr. Rossi.

Mr. Russell W. Wilber was elected by the board to serve as janitor in the Surry school at at salary of \$950.

Respectfully submitted,

Elizabeth T. Massin

To: Members of the Monadnock Regional School Board

From: Kenneth G. Hewitt, Teacher Consultant

Re: Overview of the 1962-1963 Elementary Program

ROOM UTILIZATIONS AND ENROLLMENTS
MONADNOCK REGIONAL SCHOOL DISTRICT
1962-1963

Swansey Elementary Schools: Mt. Caesar and Cutler School

In the Swansey schools in 1962-1963 the anticipated enrollment would be as follows:

Grade 1	26	Grade 2	27	Grade 3	22	Grade 4	29	Grade 5	26	Grade 6	26
	26		27		22		30		27		27
	26		28		22		30		27		27
	<u>78</u>		<u>82</u>		<u>66</u>		<u>89</u>		<u>80</u>		<u>80</u>

The total enrollment in Grades 1-6 will be 475.

The anticipated enrollment will be great enough to have three sections of each grade. This will mean disbanding the present third and fourth combination grades and hiring additional teachers in the following grades: Grade 3-one teacher, Grade 4-one teacher, Grade 6-one teacher. This means that 3.9 staff members will be employed as teachers with one full-time principal directly supervising three sections of each grade.

It is planned that Mt. Caesar will house Grades 1-3 and Cutler Grades 4-6. In each school one room will be vacated as of September of 1962. These rooms will be Room 2 in Mt. Caesar and Room 10 in Cutler School. It is planned that each of these rooms would be utilized in one or several of the following ways:

- As an audio-visual aids room with a permanent educational T.V. connection, and facilities for viewing films, filmstrips, and slides.
- As an elementary school library
- As a foreign language room
- As a room for special activities by any class or grade

It is also possible that this room might eventually be used as an instrumental music room.

Troy Elementary School:

Because of the junior-senior high school leaving the present building, a number of rooms will be available. Their utilization would be as follows: Grades 1-3 will be in the new wing; Grades 4-6 will be on the first floor of the old building; there are five classrooms on this floor. The present fifth grade classroom will be used as an audio-visual room with a permanent educational T.V. connection (presently installed). This room will also be used for the showing of films, filmstrips, and slides. Grade 5 will move across the hall to the corner room. The present seventh grade classroom will be used for an elementary school library using bookcases from the rooms upstairs. The present principal's office will be converted into a teachers room, and the present secretary's office becoming the principal's office. The stage area will be used for dramatizations, special activities and music; art will be in the present home economics room. The gymnasium will be used for a future elementary phy-ed program and an inclement weather activity area.

The anticipated enrollment will be as follows:

Grade 1	28	Grade 2	35	Grade 3	31	Grade 4	29	Grade 5	28	Grade 6	29
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The total enrollment in Grades 1-6 will be 178.

Fitzwilliam Elementary School-George E Emerson School:

With the absence of the seventh and eighth grades, it will be possible to move the third grade from the basement room into the vacated classroom on the first floor. The basement classroom will be converted into two areas: 1/3 of this area will be used for a janitor's workroom; 2/3 of this area will be used for a combination teachers' room and nurses room for examinations, etc. Children who are ill will remain in the upstairs office. The classroom area now in the cafeteria will be converted into an elementary school library using bookcases as room dividers from the main area. All classrooms will be on the main floor. This will involve six staff members, one for each grade. The anticipated enrollment would be as follows:

Grade 1 20 Grade 2 24 Grade 3 18 Grade 4 23 Grade 5 21 Grade 6 24

The total enrollment in Grades 1-6 will be 130.

NOTE: The elementary schools in Fitzwilliam and Troy will have one full-time supervising principal in charge of both schools.

Gilsum Elementary School:

There are presently four staff members in Gilsum with each teacher teaching double grades. In 1962-1963 it is planned to split the first and second combination grades and hire an extra teacher. The reason being the heavy enrollment in these grades next year. This would mean the first and second grades would average approximately 20 students each. The third and fourth and the fifth and sixth grades would remain combination grades. It is hoped that facilities can be made available for audio-visual materials, library, etc. The anticipated enrollment would be as follows:

Grade 1 20 Grade 2 21 Grade 3 16 Grade 4 11 Grade 5 14 Grade 6 12

The total enrollment in Grades 1-6 will be 94.

Sullivan Elementary School:

Presently, Sullivan has Grades 1-3 in two classrooms with a total enrollment of 59 students. In 1962-1963 two staff members will be employed; one teacher will teach Grades 1-3 and one teacher Grades 4-6. No other room will be available for a library, except a classroom library, or an audio-visual room. The anticipated enrollment in 1962-1963 will be as follows:

Grade 1 7 Grade 2 8 Grade 3 8 Grade 4 9 Grade 5 6 Grade 6 4

The total enrollment in Grades 1-6 will be 42.

Surry Elementary School:

Surry presently has three staff members teaching Grades 1-8, each teacher teaching three grades except one teacher who has Grades 7-8. In 1962-1963 three staff members will be employed, each teacher teaching a combination grade. The enrollment is sufficient to warrant hiring an extra teacher. It should be determined as to the possibility of using educational T.V. in this school as well as in Gilsum. If it is possible, a set should be installed; this would go a long way in enriching the school's program. The anticipated enrollment will be as follows:

Grade 1 8 Grade 2 8 Grade 3 15 Grade 4 8 Grade 5 9 Grade 6 7

The total enrollment in Grades 1-6 will be 55.

The total elementary school enrollment for 1962-1963 will be 974.

Philosophy of Supervision:

Supervision is a dynamic process by which students, teachers, instructional materials, and administration are fused together to create a type of school organization, the benefits of which all children have the opportunity of enjoying. All four of these component parts are interrelated and interdependent to achieve a maximum functioning program. But of these, and by far the most important, and the one to whom all attention should be channelled, is the student. His considerations come first under the guidance and discretion of the teacher, and with the combined efforts of the teacher and the supervisor, instructional materials are placed in his hands and a program is adapted to his needs.

The supervisor enters the picture with his main purpose the improvement of instruction at all levels of education, acting as a resource person, a guidance person, and an administrator, but at all times a person with certain skills and abilities who in using a team approach endeavors to raise the level of education, and at no time a person who uses his position to criticize unjustly.

He is aware of and partly responsible for professional improvement within his staff.

He recommends and suggests but does not dictate.

He is aware of current trends and new procedures, adapting that which is applicable to the different school situations again using the team approach.

His position in the classroom on a visitation is to recommend and suggest that which will improve the learning situation for all students, or to compliment that which is already being done.

In the area of curriculum, it is through the supervisor that new methods, techniques, and programs are studied, discussed, and put into practice.

It is through the supervisor that leadership is exerted that will bring about progress within the system.

Above all the supervisor is aware of individual differences among boys and girls and individual differences among teachers and coordinates the two into a harmonious situation where maximum benefits are available for each.

Administration and Supervision:

The administration and supervision of the elementary schools will come directly from three sources: the principal, the teacher consultant, and the superintendent. All three will work toward providing the best education possible for each child in Grades 1-6.

Once the Monadnock Regional School District officially is in existence, principal's meetings will be held once a month, involving all teaching and supervising principals and the teacher consultant. It is planned that this group will be a clearing committee for all problems which arise in the elementary schools, and through a cooperative effort arrive at an expedient solution. Through this group each of the existing programs in the schools will be evaluated and possible solutions will be discussed. A process of teacher evaluation will be worked out striving toward a goal of more effective supervision. The need for an effective evaluative criteria designed to professionally improve the teacher and increase the learning situation for each child is paramount on this group's agenda. A testing program and schedule will be established with provision, perhaps through faculty-training sessions, for maximum interpretive value from such tests. A major project will be the development of a handbook for teachers in Grades 1-6; this work has already begun. This group will assist in coordinating all schools feeding into the Monadnock Regional High School and making the transition as simply as possible.

Administration and Supervision(con't)

Through this group major curriculum work will be initiated bringing into play as many of the elementary staff as possible and the department heads in the high school on a consultant basis. Over a period of three or four years a syllabus for each subject area will have been completed or will be in the working stages, adding, subtracting, or revising what is already in practice. Faculty-training sessions will be used where and when necessary, either by bringing experts in from the outside or employing that talent already existent in our schools. In this same area standardization of textbooks throughout the system will begin, after reviewing that which is available and selecting that which best serves our purpose.

Coming into the district and under a central office and one, two, and three grade classrooms and three sections of one grade, ungraded reading and arithmetic programs, S.R.A. Reading Laboratories, conservation programs, and many others. It is expected that some programs will be discarded and the inclusion made of others. Experimentation will be necessary in order to provide the type of education we want. Experimentation classes in the Spaulding Method of Reading, the Gillingham Method of Reading (both of these are phonetic reading programs), and modern arithmetical concept and procedures have been planned at this time. Other programs demonstrating potential effectiveness will be given consideration, but because our elementary schools are already established and are of such varying degrees, changes will take place slowly.

Elementary School Guidance:

Elementary school guidance will be part of a coordinated program in Grades 1-12. The elementary program will be under the direction of the guidance director working closely with the teacher consultant. Its function will cover two large areas, namely consulting and testing. However, its benefits will be realized in many areas:

- a. Group and individual testing
- b. Bringing to the teacher an awareness of the conditions conducive to child growth and development
- c. Faculty-training sessions
- d. Guidance folders and records necessary to maintain proper evaluation and progress of each child in terms of his social, physical, and mental growth
- e. Assisting all school efforts toward helping the child to help himself

Of particular concern are children who have specific physical disabilities and their adjustment to the school program; specific language disabilities such as mixed dominance, etc.; specific mental disabilities such as serious retardation; and specific emotional and social disabilities. The recognition of these, the awareness by the teacher, and a satisfactory learning situation in terms of the child and the disability is the eventual goal. It is hoped that recognition will be made manifest in the primary grades.

The future dictates that special classes be organized within our present framework to handle the seriously retarded child currently in regular classes and offer them a "special education" program under the direction of a qualified person. Children would eventually be classed as educables and trainables with each in a separate class. This one aspect of the school program should be given serious consideration by the Board. Guidance services are becoming more and more demanding in the elementary school; therefore serious thought should also be given to a full-time elementary guidance person in the near future. The ratio of students to guidance personnel in the elementary school is recommended as 1/500 as less individual guidance is necessary and more group guidance techniques are employed.

Elementary School French:

Outside of the fact that Americans are notably illiterate in foreign languages, there are several other reasons for teaching French in the elementary schools:

- a. Children in the elementary school are less self-conscious about learning a new language.
- b. Children of this age group have not built prejudices against either people or languages different from their own.
- c. Children of this age group are more enthusiastic and interested in the dramatics of a foreign language than secondary students.
- d. Children who show special ability in the elementary grades in this area can be placed more accurately in groups meeting their demands in the high school.

An elementary French program is planned, tentatively and initially in Grade 5 and continuing through Grade 6. This program would be under the direction of an elementary full-time French teacher working in conjunction with possible a part-time teacher and the department head in the high school. This would theoretically give a student the opportunity to take an eight year sequence in French, from Grade 5 through Grade 12. In the elementary school, tentatively, all children in Grades 5-6 would be involved, placing children in Grade 7 on a selective basis.

The program would be an almost completely conversational French program using informal aural-oral teaching, with possible some written work appearing in the latter part of the sixth grade. Extensive use would be made of visual aids, tapes, and filmstrips, with much consideration given to the culture, history, and geography of France with the ultimate goal to have the children think as well as speak the language. If it is expedient, educational T.V. would also be used.

Phase #1 of the program will go into existence in September of 1962. This will involve the 5th and 6th grades. Because they have not had French instruction previous to this time, the program for each grade will be the same; hence, in the smaller schools the two grades may be taught as a single unit. The only exception to this might be Fitzwilliam who already have a French program in progress. Here a separate course possibly will be taught in the 4th, 5th, and 6th grades. Phase #2 will go into effect in September of 1963. This will involve the 5th and 6th grades, each grade having a single program. The only exception again might be Fitzwilliam. Phase #3 of the program will go into effect in September of 1964. A separate program will be offered for the 4th, 5th, and 6th grades. At this time another teacher will be needed to handle the increased offerings. Beginning in September of 1962 each grade or grades will have three ½ hours of instruction per week. In 1964 it is hoped that each grade or grades will be give four 20 minute periods per week; this would be possible with the extra teacher. The time per day is decreased because it is questionable at this time whether the attention span of the children will realize full benefit of the ½ hour per day.

Elementary Physical Education Program:

In September of 1962, a start will be made toward an elementary physical education program. As of now no formal organized program is in existence. Four basic concepts will form the backbone of the program:

- a. All activities will be non-competitive in all the grades until these children reach the junior high area.
- b. There will be full participation from all students who are physically capable of entering the program. Children, regardless of athletic prowess will have the opportunity for full participation.

Elementary Physical Education (con't)

- c. Stressed will be group activities and not individual efforts in any one activity.
- d. Sportsmanship and group interaction will be predominant in all activities.

In the lower grades activities will be fundamental games emphasizing the basic skills, such as rhythmic drills and simple tumbling; this will progress to organized team groups in the upper grades. Activities will be teacher-directed but not necessarily teacher-participated.

To implement the program, three faculty-training sessions have been tentatively planned for next year. These will be given by the physical-education director, one in the fall, one in the winter, and one in the spring. At each session general activity sheets with suggested outlines will be presented to the teachers. All activities will be demonstrated, if it is possible, with participation from the teachers. Each session will concentrate on the activities possible during that particular season. If scheduling is possible, the physical education director might be afforded some time to visit the elementary schools and supervise the program.

Elementary Music Program:

As of September 1962, each school will continue or begin a program of music in each of the elementary grades. The program will be in two parts: recreational and technical music. The program will run for approximately 20 minutes per day, with perhaps seven minutes of that time devoted to technical music or the reading of music. The program will be supervised by the Music Director and her staff. Where possible, the classroom teacher will do the actual instruction; where this is not possible, a second teacher will do the instruction. During a faculty-training session, the teachers will be taught to implement the program. The following are the long-range and immediate goals of this program:

- a. Establishment of a well supervised graded system of music reading, and the application of same by the classroom teachers during the 20 minute daily music period.
- b. Development of the elementary school instrumental program by means of free instruction and ensemble work. Instrumental groups from all schools should combine at least once a year to participate in a concert as the "Monadnock Regional Elementary School Band."
- c. Formation of local elementary school "choirs", comprised of both boys and girls who have done well in classroom music.
- d. Training of qualified 5th and 6th grade boys for Monadnock Regional Elementary School Boys' Choir. These will join with the Swanzey Boys' Choir at times of concert; transportation to be provided, if necessary, by the parents.
- e. Presentation of one unrehearsed demonstration of music reading for PTA or parent groups in each town.
- f. One or two local performances during the year, composed of choral and instrumental groups.

MONADNOCK REGIONAL SCHOOL DISTRICT

Position Guide - Head Teacher-Contract time 37 weeks.

1. He is directly responsible to the supervising principal and shall carry out all duties assigned.
2. He shall assume the administrative duties within the building when the supervising principal is absent from the building.
3. He shall assist the supervising principal in interpreting and carrying out general building policies and practices.
4. He shall assist the supervising principal in the area for staff morale and the encouragement of professional behavior.
5. He shall orientate and assist all substitute teachers assigned to the building during the year.
6. He shall assist the supervising principal in the procurement of substitute teachers when necessary.
7. He shall assist the supervising principal in establishing and maintaining sound home-community relations.

MONADNOCK REGIONAL SCHOOL DISTRICT

Position Guide - Elementary Supervising Principal - Contract time, 48 weeks.

1. The supervising principal shall be directly responsible to the teacher consultant and the superintendent of schools.
2. The supervising principal shall be responsible for administering all policies adopted by the school board or issued through the superintendent's office.
3. The Supervising principal shall be recognized as the administrative head of his building (s), responsible for its personnel, students, operation, and maintenance.
4. The supervising principal shall assist in the selection of all personnel assigned to his building.
5. The supervising principal shall be responsible for maintaining maximum health and safety conditions on the school property.
6. The supervising principal shall act as a direct liason with the transportation company and assist in solving problems concerning student welfare.
7. The supervising principal shall make recommendations for educational materials and is responsible for requisitioning, storage, distribution, and use of all school supplies and equipment.
8. The collection of monies within the school shall be the responsibility of the principal.
9. The supervising principal shall be the instructional leader in his respective school(s). He shall be responsible for the implementation of adopted courses of study.
10. The supervising principal shall periodically supervise the teaching staff and suggest recommendations which would improve the instructional program.
11. When in the building, teachers of special programs, guidance personnel, or other special services involving the school's personnel, pupils, and programs shall fall under the administration of the building principal.
12. The supervising principal shall be responsible for the maintenance of all records and reports relative to students, staff members, and special services.
13. The supervising principal shall be responsible for the procurement of substitute personnel when necessary.
14. The supervising principal shall be responsible for the professional behavior and staff morale in his building(s).
15. The supervising principal shall establish and maintain sound home-community relations in an effort to offer parents a more complete understanding of their child's school.
16. The supervising principal shall encourage attendance of his staff at all school functions. He should be an active participant in a leadership role.

17. The supervising principal shall be responsible for the utilization of his building(s) by either school or non-school groups under the provisions of school board policy.
18. The supervising principal shall conduct such fire and civilian defence exercises as recommended by the school board and the superintendent's office.
19. The supervising principal shall supervise the hot lunch program in its entirety, working with the hot lunch supervisor.
20. The supervising principal shall assist in determining the educational needs of his building(s) relative to the preparation of the school budget.
21. The supervising principal shall have a petty cash fund available for miscellaneous materials and shall give an accounting of such money when requested.

MONADNOCK REGIONAL SCHOOL DISTRICT

Position Guide - Teaching Principal - Contract time, 37 weeks.

1. He shall be directly responsible to the teacher consultant and the superintendent of schools.
2. He shall be responsible for administering all policies adopted by the school board or issued through the superintendent's office.
3. He shall be recognized as the administrative head of his building(s), responsible for its personnel, students, operation, and maintenance.
4. He shall be responsible for maintaining maximum health and safety conditions on the school property.
5. He shall act as a direct liason with the transportation company and assist in solving problems concerning student welfare.
6. He shall make recommendations for educational materials and is responsible for requisitioning, storage, distribution, and use of all school supplies and equipment.
7. The collection of monies within the school shall be the responsibility of the principal.
8. He shall be responsible for the implementation of adopted courses of study.
9. When in the building, teachers of special programs, guidance personnel, or other special services involving the school's personnel, pupils, and programs shall fall under the administration of the building principal.
10. He shall be responsible for the maintenance of all records and reports relative to students, staff members, and special services.
11. He shall be responsible for the procurment of substitute personnel when necessary.
12. He shall be responsible for the professional behavior and staff morale in his building(s).
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17. He shall supervise the hot lunch program in its entirety, working with the hot lunch supervisor.
18. He shall assist in determining the educational needs of his building(s) relative to the preparation of the school budget.
19. He shall have a petty cash fund available for miscellaneous materials and shall give an accounting of such money when requested.

MONADNOCK REGIONAL SCHOOL DISTRICT

ENROLLMENTS - 1962-63 (in red)
1963-64 (in blue)

GRADES	1	2	3	4	5	6	7	8	9	10	11	12	PG	TOTALS
FITZWILLIAM	21	25	16	22	18	24								126
	21	21	21	21	19	19								122 -4
GILSUM	15	19	15	14	17	15								95
SULLIVAN	17	13	23	12	12	19								96 +1
	4	9	7	8	7	5								40
	6	4	9	5	7	5								36 -4
SURRY	13	8	13	8	8	5								55
	9	10	7	11	8	8								53 -2
MT CAESAR	92	94	86											272
CUTLER	94	93	90											277 +5
				86	88	82								256
TROY	30	24	33	33	26	30								266 +10
	23	29	32	32	30	27								188
HIGH SCHOOL							154	160	208	175	137	91	3	173 -15
							156	153	161	194	165	126	4	929
TOTALS	175	189	170	171	166	161	154	160	208	176	137	91	3	959 +30
	170	170	182	169	165	167	156	153	161	194	165	126	4	1961
														1982 +21

PROJECTED ENROLLMENTS GRADES 7-12

YEAR	7	8	9	10	11	12	TOTALS
1963-64	156	153	161	194	165	126	955
1964-65	167	156	153	161	194	165	996
1965-66	165	167	156	153	161	194	996
1966-67	169	165	167	156	153	161	971
1967-68	182	169	165	167	156	153	992
1968-69	170	182	169	165	167	156	1009
1969-70	170	170	182	169	165	167	1023

MONADNOCK REGIONAL SCHOOL DISTRICT

1963-64 Annual Budget Procedures

Tentative Plans

1. September: Costs for repairs and maintenance
2. October: Review of Salary Schedules
Projected Enrollments
3. November: Supervisory Union Meeting
4. December: Preparation of Budget
5. January: Presentation of Budget to Board 1st Board Meeting
in January
6. February: Selectmen's Meeting - 1st week
Public Hearing
7. March: Annual District Meeting - 1st week - before town meetings.

MONADNOCK REGIONAL SCHOOL DISTRICT

ANTICIPATED ELEMENTARY ENROLLMENT 1963-1964

GRADES	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	TOTALS
<u>School</u>							
Fitzwilliam	15	20	25	16	22	18	116
Gilsum	15	16	20	15	12	16	94
Sullivan	5	4	9	7	8	6	39
Surry	8	12	7	13	8	8	56
Swanzy	96	90	93	88	86	87	540
Troy	<u>32</u>	<u>30</u>	<u>34</u>	<u>33</u>	<u>33</u>	<u>28</u>	<u>190</u>
TOTALS	171	172	188	172	169	163	1035

MT. CAESAR SCHOOL - SWANZEY

GRADE 1 - 96 Children

a.	24		
b.	24	Optimum	20 Children per Classroom
c.	24	Maximum	25 Children per Classroom
d.	<u>24</u>		
	96 Children		1 Additional Teacher

TROY ELEMENTARY SCHOOL

<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	1 Additional Teacher
	32	30	34	
Proposal # 1	<u>1</u>	<u>2</u>	<u>3</u>	<u>1-2-3</u>
	24	25	25	22
Proposal # 2	<u>1</u>	<u>2</u>	<u>3</u>	<u>1-2-3</u>
	22	24	30	20
Proposal # 3	<u>1</u>	<u>2</u>	<u>3</u>	<u>1-2</u>
	22	20	34	20

THE TYPE OF STUDENT INVOLVED IN PROPOSALS # 1 - # 2 - # 3 WOULD BE DIFFERENT IN EACH CASE.

MONADNOCK REGIONAL SCHOOL DISTRICT

1968 SUMMER WORK

TROY SCHOOL

1.	Grades 1-2 Classroom - Sand Desks, Approx. 75	\$	80.00
2.	Paint Coatracks in Hallway and in Grade 1 (8)		30.00
3.	Grade 4 - Paint Wainscoating, Trim		50.00
4.	Grade 6 - Paint Walls, Ceiling, Trim		150.00
5.	Grade 6 - Tile Floor - Plywood Underlay		350.00
6.	Purchase and Lay Rubber Mat on Ramps		90.00
7.	Paint Boys Basement		50.00
8.	Remove Two Sections of Bulletin Board in Grade 1, Attach to Coatracks, Put in Two Chalkboards		90.00
Total Estimate		\$	890.00

FITZWILLIAM SCHOOL

1.	Paint Ceiling Between Cafeteria and Stairwell		
2.	Paint Walls and Ceiling of Entranceway to Boiler Room		
3.	Paint Lower Part of Stairwell, Steps and Half of Wall		
4.	Grade 3 - Paint Bookcases and Window Sash	\$	100.00
5.	Pave Driveway Circular Area		100.00
Total Estimate		\$	200.00

SURRY SCHOOL

1.	Maincorridor, Kitchen Area - Cracks Between Ceiling, Panelling Covered and Ceiling Painted		15.00
2.	Book Case Constructed Under Cabinets For Supplies, Book Case Constructed in Grades 5-6 Shelf Constructed in Kitchen and Entrance to School		200.00
3.	Paint: a. Walls and Ceiling in Teachers Room and Adjoining Basement Area b. Walls, Tables, and Shelves in Kitchen Area c. Floors, Walls, and Ceiling in Boys Basement d. Floor and Floor Trim in Girls Basement		110.00
4.	Install Two Tissue Holders in Girls Basement		10.00
5.	Coatrack in Grades 3-4 Fastened to Wall		3.00
6.	Refinish Desks		30.00
7.	Sand Fill Around Playground Equipment		15.00
8.	Panic Bar Adjusted (New Spring) in Grade 1 Outside Door		5.00
Total Estimate		\$	388.00

MT. CAESAR SCHOOL

1.	Room 1A Laboratory Painted		
	Outside Corridor Wall Painted Up 4ft.		
	Room 1B Laboratory Painted - Room Walls Painted Up 4ft.		
	Radiators Painted in Corridor		
	Room 8 Black Board and Beneath Black Board Painted		
	Room 6 Black Board - Bulletin Board Painted		
	Room 3 Black Board Painted		
	Room 4 Black Board Painted, Also Walls Up 4ft., Pains and Stools Painted, Bulletin Board		
	Room 2 Paint Bulletin Boards		
	Kitchen - Sand and Paint Wood Trim	\$	200.00

1963 SUMMER WORK CONT'D

MT. CAESAR CONT'D

2.	Room 1B - Thermostat Secured to Wall and Checked	\$ 10.00
3.	Room 2 - Replace Tiles in Laboratory	5.00
4.	Recondition/Replace Shades Cafeteria	125.00
5.	Kitchen - Replace L-Shaped Counter Top	50.00
6.	Rooms 3,4,8,9 Repair screens	50.00
Total Estimate		\$ 440.00

CUTLER SCHOOL

1.	Top Floor, Paint Boys Basement Stalls	
	Room 5 Paint Blackboard	
	Room 6 Paint Blackboard	
	Main Corridor, Old Building, Paint Heating Pipes	
	Room 2 Paint Blackboards - Pipes	
	Girls Basement Old Building Paint Around Sink Area	
	Room 4 Paint Walls	
	Teachers Room and Adjoining Basement - Paint	\$ 175.00
2.	Room 2 Install Bulletin Board 4 Section	90.00
	Room 3 Install Bulletin Board 1 Section (2)	75.00
3.	Repair/Replace Shades Room 3	
4.	Boys Basement Old Building - Put 4" Border Tile Around Toilet Area	40.00
	Install Tile Board Around Sink Area	100.00
5.	Refinish Approx. 90 Desks	
Total Estimate		\$ 480.00

GILSUM SCHOOL

1.	Grade 1 Paint Wainscoating and Trim	
	Grades 3-4 Paint Wainscoating, Trim and Radiator Covering	
	Paint Girl's Basement Area	
	Paint Stairwell and Boys Basement Area	
	Paint Teacher's Room	
	Paint New Wing and Door Entrance	\$ 450.00
2.	Grade 1 Refinish Floor - Seal	
	Refinish Floor - Seal Teachers Basement Area	
	Refinish Grade 2 Floor - Seal	
	Refinish Two Anteroom Floors - Seal	175.00
3.	Teachers Basement Area and Basement	
	Area Adjoining Grade 2 - Install Combination Windows in Each	30.00
4.	Repair Entranceway to New Wing	10.00
5.	Install Stair Treads on all Down Stairways	50.00
6.	Anteroom - Install Tile Board Behind Sink Area, Install New Shelving	
	With Tile Top	30.00
7.	Install Light in Teachers Room	20.00
8.	Boys Basement - Install Ceiling	30.00
9.	Grades 5-6 Install (2) Sections of Bulletin Board, (1) section of Peg Board	30.00
10.	Girls and Boys Basement Area, Teachers Room - Tile Floors	125.00
11.	Grades 3-4, Grades 5-6 Tile Floors - Plywood Underlay	1,200.00
Total Estimate		\$ 2,150.00

1963 SUMMER WORK CONT'D

SULLIVAN SCHOOL

1.	Paint Outside of Building	\$	100.00
2.	Construct Shelter for Mower		<u>50.00</u>

	Total Estimate	\$	<u>150.00</u>
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TOTAL ESTIMATE OF 1963 SUMMER MAINTENANCE FOR ELEMENTARY SCHOOLS			\$ 4,698.00
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MONADNOCK REGIONAL SCHOOL DISTRICT

ELEMENTARY

BULLETIN

Volume II

April 12, 1963

Number 2

* * * * *
"We are all ignorant. We must all continue to learn with the pupil." Lee A. DuBridge

"Each day I learn more
Than I teach." Agatha Brown

It would seem that the implications inherent in the above two quotations would determine the success or failure of classroom instruction. Is it a fair assumption to say that all of us are in the above category?

Achievement tests were originally scheduled for the middle of May. Several teachers have indicated an interest in giving them before April vacation and using vacation time to correct them. Therefore, the Metropolitan Achievement Tests will be administered April 16th and 17th, with absentees having theirs on the 18th. These tests will be given in each of the six grades. The special teachers will not be in the schools during these days (16th-17th).

The last Parent-Conference Night was very successful. Parents coming into the schools totaled 400+. This apparently was due to offering them alternate dates, in this case the two preceeding afternoons. Realizing this involves a further obligation for the staff, all should be commended for their attitude in making this a success.

Marks will close April 12th, report cards will be issued April 19th. This will be a week periodic summary in your register. All registers should be balanced by the teacher before any attendance is placed on the report cards. As a reminder: this is the month that the area, "Promotion Questionable" is checked. Any student who is in question should have this checked on his report card. Sometime in May a decision will be made regarding retention or promotion in these cases.

In regard to our system of marking, the following excerpt from "Seven Ways of Grading Dishonestly" by Orville Palmer, seems to be apropos: ". . . Beyond any question, the more extraneous factors enter into the marking system, the less meaning an academic grade possesses. Any grade becomes debased coinage to the same degree that it represents non-academic effort and attainment. By extraneous factors I mean such things as classroom deportment, neatness of penmanship, imaginative covers for reports and similar artwork, extra credit for extra reading, and the like. Not that any one of these things is bad or even suspect in itself. My point is simply this: anything of an academic nature that the teacher grades--quizzes, themes, oral and written reports, required or volunteer work--should be graded on its merits and nothing else."

The most notable of notable quotes also seem to be in order.

"Now what is all this nonsense my wife tells me about you thinking my son ought to spend another year in the first grade."

"I don't understand it. Herbert never had any trouble with any other teachers."

"Obviously he's college material if you just do your job right."

And perhaps one other. . . .

"What are you teachers always crabbing about? After all you get the whole summer off."

Consideration is being given to continuing the "Outdoor Education" program in 1963-1964. For everyone to consider this, a meeting of all the 6th grade teachers will be held on Tuesday, April 16, at the superintendent's office at 4 o'clock.

Plans are now being made for pre-school registration. This will take place sometime in May.

Rumor has it that we are considering adoption of the Rinehart Handwriting Program for the school year 1963-1964. It is true. Mr. Douglas Robinson, representative of the Rinehart Company will be holding a regular meeting with the Swanzey teachers on May 9th. This should be a short meeting as it is the last one of the year. I would like all teachers(excluding Swanzey)to meet with Mr. Robinson directly after this meeting. This would be at 4:15 at the Mt. Caesar School. Bring any questions you might have. This meeting should not take too long so please try to be on time.

RSA 189:18 Patriotic Exercises

"In all public schools of the state, one session, or a portion thereof, during the week in which Memorial Day and Armistice Day fall, shall be devoted to exercises of a patriotic nature."

This report on something we might all be thinking about.

This is something about which we should all be thinking so that some recognition of Memorial Day will take place.

From the Saturday Evening Post comes the following, written by Kay Nelson. Since explanations are in order to the parents on the low mark in attitude and conduct that some child is going to receive, the following are offered in the hopes that each of us will become a true diplomat:

Somewhat Harsh Expressions

More Diplomatic Statements

Selfish	Needs help in learning to enjoy sharing with others
Too free with fists	Resorts to physical means of winning his point or gaining attention
Noisy	Needs to develop quieter habits of communication.
Is a bully	Has qualities of leadership but needs help in learning to use them democratically.
Lazy	Needs ample supervision in order to work well.
Lies	Shows difficulty in distinguishing between imaginary and factual material.
Steals	Needs help in learning to respect the property rights of others.
Insolent, smart aleck	Needs guidance in learning to express himself respectfully.
Eats like a pig	Needs help in improving table manners.
Is driving his teacher out of her mind	Has tendency to irritate others on occasion.

MOHAWOCK REGIONAL SCHOOL DISTRICT

Swansey Center, R.F.D.#1

Transportation Report, as of September 30, 1963

Vehicles in operation:

Busses 14
Private cars 11

Number of feeder routes 11

Daily mileage of all vehicles in use: 1578 miles

Yearly mileage of all vehicles in use: 284,040 miles

PUPILS TRANSPORTED

	Elem. 1-6	Jr. High 7-8	High 9-12	Total
	811	234	536	1581
Transported, but not at district expense	4	-	-	4
Transported on more than one route	21	23	15	59
Percentage of students transported	79.3%	75.2%	81.9%	78.8%

Transportation contract - 3 years - annual cost of \$97,584.00

Based on 1963-64 enrollment of 1989 and number of students transported, the district pays the following costs for transportation:

Per mile 34.4¢

Per student transported \$61.72

Per total enrollment \$49.06

IN 1962-63, the following vehicles were in operation:

Busses 13
Private cars 12

Daily mileage of all vehicles: 1537 miles Yearly mileage 276,660

Number of students transported: 1553 students Total enrollment: 1961

The district paid the following costs:

Per mile 35.3¢

Per student transported \$62.84

Per total enrollment \$49.76

Comparison 1962-63 1963-64

Enrollment	+28
Pupils transported	+28
Daily mileage	+41
Cost per mile	-.009
Per student transported	-\$1.12
Per total enrollment	-\$0.70

Marcia

SUMMER MAINTAINANCE 1964

MT. CAESAR SCHOOL

Room 1A
Sand 23 desks

Room 1B

Room 1
Sand 20 desks

Room 2
Sand 17 desks

Room 3
Sand 33 desks
Paint blackboards

Room 4
Sand 30 desks

Room 5
Sand 37 desks
Paint blackboards

Room 6
Sand 33 desks

Room 7
Sand 32 desks
Paint blackboards
Replace tile by trapdoor to tunnel 5.00

Room 8
Sand 32 desks

Clean septic tank 50.00

Refinishing all desks 125.00

Paint all blackboards 15.00

Clean exhaust fans in Rooms 1A, 1B, 1, 2,
basement areas, kitchen 50.00

Cleaning/painting inside of water tank 200.00

TOTAL. \$ 445.00

SUMMER MAINTAINANCE 1964

CUTLER ELEMENTARY SCHOOL

Room 1

Paint enclosed chimney
Sand 30 desks

Room 2

Sand 30 desks
Paint bulletin boards

20.00

Room 3

Sand 30 desks
Paint wainscoating, windows
Paint bulletin boards
Replace shades (4)

60.00

Room 4

Paint wainscoating, windows
Install bulletin boards (2)

20.00

Room 5

Sand 30 desks

Room 6

Sand 30 desks

Rooms 7, 8, 9, 10

Teachers room

Paint ceiling, walls, adjoining bathroom
Repair plaster

Basement area-second floor, boys

Install 4" tile along baseboard

25.00

Clean septic tank

50.00

Remove tree in front of school

80.00

Paint 2 outside wooden fire exit stairways, basement bulkhead

Install screen on basement supply closet

15.00

Paint screen frames on south side of building

finishing all desks

75.00

All painting

200.00

TOTAL-

\$545.00

SUMMER MAINTAINANCE 1964

Gilsum Elementary School

Room 1

Sand 3 desks
Install bulletin board

15.00

Room 2-3

Sand 7 desks

Room 3-4

Sand 2 desks
Construct bookcase

25.00

Room 5-6

Sand 5 desks
Paint door frame
Construct bookcase

25.00

Boys basement area

Replace door

15.00

Outside of building

Repair front entrance
Paint outside of building

800.00
10.00

Total refinishing of desks

TOTAL maintainance for 1964.

\$890.00

SUMMER MAINTAINANCE 1964

FITZWILLIAM ELEMENTARY SCHOOL

Sand desks in Grades 2-3-4 (50)	10.00
Paint 2 rooms, Rooms 3-4	30.00
Paint hallway in school	30.00
Replace outside porch and steps by Grade 1	75.00
Install rubber non-skid treads on stairway	10.00
Loam (5yds.) fertilizer outside of cafeteria	25.00
Repair baseball backstop	25.00
Refinish all inside doors	10.00
Paint south side of school	50.00
Install screens on boys basement and Grade 1	25.00
Replace shades in Grades 4, 5	50.00
Install storm windows in Grade 2, 4, 5, 6, and new latches on inside windows	225.00
Resurface all tarred area	325.00
TOTAL maintainance for 1964.	\$890.00

SUMMER MAINTAINANCE 1964

Surry Elementary School

Room 1-2

Sand 20 desks
Paint mopboard

Room 3-4

Paint mopboard
Repair and paint top and frame of bookcase
Sand 12 desks

Room 5-6

Sand 6 desks
Clean and refinish panelling

50.00

Paint

Ceiling in teachers room
/in adjoining basement
Hallway
Basement floor (girls)
Basement floor, walls, ceiling (boys)
Outside main entranceway
All outside doors

Refinish all inside varnished doors

Construct bookcase in hallway

20.00

Cement basketball standards in ground

5.00

Touch up paint on outside of building

Refinishing of all desks

20.00

All painting and varnishing

125.00

Total maintainance. \$220.00

SUMMER MAINTAINANCE

TROY ELEMENTARY SCHOOL

Room 1

(3) desks sanded

Room 2

28 desks sanded

3 blackboards painted (green)

Room 3

30 desks sanded

2 blackboards painted

Room 4

Paint wainscoating

Paint blackboards

Replace 8 double shades

Sand 28 desks

Paint piping, cabinet

120.00

Room 5

Sand 30 desks

Room 6

Paint blackboards

Paint wainscoating

Tile floor

400.00

Library

Paint ceiling, walls, blackboards

75.00

Gymnasium

Replace 12 tiles in ceiling

20.00

Playground

Resurface playground area and driveway

600.00

400.00

Refinish all desks

65.00

All painting except library

100.00

TOTAL maintainance for 1964.

\$1,780.00

SUMMER MAINTAINANCE 1964

Sullivan Elementary School

Paint outside woodwork of school	100.00
Paint boys and girls basement	15.00
Install bulletin board in Room 1-3	10.00
Repair Merry-Go-Round - top cap	25.00
Install backstop on softball field	40.00
Total maintainance	\$190.00

GRAND TOTAL 1964 Summer Maintainance Elementary Schools

Fitzwilliam	\$890.00
Gilsum	890.00
Sullivan	190.00
Surry	220.00
Swansey	
Mt. Caesar	445.00
Cutler	545.00
Troy	1780.00

Grand total for maintainance-1964	\$4960.00
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FOLLOW-UP OF CLASS OF 1963

This follow-up summary of the 1963 graduates of Monadnock Regional High School is a composite of the results of a questionnaire study mailed in December, 1963, to all 88 members of the class, a coffee hour for those attending post-secondary schools on December 27, 1963, and a panel discussion in the U.S. History class late in January, 1964.

52 of the 88 returned the completed questionnaires; 30 of these were from graduates enrolled in a post-secondary program, (60% response). The following schools were represented: Dartmouth College (1), Eastern Nazarene College (1), Franklin Pierce College (2), Harvard University (1), Keene State College (6), New England Conservatory (1), University of New Hampshire (7), Plymouth State College (2), Springfield College (1), Wheaton College (1), Colby Junior College (1), New Hampshire College of Accounting and Commerce (1), New Hampshire Technical Institute (1), Northampton Commercial College (1), Mary Hitchcock Hospital (1) Springfield Hospital (1), and a post-graduate program (1).

QUESTIONNAIRE SUMMARY:

A. THOSE ENROLLED IN A POST-SECONDARY PROGRAM

QUESTION: What subject(s) taken in high school have helped the most?

Biology (7) English (15) History (11) Math (7) Chemistry (6)
Others (16)

QUESTION: What subjects not offered or not taken in high school could have helped you?

One one subject was mentioned by more than three students - psychology.
Other subjects include German, anthropology, French, public speaking, mechanical drawing, etc.

QUESTION: What subject(s) are causing you the most difficulty now? Comments

Many subjects were listed: English (6), biology, zoology, psychology, chemistry, French, science, math, humanities, history, physics.

Comments: "Fields that I would really prefer to pursue are impossible because of my deficiency in math." N.B. Not enough math taken in high school. "Biology, not because it is just biology, but because we are going into the chemical processes of biology. My lack of chemistry makes it difficult."

QUESTION: What subjects taken in high school could be improved?

"English should include more composition, especially exposition."
"The whole senior year should be toughened."
"The senior year is too easy."

"There should be more outside reading in all courses."
"More lectures in the senior year."

"All subjects should require more critical analysis, independent thinking, and writing."
"More modern math."

"More college level exams for seniors."

QUESTION: What extra-curricular activities has proved most valuable to you?

Almost as many different answers as replies - varies with individual.

QUESTION: What can the school do to help you now?

- "A source of information and social contact during early college years."
- "Continue to help with scholarships and advice."
- "I guess MRS. can do most for me by just being as friendly as it was when I was there. Just by staying as it was so I can come back to visit and recall memories of my senior year."
- "Just have faith and not scream when my first semester marks arrive."

QUESTION: If you were a Monadnock High School student again, what recommendations would you have for improving the school, its curriculum, its guidance program, etc.? Specific constructive suggestions welcome.

- "Last year I did 2 hours studying a night. I have done anywhere from 3 to 9 hours a night in college....an accelerated senior year would help to keep adjustment at college to a minimum."
- "Exams in high school should be placed farther apart...Make high school rougher and the kids that go to college will thank you because once they get there they'll be able to stay there."

"More homework - not only nightly - but long range assignment."

"Eliminate the large study hall."

"More honors programs."

"Require more high-grade independent thinking. Better division by ability."

"Four years of math and science should be required. I wish someone had made me take them. Typing should be a must for everybody."

"More emphasis on note-taking in English."

"Try to get juniors to decide on specific colleges and plan accordingly."

"A real course in reading for comprehension and speed for seniors."

Additional Comments:

"Students are expected to go ahead on their own in college."

"Give the commercial students a fair chance....To many students look at the business courses as if they are an easy way out or for the lazy ones."

"It's a little too soon to know what the real answers are to these questions. Possibly a few years from now-----"

N.B. These comments are from students nearing the end of their first semester which is almost always difficult because of social as well as academic adjustments. Many included only critical comments because these were requested, while some could not refrain from adding their praises.

B. THOSE IN THE SERVICE, EMPLOYED, OR AT HOME (22 replies)

Types of work being done by the 1963 graduates include: lens polisher (1, AO), marking (1, DeWitt Skinner), typing or insurance rating (3, National Grange), office clerk (1, Peerless Insurance), auto body work (1), waitress (1, MacKenzie's), machine operator (2, Kingsbury's), laborer (1), highway worker (1), billing clerk (1, Princess Shoe), cook (1), construction worker (1). Five who replied are in the service, and three are housewives staying home.

Five had left a full time job between graduation and December, 1963. Reasons given include: offered better job (1), not enough money (1), offered schooling (1), too far to travel (1), no future (1), disliked employer (1).

Seven were satisfied with their jobs while eight were not. Those who were dissatisfied gave the following comments: just earning money to continue my education (2), dull with no future (1), no room for creativity or initiative (1), and poor pay(1).

QUESTION: Where did you get most of the training necessary for your present job?
High school (5), one the job (5), other (5).

QUESTION: Course taken in high school?

Commercial (5), college (3), General (12).

QUESTION: What subjects taken in high school have been most helpful?

Math (6), English (4), machine shop (4), typing (3), electricity (1), drafting (1), driver education (1), business law (1), office practice (1), general business (1).

QUESTION: What subjects not offered or not taken in high school could have helped you?

More machine shop (4), math (2), more commercial subjects (4), more shop courses (5), reading (1), homemaking (1).

QUESTION: What subjects could have been improved? How?

"More attention on practical experience."

"More time spent on how an office is run, not how it should be run."

"Work on cars in machine shop."

"Harder English."

QUESTION: What extra-curricular activities have proved most valuable to you?

Year book and art work were listed; many listed no activities.

QUESTION: What can the school do for you now?

"Offer a shorthand refresher course."

"Keep up the good tradition."

"Give me information on trade schools."

"Supply references for me when necessary."

QUESTION: If you were a MRHS student again, what suggestions would you have for improving the school?

"Try to impress on students the importance of doing their very best and above all push them as hard as you can."

"Introduce honor system instead of all passes issued."

"Offer a course in the management of an income."

"Many courses in school just have material fed to the students, then later on a test. He puts the same material down on paper and hands it in. People need to learn how to think and reason out their problems."

"I wish I was back in school so I could better myself. I learned the hard way."

"It would be better to move grades 7 and 8 to another building."

"I only wish I knew three years ago what I know now."

"The study halls should have fewer students or more teachers. Then the 'wise guys' who fool around could be watched and those who want to study would be able to do so."

"I would take more interest in school and my subjects."

Finale..... "Monadnock is an excellent school and I am proud to have been in the first graduating class.... When my time in the service is finished, I want to live in ----- (one of the area towns) because I want my children to go to MRHS."

SUMMARY OF COFFEE HOUR AND PANEL DISCUSSIONS

STUDY HINTS

1. Budget your time...no one cares if you study or not...you're on your own.
2. Long-term assignments should be started at once.
3. Cramming is not effective.
4. Must know where and how to find answers.
5. You must assume more responsibility; do your own thinking and own work.
6. Learn to use your time wisely while still in high school.
7. Buy book How To Study in College and use the suggestions.
8. The right attitude is very important -- go to college with an open mind and work hard.
9. Tests are different; essays stress ideas as well as facts and figures.
10. Should read a chapter -- underline important ideas -- restudy -- review.

SOCIAL LIFE

1. You live with others 24 hours a day - so be yourself.
2. You're on your own - girls have restrictions - boys don't.
3. You can always find someone to socialize with with you.

OUTSIDE ACTIVITIES

1. A large choice in college -- take time choosing -- get acquainted first.
2. Participation in sports is an individual decision.
3. Students need extra activities for broadening experience.

SUGGESTIONS AND COMMENTS FOR THE HIGH SCHOOL STUDENT

1. Should take foreign language in high school -- very difficult in college.
No English spoken in classes. 50 to 75 pages of reading per class.
2. Need four years of math, science, and history.
3. Need personal typing.
4. U.N.H. English placement test mostly grammar -- freshman course is composition.
5. Spend more time on your homework.
6. Read Read Read

N.B. The foregoing comments do not necessarily present the whole picture for college-bound youth, but are some of the suggestions made by students six months out of Monadnock Regional High School and four months into college life.

Alice R. Hildreth
Guidance Director

Monadnock Regional School District
Board Meeting December 10, 1963

The December 10 School Board meeting was held in the Language Laboratory of the High School. Present were Messrs. Furlong, Wyman, Bowman, Hewitt, Callahan, Calhoun, Austin, Pride, Clark, Miss Webber, Mrs. Thompson and Mrs. Robinson. Mr. Shaw and Mr. MacFarlane also attended. Both the Sentinel and the Manchester Union were represented.

Miss McCushing, Chairman of the Foreign Language Department, talked about the program of her department. The 5th and 6th grade program is entirely audio-lingual. They need a device to augment the teaching and she is spending two days in Philadelphia to see about an organized elementary program. Film strips and tapes would help the teacher. Miss McCushing feels 6th grade French should be elective, but required in 5th. When students reach junior high they continue speaking and comprehending French for six weeks then they learn to read and write what they have learned to speak. Students have their own records they can play at home to practice pronunciation. She reported there were 70 students in French, 60 in Spanish, 52 in Latin. She emphasized that the laboratory supplements the work of the teacher, it does not take the place of the teacher. She demonstrated to the board how the tapes are used.

Following Miss McCushing's presentation, Mr. Clark introduced Dr. Philbrook, the State Child Psychiatrist and Dr. Riggs, Psychologist. Both are very much interested in the special education program. Dr. Riggs has taught and lectured on emotional disturbances of retarded children and Dr. Philbrook has worked with children and parents. They feel a great deal of human resources are being wasted as many of these children can learn and become self-supporting citizens. They stressed that special education programs will eventually reduce dependency on their towns, and in the long range will reduce the problems of the classroom teachers. They said there was going to be some money available for the educable retarded child and the emotionally disturbed as it is being recognized that it is not economical not to educate these children. Dr. Riggs showed the following table of statistics:

Average I.Q. 100 ($\frac{1}{2}$ of all people have I.Q.s below 100)

Between 80 - 90 IQ	= 14 to 16% of population
Below 80 IQ	= 7 to 9% these are educable
Below 70 IQ	= 2 to 3% " " "
Below 50 IQ	= 1/2% (these are trainables)

Children for the special education class fall in the 50 to 80 I.Q. and are about 7 to 9 %.

Dr. Philbrook pointed out that a careful evaluation must be done on any child who would be put in this special class and felt that our school psychologist would be the logical person to have charge of this program. The problems of setting up a class are selecting students, a curriculum,

handling parents and the problem of not setting these children apart so as to be looked at by others. Mr. Clark asked if we were starting something we couldn't complete, after explaining that the special class would start with children who are already in school and would hope to have no more than 15 to start. Dr. Philbrook feels the class should definitely be started and felt that the school psychologist should be the one directly responsible to the superintendent. She said there would be demands for more and more classes and the district would want to plan for future expansion.

Dr. Riggs said a retarded child becomes a problem in the first three grades, at age 6 (mental age of 3). They should have kindergarten work until they reach the mental age for first grade. First grade entrance should be delayed until they have had this primary training, then after first, second and third grades they may need to be placed in another special class for catching up.

Mr. Calhoun asked if Dr. Riggs had enough knowledge of our financial status to give recommendations. Dr. Riggs felt it better to have 15 fewer problems. She said to select a student you should know their pattern of thinking as well as I.Q. so you know if the I.Q. is from resistance to do work or from mental retardation. She said a school psychologist could determine this. Another factor is their physical size, how the parents feel, and the appointing of each student to the class, which should be the responsibility of the superintendent. Dr. Riggs said the easy way to select students was to have school psychologist consult with each principal and teacher of child, perhaps school nurses, and make recommendation to superintendent. The problem of transportation would rest with the superintendent. She said a book the school should have is "The School Psychologist at Mid-Century."

Mr. Hewitt asked Dr. Philbrook what her feeling was about having other specialists help the special education teacher, such as art, physical education, handwriting. Dr. Philbrook thought they should assist. She said it was important not to isolate this special class. If a student could do well in music, art, etc., it would be well to have him go into regular class for this teaching. This would mean educating the teachers through the cooperation of school psychologist and superintendent and principals. Dr. Philbrook said she and Dr. Riggs would be glad to examine a child if problems arise after the school psychologist and superintendent have studied selection well.

Mr. Hewitt asked should not a primary objective of this class be to teach them basic skills in communication, teach them to read, to speak, and to write. Dr. Riggs said there was no one reading method for all retarded children and the special education teacher should have been taught to vary the technique with the child. The school psychologist can tell, having tested the child, what method would work best.

Board Meeting, December 10, 1963

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Mr. Hewitt asked if there was any record of parental objection to using kindergarten work. Dr. Philbrook said there must be an explanation of the unhappy position a child would be in if forced to remain with his chronological class. Dr. Riggs said if we could start out with cooperative parents and children who would benefit most, this would be good publicity for the special class.

Miss Webber asked if parents of emotionally disturbed children could be referred to Dr. Philbrook and Dr. Riggs. They replied yes, they would take priority cases and would offer consultation with school psychologist if necessary. Dr. Riggs said they could review tests without actually seeing the child. They both offered to come again to talk to the board.

Dr. Riggs said there were no systems for teaching retarded children. Dr. Philbrook does not think there is any other cooperative school that has set up a special class. Mr. Calhoun asked if she knew of any funds that might be available for this program and Dr. Philbrook said money will be coming from the Mental Health Authority. Eventually there will be money for vocational training which will follow their special education training. If we are started on this program we should be among the first to receive financial aid when such is forthcoming.

Mr. Callahan asked who did the day to day checking up at Hamden, in the absence of a school psychologist. They did not know.

The minutes of the previous meeting were accepted.

Mr. Clark and Mr. Hewitt reported on their travel for last year. Mr. Clark traveled 16,472 miles which, using our formula, would be \$1,392.76. He was allowed \$1,400. He pointed out that the majority of his travel is out of town, not in the union, especially for interviewing teachers. Mr. Hewitt reported 11,500 miles which under the formula would be \$999. Both Mr. Clark and Mr. Hewitt asked that the travel allowance be left as it was originally as there would be a great deal more work involved making out monthly reports of mileage as compared to one annual report. He would prefer having the mileage allowance cut back. *if go to monthly reporting*
Mr. Bowman suggested the board postpone decision on this until the next union meeting and a decision is made on salaries.

Mr. Callahan reported on the duties of an assistant superintendent. Mr. Clark had prepared a digest of Mr. Hewitt's duties. His major responsibility was the elementary school, but will work closely with junior high for transition. He will work closely with department heads for smooth transition from elementary to junior high. He will do reports to help the superintendent, will assist the superintendent to make purchases provided for in the budget, will approve requisitions from elementary teachers, will assist in screening teachers for elementary system. Mr. Calhoun moved and the board voted (6 affirmative, 2 opposed) that a motion be put in the school warrant to change the title from Teacher Consultant to Assistant Superintendent.

Mr. Clark asked the board if there were a possibility the day of meetings could be changed. PTAs ask him to speak on Tuesday meetings and there are basketball games on Tuesdays. No change in date was decided. The next regular board meeting will be on January 14 and there will be budget committee meetings before then and salary committee meetings/

Mr. Clark discussed the school calendar as the state suggested school calendar. He would like to stay with Keene and Marlboro.

Mr. Clark read a letter from Ruth Cutter regarding the school lunch program. There is to be a reduction in the school lunch reimbursement rate effective January 1, 1964 due to: average daily participation has increased by 3,000 students; over 20 approved schools have not started their programs; in October they reimbursed over 1,000,000 lunches; do not know allocation of federal funds for this year. On January 1 the reimbursement rate will be 4¢. This will hurt the smaller programs. If they cannot make it, they will have to raise the charge of the lunch.

The question of sour milk in Sullivan was discussed. Mr. Hewitt has called Page several times to repair the refrigerator. It was suggested that Page be told of the Board's awareness of the situation and are not happy about it. It is felt that daily delivery should be made until the refrigerator is fixed.

Mr. Clark reported on the total cost of the Gilsum well as \$2,234.53.

Mr. Clark asked the board to look over the bill for Mr. Bradley.

Mr. Clark feels the special education program should be directly under the supervision of superintendent's office. He wants to bring in as part of the program specialist teachers, i.e. physical education, art, music, handwriting. If Miss Vandersluis is able he would like it understood that she would be responsible for testing these pupils, to interview them, to talk with teachers, principals, doctors, nurses, and give superintendents the names. Miss Vandersluis should handle reports and follow up. The final responsibility must rest with superintendent's office. He wants to get started the latter part of January. Miss Webber feels there should be someone designated as supervisor of this program and that the function of everyone involved in this program should be clearly defined. Mr. Clark feels Mr. Hewitt would be responsible with Mr. Clark to work on this program. Mr. Clark would assign Mr. Hewitt details to carry out. Although Mr. Clark will be responsible he feels the "team" approach is necessary to make the program a success. Mr. Clark said that Dr. Philbrook and Dr. Riggs both feel the school psychologist should do the testing and interviewing and give list of names to Mr. Clark. Anything such as medical reports, clinical reports, should be worked on with the teacher. As far as a program is concerned Mr. Clark says the special education teacher has done a project on making a program and is well qualified and should have the say as to how this program should work. He approves of the team approach and does not feel that strict lines of authority should be drawn. Mr. Clark feels the special teacher should have the authority over the other specialist teachers who will cooperate in this program.

Board Meeting, December 10, 1963

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Mr. Bowman asked who would keep the parents happy. Mr. Clark said Miss Vandersluis would. Before placing a child in the special program they must have full approval of the parent. If a parent does not give his approval, another student would be selected. Mr. Bowman asked if this would change the guidance situation. Mr. Clark said the board had voted to have a guidance director and afterwards Miss Vandersluis was certified as school psychologist. He said Miss Vandersluis was now working more on psychological work than on guiding pupils through school. Mr. Bowman asked Mr. Clark to come in with his suggestions at the next meeting on whether to continue with both guidance director and school psychologist or one or the other.

Mr. Calhoun asked if it could be put on a financial basis. Mr. Clark said the special education program would only be a part of Miss Vandersluis' job and that she would continue working on referrals. Miss Webber said the guidance director has never had a formal counseling load because she handles referrals while her two counselors carry on the major part of counseling. Mr. Bowman reiterated that Mr. Clark should come in with recommendations for what the title should be and what the functions should be.

Mr. Hewitt has had a request from group of married men in Troy to use the gym in Troy once a week. It was decided to rent the gym to this group at 25¢ a head.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Supervisory Union 38 Meeting
November 26, 1963

Present at the Supervisory meeting were Messrs. Clark, Bowman, Furlong, Hewitt, Callahan, Austin, Wyman, Dunham, Pride, Mrs. Robinson, Mrs. Thompson and Miss Webber. Mr. McLaughlin represented the Sentinel.

Mr. Clark presented the Supervisory Union budget he had prepared and explained it. He asked for an increase for his secretarial help, his clerical help and a sum to be used for part time help in the office. Mr. Austin asked if the new machine is supposed to be a labor saving device and if so can we justify additional part time clerical help. Mr. Clark said he was now operating with same staff he had in union 38 and feels that a lot more instructional work is now done in his office. Miss Webber asked for Mr. Clark's and Mr. Hewitt's mileage for the past year and noted that it had been talked of paying their mileage on the same basis as other staff members.

Mr. Clark, Mr. Hewitt and Mr. Furlong left the room while their salaries were discussed. There was discussion regarding changing title from Teacher Consultant to Assistant Superintendent. It was suggested that before a change in title, a definition of Assistant Superintendent should be drawn up by Mr. Callahan's committee to be brought in at the next board meeting. Such a change would have to appear in the warrant. Concerning salaries for the administration, it was felt that more thought should be given to this matter.

Mr. Bowman recommended that a set amount for administration mileage (Mr. Clark, Mr. Hewitt) be drawn from and use the same formula being used by other staff members. Mr. Clark and Mr. Hewitt will present their mileage for last year. It was suggested that one item for travel under "Office" be \$2,300. There was a question about travel money coming from the state and this will be checked.

Mr. Callahan with Mr. Clark will draw up a list of duties for an assistant superintendent. Miss Webber feels recommendation for change of title should come from the Superintendent.

Mr. Bowman moved and the board voted to accept the Supervisory Union budget with a cut in the part time help to \$1,200. (a reduction of \$300.) and with the exception of the Superintendent's and Teacher Consultant's salaries.

It was stated that mileage that goes into a lump sum covers mileage within the state of N. H. and that money assigned to conventions would be used for conventions.

Mr. Bowman thinks we should check with Mr. Bradley whether Supervisory Union budget should be paid from a separate account. No separate financial report for union budget is required.

The Supervisory meeting was adjourned and the Board meeting resumed.

Respectfully submitted,
Elizabeth T. Massin

SUPERVISORY UNION #38
MONADNOCK REGIONAL SCHOOL DISTRICT
BUDGET 1964-65

100 ADMINISTRATION

	Budget 1963-64	Proposed 1964-65
110.2 Supt's Salary - Union Share	\$7,200.	
110.3 Secretarial		
Clerical	4,900. + 300	5,200.
Part-time	3,320. + 150	3,470
190 Office Supplies & Expense	---	1,500. 1,200.
Advertisements, bids	---	200. <i>ad, mktg, cu</i>
Annual Meeting, ballots & report	---	525.
Census Cards	---	---
Checks - Payroll	5.	---
General	114.	000
Contract Forms	94.	135.
Convention - Supt.	10.	10.
Secretary	---	200.
Copier Supplies	---	25.
Duplicating Paper	60.	30.
" Fluid	15.	---
" Master Units	5.	6.
Envelopes	10.	19.
Misc. Supplies, pencils, folders etc.	214.	355.
Payroll Earnings Cards	100.	100.
Postage	---	68.
Printing - Parent's Guide	150.	50.
Purchase Orders	---	125.
Stationery	20.	44.
Subscriptions, Prof. books, Dues	10.	15.
(School Board 40., Music 15. Dues)	250.	150.
Teachers' Meetings	75.	75.
Thermo-Fax Supplies	---	70.
Travel - Supt.	---	---

200 INSTRUCTION

210.2 Salary - Teacher Consultant

290.2 Travel - Teacher Consultant

290.3 Conference - Teacher Consultant



600 OPERATIONAL

610 Salary - Custodian

630 Supplies, (soap, TP, bulbs, etc.)

640 Heat

645 Utilities, Tel-Elec

1,000. 1,100.

	1963-64	1964-65
700 MAINTENANCE		
725 Replacement of Equipment	750.	---
726.2 Repairs to Equip	---	---
735 Contracted Services		
IBM		
Calculator - old	15.	45.
Billing Machine	--	45.
Furnace	--	--
	50.	50.
850 CONTRIBUTION TO RETIREMENT		
850.1 St. Employees Retirement	485.	
Supt. @ 4.50%		
Office @ 3.20%		
850.3 F.I.C.A.	406.	
Supt. @ 3.625		
Off. 3.625		
Admin		
1267 EQUIPMRNT		
1267.1 Administrative		
Typewriter Head	--	300.
Billing Machine	2,182.	2,182.
Total	\$31,655.	34,
State Share	7,000.	7,500.
Grand Total	\$38,655.	43

11/19/63

Present at the School Board meeting on November 12, held in the Art Room of the high school were Messrs. Hewitt, Bowman, Clark, Wyman, Felde, Dunham, Austin, Calhoun, Furlong, Callahan, Mrs. Robinson and Mrs. Thompson. There was a representative from the Sentinel.

Mr. Descoteaux, chairman of the art department, discussed the work his department was doing in the seventh through twelfth grades. He illustrated his talk with many examples of student work. He tries to correlate art with the other subjects taught in the school and feels the art program has been helpful to many students who do not do well in other school subjects.

The minutes of the October 22nd meeting were accepted.

Mr. Clark gave his final report on the Gilsum well which is working effectively. Mr. Clark feels the bill will be within the estimate. The old line was not taken out so it can always be switched to the original supply if necessary. Mr. Calhoun thinks this is something which would have justified a Maintenance Superintendent.

Mr. Clark nominated and the board voted to elect Mr. Alfred White as teacher of mathematics at an annual salary of \$4,600.

Mr. Clark passed out an organizational chart which, briefly, showed the following order: School Board, Superintendent, Principals of high school and Teacher Consultant, Vice Principal and Elementary Principals, Department Heads and Head Teachers in Elementary. It was noted that the Physical Education Director had been omitted. Mr. Calhoun asked to whom the coaches reported. Mr. Furlong suggested that a revised chart show that coaches report to Phys. Ed. Director. The Board voted to accept this organizational chart as amended to include the Phys. Ed. Director.

Mr. Clark read a letter from the Commissioner of Education regarding school lunch federal reimbursement money. If the board would vote to have the Superintendent's office receive the reimbursement check, send to treasurer, and make out checks for the individual school lunch programs, it would expedite the various schools receiving their money. Mr. Callahan moved to accept the Commissioner's recommendation but after further discussion withdrew his motion. Mr. Calhoun moved and the board voted to table action on this recommendation.

Mr. Clark read a letter from Earl Whitney requesting from the IMC the use of a school room for a course in speed reading and comprehension to be given by Harold Nugent. Enrollment would be open to all residents in the area at a fee of \$10. The board voted to allow the course to be held in the high school.

Mr. Clark nominated and the Board elected Barbara Mackey to teach third grade at Mt. Caesar at an annual salary of \$4,494.

Mr. Clark passed out the recapitulation as of November 12.

Mr. Hewitt hopes the sixth grades may take part in a conservation program at Camp Union next spring. The cost is \$23. per student of \$4,600. for this year. In the past the children have earned a good part of the money themselves. The bus company will advise Mr. Hewitt if they will subsidize the transportation. Mr. Hewitt estimates it will cost the district about \$500. Mr. Wyman moved and the board voted approval of Mr. Hewitt's suggestion to proceed with the Camp Union program.

Mr. Hewitt passed out new primary and intermediate report cards. These will be explained to parents at Open House night on Thursday, November 14. Mr. Furlong announced that high school open house night will be Wednesday, November 13.

Board members reported on the number of voting booths in the various towns as follows: (approximate) Surry 3, Troy 9, Gilsom 3, Sullivan 0, Richmond 2, Roxbury 3, Fitzwilliam 6, Swanzey undetermined.

It was reported that about 150 persons from Whitefield came to see the new school and talk to board members. Architects of the school sent a letter of thanks.

The state has come forth with a new prerogative on the Lord's Prayer. The Board will discuss this at a later meeting.

At the next meeting on November 26, Mr. Clark will have the Supervisory Union budget to present. Mr. Bowman said a committee should be set up to work on the operational budget and asked for volunteers. Mr. Austin, Mr. Calhoun and Mr. Callahan will be the committee.

Mr. Austin read to the board a letter he had received from Mr. Fuller Ripley regarding the tax situation in Troy relative to school expenses. He included a graph showing the rise of taxes.

The Board went into executive session. Mr. Clark advised he had seen Mr. Bradley about writing a letter to Mr. Wallace's attorney Mr. Tribble. Mr. Bradley feels we should keep quiet about the matter and eventually Mr. Wallace will do himself more harm. Mr. Bradley advised the board to forget it.

Mr. Bowman said Mr. Turner and Mr. Dube had been down to see Mr. Clark about the money the board says they still owe the school. Mr. Turner is making an issue about getting the State Tax Commission to audit the books. Mr. Turner says this is what the voters voted for. Mr. Clark gave to Mr. Turner the minutes of the meeting stating that the State Tax Commission would audit the books in the school year.

1963-64. Mr. Bradley feels we should concede the point regarding auditors because of the suit against them for their payment. He says the first warrant should have covered the election of auditors. Mr. Bradley noted that if the cost of state auditors would be \$1,000. or less he felt it would be wise to hire them. Mr. Dunham suggested that since it was a taxpayer who made the motion to hire state auditors the cost of doing same should be presented in the warrant as a deficit item. Mr. Calhoun moved and the board voted that we approach the State Tax Commission to audit the books for the year 1962-63 (school year) and bring in a special deficit article to cover the cost. Mr. Bowman suggested that Mr. Turner write a letter to the board requesting that the State Tax Commission audit the books.

Mr. Clark apprised the board of a problem with one of the Gilsum teachers. Mr. Hewitt and Mr. Clark have talked with her that they are not satisfied with her discipline in the classroom nor with her organization as far as teaching was concerned. Mr. Clark has received a petition from parents of the pupils. A man has been on the Gilsum staff only since Monday but his being at the school may help things. The teacher will be closely supervised for the next few days. If there is no improvement Mr. Clark either will try to relocate her or dismiss her. Mr. Callahan feels and others agreed that if she is not suitable for teaching she should be dismissed without any intermediate step. Mr. Bowman suggested we give Mr. Clark authority to replace this teacher if he feels it necessary.

A letter from a Mr. Jones was read to the effect that even though he has moved to Keene he still owns property and pays taxes in Gilsum. He is requesting that his daughter continue at MRHS without tuition. It was pointed out that he had two sons going to Keene High School not paying tuition. After much discussion it was decided that Mr. Clark would write him advising him of the state law.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - October 22, 1963

The School Board met in the High School on October 22, 1963. Present were Messrs. Wyman, Furlong, Callahan, Pride, Bowman, Dunham, Austin, Calhoun, Hawitt, Clark, Miss Webber, Bob Robinson, and Mrs. Thompson.

Mr. Bourassa, chairman of the social studies department discussed the curriculum in his department. The three tracks are academic, comprehensive and applied. U. S. history is required for all three in 11th grade. For those taking terminal courses, consumer economics is offered. Seventh graders receive world history and geography, eighth graders receive U. S. history with emphasis on colonial period through the Civil War. Students can cross tracks. Mr. Clark asked why civics was taught in 9th rather than 12th grade. Mr. Bourassa explained that it was important for 9th graders to understand local government. Mr. Dunham asked when New Hampshire government was taught and was told in civics and academic U. S. history. Mr. Bourassa pointed out the fine materials with which they had to work such as globe, maps, film strips, recordings and the use of a projector. He explained the "team teaching" approach they have started this year, giving lectures to large groups and breaking down into small groups for discussion. He feels this makes instruction more effective. His department has talked with the English Department about the possible integration of American Literature and American History in 11th grade. Mr. Bourassa hopes it will be possible to add a member to his staff next year if the enrollment maintains itself. He also mentioned the lack of junior high books in the library.

The minutes of the Board and selectmen meeting October 2 and the board meeting of October 8 were accepted. Mrs. Thompson was welcomed to the board and a letter from Mr. Bradley noted that she had been sworn in on October 16 as board member from Richmond.

A letter from Mr. Bradley to Mr. Farnum of the State Department advised of the action of the MRSD against the selectmen of Sullivan.

There was a letter from Mr. Bradley regarding suitable polling places for school meetings. He feels the board should make plans to comply with this statute, perhaps by borrowing booths. Polls should be open from 6 p.m. Mr. Calhoun asked if there was enough money for polling booths and asked if we had money enough to pay for the services of Mr. Bradley. Mr. Bowman asked each board member to inquire about borrowing town booths and determine how many voters in each town. There should be one booth to every 100 plus voters.

The Green Mountain Well Co., Putney, Vt., was the only bidder on the Gilsum well. The bid was \$8. per foot and \$7. per foot once

they hit rock. They can either go down until they hit ledge or if they hit water on the way down, turn it into a gravel pack well. It will be \$3. per foot for finishing the casing, \$165. for well screen and fitting plus the development of gravel at \$65. per hour to a maximum of \$300. plus the cost of the pump. They plan to start Wednesday night, October 23 or Thursday morning October 25. Mr. Wyman suggested a notice be sent home with Gilsom children asking they stay away from the school on the days the well was being drilled. Some were in agreement, others not.

Mr. Clark presented the board with a recapitulation.

Mr. Hewitt reported that a letter had been sent to the Troy family stating that kindergarten tuition would be paid for their child.

Building aid received from the state was in the amount of \$78,959.89.

The New Hampshire School Board association awarded Mr. Bowman a distinguished service award at their recent conference. Mr. Clark will notify the Sentinel to have it put in the paper.

Miss Webber noted that John McLaughlin had called her asking what executive session was (even though he had been; told at the board meeting). She told him same things plus the fact that some of the sessions were newsworthy but should not be made public.

Mr. Bradley has heard nothing from Mr. Tribble regarding Russell Wallace. Mr. Austin reported hearing a rumor of Mr. Wallace's suing the district. Mr. Calhoun and Miss Webber feel our attorney should talk to Mr. Tribble to have his client keep quiet. Mr. Wyman asked why Mr. Wallace's resignation had not been put in the paper as had all other resignations. It was decided to have Mr. Bradley write Mr. Tribble.

Mr. Clark told of a transportation problem in Troy in the West Hill area, a family living on Mackey Road. Mr. Wyman (Cheshire Transportation) has asked board for its permission to go in this road to pick up the high school boy. Mr. Calhoun moved and the board voted to authorize the bus company to go in to pick up the Troy boy.

Mr. Clark said many people had asked about adult education classes. He and Mr. Furlong would like to send a letter to parents to determine the amount of interest. Mr. Bowman moved and the board voted to send out this letter to parents in anticipation of beginning adult education classes.

Mr. Clark passed out up-to-date enrollment figures. Mt. Ceasar and Cutler figures show crowding. Mrs. Robinson asked who pays for PG courses. The cost is assumed by the district for members of the district.

Miss Webber asked for per pupil costs. Minus transportation and capital outlay they were, for 1962-63:

Grades 1 through 12	\$399.26 (1,961)
Grades 9 through 12	489.52 (615)
Grades 7 and 8	462.76 (314)
Elementary	326.16 (1,032)

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Figures for 1963-64 according to the budget are:

Grades 1 through 12	\$417.44 (1,989)
Grades 9 through 12	490.80 (654)
Grades 7 and 8	467.72 (311)
Elementary	355.33 (1,024)

State averages are: \$279. for elementary and \$457. for high school

A tuition rate must be set in January as we will not be losing money on our tuition students. Mr. Bowman noted that as long as we are not under contract we can charge any amount. However state average must be charged for Agriculture students.

Mr. Calkoun asked how the special education program was progressing. Mr. Clark said they had been working on it and plan to have it ready by January.

The Whitefield group, who are close to voting on the bond issue for their new school, would like to visit MRHS on November 10 and have lunch at \$1.50 for about 200 persons. It is hoped that board members will be on hand to answer questions.

Mr. Austin has received a letter requesting permission to use the Cutler school for religious classes for elementary students. Mr. Bowman moved and the board voted that the Superintendent's office prepare a letter of regret to this group.

Mr. Austin having heard comments regarding situations at the Stevens game asked what the school was doing about sportsmanship. Mr. Furlong and some board members do not feel a problem exists.

Mr. Austin said he had been doing some research on guidance and asked if the guidance department was involved in discipline. Mr. Furlong said, yes, sometimes. Mr. Austin did not feel this was a part of guidance. Miss Webber pointed out that guidance seems to come up often and if there are questions everyone involved should be present to give his side of it.

Mr. Callahan listed several points the board had decided to carry out, but had been remiss in following through. Mr. Dunham feels we have hired specialists in departments who know what is best for that department and Mr. Furlong as principal must look at the picture as a whole. He noted we had a school psychologist but thought perhaps what was needed was someone who could help all the teachers with their student problems. Miss Webber would like the board to permit her to discuss her thoughts with Mr. Clark as she feels a practical solution is available and asked that the board reserve judgment for a while.

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Mr. Bowman reported that Mason Agency has the figures for insurance and will present them, but does not feel they will be the thing. He also reported that any car transporting students are covered automatically by the school limits, while on school business. This is known as non-ownership liability.

Mr. Clark asked the board to keep in mind there will be a different ruling on the Lord's Prayer.

Mr. Dunham mentioned that the two selectmen in Swanzey are concerned about summer payments and the borrowing of money. He asked if there were a possibility of rescheduling our payments, but was told that the bonds would have to be rewritten in order to do this.

Back to school night was announced for November 13., National Honor Society on October 23.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - October 8, 1963

The School Board met in the Superintendent's office on October 8, 1963. Present were Messrs. Clark, Bowman, Pride, Austin, Hewitt, Wyman, Dunham, Furlong, Callahan, Miss Webber and Mrs. Robinson. Mr. Elton Beard, head of the Industrial Department was present and the Sentinel was represented.

Mr. Furlong questioned the paragraph on page 2 of the September 24th minutes and it was agreed by all that this paragraph #2 should be stricken from the minutes. The minutes were then accepted as corrected.

Mr. Furlong introduced Mr. Beard who was to talk about his department. He passed out a description of the Industrial Arts program of today, showing its development from manual training. Its purpose is not to give boys skills to get a skilled job for there is not time enough, but rather the purpose is to make them acquainted with the opportunities that are available, what some of the industries are like, what is involved and what they hope to gain if they follow it up later. He made a survey of Keene industries to see what they would like as background for the boys before they go to work. His survey showed machine shop as the most important in this area with general math and reading as the most important academic subjects. From the results of this survey he would like to concentrate on machine shop and hopes that in years to come this area may be expanded if money is available. Some of the questions and answers that followed:

Miss Webber: Would you have floor space sufficient to expand this program?
Beard: Not at present time.
Webber: How many industries were involved in this survey?
Beard: About 12. Tried to pick different types including one service organization (garage) and an electrician.
Webber: What about cabinet making? Good cabinet makers seem scarce.
Beard: Would continue it in program.
Callahan: Noted that industry as a whole needs few skilled cabinet makers.
Webber: Would not like to see a potentially good cabinet maker discouraged by this survey.
Clark: Noted that the need for cabinet makers was small compared with other areas.

Mr. Beard recognizes that people will be moving to other parts of the country and has tried to channel more students into the industrial program. Industry has emphasized that the industrial student must be able to read and write well in order to get ahead in industry.
Callahan: In the survey did businessmen state that students should have economics?
Beard: Yes, this was important.
Beard: Industries felt they would rather have a student versed in many skills but train them specifically themselves. Industry is looking for adaptability.
Wyman: Do you feel cut in budget hurt the students?

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Beard: The silk screen project was not offered and students will come upon something for which he does not have material, but these will not be glaring.

Callahan: Have you been in touch with the Guidance Dept. regarding your survey.

Beard: Had not had any direct contact but knows they are aware of the survey and have worked on a few isolated cases.

Webber: Feels Guidance and Mr. Beard should get together.

Beard: Has tried to bring economics into each phase of industrial arts as it applies.

Webber and Callahan: Feel a course in economics would be valuable.

The problem regarding power mechanics is one of room. Mr. Beard feels this subject is needed in grades 11 and 12. They are going to take 1/2 of the Agriculture Shop for small motor work. Besides needing space, the equipment needed is expensive.

Mr. Wyman asked if the program had gone beyond our expectations. Mr. Beard said 335 boys were going through this course which was a high average. He would like to offer the girls a home mechanics course.

Mr. Wyman said he felt the driver training course should be offered after school but it was pointed out that they could not handle very many students during the year and there would be the home transportation problem.

There are 26 students in agriculture including 8 or 9 girls. The Agriculture students won first prize for their float at the Fair.

Notices have been in the paper for bids for the Gilsum well. They are due October 15. The committee will look into the qualifications of those who will do the work. Miss Webber moved and the board voted that Messrs Bowman, Clark and Calhoun be authorized to open and award the contract.

Mr. Clark would like the schools looked over and a list of repairs made for the budget. Mr. Bowman suggested that Mr. Hewitt and Mr. Furlong present recommendations for elementary and high school respectively. Mr. Clark asked if one or two board members would volunteer to go to the schools. Mr. Bowman and Mr. Wyman offered. If any board member knows of an outstanding condition, advise Mr. Clark.

Mr. Bowman moved and the board voted to congratulate Mr. Furlong on his appointment to the trustees of the State University. They are proud to have one of our staff elected to this high office.

Mr. Clark advised that Mr. Hewitt had been accepted at the University of Massachusetts as a candidate to work for the completion of his doctorate. Mr. Austin moved and the board voted congratulations to Mr. Hewitt.

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Mr. Hewitt passed out a report on transportation. There is a high percentage of students transported to school.

Mr. Clark passed out the recapitulation. Mr. Austin asked if a fourth column could be added to show expenditures to same date last year. Mr. Clark said this would be difficult because of the different number of teachers, different budget, etc. Mr. Austin said perhaps a fifth column twice a year to show comparison of what was spent of the budget same time last year. Mr. Clark said before annual meeting a comparison can be made and next year we will have this year's recapitulation figures.

Mr. Dunham announced the N. H. School Board Association's annual meeting on October 18. It is planned to have members of cooperative districts group together to talk over problems they might have in common.

Mr. Clark announced that school would be closed on October 24 for a workshop and on October 25 for a teachers' convention.

The Board went into executive session. Mr. Austin said no one had notified the Troy family that tuition would be paid for their child to attend Troy kindergarten. Mr. Hewitt said Mrs. Fisher had called on the family but no letter written. Mrs. Austin will bill the district for the child's tuition.

It was moved and voted unanimously by the board that its acceptance on June 27, 1963 of Mr. Wallace's resignation dated June 19, 1963 shall stand.

To fill the vacancy of the board member from Richmond, Mrs. Thompson was unanimously elected to serve out the term of Mr. Whitney.

The Boosters Committee has completed the tower and it was suggested that sometime the tower could be presented to the district from the Boosters. A letter of thanks will be written.

It was reported that Mr. Wallace had visited Duane Goodale at his place of employment. Miss Webber feels we have an obligation to protect the boy. Mr. Bowman suggested that Mr. Bradley contact Mr. Tribble to inform him. Mr. Bowman will talk this over with Mr. Bradley.

Mr. Callahan questioned the \$40. travel for Mr. Tucker and Mr. Armstrong. Mr. Clark said they are entitled to this.

Questioned about an item for convention travel pay for Miss Vandersluis, Mr. Clark said he felt there was one convention she should attend and had told her of it last spring. Mr. Furlong does not feel one should be entitled to travel expense for conventions when he is told his staff no. Mr. Clark said he would retract his commitment Miss Vandersluis if the board felt he should. Mr. Dunham does not feel the board should advise him. Board members felt if one staff member could be compensated for convention travel, all staff should.

Respectfully submitted,
Elizabeth T. Massin

MONADNOCK REGIONAL SCHOOL DISTRICT
ELEMENTARY BULLETIN

Volume III

October 7, 1963

Number 1

"The central purpose of education should be to develop the ability to think."
James E. Russell

"There is more to learning than simply gathering existing knowledge and memorizing and recalling content. Learning is the ability to think, to make wise choices, to understand relationships, to project from the known to the unknown." Wayne O. Reed
"The problem we face in education is how to produce informed individuals capable of leadership; how to produce people who can think independently, and whose thinking is based on sound knowledge. Students cannot be regarded as mere receptacles for information." Robert M. Hutchins

The above three quotations say extremely well what I feel should be the theme for the entire year. The implications inherent in them are tremendous if applied to the classroom situation. Students are not mere receptacles of knowledge. We want them to do more than simply regurgitate what is contained in the textbooks. Although the acquisition of facts is important, its limitations should be realized, and realized to this end: that from the accumulations of facts should come understanding, of things and of people, self-discipline, and learning to discover for oneself. This, after all, is why we are educating children. We want them to think and to think rationally and with reason.

The Math Workshop for Children is supplying us with an excellent launching pad toward this goal. What we want to make sure of, is that it does not stop here, but that the same principles are applied in other areas. How else can science and social studies be taught effectively, as an example, than by a Socratic approach, or by an approach by which children are not given the answers but rather the right questions which enable the child to discover the answers for himself? How important is the date, 1776, unless the children understand what it is that happened prior to this time that made something happen on this date?

This is the week that warnings are sent home to parents. All students, whose success to date has been unsuccessful in terms of what you feel should have been achieved, should receive a warning notice. The warning is given to the principal, who will mail it home to the parents. Indicate on the warning when you would like to see the parents on Parents-Conference Night which is October 16.

For teachers in Grades 2, 3, and 4: Your principal has given you a form which should be completed and turned in to this office by November 4. Information recorded should be on last year's Grades 1, 2, and 3.

The Pintner-Cunningham Test of Mental Ability will be given on October 15. These will include the verbal form in Grades 2 and in 6, and the non-language form in Grade 4. We hope the change to a non-language form in Grade 4 will give us a more accurate I.Q. score, and a score not dependent upon a child's reading ability.

Two groups of teachers are studying report cards at the present time, one group for the primary grades and one for the intermediate grades. The members of each group will contact you for your opinions on the progress thus far and incorporate the changes in a "dummed" card which will be presented to you for final approval. Please cooperate with them. Present at the last meeting were:

PRIMARY
Mrs. Oles-Mrs. Osborn - Co-chairmen
Miss Perera
Mrs. Harling
Mrs. Royar
Mrs. Powers
Mrs. Dunnell
Mrs. Connor
Mr. Armstrong
Mr. Hewitt

INTERMEDIATE
Mr. Rogers-Chairman
Miss Quinn
Mrs. Sylvester
Mrs. Johnston
Mrs. Maxwell
Mr. Armstrong
Mr. Hewitt

ELEMENTARY BULLETIN (con't)

Report Cards (con't)

The intermediate group is meeting again October 8, at 3:45 in the supt.'s office; the primary group October 9, at 3:45 in the supt.'s office. Anyone is welcome to attend.

The following quotations are remarks teachers always enjoy hearing. After reading them I like to think that progress has been made.

"Naturally, your private life is your own, Miss Blatz, but this is a small town and we've never had a woman teacher who smoked in public."

"Frankly, the opportunity for advancement is limited, but you'll have the satisfaction of molding young minds."

"It's all the board can afford to pay you, Miss Blatz, but we don't feel it looks right for you to be working extra as a cashier in the dime store on Saturdays."

On October 24, there will be a workshop for all the teachers in the district. (A copy of the program is enclosed.) For the elementary teachers, the program is twofold: the primary teachers will work with Mrs. Howard and her staff in the morning as regards the music program and its implications in the classroom by the teacher. The afternoon session will be with Mr. Descoteau, Chairman of the Art Department, in the fine arts lab at the high school. Be prepared to get your hands dirty, it will be a busy session. In the morning, the intermediate teachers will meet with either Mr. Bourassa, Mr. Nugent, or Mr. Rocheleau, Chairmen of the social studies, English, and science departments respectively. The one with whom you will meet will depend upon the departmentalized area you are teaching. This will be both the morning and afternoon sessions.

On October 25, the N.H.E.A. will have their annual convention in Manchester. The 24th and 25th are both paid days for the teachers, and attendance is expected. These two days are part of the extra five days for the teachers.

Don't underestimate the value of the number line. Here is an aid for the teacher in Grade I as well as Grade VI. With the pressure to teach more mathematics today than ever before, we find we have to teach meaning also. This we cannot do by giving the children more drill and rote work. Graphically, the number line is an excellent device to teach counting, addition, subtraction, multiplication, and division of whole numbers, as well as fractions and decimals, and of course, number sequence. When children can see that subtraction is the inverse of addition, and division the inverse of multiplication, by putting together or taking apart numbers on the number line, they will begin to discover for themselves. In a recent monograph from Row, Peterson, the following quotation appeared:

"What I hear, I soon forget,
What I see I may remember,
But what I DO, I know."

It seems to emphasize the importance of the discovery approach.

Remember: the first marking period ends November 8 - report cards are issued the 15th of November.

Selections and School Board Meeting
October 2, 1963

The School Board met with the district selectmen on October 2, 1963 at the high school library. Present from the school board were Messrs. Callahan, Lussin, Bowman, Clark, Luman, Callahan, Furlong and Miss Webber.

Selectmen present were Messrs. Longever and Tennille from Fitchburg; Mr. Summers, Roxbury; Messrs. Hackler, Wells from Swanzey; Mr. McKew, Troy; Messrs. Dube and Swett, Sullivan; Messrs. Barlett, Tillson, Turner from Gilsun.

Mr. Bowman said there had been some confusion regarding summer payments. Because of the principal and interest payments and teachers salaries, payments from the towns must be received promptly. Next year a list will be sent out in May so the selectmen will know what money they will need to pay during the summer.

Mr. Clark asked the selectmen if they had any better suggestion and were they agreeable to the monthly payments. He said these payments must be made by the first of each month. If there were some way to get foundation aid payment earlier, it would help.

Mr. McKew asked if the school board had authority to borrow money but Mr. Clark feels this cannot be done. Mr. Hackler suggested the school board go after the Board of Education to have them get the foundation aid to us sooner.

Mr. McKew asked if we did go over or under the budget when the books were closed June 30, 1963. Mr. Clark reported we were over \$7,000. It was asked when the first copy of new financial report would be available and selectmen were told before the annual meeting.

Mr. Wells noted that the Gilsun water situation would throw off the budget for the year and asked if there were any other expected emergencies. Mr. Clark explained the Gilsun problem and said we would like to present this expenditure in a special article, as a deficit to be paid before June 30, 1964. All selectmen present expressed their approval for the board to have a well driven at the Gilsun School.

Mr. Bowman read to the selectmen the tentative schedule of the board for the year. Mr. Clark explained we wanted an earlier annual meeting so we could get an early start selecting teachers.

Mr. Wells asked if there were any comparison figures of budget and expenditures and Mr. Bowman reported the board was receiving monthly recapitulations. Mr. Hackler asked how long the board could get along without more money from the towns and Mr. Clark said it was needed immediately as all summer payments had not been received. Mr. Callahan asked the selectmen if they would like a copy of recapitulations, but Mr. McKew felt if the board members had them, they could explain them to the selectmen if necessary.

Mr. Benson said no district fund had been used for the building of the tower on the athletic field.

Mr. McKew asked if the district had had any donations. Mr. Furlong reported that Kingsbury had given the school some machines.

Mr. McKew asked why the change in the elementary math program was necessary. Mr. Clark explained that some students were not being prepared properly. Mr. Hewitt said that in the future programs will be developed in other areas to make the children think more.

It was asked who the new department heads were: Miss O'Connell in the Commercial Department, Mrs. Richards in the Home Ec and Mr. Allen in the Math Department.

It was reported that extra bus was put on in West Swansea to take care of overloading.

Mr. Wells asked if there had been any consideration given to a separate junior high social functions. Mr. Furlong said that junior and senior high functions are not together. The junior high has a separate student council and social functions are planned for these students.

Respectfully submitted,

Elizabeth T. Massin

Monadnock Regional School District
Board Meeting - September 24, 1963

Present at the Board meeting on September 24, at the Superintendent's office were Messrs. Clark, Bowman, Furlong, Austin, Hewitt, Wyman, Dunham, Callahan, Calhoun, Pride, Miss Webber, Mrs. Robinson, Mr. Homer Bradley, Mr. Humiston and a representative from the Sentinel.

Mr. Humiston was present to report to the Board on the Math Department. Mr. Furlong asked if it would be agreeable to the Board to have some staff members present their reports at meetings held in the high school.

Mr. Humiston said there were four tracks of math offered: advanced courses, academic, practical and remedial. He has some doubt as to whether calculus should be offered at high school level and thought this should be discussed by administrators at a later date.. The Monadnock Region has more students involved in math than anywhere in New Hampshire. Over 90% of students in grades 9 and 10 are taking math courses. Mr. Humiston passed out a description of courses. Courses of study have been pretty well written for the academic track and now work is needed on the practical and remedial tracks, however there is not much material available for these two tracks. He said the library facilities in math are weak.

Miss Webber asked that Mr. Humiston let us know if he publishes a book. He will let us know. Mr. Calhoun asked about the elementary math program to which Mr. Humiston replied it required a lot of work on the part of the teachers and informed the board of a meeting with parents on September 26 to acquaint them with the new program. No material is available for grades 4, 5, and 6 and Mr. Humiston suggests a transitional program for the next couple of years until a program is developed for these grades. Mr. Calhoun said the district would miss him but Mr. Humiston feels his staff can carry on the program. He thanked the school board for their cooperation and said he was proud to have been part of the MRSD. He also offered thanks to Messrs. Clark, Hewitt and Furlong. Mr. Bowman, speaking for the Board said they would miss him and thanked him.

Board members reviewed the minutes of the previous meeting and accepted them.

Mr. Clark has received specifications for an artesian well at the Gilsum school. Miss Webber moved and the board voted to have Messrs. Bowman, Clark and Calhoun work on the Gilsum well situation to determine what solution in their considered judgment seems logical and put out for bid as soon as they had reached a decision.

Mr. Clark reviewed list of selectmen to be invited to the selectmen-board meeting.

Mr. Hewitt reported on the curriculum in the elementary schools. He said a glaring weakness of last year was the tremendous load of any one teacher in a day. This year in grades 1, 2, 3, concentration will be on reading, writing and arithmetic with music. Grades 4, 5, and 6 have been departmentalized in language, science, social studies. There are to be monthly meetings of elementary teachers and department heads working toward the coordination of the entire elementary program.

Mr. Calhoun asked for the administration's evaluation of the emphasis put on activities such as band, as opposed to reading, arithmetic. He feels that students who cannot handle both should concentrate on the books. Miss Webber feels the board should be thinking of developing a philosophy as to what the school system should achieve, where the emphasis should be. Mr. Furlong disagreed. He does not feel a written philosophy is needed, that they do know where they are going. Mr. Hewitt feels we should have a philosophy but says the elementary department was not equipped last year to write one, but this year they do know what they want.

Mr. Hewitt reported on parent orientation for September 26, for parents of grades 1, 2 and 3.

Mr. Hewitt told that transportation has been arranged for the Lawson girl.

Mr. Hewitt told of a child in Troy who is of the age to enter first grade but who, because of a speech defect, would be better off attending kindergarten for this year. The mother has applied for financial aid and by law we are required to pay tuition. Miss Webber moved and the board voted that the district take the necessary steps to pay for the kindergarten fee.

Mr. Furlong reported that some industries would like to set up a program whereby students in graphic arts, etc., would have one afternoon a week when they would have a training program in industry and could earn a little money. He asked if the board would have any objection to releasing students if they receive marks and evaluation from the company. Miss Webber recalled that the curriculum committee had talked of such a program. Mr. Wyman asked if this was to be a labor force and was told no. The board approved such a program.

Mr. Bowman read a letter from Earl Whitney submitting his resignation from the board because of his move from Richmond to Swanzey.

Mr. Bowman advised the board they had received a Volkswagen.

The Board went into executive session.

Mr. Bowman read a letter from Mr. Bradley regarding Mr. Wallace's appearance before the board and an outline of the events to date regarding Mr. Wallace's resignation.

Mr. Tribble and Mr. Wallace entered and Mr. Bowman said each would be given ample opportunity to express his views on the subject. He further stated that no decision would be made tonight.

Mr. Tribble asked for a copy of the board minutes of June 17, 1963. He called attention to the last paragraph of page 9 and stated that before any resolution was presented or acted upon by the board, or before there was a matter upon which the board could properly act, the board gave him a chance to resign from his 1963-64 contract. Mr. Tribble stated such action was inconstant with the powers of the board, as dismissing a teacher without cause, with whom they had entered into contract. He stated that Mr. Wallace's resignation was unvoluntarily executed. He said the resignation was elicited wrongly by the board and in violation of the contract which the board had issued.

Mr. Tribble understood the resignation was delivered in writing to the superintendent and to the board. No action was taken with respect to it until August 7 at which time the board had in its possession a letter from Mr. Wallace withdrawing his resignation. Mr. Tribble feels an offer is open for a reasonable length of time and can always be withdrawn. He stated Mr. Wallace's resignation had been withdrawn before it had been accepted.

There was and is a binding contract between Mr. Wallace and the board which Mr. Wallace has been ready to comply with but unable to do so because of the superintendent's direction acting on board's orders. Mr. Tribble does not feel the minutes of the meeting show cause for board's action. He found no mention in minutes regarding incompetence of Mr. Wallace in his classes nor impropriety in any ^{extra} curricular activity. He felt the issue related to a matter which was entirely extra-curricular and in which there was very little participation as far as Mr. Wallace was concerned.

It was Mr. Tribble's understanding that there was a store which was run under the direction of the principal's office which Mr. Wallace was supposed to audit. This store had been put into the hands of a young man who was a student in the school (not an employee) not by any direction of Mr. Wallace and at the end of the year when Mr. Wallace was requested to audit the books, the store appeared to be without any books to audit. Mr. Tribble says that is not the fault of the auditor, but the fault of the person who administered the store or who set up the store. Mr. Tribble stated that Mr. Wallace had no participation in either and that it would seem the reference to the store was a tempest in a teapot as far as Mr. Wallace was concerned because all he had to do was audit and there was nothing to audit. It was desirable to make a scapegoat and Mr. Wallace was the one nominated.

Mr. Tribble said he hope that a review of the minutes would indicate that the board had not proceeded in an appropriate manner under the statutes there was nothing there that would warrant any action with respect to the termination of Mr. Wallace's contract. Mr. Tribble said he found nothing to indicate Mr. Wallace was incompetent nor had he taken any action that could be clarified as an impropriety and saw no justification for the action of the board in demanding and insisting on a resignation. Mr. Tribble said he would be glad to answer any questions.

Bradley: I could correct some of your dates and chronological order.

Tribble: Asked the board if there was a letter from the board dated August 7, 1963. Mr. Bradley had the original unopened letter, postmarked August 13 in E. Swanzey and postmarked August 15 at Fitzwilliam, marked "Refused."

Tribble: Does the school board have the original of the letter dated August 6 directed to Mr. Bowman from Mr. Wallace which said he assumed resignation was not accepted and withdrew resignation.

Bradley: There is no letter dated August 6 but one dated August 13, with same contents, postmarked August 13 in Keene.

Tribble: Agreed terminology same in letters of August 13 and 6.

Tribble: Read letter of June 27 from Mr. Wallace to board stating he was acting on advice of Mr. Callahan asking for reinstatement.

(Mr. Tribble had not been aware the resignation had been retracted at such an early date.)

Tribble: Read letter from clerk dated August 28.

Bradley: Presented letter from Wallace of August 27 requesting reconsideration of reinstatement.

Bowman: Mr. Wallace wrote letter on August 29 asking for hearing on September 10. Then another letter from Mr. Wallace asking for postponement until September 24.

Tribble: Read letter dated June 19 submitting resignation and asked if there was any other correspondence. He said there was no letter dated August 7.

Bradley: The August 7 letter is the one postmarked August 13.

Tribble: Do you have a copy of this letter. The clerk produced the original copy

Tribble: He finally agreed that the letter postmarked August 13 was in fact the letter dated August 7.

Tribble: Do we now have all the letters relative to this matter.

Bradley: It is not necessary to answer that for the record.

Tribble: No, it is not necessary but for the best welfare of the committee it is desirable that the board know if there are any other communications. Are there, to the knowledge of the board, any other communications?

Bowman: Not that I know of. Some verbal talk but no letters.

Tribble: Is there any question any member of the board would like to ask me with respect to the relationship of Mr. Wallace and the Board.

Bowman: We understand it.

Bradley: Do you have a copy of the contract with Mr. Wallace, with the probationary statement attached to it?

Tribble: Dated April 2.

Bradley: Is there a paper attached to it?

Tribble: No, but there is a letter attached to it.

Bradley: I am referring to the attached probationary statement.

Tribble: He read the probationary statement and noted that it was not signed by Mr. Wallace nor was it referred to in the contract.

Bradley: Pointed out reference to probationary statement in the minutes of June 17 on page 8.

Tribble: Read from the minutes on page 8 and said it was apparent from the minutes there was no probationary. Said it was apparent from the minutes there was no fault to find. He tagght a good class and that was what he was hired to do.

Bowman: He was hired as a department head.

Tribble: The contract calls him "teacher." Called attention to the board that a valid contract has been executed with this man and that for reasons which seem to be superficial at best, not regarding his teaching ability but out of operating store which was not his duty anyway. All he was called upon to do was to audit. Mr. Wallace advised Mr. Tribble he was prevented from auditing the books because there were no books when he was ready to audit. By virtue of the action of the board there has been an unjust and unfair smirch made on this man's character. The board has permitted it to be known this man did something reprehensible concerning the store and money. It is hard for me to believe that a man in his financial position (which is certainly superior to most teachers) with assets in the vicinity of \$58,000. and liabilities of less than \$10,000. --- it is hardly consistent with the representation that he did anything dishonest and as far as his school work is concerned, if there was anything I think it would be a privilege the board would indulge in to find what he did improper. With his years of experience it is hard to believe that since he could have so carried out his duties in other locations as to have continued in their services and good wishes, he did not do so here. He is held in high regard in his community. (Read letters of commendation from Mr. Boyce, Mrs. Ricker and Mrs. Vennart of Fitzwilliam.) The board has besmirched his character, whether or not it was the intent, it was the effect.

Tribble: Suggested to the board that they review the matter, and take steps to correct it. Mr. Wallace is ready and available to carry out his contract. Apparently the school needs a man of his ability. There is no question that had the board acted with respect to their purported legal action of accepting his resignation, had they reacted timely, and had Mr. Wallace so desired, there would have been other communities happy to take advantage of his services. As the school board knows, one does not go looking for a job in a specialized field in business administration on the 15th of August. Few localities provide such an opening.

Tribble: If there are any questions the board would like to ask me or Mr. Wallace, please do so.

There were no questions and the board tabled a decision until the next meeting.

Mr. Clark reported that Sullivan owes the school district \$2,366 which they refuse to pay. Mr. Bradley has written a letter and feels action should be brought by the Superior Court. Mr. Bowman moved and the board voted unanimously that Mr. Bradley be permitted to go ahead as he sees fit.

Relative to Mr. Whitney's resignation, he has made a recommendation that Mr. Robert Van Valzak be appointed to replace him. Mr. Bowman and Mr. Dunham mentioned the names of Mrs. Stinson and Mrs. Thompson. Miss Webber asked them to consider appointing a woman.

Mr. Bowman reported that the school would have a Volkswagen as before. Last year the dealer had to pay the excise tax. This year he wants the school to buy the car and he will repay the amount before the 25th of June. The board voted to pay for the Volkswagen as proposed by the dealer.

It was asked that a check be made of the insurance carried by persons who transported children home when they are sick. The limits should be 100/300.

Mr. Pride suggested that the Jeep be labeled with the school name.

Mr. Clark recommended that Mr. Allen be moved up in the math department to replace Mr. Humiston as department head. Mr. Calhoun moved and the board voted to appoint Mr. Paul Allen as head of the Math Department with an increase of \$500. Another math teacher has offered to help with the elementary program.

Mr. Clark nominated and the board elected:

Mildred Litzenberger: Elementary music teacher	\$5,880.
Mr. MacAllister, 6th grade, Fitzwilliam	4,300.
Elizabeth Richards, head of Home Ec Dept.	6,400.

Mr. Dunham reported that Mr. Bowman would be honored at the New Hampshire School Board Association convention on October 18 at Manchester.

Respectfully submitted,;

Elizabeth T. Massin

Monadnock Regional School District
Board Meeting - September 10, 1963

The School Board met at the Superintendent's office on September 10. Present were Messrs. Clark, Hewitt, Wyman, Furlong, Austin, Dunham, Whitney, Eride, Calhoun, Callahan, Bowman, Miss Webber and Mrs. Robinson. Mr. Charles Shaw also attended the meeting. As no reporter was present, Mr. Hewitt called to inform the Sentinel of the meeting. It was decided in the future to notify the paper of meetings (to be held the second and fourth Tuesdays).

Mr. Hewitt noted a correction to the minutes of the August 27th meeting, namely that Mrs. Gaylor's salary should be \$4,881. Mr. Calhoun noted an addition to be made to the August 27th minutes, namely that he had asked for an itemized list of teachers hired and salaries expended, and a recapitulation of budgeted salaries. The minutes were then accepted as amended.

Mr. Hewitt reported he was working on a standardized rental fee policy for all the elementary schools. Mr. Bowman reported work was being done on the washout and the track and said the track could be used this fall. Mr. Furlong reported that a repair man had been sent to check into the Dukane Public address system and had repaired it.

In looking over the manifest, Mr. Calhoun asked about the \$2,600. item against the Ashuelot Bank. Mr. Clark explained it was an interest payment for one of the towns.

Mr. Clark and Mr. Bowman talked to Mr. Bradley concerning the amount due from Sullivan. Mr. Bradley will write a letter to the Sullivan selectmen.

Mr. Bowman had had a letter from Mr. Wallace asking that he be able to attend tonight's meeting. This was followed by another letter saying his attorney would not be available and he would like to postpone meeting with the board until the next meeting. Mr. Clark sent Mr. Wallace a letter granting the postponement.

Mr. Clark reported on the successful opening of school on September 4. He asked if board members had heard any complaints. Mr. Calhoun noted that the Gilsum bus was overloaded. Mr. Bowman noted that Swanzey buses were overloaded. There was discussion as to whether the first bus should leave at 2:40 or 2:45.

Mr. Clark passed out sheets giving early enrollment. More accurate enrollment figures will be available later in the month.

In compliance with the schedule set up for board meetings for the year, Mr. Clark would like to have one staff member come into each meeting. Miss Vandersluis attended tonight's meeting. She gave the highlights of her particular job since the school report was written, namely 8th grade orientation, Parents' night, 6th grade orientation.

testing (having detailed information on students as well as over-all picture). Last spring the State Department offered to pay one-half the cost of testing 8, 9, 10 and 11th grade. Testing showed that one-half of the junior and senior boys were related to vocational training. This is important for curriculum. Miss Vandersluis says she acts as a referral agent and handles requests from doctors or agencies first, requests from administrators second and requests from teachers third. Miss Vandersluis would like to have a workshop with both elementary and high school teachers. She reported that ten students from the elementary school fall into the mentally retarded class. She passed out her recommendations for the organization and running a special education class. Mr. Calhoun asked how often a child should be tested. Intelligence tests are given every second year and achievement tests every year. In summary her job is concerned with the picture as a whole and with individual children who have special problems. She is planning to go to the elementary schools every Thursday.

Mr. Clark presented a recapitulation as of September 10. Teachers' salaries already contracted amount to \$530,020.88. Total budgeted amounts to \$556,799, which leaves \$26,778. (This does not include the extra teacher at Mt. Caesar - \$5,000, and teacher at Gilsum - \$5,000.) This leaves approximately \$16,000. The reason is due to the heavy turn-over. Some teachers retired at maximum salary, some teachers are new and some with only one or two years experience.

Mr. Clark reported that Mrs. Connors has been paid on a three-year schedule. After investigating courses she has taken she finds she has earned her bachelor's degree and has a letter from Dr. Young of KTC so stating. She is presently receiving \$5,063 for 1963-64 but according to salary schedule should be receiving \$6,235. Miss Webber moved and the board voted to increase her salary by \$586, to make her annual salary \$5649.

Mr. Clark emphasized the problem of collecting payments from selectmen during the summer. A form has been issued to selectmen showing what their monthly payments will be and they will receive this form the first of every month. He asked that board members explain the problem to their selectmen. Mr. Bowman feels we should have another meeting with the selectmen to explain the situation. He asked board members to call selectmen and request that September payments be sent in immediately. It was decided to have a meeting with all selectmen on Wednesday, October 2 at the high school library.

Mr. Clark recommended that another teacher for the musical program be hired to carry on the instrumental work started last year in the elementary schools, to have a B band for those who started instruments last year, to do more in the 7th and 8th grades and to take care of the larger choral groups. Mr. Dunham felt this should have been fore-seen earlier so a good music person could have been found. Mr. Calhoun asked if they were being too hasty and would there be a better way to spend

the money. Mr. Clark feels a strong music program is needed in a comprehensive school. Miss Webber noted that many parents had purchased instruments for their children to participate in the elementary program. Mr. Bowman moved and the board voted to authorize Mr. Clark to hire a third music teacher for that department.

Mr. Hewitt feels second priority should go to the setting up of a special education class, to take care of the educables now in school. He feels the class should have eight or ten pupils for the first year, to be located in the Troy school where there are facilities. The state would reimburse the district \$139.50 per pupil. This amount would take care of fixing up a room and equipping it. The district would get a teacher and take care of transportation. Mr. Hewitt feels \$6,000. would be needed for one-half year. He does not feel it could be started until January. Mr. Bowman moved and the board voted that the administration proceed with plans to establish a special education class.

Mr. Furlong passed out student handbooks with thanks to Mr. Grace for printing them. Next year he plans to take out school board members, teachers, calendar and make it just a student's handbook. Mr. Hewitt passed out elementary handbooks, teachers' handbook in elementary schools and catalogue of audio-visual aids, film strips, etc.

Mr. Clark reported that he had called off school in Gilsum on Monday, September 9 due to lack of water. The wells were found to be dry. Mr. Clark suggested a separate article in the warrant to be taken care of before the end of the school year. He had an estimate for \$2,400 roughly for an artesian well and the work to be done on October 24, 25 and 26 while school is closed. Mr. Wyman asked if this would interfere with adding on to the school at some later date. It would not. Mr. Furlong asked if the idea of transporting the children to another school had been considered. Mr. Bowman suggested putting it out to bid by footage. Mr. Austin moved and the board voted to have the superintendent advertise for bids to have well drilled at Gilsum School for work to be started on October 24 and to have a special article in the March warrant as a deficiency to be paid prior to June 30.

Because of many favorable comments on the teachers' reception last year, Mr. Clark would like to have another this year. Mr. Calhoun moved and the board voted to arrange for a teachers' reception and have the board chairman appoint a committee. Mr. Bowman appointed Mr. Pride and Mrs. Robinson.

Mr. Hewitt's report on curriculum was tabled until next meeting.

Mr. Furlong reported on a transportation problem for football players. The bus company feels this is over and above their contract of two runs. They would agree to supply transportation to East and North Swanzey and Troy totaling 25 students leaving some to Sullivan, Gilsum and Surry.

and West Swanzey. The Volkswagen can be used if one is given to the school this year. Mr. Furlong said field trips to Boston will be cut out and he does not feel they are as valuable as they once were.

Mr. Clark reported that Mr. Albert Whitham has been transferred from the Fitzwilliam School to Swanzey. Mrs. Evelyn Damon will be head teacher at Fitzwilliam.

Mr. Hewitt asked about transportation for the Lawson girl who lives in Richmond and attends Fitzwilliam school. Mr. Calhoun moved and the board voted that we share the transportation cost with the parents, not to exceed one-half of \$360.

Mr. Hewitt asked if meetings could be changed to Wednesday night but Tuesday seems to better fit most members.

Mr. Pride asked if we were going to have back to school night this year and was told yes.

Respectfully submitted,

Elizabeth T. Massin

Mr. Callahan questioned the wisdom of taking away books from students because of non-payment of bills. He feels an activity should be denied the student rather than a book.

8th Graders Can Play Ball At Regional

Continued from Page One

Figures for mileage compensation to members of the staff doing extensive traveling on school business were reported and approved by the Board. According to the plan, 10 cents a mile will be paid for the first 2,500 miles, and 9 cents for the next 2,500. All mileage over 5,000 will be paid at the rate of 8 cents per mile.

SUMMER REPAIRS — Repair work done to Regional elementary schools was announced, with the overall report that all schools are in good shape and ready for opening day next Wednesday. Work was completed in the kitchen of the Surry school, in accordance with state directions for the hot lunch program, and boiler work is being done at the Troy school.

RENTALS — Principal Furlong reported that the Monadnock Regional High School gymnasium was being rented on Nov. 23 for an exhibition basketball game by the Salem Globetrotters.

Furlong also reported that, if desirable to students, school clubs and organizations would stage suppers for the Keene Industrial Management Club, in the cafeteria. Purpose would be to raise funds by the organizations, and a request by the club for free or reduced-rate use of the gymnasium was rejected by the board.

BUS SCHEDULES — A list of bus stops and times will be included in the district's Parents' guide booklet, and will be printed in the newspapers prior to opening day.

APPOINTS COMMITTEE — Board Chairman Lee Bowman appointed three members to serve as committee in working with the Teachers' Association for the coming year. Named were Carroll Anham, Marcia Webber and John Killahan.

TEACHER VISITS — Announcement was made that Ingrid Dorcker, a German teacher currently in New Hampshire visiting, will spend a month at the high school observing teaching methods and practices this fall.

TROPHY ACCEPTED — A large trophy, donated to MRHS by art instructor Raymond Descoteaux, was presented to the Board, and accepted. Designated the Senior Achievement "D" Award, it will be awarded annually, with a full replica going to the winner and an engraved original remaining at the high school.

8th Graders Can Play Ball At Regional

As a result of Monadnock Regional School Board action last night, eighth graders will be allowed to play football this year, under certain provisions.

Permission to allow students on the field below high school level was written into the school's policy after the question was first considered a year ago. At that time three youngsters were allowed to try out for the team under a provisional ruling by the School Board.

Eighth grade boys wanting to play high school football must meet certain requirements, including written permission from parents or guardians, and a physical examination by school doctors.

By Several Persons

In addition, all candidates must be evaluated by the principal, coaches and school athletic director, under the terms of the ruling. Principal Richard Furlong said that he anticipated 16 or 17 boys wanted to try out for the team this year.

A suggestion that the names of all boys be brought before the School Board for consideration was scrapped by members.

In other action:

School Superintendent Paul Clark read a letter from Eugene Jorgensen, chairman of the Education Department at the University of New Hampshire, pointing out that Edward Bourassa had taught two courses during the summer session at UNH. His thanks and congratulations were given to the Board on Bourassa's ability and achievement.

HEATING CONTRACT — A maintenance service contract by Minneapolis-Honeywell Inc., designed to keep the school heating plant up-to-date and operable, was discussed and shelved for later consideration.

MILEAGE COMPENSATION — Continued on Page Three

On Bible Reading AUG. 28 '63 Regional School Board Votes Policy Change

By TOM SLAYTON
Sentinel Staff Writer

SWANZEY CENTER — The discussion was lively, the suggestions numerous, and the vote on a solution close.

Monadnock Regional School District board members acted on the Supreme Court ruling banning the Lord's Prayer in public schools last night, and voted in a change in policy.

Members, after more than an hour of discussion, approved a new policy which says in effect: "That the School Board, in conformity with the Supreme Court ruling, will omit the Lord's Prayer and Bible reading from the morning exercises, and will substitute inspirational exercises or meditations." The vote was a close 5-4 decision in favor of the motion.

An amendment to the original motion substituting "inspirational exercises" in place of "morning prayer" was first passed, 5-4, by the members.

The final ruling climaxed discussion which included suggestions that a musical version of the Lord's Prayer be played over the school's public address system, that an instrumental arrangement of the prayer be played during a meditation period, or that a "thought for the day" type of exercise be held daily by homeroom teachers.

Just what the nature of "inspirational exercises" will be is still not clear, but religion in some form will apparently be present next Wednesday on opening day.

"In other words, we don't have to throw the Lord away, as long as we don't use His prayer," said Board member Wayne Wyman.

John Calhoun, of Gilsom, said that it need not be a prayer, but could be "something with a religious tone." He suggested selected readings from several religious sources other than the Bible.

According to chairman Lee D. Bowman, the Regional School District is one of few which has an actual, written policy on the books relative to morning exercises in its schools.

Before last night it read: Morning exercises shall be observed by each grade in the following manner —

1. Salute to the Flag.
2. Morning prayer.
3. A reading from the Bible or

Continued on Page Three

Region School Board Votes Policy Change

Continued from Page One

a patriotic song, at the teacher's discretion.

The exercise should not last longer than five minutes.

As a prelude to the action, members read a statement from the State Board of Education passed out to all schools in New Hampshire, advising them to "review any local policies or practices which may exist that require or permit religious exercises to be carried out in the classroom involving recitation of the Lord's Prayer or Bible reading."

Monadnock Regional School District
Board Meeting August 27, 1963

Present at the school board meeting on August 27, 1963 at the Superintendent's Office were Messrs. Clark, Bowman, Wyman, Hewitt, Austin, Callahan, Dunham, Furlong, Calhoun, Pride, Miss Webber and Mrs. Robinson. Mr. Slayton represented the Sentinel and Mr. Dobbs represented the Manchester Union.

Mr. Furlong referred to the minutes of the September 18, 1962 board meeting relative to adopting a policy for eighth graders to play football. Sixteen eighth graders have applied to play contact football this year. Mr. Furlong recommended that eighth graders be permitted to play only after being evaluated by a committee consisting of the school doctor, principal, athletic director, head coach and freshman coach and submitted to the school board for their approval. Mr. Bowman did not feel the board should approve the players but did feel eighth graders should also have written consent of parents. Mr. Wyman moved and the board voted that eighth graders be permitted to play contact sports only after written permission of parent or guardian, a doctor's examination and evaluation by a committee consisting of school doctor, principal, athletic director, head coach and freshman coach.

Mr. Clark passed out a statement from the School Board of Education of New Hampshire relative to the Supreme Court's ruling on the saying of the Lord's Prayer and Bible reading in the schools. Mr. Bowman noted that the Monadnock District had a policy regarding morning prayer and Bible reading which should be repealed. There was much discussion as to whether prayers should be continued. Mr. Wyman moved that the school board in conformity with the Supreme Court ruling omit the Lord's Prayer and Bible reading from the morning exercises and substitute morning prayer or meditation. Mr. Calhoun moved to amend the motion to substitute for the word "prayer" the phrase "inspirational exercise." The Board voted on the amendment 5 in favor, 4 opposed. The board then voted on the motion with the substitution of "inspirational exercise" for "prayer" 5 in favor, 4 opposed. Mr. Furlong noted that in the high school the Lord's Prayer is heard over the loud speaker but students often are arriving on buses, walking in the corridors, etc. and he feels morning exercises are meaningless.

Mr. Clark reported that Page Homestead will not deliver milk at school on Fridays and will provide straws.

Mr. Hewitt reported on graduated mileage scale for the French and Music teachers who travel 9 to 10,000 miles: 10¢ for the first 2,500; 9¢ for the second 2,500; and 8¢ for anything over 5,000. He suggested this cover all staff members. Mr. Wyman moved and the board voted to adopt Mr. Hewitt's suggestion of a graduated scale at 10¢ the first 2,500; 9¢ the second 2,500; and 8¢ over 5,000.

Mr. Clark read a letter from the University of New Hampshire expressing their pleasure to have had Mr. Bourassa on the summer staff as a visiting instructor.

Mr. Clark showed the Board the 80th report of the State Board of Education which included pictures of the Monadnock High School with techniques used in developing our district.

The Minneapolis Honeywell Company offers a maintenance service for the heating control unit system in the high school at a cost of \$1,198. per year for the next 15 years. This would include the cost of all parts as well as keeping this unit up with all the latest developments. We have a \$45,000 investment and in 15 years the cost would be about \$50-55,000 to replace. Mr. Bowmand suggested checking further with heat engineers as to whether this service would be valuable and Mr. Wyman suggested obtaining Mr. Alexander's opinion.

It was decided not to have a service contract for the new office machine as it is new, nor on the new IBM ball typewriter. However, Mr. Clark recommended a service contract for Mr. Hewitt's old machine.

Mr. Hewitt reported on the summer work done at the elementary schools which are now in shape to start school, namely Gilsum, Surry and Mt. Caesar. Mr. Hewitt accompanied the boiler inspector and found all boilers in good condition except the one in Troy which does need repair.

Mr. Furlong displayed to the Board the art trophy presented to the school by Mr. Descoteaux. The trophy will stay in the school and will be engraved each year with the student's name who is the winner. A miniature statue will be given the winner.

Mr. Furlong reported the gym will be rented on November 23, 1963 for an exhibition game by the Globetrotters. The Industrial Management Club has requested that all their suppers be held at the high school. They also would like the use of the auditorium. Mr. Furlong advised them they would have to pay the rental fee for the auditorium, but could use the cafeteria for their meetings while students cleaned up after dinner. Mr. Furlong told them they could have their dinners there if there were student groups who wished to put them on. The Board agreed the policy stood at \$100. for rental of the auditorium.

Mr. Bowman suggested there be a committee from the board to work with the teachers' association. Mr. Calhoun moved and the board voted to have the Chairman appoint a committee. Mr. Bowman appointed Mr. Callahan, Mr. Dunham and Miss Webber.

Mr. Wyman inquired about the washout and the contractor fixing the track. Mr. Furlong said it would be done the following day.

Mr. Furlong is not satisfied with the operation of the Dukane public address system and has asked for an extension of the guarantee until it is running properly.

Mr. Hewitt said there were new bus schedules which have been printed on the paper. He also said there would be a German girl, Ingrid Dornecker, here for the month of September.

The Board went into executive session and Mr. Hewitt nominated and the Board elected the following:

Mrs. Alice Gaylor - Gilsum grades 3 and 4	\$4,687.
Mrs. Elizabeth King - Mt. Caesar grades 1, 2 or 3	4,687.
Mrs. Mary Ellen Sylvestre - Cutler grade 5	4,300.

Mr. Hewitt reported to the Board of two Capron children who have been dismissed from the Gilsum elementary school. This led to a discussion of the special education class. Mr. Calhoun asked if we could afford to hire a third guidance counselor if we could not afford a special education class. Mr. Dunham moved and board voted that two Capron children in Gilsum be excused from attendance at school.

Mr. Bowman handed out a form previously used in Swanzey for recapitulation of account and asked if board members felt such a form would be useful for the superintendent to present to the school board at meetings. Mr. Bowman asked for and received a vote of the board to have a recapitulation form as shown presented by Mr. Clark to the board monthly. Mr. Calhoun asked and Mr. Clark replied we were staying right within the budget in hiring teachers.

Mr. Pride asked the status of Mrs. McClure. Nothing is definite yet.

Sullivan has not completed their payment for the 1962-63 school year. Mr. Bowman wrote Tax Commission requesting they do what they could. The State Tax Commission replied that the School District should write to the Attorney General or their local attorney. Mr. Dunham does not feel we should wait for this payment much longer as it is our responsibility to collect our funds and pay our bills. The Board voted to have Mr. Homer Bradley send to the Sullivan selectmen a letter of intent to sue.

Mr. Humiston has asked to be released from his contract in order to accept a position in Cleveland. Mr. Clark told him he could not be released immediately until a replacement could be found.

Mr. Bowman reported sending a registered letter to Mr. Wallace which was refused. A letter from Mr. Wallace dated August 27 asked for reconsideration of his request for reinstatement. The clerk was directed to again write Mr. Wallace advising of the board's acceptance of his resignation and include a copy of the original letter of acceptance of resignation.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - July 23

Monadnock School Board met at the Superintendent's Office on July 23. Present were Messrs. Bowman, Hewitt, Callahan, Austin, Wyman, Furlong, Dunham, Clark, Calhoun, Mrs. Robinson and Miss Webber. Mr. Hipple represented the Sentinel.

Mr. Clark asked the Board to discuss the matter of continuing or discontinuing the Bible reading and the reading of the Lord's Prayer in the district schools, and make a decision at a later date after receiving more evidence from the state. He suggested perhaps getting a legal opinion and thought it would be well to get support of local organizations. Mr. Bowman hoped the State Board of Education would present its decision and suggested board members talk around their communities to get the feeling of the people.

Mr. Clark has received a letter from the Mason Insurance Agency advising a change in rates for non-profit organizations in New Hampshire, although such reduction in rates might require additional coverage. Mr. Babcock has asked the board to sign a form giving him permission to study this. Mr. Dunham moved and the board voted to authorize Mr. Bowman to sign this form when it is received from the Mason Agency.

Mr. Clark presented the request for resignation from Francis Culp, because of ill health, effective August 2, 1963. Mr. Bowman moved and the board voted to accept Mr. Culp's resignation.

Mr. Clark presented the request for release from Jeanne Eaves so she might accept a position at KTC. Miss Webber moved and the board voted to accept her resignation. Mrs. Menard, second grade teacher at Mt. Caesar, has requested release from her contract. The board voted to accept her resignation. Mrs. Marjorie Newell has presented her request for release and the board voted to accept it.

Mr. Hewitt nominated and the board voted to elect the following:

Donald Black - Principal and teacher of grades 5 and 6, Surry	\$4,400.
Ruth Cumings - Grade 5, Swanzey	5,461.

Mr. Bowman asked permission of the board to write a letter to Mr. Charles Shaw expressing the thanks and appreciation of board members for his outstanding service over the past years. Permission was granted.

Mr. Bowman reported that he had been a panelist at the Superintendent's Convention in North Conway and everyone was very much impressed with the Monadnock High School.

Mr. Hewitt asked for a board policy on French and Music teachers traveling to the elementary schools. He would like to set 8¢ per mile and the teachers themselves feel this is satisfactory. This would apply to all staff who travel. Miss Webber moved that the 10¢ per mile originally adopted, be retained. Mr. Furlong asked if same rule would apply to

the high school. He would like to pay mileage from internal funds rather than from Superintendent's office, such as coaches of athletic events. Miss Webber amended her motion to state that mileage for activity programs would be determined by Mr. Furlong and the Superintendent's office. Mr. Dunham suggested a graduated rate. Miss Webber withdrew her motion and Mr. Hewitt will look into the feasibility of a graduated rate.

It was reported that \$145,000. would be received for foundation aid for the year 1963-64, representing a small gain.

Mr. Wyman would like to get a definite vote from the board on whether towns should get credit for foundation aid, and have letter recording vote sent to State Board of Education, State Department of Education and State Tax Commission. Mr. Bowman suggested a vote should not be taken until all members are present. Members not to be present could send a letter advising vote.

asked

Mrs. Robinson/for a breakdown of foundation aid and Mr. Clark said he would have copies made for members. There is no longer a split.

The Board went into executive session. Mr. Clark reported he had advised Mr. Wallace of the board's acceptance of his resignation after the last meeting. He also told Mr. Wallace he had read his letter requesting reinstatement to the board and the board had postponed replying to the request. Mr. Clark informed Mr. Wallace of tonight's meeting but he declined coming. Mr. Wallace evidently has misinterpreted the tabling of action on his request for reinstatement. Mr. Bowman moved and the Board voted unanimously not to accept his reinstatement.

Mr. Clark nominated and the board elected the following:

Miss Elaine Oettinger - Commercial teacher	\$4,300.
Miss O'Connell advanced to Chairman of Commercial Department	

Mr. Hewitt reported on telephone survey. He has asked staff at Fitzwilliam not to use phone for toll calls and feels that calls for teachers and staff should amount to about \$45. Mr. Bowman suggested talking to Business Administrator at Telephone Company, to see if Fitzwilliam School phone could be tied in with Keene line. Mr. Wyman moved that anyone other than administrative personnel making phone calls should present charges to the board for reimbursement. Six of the board voted yes. Mr. Austin suggested some limit should be put on this motion or more calls might be brought in than are presently charged. Mr. Bowman moved and the board voted that Miss Webber approach the Business Manager of the Telephone Company on behalf of the Board, to see if some hook up could be made between Fitzwilliam and Keene because of high toll calls in Fitzwilliam.

Mr. Dunham reported that the School Board Association is feeling more strongly about becoming more forceful in their help to education, providing more concrete programs and getting them introduced by legislators. They are presently working on a standardized contract for teachers throughout the state.

Respectfully submitted.

Oh Graders Can Play Ball At Regional

Continued from Page One

Figures for mileage compensation to members of the staff doing extensive traveling on school business were reported and approved by the Board. According to the plan, 10 cents a mile will be paid for the first 2,500 miles, and 9 cents for the next 2,500. All mileage over 5,000 will be paid at the rate of 8 cents per mile.

SUMMER REPAIRS — Repair work done to Regional elementary schools was announced, with the overall report that all schools are in good shape and ready for opening day next Wednesday. Work was completed in the kitchen of the Surry school, in accordance with state directions for the hot lunch program, and boiler work is being done at the Troy school.

RENTALS — Principal Furlong reported that the Monadnock Regional High School gymnasium was being rented on Nov. 23 for an exhibition basketball game by the Harlem Globetrotters.

Furlong also reported that, if desirable to students, school clubs and organizations would stage suppers for the Keene Industrial Management Club, in the cafeteria. Purpose would be to raise funds by the organizations, and a request by the club for free or reduced-rate use of the gymnasium was rejected by the board.

BUS SCHEDULES — A list of bus stops and times will be included in the district's Parents' Guide booklet, and will be printed in the newspapers prior to opening day.

APPOINTS COMMITTEE — Board Chairman Lee Bowman appointed three members to serve as a committee in working with the teachers' Association for the coming year. Named were Carroll Dunham, Marcia Webber and John Callahan.

TEACHER VISITS — Announcement was made that Ingrid Dorckner, a German teacher currently in New Hampshire visiting, will spend a month at the high school observing teaching methods and practices this fall.

TROPHY ACCEPTED — A large trophy, donated to MRHS by art instructor Raymond Descoteaux, as presented to the Board, and accepted. Designated the Senior Achievement "D" Award, it will be awarded annually, with a tall replica going to the winner and engraved original remaining at the high school.

8th Graders Can Play Ball At Regional

As a result of Monadnock Regional School Board action last night, eighth graders will be allowed to play football this year, under certain provisions.

Permission to allow students on the field below high school level was written into the school's policy after the question was first considered a year ago. At that time three youngsters were allowed to try out for the team under a provisional ruling by the School Board.

Eighth grade boys wanting to play high school football must meet certain requirements, including written permission from parents or guardians, and a physical examination by school doctors.

By Several Persons

In addition, all candidates must be evaluated by the principal, coaches and school athletic director, under the terms of the ruling. Principal Richard Furlong said that he anticipated 16 or 17 boys wanted to try out for the team this year.

A suggestion that the names of all boys be brought before the School Board for consideration was scrapped by members.

In other action:

School Superintendent Paul Clark read a letter from Eugene Jorgensen, chairman of the Education Department at the University of New Hampshire, pointing out that Edward Bourassa had taught two courses during the summer session at UNH. His thanks and congratulations were given to the Board on Bourassa's ability and achievement.

HEATING CONTRACT — A maintenance service contract by Minneapolis-Honeywell Inc., designed to keep the school heating plant up-to-date and operable, was discussed and shelved for later consideration.

MILEAGE COMPENSATION — Continued on Page Three

On Bible Reading

Regional School Board Votes Policy Change

By TOM SLAYTON
Sentinel Staff Writer

SWANZEY CENTER — The discussion was lively, the suggestions numerous, and the vote on a solution close.

Monadnock Regional School District board members acted on the Supreme Court ruling banning the Lord's Prayer in public schools last night, and voted in a change in policy.

Members, after more than an hour of discussion, approved a new policy which says in effect: "That the School Board, in conformity with the Supreme Court ruling, will omit the Lord's Prayer and Bible reading from the morning exercises, and will substitute inspirational exercises or meditations." The vote was a close 5-4 decision in favor of the motion.

An amendment to the original motion substituting "inspirational exercises" in place of "morning prayer" was first passed, 5-4, by the members.

The final ruling climaxed discussion which included suggestions that a musical version of the Lord's Prayer be played over the school's public address system, that an instrumental ar-

rangement of the prayer be played during a meditation period, or that a "thought for the day" type of exercise be held daily by homeroom teachers.

Just what the nature of "inspirational exercises" will be is still not clear, but religion in some form will apparently be present next Wednesday on opening day.

"In other words, we don't have to throw the Lord away, as long as we don't use His prayer," said Board member Wayne Wyman.

John Calhoun, of Gilsom, said that it need not be a prayer, but could be "something with a religious tone." He suggested selected readings from several religious sources other than the Bible.

According to chairman Lee D. Bowman, the Regional School District is one of few which has an actual, written policy on the books relative to morning exercises in its schools.

Before last night it read: Morning exercises shall be observed by each grade in the following manner —

1. Salute to the Flag.
2. Morning prayer.
3. A reading from the Bible or

Continued on Page Three

Aug. 28, '63

ADJUTANT GENERAL REPORT, DIST. NO.
Telephone Survey - Elementary Schools

SCHOOL	Gilman	Burrey	Mc Cassan	Curler	Proy	Pine-dillon	Gallman	Total
SERVICE CHARGE	7.25	7.25	16.90	16.65	16.25	12.85	11.25	89.40
MONTH								
July	-0-	-0-	3.05	.50	.45	25.20	-0-	30.20
August	-0-	-0-	11.20	-0-	.40	1.60	-0-	23.40
September	.20	.40	3.40	2.30	.90	29.00	-0-	35.20
October	.20	-0-	.20	5.25	1.05	23.15	-0-	29.85
November	.20	-0-	-0-	.20	1.50	21.45	.25	23.60
December	-0-	-0-	-0-	.80	-0-	21.40	-0-	22.20
January	-0-	-0-	-0-	-0-	.75	12.14	.15	13.04
February	-0-	.50	.50	.40	.15	27.10	.50	29.75
March	-0-	-0-	.20	.15	-0-	19.30	-0-	19.65
April	-0-	.35	.30	.35	.15	10.05	-0-	11.00
May	-0-	.15	.20	.15	2.25	9.85	-0-	12.60
Each School								
Total Toll Calls	.60	1.40	18.95	7.90	7.30	211.44	1.00	\$248.59
Tel. for Year	80.35	61.15	204.85	191.05	186.35	352.79	124.75	

TOTAL TELEPHONE COST PER YEAR \$ 1,421.39

TOTAL TOLL CALLS PER YEAR \$ 248.59

MOVABLE FURNITURE BID SHEET

MONADNOCK REGIONAL HIGH SCHOOL
Swanzy Center, New Hampshire

BID OPENING: May 17, 1962
at 4:30 P.M.

[illegible]

MOVABLE EQUIPMENT BID SHEET

MONADNOCK REGIONAL HIGH SCHOOL
Swanzy Center, New Hampshire

BID OPENING: June 7th, 1962
at 7:30 P.M.

BIDDER	DIVISIONS & ITEMS				
	DIVISION V MUSIC M1 - M9	DIVISION VI CAFETERIA F1 - F6	DIVISION VII CARPETING C1 & C2		DIVISION VIII LAUNDRY L1 & L2
			BASE	ALT.	
Jackson Chair	2,582 ⁹⁷				
Oriental Spoken			3,324	see notes	8,400 ⁰⁰
Plotkins			4,277 ⁷⁰	see notes	
Praep			3,510		
Hamilton					
Troy Laundry					2,168 ⁰⁰
Wenger Music	2,389 ⁰²				
Milton Bradley	2,837 ⁵⁴	7,531 ²¹			
Turnbly	M-8 288 ⁴⁰	5,508 ³¹			
		act. 72 5,002 ⁷²			
Liden		7,815 ⁶⁰			
Weldhill		6,723 ³⁰			

Engelhardt, Engelhardt and Leggett
Educational Consultants

Monadnock Regional School District
Board Meeting - May 14, 1963

The School Board met on May 14 at the Superintendent's office. Present were Messrs. Clark, Bowman, Hewitt, Furlong, Wyman, Austin, Calhoun, Shaw, Callahan, Fride, Mrs. Robinson and Miss Webber. Mr. Hipple represented the Sentinel.

Mr. Wyman asked that the minutes of the May 2 meeting be amended to read that the janitorial staff had been hired to work eight hours per day but actually were averaging better than an eight-hour day. The minutes were accepted as corrected.

Miss Webber asked about the telephone survey at the high school. Mr. Furlong reported for one week as follows:

Office, incoming - 11 calls	Shop, 12 in, 5 out
Guidance, incoming - 16	Health, 22 in, 55 out
Mrs. Smith, 25 in, 4 out	MacLeod, 3 in, 1 out
Auditorium, 0 in, 0 out	Library, 2 in, 1 out
Kitchen, 21 in, 33 out	Girls' coach, 0 in, 10 out
Music, 25 in, 34 out	Teachers' room, 13 in, 79 out
Janitor, 9 in, 12 out	Boys' coach, 8 in, 21, out
Mrs. West, 26 in, 35 out	Asst. principal, 15 in, 19 out
Mrs. Hildreth, 20 in, 19 out	

#6575 - 225 in, 126 out
6578 - 76 in, 132 out
6579 - 35 in, 70 out

Mr. Bowman suggested no evaluation be done until a month's figures were available. Mr. Furlong estimated that he and Miss Vandersluis averaged five outgoing calls per day.

It was asked if Tilden's bill had been satisfied. Mr. Clark has explained the matter to Tilden's and the bill will be paid as soon as received. Mr. Furlong has been paying on it and an approximate balance of \$200. remains.

Mr. Clark read a letter from Paul Farnum advising that house bill 513 would have hearing on May 21, also house bill 565 (relating to revision of cooperative school law). Mr. Farnum urged board to get as many people as possible to attend the hearing and support the bills. Mr. Shaw suggested the board issue a statement to the press urging voters of the MRSD to attend these hearings and support the bills.

Miss Webber moved and the board voted to go on record as supporting house bill 513 (relating to grants for cooperative school districts) at the legislative hearing on May 21 at 9:30 a.m. in room 100. Miss Webber and Mr. Bowman suggested withholding a decision on bill 565 until the board had an opportunity to read it.

On May 16 legislation relative to the repeal of the per capita tax will be taken up. Mr. Clark said we pay approximately \$2. per student which goes to the state if then is returned to the school district to pay part of the superintendent's and teacher consultant's salary. We pay about \$4,000, and get back about \$7,000. Mr. Bowman

May 14, 1963

Page 2

feels it should be repealed and the state get money elsewhere to help pay these salaries. Mr. Shaw suggested Mr. Clark have Paul Farnum bring copies of this bill to the N. H. School Boards' Association meeting on May 16.

Mr. Clark urged that all board members try to be present at the N. H. School Boards Association meeting for at least part of the day.

Mr. Clark reported on the distribution break down of the supervisory union budget. There is a new figure for each town which takes into consideration the new valuation figure. This has been passed by the state tax commission but not by the legislature. Mr. Shaw asked for copies and Mr. Hipple asked for a copy but Mr. Clark said the figures were not ready for release to the public just yet.

Mr. Clark would like permission to put out for bid for a tractor with three gang mowers for cutting grass at the high school. He was asked if gang mowers would be used on the jeep. He said not close to the building. Mr. Wyman suggested getting good gang mowers to use on the jeep and use mowers in Fitzwilliam or Sullivan for area close to the building. Mr. Shaw suggested that \$600. was not much for tractor and mowers and perhaps we should wait until next year to get a good tractor. He recommended that Mr. Clark look into larger equipment as well as small equipment. Mr. Wyman pointed out we bought jeep last fall to use with mowers this spring.

Mr. Wyman moved and the board voted to put out for bid for a small equipment tractor and three gang mowers as specified by Mr. Clark. Mr. Shaw voted no and still recommended that Mr. Clark talk to someone who handles larger equipment.

Mr. Bowman reported that the 1962 taxes had not been paid on the Helff property in the amount of \$96. plus interest. Mr. Bradley prepared a petition for abatement of taxes and Mr. Bowman asked the board's permission for him to sign the petition. Mr. Shaw moved and the board voted to have Mr. Bowman sign the petition for abatement and present it to the selectmen.

Mr. Bowman was asked by Swanzey selectman Mr. Hackler why the board had put a bill in the legislature for legalizing the annual meeting. Actually Mr. Olson put in the bill at the request of Gardner Turner. The bill has passed the senate but not the house, as yet. Mr. Olson had called Mr. Bradley and had his approval.

Mr. Bowman told of attending the all-state music festival in Milford. Next year they want to have the festival at the MRHS.

Mr. Wyman asked that Mr. Hewitt present a survey of the elementary telephone calls, on a yearly basis.

The Monadnock Band will play in Keene on Memorial Day and will be paid for it. Mr. Hewitt told the elementary concert in the high school gym on May 25. Mr. Furlong announced the industrial arts fair would be held at the high school on May 17 and 18. On May 20 there

would be an exhibit covering science, home ec, art, English, etc. The senior play will take place on May 27. Mr. Furlong asked that board members make their request for graduation tickets at the next board meeting on May 28.

The board went into executive session and continued with the discussion relating to additional raise for elementary janitors in Swanzey, Troy and Fitzwilliam. Earlier in the meeting Mr. Hewitt had noted that two high school janitors who sweep floors get approximately \$200 more than the elementary janitors who have full responsibility for their respective school buildings. Mr. Hewitt would like to pay each of the four elementary janitors an additional \$100. Mr. Shaw asked where we would get the additional \$400 and Mr. Hewitt feels in hiring elementary teacher replacements there will be some money left. Presently the Fitzwilliam Janitor will get in 63-64 \$3,100., the Troy janitor \$3,600., the Mt. Caesar janitor \$3,700. and the Cutler janitor \$3,700. Mr. Hewitt said their contract did not cover sick leave but felt it was understood. Miss Webber asked if fringe benefits could be added to contract in place of extra \$400. Miss Webber suggested giving consideration to the valuable man (from Swanzey) and let the other three prove themselves before raising them. Mr. Hewitt feels at least the custodians at Cutler and Mt. Caesar should receive additional \$100. Mr. Shaw said if they all worked the same number of hours, all should get same consideration. Miss Webber asked if hours could be cut to 7. Mr. Hewitt wants these men to work in the summer cleaning up the schools. Miss Webber asked how necessary were the matrons in the two Swanzey schools. Mr. Wynn asked if one janitor could take care of Fitzwilliam and Troy but the majority felt not. Mr. Shaw suggested explaining the "facts of life" to them, that we are short of money and just can't do anything this year.

Mr. Calhoun moved and the board voted we allot \$200. to give an additional \$100 to the Cutler and Mt. Caesar janitors. Vote was 3 in favor, 2 opposed.

Mr. Hewitt then recommended that teaching principals be given an additional \$100. as they were required to attend principals' meetings, order supplies, etc. Most board members felt this should have been considered before now. Miss Webber moved and the board voted to make no distinction between head teachers and teaching principals. Vote was 5 in favor, 1 opposed. Mr. Shaw does not think it right to neglect the teaching principals in favor of the janitors.

Mr. Shaw asked if there were included in the nominations some persons who were on 12-month basis last year but not this year. Mr. Clark said Miss Vandersluis would not be on a 12-month basis nor would Mr. Tucker. Mr. Shaw asked why if the board decided to hire certain positions for 12 months, it was changed without board approval. He noted that he felt a salary of \$8,000 would be a larger percentage increase for Miss Vandersluis if she were on a 42 week basis, than other department heads were receiving. Mr. Hewitt said Mr. Tucker would be on a 42 week basis and Mr. Furlong said it is understood but not written that department heads are on a 37 week basis. Mr. Shaw suggested calling back contract of Miss Vandersluis until this matter is resolved.

Mr. Shaw requested that for the next meeting a job description be presented covering the Superintendent, high school principal, teacher consultant and guidance director. Mr. Clark said these descriptions are ready and will be brought in to the next meeting.

Mr. Shaw asked where Mrs. McClure would be used and Mr. Clark said she would teach part time in the physical education program at the high school. Mrs. Robinson asked why elementary physical education had been dropped instead of French. Mr. Clark explained that elementary French would lead into junior and high school French, also that the elementary schools were not equipped for a physical education program. Mr. Hewitt said the state recommends a nine-year sequence in a foreign language and added that the French program has been very enthusiastically received.

Mr. Clark reported he was having a difficult time hiring teachers. As the annual meeting was so late, other superintendents took the cream of the crop. He needs an English major with math minor, or math major with English minor, a difficult combination.

Mr. Clark nominated and the board elected:

Kathleen Hobel - elementary	\$4,881.
Mrs. Ronald Conway - commercial dept., office practice and typing	4,494.
Mrs. Terry Slater Workman - 7,8,9 art	4,300.

Mr. Clark report that Mrs. Karen Miller has canceled out. Eight elementary teachers remain to be hired. Mr. Hewitt said Mrs. Duchano is going to take over the elementary French program for next year.

Respectfully submitted,

Elizabeth T. Massin

Monadnock Regional School District
Board Meeting - May 2, 1963

The School Board met on May 2, 1963 at the Superintendent's office. Present were Messrs. Clark, Bowman, Hewitt, Furlong, Wyman, Callahan, Austin, Whitney, Shaw, Dunham, Calhoun, Pride, Miss Webber and Mrs. Robinson. Mr. Hipple represented the Sentinel.

The following addition and correction were made to the minutes of the April 29 meeting:

Add: Page 3 - Mr. Calhoun moved and the board voted to stay with board's salary schedule and proceed to issue teacher contracts accordingly.

Correction: Page 1 - Cross out \$9,075 under * item.

Mr. Clark read a letter from Robert Easter advising of the annual meeting of the Southwestern District of N. H. School Board Association on May 16 at the high school. In the afternoon there will be a discussion for board members and superintendents on "The School Board, Its Duties and Responsibilities." There will be a panel discussion on board-staff relationships, a tour of the high school and dinner in cafeteria. There will be a discussion of legislative progress by James O'Neil and a report of the Interim Commission. Any suggestions or questions should be directed to Dr. Mandrey or Mr. Clark. Mr. Dunham asked that five or six board members help take people through the building. Those interested should contact Mr. Dunham, Mr. Clark or Mr. Furlong.

Mr. Clark read a letter from Dr. Ritch advising of his resignation on June 30, 1963 to become superintendent of schools in North Haven, Connecticut. It was suggested the clerk write him a letter.

Mr. Clark read a letter from Mr. James Fitzgerald representing the B.P.O.E. This organization, to create more interest among players and fans, would like to suggest that Keene H. S. and MRHS have a series of competitive baseball games. The B.P.O.E. would like to purchase a trophy to be awarded winner of series. The first one to win five of the series would retire the trophy.

Mr. Clark read an Insurance inspection report covering all the schools in the district. Principals of each school will receive a letter noting discrepancies and will be held responsible for their correction this year and every year.

Mr. Clark led a discussion on the budget and the cuts that should be made. Miss Webber thinks additional elementary teacher for Troy should be hired at expense of something else, possibly a janitor. Mr. Clark does not see how school can manage with one less janitor. Miss Webber asked about student help and Mr. Clark explained that much of the work involved polishing and waxing floors, not just sweeping. Mr. Shaw asked how student help had worked in Troy and Mr. Furlong said not very well. Mr. Shaw expressed disappointment that Troy would not get extra teacher but would rather see extra funds go to library. Mr. Calhoun asked what would happen in case of emergency, such as 36 or more first graders in Troy. Mr. Clark said they would either hire a teacher and bring in a deficit next year, or move some Troy students to Fitzwilliam.

Mr. Calhoun asked about a polishing, cleaning and waxing machine to perhaps replace a janitor. It was asked if the head janitor was doing an efficient job, and if not should he be replaced. It was explained that he is the one who knows the boilers. Mr. Dunham asked if the school were going to try the plastic treatment recommended by the architects. They are planning to try it and it would cut down on the maintenance. Asked about the janitorial staff, Mr. Furlong would like to have it left as is.

Miss Webber feels considerable telephone service in the high school could be deleted, and thus would relieve clerical help. The monthly service charge presently is \$209. By cutting out some extension phones, two private lines, the \$100 per month switchboard, could cut down this charge to \$92.30. Two numbers would come into general office and the third number listed directly into guidance office, with three extensions. Extensions from the general office numbers would be in the nurses' room, principal's office, vice principal's office and in general office for use of faculty. Mr. Furlong mentioned that the vice principal used the phone a great deal and perhaps should have a direct line. Mr. Shaw suggested Mr. Furlong have the switchboard girl take a survey of how much the phones are being used, then approach the telephone company and tell them what we need. He felt a check should be run for a month before making a decision on this item.

Miss Webber does not feel there should be increases in coaching fees. Mr. Clark explained they were trying to establish a reasonable schedule of coaching fees. He feels with his cuts he may have a chance to retain coaches but feels Miss Webber's cuts are too severe. It was explained that Mr. Pitsas would be paid as department chairman, also as athletic director in charge of scheduling, ordering supplies and equipment, arranging for umpires, etc. Mr. Bowman asked why the Director of Athletics should receive extra compensation any more than the head of the Music Department who does extra duties. Mr. Furlong reported that the coaches had said they would do without an additional \$100. and without an additional football coach, if they could have a trainer. Mr. Bowman suggested that perhaps one man had too many things. Mr. Clark and Mr. Furlong suggest that half raises be given this year and bring the coaching fees up to schedule the next year, in two steps. It was decided to accept these fees as proposed.

Regarding supplies, it is hoped cheerleading supplies may come out of the athletic fund. Cuts will include \$45. from cross country, \$400 from art, \$200 from commercial, \$200 from English, \$200 from Home Ec, \$580 from Industrial Arts, \$150 from music, \$536 from physical education, \$1,000 from science and \$1,550 from elementary. Mr. Calhoun asked about the \$200 for displays for Mr. Descoteau and was told that Mr. Descoteau is in charge of all events going on at the school, plus the display case in the front hall.

Mr. Bowman moved and the board voted unanimously to accept the budget revision as proposed by the administrators, to study the telephone situation and to use any further money saved to hire an additional elementary teacher for the Troy School.

Mr. Callahan asked how many hours daily the seven janitors average. They average 8 hours per day and Mr. Furlong expects next year to have them work 5 hours on Saturdays.

Mr. Shaw suggested it would be helpful in the monthly statements to have charges against elementary, junior high and high school, but not to break down fixed charges. This will tell Mr. Clark, Mr. Furlong and Mr. Hewitt where they stand.

At this point in the meeting Mr. Clark called for a Supervisory Union meeting. He reported on the budget with the cuts, now incorporated in the LRSD budget, as \$300. from superintendent convention, \$175 from Mr. Hewitt's convention, \$60 for file and \$20 for suspension file, making total budget \$30,255. The board voted to accept this budget and hold the next union annual meeting on May 12, 1964.

Mr. Bowman reported the civil defense director in Richmond is anxious to get this program under way.

The Board went into executive session. Mr. Shaw questioned a bill still owed Tilden's for dark room equipment. It was decided all future bills be paid out of the general fund and then assessment be made of the activity involved. Mr. Shaw asked why there were checks made out to the Monadnock Regional High School. It was explained these covered postage, freight, etc. owed the high school by the superintendent's office.

Miss Webber passed out a proposed schedule for department chairmen showing differential received for being a chairman. Since we are striving for consistency in the teachers' schedule, she feels we should strive for consistency among department heads. Mr. Callahan suggested that within the year the board spend some time to evaluate department positions. He thinks weight should be put on subject matter. Mr. Shaw pointed out that when department heads were hired we were willing to pay more to get a good man. It was the administration's intent to raise them on a merit basis. Mr. Clark said he had met with department heads and discussed raises for next year. They were happy with a merit type schedule and did not appear unhappy with present salaries. Mr. Furlong said they realize in some cases they could make more as classroom teachers but have not expressed dissatisfaction. Mr. Shaw feels it is too late to make any change as department heads have already been told of salaries. Next year he feels procedure should be to withhold information from department chairmen until the board hears and approves salaries. Mr. Calhoun moved and the board voted to adopt the department chairmen salaries as submitted by Mr. Clark.

Mr. Shaw asked which teachers would be on probation. He was advised as follows: Culp, Cutler, Farman, Leslie, Miner, Seaver, and Wallace. Because of the elimination of the elementary physical education program it is indefinite where Mrs. McClure will be placed. Mr. Hewitt passed out a copy of the contract of probation. These teachers will be on probation for one year. Next year when contracts

are determined, if a teacher is put on probation, there will be no increment. During the year, teachers on probation will be advised how they are improving. Mr. Furlong said the high school department heads have made out evaluation sheets on their staff. Mr. Hewitt reported that elementary teachers who will be on probation are: Esther Grout in Surry, and Maryann Johnston in Troy. Miss Webber moved and the board voted to elect all elementary and high school teachers as proposed on the two lists presented to board members.

Miss Webber moved and the board voted to elect the following teachers:

Mrs. Evelyn Morton - English, high school	Salary \$4,300.
Clement S. Hill - Troy or Sullivan Elementary	4,300.
Judith Philipp - Grade 1, Gilsum	4,494.
Karen Miller - Swanzey or Fitzwilliam	4,300.
Cheryl Brown - Swanzey, Grade 2 or 3	4,300.

Mr. Clark reported he was having difficulty obtaining a Spanish teacher.

Mr. Shaw asked if we had a teacher consultant or assistant superintendent. Mr. Clark said it must be a vote of the district to change the position to assistant superintendent.

Mr. Calhoun suggested an evaluation be made of the standards that would be lowered by the budget cut. Miss Webber pointed out that Mr. Furlong will still get the three additional high school teachers and department heads will not have a heavier teaching load than under the original budget.

Mr. Clark will advise the newspaper that teachers were elected and give the names of the new staff members.

Respectfully submitted,

Elizabeth T. Massin, Clerk

MINISTERS' TEACHER PROPOSAL
1963 - 1964

*Salaries presented &
voted acceptance by
Board May 2, 1963.*

FITZWILLIAM

Principal	- Paul P. Tucker	\$ 6,700.
Grade 2	Evelyn Damon	5,650.
4		
3	Avis T. Harling	5,700.
1	Annie Knapton	5,650.
5	Kathleen P. Quinn	4,300.
6	Albert Whitham (Head)	5,800.

GILSUM

Grade 1		
2	Shirley Houle	5,300.
5-6		
3-4	Mary D. Moe	4,300.

SULLIVAN

Grade 1-3	Margaret Harris	5,063.
4-6		

SURRY

Grade 1-2	Ruth Connor (Head)	5,163.
5-6	Esther Grout P	4,668.
3-4	Edna Maxwell	4,668.

CUTLER

Principal	- L. George Armstrong	7,500.
Grade 5	James Bardis	4,650.
6	Gordon Bean	5,450.
5	Eileen Duchesneau	5,700.
6	Edith Flynn	5,700.
5		
4	Elizabeth McGann	4,750.
6	Jerome Rogers (Head)	6,570.
4	Mildred Turner	6,000.
4	Richard Wyman	5,970.

MT. CAESAR

Grade 1	Helen Day	5,063.
1	Rose DuBois (Head)	5,800.
2		
2	Carlene Menard	4,300.
2		
3	Marjory Newell	4,750.
1	Barbara Oles	6,150.
3	Evelyn Osborn	6,200.
3		

TROY

Grade 5	Catherine Glenday	4,668.
2	Ruth Gray	4,668.
4	Maryann Johnston P	4,600.
3	Anna McGinness (Head)	4,768.
1	Catherine Powers	4,668.
6		

MUSIC INSTRUCTOR

All Elem -

FRENCH TEACHER

All Elem -

MONADNOCK REGIONAL HIGH SCHOOL
Teacher Proposal - 1963-64

Albert Furlong, Principal	\$9,200.	Edward Main	\$4,800.
Verne Hesselton, Vice Prin.	7,100.	Edna Mann	5,700.
Paul Allen	4,950.	Betsy McClure	4,300.
John J. Barrett	4,494.	Raymond Miner, Jr. ✓	4,800.
Marion Bedard	4,900.	Gail O'Connell	4,600.
Alan S. Cutler ✓	4,800.	Ralph Parker, Jr.	4,494.
Gordon Davis	5,970.	Henry Sanders	5,970.
Edward Fairbanks	6,150.	Joann Saville	5,500.
Miller Farman ✓	4,494.	Eugene Seaver ✓	4,650.
Laura Feagley	5,200.	Robert Soucy	4,494.
James FitzGerald	4,650.	Diane Spaulding	4,300.
Wilbur Grace	4,800.	Joseph Thibodeau	5,750.
George Hamilton	5,100.	Betty Vandersluis	8,000.
Alice Hildreth	7,000.	Ethel Vollertson	5,050.
Warren Hill, Jr.	4,650.	Alan Wheeler	5,100.
Judith Jarvis	4,300.	George Whitham	5,100.
Joyce Jennberg	5,450.	Charles Wilder	4,494.
Fred King	4,950.	Richard Parker	4,494.
Beth Knight	4,900.		
Douglas Leslie ✓	5,900.		
Donald Mackey	4,494.		

DEPARTMENT HEADS

Elton Beard	\$6,750.	S. Edwin Humiston	\$7,000.
Edward Bourassa	6,800.	Frances McCushing	6,675.
Rosamon Cole	5,850.	Harold Nugent	6,500.
Francis Culp	5,700. ✓	Paros Pitsas	5,450.
Raymond Descoteaux	5,050.	Emile Rocheleau, Jr.	6,600.
Jeanne Eaves	6,400.	Russell Wallace ✓	6,200.
Claudia Howard	6,900.		

5/2/63

MONADNOCK REGIONAL SCHOOL DISTRICT
SWANZEY CENTER, N. H.

CONTRACT OF PROBATION

ATTACHED TO AS PART OF THE TEACHING CONTRACT OF _____

to teach in the Monadnock Regional School District.

This is to inform the above-named that unless considerable improvement is shown in the following area(s) his teaching contract will not be renewed one (1) year from this coming September

It is also understood that said teacher will be on probation for the school year 19____, 19____. If considerable improvement is shown in the above-mentioned area(s) in the school year of 19____, 19____, the above-named teacher will receive a renewable contract and will be removed from probation.

Principal

Teacher Consultant

Superintendent of Schools

Department Chairmen

<u>Years xperience</u>	<u>Degree</u>	<u>Name</u>	<u>No. of Staff</u>	<u>Salary on Schedule</u>	<u>Proposed Salary</u>	<u>Compensation Dept. Ch.</u>
9	M	Beard	5	\$6,744	\$6,750	\$ 6.
8	M	Bourassa	5½	6,528	6,800	272.
4	B	Descoteau	1	5,074	5,074	0
10	M	Eaves	2	6,960	6,400	(560.)
8	B	Howard	1	5,848	6,900	1,052.
6	M	Humiston	5½	6,096	7,000	904.
21	M	McCushing	5	6,960	6,675	(285.)
5	M	Nugent	7½	5,880	6,500	620.
2	M	Pitsas	2½	5,232	5,450	218.
6	M	Rocheleau	5	6,096	6,600	504.
32	M	Wallace	2	6,960	6,200	(760)

<u>Name</u>	<u>Salary on Schedule</u>	<u>Dept. Ch. Compensation</u>	<u>63-64 Salary</u>	<u>64-65 Salary</u>
Beard	\$6,744	\$500	\$7,244	\$7,460
Bourassa	6,528	500	7,028	7,244
Descoteau	5,074	400	5,474	5,667
Eaves	6,960	400	7,360	7,360
Howard	5,848	400	6,748*	6,941
Humiston	6,096	500	6,596	6,812
McCushing	6,960	500	7,460	7,460
Nugent	5,880	500	6,380	6,596
Pitsas	5,232	400	5,632	5,848
Rocheleau	6,096	500	6,596	6,812
Wallace	6,960	400	7,360	7,360

*63-64 salary includes \$200. for marching band, \$200. for concerts and \$100 for private instruction.

<u>Name</u>	<u>Present Salary</u>	<u>63-64</u>	<u>64-65</u>	<u>Total Difference</u>	<u>Increment 63-64</u>	<u>Increment 64-65</u>
Beard	\$6,250		\$7,460	\$1,210	\$605.	\$605
Bourassa	6,300		7,244	944	472	472
Descoteau	4,650		5,474	1,017	505	505
Eaves	6,000		7,360	1,360	680	680
Howard*	6,500	\$6,748	6,941		248	193
Humiston**	6,500	6,596	6,812		96	216
McCushing	6,275		7,460	1,185	592	592
Nugent	5,900		6,596	696	348	348
Pitsas	5,050		5,848	798	399	399
Rocheleau	6,000		6,812	812	406	406
Wallace	5,700		7,360	1,660	830	830

* Humiston and Howard on Schedule 63-64

**Humiston - \$5.00 per hour for 30 hour course \$150

Culp on 12 month contract - Present salary
\$5,400. Recommended increase for 63-64 300

Cole as a classroom teacher would be at maximum.
Current salary \$5,450. For sake of consistency
suggest \$503. increment next three years. 503 503

Name 63-64 Salary

Beard	\$6,855
Bourassa	6,772
Descoteau	5,155
Eaves	6,680
Howard	6,748
Humiston	6,746
McCushing	6,867
Nugent	6,248
Pitsas	5,449
Rocheleau	6,406
Wallace	6,530
Culp	5,700
Cole	5,953
	<u>\$82,109</u>

On January 29, 1963 we approved
the sum of \$82,875. to cover
enclosed thirteen salaries.

Monadnock Regional School District
Board Meeting - April 29, 1963

The Board met at the cafeteria in the high school due to the large number of citizens attending. Present were Messrs. Hewitt, Pride, Dunham, Calhoun, Whitney, Wyman, Bowman, Austin, Callahan, Furlong, Shaw, Miss Webber and Mrs. Robinson. Mr. Hipple represented the Sentinel and Mr. Bradley attended.

Mr. Bradley explained that cooperative school law differed from other school law in that newly elected officers began their terms with the new fiscal year on July 1. Therefore Mr. Shaw will continue as school board member until that time. The board also agreed that Mr. Austin be permitted to sit in on the board until his term begins on July 1, 1963.

Mr. Bowman explained the board would proceed with their regular meeting. It was voted to pass over the minutes of the previous meeting. Miss Webber was asked to make her budget presentation and told how she had tried to develop a salary schedule that would be more realistic as it would place everyone on schedule the second year. Her schedule would place men and women on a single scale, increase minimum and raise minimum \$50 in future years thus raising entire schedule and provide flexible increments recognizing experience. Her schedule would reduce budget by \$7,475. A copy of Miss Webber's proposed teachers' salary schedule with comments was passed out to board members later in the meeting.

Miss Webber then presented her proposed budget cuts:

110.1	\$1,000	school board	690	\$ 100	custodian conv.
190	300	Supt. travel, convention	710	6,000	" salary
210	10,827	teachers' salaries*	725	785	replacement equip.
210.5	2,000	secretarial help	975	600	school lunch
215	929	textbooks	1010	2,025	salaries stud. act.
220	2,000	library & A.V. aids	1026	800	equip. repairs
230	5,313	teaching supplies	1030	2,500	supplies
290	2,155	office expenses, teachers'	1067	166	equipment
		travel, workshop	1090	520	other expenses
310	1,100	truant officer	1267	6,711	equipment**
490	437	health supplies	1371	8,140	interest
610	4,190	salaries for operation (5 men & 1 woman)			
630	2,000	supplies for operation		61,009	total deductions
645	1,411	utilities			
			Add:	200	librarian salary
				2,000	contracted service for maintenance

*Would leave \$ 9,075

24,000 5 new teachers
6,000 special education
5,000 substitute teaching

\$58,809.

**Balance includes \$2,182 billing
machine, \$459 SRA, \$500 science,
\$1,000 elementary, \$600 misc.

Mr. Hewitt, in the absence of Mr. Clark, was asked to present the administration's proposed budget. The cuts made include the original \$26,000 cut made before the district meeting. In determining the following cuts, Mr. Clark, Mr. Hewitt and Mr. Furlong conferred with department heads and elementary principals. They were in agreement these cuts would not too severely hurt the educational program.

100	\$1,000	School board	710	\$6,000	Custodian salary
190	300	Supt. conv.	725.1	585	replacement equip.
210	18,660	teachers' salaries	725.2	200	"
		(\$5,500 spec. ed.)	735	(1,000)	(INCREASE)
		(9,600 2 new teachers)	975	600	school lunch
		(2,000 secretary)	1010	1,150	student activities
		(1,500 guidance)	1030	2,419	athletic supplies
215	2,429	textbooks	1067	166	equipment
220	2,500	library & A.V.	1090	520	other expenses
230	4,816	teaching supplies	1267	3,733	equipment
290	4,759	office exp., etc.	1371	8,140.	interest
310	100	truant officer			
610	750	operational salaries		\$58,816.13	total cuts
630	300	supplies			
645	574.13	utilities			
690	100	custodian conv.			

Mrs. Robinson asked Miss Webber if she had approached teachers regarding her salary schedule. Miss Webber replied no, that she would not have done this without board's permission.

Mr. Bowman invited questions from the audience. It was asked if there would be a reduction in the retirement figure since there was a cut in teachers' salaries. Mr. Hewitt replied probably but difficult to determine at this time. To someone's question why the two revised budgets couldn't be dovetailed to bring about a greater reduction, Mr. Shaw said it was too difficult to absorb all the figures at once and suggested the board examine the two sets of figures in executive session. Miss Webber said her proposal and that of administration not too far apart, the difference being in the handling of it. She has made changes in the salary schedule rather than in size of staff and programs. Mr. Turner asked how the board could feel morally obligated to teachers until public had voted on appropriation at annual meeting. Mr. Hewitt answered the board had a long range program in mind for the teachers, and explained the board's committee meeting with the teachers' liaison committee.

To a question regarding gate receipts and the possibility of a poor year, Mr. Furlong said if there is money left over from gate receipts in June, the board should put it in the budget for next year. The budget shows nothing for officials, expenses, etc. for athletic events. Asked where the elementary teacher was cut, Mr. Hewitt said from Troy.

It was asked if board members signed manifests every so often and therefore had a recapitulation of account available to them. Miss Webber answered it would be difficult to figure out a recapitulation from such a sheet. Mr. Bowman, in defense of the secretarial staff, told that they were employees of old union 33 until July 1, 1962. He said in the future monthly statements would be available to board members.

Someone commented that what the taxpayer could afford should be taken into consideration when preparing a budget. When asked what contracted services covered, Mr. Hewitt explained that under various items they were school census, auditors, supervisors of checklists, educational TV, tutoring, Maintenance and upkeep on business machines and A. V. equipment.

Several citizens remarked on their confidence of the Board to revise the budget and suggested they depart and leave the school board to their task. The Board, Mr. Hipple and Mr. Wilson adjourned to the conference room to continue the meeting. Miss Webber passed out copies of her salary schedule. She noted that the administration's suggested cut of \$5,500 for special education would in turn reduce anticipated income by \$2,000. Mr. Hewitt explained that although there was need of a special education class all that had been allotted in the budget for this area was salary and nothing for equipment, supplies, preparing a room and transportation. He feels that much groundwork must be done before a special class is set up. Mr. Furlong commented this is a "rich man's program." It was suggested that perhaps next year special education should be a separate item in the warrant. Mr. Hewitt said there were about 30 now in public school that would be eligible for such a class. With one teacher only 15 students could be in a class.

After Miss Webber's explanation of her salary schedule, Mr. Shaw stated that when teachers were hired off schedule last year they were promised \$500. increments until they were on schedule. Miss Webber said her schedule would put everyone on schedule within two years and would take care of any commitments made when hiring last year. Mr. Calhoun thinks we should be able to issue two or more contracts this week to restore teachers' confidence. Mr. Dunham said a maximum of \$300 salary increase had been set for this year as the teachers' committee and the board's committee were trying to keep increases within a percentage. Next year the board should review whether to give lesser or greater increases. Teachers have been told they will be on schedule the third year. Mr. Shaw asked Mr. Hewitt and Mr. Furlong what would teacher reaction be to schedule change. Mr. Furlong felt some would resign if they received better offer during the summer. He explained that teachers spend more time in meetings working on curriculum and next year would be involved in self-evaluation of school.

Miss Webber would like to make up amount of money for the elementary teacher the administration proposed not hiring for Troy. Mr. Calhoun asked if we could do without replacing the guidance counselor for a year and instead hire an additional first grade teacher. Miss Webber asked about doing away with one janitor in the high school. Mr. Furlong replied his janitors have put in more than 40 hours per week.

Mr. Shaw put figures on blackboard representing Keene, Miss Webber's and board's schedule. He feels if Miss Webber's was accepted we would not be in a competitive position with Keene. As far as teachers' morale goes, he feels board should stick with its schedule.

Miss Webber asked if at the next meeting the board could concentrate on giving priority basis to elementary teacher and educational facilities. Mr. Hewitt said for the 12 elementary teachers that must be replaced he had an average of \$4,800 to work with. The administrators would like meeting Thursday night to elect teachers.

April 29, 1963

Page 4

Mr. Calhoun said he would like to endorse the editorial appearing in Saturday's Sentinel that board members have the right to their own opinion. Miss Webber said she would like to endorse the final statement in an article appearing Monday in the Sentinel that the board get on with the business of running the school.

Miss Webber moved and the board voted that at the next meeting, or thereafter, when the board gets to discussing teachers' contracts, they go into executive session.

Mr. Shaw suggested that agendas be made available to the press as well as board members in advance of meetings.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Winadnock Regional School District
Board Meeting - April 24, 1963

Present at the April 24 board meeting in the Superintendent's offices were Messrs. Clark, Calhoun, Hewitt, Wyman, Callahan, Bowman, Pride, Whitney, Dunham, Austin, Furlong, Mrs. Robinson and Miss Webber.

Letters were received from Mr. Homer Bradley, Moderator, advising Mr. Bowman and Mrs. Robinson were sworn in as school board members on April 19 and Mr. Austin was sworn in as school board member on April 23.

Mr. Clark called the meeting to order and asked for election of board chairman by paper ballot. Mr. Callahan assisted in the counting of votes. Mr. Bowman was elected Chairman. Mr. Clark then asked for election of vice chairman by paper ballot and Mr. Calhoun was elected. Miss Webber moved and the board voted to have Mr. Bowman cast one ballot to elect Mrs. Massin as clerk and Mrs. Perry as treasurer of the district.

The minutes of the April 16 meeting were read and the following corrections and addition noted:

1. Page 2, last paragraph, delete "approximately 10%."
2. Page 3, third line, add "and capital outlay" after transportation twice.
3. Under questions asked by visiting citizens add the question by Mr. Ferguson if any board member had alternate proposals to offer, to which no answer was given.

Mrs. Robinson asked how much it would cost the district to have the N. H. Tax Commission audit the books. In the past it has cost Fitzwilliam approximately \$80. Cost is based on how long it takes.

Mr. Bowman and Mr. Clark went to Mr. Bradley's office to look over a letter Mr. Bradley had prepared in answer to Mr. Turner's charges that the vote on Article 3 was not legal. Mr. Bowman and Mr. Clark suggested he withhold the letter for the present as they felt its publication would surely mean a second meeting. The possibility of having the Senate or House legalize the vote was mentioned, but Mr. Bradley feels if this were done, ten people could and probably would petition for a second meeting. Mr. Bradley feels his action regarding Article 3 is legal.

Mr. Calhoun asked if we had anything in the budget for legal fees. We do not. He then suggested that before too much time has elapsed we should make a list of things that should be taken into consideration in preparing next year's budget, such as legal fees.

Regarding legal advice, Miss Webber feels we should seek legal help from the State Department of Education. Mr. Bowman pointed out they in turn always refer us to Mr. Bradley. Mr. Pride suggested that for every legal advice we get from Mr. Bradley, we should ask for the State Department's concurrence in writing.

Mr. Bowman read a letter from WKBK requesting permission to broadcast 1963 home and away football games. Mr. Wyman moved and the Board voted to grant permission and the clerk will write a letter so advising them.

Mr. Clark read a letter from Mr. Wyman requesting that the \$10 monthly bleacher storage fee be given to the music and physical education departments. The clerk was instructed to write a letter of thanks.

Mr. Clark stated the urgency of signing teachers' contracts. He needs about 13 teachers in the elementary schools and about 5 in the high school as replacements due to retirement, pregnancies and leaving for professional improvement and some who are not being recommended for rehiring. It was noted that at least four elementary teachers were lost in the past week by accepting other positions.

Some board members suggested reviewing the budget but Mr. Clark did not feel it should be done in executive session. He reported that a group of citizens had visited his office requesting permission to be present when the budget cuts are proposed. Mr. Calhoun feels the people had a chance to vote on the budget item by item at the annual meeting and now feels the board must reassure the teachers as soon as possible regarding their positions. Mr. Dunham feels the teacher situation must be cleared up quickly, and if pressure is going to be given by the presence of the public it would be better to take care of the teacher situation now and later give attention to other items. Miss Webber feels that before committing ourselves to any part of the budget the board should decide allocations of the budget as a whole at one time. The board members feel they are committed to the teachers.

Mr. Bowman feels it is up to the administration to recommend a budget and up to the board to examine and approve or disapprove. Mr. Clark, Mr. Hewitt and Mr. Furlong have been working on the budget this week and will present their recommendations at the board meeting on Monday, April 29. Several members felt revised budget should be presented at executive session before brought before the public. Mr. Callahan does not think it would be wise to have too many executive sessions. Mr. Clark would like to present the budget as revised and then have anyone else, including the public, make suggestions. He then would like to go into executive session to discuss and decide the budget.

It was the unanimous feeling of the board that the annual school meeting be held earlier in the year next year so there would not be such a problem about hiring teachers.

Mr. Furlong said department heads had asked if they could appear to discuss budget. Mr. Furlong feels it better left to the three administrators to determine revisions. He further stated that the teachers are depending on the salary schedule decided upon by the board. Mr. Calhoun asked Mr. Furlong what would happen if the salary schedule were revised. Mr. Furlong feels some would stay, some would go, but next year some would be looking elsewhere. Mr. Hewitt said that when teachers were hired there was an unwritten understanding they would remain for two years. He feels if the schedule is revised teachers will have lost faith in the board and many will leave.

Mr. Calhoun asked if the three administrators could bring in alternatives. He suggested skimping least on education and most on maintenance. Mr. Furlong told of plans for team teaching in the areas of social studies and mathematics to lighten the load of teachers. Mr. Hewitt stated many budget cuts they would present would be with the idea of giving the best possible educational program.

Mr. Furlong reported that next year we must do self-evaluation. This is an important reason for holding on to the staff we now have.

Mr. Calhoun asked if board members could receive a copy of agenda several days prior to a board meeting along with Mr. Clark's comments, to give board members a chance to think over items. Mr. Bowman asked if monthly statement of budget recapitulation would be presented to board.

Mr. Clark will have budget revision ready Friday morning for anyone interested in having a copy prior to Monday's meeting. Mr. Wyman asked if anyone else had a budget he wanted to present. Miss Webber said she had one that she would make available prior to the meeting. Mr. Bowman said he felt it was up to administrators not school board members to write up a budget. Miss Webber offered to go over her budget with Mr. Clark if he wished.

It was asked if there were anything in the legislative line the school board could be doing. Mr. Dunham feels one thing that could be done is to communicate with Dr. Mandrey advising him of the MRS Board's stand on various bills as he attends all hearings. The Board voted to communicate with Dr. Mandrey to advise him that this board supports bill #513 relating to grants to cooperative school districts. The clerk will write a letter.

The Board again voted to continue the practice of having Mr. Hewitt and Mr. Furlong attend board meetings.

Mr. Austin asked about sub-committees. Committees active in the past were transportation, curriculum building, finance, committee to meet with teachers' committee. With the new year committees are presently dissolved.

Mr. Furlong reported on two fires at the high school on April 18. The insurance people have investigated and the laundry room will be put back in place. A new drier is coming in two or three weeks. Towels will be offered Monday and then parents will be asked to take care of towels until drier arrives. Insurance covers replacement and repairs but not service.

Mr. Clark suggested starting work on next year's budget in December, striving for better public relations, have the board in unison, have board members spread out among the towns to discuss the budget and have a detailed budget report to present to the people instead of a line item budget. At next year's annual meeting we should have booths for voting.

It was the opinion of the majority of board members that free and open discussion take place within the board meetings but that harmony preside outside of board meetings.

Respectfully submitted,
Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - April 29, 1963

The Board met at the cafeteria in the high school due to the large number of citizens attending. Present were Messrs. Hewitt, Pride, Dunham, Calhoun, Whitney, Wyman, Bowman, Austin, Callahan, Furlong, Shaw, Miss Webber and Mrs. Robinson. Mr. Hipple represented the Sentinel and Mr. Bradley attended.

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310	100	truant officer	1267	6,711	equipment**
490	437	health supplies	1371	8,140	interest
610	4,190	salaries for operation (5 men & 1 woman)			
630	2,000	supplies for operation		61,009	total deductions
645	1,411	utilities			
			Add:	200	librarian salary
				2,000	contracted service for maintenance
					<u>\$58,809.</u>

*Would leave

24,000 5 new teachers
6,000 special education
5,000 substitute teaching

**Balance includes \$2,182 billing
machine, \$459 SRA, \$500 science,
\$1,000 elementary, \$600 misc.

Mr. Hewitt, in the absence of Mr. Clark, was asked to present the administration's proposed budget. The cuts made include the original \$26,000 cut made before the district meeting. In determining the following cuts, Mr. Clark, Mr. Hewitt and Mr. Furlong conferred with department heads and elementary principals. They were in agreement these cuts would not too severely hurt the educational program.

100	\$1,000	School board	710	\$6,000	Custodian salary
190	300	Supt. conv.	725.1	585	replacement equip.
210	18,660	teachers' salaries	725.2	200	
	(5,500 spec. ed.)		735	(1,000)	(INCREASE)
	(9,600 2 new teachers)		975	600	school lunch
	(2,000 secretary)		1010	1,150	student activities
	(1,500 guidance)		1030	2,419	athletic supplies
215	2,429	textbooks	1067	166	equipment
220	2,500	library & A.V.	1090	520	other expenses
230	4,816	teaching supplies	1267	3,733	equipment
290	4,759	office exp., etc.	1371	<u>8,140.</u>	interest
310	100	truant officer			
610	750	operational salaries			\$58,816.13 total cuts
630	300	supplies			
645	574.13	utilities			
690	100	custodian conv.			

Mrs. Robinson asked Miss Webber if she had approached teachers regarding her salary schedule. Miss Webber replied no, that she would not have done this without board's permission.

Mr. Bowman invited questions from the audience. It was asked if there would be a reduction in the retirement figure since there was a cut in teachers' salaries. Mr. Hewitt replied probably but difficult to determine at this time. To someone's question why the two revised budgets couldn't be dovetailed to bring about a greater reduction, Mr. Shaw said it was too difficult to absorb all the figures at once and suggested the board examine the two sets of figures in executive session. Miss Webber said her proposal and that of administration not too far apart, the difference being in the handling of it. She has made changes in the salary schedule rather than in size of staff and programs. Mr. Turner asked how the board could feel morally obligated to teachers until public had voted on appropriation at annual meeting. Mr. Hewitt answered the board had a long range program in mind for the teachers, and explained the board's committee meeting with the teachers' liaison committee.

To a question regarding gate receipts and the possibility of a poor year, Mr. Furlong said if there is money left over from gate receipts in June, the board should put it in the budget for next year. The budget shows nothing for officials, expenses, etc. for athletic events. Asked where the elementary teacher was cut, Mr. Hewitt said from Troy.

It was asked if board members signed manifests every so often and therefore had a recapitulation of account available to them. Miss Webber answered it would be difficult to figure out a recapitulation from such a sheet. Mr. Bowman, in defense of the secretarial staff, told that they were employees of old union 38 until July 1, 1962. He said in the future monthly statements would be available to board members.

Someone commented that what the taxpayer could afford should be taken into consideration when preparing a budget. When asked what contracted services covered, Mr. Hewitt explained that under various items they were school census, auditors, supervisors of checklists, educational TV, tutoring, Maintenance and upkeep on business machines and A. V. equipment.

Monadnock Regional School District
Board Meeting - April 16, 1963

The Board met at the Supt. office on April 16. Present were Messrs. Clark, Bowman, Hewitt, Wyman, Whitney, Calhoun, Dunham, Shaw, Pride, Callahan, Mrs. Robinson and Miss Webber. Mr. Hipple represented the Sentinel and several citizens from Fitzwilliam, Troy and Swanzey attended.

A letter from Mr. E. J. Kingsbury to Mr. Bowman was shown to the Board in which Mr. Kingsbury noted "our donation to your school is one of the most satisfying ones we have ever made."

The minutes of the April 3 meeting were read and accepted.

Mr. Calhoun reported that the Science Department wanted to set up an outdoor lab and nature center. He requested authorization of the board for him to sign for ground survey maps to be made of the area by the Soil Conservation Department, at no cost to the district. Mr. Clark read a letter from Mrs. Vollertson of the Biology Department relative to this matter. Mr. Dunham moved and the Board voted to have Mr. Calhoun sign the necessary agreement for the Soil Conservation Department to supply ground survey maps of this area.

Mr. Clark asked that each board member be responsible for notifying checklist supervisors to be present at the annual meeting on April 18. It was decided they and the clerk should be at the school at 7 p.m.

Mr. Clark reviewed the procedure: there would be one entrance, that of the side next to the cafeteria, and there would sit the checklist supervisors to hand out ballots. People would then proceed to gym where chairs would be set up. School board would sit up front. There would be four ballot boxes and the moderator would recess the meeting for voting and leave polls open during meeting and after close of meeting. Visitors will have to have permission to attend and will remain in a classroom until meeting begins, then will be escorted together into the gym.

In answer to one board member's question, the budget allows for two supervisors from each town, but one is permissible.

Ballots will not be unsealed until presented to the supervisors on April 18. The meeting will open at 8 p.m., the warrant will be read and then a recess for voting. School board members, except those running for re-election, will count ballots.

It was reported that inspections of lunch programs showed that Sullivan needed wrapped straws for milk or a straw dispenser, Mt. Caesar needed more attention to the laboratory and a thermometer in the refrigerator and the high school needed wrapped straws or straw dispenser.

Mr. Bowman reviewed the Building account, copy of which was distributed to board members. There was a question on Engelhardt's July budget figure for gym seats. It was stated that the May 1962 budget had shown \$8,567. The increase on the land item was explained as pump expense, the well, putting in a submerged pump, wiring pump, running lines from tank to boiler room, clearing trees and pulling stumps and removal of debris.

The Administration and Contingency item included salary of Mr. Alexander, the Clerk of the Works, insurance on building before it was finished, legal fees of Mr. Bradley.

210.3	\$5,500	special teacher	210.3	\$4,500	Elementary Phys. Ed.
1010.1	7,250	salaries	290.2	250	Travel for above
1026	800	equipment repairs	210.3	4,500	Elem. teacher Troy
1030	4,143	supplies	210.3	4,500	one high school teacher
	150	insurance	290.3	1,500	conventions
	166	equipment	230.1	5,000	Elem. & H.S. supplies
	795	medical supplies	215	500	textbooks
1267.1	315	office equipment	220.	3,000	library and A.V.
.2	1,756	elementary	1267.	2,000	capital outlay for equip.
	76	equipment repairs	210.3	14,000	3 additional teachers
725.2	1,115				
.1	225.				
210.3	5,300	Elementary French		<u>26,794</u>	
290.2	1,000	Travel for above		\$104,729	total cut
210.3	4,500	Elementary music			
290.2	864	Travel for above			

Mr. Shaw noted that two corrections should be made to the annual report, namely the revised budget figure of \$1,189,022.13 and the decrease in anticipated revenue by \$9,000. Mr. Clark suggested the original budget figure of \$1,215,000 be amended at the annual meeting. Mr. Shaw asked if the board stood for the \$1,600 item for kitchen equipment. Mr. Clark replied this was a special article and up to the voters. Mr. Clark advised there would be yes and no and blank ballots for the budget vote.

There followed some questions from the citizens present. It was asked where the increased budgets would stop. Mr. Clark answered he felt 1963-64 was the big bulge plus the fact that \$68,000 was turned over to operational budget for 1962-63. Mr. Shaw noted because of 62-63 surpluses and balances, future budgets should be restricted to normal budget increases, ~~and the~~

April 16, 1963

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Mr. Ripley asked why the per pupil cost in MRSD new budget was \$600. as opposed to \$520. in Keene. Mr. Clark explained Keene's figure did not include transportation. Without transportation MRSD figure would be \$488. Mr. Ripley pointed out the Interim Commission had said a tax in support of schools of over \$15. would be excessive. MRSD currently is \$26. and will be \$31. if new budget accepted.

It was asked who made up the salary schedule and why were women to be equalized in one jump.

Mr. Shaw said the board was taking a stand on the \$26,000 cut so the people themselves could decide what aspects of education would be hurt.

It was asked if the play area expense had been spent before it was budgeted. They were told it was in the original balance. Miss Webber stated the May 1962 Engelhardt budget had totaled \$2,191,000 but stated it did not include \$47,000 for athletic field. It was said this area was awarded to MacMillin on June 20, 1962 and on July 2 Engelhardt showed it in his budget. Mr. Shaw said in the original bid we asked for alternate on track as we had planned to have an athletic field.

The opinion was expressed that after the board members had attended so many meetings, the leadership regarding the budget should come from the board rather than the voters.

Mr. Lepisto and others expressed their opinion that athletics should not be dropped from the program. It was felt by the citizens and the board agreed that direct answers should be given to all questions from the voters.

Respectfully submitted,

Elizabeth T. Massin, Clerk