

MONADNOCK SUPERVISORY UNION #38

School Calendar 1967-1968

SEPT. (18)	<u>M</u>	<u>T</u> (5)	<u>W</u> 6	<u>T</u> 7	<u>F</u> 8
	11	12	13	14	15*
	18	19	20	21	22
	25	26	27	28	29*

FEB. (16)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u> 1	<u>F</u> 2*
	5	6	7	8	9
	12	13	14	15	16*
	x	x	x	x	x
	26	27	28	29	

OCT. (20)	2	3	4	5	6
	9	10	11	12	(13)*
	16	17	18	19	(20)
	23	24	25	26	27*
	30	31			

MARCH (21)					1*
	4	5	6	7	8
	11	12	13	14	15*
	18	19	20	21	22
	25	26	27	28	29*

NOV. (20)			1	2	3
	6	7	8	9	10*
	13	14	15	16	17
	20	21	22	x	x*
	27	28	29	30	

APRIL (17)	1	2	3	4	5
	8	9	10	11	12*
	15	16	17	18	19*
	x	x	x	x	x
	29	30			

DEC. (15)					1
	4	5	6	7	8*
	11	12	13	14	15
	18	19	20	21	x*
	x	x	x	x	x

MAY (22)			1	2	3
	6	7	8	9	10*
	13	14	15	16	17
	20	21	22	23	24*
	27	28	29	x	31

JAN. (22)	x	2	3	4	5*
	8	9	10	11	12
	15	16	17	18	19*
	22	23	24	25	26
	29	30	31		

JUNE (9)	3	4	5	6	7*
	10	11	12	13	(14)*

*Indicates pay days

September 5	- Organization Day
October 13	- Teachers Convention
October 20	- B.I.E. Day
November 23, 24	- Thanksgiving Recess
December 22 thru January 1	- Christmas Vacation
February 19-23	- Mid Winter Vacation
April 22-26	- Spring Vacation
May 30	- Memorial Day
June 14	- Closing Day for Teachers

QUARTERS

1st	- Ending Nov. 10, 1967	- 46 days
2nd	- Ending Jan. 26, 1968	- 46 days
3rd	- Ending Apr. 5, 1968	- 45 days
4th	- Ending June 13, 1968	- 43 days

SUPERVISORY UNION #38
School Calendar 1968-1969

SEPT. (16)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
		(3)	(4)	(5)	(6)
	9	10	11	12	13 *
	16	17	18	19	20
	23	24	25	26	27 *
	30				

OCT. (22)		1	2	3	4
	7	8	9	10	11 *
	14	15	16	17	x
	21	22	23	24	25 *
	28	29	30	31	

NOV. (19)					1
	4	5	6	7	8 *
	11	12	13	14	15
	18	19	20	21	22 *
	25	26	27	x	x

DEC. (15)	2	3	4	5	6 *
	9	10	11	12	13
	16	17	18	19	20 *
	x	x	x	x	x
	x	x			

JAN. (22)			x	2	3 *
	6	7	8	9	10
	13	14	15	16	17 *
	20	21	22	23	24
	27	28	29	30	31 *

FEB. (15)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
	3	4	5	6	7
	10	11	12	13	14 *
	17	18	19	20	21 *
	x	x	x	x	x

MAR. (21)	3	4	5	6	7
	10	11	12	13	14 *
	17	18	19	20	21
	24	25	26	27	28 *
	31				

APRIL (19)		1	2	3	4
	7	8	9	10	11 *
	14	15	16	17	18
	21	22	23	24	25 *
	x	x	x		

MAY (19)				x	x
	5	6	7	8	9 *
	12	13	14	15	16
	19	20	21	22	23 *
	26	27	28	29	x

JUNE (12)	2	3	4	5	6 *
	9	10	11	12	13
	16	17	(18)*		

Total 180 Days

September 3,4,5,6 = Workshop Days for Teachers

School begins on Monday, Sept. 9

October 18 - No School

November 28,29 - No School (Thanksgiving Recess)

December 23 through January 1 - No School (Christmas Recess)

February 24 through 28th - No School (Mid-Winter Recess)

April 28 through May 3 - No School(Spring Recess)

May 30 - No School (Memorial Day)

June 17 - Last Day of School unless make-up days are required after that date.

June 18 - Teacher Workshop

QUARTERS

1st - Ending Nov. 8, 1968 - 44 days

2nd - Ending Jan. 17, 1969 - 45 days

3rd - Ending April 4, 1969 - 45 days

4th - Ending June 17, 1969 - 46 days

* Indicates Pay Days

MONADNOCK REGIONAL SCHOOL DISTRICT

Annual Meeting

March 7, 1970

Correction
on p. 3

The Annual School District Meeting was held in the auditorium of the high school on Saturday, March 7, 1970. Moderator Clarence Abare called the meeting to order at 2 p.m. and recessed balloting until the end of the meeting. Present at the meeting were school board members Messrs. Bowman, Cleveland, Walters, Callahan, Calhoun, Pride, Austin, Dunham, Mrs. Thompson, Mrs. Robinson; administrators Messrs. Frain, Sundstrom, Hewitt, Furlong; and school district counsel, Judge John Goodnow.

The moderator advised that Article 1 would be handled by ballot and he requested action on the remaining articles of the warrant as follows:

Article 2. 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. Perry of Swanzezy moved the district appropriate the sum of \$1,886,837. and it was seconded. Mr. Perry asked the school board to review the budget in detail. Mr. Frain, Superintendent, explained how the money was to be spent. The budget has increased 5.4% over the school year 1969-70. He pointed out that taxpayers pay about 83% of the cost while the state contributes about 16%.

Mr. Soucy said the teachers had not accepted a part of this budget. Mr. Whitham asked about the large turnover of teachers at the high school.

Mr. Callahan asked to review the negotiations meetings the board had had with teachers since December. He said the board had proposed a salary schedule which would mean an average increase for teachers of \$75. The teachers had not accepted this up to the time of the annual meeting. The board felt this amount was fair in light of the district's ability to pay. Another point of disagreement between board and teachers was the formal negotiations agreement. A negotiations agreement would limit and bind the board to certain conditions and the board was offering the teachers such an agreement but it was not all the teachers would like to have. Mr. Callahan explained that the timetable was off and it is important that certain deadlines be met. The board hopes that a teachers' council will be included in the negotiations agreement, thereby giving teachers a voice and a chance to help in establishing policy. The agreement would also include a grievance procedure. Another area not agreed upon was the board felt department heads should not represent teachers in negotiations. Mr. Callahan further explained the board wished to do away with the index on the salary schedule. The teachers do not.

Mr. Frain asked to correct the picture pertaining to teachers leaving the high school. He reported that the turnover was due mostly to family reasons.

Mr. MacFarlane asked to have a teacher's representative speak. Mr. Soucy said the department chairmen feel they should be involved in negotiations with the school board. He said the teachers do favor the index on the salary schedule. He reported that department chairmen feel they are teachers first, administrators second. He further stated that if the district would pay competitive salaries, teachers would not be looking for jobs in other districts.

Mr. Frain presented figures of bachelors' minimums and maximums in other school districts, which indicated we were competitive - not as high as some, but higher than some. Mr. Porterfield asked why only bachelor figures were given and Mr. Frain said these were the only accurate figures available.

The question was asked how the voters could vote to pass the budget if teachers had not accepted it - how could negotiations continue. Mr. Calhoun pointed out the board was giving its recommendations to the voters and was now leaving it up to the voters to decide. Mr. Whitham said he did not feel the budget was allowing enough for teachers with more experience.

A teacher moved to amend the article by proposing an increase to \$1,900,000.

Mr. Fiske pointed out that over a ~~ten~~ year period, teachers' salaries had increased 26%. Mr. Perry said he was not aware that the teachers had to approve a budget.

Mr. Daniels reminded the voters that they elect school board members who put a lot of time into preparing the budget and the voters attend the annual meeting to hear the advice of the board.

The moderator called for a vote on the amendment to Article 2 and the majority voted in the negative.

The moderator then called for a vote on Article 2, to appropriate \$1,886,837. and it was voted in the affirmative by a standing vote: 117 yes; 14 no.

Article 3. To see if the District will vote to authorize the School Board of the Monadnock Regional School District to apply for, to accept, and to expend, on behalf of the District, any or all grants or other funds for educational purposes which may now or hereafter be forthcoming over and above the total school appropriation voted by the District.

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

Article 4. To hear a report from the Planning Committee, and to see if the District wishes to take action, if any, on the report of the Committee.

Mr. Calhoun moved to accept the Planning Committee's report as printed on page 21 of the annual report.

The question was raised, by accepting this report would the school board be given authority to proceed with the recommendations contained in the report. Mr. Cleveland advised that the school board had made no decision, only to hire help to look into the problem. Mr. Bowman said the board had employed Dr. Engelhardt to study our problems and give his recommendations. When the board received his report, there will be public hearings, written reports, etc., before any decision is made.

Mr. Calhoun said he wished to have the report of the committee accepted and acknowledge the work that the members of the committee had done, namely, Mrs. John Ilg and Mr. Ronald Fitzgerald, Fitzwilliam; Mr. Leonard Drake, Troy; Mr. Charles Hanrahan, Swanzey; Mr. Kenneth Smith, Surry; Mrs. Raymond Motter, Sullivan; Mrs. Genevieve Lounder, Gilsum; Mr. George Blais and Mr. Fred Gilbert, Richmond; and Mr. David C. Brown, Roxbury.

It was voted to accept the Planning Committee's report.

Article 5. To see if the district wishes to request an audit by the municipal accounting division of the State Tax Commission for the fiscal year 1969-70.

Mr. Dunham moved passage of the article. He explained that several years ago it was the wish of the voters to have the State Tax Commission audit the books. The board has been advised by counsel that law requires this vote to be taken each year. Mr. Hackler questioned that the Commission would continue to audit and Mr. Dunham reported they were not auditing new accounts, but would continue to do our district's account.

Article 6. To listen to opinions of a purely advisory nature regarding the conduct of school affairs for the ensuing year.

Mr. Calhoun announced that Mr. Dunham would no longer serve on the board, after several years on the Monadnock Regional School Board and the board would miss him.

Mr. Porterfield moved, Mr. Callahan seconded, and the voters adopted the following resolution:

Whereas, New Hampshire ranks last in the nation in state aid to local schools; and whereas, the number of school children and the cost of education continues to increase each year; and whereas, the increasing cost of education is borne almost entirely by local property taxes which are fast becoming confiscatory. NOW THEREFORE, be it resolved that the voters of the Monadnock Regional School District call upon the Governor and the Legislature to substantially increase state aid to local school districts; and that the Clerk is hereby instructed to forward copies of this resolution to the Governor, the President of the Senate, the Speaker of the House of Representatives, and the local Legislative delegation.

Mr. McClure asked for an explanation of the school calendar. Mr. Frain explained that beginning in January 1971 the country will be going on long weekends to celebrate most of the holidays. The school would like to end as early in June as possible, consequently this will mean cutting down on vacations during the school year.

Mr. Abare asked to read a paper, written during World War I, but pertinent to today.

Mr. Howard Holman extended thanks to the moderator, who was leaving, and to the school board for handling school affairs.

Respectfully submitted,
Elizabeth T. Massin, Clerk

Results of the balloting under Article 1 were as follows:

Board Member from Fitzwilliam:	204 Arthur B. Cleveland 1 Frank Fiske 1 William Prigge 1 Carl Baldwin 1 Dorothy Ilg
Board Member from Richmond:	209 Johanne J. Thompson
Board Member from Swanzey:	157 Arthur J. Boufford 65 James McClure
Moderator:	213 Richard J. Talbot 8 Clarence Abare 1 P. Jenkins 1 T. Davidson

Alamogordo Regional School Board
Meeting - March 6, 1970

The school board met Friday, March 6, 1970 with the following present: Messrs. Bowman, Walters, Austin, Cleveland, Callahan, Calhoun, Dunham, Frain, Hewitt, Mrs. Thompson and Mrs. Robinson.

It was suggested the board answer the statement made by MTA which appeared in the Sentinel as follows: individual schools cannot negotiate the calendar - calendars are prepared by supervisory unions; average teacher's increase for school year 1970-71 as proposed by board is \$575.; board feels department heads are supervisory personnel.

In ability to pay, our district ranks in the lower third; in salaries paid, the district ranks in the upper third.

The board's committee will meet with the teachers' committee on the morning of March 7, but under no pre-conditions.

It was stated that \$12,000., plus released time, was being paid to department heads for supervisory duties.

At 9:08 p.m. the board voted to offer ten days additional sick leave, less the cost of a substitute, if the teachers accept the whole package, i.e. wages and bargaining agreement, and that their acceptance or rejection be submitted in writing to the board by March 17, 1970. Mr. Austin wished to go on record as opposing this vote.

Mr. Frain reviewed an evaluation sheet which he has asked department heads to submit for each teacher in his department.

Next meeting of the board will be on March 16.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School Board
Meeting - February 23, 1970

The school board met at the Superintendent's office on February 23 and present were Messrs. Bowman, Cleveland, Austin, Calhoun, Dunham, Walters, Callahan, Fride, Mrs. Thompson, Mrs. Robinson, Mr. Frain and Mr. Hewitt. The board accepted the minutes of the February 9th meeting with the following amendment: Supervisors of the checklist shall be paid \$25. for the March 7th annual meeting.

Mr. Frain reviewed details of the annual meeting to be held March 7. Balloting will begin at 10 a.m. The meeting will begin at 2 p.m. and there will be six articles in the warrant. Article 5 will ask to appoint the State Tax Commission to audit the accounts for the fiscal year 1969-70. Judge Goodnow has advised that auditors should be elected each year. In the next year perhaps the district can find an auditor to run on the ballot.

Mr. Frain has received an amended contract from Engelhardt. Dr. Engelhardt says he will be glad to give the board alternatives, but at a public hearing he would want to propose one plan, as giving the voters a choice would be too confusing. He also is glad to separate Phase I and II of the contract so as not to commit the board for the future. The board voted to sign the new contract presented by the Engelhardt firm, subject to Judge Goodnow's approval.

The board was agreeable to having some of Monadnock's board members meet with members of the Marlow school board to discuss the possibility of their joining our district.

Judge Goodnow has advised the board to drop the policy extending sick leave to staff after accumulated sick leave has been used up in a long illness. However, he would suggest remaining with the decision to help the one individual so far involved. This policy could be voted down when the new board takes office after March 7.

The board voted that in the future it should consult with its attorney before adopting new policies and make its decision on the basis of his advice.

Mr. Frain reported on the request from NHEA to have superintendents organize meetings in an effort to urge the state to fully fund the foundation aid laws. Mr. Frain does not favor more meetings as our district officials have already made known their feelings about full funding. The board voted to write a letter to the NHEA as proposed by Mr. Frain.

Mr. Callahan advised that negotiations were continuing. Teachers still want department heads included. The board still feels department heads must be excluded and that no more money should be put in the budget for salaries by the board as this might cause the public to lose faith in the budget as presented to them by the board at the public hearing.

February 23, 1970 - page 2

Mr. Cleveland asked if it would be possible to re-examine the department head situation, as some department heads have a great deal more responsibility than others. Any action regarding department heads would have to be taken by the board. In math, science, social studies, shop and language, it can be said that department heads are mostly administration rather than teachers. In these five areas an appreciable amount of time is spent on supervision. The remaining department heads are mostly teaching.

The teachers have indicated that if the board separates the department heads from the teachers, such a position would not stand up in court. The board agrees that whether or not the teachers accept the negotiations agreement excluding department heads, something must be done to revise the department head situation.

The Rules Committee in Concord has said there will be no negotiations laws in the special session, so at least our board is offering their teachers an agreement. This agreement is an improvement over what they now have, and this should be impressed upon them.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - February 9, 1970

The School Board met at the Superintendents office with the following present: Messrs. Bowman, Austin, Calhoun, Walters, Dunham, Cleveland, Pride, Callahan, Frain, Newitt, Sundstrom, Mrs. Thompson and Mrs. Robinson. The board signed the proposed budget for 1970-71 and the warrant.

Mr. Frain discussed the items to be in the warrant. The board voted not to ask the district to continue the Planning Committee for another year.

Mr. Frain explained that the board is authorized to appoint a clerk and treasurer but must have moderator, school board members and auditors elected by ballot. Mr. Frain has not been able to find any auditors in the district interested in running. He suggested an article in the warrant asking voters to let the board put auditors back on the ballot. At the March 1965 annual meeting, the district voted to have the board appoint the State Tax Commission as auditor until such time as the voters changed it.

The board voted to have an article drawn up by Judge Goodnow to permit the school board to engage another auditor should the State Tax Commission discontinue auditing the books.

Mr. Frain advised it was not necessary to include articles covering Titles I, II, and III as they have been voted on before.

The board voted to name the supervisory union office "The Wyman House."

The board discussed the matter of sick leave and how a teacher could be helped when he used up all his sick leave on a lengthy illness. Possibly a teacher could be paid the difference between his salary and that paid to a substitute, however, it was pointed out that it might be necessary to pay a substitute more than the usual \$20 a day. It was suggested that the teachers' organization investigate some sort of health insurance for its members. In the case of Mr. Webber the board voted to pay \$50. a week for ten weeks and \$25. a week after that, until the end of the fiscal year. It was suggested that Mason Insurance be consulted for advice on such a policy, and if there were any sort of policy that would be better.

Because of the longer hours the supervisors of the checklist will have to work on March 7 at the annual school meeting, the board voted to pay \$20 to each supervisor present.

The Keene Evening Sentinel has asked to talk to Mr. Frain about the budget - he will advise them that negotiations are continuing.

Mr. Frain advised that the governor has promised the teachers a negotiations bill which he will introduce in the special session of the legislature.

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Mr. Frain advised that the governor has promised the teachers a negotiations bill which he will introduce in the special session of the legislature.

The negotiations contract was discussed. Asked about having the teachers vote by ballot, it was explained that the teachers have their own internal rules and so the board cannot tell them how to handle their voting. The question was raised as to whether or not the money item could be voted on separately. Generally, the board wanted to stay with the agreement offered by the board, but Mr. Callahan wanted to be sure all alternatives had been thought of. The board reaffirmed its position that department heads would not represent the teachers.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District

Public Hearing

2/2/70

The Public Hearing of the Monadnock Regional School District met in the auditorium of the high school to hear the budget for the school year 1970-71. Present from the board and administration were Messrs. Bowman, Callahan, Calhoun, Cleveland, Dunham, Austin, Walters, Fride, Hewitt, Frain, Mrs. Robinson and Mrs. Thompson. Only about sixteen citizens were present.

Mr. Frain explained that 60% of the budget covered instruction, 9% operation of plant, 9% principle and interest, 6% transportation, 4% fixed charges, and 7% miscellaneous. He explained that teachers were on 185 days and they would like to have the nurses on a 185 day contract.

He advised that transportation included any field trips, transporting athletic teams, bands, cheerleaders, transporting Fitzwilliam's sixth grade to Troy, a bus which took Roxbury students home immediately after school (previously they had to wait for the late bus. The increased cost represents increased service.

Mr. Frain reported that custodians were now under the minimum wage law and this resulted in an increase for operation of the plant. Also, additional custodial help is needed. Under maintenance of plant, he explained there was much maintenance work needed on the school buildings.

Mr. Frain pointed out that the budget for 1970-71 represented a 5.4% increase over this year's budget, however, the increase in tax assessment of the towns in the district will increase about 8.1%. Local taxes pay 83% of the school bill, state aid about 16% and federal aid 1%. The national average is that the state pays about 40% of the bill. Mr. Frain said his estimates of revenue for 1970-71 were conservative and he estimated a \$20,000. balance at the end of the year. He named other school districts where budgets were increasing more than Monadnock's.

It was asked what the actual cost of educating a pupil in our district was. Mr. Hewitt said it was \$496. for elementary, (a student from another district, including cost of education plus rental), \$620. for junior high, and \$778. for senior high.

Asked about the New Hope Center, Mr. Frain explained this center was for children who were only trainable, to help make them self sufficient. The center receives some federal funds and school districts pay tuition for students they send there. Monadnock has six children there.

Public Hearing - February 2, 1970

The question was asked whether the salary schedule was a firm figure. Mr. Frain reported that the teachers at their meeting on February 1, had turned down the salary schedule proposed by the school board. Mr. Frain said the salary schedule proposed represented about a 6% to 8% increase, or about a \$600. increase. The school board was proposing a \$6,300. minimum salary.

Mr. Callahan explained that the board's negotiation committee was not certain on what points the teachers were in disagreement with the board. They have not talked to the teacher's committee since the full meeting on February 1.

It was asked if any money would be spent on building. Mr. Bowman said not this year. The report of the Future Needs of the District committee will be in the Annual School Report. Asked who was Dr. Engelhardt, Mr. Calhoun explained he was an educational consultant whom the district had signed a contract with to provide a number of alternatives for building in the district.

Respectfully submitted,

Elizabeth Massin, Clerk

Board Meeting - February 2, 1970

After the public hearing, the board held a meeting with all members present from the hearing.

Mr. Callahan reported the board's committee had a healthy meeting with all the teachers on February 1. The real problem seemed to be the department head situation, and also taking out the salary index. In regard to the department heads, they feel the board took something away without giving something in return.

Mr. Frain said he had explained to a couple of the department heads that the index is not rewarding the teachers at maximum.

Another point of irritation to the teachers is the calendar, and Mr. Cleveland thought if the teachers could be apprised beforehand what the proposed calendar was, there would be less discussion over this item.

Mr. Callahan asked if it would be advisable to talk to the department heads alone. He has previously told them that the board would negotiate with them separately on their salaries. Mr. Calhoun felt that only one or two board members should talk with the department heads, not the whole board. Mr. Frain felt it would be in order to return to the teachers for discussion, as there had been some questions not answered at the last meeting.

Mr. Bowman suggested another year the board appoint the superintendent and administration, together with a board member, to handle the negotiations.

About two thirds of their membership were present at the February 1 meeting. There was some thought that a secret ballot should be used for the teachers' vote.

Mr. Frain said Judge Goodnow had some suggestions about the agreement with Dr. Engelhardt. The present agreement tends to spell out that the district is buying a middle school, and there should be mention made of a northern elementary school. Mr. Frain would like to write Dr. Engelhardt to make the Parts I and II of the agreement separate. As it stands now, the agreement would tie the district up with the Engelhardt firm.

The board voted to hold the annual school meeting on Saturday, March 7, to comply with a law that says voters must be able to vote from 10 a.m. to 6 p.m. The meeting will be held at 2 p.m. Mr. Dunham suggested studying the idea of having a school district checklist and appointing three supervisors, which might be less expensive than having town supervisors on duty for eight hours. Mr. Frain will look into this.

The board voted to adopt the budget as presented at the public hearing.

The board voted to oppose a request being made by Mayflower-McLaughlin to lease a portion of land on Route 32 for use as a terminal.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District

Meeting with Selectmen

1/29/70

The board met with selectmen from the district's towns on January 29, 1970 in the high school library. Present were Messrs. Dunham, Bowman, Callahan, Cleveland, Calhoun, Frain, Hewitt, Sundstrom and Mrs. Thompson.

Mr. Frain advised the total budget was up about \$97,000., a 5.4% increase over the budget for 1969-70, however, an 8% in tax assessment of the towns.

There was a suggestion made that checks used by the district might be printed without charge by the bank. Mr. Frain said the school board was making a harder than usual attempt to bring teachers' salaries into line with the cost of living increase and within the district's ability to pay. There still has not been an agreement reached between teachers and the school board. Teachers felt there was enough new construction in the towns to support increases, however, the selectmen confirmed to the board that there had not been much new construction. The board's negotiation committee asked the selectmen for figures to fortify them for their next meeting with the teachers.

The Sullivan selectmen asked about a building program for the three northern towns. In order to meet certain state requirements, and receive state aid, no building could be done on the present schools.

Mr. Calhoun urged everyone to emphasize to the legislators to help the towns by turning moneys back to the town, for the town knew best how to spend funds received.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District

Discussion of Budget 1970-71

January 26, 1970

The board met in the Superintendent's office 1/26/70 to hear the administration's proposed budget. Present were Messrs. Bowman, Dunham, Pride, Cleveland, Walters, Callahan, Frain, Hewitt, Mrs. Robinson and Mrs. Thompson.

Mr. Frain said teachers' salaries would increase \$95,629. not including the five principals, however, the retirement item would decrease by \$4,413. - net increase \$91,000. Town assessments will be up because state revenue has gone down. There will be an 8.3% increase to taxpayers.

It was suggested that private auditors, rather than state auditors be employed, to save money, but this could only be done by an article in the warrant. This was agreed.

Mr. Frain told of Miss Allen's wish to show good movies in the auditorium after school. The board felt this to be a good idea. Mr. Frain reported that teaching supplies had increased a lot. Instead of contribution to the Monadnock Special Services Center, the administration has started lining up staff for MRSD. Mr. Frain said our staff would like to borrow the Keene High School service for determining where children should go to college. (Keene is buying the service.)

Mr. Frain suggested giving nurses a 6% increase and putting them on a 185 day contract. The board agreed.

The increase in transportation represents the early bus to Roxbury after school and transportation for Fitzwilliam's sixth grade to Troy.

Under operation of plant, Mr. Frain suggested hiring an extra man for maintenance to fill in as custodian. There was a 6% increase for custodians, and a 12% increase for the head custodian. He would like extra help (parttime) for Troy School and when possible he would like to make the Fitzwilliam custodial job a fulltime job.

Replacement of equipment includes athletic equipment, business equipment, language, Home Ec and shop equipment.

There is much maintenance work needed at several of the schools, including a \$5,000. roofing job at Mt. Caesar.

Sometime Mr. Frain would like to have the board discuss some of the programs, such as elementary, high school, New Hope Centers, etc.

The board discussed increases for principals and decided up a \$1,000 increase for Messrs. Evans, Bean, Armstrong, Parker; and \$1,100. for Furlong.

Discussion of Budget - Page 2

The board voted to tentatively accept the budget as proposed by the administration.

Mr. Cleveland advised that Fitzwilliam selectmen wanted to use school facilities and playground for a summer recreational program. The town would provide proper insurance. The board voted approval.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 19, 1970

Present at the school board meeting held in the Superintendent's office were Messrs. Bowman, Calhoun, Austin, Walters, Dunham, Pride, Callahan, Frain, Furlong, Hewitt, Bean, Evans, Armstrong, Sundstrom, and Mrs. Robinson and Mrs. Thompson. The Santinel reporter was present.

Mr. Hewitt read a letter from Obuchowski of Troy who was not able to attend the meeting. At a recent meeting of the Parents Club in Troy it was expressed that there was a need for extending the play ground there. A grader could level about a 350 feet square area. The board voted to ask the Soil Conservation Service to inspect the proposed area and give recommendations.

Mr. Sundstrom reported on the headstart centers. Based on last year's six-week summer program, the cost to operate each center was about \$3800. (\$1030. for salaries including one teacher, one teacher aide, one janitor; \$1100. for transportation; \$1350. for medical and dental program; \$43.75 for supplies and equipment; \$25. for insurance; \$285. for food including light breakfast and hot lunch). These figures were based on a maximum of 25 students attending the program from 9 to 12 a.m.

Mr. Frain passed out to the board results of a recent survey of pupil transportation in regional school districts. Monadnock was one of the schools surveyed.

Mr. Hewitt and Mr. Armstrong reported that the Swanzeey PTA had made a gift to the Swanzeey elementary schools of about \$400. worth of playground equipment for Cutler school. Mr. Hewitt reported that the Gap Mountain Lions Club was underwriting the ski program at the Fitzwilliam elementary school. It was suggested that letters of thanks be sent to both of these organizations.

Mr. Frain discussed the possibility of changing the retirement policy. The present policy says all fulltime employees must retire at age 65. Mr. Frain would like to propose a change to state, ordinarily, employees shall retire at age 65, which would permit annual extensions to be granted beyond 65. The board voted approval of this proposed change.

The board was asked to act upon the agreement submitted by Engelhardt and Engelhardt, Inc. and the board voted to employ this firm in accordance with the contract as presented by Engelhardt, provided he gives the board any alternative plans he may come up with. It was felt that Engelhardt should have until fall to submit plans.

The board agreed that Gideon Bibles could be given out to pupils again this year. Mr. Frain said notes were being sent home to parents asking if they would like to have their child receive a copy of the New Testament.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session - January 19, 1970

The board voted to accept resignations of the following teachers: Mrs. Joanne Pickard, Cutler; Mrs. Scrutin, Gilsum; Mrs. Brenda Kelly, remedial reading teacher.

The board elected Jo-Ann Baldyga to teach business education at the high school.

Mr. Callahan reported on the recent negotiations meeting with the teachers' committee. The board voted that the board's committee could offer the teachers' committee a \$6,300. minimum starting salary if they do away with the index and department heads are no longer adding for the teachers. The board further voted to confirm their previous policy that department heads are part of the administration.

It was felt that a performance system should be considered for this year. Mr. Callahan reported the teachers had agreed to a council consisting of 12 elementary teachers, 7 high school teachers and one representative from the board (not necessarily the same board member at each meeting).

There was discussion about sick leave and after it had been used up, could a teacher be entitled to the difference between his salary and that of the substitute's. The board agreed that assurance could be given to Mr. Webber that this would apply to him.

Suggested dates for meetings: March 5 - annual meeting;
February 2 - public hearing; January 29 - meeting with selectmen.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Discussion - January 5, 1970

W. J. ...
H. ...

Present to discuss matters relative to the budget were Messrs. Callahan, Bowman, Austin, Dunham, Cleveland, Calhoun, Hewitt, Frain, Sundstrom, Mrs. Robinson and Mrs. Thompson.

Mr. Callahan reported on the negotiations discussions with the teachers' committee. Although he felt things earlier were going well, he now feels he made an error in having a preamble to Section D, Grievance Procedure and he proposed amending it to read "...is to secure resolution herein of grievances defined, at the lowest possible administrative level." He pointed out that last year the board had received supposedly expert advice on the matter of a negotiations agreement and the board's proposed agreement was thought to be good; now the advice is that it is not valid. Mr. Callahan said the discussions with the teacher's group seemed to be rational. The teacher's group was told the board would not have department heads representing teachers in the future. Mr. Callahan said he felt the board was not bargaining with the teachers in good faith and he feels they should either be offered a straight salary, or offered steps to resolve their grievances. Judge Goodnow has stated that the board has no right to go outside of the board for interpretation of this agreement. Mr. Frain explained that the governor's proposed negotiations bill would have given school boards right to enter into arbitration. Judge Goodnow feels if the governor's bill states this, then the boards did not previously have the authority to arbitrate and that is why the Judge's thinking has changed on this point.

Mr. Cleveland felt from the discussions that the teachers wanted the chance to speak up, to be heard, rather than the right to demand.

Mr. Callahan feels if the board can come up with a good negotiations agreement - something that will be coming in the future anyhow - it would be good for our district. Mr. Cleveland feels if the negotiations agreement is pulled back, there is nothing else to offer. Mr. Calhoun felt this agreement should be pushed through, particularly in view of our modest salary proposal.

Mr. Dunham pointed out that Judge Goodnow was saying that under present law the elected board is charged with making policy, and they cannot give this authority to someone else. But when teachers and board disagree on interpretation of a clause, three lawyers would give advice - one probably chosen by board, one by teachers and a third impartial. This third would probably make the decision and then it would be the lawyer who was determining policy.

Mr. Callahan suggested perhaps telling the teachers this proposed agreement had been approved in writing last year by lawyers, and now the board is told the agreement is not valid and would be doing the teachers a disservice if presented to them. Mr. Cleveland suggested rewording #6 under Procedure by eliminating "...shall be binding upon both parties." Insert instead "...three lawyers shall advise the board."

Mr. Callahan stressed that any decisions in writing made by lower administrative levels, should be forwarded, by copy, to higher administrative levels, so they can be reviewed. Mr. Frain said if at the first stage it was thought a teachers had a real grievance, then it could be referred directly to the board.

Discussion - January 5, 1970

Mr. Callahan asked if the board wanted to consider accident and health insurance for teachers. He has reminded the teachers that anything done in this area comes out of salaries. Such a program would cost about \$24,000 as opposed to \$9,500 for Blue Cross. Such an item would be valuable the first year it is offered, but would it be taken for granted and lose its value after that.

There was discussion on the composition of the consultant group. Originally the teachers wanted 10 from elementary and 4 from high school, now they want 5 and 5. Mr. Frain said the main idea was to have those making up the group keep the schools informed. The board confirmed to Mr. Frain that \$6,150. was the minimum starting salary they proposed.

* * * * *

A letter has been received from a citizen in Troy proposing the district appropriate the sum of \$1,500 to provide a play area at the Troy Elementary School, east of the school, for the town's children. Mr. Austin asked why we suddenly need this area, when already a lot of money has gone into play areas at Sand Dam. Mr. Hewitt said this new area would be for the children during the school year as the only area at the school now is the paved area. Originally it was indicated the Parents' Club, Sand Dam and Troy Mills might bear the cost of this project, but this recent communication does not mention any help. It was suggested that the proposer of this idea be invited to the next board meeting.

Mr. Frain reported on the MACSSC. There were 195 referrals from our union from 1966 to 1969. Because of federal funds there was no cost to our district during this period but last year we paid \$13,000 for services. At the meeting of the MACSSC Mr. Bowman stated he would not recommend to our board that \$8 a student be appropriated in the budget for supporting this Center. Mr. Bowman feels it is pretty much a closed corporation with Keene and Peterboro running the show.

Mr. Frain feels we should be looking elsewhere for the help our district needs. He feels our money could be better spent by hiring our own services and the Supervisory Union board has approved exploring possibilities of getting our own psychologist and the services of a speech therapist. Mr. Frain would be happy to maintain the same figure in the budget as last year to obtain our own services.

Mr. Frain discussed salaries and duties for the custodial staff in 1970-71, the law of minimum wages applying to custodians, and time cards being required for all workers. In order to work overtime, a custodian must have prior approval from the principal.

Mr. Frain asked the board to consider a fulltime maintenance man who could be used as a spare custodian when needed, a jack-of-all trades, to spend one third of his time at the high school and the remaining two-thirds at the elementary schools. Maintenance in the elementary schools has been neglected for a long time.

Mr. Hewitt discussed the teacher needs in the elementary schools. An additional teacher will be needed in Swanzey to teach 4th grade; an additional teacher will be needed in Troy; Fitzwilliam not yet known. There are no more classrooms available at the high school, so no room for additional teachers.

A letter has been received from the Boston EMCU who sponsors Camp Union, advising there will be an increase in the student fee to \$35. and teacher fee to \$50. This would amount to about a \$1,500 increase for our district to meet additional cost per student as well as additional students attending. This year we sent 183 and next year will expect to send 195.

Mr. Frain provided the board with a proposed list of duties for department heads. The phrase "among the ordinary duties" would infer there might be other duties. Mr. Frain wants to emphasize that department heads regularly evaluate teachers.

Mr. Frain asked about hiring a teacher aide for remedial reading at the high school to help monitor the remedial reading class every day.

E. Massin

Wonsnook Regional School District

The board met on December 30, 1969 in the Superintendent's office to discuss with Dr. N. Engelhardt the middle school concept. Present were Messrs. Walters, Dunham, Cleveland, Bowman, Pride, Frain, Hewitt, Sundstrom, Mrs. Robinson and Mrs. Thompson.

Dr. Engelhardt said that before planning a building, we must decide on the program we want. He usually sits down with the school staff to discuss this. It also is advisable to visit other schools to see what is being done. One of the biggest things you are trying to do in a middle school is reduce the level of teaching techniques to gear a program to each individual's needs rather than a classroom's needs. Everyone has a different rate of learning. The middle school concept is interested in achievement curriculum - achieving a goal and then moving ahead - a program that would enable every child to succeed.

Such a program would take in-service training for teachers. Instead of taking one teacher to a classroom of 25, you would put five teachers in a group of 125 students so one teacher could work with an individual while the other teachers handle the rest of the group. Dr. Engelhardt said there have been excellent results from this system. Teacher aides have been a great help to this program.

Asked if you could jump into this situation in grade 5, not having had it in grade 4, Dr. Engelhardt said yes.

Mr. Cleveland asked how long it would take to train teachers to such a program. Dr. Engelhardt said training should start while the building is being constructed - about one year. He suggested having the principal appointed at least a year before the building is completed and take that year to work with the teachers on the program. You would have to have a well-laid out plan a year in advance to work with the teachers in order for them to be ready for the new building. There are schools such as Dr. Engelhardt describes in Amherst, Massachusetts and in New York City. There is a similar elementary school in East Rochester, New Hampshire.

Recognizing that the staff is the key, Mr. Sundstrom asked if a building could initially accommodate one program and then work into another type of program. Dr. Engelhardt said yes. He said the key to the whole program is teacher training, so you could start with one program and work into another.

Mr. Hewitt asked who is the most successful middle school teacher. Dr. Engelhardt feels it is a completely new idea and has nothing to do with elementary or junior high. The middle school tries to develop some creative thinking, not to memorize, but to explore things, not to have to learn text books, which become out-of-date so quickly. He said teachers would have to be good. Mr. Cleveland suggested that teachers should perhaps have liberal arts degrees rather than education degrees, and Dr. Engelhardt agreed.

He further stated that if the school could get industry to participate by lending people to come to the school to work in science, shop, labs, etc. for one or two hours, this is very beneficial.

Mr. Walters asked how you could modify the high school to handle the graduates of the middle school. Dr. Engelhardt said the graduates would come to the high school with much enthusiasm and do well. The middle school should expose the children to a wide variety of experiences. In a middle school you explore all areas, then you have some solid basis to make a decision as to where your interest lies. A middle school should have its own guidance department.

Mr. Cleveland said there might be resentment because of the busing of this age child. Dr. Engelhardt said he had examples, even starting from kindergarten, and that 45 minutes should be the maximum time on a bus one way.

Mr. Frain pointed out that with large areas you could have one expert teacher helped by two less experienced ones, the less experienced ones gaining knowledge by watching the head teacher.

Dr. Engelhardt said there was very little correlation between grades received in school and success in later life. In later life it is a matter of solving and creative thinking; in school it is a matter of memorizing facts.

Asked if there were any advantages to mixing 7th and 8th graders with 10 through 12, Dr. Engelhardt said no, except the advantage of staff specialists. At least this is true in the small school. He said a middle school could share kitchen, cafeteria and auditorium facilities with a high school.

Mr. Frain said Home Ec seemed to be dying in New Hampshire and asked Dr. Engelhardt's opinion, who agreed that it was dying more in the senior high school than in the middle school.

Dr. Engelhardt said his fee was still 1/2 of 1% and it would take about three or four months to submit a proposal for a middle school. He would estimate enrollments, look at elementary buildings, review plant in senior high school, set up a program in these areas considering a middle school is to be built, then start writing a program for the middle school - this to be done in conjunction with the Monadnock staff, then the district could get an architect to start planning the building and working with Engelhardt until satisfactory plans were arrived at. And, finally, present it to the voters.

Mr. Bowman said it would also be necessary to give some consideration to the three northern elementary schools.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - December 15, 1969

Present at the School Board meeting held December 15 in the Superintendent's office were Messrs. Bowman, Austin, Dunham, Cleveland, Calhoun, Pride, Callahan, Walters, Frain, Furlong, Bean, Hewitt, Armstrong, Evans, Mrs. Robinson and Mrs. Thompson. Minutes of the December 1 meeting were accepted.

Discussion of a middle school followed. Mr. Furlong outlined the building needs of the high school. He felt the labs ~~XXXXXXXXXX~~ are adequate if some classes can be moved out of the labs and into regular classrooms. He spoke of the success of the work study program being run in conjunction with local industries. If a middle school were built, Mr. Furlong there would be enough room at the high school with exception of additional shop space and one large room for team teaching. For the past several years, students have been encouraged to take five classes rather than four.

Mr. Hewitt reported on the needs of the elementary schools. He feels a middle school would be taking the best of the elementary and junior high and putting it together. Reading would be taught through 8th grade. Grades would be based on a child's age, achievement and interest - reading and math skills would be learned in grades grouped according to ability; science and social studies and other areas would be grouped by age. It was felt a middle school should have a gym. It was suggested that there be intramural sports rather than interscholastic sports for a middle school.

Before hiring an architect, it was felt the district must come up with a set of educational standards.

In order to meet minimum standards, even with a middle school, there would have to be additional building in the three northern towns, and if building was added to existing school buildings there, the district would not qualify for state aid.

A letter received from Mrs. John Ilg, Fitzwilliam representative on the planning board, was read and a report from the planning board distributed to all board members.

The board voted to invite Dr. N. Engelhardt, of Engelhardt, Engelhardt and Leggett Educational Consultants, to attend a board meeting in the near future to discuss the matter of a middle school. It was suggested the planning committee be invited to attend this meeting.

The ISCS science program has requested that Monadnock High School be designated as a demonstration center for this program. Subject to the administration's approval, the board voted to accept this offer.

Respectfully submitted,

Elizabeth Massin, Clerk

NOTES: December 15, 1969

Meetings have been held between teachers' committee and board's committee to discuss salaries and negotiations for 1970-71. The board's committee told the teachers' committee that the board had not authorized any negotiations. There was a vote by the teachers' group to table the board's proposal presented last year. The teachers' committee assured the board that they had the full support of the teachers, and presented the board's committee with the teachers' proposal for 1970-71. Mr. Cleveland noted it had been copied almost verbatim from board's proposal last year except for teacher effectiveness, working conditions and impasse. Mr. Callahan had the impression they moved from a difficult point to something reasonable before the meetings was over.

Teachers would propose a performance basis for payment. Even though we can't afford it, they have accepted the principle of performance. The teachers' committee will ask the teachers to approve this proposal, and if they do, the board's committee will present the proposal to the board for approval.

Mr. Calhoun feels one of our strong points should be that department heads not negotiate for teachers. However, Mr. Rocheleau is acting on the teachers' committee this year, and probably this matter should not be brought up.

Mr. Walters felt that there was a much better atmosphere to the discussions this year than last.

Some of the things the teachers want: health insurance to be paid by the district (if district could afford it, might be considered, didn't seem to be too pressing a point); pay differential between regular salary and salary of substitute; teacher representation on school board (this was ambiguous, and if teachers were given consultation privileges, they could be at the door all the time); eliminate the \$500 fine for breaking contract - teachers felt there should be some better way (suggested the burden of penalty be put on the teachers' organization).

If a 6% salary increase were given across the board, it would cost \$53,000; if a 5% increase \$44,000. More fair would be a credit for one year experience plus a flat additional \$150 or \$200. This would do away with percentage index and would cost about \$47,000 with a \$150. increase; \$53,000 with a \$200. increase. Mr. Calhoun thought a sum could be added for performance, such as \$5,000 to take care of say 20 or 25 teachers in the district who were outstanding. Thought it would be well worth \$5,000 to get rid of the index and would start a performance basis.

Mr. Frain suggested sending teachers' proposal to Goodnow and to Metzler for review. If we strike out working conditions, impasse, and teacher effectiveness, it will be the same as board's proposal last year.

Presently teachers are paid both through the summer months and some only during the school year. It should be the same. The board would like to have teachers paid as earned, during the school year, and will offer the teachers one method of payment, preferably 180 days.

Executive Session - December 15, 1969

Following discussion of the vocational program at the high school, Mr. Frain advised that New Hampshire schools could apply to become an area vocational school and receive federal funds. Twenty centers will be designated throughout the state. The board voted to apply to become an area center for vocational education.

Meetings have been held between the teachers' committee and the board's committee to discuss salaries and negotiations.

It was suggested that the board hold one executive session a month to discuss pertinent items that develop.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - December 1, 1969

H. E. C.

Present - Messrs: Austin, Calhoun, Callahan, Bowman, Dunham, Pride, Cleveland, Frain, Hewitt, Sundstrom, Mrs. Thompson and Mrs. Robinson.

Old Business:

Mr. Sundstrom reported that summer headstart programs are being discontinued with the effort being concentrated in year-round headstart and other programs. The Director of SCCCAP will provide figures indicating the cost of a summer program. Members of the school board expressed concern over the loss of the summer program.

Mr. Frain reported on the school lunch program for the month of October. A deficit of approximately \$346.00 was shown. However, three payrolls were issued during the month instead of the usual two, and the inventory of food on hand is quite high, thus off-setting the small deficit.

The school calendar for the school year 1970-1971 was presented to the board by Mr. Frain. This calendar has already been accepted by the Supervisory Union Board. The emphasis in the new calendar is on long weekends as recommended by the state, thus eliminating a vacation in February and April, while including one in March. It was pointed out that the state is recommending an increase in the number of days schools are to be in session, and teachers are to be employed.

The report on sabbatical leave was presented by Mr. Hewitt who explained his activities during the past year. Appreciation was extended to the board for allowing him the sabbatical leave and providing assistance.

The advantages and disadvantages of the middle school as presented to the Planning Committee were given to the school board by Mr. Hewitt. More information on the middle school and building needs will be presented at a later date.

Mr. Frain reported on the amount of incentive aid received by the district. The amount is \$34,145.44 or 84.7% of entitlement.

Kenneth G. Hewitt
Clerk Pro Tempore

Executive Session - December 1, 1969

The board accepted the resignation of Mrs. Phyllis Shay, Grade 1 teacher in Fitzwilliam, for reasons of pregnancy. The resignation will become effective December 23, 1969.

Mrs. Cheryl Paradis was elected as a replacement for Mrs. Shay. Mrs. Paradis is completing work at Keene State College and will graduate in December of this year.

Mr. Cleveland and Mr. Callahan reported on the meeting with representatives of other school districts. Concern was expressed by those present over salary increases for teachers. Additional meetings will be held in the near future.

The Board voted to extend the sabbatical leave request until January 5, 1970 as recommended by the sabbatical leave committee.

Monadnock Regional School District
Board Meeting - November 17, 1969

Present at the school board meeting held November 17 in the high school library were Messrs. Calhoun, Dunham, Walters, Austin, Callahan, Cleveland, Bowman, Pride, Sundstrom, Furlong, Frain, Hewitt, Mrs. Thompson and Mrs. Robinson. The Sentinel reporter was also present.

Mr. Frain acquainted the board with the six bills being proposed that would aid private schools, and the advisory opinion on their legality. Such aid would cut the state foundation aid much thinner. There are six students in the Monadnock School District who attend parochial schools in this area.

Mr. Hewitt reported on the recent meeting of the Parents Club in Troy, which he said was successful and well attended. The board voted to write a letter of thanks to those involved.

Mr. Frain presented a report on the future growth of our area which was done by a consultant team for the State of New Hampshire, showing almost 40% of the growth to be in the eight towns in our school district.

Mr. Sundstrom said there would be no summer headstart program in our area this next summer. It will instead be a year-round program. He felt this was bad for our district because there were a lot of children involved in this summer program. Mr. Dunham suggested contacting OEO to determine what the cost would be to run the headstart program in our area. Mr. Hewitt said the cost to run the Swanzey Center program was about \$1,200. This did not include buildings, because the school district contributed the use of the building.

The additional bus to take Roxbury students home right after school, started 11/17/69. Fitzwilliam buses have been reported to be overcrowded with students standing. Mr. Wyman will work on juggling routes, etc., to correct the situation.

Mr. Hewitt passed out literature on elementary school standards for the board to review. Immediate needs in our area to comply with these standards would cost approximately \$325,500., namely a new room in Fitzwilliam, three rooms in Mt. Caesar and Cutler, enlarge a classroom in Surry, add ten rooms at the high school. To meet standards that would become operative in 1972 would be approximately \$416,000. In addition to this, the district should consider kindergartens which will probably be included in minimum standards within a couple of years. Mr. Bowman asked how much of the building would be entitled to the 55% building aid and he asked the administration to compare these costs to the cost of building a middle school.

Mr. Frain reviewed the Task Force reports on education. They suggest reducing the number of supervisory unions from 42 to 5, they feel that aid to special education should be related to the actual cost of educating a retarded child. It was felt that all persons trying to help the handicapped should get together in their efforts.

November 17, 1969 - Page 2

Mr. Cleveland and Mr. Dunham met with the Student Council representatives 11/17/69 and felt it was an informative meeting. They believe they gave them some direction to take in considering their dress regulations and the door was left open for further discussion if the students wished it. 27 attended. Mr. Cleveland felt both sides understood the other better after their discussion. The Student Council will formalize their ideas and submit to the administration.

Mr. Frain said a representative from Channel 11 wishes to take pictures of the high school and elementary schools in the district in connection with a report on schools. Other school districts will also be involved.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session - November 17, 1969

Mr. Frain nominated and the board elected Robert Harkins to be a teacher of shop at an annual salary of \$6,270.

Mrs. Maryanne Margueritus has been a permanent substitute this year and consequently the board voted that she should receive the annual starting salary of \$6,000 retroactive to the beginning of the school year.

At the request of the court, the board voted to exclude a student from Monadnock High School, even though she will not be sixteen until March.

Mr. Frain reported on the condition of the Troy School and he feels the custodian needs some help to keep this building in good condition. He proposed that someone be found who could help a couple of hours a day. Mr. Frain further suggested that if the Fitzwilliam custodian leaves, the replacement should be hired for a full year, and in the summer help work with the Troy custodian. The board voted to hire some extra help for the Troy custodian.

Mr. Frain suggested that the rules regarding unexcused absences be amended to require a student to make up an unexcused absence with a reasonable amount of time. This would not make it so difficult on the student who misses weeks because of being taken out of school for trips, etc.

Mr. Frain said the lunch report for last month showed a loss of about \$300. but the report did not include inventory which probably would make up the loss.

Mr. Frain presented the board with a suggested policy statement regarding where a principal fits into the school picture and he would like to bring this up at the Supervisory Union meeting on November 18. This statement indicates where a principal stands in relation to the school board. Mr. Bowman moved and the board voted to adopt the outline as presented, subject to refinement.

In addition to the report made during the open meeting of the meeting with the Student Council, Mr. Dunham advised he explained to the students that the only time he felt the board should formally approve a dress code, was when the administration, or the students, or the faculty could not solve it. He explained that the board could not approve anything that was not agreeable to the administration and faculty, and so he recommended that the students draw up their code and submit it to Mr. Furlong. Mr. Dunham told the students he did not feel the board had to approve it.

Mr. Frain suggested that the board indicate to the Pickering group that they work through the student organization, in regard to their ideas on a dress code.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School Board
Discussion - November 10, 1969

Present at the discussion held at the Wyman office on November 10, 1969 were Messrs. Bowman, Calhoun, Cleveland, Walters, Callahan, Dunham, Austin, Pride, Frain, Sundstrom, Mrs. Robinson and Mrs. Thompson.

The discussion was called for the purpose of discussion various points relative to negotiations with the teachers. Representatives of the teachers are Mr. Rocheleau, Mr. Barry and Mrs. Tucker. Mr. Callahan said he did not want to sit down and negotiate with the teachers' committee unless they were willing to negotiate. Last year the board's committee was willing to recognize the teachers' new organization if the teachers accepted the board's agreement. The teachers did not accept the board's agreement. Mr. Calhoun suggested that perhaps the teachers were more concerned this year with the control at the school over the students rather than money, but others doubted this. Mr. Calhoun would not want to drop the dress code until the students can show responsibility, beginning with the cafeteria. Mr. Cleveland pointed out that if there are codes and rules, teachers will have to enforce them or they are useless.

Mr. Frain is afraid that department heads may not be doing enough observing and evaluating of their staff. He would like to crack down on some department heads and told the board there would be repercussions. However, he feels it just as important to evaluate a good teacher so his record will show the good job he is doing, as well as the poor teacher who needs help and prodding. He also feels that because department heads have been called in on certain decisions, they may have gotten the idea they are running the show. Mr. Frain has talked to Mr. Furlong about better discipline and talking to the teachers about enforcing the rules. The familiar question was raised: are department heads management? Mr. Frain is going to survey the department heads. He advised that Mr. Parker's duties have been expanded to include observing teachers, in addition to his duties as a disciplinarian. Mr. Frain feels Mr. Parker will do a fine job in the matter of discipline. Mr. Callahan felt the board should go on record as being very upset with the lack of discipline at the school.

Mr. Frain feels that detention for unexcused absences will be of value. The student will find it a nuisance, so perhaps it will have its effect. Teachers can give detention themselves and they should solve as many problems as possible themselves. Mr. Frain said the school should not worry about saving everyone - he is not interested in a zero dropout. Concerning itself so much with the non-interested students, takes away from the interested students.

Mr. Frain was asked to set up a meeting between the officers, or representatives, of the Student Council, and the board's committee of Mr. Cleveland and Mr. Dunham. Mr. Frain suggested a meeting later on between the board's committee and Miss Pickering's group.

The board went on to discuss a number of items relative to negotiations with the teachers.

1. District must be competitive. Yes, but it was pointed out that most teachers left for family reasons, rather than money.

There will be a negotiations meeting at Fall Mountain School for several districts and Mr. Callahan and Mr. Cleveland will attend the November 20 meeting.

2. There is merit to a fixed increment, which is negotiable, rather than the 4.5% index of the past.

Mr. Calhoun suggested the board's committee listen to what the teachers have to say first, before telling them what the board will do. Mr. Callahan urged that no financial offer be made until we are certain we have a package we want them to buy, and then put on a price tag.

13. There should be a schedule of meetings and a maximum number and date should be set.

12. Someone should take minutes, within the group.

15. It should be cleared up at the beginning whether or not the teachers' committee represents the teachers.

8. Principals are an essential part of the (a) Management Team.

17. Stress should be placed on the district's ability to pay for cost of education.

16. Stress should be placed on relating salary schedules to the cost of living increase.

11. Sick leave should not be increased from 10 days a year cumulative to 60 to 10 days cumulative to 70.

Mr. Walters asked about a "more than one year contract." The board felt it would not accomplish anything because the teachers could get out of the contract.

The board amended the minutes of the November 3 meeting. In the open meeting the board voted to accept Mr. Frain's condition of employment suggestion for teachers' contracts, as follows: "As a condition of employment, it is understood and agreed that a teacher who becomes pregnant must leave teaching at the end of the fifth month of pregnancy, but may be nominated for the next full school year provided her physician attests to her ability to perform her duties satisfactorily and that a position for which she is qualified is available."

Mr. Calhoun advised that the Gilsum bus driver was fearful of letting students off the bus on Route 10 and he would like to have a couple of trees cut down on a spot by the road, where he could pull off and unload students. The board voted to have this done.

Mr. Frain has raised some questions with the State Board of Education relative to a superintendent being able to delegate to another person the right to suspend students.

Discussion, November 10, 1969

3.

The planning committee will meet November 20 and will have a speaker to discuss the advantages of a middle school. Until now the committee has not done the research needed to hire an architect to draw up any plans. If the planning committee doesn't come up with suggestions and recommendations soon, the school board will have to do it.

Mr. Frain said that effective in December there will be a local Blue Cross-Blue Shield plan for teachers without their having to join the NHEA. 81 teachers have Blue-Cross-Blue Shield.

Mr. Frain discussed teachers wanting to be excused to attend meetings. He felt teachers should be excused only when the meetings directly affected our teachers.

The master's plus 30 was discussed. Some teachers want to take courses that will not benefit their particular teaching. Teachers taking certification credits in the interest of the district (for instance, special education) he should be compensated by the district.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School Board
Meeting - November 3, 1969

The School Board met in the High School Library on November 3, 1969 with those present: Messrs. Bowman, Calhoun, Cleveland, Pride, Austin, Callahan, Walters, Dunham, Mrs. Robinson, Mrs. Thompson, Messrs. Frain, Hewitt, Furlong, Sundstrom, Parker. The Sentinel reporter was present. Several parents and students from the district also attended.

Mrs. Lloyd of Troy thanked the Board for allowing the children, previously suspended from school because of unexcused absences to attend the October 15th Moratorium, to make up their work. She asked if the mark of suspension would be recorded on the student's scholastic record which would be turned over to another school, college, etc. Mr. Furlong said a suspension would not appear on a record that would be turned over to another school. Asked what the school board policy would be should another moratorium occur, Mr. Bowman said the board was meeting in executive session to discuss this. Reverend Munson proposed that a committee of school board, administration, parents, teachers and students meet to discuss issues and provide the school board with some feed-back. Another parent questioned the practicality of such a committee and felt the school board was elected to decide school policy. Such a committee has been discussed before, but it was never felt the school board should be included. Mr. Cleveland suggested that the visitors come before the board with a concise proposal and agenda if they wish to discuss their ideas. Mr. Callahan pointed out that a school board member attending a meeting alone, can speak only as an individual, and not as a board member.

The board advised the visitors present that it had not had a chance to discuss or act upon the request of the Student Council to do away with the dress code for a period of time. The board will discuss it.

Mr. Porterfield, teacher of social studies, spoke in favor of teaching responsibility to the students, along with freedom and rights. Two ministers from Troy and two parents from Swanzey approved the board's and administration's desire to keep order in the school through rules and regulations.

The board went into Executive Session to discuss certain matters and then later resumed open session.

The Board voted to accept the following regulations as regulations are essential for the orderly operation of a school to safeguard the health and safety of students, to promote learning, to encourage respect for the rights and property of others, and, in general, to permit pupils to make the most of each school day free from distraction and disturbance.

1. All regulations adopted by this Board, unless otherwise indicated, shall apply to all pupils, whether under sixteen years of age and required to attend school or over sixteen years of age and attending school by choice.
2. All students, whether under sixteen years of age or over sixteen years of age, are required to attend school each day it is in session unless excused by the school. As a general rule, pupils

are excused when their mental or physical condition prevents their attendance or makes it undesirable. Parents should not request an excuse for a pupil to conduct personal business, to take vacations, to take a driving test, for dental appointments and items of this nature.

3. The breaking of a regulation or rule established by this Board will normally incur some penalty. Penalties will vary depending upon the seriousness of the offense and may include suspension by the superintendent for gross misconduct and even dismissal from school by the School Board. For example, smoking in the school or in the Nature Study Area, possession of drugs or an alcoholic beverage or pornographic material, and persistent misbehavior are forbidden by regulation. Violations of these rules are considered as gross misconduct and are cause for immediate suspension.
4. In the event of a suspension or dismissal from school, the pupil shall have no right to make up the work lost during the period of suspension or dismissal.
5. In the event of an unexcused or unauthorized absence from any class, the pupil shall have no right to make up the work lost during the period of such unexcused or unauthorized absence, but shall be required to make up the time lost.

The acceptance of the above five regulations was unanimously accepted by the School Board.

Mr. Frain asked the board if it would approve running a special education program in the district. The Board voted its approval for running such classes.

Mr. Frain advised that running a special bus to Roxbury right after the school day would cost \$6. per day and would transport 21 Roxbury students. The board voted to add this additional busing.

Mr. Frain reported that the teacher who had been transporting some children on Vessel Rock Road in Gilsum, had given this up and the bus company has hired a woman on the road to drive the children.

Mr. Frain said the Planning Committee was holding a meeting Thursday, November 20, and would have a speaker from the college to discuss the advantages of a middle school. The board is invited.

On November 18, there will be a supervisory union meeting to discuss the budget.

Mr. Frain asked if it would be agreeable to meet in the high school library for future board meetings since there probably would be parents attending. It was suggested that visitors be allowed no longer than one hour for discussions. Mr. Dunham urged that visitors be instructed to address the chair and not debate among themselves.

November 3, 1969

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Mr. Furlong has had a request from Mr. Holt, shop instructor, for permission to use the shop one night a week until Christmas, for fathers and sons to work together. The board voted to grant permission for this request.

Mr. Calhoun reaffirmed opposition to having any member of the school board participate on a committee with parents, teachers, students, etc. The board agreed that Mr. Furlong could go or not go, as he wished, to any meeting to which he was invited.

Respectfully submitted,

Elizabeth Massin, Clerk

November 3, 1969 - Executive Session

Judge Goodnow attended the executive session to discuss the court action against the board. Having studied the state school laws, he advised that school districts have only the authority granted them by the legislature and until July 1, 1969 there was no law allowing suspension. Previously there was only a law stating "pupil could be dismissed." The July 1, 1969 amendment provided that the superintendent was authorized to suspend a student for gross misconduct.

He further stated that the school has the authority to make any regulations for discipline, if not otherwise provided for by statute or state regulations.

Judge Goodnow urged that each year, at the first meeting of the newly elected school board, the board shall re-adopt its rules and regulations. (An old board cannot bind a new board.) He recommended that the board immediately adopt some regulations and record in the official records of the board.

Judge Goodnow recommended we not fight the case brought against us by Mrs. Lloyd, et al and he read over the writ pointing out that the only item on which we could argue was the one relative to students being restrained at the school on October 15. If we do not appear in court and thereby default, the judge will issue a permanent injunction against any punishment of the students. Judge Goodnow recommended to the board that it ask him to do nothing and not to appear in court on November 4. The board accepted his recommendation.

The board discussed some rules and regulations which it might adopt and agreed it was important to make rules that could be enforced upon students over 16 as well as under 16. Mr. Calhoun suggested giving an excused cut to seniors with an acceptable scholastic standing. Mr. Furlong pointed out the bookkeeping would be too complicated.

Mr. Goodnow advised that the new state law provides that the school board can dismiss a student for the remainder of a school year, but parents can petition to get him back in school the following year. If a board dismisses a student, it is only for the remainder of that school year.

The question was again raised as to whether a suspension would appear on a student's scholastic record which was transferred to another school. Mr. Furlong reaffirmed that a suspension would not appear on any record transferred to another school.

It was agreed that regulations adopted by the board should be given as much, and as immediate, publicity as possible, by means of posting, reading over the PA system, etc.

Judge Goodnow discussed with the board the case of Mrs. Shay, first grade teacher in Fitzwilliam, and her request to return to her classroom after her baby is born, sometime in April. The law gives the board authority to dismiss any teacher who is incompetent. Judge Goodnow found a similar case in Pennsylvania law. Mr. Frain suggested making a condition of employment, the following:

"As a condition of employment, it is understood and agreed that a teacher who becomes pregnant must leave teaching at the end of the fifth month of pregnancy, but may be nominated for the next full school year provided her physician attests to her ability to perform her duties satisfactorily and that a position for which she is qualified is available."

The board asked Judge Goodnow about the dress code. He felt it should be loose. Mr. Frain has written a letter to the head of the Student Council and to the Pickering girl advising that the board had not had a chance to discuss their requests.

Mr. Furlong told the board of the disgraceful condition of the cafeteria during lunch hour. The board suggested not considering the "no dress code" request until something was done to improve conditions in the cafeteria. It was also suggested that representatives of the Student Council be invited to a board meeting. Mr. Calhoun urged the board to do something to lend support to the teachers who are getting very upset with the actions of some of the students. Mr. Furlong felt that the regulations discussed by the board would give the teachers some backing.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - October 20, 1969

Present at the school board meeting on October 20, 1969, held in the High School Library, were Messrs. Bowman Cleveland, Austin Callahan Calhoun Walters, Dunham, Pride, Frain. Hewitt, Furlong Sundstrom, Parker, Bean, Evans, and Mrs. Robinson and Mrs. Thompson. The Sentinel reporter was present.

Mr. Bowman opened the meeting and as there were several visitors, he invited the visitors or their spokesman to speak if they wished. Mr. Shortlidge spoke for the group and he advised that a court order had been served on the school board to permit the suspended students (suspended because they were absent from school on Wednesday, October 15 - day of the moratorium - without permission from the school) to return to class on Tuesday, October 21, pending a decision by the court at a later date as to whether or not the suspension should stand. The visitors hoped it would not be necessary to have any further court hearings. The visitors further asked that the students who had been suspended for Friday and Monday, would be treated as though they had been on sick leave and thereby be allowed to make up the work for those two days.

Mr. Bowman advised the group that the board had just received the court order and had not had time to discuss it with the school's attorney and therefore could not give any answers, but would be glad to listen to anything the parents had to say.

Mrs. Lloyd said she would send her daughter to school on Tuesday and would assume she would be allowed in. The board agreed the court order called for this. Mr. Ferguson asked if suspension from school for disciplinary action was set up by the school board. Mr. Bowman explained that it was the policy of the school to punish by suspension any unexplained absence. Mr. Ferguson asked if there were any other means of punishment. Mr. Calhoun pointed out the board felt if a student did not want to attend classes, the school should not give room to such a student, when the majority of students do wish to attend.

Mrs. Walker asked when the board would discuss the matter and could visitors attend the discussion. Mr. Bowman informed her the board would discuss it before November 2 and if the visitors wish to be present, with the school's attorney also present. It would probably be all right. Mr. Shortlidge added that only the names of the students who could be contacted had been listed on the court order, but they would like the order to apply to all students suspended. Someone raised the point that the students had been suspended by the vice principal and not by the superintendent or the board. Mr. Bowman informed the parents that the board and the superintendent delegate authority to the vice principal.

Mr. Bowman advised the group that since they had taken formal action through legal counsel, the board could not discuss the matter until it had the benefit of its legal counsel. Mr. Calhoun emphasized that the board was not taking a position on the moratorium but rather doing what they felt was the best thing for the school and education in the matter of absences.

Mr. Shortlidge said a petition had been given to the court because they did not realize there would be a school board meeting to

which the parents could come and discuss the matter. Mr. Shaw said he was the parent of a student who had been suspended and he agreed with the action of the school board. He felt that a parent should have gone to the board individually to discuss the case rather than obtaining legal counsel. He assured the visitors that the school board listens and considers any problem brought to them by parents. Mr. Bowman confirmed that parents were welcome to come to any school board meeting - held the first and third Mondays. It was asked why no one had brought this request to be excused to the board at some previous meeting, as there had been much publicity in the press about the moratorium. Mr. Price felt that perhaps out of fear the students were reluctant to bring up the question. Mr. Bowman emphasized that the state law requires 180 days of school and each local school district must comply with this law.

Mr. Ferguson asked if the law states three days suspension for the first case of truancy and he suggested extra work for disciplinary action. Mr. Calhoun said this type of punishment would require extra work from the teachers and already they were overloaded. Mr. Frain advised that the state leaves the method of discipline up to the local boards and therefore discipline varies from district to district. A parent asked what "permission" meant - does it mean that a child cannot be excused for any reason that a parent feels is sufficient reason.

Mrs. Price said while she was waiting for her daughter to come out at noon to be driven to Keene, students were being detained from leaving and a loudspeaker was announcing that teachers take accurate attendance that afternoon. She said there appeared to be an attempt made to prevent people from leaving the building.

Mr. Furlong advised that teachers were making sure that students understood what the consequences would be if they left and he further explained that four girls who were brought back into the building had been planning to walk to town on the main highway and they were young girls.

Mrs. Price took exception to the dress code. Mr. Cleveland asked what happens to the rights of the majority which the school board must be concerned with as well as with the minority.

Mr. Callahan said the board would be glad to have any suggestions for discipline, as they have struggled with this problem for 8 or 9 years. Mrs. Price suggested extra work, with parents helping the teachers with the overload. It was said there were too many disinterested parents.

Mr. Shaw asked if wasn't the important thing now to anticipate what will happen in the next month, for instance, take a stand, and let everyone know what the stand is. Then if parents disagree, individually they can come before the board. Mr. Bowman feels if this continues - requests to be excused for future moratoriums - the State Board of Education will probably hand down a ruling.

Mr. Bowman said the next board meeting would be November 3 and anyone may attend. Mrs. Price would like to have clarified the matter of releasing a child from school with parental permission.

The board adjourned to Executive session for a few minutes

October 20, 1969 - page 4

A Parents' Club has been started in Troy with the hope of improving the atmosphere there. At the first meeting 84 parents attended. Meetings will be held every 2nd Monday of the month and there will be dues. Parents will assist teachers on field trips, in the library, parties, etc. Some are interested in volunteering to work as aides in the classroom, marking papers, typing, etc. Mr. Bean said the group would probably invite the board to discuss the budget.

Mr. Frain said for several years the board approved the New York Life Insurance Company handling tax sheltered annuities for the teachers and now other companies want the same consideration. As there are no columns left in the bookkeeping setup, he asked if the board would be agreeable to having a central clearing house - a local bank - to handle these other companies. The board voted this would be agreeable.

Mr. Furlong announced that the National Honor Society installation would take place Friday October 24, at 1:30 in the auditorium and invited the board.

Respectfully submitted,

Elizabeth Massin, Clerk

October 20, 1969

Executive Session

Mr. and Mrs. Shay of Fitzwilliam, attended the Executive Session to ask that Mrs. Shay, teacher of grade 1 in Fitzwilliam, be permitted to return to her class, after the birth of her baby, probably after April vacation. According to school policy she must leave the class the end of December. Mr. Hewitt personally feels that if the administration can prevent a second disruption - the first being when she leaves in December and is replaced - the second being if she should return in April - it would be better for the students. If someone can be found to replace Mrs. Shay in the first grade in January, it would be best to have her continue through to the end of the year. Also it might be difficult to find a replacement for only a couple of months, rather than the remainder of the school year. Mr. and Mrs. Shay asked if the district had a policy saying she could not return. The board did not think so.

Mr. Bowman said the board would discuss the matter and advise Mrs. Shay. The board will consult their attorney about this.

Mr. Furlong reported that on October 15, 1969 (moratorium) 21 students were suspended for truancy. Two parents wrote notes asking release to attend the moratorium, one wrote a note saying the child was sick (it turned out later he was not), three parents requested permission for their children to leave, prior to Wednesday, and being told the consequences, asked that their children not leave, 7 children were absent all day Wednesday with no form of excuse, 14 left school during the day without permission, were caught and returned to school. Mr. Furlong estimated that only about four really knew what they were doing. Most were 7th, 8th & 9th graders.

An injunction has been served on Colonel Parker and the district's clerk for the school board. As this was not received until late afternoon and evening the board had not had a chance to discuss it with their legal counsel.

On Thursday night, October 23, a film on drugs will be shown at the high school auditorium at 7:30. Teachers and parents are invited and children may attend accompanied by a parent.

The Troy Mills union has asked to rent the Troy school on December 6 for installation of officers and a party. They want to have alcohol. The contract for renting school facilities stipulates that alcohol will not be on the premises and the board reaffirmed that liquor should not be allowed.

Respectfully submitted,

Elizabeth Massin, Clerk

NOTES - October 20, 1969

On Tuesday, student Munson asked to leave school, but did not give a reason. The father was contacted and he too did not give a reason. Mr. Furlong explained to the boy that disciplinary action would be taken if he left.

Mr. Callahan felt that a parent should be able to keep a child out of school if the parent had a reason for doing so. Mr. Furlong agreed and said students may be excused for emergencies and the policy states this. Mr. Callahan suggested that discipline action as a result of Wednesday's absences may have been handled too hastily. Mr. Cleveland raised the question about a motion he had made at the October 6 meeting about treating absences on October 15 as regular absences. The board felt they had agreed to treat October 15 as any other school day.

Mr. Furlong checked the local churches to determine how many Monadnock students attended evening memorial services. None. The two ringleaders did not attend the march, but stayed at school. Most participants were 7th, 8th and 9th graders.

As Mr. Frain reads the state law, the parent does not excuse the child from school - the school is the one to excuse the student. Mr. Frain quoted from a memorandum written by former commissioner of education, Dr. Charles Hitch, regarding school days and gave copies of this memo to the board.

Mr. Furlong emphasized that with 1000 students in the building there have to be rules and regulations.

Mr. Sundstrom noted a statement made by Franklin Hollis as to the school's responsibility and the fact that the school had no way of giving responsibility away. If something happens to a child on a field trip, for instance, with a permission slip, it is still the school's responsibility.

Mr. Dunham stated that these people have put the matter before the court, then the court shall decide the case.

Mr. Frain read from a 1929 state law that compulsory school attendance law is not in violation of the civil liberties law.

Mr. Bean felt there was a contradiction in that on one hand the school says a child has to be in school, and on the other puts him out of school for disciplinary action.

Mr. Frain will write to the Commissioner of Education for his opinion. He will also write a letter to Miss Pickering advising that her letter has just been received, and will be discussed at a later meeting. (This letter was relative to eliminating the dress code and other regulations.)

NOTES - October 20, 1969 (continued)

Mr. Frain wants to consult our attorney regarding Mrs. Shay's request to return to teaching after the birth of her baby. The teacher seems more concerned with herself than with her students. Mr. Frain pointed out that we cannot be sure how her health, or that of the baby, will be so should not promise her a job to return to. The board agreed that she should not come back to her first grade class in April.

Monadnock Regional School District
School Board Meeting October 6, 1969

A regular meeting of the School Board was held at the Supervisory Union Office with the following people present: Messrs. Bowman, Dunham, Austin, Callahan, Cleveland, Calhoun, Pride, Frain, Hewitt, Sundstrom, Mrs. Robinson and Mrs. Thompson. A reporter from the Sentinel was also present.

The minutes of the meeting on September 22, 1969 were accepted.

Mr. Hewitt distributed a report of school enrollments as of September 23, 1969. They showed 1,184 elementary children and 1,028 secondary pupils enrolled as of this date.

Mr. Frain reported that a request for a flashing light at the Gilsum School has been noted by the Department of Public Works as being a reasonable request and that they will make arrangements for installing the light.

A proposal for a different system of taking the school census, presented by Mr. Hewitt, was approved by the Board.

Mr. Dunham reported on the up-coming N.H.S.B.A. Annual Meeting to be held at the Sheraton Wayfarer in Bedford, New Hampshire on Friday, October 17, 1969.

The 1969-70 transportation report, presented by Mr. Hewitt, indicated that the total yearly mileage for all buses will be 333,720 at a cost of \$109,000 or \$.33 per mile. This compares with \$.34 per mile in 1968-69 and \$.35 per mile in 1962-63.

Latest equalized valuations, computed by the State Tax Commission, were reported by Superintendent Frain. All towns in the district showed an increase in equalized valuations and the District as a whole increased 24.7%.

Mr. Sundstrom presented a comparison of the actual 1969-70 Foundation Aid allotments to the towns in the District with the amount the towns would be entitled to if Foundation Aid were fully funded; and also, what the impact on the tax rates would be with full funding. The total amount that the towns of the district will actually receive for 1969-70 is \$181,077.87. If fully funded, they would receive a total of \$554,765.09. In other words, they actually receive 32.64% of the full entitlement.

Mr. Frain reported that the high school will receive approximately \$300 worth of pollution control equipment as a result of Mr. Douglas Leslie, of the high school science faculty, having attended a summer institute at the University of Massachusetts.

At the recent workshop days, elementary teachers discussed teacher evaluations. Mr. Hewitt reported that they expressed a positive attitude regarding the need for teachers to be evaluated.

A petition for improved bus service for Roxbury pupils was presented. The Board instructed Mr. Frain to see what arrangements might be made with Cheshire Transportation Company.

October 6, 1969 - page 2

A letter from the Governor in reply to a letter in behalf of the Board to His Excellency was noted.

A copy of the Music Department's workshop report was distributed. This had inadvertently been omitted from the previous digest of workshop activities.

Mr. Hewitt reported that the Monadnock Readiness Guide will be reproduced and distributed throughout the State by the New Hampshire School Readiness Project as an example of an outstanding readiness guide. Proper credit will be given to the Monadnock Regional School District.

Executive Session

The Board approved the rental of the Troy Gymnasium by a group of private citizens in the Community. The Board also gave approval to hire two school aides to help ease the burden of large classes at Cutler School.

A report on an elementary teacher was given by Mr. Hewitt.

In response to a request by the School Planning Committee for the School Boards' thinking regarding future plans, the Board adopted the following priorities:

1. A Middle School located on district-owned land in Swanzey to house grades 5-8.
2. A consolidated 1-4 elementary school to accommodate children from Gilsum, Sullivan, and Surry and the possibility of accepting tuition pupils from Marlow.

Respectfully submitted
Roger L. Sundstrom, Acting Clerk

Monadnock Regional School District
September 22, 1969 - Board Meeting

The School Board met in the library of the high school with the following present: Messrs. Bowman, Walters, Calhoun, Austin, Cleveland, Callahan, Dunham, Pride, Frain, Furlong, Hewitt, Sundstrom, Evans, Armstrong, Bean, Mrs. Thompson and Mrs. Robinson. The Sentinel reporter was present.

Minutes of the September 8, 1969 meeting were accepted.

Mr. Hewitt spoke on the elementary school testing program and presented slides showing a comparison between state performance and that of each of the towns in the district. He said they now had statistics showing the problem areas and showed the board the tests that were used. It was pointed out that many questions were presented in a way unfamiliar to the students. Mr. Hewitt said, however, he felt the valuable result of these tests was being able to determine the weak areas. In the elementary schools he wants to consider giving more time to reading and math and perhaps de-emphasize social studies and science.

Mr. Frain reported on the Vessel Rock Road transportation matter. Originally the owner of the farthest house (now owned by the Jacksons) contributed to the cost of transporting her children. Actually she had lived 1 mile from the road and therefore was not eligible for transportation, but circumstances were such that the district and the transportation company agreed to split the cost. As of now, the transportation company has not been able to find anyone to drive a vehicle to transport the children on Vessel Rock Road. Mr. Pride pointed out there were other bad roads in the district and if the board agrees to transport for Gilsum, it will receive other requests. Mr. Frain feels the transportation for the Jackson children should be continued for this year, but another year they should not be entitled to it.

The board voted that these parents be notified of the situation and the Jacksons be advised how their children happened to receive transportation by the district.

Mr. Hewitt spoke on the dress code for elementary schools stating that slacks for girls in cold weather were now allowed. The board voted acceptance of this dress code as presented.

Mr. Furlong discussed the code of dress for the high school and corrected it as follows: 1) eliminate that part of the sentence beginning "skirts should not be more than 4".....," and 2) add "bottom of ear lobes" for sideburns.

Mr. Hewitt presented the latest enrollment figures which showed no substantial increase in enrollment except 10 or 11 in Swanze. The real problem is at Cutler School. They are averaging 33 in six classrooms, with 3 classes in each grade. Mr. Hewitt said the 6th grade from Fitzwilliam, now being sent to Troy, was working very well. The Fitzwilliam children are mixed with the Troy students. The teachers are asking for some help and hopefully they will find someone from the "New Careers" program to help out.

Mr. Furlong reported that the enrollment in the high school was 1,026 plus 2 post graduate students.

Mr. Frain advised that the United Fund Campaign would like to do more soliciting at places of employment instead of from house to house and they would like permission to solicit within our high school. He explained to them the policy of our board would not permit this sort of solicitation but said he would present their request to the board. They further wanted to have payroll deductions which Mr. Frain said would not be possible.

The board voted that the present board's policy remain in effect and their request for solicitation within the high school not be permitted.

Mr. Frain brought up the matter of sick leave for teachers returning to the district after an absence and should they be given credit for previous accumulated sick leave. Mr. Frain presented a suggestion as follows: "Teachers who leave the district to undertake full-time graduate study but who plan on returning if there be an opening, and teachers who leave the district because of maternity or for compelling family reasons but who also plan on returning to the district may be allowed full credit for their accumulated sick leave on their return to the district." Mr. Bowman moved and the board voted to accept this proposed policy, leaving the decision to the discretion of the administration.

Mr. Hewitt reported on the workshops for the elementary teachers and felt over-all they were successful. Mr. Frain advised the high school workshops had only two general discussions and in the future he believes there will be more general discussions. He presented an outline of what the various departments did. The state department sent speakers on drug abuse because the teachers wanted to know something about it. He thought the high school workshops were worthwhile but could be improved.

Mr. Sundstrom spoke on the elementary school guidelines that have adopted by the State Board of Education. Implementation of these guidelines would begin September 1, 1972, but the date of July 1, 1969 was set for any space requirements.

Mr. Frain asked if Mr. Walters could attend the October 17 N. H. School Board Association meeting.

Executive Session

Mrs. Audrey Lamoureux was elected as secretary at Mt. Caesar School.

Mr. Furlong announced that Mike Luopa was one of the five semi-finalists for the merit scholarship.

Mrs. Robinson questioned the propriety of having the Sentinel print certain pieces of news concerning the Vessel Rock Road decision, sick leave, and United Fund, until the administration had contacted these persons involved. Mr. Frain will arrange to contact the people first.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - September 8, 1969

Present at the school board meeting held in the new Superintendent's office (the Wyman house) were Messrs. Bowman, Walters, Austin, Callahan, Calhoun, Dunham, Pride, Frain, Furlong, Hewitt, Sundstrom, Mrs. Robinson and Mrs. Thompson. There were six parents from the town of Gilsum, who lived on Vessel Rock Road, attending the meeting to appeal to the board to find a means of transporting all the elementary children (10) living on that road to the school, because they feel the road too hazardous for young children to be walking on. Mr. Calhoun said he would support their appeal. After hearing their concerns, the board said they would take their appeal under consideration.

Minutes of the July 21 meeting were accepted.

Mr. Hewitt passed out enrollment figures for the new school year, 1969-70, showing an increase of 54 elementary students and an increase of 47 high school students. He advised that the sixth grade Fitzwilliam students are being transported to Troy. There are two third grades in the Wilcox school building and these children are being shuttled to Wilcox from Mt. Caesar, in the morning, for lunch, and in the afternoon. Mr. Hewitt advised that 78% of the first graders were tested this summer and from this testing it was determined that a few should not enter first grade this fall.

From the enrollment figures, Mr. Furlong pointed out that next year's 7th grade class would make up two additional classes. He told the board that 85% utilization is the national average; he further stated that Monadnock has 92% utilization, and if the shops were excluded, it would be 96% utilization. He reported that they had a very good opening day. The Fitzwilliam bus was too crowded and he has reported this to the bus company. Mr. Pride asked that these attendance figures be given to the Future Needs Committee.

Mr. Hewitt advised that an additional milk bid had been received from H. P. Hood. None was received from Whiting. The Hood bid was .0692 compared to Idlenot's bid of .0725, however, it was learned that Hood would deliver only on Tuesday, Thursday and Saturday, not as practical as Idlenot's daily delivery. The administration recommended accepting Idlenot's bid again this year, but explained that Hood understood the delivery problem and would be interested in bidding another year. The board voted to accept the administration's recommendation to continue with Idlenot.

Mr. Frain gave the board figures showing state aid for 1969-70 had decreased, sweepstakes remained about the same, and incentive aid increased slightly with 84% of full funding. Mr. Calhoun suggested these figures be sent to our legislators.

Mr. Furlong told of the fall calendar of sports events including football and hockey.

Mr. Frain felt a schedule of meetings should be prepared for the various committees. Many members of the planning committee have visited the district's schools and he will call a meeting of this committee and ask for a report to be prepared by December. Mr. Austin asked if a parallel committee from the board would be able to work with this committee. Mr. Frain said some people from Marlow had shown an interest in meeting with this group. (They will have two teachers retiring soon, which may mean closing their school.) Mr. Bowman suggested giving the planning committee a chance to meet and come up with some ideas by December. Mr. Frain also felt the Negotiating committee should start work before long.

Mr. Austin brought up the matter of the right to know law and that fact that board meetings should be advertised in at least two places. Mr. Frain said he had put up two notices for this meeting and now that we are back on schedule he will advertise the first and third Mondays.

Mr. Calhoun raised the question of the high school's feeling on student dress. Mr. Furlong admitted to being somewhat strict, but felt in some respects they were being liberal. Mr. Frain noted that the legislature had changed a law which would now allow a local board to rule without the approval of the state board. Mr. Furlong will send a copy of the dress code to board members.

Respectfully submitted,
Elizabeth Massin, Clerk

Executive Session
September 8, 1969

The following teachers were nominated and elected:

David McCann - teacher of English at high school
Mrs. Ann McCann - teacher of social studies at high school
Mrs. Jean Willis - Spanish teacher
Richard Newman - teacher of math at high school
Robert Hakala - machine shop
Mrs. Eileen Guilbeault - 3rd grade at Wilcox
Mrs. Joanne Picard - teacher at Cutler
Kathleen Whiting - special education at Troy

Mr. Frain gave out figures showing from what colleges the new teachers had come; figures on the reasons for teachers leaving our district.

Summer work including painting at schools, and fixing up the Wyman house to make a suitable administration office with a room for remedial reading teachers. It was reported that the Monadnock Service Center is share offices with the Family Service Center and will not be using the Wyman house.

Mr. Pride asked that a letter of thanks be written to the Corps of Engineers for cutting the grass behind the Surry school. Mr. Pride advised that the state had installed the blinker on the main road in front of the Surry school. The state paid for the installation and the district will pay for the electricity. Mr. Calhoun asked if the same sort of light could be installed in Gilsum. The board voted to ask the highway department to install such a light at Gilsum. Mr. Frain would also like to have a light installed at the Cutler school, hopefully to cut down on vandalism there.

Mr. Frain read to the board a letter of appreciation from a parent regarding the services of the nurses in checking eyes of children. He has received a letter of resignation from Mrs. Blair, secretary in the Guidance Department, due to illness in her family, but since the letter was received she has decided she would like to continue working parttime. The Board felt this decision should be left to the administration.

Mr. Frain reported on a problem with a Gilsum student who had been in special education, but now was 16 and the school had nothing to offer him. Could he be released from school and hopefully the Vocational guidance director will find a place for him elsewhere. The board granted permission to have this boy released from school.

Regarding the matter of transporting the children on Vessel Rock Road in Gilsum, the board voted that Mr. Frain negotiate with Mr. Wyman on this matter. It was further felt by the board that parents of the children not entitled to be transported by law should be asked to contribute if a means of transportation is found.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - July 21, 1969

Present at the school board meeting held July 21, 1969 in the Home Economics Room of the high school were Messrs. Calhoun, Bowman, Pride, Dunham, Walters, Austin, Callahan, Cleveland, Frain, Hewitt, Sundstrom, Furlong, Mrs. Robinson and Mrs. Thompson.

Mrs. Alice Hildreth, Guidance director, showed slides of figures comparing test scores of Monadnock's 8th grade classes with the national average and the New Hampshire average. Monadnock's test scores were below the national average. Scores showed a problem in math computation, probably as a result of modern math. Mrs. Hildreth feels the ones to be most concerned with are the ones with high ability and low achievement in the reading area and she feels the high school needs a reading program. She pointed out that this reading problem is not unique to New Hampshire. Mrs. Bedard has visited other schools in our state to see how they are dealing with this problem. Mrs. Hildreth reported that the tests were given to the students by giving directions over the P. A. system, so all directions would be uniform and the students could remain in their classrooms to take the tests.

The minutes of the June 16 meeting were accepted.

Bids on milk, oil and gas have been received and were presented to the board. Mr. Calhoun moved and the board voted to accept Elm City's bid for the #4 oil for the high school, Troy, and Mt. Caesar, and to accept Monadnock Fuel's bid for #2 oil for the rest of the district's schools.

Before awarding the gas contract, Mr. Walters suggested the administration check with the Home Ec Department to determine how they feel about continuing to use a gas stove for classes.

No award was made for milk and the administration was asked to contact Whiting to see if they were interested in bidding on milk. Then it was suggested the administration accept the lowest bid.

Mr. Hewitt passed out enrollment statistics for elementary, junior high and high, for the school year 1968-69, showing a net gain of 42 students.

Mr. Frain had a request from the Catholic Church to use the Troy school facilities for summer school. The board voted its permission for the church's use of the school.

Mr. Dunham said the Old Homestead had requested the use of the high school toilet facilities when their play is presented and the board voted permission.

Mr. Calhoun said that next year when the Gilsum Rock Swap committee asks to use the Gilsum facilities, they should be asked to hire a full-time janitor for that day.

Monadnock Regional School District
Board Meeting - July 21, 1969

Page 2.

Mr. Frain asked the board to sign the 1969-70 school budget report and also the financial report for the year 1968-69.

Mr. Frain handed out the school lunch report for the end of June 1969 showing a net balance of \$3,151.53.

Reporting on the negotiations bill, Mr. Frain advised the final result was that it was referred to a study committee to come up with a negotiations bill that would be acceptable.

Mr. Frain said he still did not know where we stand on aid to education - building aid and foundation aid. He has asked for the building aid on the Wyman property to be given to the district over a two year period. He further advised that the Governor's bill on aid to education had been defeated.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Executive Session
July 21, 1969

The following teachers were elected by the board for the school year 1969-70:

Mrs. Joanne Petelle - teacher at Troy School

Mr. Stephen Petelle - teacher of business education at high school

Letters of resignation were received from and accepted by the board as follows:

Mr. James Fitzgerald

Mr. Norman Tilton

Mrs. Mize

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
June 16, 1969

The School Board met at the Superintendent's office on June 16, 1969 and present were Messrs. Bowman, Austin, Walters, Pride, Calhoun, Callahan, Frain, Sundstrom, Hewitt, Mrs. Robinson and Mrs. Thompson. Minutes of the June 2 meeting were accepted.

Mr. Frain presented the school lunch report for May 1969 showing a net balance of \$2,412.38. The manager's salary will come out of this balance and the program will end up in the black for the year. They accepted the report and asked that a letter of appreciation be sent to the lunch manager for the fine job. Mr. Frain proposed paying Mrs. Jenks a salary of \$5,300. next year.

The MACSSC has had additional meetings and there will be a directors' meeting soon. Mr. Frain asked for volunteers from the Monadnock board to serve as a representative to this directors' meeting and Mr. Calhoun volunteered. Mr. Frain advised there will be some federal money coming in and he recommends that any federal money received be returned to the taxpayers to relieve taxes. He feels the budget should be kept within the local effort. The possibility of using Thomas Duane to oversee this program on a parttime basis, as well as the Monadnock Family Center, was discussed. Mr. Frain will consult with Judge Goodnow about forming a corporation.

Mr. Hewitt reported on the success of the new report cards used in the elementary grades this past school year and listed comments, both favorable and unfavorable, which came from all the schools, as a result of a survey sent out to all parents. He asked the board if it was agreeable to continuing the use of this report card, with some refinements, as the survey showed 72% of the parents were satisfied. Asked how the teachers liked the new card, he said he had not had enough time to evaluate their reaction, but had heard no unfavorable comments. Mr. Calhoun brought up the matter of the high school report card and feels there is room for discussion on this and how it could be improved.

Mr. Frain reported on his trip to the Mascenic School.

Mr. Frain advised that teachers were still needed to fill Spanish, Shop, Business, Mathematics, Special Education, one 1st grade teacher and one 4th grade teacher. Mr. Bowman moved and the board voted that Mr. Frain and the administration be given authority to employ teachers for the 1969-70 school year, throughout the summer.

Mr. Sundstrom advised that he had recently met with all the principals in the supervisory union and found there was value in sharing ideas. Some of the principals have not been sure whether they were part of management. The administration had thought that by bringing them into meetings it would demonstrate that they were part of management. The principals are in favor of meeting on a regular basis. Some items that have been discussed are closing of school, federal laws regarding wages, teacher evaluations.

Mr. Hewitt said they are discussing a testing program for reading in grades 1 through 12. The elementary teachers are working with the English Department at the high school. At the July board meeting they will plan to study these test results.

Mr. Frain said the administration wants the principals to sit in on teachers' classes and determine that they are teaching what they should be teaching. There should be forms on which to make these evaluations.

Mr. Frain reported on the federal law that now requires that school district employees be paid time and half for overtime work. They may not work more than eight hours a day nor 40 hours a week without special permission of the principal. We might run into a problem at the high school and Troy because these facilities are often rented and our school custodians present. Mr. Frain believes the school district should pay the custodians for their time, and then be reimbursed by the organization using the school. In this way the school district will have a record of the overtime paid, should a question ever arise.

Mr. Calhoun moved and the board voted to comply with government regulations and that a school custodian or other school official be present at all times when school facilities are rented, and that they be paid according to the law and rental fees be raised to cover the overtime charge.

It was also suggested that school board members' salaries be changed to reimbursement for expenditures.

The board voted to permit the school insurance program (children's accident) to be written by the Home Insurance Company for the same protection as before.

Respectfully submitted,

Elizabeth Massin, Clerk

EXECUTIVE SESSION - June 16, 1969

Mr. Bowman moved and the board voted to elect Mrs. Ferris to teach grade 2 at Mt. Caesar and Mr. Virgil Blake to teach social studies at the high school.

Mr. Frain advised that Mr. Richard Ross would not be teaching Spanish, although he was elected at the June 2 board meeting.

A letter from Mr. Gordon Bean was brought to the attention of the board and the board wished to have it acknowledged.

Mr. Frain said a teacher had asked him to be released from teaching one day to solicit funds for a banquet for the track team to purchase jackets for the team. Mr. Frain had turned down the request and the board agreed with his decision. Mr. Frain has also asked the teachers not to solicit funds.

The board wished to send a letter of congratulations to the coaches of the team.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
June 2, 1969 - Board Meeting

The School Board met at the Surry Elementary School with the following present: Messrs. Bowman, Dunham, Cleveland, Austin, Callahan, Walters, Pride, Calhoun, Frain, Furlong, Hewitt, Sundstrom, Armstrong, Bean, Evans and Mrs. Robinson. Minutes of the May 19 meeting were accepted.

Mr. Frain introduced Miss Bonnie Allen, chairman of the English Department. Miss Allen outlined her plans for a Reading Center which would be a two year program for 7th and 8th grades involving about one half of the students who are reading below grade level, and who would not be able to do high school work unless their reading were improved. This Center would enable the children to work with teachers, not machines.

She would like to have two rooms for use - would spend one half a period with intensive help (about ten students to a teacher in a small group) and the other half still under supervision but in a larger group. Mrs. Marion Bedard is to be the reading director. Miss Allen is asking for only a minimum amount of machinery including a tape recorder which would enable the children to hear reading while they are seeing it.

Miss Allen described the National Volunteers program and would like to consider this for another year. She explained that about 50% of the students in Monadnock are below grade level in reading, but added that many of these 50% are in the 20 and 30 percentile.

The program will require that the students achieve in reading and not be passed on to the next level until they have. Miss Allen said the department is concerned with reading for all grades. Next year the 12th grade will be offered several electives but all will continue reading, writing and oral exercises. It is hopeful this will make 12 grade English more stimulating, particularly for those who have already taken college boards at the end of their junior year and feel they are done with English. She said she and the other teachers in her department would like better communication with the elementary grades and she felt test results would be helpful.

Mr. Pride reported for the Parents Club of Surry that the state has agreed to put a flashing light at the intersection in front of the Surry School. It will be installed by September.

Mr. Furlong reported on end of the year activities including a band concert on June 9 on the high school lawn. Graduation will be held in the gym.

Mr. Frain advised that the Planning Committee had a meeting and they want to visit all the schools before the end of the school year, and they asked for a lot of information which he will supply them. Every town has been asked to appoint an alternate as well as a delegate. New members on the committee include:

Fitzwilliam, Mrs. John Ilg and Mr. Ronald Fitzgerald; Troy, Mr. Leonard Drake. Mr. Dunham reminded the board it had postponed voting on guidelines for this committee until the entire board was present. Mr. Walters asked about item #2 - minimum standards - and did it refer to the physical plant only, or education and curriculum as well. The board agreed that the Planning Committee should be concerned with space requirements only. The board then agreed on the guidelines as presented.

Mr. Frain reported they were having space problems in Swanzey and would like to put a classroom from Mt. Caesar into the Wilcox building and a class from Cutler. Mr. Dunham moved and the Board voted in favor of using the Wilcox building for classrooms for the school year 1969-70. Mr. Dunham further suggested that the board talk to the Swanzey selectmen about proposed sidewalks that will be built in Center Swanzey with the thought that they might be installed in areas which would benefit the school children from Mt. Caesar to Wilcox.

Mr. Sundstrom presented the school calendar for 1969-70 which has been adopted by the Supervisory Union Board. It coincides in most respects with the Keene school calendar. The board voted to support this calendar.

Regarding the classroom shortage in Fitzwilliam for 1969-70, Mr. Frain investigated leasing a movable classroom. For 700 square feet of classroom it would cost \$6,540 for one year, \$9,000 plus for two years, or \$11,000 to purchase the unit. Mr. Sundstrom said there were some of these movable units in New Hampshire which the Planning Committee could look at. He pointed out, however, that a school district cannot get building aid for movable units, and Mr. Hewitt said the minimum standards called for 900 square feet.

Mr. Bowman moved and the board voted that for the school year 1969-70 Fitzwilliam sixth grade students be transported to the Troy Elementary School.

Mr. Sundstrom reported that the superintendents have met again with the members of the MACSSC staff to discuss the future of the Center. Monadnock feels there should be a working director rather than a full-time director. The superintendents will act as an executive committee to carry out the directions of the Board of Directors, which will be made up of school board members and it was thought that a 4-3-3-2 ratio would be a good Board. Mr. Dunham felt that a meeting should be called soon to set things up and thus be able to hire the staff members that are needed. He also felt that our representatives should have the advice of our legal counsel before attending the first meeting. Because of the concern of the Board, Mr. Frain will contact Keene to set up a meeting as soon as possible.

Mr. Hewitt presented the board with the third draft of minimum standards as proposed by the state for grades 1 through 8. This third draft will be given to the State Board on June 11, hopefully to be made effective by July 1969 and districts would be expected to carry out these standards by September 1972. Mr. Dunham

asked the board to send a letter to the State Board recommending it hold off on the June 11 decision until further study of these proposed standards was made. Mr. Cleveland moved that the board write a letter urging the state board to hold off on a decision until fall.

Mr. Furlong said there were 25 students who could not be scheduled for driver training this past school year and asked the board if they wished to run a summer program for these 25. Bergeron will supply a Plymouth, but they need to know within the day whether they should order a car for a summer program. These 25 students could be accommodated next year, if there is no summer program, but he added that the program is building up and we will have to add a part time instructor to handle all the students. Also, the state wants to increase the number of hours required driving from 6 to 10.

The cost to run a summer program was not certain. Mr. Frain felt it should be kept within the \$500. received from the state, but Mr. Furlong did not feel the program could be run for \$500. There is no instructor available at the moment to run a summer program. Some members felt the summer program should not be run, but Mr. Calhoun suggested it be left open in case an instructor were found. Mr. Calhoun moved and the board voted that if an instructor could be found for the state's contribution of \$500. plus an additional \$250. from our district, that a summer driver training program be run. It was suggested that Mr. Furlong tell Bergeron a summer program would be run if an instructor could be found.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session
June 2, 1969

Mr. Frain nominated and the board elected the following:

Mrs. Marion Eckhard: Cutler School

Mrs. Irene Sparhawk: Troy School

Mrs. Mary Moe: Cutler School

Mr. Richard Ross: Teacher of Spanish at the high school

Mr. Furlong would like to drop Keene from the football schedule for 1970, this to be a mutual agreement between the two schools. He would like to meet Fall Mountain in Keene's place.

Mr. Frain passed out to the board a proposed change to law 189:13, supported by Senator English, on the dismissal of a teacher. The board wished to write a letter to Senator English from the school district, opposing this proposed bill.

Mr. Frain gave a report on the school lunch program for April. Next year the program would like to have some bookkeeping help. Also needed is a larger mixer for the kitchen. The board moved that a larger mixer be purchased when money is found to do so.

WKNE has asked if the board would like to have its agendas broadcast. The board agreed to have only announcement that a meeting is being held, and if something very important is on the agenda, that too might be reported.

Mr. Frain would like to have Mr. Wyman of Cheshire Transportation come in to talk to the board about any bus problems.

Mr. Furlong advised that Monadnock got the first state championship in track. The board will write a letter of congratulations.

A letter of thanks will be written to Stacey Cole for his article on our nature center.

Mr. Furlong advised that two students from Monadnock had attended the Governor's Conference on drugs. There will be speakers at the school and Mr. Furlong wants to present to the board a procedure to follow if a problem of using drugs occurs in the school.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
May 19, 1969

Executive Session

The Board voted to accept the following resignations:

Mr. Francis Fiske resigned as Fitzwilliam's representative on the Future Needs of the District Committee.

Mr. Hall has resigned as chairman of the mathematics department.

Mr. Batchelder has resigned as special education teacher in Troy.

Mrs. Powers has retired from the Troy School.

Mrs. Royer has resigned from the Mt. Caesar School.

Mrs. Pease has resigned as remedial reading teacher.

Dr. Paul has resigned as school doctor as he is moving to California. Mr. Frain suggested holding off on appointing a school doctor as perhaps Troy will find a new doctor. The other possibility might be to appoint one of the children's doctors at the Clinic.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - May 19, 1969

Present at the school board meeting held at the Troy Elementary School on May 19, 1969 were Messrs. Austin, Cleveland, Callahan, Dunham, Pride, Frain, Furlong, Hewitt, Sundstrom, Bean and Mrs. Robinson. In the absence of Chairman Bowman and Vice Chairman Calhoun, Mr. Dunham was chosen to run the meeting. Minutes of the April 21 and May 5 meetings were accepted.

Mr. Dunham welcomed the five visitors from Fitzwilliam - Mr. and Mrs. Mei, Mrs. Ilg, Mrs. Barnes and Mrs. Hofmeister - and asked them for any comments they might like to make. Mr. Mei asked if the \$30,000. appropriated at the annual school meeting for the purchase of land was to be used to build a junior high school on. Mr. Dunham explained that this land contained a building which would be used for the superintendent's office and the present superintendent's office would be used for classrooms for the overcrowded Swanzey schools on a temporary basis. Mr. Dunham pointed out that the school district owned some land across the street which could be used for future building. He further explained that the \$9,000. for architect fees was to be used to study future building needs and reported on the Future Needs Committee who is studying the situation in all the towns. Mrs. Barnes asked about the duties of this Future Needs Committee and Mr. Dunham assured her the committee would work with both the superintendent and the school board. To her question, how could the individual citizen express his opinions about education, she was told to attend school board meetings, or contact her representative on the Future Needs Committee. Mr. Cleveland suggested that the group present might find a volunteer for this committee from Fitzwilliam. It was also suggested that an alternate be appointed.

Mr. Frain passed out figures on pre-registration for the first grade for 1969-70: Fitzwilliam, 39; Troy, 38; Mt. Caesar, 77; Surry, 9; Gilsum, 11; Sullivan, 8. Mr. Bean said he felt there would probably be 45 in the Fitzwilliam first grade. This figure does not include repeaters, which he thought would number 4. He believed there would be between 45 and 50 first graders in Troy.

Mr. Frain explained that Miss Allen, Chairman of the English Department would attend the next meeting of the board, since three board members were absent from tonight's meeting.

Mr. Sundstrom reported on the Monadnock Area Childrens Special Service Center. Money available from the four supervisory unions totals around \$85,000. An additional \$25,000. from federal funds might be forthcoming. It is the intention of the superintendents to recommend that the Board of Directors be made up of school board members from the four boards - 3 from Keene, 2 from Conval and 2 from Monadnock, and 1 from Fall Mountain. In order to reduce the overhead, Monadnock offered quarters in the second floor of the Wyman house. No decision was made on this. Mr. Cleveland asked about the original budget submitted by the director of the Center and Mr. Sundstrom said that budget had been done away with and the superintendents have been working out a new budget. He said there seems to be some hesitancy about accepting quarters in Swanzey as some feel Keene would be a better location.

As it stands now, legally the Center is a part of the Keene School District. Now that local taxpayers' money is being used to support the Center, there should be some clarification about this matter. Mr. Dunham pointed out that the members on the board other than Keene members, would not have any authority. Mr. Pride suggested that a non-profit corporation be set up and it was recommended that the administration consult our school attorney.

It was reported that about 50 persons attended the hearing held in Fitzwilliam in the Town Hall on May 15. There did not seem to be any local building available for use as a classroom next fall and after the meeting some people went back to the Emerson School to see if space could be found there for an additional room. It was agreed that the remedial room should not be given up, which would be necessary if a classroom were put there. Building an addition to the school evoked no enthusiasm and so the fourth solution of sending the 6th grade class to the Troy School drew a vote of 25 in the affirmative and 12 against. Mr. Cleveland said 6th grade students would leave for school at the same time they do now.

Mr. Cleveland suggested looking into the possibility of a portable classroom, before making a decision on moving the 6th grade to Troy.

Mr. Hewitt pointed out the educational advantages of the 6th Grade class going to Troy. Troy has a model library which was established by a federal grant, a model science laboratory, also established by a federal grant, and a gym. It would be a stepping stone before the sixth graders were put in Monadnock High.

Mrs. Hofmeister asked if there were any resentment in Troy about Fitzwilliam sixth graders going to Troy. The answer was no. Mr. Mei asked if there would be a physical education program with two sixth grades together. The administration said no, that the program had been voted down at the annual school meeting.

Mr. Mei asked if this change were to be permanent. Mr. Frain then explained about the minimum standards for elementary schools proposed by the state and said it would be better to wait for the adoption of these standards and then determine what the best long range plan would be for our district. Mrs. Barnes asked if some better method of taking the census could be found. Mr. Mei asked if rules for being put off the bus were the same as in the past and Mr. Furlong said yes. Mr. Cleveland advised that the Fitzwilliam bus drivers notify him when there is trouble so he can forewarn the parents.

It was reported that the Supervisory Union had elected the following officers: Chairman, Eugene Gaffey from Hinsdale; Secretary, Natalie Russell from Winchester; and treasurer, Lee Bowman, Monadnock. Mr. Stanley Walters was elected a delegate. At their meeting they approved the Union budget, the school calendar, and the relocation of the supervisory union office to the Wyman building.

At the request of the Future Needs of the District committee Mr. Frain had prepared the following "job description" for the committee: 1) to study enrollments past, present and projected, 2) look into the minimum standards required by the state, 3) to inspect each school building, and 4) to make its recommendations to the school board. Mr. Callahan suggested that item 4 be amended to "recommend a building program or other alternative." It was also suggested that item 5 be included to cover transportation. The board decided to hold off on a decision on this description until the next meeting when all members might be present.

Mr. Frain reported there would be a meeting of school board members in this part of the state to hear Mr. Boynton of the NHSBA speak, and report how that association feels about the minimum standards proposed by the state for elementary schools. The state will come out with the final draft around May 21, but it is felt that a final decision should be held off until fall to give ample time for study and review. The N. H. School Board might approve these standards in June but they would not be put into effect until 1971.

Mr. Cleveland advised there was another candidate for the New Hope Center from Fitzwilliam and asked if there were money in the budget for an additional child. He also asked if other than N. H. residents could attend this school and Mr. Hewitt will investigate. Mr. Frain advised that the budget included transportation as well as tuition for four students next year and had made no allowance for an additional person.

Mr. Cleveland suggested the board look into an improved and more accurate method of census taking and suggested that forms might be sent to landlords, as well as real estate dealers, to be given to new persons moving into the community.

Mr. Bean said he would like to have a decision on whether or not pupils from Fitzwilliam's 6th grade would be coming to Troy, as soon as possible, so his teachers can start working on the setting up of classes. Mr. Dunham said a decision would be made at the next board meeting, and meanwhile further information will be obtained on using a portable classroom.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
May 19, 1969

Executive Session

The Board voted to accept the following resignations:

Mr. Francis Fiske resigned as Fitzwilliam's representative on the Future Needs of the District Committee.

Mr. Hall has resigned as chairman of the mathematics department.

Mr. Batchelder has resigned as special education teacher in Troy.

Mrs. Powers has retired from the Troy School.

Mrs. Royer has resigned from the Mt. Caesar School.

Mrs. Pease has resigned as remedial reading teacher.

Dr. Paul has resigned as school doctor as he is moving to California. Mr. Frain suggested holding off on appointing a school doctor as perhaps Troy will find a new doctor. The other possibility might be to appoint one of the children's doctors at the Clinic.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - May 5, 1969

The School Board met at the Mt. Caesar School on May 5, 1969. Present were Messrs. Bowman, Cleveland, Walters, Pride, Dunham, Austin, Callahan, Frain, Furlong, Hewitt, Sundstrom, Mrs. Thompson and Mrs. Robinson.

The Future Needs Committee had been invited to attend this meeting and present were Mr. Smith of Surry, Mr. Fiske of Fitzwilliam, Mr. Hanrahan of Swanzey and Mrs. Motter of Sullivan. The committee was taken through the Mt. Caesar School and then Mr. Bowman asked the committee to organize and proceed with discussions by themselves. The board will make arrangements for the committee to see the other schools. The Superintendent's office will do any typing that is needed by the committee and the superintendent and principals will be glad to cooperate with this committee. The board will be glad to hear any ideas the committee has.

The committee then met by itself and Mr. Hanrahan returned to the board meeting to ask that a job description for the Future Needs Committee be drawn up by the administration and the board as soon as possible.

The Recreation Committee in Swanzey would like to put up a new fence at the end of the baseball field at Mt. Caesar and also a warning path in front of the fence. The board agreed if they paid the cost.

As Mr. Bowman would not be able to attend the Supervisory Union meeting, he suggested asking Mr. Calhoun to attend with Mr. Callahan and Mr. Walters, on Wednesday, May 14.

Mr. Frain nominated and the board elected the following teachers for the year 1969-70, all to be hired according to the salary schedule:

Richard Aieta - Chairman of the Social Studies Department (he has done graduate work in history and government)

Benjamin Hartley - Driver Education teacher

Many-Ann Margaritis - Grade 4 at Cutler

Eileen Breckell - Grade 2 at Troy

Beverly McCulla - Grade 1 at Fitzwilliam

Mr. Frain advised that at the high school a shop teacher is needed, a social studies teacher, a Spanish teacher and a business teacher. No teachers are needed in the elementary schools in the three northern towns. A replacement is needed at Cutler, Mt. Caesar, grades 1 and 3 at Troy, and a special education teacher to replace Mr. Batchelor. Mr. Cleveland asked whether or not the Spanish program should be continued since it has been so difficult to keep a teacher in the past few years. Mr. Frain said he had a few candidates to interview for this job.

May 5, 1969 - page 2

Mr. Frain said there was a problem in the shop department of getting a good man and raised the question of being more flexible with the salary schedule. He has a candidate in mind, Joseph Dubois, who could be hired for woodworking, but only at a salary which is higher than on schedule. He has worked in industry four years prior to practice teaching.

Mr. Bowman moved that Mr. Frain be asked to bring in the candidate he feels best suited for the position. Mr. Frain compared the homework required of, say an English teacher, and a shop teacher, and he feels if we have a salary schedule, we should observe it.

Mr. Tilton is thinking of leaving the shop department and it was pointed out he presently teaches a full day with no free periods. Mr. Furlong said he was doing a fine job of public relations with industry. Six seniors will graduate from the shop program this year, probably 10 or 11 the next year. The board voted that Mr. Tilton should receive extra compensation to be encouraged to remain at Monadnock.

On May 14 there will be a supervisory union meeting and on May 15 a meeting with parents in Fitzwilliam to discuss an extra classroom for next year.

Mr. Frain asked if the Wilcox School could be used for Swanze elementary classes next fall. He also asked the board if the Children's Center could use, rent-free, the second floor of the Wyman property, the Center to pay for their share of the heat, light and phone.

Mr. Frain brought up the question of minutes of the meeting. He feels the minutes of the public session should contain everything, but minutes of the executive session should contain only decisions made by the board. He would like to have the minutes to mail out to board members before the next meeting --- (and beginning on May 19 the clerk will earnestly try to abide by his wishes!)

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - April 21, 1969

Present at the school board meeting on April 21, 1969 were Messrs. Bowman, Callahan, Cleveland, Austin, Dunham, Calhoun, Pride, Walters, Frain, Hewitt, Furlong, Sundstrom, Mrs. Thompson and Mrs. Robinson. The Sentinel representative was also present.

The three new school board members - Mrs. Robinson from Roxbury, Mr. Bowman from Swanzey and Mr. Austin from Troy - were sworn into office by the clerk. School board officers for the 1969-70 year were elected as follows:

Chairman: Lee Bowman
Vice Chairman: John Calhoun
Clerk: Elizabeth Massin
Treasurer: Arlene Perry

Minutes of the April 7 meeting were accepted.

Mr. Frain requested permission to destroy the ballots cast at the annual school meeting. The board felt it better to hold on to the ballots for a while longer.

Mr. Furlong advised that the manpower classes had been postponed until April 28. The machine operator's course had only three applicants and would need ten before the class could begin. Federal money has been received but cannot be spent until classes start. The board urged the administration to try to locate enough applications to fill up the class.

Mr. Frain said he had received a reply from Governor Peterson regarding his proposal for aid to education. The Governor would replace foundation aid and reorganize incentive aid. All revenue from savings Banks, sweepstakes, and room and meals tax would be returned to the local level earmarked for education. There would be a flat grant per pupil and then something for need. (Since this letter was received, it is felt that such a plan to earmark funds for education, would not be passed.) Mr. Calhoun has sent a letter to the Governor with copies to several legislators regarding full funding of foundation aid, and he suggested other board members do the same.

Mr. Frain reported on the large enrollment expected in the first grade of Fitzwilliam next year, from 37 to 40 pupils. He would like to hire an additional first grade teacher for this class. Mr. Bowman moved and the board voted to hire an additional first grade teacher for Fitzwilliam.

Mr. Frain said that space would be needed for an additional class and Mr. Bowman suggested moving the sixth grade class to Troy. Mr. Frain asked if the board could have a meeting in Fitzwilliam, or have a sub-committee of the board discuss this matter with the people of Fitzwilliam. Mr. Calhoun suggested that the board members from Troy and Fitzwilliam meet with Fitzwilliam parents and it was agreed, they would meet with first and sixth grade parents of Fitzwilliam. It was not felt practical to use the town hall or fire station for an extra class.

Mr. Sundstrom passed out the second draft of minimum standards for elementary schools. The final version is to go before the state board in June. Mr. Calhoun asked when these standards would go into effect and Mr. Sundstrom felt the schools would be given time to meet these standards. He pointed out that the pupil-teacher ratio might give MRS D a jolt because many of our classes are up to 30. Mr. Calhoun feels the people in the district should be prepared for these minimum standards and he moved and the board voted that figures be drawn up to show what the additional cost would be to meet these minimum standards and return to the state department. The state department should be told that our board agrees with the standards as long as money is raised by the state to fund these standards. Mr. Frain will prepare figures showing what the additional cost would be.

Mr. Frain feels the planning committee should start having meetings. He asked board members to urge their representative to attend the meetings and he feels the committee should visit the various schools. If the committee continues ineffective as it has been in the past, then the board will have to take over. The planning committee will be invited to attend the next board meeting at Mt. Caesar on May 5, to organize and at the same time see the Mt. Caesar School. Subsequent board meetings will be held May 19 at Troy and June 2 at Surry.

Mr. Frain announced that Mr. Holt was named New Hampshire Industrial Arts Teacher of the Year at Las Vegas and he will write a letter of congratulations from the board.

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It was announced that Mr. James O'Neil has been named chairman of a committee that will study all types of foundation aid and allocating aid in the state. It was felt that the board should communicate to Mr. O'Neil that unless more money is allocated to education, our district would lose out on a plan that would give so much money per pupil and an amount based on need.

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Mr. Frain reported that all contracts with teachers were renewed and no probationary contracts were offered. The board agreed that better performance must be demanded from the teachers and since the board is probably not qualified to judge a teacher's performance, it is up to the administration to be more demanding of a teacher's performance.

Mr. Frain nominated renewing teaching contracts for the school year 1969-70 and the board voted to re-elect these teachers. He is looking for a Spanish teacher and a shop teacher, a chairman of the social studies department and a social studies teacher. The elementary schools need four teachers. Mr. Frain said he saw some good candidates at UNH. Mr. Hewitt advised they had been averaging ten applicants for every available position.

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Monadnock Regional School District

Annual Meeting

April 8, 1969

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The moderator proceeded to take up the 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. Calhoun moved that the district raise and appropriate the sum of one million, seven hundred fifty thousand, three hundred seventy dollars and fifty cents. (\$1,750,370.50)

Mr. Frain was asked to show some transparencies which would explain how the budget items were to be spent and what percent each item was of the entire budget. To Mr. Gardner Turner's question, Mr. Frain said the budget was up 10.2 to 10.4% over last year's. The \$118,000. increase in teachers' salaries included three additional teachers, making teachers' salaries about 10-15 % higher. Mr. Turner pointed out the average cost of living increase is 4 to 5%.

Mr. Turner said report, showed that New Hampshire was not losing teachers, but had teachers coming into the state. Mr. Frain pointed out that the net gain to New Hampshire was 101 teachers last year, but the state needed 1,800. So the net gain represented only about 6% of all the teachers needed. Many teachers who are coming into the state are married women.

Mr. Frain said the total budget was up 38% over seven years ago when the district began. He said the district tries to stay competitive as far as teachers salaries go, with the surrounding districts in our part of the state, not with neighboring states.

Mr. Turner moved to amend the proposed budget downward to \$1,700,000. thereby cutting it by \$50,370.50. and leave it to the school board and administrators to cut items where most practical.

The motion was seconded. Mr. Calhoun pointed out the board has been mindful of the cost to taxpayers and that the district was not receiving its full share of foundation aid from the state. A question was asked about the large increase in contracted services under item 235 and Mr. Frain explained this amount was to purchase special services which had formerly been supplied at the Monadnock Special Services Center through federal funds. The federal funds are no longer available but the district continues to need these special services.

The moderator called for a vote on Mr. Turner's amendment to cut the budget downward to \$1,700,000. A standing vote was taken with 36 affirmative and 127 negative and the amendment was not carried.

The moderator called for a vote on Mr. Calhoun's motion to appropriate the sum of \$1,750,370.50 for the support of schools and it was voted in the affirmative.

Article 4. To see if the district will vote to accept the provisions of Titles I, II, and III of the Elementary and Secondary Education Act of 1965 with amendments, and to appropriate such funds as may be made available to the district under said Federal Act for such particular projects as may be determined by the school board. Further, to see if the district will authorize the school board to make application for such funds and to expend the same for such projects as it may designate over and above the total school appropriation voted by the district.

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

Article 5. To see if the district will vote to authorize the School Board of the Monadnock Regional School District to apply for, to accept, and to expend, on behalf of the District, any or all grants or other funds for educational purposes which may now or hereafter be forthcoming over and above the total school appropriation voted by the district.

Mr. Turner moved passage of the article. A question was asked why the district couldn't accept these funds to be applied to the budget. Mr. Frain explained that under Title II, for instance, money is given for library books in addition to those purchased through local effort. He said if we should have money made available to us, we want to be able to take advantage of it. There wouldn't be time to call a meeting to get the voters' permission to accept and spend money which might become available.

The moderator called for a vote and it was voted in the affirmative.

Article 6. To hear a report from the Planning Committee authorized at the last annual meeting, and to see if the district wishes to take action, if any, on the report of the Committee. Further, to see if the district wishes to take action to continue the Committee for another year.

Mr. Turner moved adoption of the article. Mr. Callahan referred the voters to the report as printed on page 18 of the Annual School Report, written by Charles Hanrahan.

The moderator called for a vote and Mr. Turner's motion was voted in the affirmative.

Article 7. To see if the district will vote to raise and appropriate the sum of Thirty Thousand Dollars (\$30,000) for the purchase of the so-called Wyman property which abuts the Monadnock Regional High School; and in order to provide funds for such a purpose, to authorize the School Board to issue and sell notes payable over a two-year period in the name of and on the credit of the District under and in accordance with the provisions of the Municipal Finance Act and any amendments thereto; and to delegate to the School Board authority to fix the date, maturities, denominations, the interest rate, or discount rate in the case of notes, and to provide for the sale thereof, and to take such other action in respect thereto as may be necessary or advisable, all in accordance with the laws of the State of New Hampshire.

Mr. Cleveland moved passage of this article. He explained there were approximately three acres and that with state building aid, the net cost to the district would be \$18,000. He explained why the property is needed - expansion of the vocational department, use of building as a superintendent's office to release the present office for use as elementary classrooms for Swanzey students, and much needed storage facilities. The property has been inspected by the State Department.

Mr. Wayne Wyman asked if the district could purchase this property in one year and thus save the interest charges. Mr. Cleveland said this would be possible.

The assessed valuation on the property is \$19,000. and Mr. Perry, selectman, said according to recent figures from the state, Swanzey is about 78% of valuation.

Dr. Paul asked how much it would cost to renovate the building for office use. Mr. Frain said very little would have to be spent to turn the house into offices, and the present office could easily be converted back to two classrooms.

Mr. Wyman moved to amend the article to raise and appropriate the sum of \$30,000. in one year for the purchase of this property. Mr. Cleveland explained that the school district has to raise the total amount of \$30,000, and would receive \$12,000. back from the state for building aid, making the net cost to the district, \$18,000.

Mr. Turner moved not to raise the \$30,000 based on the fact that Mr. Perry gave figures which would place the approximate value of the property at \$24,000.

The moderator called for a vote on Mr. Turner's amendment to the article, not to raise \$30,000., but it was pointed out that this amendment was made to Mr. Wyman's amendment and an amendment cannot be made in opposition to an amendment.

The moderator called for a vote on Mr. Wyman's amendment to raise and appropriate the sum of \$30,000. in one year for the purchase of the Wyman property. A standing vote recorded 98 affirmative and 50 negative and the amendment was carried.

The moderator called for a vote on Article 7 as amended and it was voted in the affirmative.

During the discussion on this article, a question was raised about the safety of the superintendent's office for classrooms. Mr. Bowman advised that this was a safe building and that a new heating system had been installed two years prior to the formation of the Monadnock Regional School District.

Article 8. To see if the district will vote to raise and appropriate the sum of Nine Thousand Dollars (\$9,000) to allow the School Board to retain an architect and to secure other professional advice on school construction and renovation.

Mr. Hahrahan moved passage of the article. Mr. Calhoun explained there were some increasingly pressing problems with the Swanzey elementary schools being overcrowded, higher standards being required of rural schools and state aid will not be forthcoming for schools where there are classrooms containing two grades. In order to approach these problems, the school board wants experienced, professional help.

The moderator called for a vote and it was voted in the affirmative.

Article 9. (By petition) To see if the district will vote to raise and appropriate the sum of Seven Thousand Dollars (\$7,000) which would include salary, travel, and other expenses necessary to the program to employ an Elementary School Physical Education Teacher for the ensuing school year.

Mr. Perry moved to pass over this article. Dr. Paul feels this is an important item and asked the school board if they could find the money within the budget to have this program. Mr. Bowman answered that \$7,000. was an unrealistic figure, and the program would probably cost about \$10,000. He said the Board feels it is up to the district to put this program back into the schools, as the district had voted it down several times.

Dr. Paul asked the board to consider putting this program back into the elementary schools.

The moderator called for a vote on Mr. Perry's motion to pass over the article and a standing vote recorded 77 affirmative and 47 negative and the article was not carried.

Article 10. To see if the district will vote to authorize the School Board to petition the New Hampshire General Court now in session to enact a broad-base tax specifically earmarked for aid to cities and towns.

It was moved that the article be amended to read "earmarked for aid to education to cities and towns."

Mr. Bowman pointed out that the selectmen have to raise the money to support schools, and if money from a tax goes to the cities and towns, this supplies a double check.

Mr. Fiske said he did not feel the school board had a right to request funds be raised for a general purpose. When Mr. ~~Town~~ said the voters did not have to authorize the school board to petition the New Hampshire General Court, that the board had the authority, Mr. Calhoun said the board would like a vote of confidence from the voters of the district.

The moderator called for a vote on Mrs. Fiske's amendment "earmarked for aid to education to cities and towns" and a standing vote recorded 96 affirmative and 16 negative and the amendment was carried.

The moderator called for a vote on the article as amended and it was voted in the affirmative.

Article 11. To listen to opinions of a purely advisory nature regarding the conduct of school affairs for the ensuing year.

It was suggested that this spring, the children of the elementary schools be given the President's test on physical fitness.

Ballots under Article 1 and 2 were counted as follows:

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

Clarence Abare: 228 votes and elected
Others receiving votes were S. Cole 3; J. Calhoun 1;
C. Dunham 1; J. Goodnow 1; P. Jenkins 1.

Article 2. To choose three members of the school board, one from Roxbury, one from Swanzey and one from Troy.

Roxbury:	Madeline Robinson	218 votes and elected
	B. Pine	1 vote
	S. Grayson	2 votes
Swansey:	Lee Bowman	203 votes and elected
	P. Jenkins	3 votes
	(One vote each for C. Ford, D. Perry, E. Holland, W. Burwell, A. Day)	
Troy:	Donald Austin	170 votes and elected
	George Whitham	68 votes
	V. Derby	1 vote

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Mr. Frain said the total budget was up 38% over seven years ago when the district began. He said the district tries to stay competitive as far as teachers salaries go, with the surrounding districts in our part of the state, not with neighboring states.

Mr. Turner moved to amend the proposed budget downward to \$1,700,000. thereby cutting it by \$50,370.50. and leave it to the school board and administrators to cut items where most practical.

The motion was seconded. Mr. Calhoun pointed out the board has been mindful of the cost to taxpayers and that the district was not receiving its full share of foundation aid from the state. A question was asked about the large increase in contracted services under item 235 and Mr. Frain explained this amount was to purchase special services which had formerly been supplied at the Monadnock Special Services Center through federal funds. The federal funds are no longer available but the district continues to need these special services.

The moderator called for a vote on Mr. Turner's amendment to cut the budget downward to \$1,700,000. A standing vote was taken with 36 affirmative and 127 negative and the amendment was not carried.

The moderator called for a vote on Mr. Calhoun's motion to appropriate the sum of \$1,750,370.50 for the support of schools and it was voted in the affirmative.

Article 4. To see if the district will vote to accept the provisions of Titles I, II, and III of the Elementary and Secondary Education Act of 1965 with amendments, and to appropriate such funds as may be made available to the district under said Federal Act for such particular projects as may be determined by the school board. Further, to see if the district will authorize the school board to make application for such funds and to expend the same for such projects as it may designate over and above the total school appropriation voted by the district.

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

Article 5. To see if the district will vote to authorize the School Board of the Monadnock Regional School District to apply for, to accept, and to expend, on behalf of the District, any or all grants or other funds for educational purposes which may now or hereafter be forthcoming over and above the total school appropriation voted by the district.

Mr. Turner moved passage of the article. A question was asked why the district couldn't accept these funds to be applied to the budget. Mr. Frain explained that under Title II, for instance, money is given for library books in addition to those purchased through local effort. He said if we should have money made available to us, we want to be able to take advantage of it. There wouldn't be time to call a meeting to get the voters' permission to accept and spend money which might become available.

The moderator called for a vote and it was voted in the affirmative.

Article 6. To hear a report from the Planning Committee authorized at the last annual meeting, and to see if the district wishes to take action, if any, on the report of the Committee. Further, to see if the district wishes to take action to continue the Committee for another year.

Mr. Turner moved adoption of the article. Mr. Callahan referred the voters to the report as printed on page 18 of the Annual School Report, written by Charles Hanrahan.

The moderator called for a vote and Mr. Turner's motion was voted in the affirmative.

Article 7. To see if the district will vote to raise and appropriate the sum of Thirty Thousand Dollars (\$30,000) for the purchase of the so-called Wyman property which abuts the Monadnock Regional High School; and in order to provide funds for such a purpose, to authorize the School Board to issue and sell notes payable over a two-year period in the name of and on the credit of the District under and in accordance with the provisions of the Municipal Finance Act and any amendments thereto; and to delegate to the School Board authority to fix the date, maturities, denominations, the interest rate, or discount rate in the case of notes, and to provide for the sale thereof, and to take such other action in respect thereto as may be necessary or advisable, all in accordance with the laws of the State of New Hampshire.

Mr. Cleveland moved passage of this article. He explained there were approximately three acres and that with state building aid, the net cost to the district would be \$18,000. He explained why the property is needed - expansion of the vocational department, use of building as a superintendent's office to release the present office for use as elementary classrooms for Swanzey students, and much needed storage facilities. The property has been inspected by the State Department.

Mr. Wayne Wyman asked if the district could purchase this property in one year and thus save the interest charges. Mr. Cleveland said this would be possible.

The assessed valuation on the property is \$19,000. and Mr. Perry, selectman, said according to recent figures from the state, Swanzey is about 78% of valuation.

Dr. Paul asked how much it would cost to renovate the building for office use. Mr. Frain said very little would have to be spent to turn the house into offices, and the present office could easily be converted back to two classrooms.

Mr. Wyman moved to amend the article to raise and appropriate the sum of \$30,000. in one year for the purchase of this property. Mr. Cleveland explained that the school district has to raise the total amount of \$30,000. and would receive \$12,000. back from the state for building aid, making the net cost to the district, \$18,000.

Mr. Turner moved not to raise the \$30,000 based on the fact that Mr. Perry gave figures which would place the approximate value of the property at \$24,000.

The moderator called for a vote on Mr. Turner's amendment to the article, not to raise \$30,000., but it was pointed out that this amendment was made to Mr. Wyman's amendment and an amendment cannot be made in opposition to an amendment.

The moderator called for a vote on Mr. Wyman's amendment to raise and appropriate the sum of \$30,000. in one year for the purchase of the Wyman property. A standing vote recorded 98 affirmative and 50 negative and the amendment was carried.

The moderator called for a vote on Article 7 as amended and it was voted in the affirmative.

During the discussion on this article, a question was raised about the safety of the superintendent's office for classrooms. Mr. Bowman advised that this was a safe building and that a new heating system had been installed two years prior to the formation of the Monadnock Regional School District.

Article 8. To see if the district will vote to raise and appropriate the sum of Nine Thousand Dollars (\$9,000) to allow the School Board to retain an architect and to secure other professional advice on school construction and renovation.

Mr. Hahrahan moved passage of the article. Mr. Calhoun explained there were some increasingly pressing problems with the Swanzey elementary schools being overcrowded, higher standards being required of rural schools and state aid will not be forthcoming for schools where there are classrooms containing two grades. In order to approach these problems, the school board wants experienced, professional help.

The moderator called for a vote and it was voted in the affirmative.

Article 9. (By petition) To see if the district will vote to raise and appropriate the sum of Seven Thousand Dollars (\$7,000) which would include salary, travel, and other expenses necessary to the program to employ an Elementary School Physical Education Teacher for the ensuing school year.

Mr. Perry moved to pass over this article. Dr. Paul feels this is an important item and asked the school board if they could find the money within the budget to have this program. Mr. Bowman answered that \$7,000. was an unrealistic figure, and the program would probably cost about \$10,000. He said the Board feels it is up to the district to put this program back into the schools, as the district had voted it down several times.

Dr. Paul asked the board to consider putting this program back into the elementary schools.

The moderator called for a vote on Mr. Perry's motion to pass over the article and a standing vote recorded 77 affirmative and 47 negative and the article was not carried.

Article 10. To see if the district will vote to authorize the School Board to petition the New Hampshire General Court now in session to enact a broad-base tax specifically earmarked for aid to cities and towns.

It was moved that the article be amended to read "earmarked for aid to education to cities and towns."

Mr. Bowman pointed out that the selectmen have to raise the money to support schools, and if money from a tax goes to the cities and towns, this supplies a double check.

Mr. Fiske said he did not feel the school board had a right to request funds be raised for a general purpose. When Mr. Turner said the voters did not have to authorize the school board to petition the New Hampshire General Court, that the board had the authority, Mr. Calhoun said the board would like a vote of confidence from the voters of the district.

The moderator called for a vote on Mrs. Fiske's amendment "earmarked for aid to education to cities and towns" and a standing vote recorded 96 affirmative and 16 negative and the amendment was carried.

The moderator called for a vote on the article as amended and it was voted, in the affirmative.

Article 11. To listen to opinions of a purely advisory nature regarding the conduct of school affairs for the ensuing year.

It was suggested that this spring, the children of the elementary schools be given the President's test on physical fitness.

Ballots under Article 1 and 2 were counted as follows:

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

Clarence Abare: 228 votes and elected
Others receiving votes were S. Cole 3; J. Calhoun 1;
C. Dunham 1; J. Goodnow 1; P. Jenkins 1.

Article 2. To choose three members of the school board, one from Roxbury, one from Swanzey and one from Troy.

Roxbury:	Madeline Robinson	218 votes and elected
	B. Pine	1 vote
	S. Grayson	2 votes
Swansey:	Lee Bowman	203 votes and elected
	P. Jenkins	3 votes
	(One vote each for C. Ford, D. Perry, E. Holland, W. Burwell, A. Day)	
Troy:	Donald Austin	170 votes and elected
	George Whitham	68 votes
	V. Derby	1 vote

Respectfully submitted,

Elizabeth T. Massin, Clerk

Approved
Monadnock Regional School District
April 7, 1969 - Board Meeting

*Act Dist
Office*

Present at the school board meeting on April 7, 1969 were Messrs. Bowman, Pride, Calhoun, Dunham, Cleveland, Austin, Callahan, Walters, Frain, Furlong, Sundstrom, Mrs. Thompson and Mrs. Robinson. The Keene Evening Sentinel reporter was present. Minutes of the March 17 meeting were accepted.

Mr. Frain said he had made some transparencies to show at the annual meeting with explanations of the items in the budget. Articles in the warrant were reviewed and it was decided that Mr. Calhoun would move the passage of article 3, the budget; Mr. Austin would move passage of article 4 if no motion was forthcoming from the voters; it was hoped Mr. Hanrahan would read his report on the Future Needs of the District Committee; Mr. Cleveland would move passage of article 7, the purchase of the Wyman property.

Mr. Calhoun suggested having a transparency showing the location of the Wyman property in relation to the school. Mr. Cleveland would explain the reasons for the need to purchase this property - using it as a superintendent's office so the present office could be used as a classroom for Swanzey elementary schools; to have the land available for the expansion of the vocational classroom area; and the garages for storage space.

It was suggested that Mr. Hanrahan move passage of article 8 having to do with the appropriation of \$9,000. for an architect, for advice on school construction and renovation.

Mr. Sundstrom advised the board that if our district were to contribute to the Monadnock Childrens Service Center, our contribution would go into the Keene School District. He pointed out this would mean losing our control over the project. Mr. Dunham said he handles four times as many students with the specialists coming to his school, than he did previously when the students went to the Center.

Mr. Frain said there should be a ballot vote on the Wyman property article. The ballot for voting for school officers would be used as a ticket into the meeting, then yes and no ballots would be given to voters at the time of the vote on this article.

Mr. Frain said the board had previously approved tax sheltered annuities for teachers, but at the time only one insurance company was writing these. Now several companies are and Mr. Frain asked the board if it would open this up to any company. The board voted that the writing of these tax sheltered annuities for teachers could be opened up to any insurance company writing them.

The Town of Gilsum has again requested the use of the Gilsum school facilities for the annual rock swap in June. The board was agreeable.

Mr. Frain passed out ball schedules.

* * * * *

April 7, 1969
Executive Session

Mr. Frain read a letter from Governor Peterson who wished to intercede on behalf of a married senior girl to let her participate in graduation exercises. The board suggested that Mr. Bowman write the governor re-affirming the board's policy that married students do not take part in graduation exercises.

Mr. Frain read a letter from Edward Bourassa offering his resignation as Chairman of the Social Studies Department for the next year. The board voted to accept his resignation with regret.

Mr. Callahan reported his committee's latest meeting with the teachers' committee. Mr. Callahan's committee made its final proposal. The teachers were reluctant to accept the grievance clause for the impasse clause, but the board's committee stood firm.

The teachers felt that if a supervisor evaluated a teacher, the teacher should receive a copy of the evaluation within two or three days. The board agreed. Under arbitration, should a question come up in regard to interpretation of the contract, three lawyers would be involved - one representing the teachers, one the board and a third. The contract cannot be amended during its life, except for salaries.

At the end of the meeting, Mr. Pitsas said a teachers' committee should be set up to pass on grievances.

The board's committee told the teachers' committee this was the board's final offer, and the board as a whole agreed that this should be the final offer.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - March 17, 1969

*Act Dist
Office*

Present at the school board meeting were Messrs. Bowman, Dunham, Calhoun, Walters, Austin, Callahan, Cleveland, Pride, Mrs. Thompson, Mrs. Robinson and Messrs. Frain, Furlong, Sundstrom and Hewitt. Minutes of the February 24, 1969 board meeting were accepted and minutes of the meeting with the selectmen on February 28, 1969 were accepted.

Mr. Frain passed out to the board figures on the cost of leasing buses. He came up with a figure of approximately \$100,200. a year for leasing.

Mr. Frain reported a burglary at Cutler School in which the safe had been broken into and about \$50. taken. He will put in a claim to the insurance company.

Mr. Furlong reported on the driver's education program. The high school is presently running three 12-week courses. The present program could handle a maximum of 139 students. The state is going to require more driving time and then we could handle only 90 students. This year 32 students who were eligible to take the course couldn't be handled in the program. With more driving hours required an additional instructor will be needed. This new requirement of more driving hours has come about because in order to qualify for more federal highway funds, the state must do something to improve highway safety and it is felt that driver education is one way. The new law will require everyone regardless of age, who has never had a license, to have driver's education. The board was opposed to these new requirements unless the program is fully funded. It was suggested that all school boards submit information on how many students will take the course, and what the cost will be, so that the program will not be under-budgeted.

Mr. Frain gave board members a copy of the negotiations bill that has been introduced by the N. H. School Board Association.

Mr. Frain said he felt it better to make up the extra school days required because of bad weather, at the end of the school year in June. Teachers were surveyed and this was the consensus of opinion.

The annual meeting was discussed. In order to get a bond to purchase the Wyman property, a 2/3 vote would be needed. A yes or no ballot vote is recommended and these ballots will be given out when voters pick up their ballot for school board members. Mr. Cleveland suggested that because a 2/3 vote might be difficult to get, maybe the district would vote to pay in one year and have the state pay the next two installments. 40% building aid could be obtained if the building was used for offices and 55% for classrooms. Mr. Bowman asked the board to think about the presentation of the Wyman property purchase to discuss at the next board meeting, the night before the annual meeting.

The board went into Executive Session. Mr. Pride reported on the meeting with the Marlow school board who is interested in sending its grade school students to our district. The high school students go to Keene.

It was requested that Mr. Frain write to Mr. Philbrick requesting that repairs be made to some of the bad roads traveled by our school buses.

Mr. Frain nominated and the board elected Richard Godbout to be a teacher of physical education replacing Mr. Fitzgerald for the balance of the year.

Mr. Frain presented a school lunch program report and pointed out that labor costs had gone up. He said a salary schedule would have to be set up for the lunch program as presently everyone is getting a different amount. A report prepared by Smith, Batchelder, et al was presented for the period ending September to December 31, 1968 and reports were presented for January and February 1969 from the lunch program.

Mr. Callahan, Mr. Walters and Mr. Calhoun met with Mr. Pitsas of the school teachers committee to further discuss the negotiations agreement. No statement was made because Mr. Pitsas was alone. The teachers do have a statement abrogating the contract with AVEA as of July 1, 1969.

Mr. Bowman feels in the future there should be someone in the Superintendent's office to handle the negotiations, as board members do not have so much time to spend on this.

Mr. Frain asked about assigning articles to board members for motions at the annual meeting. Mr. Calhoun feels these motions should come from the floor as there has been much criticism in the past about board members taking over. Mr. Frain suggested a board member move passage of the budget article, the Wyman property article and the article having to do with an architect.

Mr. Furlong advised the government has approved a new Manpower program to start on April 14, 1969.

Mr. Furlong reported an accident which occurred during a basketball game between seniors and faculty. A faculty member was hurt and taken to the hospital. No insurance was available to cover this cost and Mr. Furlong asked if it could be paid from his internal account. Mrs. Thompson moved and the board voted that Mr. Furlong take the money for the medical charges from the internal account.

Mr. Furlong said a group of women wanting to start a Center for Human Concern, had approached him to show films at the school. He has explained to them that if it is something that fits into the school curriculum and is educationally sound, he would consider it.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
February 28, 1969
Meeting with Selectmen

On February 28, 1969, the board met with the district's selectmen in the library of the high school. Board members present were Messrs. Bowman, Cleveland, Austin, Dunham, Callahan, Walters, Pride, Mrs. Robinson, and Messrs. Frain, Furlong and Sundstrom.

Selectmen present were: Swanzey - Mr. Hackler and Mr. Perry; Troy - Mr. Priest and Mr. Lang; Fitzwilliam - Mr. Holman and Mr. Damon; Richmond - Mr. VanValzah, Mr. Sweeney and Mr. ; Roxbury - Mr. Grayson; Gilsum, - Mr. Blackstock, Mr. Blouin; Sullivan - Mr. Frazier, Mr. Swett and Mr. Turner.

Mr. Bowman turned the meeting over to Mr. Frain who explained that the budget was up about \$165,437.76, most of the increase coming under instruction. He advised that teachers' salaries represent about 80% of the increase. He told selectmen of the new ruling that custodians could only work a 40-hour week, anything over that is time and a half.

Mr. Frain read over the items on the budget for 1969-70 highlighting such items as a replacement for assistant high school principal who would work 11 months, the need for one additional English teacher at the high school, two additional elementary teachers (in Troy and Swanzey), raises for elementary principals, department chairmen, librarian and guidance counselors, the vocational guidance man, a secretary for the Cutler School to relieve the principal of much clerical work, a library aide for the high school who formerly has been provided for under New Careers with federal moneys, the administration's recommendation that instead of supporting the Monadnock Special Services Center (that will no longer be supported by federal funds) we appropriate a sum to purchase the special services of a psychologist and speech therapist for our district and thus eliminate the overhead expense of these services.

Regarding these services, Mr. Perry questioned how far the school district should go in social services. The board and administration feel these services are very worthwhile and feel we could help more students by spending money just in our district. Mr. Frain advised it would cost the district about \$40,000. if it continued to support the Center.

Asked why secretaries and nurses would receive raises, Mr. Frain explained that secretaries were getting a cost of living raise, about 6%. Nurses were getting an increase because they must take additional courses in order to be school nurses. This is a state regulation. Mr. Grayson questioned why it was necessary to have three nurses. Mr. Frain explained that all students need eye tests, etc., and they are needed for first aid, sick children, many records. The state says there should be one full-time nurse for every 300 students.

Mr. Holman asked about the advisability of having our own buses to cut down on the transportation item. He said the gas tax alone would be quite a saving, as well as many other savings. Mr. Bowman said that reports prepared by the state showed our district to have about the lowest cost for transportation in the state.

Mr. Cleveland said a board committee had made a study about two years ago to compare costs of the district having its own buses and having a contract with Cheshire Transportation. They determined there would be about a \$5,000. saving but realized that such a saving couldn't be guaranteed. It was pointed out that the feeder routes could easily eat up the savings. Cheshire Transportation is trying to get the gas exemption. They run 300,000 miles annually, plus mileage for athletic events. Mr. Holman said he would like to see the matter studied again and Mr. Bowman assured him it would be studied again when it was time to renew the transportation contract. One of the reasons that Cheshire can probably transport less expensively is that they can use the same buses for both the Monadnock district and the Keene district.

Mr. Turned asked about the electricity item and was told that we are on a demand meter at the high school. Lights are kept burning at night to deter vandalism. Also there have been some Public Service Company lights installed outside some of the elementary schools.

Mr. Turner asked where revenue received from fees for use of school facilities was shown. This revenue is shown in the general fund account of the high school, which fund is used to replace such items as seats in the auditorium, tables in the cafeteria, etc.

Mr. Frain explained the item of tuition to other facilities for five "trainable" children for whom our district has no place.

Mr. Frain reviewed the estimated revenue items and pointed out the discrepancy in the amount received for drivers education compared with the amount taken in by the state for initial plates and first licenses.

Mr. Turner asked how a 4.7% cost of living increase could support a 12 and 17% teachers' increase and asked at what stage this would ever level off. Mr. Dunham, speaking for the N. H. School Boards Association, said this organization is seeing more and more school boards putting their heads together. The New Hampshire association has offered help by mailing to superintendents what other boards are doing in their area. Our board feels this is a good idea and would like to enter into discussions with other school boards in the area.

Mr. Callahan told the selectmen that the board had been talking negotiation agreements with the teachers, had been discussing job classification, value of courses taken by the teachers, performance increases, etc. He said they have been reluctant but are beginning to show some interest in these items.

Respectfully submitted,

Elizabeth Massin, Clerk

P. S. Mr. Turner asked why more time had not been given between the meeting with selectmen and the public hearing. Mr. Frain said he had tried to allow some time in between, but the public hearing must be held at least 30 days prior to the annual meeting.

Monadnock Regional School Board
February 28, 1969 - EXECUTIVE MEETING

Present at the Executive Board Meeting, held after the meeting with the district's selectmen, were Messrs. Bowman, Cleveland, Austin, Dunham, Callahan, Walters, Pride, Frain and Sundstrom.

Mr. Frain gave the members a copy of the rewritten negotiations agreement, drawn up as the result of a meeting with Mr. Murray of the Metzler group on Thursday, February 27. The board's representatives asked Mr. Murray if he felt this was a good time to offer a negotiations agreement and was the agreement the board offering, a good one. Mr. Murray felt it was a good time to offer a negotiations agreement but he had several criticisms of the agreement offered. He insisted that the board must protect itself by (1) seeing that the teachers abrogate the existing contract with the AVEA, and (2) having documentation or proof of membership in the new organization, MITA by signing a card to the effect that the MITA represents the teachers.

On Monday night, March 3, 1969, prior to the public hearing, the board's committee will meet with the teachers' committee to ask them to do this.

Suggestions made by Mr. Murray relative to the agreement were 1) to get rid of impasse clause and stay away from fact finders, the main objection being the cost; 2) suggested including a grievance procedure; 3) under consultation it was suggested that \$100. be included in the budget to cover necessary expenses of such a committee.

The negotiations agreement, when and if signed, would be effective July 1, 1969. Mr. Callahan asked the board what it would think of doing away with the percentage index and put in a flat increment. He would like to have figures on how much more this would amount to in the budget. It was suggested that January 15, 1970 be the deadline for having a negotiations agreement completed.

Mr. Callahan said he would like to offer a \$6,000. base salary, with a \$300. increment and performance increases.

Mr. Sundstrom reported on his attendance at the administrators convention in Atlantic City and said there was much discussion about negotiations, which indicated everyone was having this problem.

Mr. Frain said he had had an inquiry from the town of Rindge relative to sending their approximately 130 grades 7 through 12 students to Monadnock on a three-year contract basis. The board agreed it would only be interested in such an arrangement on a long term contract basis, because by September 1970 there would not be enough room for these additional students and a building program would be necessary. September 1971 would be the earliest date they could be accepted.

The board voted that after the annual meeting, there would be one meeting a month when board members and all principals would meet, and one meeting a month for just board members and administrators.

Mr. Frain told the board he had advised the Keene Sentinel that the teachers have accepted a \$6,000. base salary.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
February 24, 1969 - Board Meeting

The School Board met in the library of the high school. Present were Messrs. Bowman, Dunham, Austin, Cleveland, Callahan, Walters, Calhoun, Frain and Furlong.

Mr. Hanrahan was present from the Future Needs of the District Committee and reported that he had written to all selectmen on January 2 asking them to appoint an interested person to serve on this committee. A building or renovating program is needed and this committee will visit each school in order to study the needs and make its recommendations. Mr. Bowman said the board would like to put an article in the warrant for the purpose of hiring an architect. Copies of reports relative to the future needs of the district will be sent to committee members and given to all selectmen at the February 28 meeting. Mr. Hanrahan asked that a job description be drawn up for the committee so members will know what is expected of them. It was asked that Mr. Hanrahan's report of the committee be included in the Annual School Report.

Corrections to the minutes of February 11, 1969 included changing date of annual school meeting to April 8, 1969. On page 1, paragraph 7, Mr. Callahan felt the teachers should either accept the \$6,000. plus the other recommendations of the board, or they should be offered less.

In the minutes of the February 17 meeting, Mr. Bowman wanted to go on record as being opposed to giving the teachers an agreement (with so much) right now. He would favor spending the summer preparing an agreement.

Minutes were then accepted as corrected and amended.

Mr. Austin pointed out that the teachers did not appear to be upset that some of their recommendations were turned down, and he thinks they are interested mainly in the "impasse" clause. He feels we should offer them the package. Mr. Cleveland said he favored withdrawing the agreement completely since the teachers are giving nothing.

Mr. Frain has reviewed the negotiations agreement with people in Concord and was advised that the school board should run an election annually to determine that the teachers' organization is the representative of the teachers.

Mr. Callahan asked if this were the right time to give the teachers a negotiations contract. He would suggest that board offer the teachers \$6,000. and do away with the salary schedule. It was felt if it is inevitable that the district have an agreement, and we start with one that is somewhat favorable to the board, we would be in a better position in the future. The board felt it important to keep the "working conditions" out of the negotiations agreement and put on a consultative basis. Mr. Calhoun said since the committee has been talking to the teachers about a negotiations agreement, he thought it would be difficult to withdraw it.

February 24, 1969

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Mr. Dunham pointed out that the board was inexperienced in negotiating matters and he felt it would be better to consult an expert on negotiations, such as Metzler, so we don't get involved with a bad deal for later years. Mr. Frain said he had made an appointment with a representative of Metzler's for Thursday morning in Concord. Mr. Callahan, Mr. Cleveland and Mr. Dunham will meet with this person.

Mr. Walters said he would like to have it on record that a performance base will be discussed with teachers.

Mr. Bowman said he felt something should be done to prevent working teachers from serving on school boards. Mr. Dunham will find out if there is any conflict of interest law in the State of New Hampshire.

Mr. Frain passed out a list of suggested articles to be inserted in the 1969 school warrant. The board voted to add an article to appropriate \$9,000. for the purpose of hiring an architect to study future building needs.

Relative to the article on the purchase of the Wyman property for \$30,000., a man from the State Department will look over the property to determine if it is suitable for education needs and see if it is eligible for building aid. The board would be in favor of paying for the property in two years and it was suggested that the building not be rented to others.

Mr. Calhoun moved and the board voted approval of the 1969-70 budget as presented by the administration.

It was suggested that an article be inserted to see if the voters would support a broad base tax that would be returned to the towns.

The board voted to have the Green Mountain Well Company dig the Gilsum well deeper, at \$7. per foot, as ochre has been found in the water.

There will be a meeting with the town of Marlow to discuss sending their students into our district. Mr. Dunham pointed out it would not be well to send Gilsum 5th and 6th graders to a middle school in Swanzey and have Marlow 5th and 6th graders going to the Gilsum school.

Mr. Frain asked about electing teachers prior to the annual meeting. It was decided teachers could be elected subject to the passage of the budget.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
School Board Minutes
February 17, 1969

The meeting was called to order at 7:30 P. M. at the school district office by Vice-Chairman John C. Calhoun. Present were: Cleveland, Austin, Callahan, Mrs. Thompson, Dunham, Mrs. Robinson, Pride, Calhoun, Walters, and Furlong, Hewitt, and Frain.

Messrs. Calhoun, Callahan, and Walters reported on their recent meeting with the representatives of the teachers. In brief, they made the following points.

On the points which the Board was interested in, the teachers, with a slight concession on performance, favored no change.

There was no give on moving the resignation date to May 1. The teacher attitude, it appeared, was defensive.

Some clarification was made on the status of department heads (in effect, teachers do not represent heads although teachers may select heads to represent teachers).

Board was able to have "working conditions" (an item brought up by the teachers) moved from the category of negotiations to that of consultation. It was noted that the teachers originally wanted the benefit of consulting on some matters, and that the board cannot negotiate working conditions.

Agreed that any publicity should come after an agreement is reached when a joint statement might be issued.

Any concession on the original negotiations agreement might weaken the Board's position a bit.

Board said it would add "working conditions" after "educational programs" in Section III, and list the nine conditions at the end of the section.

In considering the negotiations agreement and the changes suggested by the teachers, the following action was taken.

Section II (C) The teachers' suggestion that "which is a matter of public record" after the statement that the local organization would provide all pertinent information was questioned. It appeared to have no meaning when applied to a private organization.

The district's attorney will be asked to look over the proposed change, since there is no wish to restrict a mediator's or fact-finder's right to information.

Similarly, "which is a matter of public record" does not seem to apply to non-government groups. The lawyer's advice will be sought.

Section IV (A) as proposed by the teachers was turned down, since it provides that teachers can do anything which is not illegal if they disagree with the fact-finder's report (on the one hand), or do anything not illegal if the Board fails to carry out the fact-finder's findings (on the other hand) or fails to or is unable to carry out any provisions of an agreement. In effect, it ties the hands of the Board, and defeats the purpose of fact-finding.

Section IV (E) will be left as is, the teachers having concluded, after discussion, that this part is not as objectionable as originally thought. Further assurance will be given by adding a sentence to the agreement pointing out that every effort will be made by both sides to hold meetings after business hours.

Section IV (F): Board accepts the idea of exclusive recognition, but will need adequate proof of representation. In other words, Board will need some proof that the organization was really selected by the majority of the teachers as their representative.

Section IV (G) does not seem objectionable, but it will be checked by Mr. Goodnow, who will also look over the preceding section.

Section IV (H) appeared to be a round-about way of getting a meaning cleared up. Suggested that attorney for the district and attorney for the teachers select a third person to decide on interpretations to get at faster decisions rather than mediation, fact-finding.

Section V would specify 90 days, since the teachers now seem to agree that 60 days would be too short a time.

"Working conditions", a phrase which the teachers would like added to Section III now, was discussed in some detail. It was pointed out that the nine specified working conditions really had little to do with pupils, that some hinged on a building program and budgets, that a yearly calendar is not debatable. It was voted to strike "working conditions" and to substitute "any conditions which affect student achievement and teacher effectiveness."

Then, having discussed the right of the individual to be heard and to insure that no employee will be denied that right, although the local organization is required to represent all teachers equally, the Board voted to insert this phrase, "Nothing herein contained shall prohibit any individual subject to reasonable rules and regulations which may be ~~the School Board~~ adopted by the School Board, from appearing before it to be heard on any matters of common interest."

Finally, agreed that Mr. Goodnow would look over the agreement, changes, wording, etc. to guard the interests of the school district.

Voted to alter the present resignation date agreement. Resignation date would be moved up to May 1. Teachers under consideration for a position in another district would ask for an extension in writing and submit the request by May 1. Request would indicate or state a date by which the verdict on the position would be known. Resignations after July 15 would cause the penalty clause to be invoked.

Board discussed the question, "Has the School District received anything from this negotiations agreement?"

Then, the Board moved on to a discussion of the proposed budget for 1969-70.

100 series is up \$ 242.

200 series is up \$ 149,275.

Major increases: salaries for principals, teachers, department heads, librarian and counselors, secretaries, and the addition of three teachers (1 high, 2 elementary), a high school library aide, a secretary at Cutler.

215 is up \$ 3,495.

235 is up \$ 13,375 so that the district might buy the kinds of services now provided by the MACSSC free-of-charge.

400 series is up \$1,043, since the nurses would share in a raise of \$1,000.

500 series is up \$ 2,000 according to the terms of the three year agreement with Cheshire Trans. Co.

600 series is up \$ 10,463.

Major causes: raises to custodians coming to \$6,023 plus jump in heat, lights.

700 series is down \$ 98.

800 series is down \$ 508, since district contribution to teacher retirement is down.

1000 series is up \$ 1,700 thanks to raises for coaches.

1200 series is up \$ 659.

1300 series is down \$ 4,540 with a drop in interest on the principal.

1400 series is up \$1,301 if provision is going to be made for trainables at KSC and the New Hope Center.

Total budget proposed for 1969-70 would be \$ 1,750, 370 as opposed to the \$ 1,584,932.74 set for 1968-69.

This is an increase of \$ 165,438 or an increase of 10.44 % over the current year.

Revenue estimates are being figured out, but they will not be hard and fast, since the Legislature is in session and it is all but impossible to arrive at exact figures this early. The State Dept. of Education indicates that there will be more Foundation Aid.

Board approval was given for buying some shop equipment (\$7,262) and commercial equipment (\$ 2,652) through Vocational Funds which means that the district will pay only one-half the cost cited above.

Hiring of Edward Main for summer work at \$600 (to make out student schedules) was approved. Mrs. Hildreth will work with Messrs. Main and Parker so that more people will know how to do the job.

Board went on to talk over articles for the warrant. Apart from approving the standard articles (electing members, approving a budget, accepting Federal funds, etc), the Board took the following action on more or less special articles.

Approved the inclusion of an article to buy the Wyman property.

Information will be sought on how best to gain Building Aid for the purchase.

Approved an article calling for an appropriation to hire an architect.

Voted against adjourning a meeting to consider raising and appropriating money for a building, program, signing contracts, paying principal and interest.

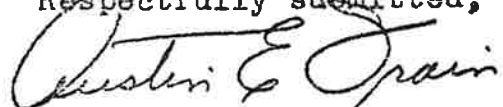
Board feels that architect must come up with estimates and ideas which can be explained to the public. Much explanation must come before a request for a bond issue.

Future Needs Committee needs to be more active.

Agreed to meet again on Monday, February 24, 1969, to go over the budget in preparation for the meeting with the selectmen on February 28, and to meet with the Future Needs Committee again on the 24th.

Meeting adjourned at 11:50 P. M.

Respectfully submitted,



Austin E. Frain
Acting Clerk

Monadnock Regional School District
Board Meeting - February 11, 1969

Present at the board meeting held February 11 in the Superintendent's office were Messrs. Austin, Cleveland, Calhoun, Walters, Pride, Dunham, Bowman, Callahan, Mrs. Robinson, Mrs. Thompson and Messrs. Frain, Sundstrom and Furlong.

The board approved a free and reduced lunch policy statement prepared by the administration to the effect that no child shall be deprived of a school lunch because of inability to pay and the school principal, guided by the recommendations of the school nurse, shall determine each case.

The board's committee met with the teachers committee on January 30, 1969 and the board members received a report on that meeting. The teachers accepted the \$6,000. base salary but not the other proposals of the board's committee. The committee asked if it should return to the teachers once again. The administration was asked to comment. Mr. Frain said he thinks we need a base salary which is competitive, but he pointed out we will always run the risk of losing teachers. He was in agreement with the \$6,000. base, but said if the board wanted something in return for this minimum, they should get it. Mr. Sundstrom said Hinsdale and Winchester both have set a \$6,000. minimum in order to be competitive. He feels the NEA has set the rules and now the school board should get something in return this year, or it will be harder next year, and so on. All the schools around us, except Keene, have set a \$6,000. minimum. Mr. Furlong felt that some of the people we would lose, would leave anyway. He hopes he will get the same good feeling and amount of work out of the teachers who stay.

Mr. Calhoun pointed out the board had made a great concession by getting a negotiations agreement ready to present to the teachers as a base from which to work.

If the budget is cut by the voters, how would the board cut it. It is up to the board to decide. Mr. Pride asked if the teachers' salaries were cut, then what would happen about the concessions originally made by the teachers. Would they become null and void. It was felt the board would then have to re-negotiate with the teachers.

Mr. Calhoun was in favor of meeting once more with the teachers' committee and make them realize the board wants to be able to support the agreements to the voters. Mr. Furlong felt the teachers' committee had presented the proposals to the teachers very well, but he agreed with Mr. Calhoun the board's committee should try once more. He would like to ask the teachers if they want it known that they are opposed to performance increases.

Mr. Callahan felt the teachers should either accept the \$6,000. plus the other recommendations of the board, or they should accept less.

It was suggested and decided that some notice be published in the newspaper that no date has been set for the annual meeting because the board is still discussing with the teachers.

The original thing the teachers asked for was to be in a consultive capacity and this the board granted. Now they have asked to have this put in the agreement.

Mr. Callahan asked Mr. Frain to prepare a box score for the next meeting with the committee. The teachers have added and deleted from the negotiations agreement the board presented them, and have forwarded it to their attorney for comments. Mr. Callahan felt if the teachers turned down the board's proposal again, the negotiations should be broken off and the board should change the salary schedule or whatever it chooses to do.

Mr. Furlong said the department chairmen agree they are management, but they disagree about their being told what organizations they can belong to. There seems to be some confusion over this point as the proposed negotiations agreement states that the local organization (teachers) cannot represent department chairmen, etc.; but it does not state that department chairmen cannot represent teachers. The board will try to make this clear. It was suggested that the board's committee meet this week with the teachers' committee, before the teachers' meeting on February 19.

The board discussed the 1969-70 budget with Mr. Frain going through the accounts.

Briefly some changes included:

An increase in contracted services to take care of hiring someone like Metzler.

An increase to add one English teacher at high school, one teachers at Troy

Add part time secretarial help at high school for vocational counselor

Add secretary at Cutler school.

Add library aide (previously worked under "New Careers")

Three teacher aides at Mt. Caesar

Mr. Frain would like to hire an additional teacher for 3rd grade at Cutler

New books for elementary schools, new books for drafting and machine shop, and new math books.

\$13,000. to support having a psychologist and speech therapist

Raise for the nurses

Transportation increase of \$2,000.

Increase in custodian salaries - after February 1, 1969, no custodian can work more than 40 hour week. Increase in elementary custodians' salaries as they should check on schools on Saturdays and Sundays during winter months.

Increase Mr. Wyman to \$6,700. which would include overtime for checking on high school on weekends.

A well for the athletic fields - less expensive than going to the river.

Would like to divide two large rooms at high school for teaching reading in the 7th and 8th grades.

Build a door to the outside in grade 2 room at Gilsum.

Public address system in Troy.

Tuition to a special class for retarded children at KSC and New Hope Center

Budget up \$158,869., about 10% increase.

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Mr. Furlong reported that Keane Electric had donated a lot of nuts and bolts, etc., about \$430. worth. He will write a letter of thanks.

Mr. Frink donated something for testing engines and Mr. Furlong will write him.

Salaries of the principals were discussed.

Mr. Frain nominated Ralph Parker as vice principal to succeed Mr. Hesselton and he would like to increase his working year and have him take an interest in the supervision of teachers and department chairmen. The board voted in favor of this nomination and decided on an annual salary of \$10,500.

For the other principals the board voted Mr. Furlong a \$1,600. increase; Mr. Armstrong a \$1,500. increase; Mr. Bean a \$1,400. increase; and Mr. Evans \$1,300. increase.

The board will meet again on February 24 to discuss the budget. The selectmen's meeting will be February 28 (Friday); the public hearing, Monday, March 3, and the annual meeting, Monday, April 7.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
January 27, 1969 - Board Meeting

Present at the January 27, 1969 school board meeting were Messrs. Bowman, Calhoun, Austin, Cleveland, Callahan, Dunham, Walters, Pride, Mrs. Thompson, Mrs. Robinson, and Messrs. Frain, Hewitt and Furlong. Minutes of the January 20 meeting were accepted with the following corrections:

Page 2, paragraph 5: should read "if the state should in the future require an increase in the number of school days, the teachers of Monadnock would be asked to serve that number of additional days without an increase in salary."

Page 1, paragraph 4: Mr. Dunham advised Mr. McClure that "superintendents were hired and fired by a supervisory union board"

Mr. Callahan advised the board that his committee had met with Mr. Frain to review a negotiations contract and he wished to have the members of the board look it over. Mr. Callahan thought the contract appeared to be a good one but he would like to have professional advice. Mr. Callahan said the board should decide whether it is going to offer a negotiations contract to the teachers, or not. He said his feeling is that the teachers want a negotiation agreement before they talk salary. Mr. Calhoun asked if we could bind the school district in a negotiations agreement without the district's approval. Mr. Calhoun further pointed out that if the teachers are to accept the board's suggestion for merit increases, better health plan, etc., there will have to be some sort of negotiation framework to work from. If a negotiations contract is signed, it would be for the 1969-70 school year.

Mr. Calhoun asked if Judge Goodnow could be consulted about this contract, and if he is favorable toward it, could the committee present this contract to the teachers, after it has been written in terms of the Monadnock District.

Mr. Frain said he had talked to a member of the teachers' committee and the teachers seemed surprised that the board would ask for anything in return for a contract and salary. Mr. Frain stressed to this member that the Monadnock board had always tried to give our teachers a better salary, and also good materials with which to work, and Mr. Frain did not think they should compare our district with others.

Mr. Calhoun said it should be made clear that if a negotiations agreement is presented, the board should be in agreement about it and support it because they feel it is right. A negotiations agreement would give both parties a base from which to work and it was felt that it would be better to present such an agreement to the teachers before one is forced on us. The board should take the initiative.

Mr. Frain said he had had a request that there be more time between the selectmen's meeting to hear the budget and the public hearing.

It was decided that Judge Goodnow be consulted about the negotiations agreement for his advice; that it be determined whether or not Mr. Metzler knows this contract; that perhaps Mr. Metzler see the contract after it is reviewed by Judge Goodnow and tailored to our district.

Mr. Calhoun asked administrators if they felt department chairmen should be represented by teachers. Mr. Frain felt they should be separate because they have a say in which teachers should be hired, or fired. Mr. Furlong said duties of department chairmen are spelled out in the newest teachers' handbook, and they buy them. The board agreed that department chairmen were management.

Mr. Walters asked if the teachers in return for the negotiations contract, would agree to go on a performance system rather than by steps. Mr. Furlong said he thought most teachers would be agreeable to a performance system, but before accepting it would want to know the rules and he too would want to know that such a system had been well thought out, because he would have to see that it worked. Mr. Frain suggested that the board get the teachers to form a committee to start immediately to study the matter of performance increases and tell them this would be a part of the next year's contract agreement. Teachers to choose representatives for committee.

The board agreed it could not offer more than \$6000. starting salary and be able to defend it to the taxpayers. Mr. Callahan offered the suggestion that starting salary be \$5900. and the additional \$100. be pooled to be allocated based on performance. Administration felt this was too quick, and not enough money in the pool for performance.

Mr. Frain announced that the budget was up about \$180,000. over last year, or about 12%. (Last year the budget was up \$79,000.) He pointed out that last year, every teacher who was replaced, was replaced at a lower salary. He said foundation aid might be slightly more than last year, however, he would suggest budgeting the same amount. He asked if the board would like to have him prune the budget. Mr. Austin suggested that the administration come in with its recommendation of a realistic budget for materials.

Mr. Frain said it would have to be decided if an additional teacher should be hired for Troy, another English teacher at the highschool, and a library aide, and a secretary for Cutler School to relieve the principal.

Mr. Frain gave the board figures on the cost to continue the Monadnock Area Children's Special Services Center for 1969-70. He said for less money our supervisory union could have the full-time services of a psychologist and speech therapist. There also is the possibility of combining with another union and this would further decrease our share of the cost.

Mr. Frain said the New Hope Center, to which some of our children are going, is running out of federal money and they are now asked for \$500. tuition, as well as the district's paying transportation.

If Judge Goodnow advises that the negotiations agreement appears all right, the board's committee will meet with the teacher's committee, Thursday, January 30.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 20, 1969

The School Board met at the Superintendent's office on January 20, 1969 with the following members present: Messrs. Bowman, Dunham, Austin, Walters, Callahan, Calhoun, Cleveland, Pride, Mrs. Robinson, Mrs. Thompson, and Messrs Frain, Sundstrom, Hewitt and Furlong. Minutes of the December 2 and January 6 meetings were accepted.

Mr. Furlong announced that Macbeth would be presented on February 17, at 1 p.m. in the high school auditorium at \$1.25 per person. The performance will be open to grades 10, 11, 12, to board members, and if there is room, to the lower grades.

Mr. Bowman asked what should be done about holding the annual school meeting the first week in March, as the Keene Lions Club is planning to use the high school auditorium for their performance on the nights of March 4, 5, and 6. Could it be held in the gym, or could it be held in Troy.

Mr. Dunham reported he had had a phone call from James McClure asking if his term expired this March 1969. When told no, Mr. McClure expressed a concern about conflict of interest if Mr. Dunham remains on the board. Mr. Dunham advised him that he was hired and fired by a supervisory union board, of which he was not a member. Mr. Dunham emphasized that he was not employed by the Monadnock Regional School District and that he did not intend to resign. The board was in complete agreement that Mr. Dunham should complete his term as school board member.

Mr. Bowman said he felt there should be a state law that a teacher or administrator should not be a member of a school board in another town or in his own.

Mr. Callahan reported on his committee's meeting with the teachers' committee and advised the teachers were asking for \$6,200. with a 5% index. Further, they said they would accept nothing without a negotiations agreement. Mr. Callahan felt perhaps this was the time to give them such an agreement and asked that we seek professional help. Mr. Bowman suggested giving them a final offer, but felt there was too little time to prepare a negotiations agreement. Mr. Callahan feels the board's decision must be one it can recommend to the public as honest and fair.

Mr. Walters suggested the board set a definite date in the future when they would have a negotiations agreement to offer the teachers. Mr. Dunham feels there will be a negotiations law before the end of this legislative session so he agreed we should set a goal in the future to have such a contract. Mr. Cleveland moved that the board have a negotiations agreement ready to present to the teachers for their consideration by September 15, but no action was taken on this motion.

Mr. Frain read the agreements that were made with teachers last year.

January 20, 1969 - page 2

Mr. Bowman moved that the board make the final offer of \$6,000. as bachelor's starting salary, with a 4.5% index to remain as is, and Master's salary \$6,500., master / 15 to be \$6,650. and Master / 30 to be \$6,800., and understood that the master's / 15 is being phased out.

Mr. Walters said the teacher representatives indicated that teachers would probably go along with a "performance" increase if they knew what the rules would be. Mr. Bowman felt that a part of a negotiation agreement would be the elimination of the step system. Mr. Bowman questioned whether the board could sign a negotiations agreement with the teachers without first presenting it to the voters for their approval. Such approval could be requested in the school warrant for March 1970.

Mr. Bowman suggested that an article might be inserted in the March 1969 warrant asking voters to give school board authority to go into a negotiation agreement with teachers. However, the board generally felt that nothing should be in the warrant about negotiations. Rather it would be well to work out a negotiations agreement to present to the teachers for their consideration, and if accepted by them, then present it to the voters at annual school meeting for vote.

Mr. Callahan feels that the board should start on this agreement shortly after the annual meeting, hopefully to have something ready by the end of the school year.

Mr. Calhoun asked what the importance of raising the number of days from 185 to 190 and Mr. Frain explained that the state may in the near future require a longer school year. This would save the district from having to pay so much additional salary for extra days. Mr. Callahan said if we offered teachers the \$6,000. we should get something in return, such as the increase in days worked, resignation date to be made May 1.

Mr. Cleveland moved and the board voted to consult with Mr. Boynton, Mr. Metzler or an association within the next few days to get their advice regarding a negotiations agreement. Hopefully the board's committee will have the benefit of this advice prior to their meeting with the teachers' committee on January 24 and the board's offer to the teachers will depend on the advice they receive regarding negotiations.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 6, 1969

The school board met at the Monadnock High School on January 6 with those present Messrs. Bowman, Dunham, Cleveland, Walters, Pride, Callahan, Mrs. Robinson and Mrs. Thompson; and Messrs. Frain, Hewitt, Furlong and Sundstrom. Minutes of the December 16 meeting were accepted.

Mr. Frain has discussed the various bus problems with Mr. Wyman and Mr. Wyman agreed to check with his drivers. He also said he would be glad to attend a board meeting if the board wished to discuss these problems with him.

Mr. Frain advised that he had had a letter from the AVEA to the effect that Mr. Pitsas, Mr. Berry and Mr. Daley were representing the teachers' negotiation committee.

Mr. Frain passed out a list of recommendations that the school board might consider to agree discussing with the authorized representatives of the Monadnock teachers. Agreement to discuss certain items would not necessarily indicate school board acceptance or approval of such items.

Mr. Frain also included a list of the proposals the school board might like to make to the teachers.

The board went on to discuss what starting salary should be adopted for the year 1969-70. Mr. Cleveland moved that the board offer the teachers an increase comparable to a cost of living increase, approximately 6%, or \$5,725.

Mr. Walters asked about offering a two year contract, but the administration did not feel the teachers would ever accept this. Mr. Callahan did not think the teachers would probably be happy with a \$5,725. salary and hoped in the future some way might be found to base increases on performance. For instance a 6% cost of living increase and then any amount over that would be used towards performance recognition. Mr. Frain had prepared a sheet showing what increase would mean to the district based on starting salaries of \$5700. through \$6200. but these figures did not include additional amounts for principals, department chairmen, etc.

Mr. Sundstrom said Winchester has asked for \$6200. with a 6% index and the board had countered with \$5800. and a 4% index.

A vote was taken on whether the school board committee should offer a 6% increase, or \$5,725., or \$5800., to the teacher's committee. The board voted 3 in favor of \$5,725. and 5 in favor of \$5800., and the board committee shall make the offer of \$5800. to the teachers' representatives.

January 6, 1969

Mr. Bowman suggested that the matter of insurance for teachers' sickness be investigated again.

Items that Mr. Frain had suggested the board propose to the teachers were discussed. The board feels that in the future the department chairmen should not be representing the teachers in negotiations. Mr. Frain stated that a teacher working on his master's degree should take courses related to his specific field in order to qualify for the advanced salary of a master's degree. He also feels that teachers should only be entitled to additional salary for extra courses, if those courses prepare the teacher to do a better job of teaching her course, or her class.

Mr. Furlong mentioned the matter of drugs. He and Mrs. Hildreth have been gathering material and attending lectures, etc., in case this should become a problem at Monadnock. To date it has not. A film has been shown only in the biology classes, but Mr. Furlong is not prepared at this time to show the film to the entire school. When he feels there is a need, he will present a program for the board's approval to be used in the school.

Mr. Frain asked the board if they would be willing to pay approximately \$350. to send Keith Dunton to Spaulding School for the remainder of this year. Mr. Dunham moved and the board voted to pay this cost.

Respectfully submitted,

Elizabeth Massin, Clerk

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Monadnock Regional School District
Board Meeting - December 16, 1968

The School Board met with the Committee on the Future Needs of the District at the High School Library on December 16, 1968. Present were Messrs. Bowman, Bunham, Pride, Austin, Callahan, Calhoun, Walters, Frain, Furlong, Sundstrom, Mrs. Thompson and committee representatives from Swanzey and Gilsum.

Mr. Frain said information concerning buildings costs was not presently available from the State Department. The administration would like to know the thoughts of the board regarding building, such as whether a lunch program should be set up in Sullivan if that elementary school is expanded. He further stated that a middle school would take off the immediate pressure from the elementary schools.

Mr. Bowman suggested that John Holbrook, Architect, might give some costs on building a middle school and/or additions to the elementary schools, without committing the school district to him.

Mr. Frain presented the following figures:

Additions on the high school, Fitzwilliam and Swanzey schools would amount to about \$660,000., 55% of which would be taken care of by state building aid.

Additions to Surry, Gilsum and Sullivan would amount to about \$120,000. but no building aid would be available.

Total approximate cost for above building to the school district would be \$419,700.

Building a middle school would cost the district approximately \$450,000. as 55% of total building cost would come from state building aid.

Items to be taken into consideration relative to adding on to present school buildings are: will the present heating systems be adequate to heat additional room, will water supply and septic tanks be adequate.

Mr. Hanrahan asked the board to clarify the duties of the Future Needs Committee. Mr. Bowman said it was the board's hope that this committee could, after meeting with the board and getting facts and figures, have discussions on their own and come up with recommendations. Mr. Bowman appointed Mr. Charles Hanrahan as temporary chairman of this committee to call a meeting and organize the committee. Mr. Hanrahan asked the board what items the board wanted the committee to study and he was told mostly space problems. Mr. Hanrahan asked that the principals of the schools write out their recommendations as to the needs of each school.

December 16, 1968 - page 2

The board went into executive session. Mr. Frain presented resignations from Bernard Fitzgerald, who wishes to be relieved of his position as of January 24, 1969 to go to another school district, and Miss Joyce Howe to resign on January 17, 1969 to move away. Mr. Bowman moved and the board voted to accept these two resignations.

The committee that is working with the Teachers' Committee passed out a list of the teachers' requests which included unlimited cumulative sick leave (not immediately but wanted the board to study this), severance pay for sick days not used, more favorable and complete accident and health insurance, more frequent contact between teachers and board (the teachers wish to be used in a consultative or advisory capacity). Mr. Frain pointed out that teachers were brought into consult on purchasing new textbooks, etc.

The teachers plan a new group to be formed after July 1, 1969 known as the Monadnock Interested Teachers Alliance. Mr. Dunham said it should be indicated that until July 1, 1969, this group is not the one that the board will be working with officially, but the AVEA will be the existing organization until that date. It should be indicated to this teachers' group that the board would be interested in having meetings with the new organization for discussion of their recommendations, after July 1, 1969.

Mr. Frain feels that the administration should be included in the discussions between board and teachers. Mr. Furlong said the policy had always been that teachers were to present any problems to their department chairman first, if not satisfied with the outcome he could see Mr. Furlong, and then Mr. Frain. Mr. Furlong feels the teachers are satisfied with this procedure.

Mr. Calhoun would like to be able to tell the teachers' committee that the board will discuss the insurance program and the severance pay, and agree to meet with the new teachers' organization after it is formed in July 1969 to discuss the specific items requested.

Mr. Frain passed out figures showing what the increase would be to raise minimum salary to \$5,700, \$5,800. and \$5,900. He suggested that it be determined what full funding of foundation aid would mean to each district, then contact school boards and superintendents and try to stir up some interest.

It was felt that this salary item was too important to decide at one meeting, so no decision will be made until another meeting on January 6, 1969 is held.

Mr. Bowman presented the supervisory union budget and the Board voted to approve the budget as presented.

The board voted to request the state to make a cat walk along the bridge by the school.

Bus problems were discussed. Mr. Frain will talk with Cheshire Transportation about children having to wait in Surry for the bus going to the high school, and about the bus schedule in Gilsum.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District

Board Meeting - December 2, 1968

A regular meeting of the Monadnock Regional School Board was held in the library at the Monadnock Regional High School on December 2, 1968. Members of the Committee studying the future needs of the district were invited. Present were: Mrs. Thompson, Mrs. Robinson, Messers: Callahan, Austin, Walters, Calhoun, Dunham, Bowman, Cleveland, Pride, Frain, Sundstrom, Hewitt, Furlong, Bean, Armstrong, Evans, and Mr. Blais and Mr. Hanrahan of the Future Needs Committee.

Mr. Frain distributed information sheets showing enrollment figures and major repairs accomplished in each school during the last few years. Also indicated were capital repairs needed in each school at the present time.

Enrollment is presenting the greatest problems in the Swanzeay Elementary Schools, and more rooms are needed immediately. It was indicated that the lack of land at the Cutler School made it undesirable to construct an addition on that site. Sufficient land does exist at the Mt. Caesar School. Major repairs to be done are to the playground at Cutler School and repairing the roof at the Mt. Caesar School.

Mr. Cleveland explained the water situation at the Fitzwilliam School. Currently, the well is not providing sufficient water during the day to handle the needs of the building. The well is extremely deep and through ledge; two pumps are required to bring the water into the building and the storage tanks are not adequate. Bramil Pump is working on the problem at the present time.

Mr. Bean indicated that the enrollment is increasing at the Troy Elementary School, and that another teacher will be needed for the next school year. All rooms are currently being used as classrooms and special areas such as library, science laboratory, etc. If additional space is needed, one or more of the special rooms will have to be eliminated. Roof repairs still have to be completed.

Mr. Calhoun discussed the problems at the Gilsum Elementary School, and it was generally conceded that extensive repairs to the school would not accomplish the desired purpose due to the age of the building. Access to the school, library facilities, basement areas, and teachers' workroom are not adequate at the present time. The Gilsum, Surry, and Sullivan Schools all have multiple grades, and it is not possible to provide the children with the same type of education provided where there is one grade to a teacher. It was pointed out that the state would not provide building aid for additions to schools of this type.

It was felt that the elementary minimum standards will be in effect within a few years and any planning should take these standards into consideration. A possible solution would be combining the three small schools into one unit that would be built at a location central to the area. Also discussed was the idea of constructing a middle school encompassing Grades 5-8 on the same lot as the Mt. Caesar School. This school would alleviate building problems due to increased enrollment in the other schools.

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Eventually, the enrollment in such a school would be approximately 700-800. The board decided to consider current problems and establish priorities at their next meeting. At that time the administration would provide additional information.

Mr. Blais indicated that he is unfamiliar with all the schools except the ones in Swanzey, and that he couldn't pass judgment on any proposal without visiting them. Sometime in the near future plans will be made to visit each of the elementary schools.

Mr. Frain nominated Mrs. Doris Jenks as manager of the school lunch program. Both Mr. Humphrey and Mrs. Hazen will be leaving December 20. A bookkeeper to replace Mrs. Hazen will be hired in the near future.

The meeting was adjourned at 10:15.

Respectfully submitted,

Kenneth G. Hewitt
Clerk, Pro Tem

Monadnock Regional School District
Board Meeting - November 18, 1968

The School Board met at the High School Library on November 18, 1968. Present were Messrs. Bowman, Calhoun, Dunham, Walters, Austin, Cleveland, Callahan, Frain, Hewitt, Furlong, Sundstrom, Armstrong and Mrs. Robinson and Mrs. Thompson. Members of the Future Needs of the District Committee were also present and Mr. Frain opened the meeting with an outline of the problems that exist in the district with regard to capital improvements.

At the Mt. Caesar school, already done are, the driveway has been resurfaced, an additional classroom has been made in the cafeteria by means of a partition, and this school's water system is tied in with that of the high school. Remaining to be done are, two-thirds of the roof at a cost of about \$6,600., additional toilets, additional playground equipment - at a total expenditure of about \$8,000. up.

At the Cutler School there should be some roofing repairs at an approximate cost of \$5,000., correction of the sewage problem in the Ashuelot River (no idea of cost), and some accoustic tile in some classrooms. Consideration should be given to partitioning off room #10 which is large enough for two rooms; to draining the playground and filling it in; and to some paving behind the school. The administration would like to finish installing flubrescent lights in the remaining rooms. Also the boiler may need to be replaced in this school. The wooden wing, the older portion of the building, needs attention. The administration estimates at least \$10,000. will need to be spent on the Cutler School in the next six years.

Mr. Frain passed out a first draft of what will probably become minimum standards for elementary schools. Mr. Armstrong advised that the Swanzey elementary schools would need more classroom space and more staff to comply with minimum standards. There is no space for a kindergarten if required, and the state is working towards having kindergartens in all school districts.

Mr. Furlong reported on the needs in the high school. The school is getting crowded but of course not to the extent that the elementary schools are. They are utilizing 92% of the building. An additional art room has been added and if the vocational program continues expanding, more space will be needed in this area. The music room is not large enough to handle the band we have so the auditorium is being used, which is causing wear and tear in this area. Science rooms are being used for language and math and this caused a problem with all the science equipment that cannot be put away for each class. The gym locker room is not large enough to handle all the students. Some maintenance will have to be done and the driveway where all the buses arrive and depart needs attention.

The idea of building a middle school for 5th through 8th grades was mentioned. This building would be on the property of the high school.

There will be another meeting of the board and the "Future Needs" committee to discuss needs of the other schools

and thus develop an over-all picture. Mr. Armstrong noted that teachers in Swanzey are concerned about the board's lack of attention to needed repairs to the buildings and the high number of students per teacher.

Minutes of the November 4 meeting were accepted.

Mr. Frain reported to the board that the special education program in the high school had received a major achievement award in the state. He would like to publicize this in the Sentinel.

Bids have been received for a new truck from Hopkins Garage (\$2,750.), Robertson Motors (\$2,800.), and Keats, Inc. (\$2,420.). Mr. Dunham moved and the board voted to accept the bid of Keats, Inc. in Keene, at \$2,420.

Mr. Frain requested that the school lunch report be omitted from tonight's agenda.

Mr. Furlong said that a group of students had asked about having a fund raising drive to help Junie Blaisdell. Neither the board nor Mr. Furlong approved of this idea.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Third Meeting - November 4, 1968

The school board met at the Superintendent's office on November 4 and present were Messrs. Bowman, Dunham, Walters, Calhoun, Austin, Callahan, Pride, Frain, Sundstrom, Furlong, Mrs. Robinson and Mrs. Thompson. Minutes of the October 21 meeting were accepted.

Mr. Walters reported on the Annual Meeting of the New Hampshire School Boards' Association. Mr. Paire spoke on financing, stating that state funds made up about 10% of school funds and he hoped to get this percentage up to 30; he reported that N. H. procurement of teachers was not too badly off; he would like studies made of teacher aides and kindergarten; he proposed both an income and sales tax to support education; and he mentioned the conflict of driver education funds.

The meeting accepted an amendment which would authorize the Department of Education to disperse the balance of the revenue from initial plates over and above expenses. The other resolutions presented at the meeting were adopted pretty much as proposed.

Mr. Dunham said he was pleased with the apparent new posture of the State Board and State Department of Education in that they seem to have decided to take a more positive approach than before. They are going to insist that N. H. school districts live up to the letter of the law and if this doesn't work, perhaps it will be necessary for the laws to be changed.

School attorneys, together with some school board members, met with a representative of Mr. Metzler's and reviewed the matter of negotiations.

Mr. Frain said Mr. Dirsa, Mr. Lampron and Mr. Walker had looked at the canopy in front of the high school and discovered a broken drain. A temporary recommendation is to plug the drain for now and in the spring remove the whole canopy and put in some planting.

Mr. Sundstrom gave a transportation report as of October 1968. The approximate cost per child transported - \$61.58; per total enrollment - \$50.46; cost per mile - \$.34.

Mr. Callahan had a request from the Troy firemen to use the Troy school for a dance for the benefit of the fire department.

Mr. Frain passed out enrollment figures as of September 20.

Mr. Frain suggested and it was agreed to schedule a meeting of the school board with the Future Needs of the District committee for November 18.

Mr. Frain reported on the future of the Monadnock Area Children's Special Services Center and advised that federal funds would run out in June 1969. If the Center is to be continued, the districts would have to contribute about \$7. per pupil or about \$15,000. for Monadnock. He said the alternative would be to organize a guidance service in our supervisory union, and

hire a psychologist and a speech therapist. Perhaps some money could be had from the State to help pay the psychologist's salary. He pointed out that we have remedial reading teachers and nurses and he thinks we could come up with a favorable team of our own.

The board was opposed to financing the continuance of the Monadnock Area Center but was agreeable to looking into this alternate idea. If \$10,000. could be obtained from the State, then the three school districts in our supervisory union would have to raise the equivalent of one teacher's salary.

Mr. Sundstrom said one of the criticisms of the Center is that the district served is too large for the personnel available to handle adequately. For this reason it is more practical to have a children's service for just our supervisory union. Keene High School might be interested in a program like this, and if so, the two psychologists could consult with each other.

At Mr. Bowman's suggestion, the salary committee will meet on Monday, November 11.

Mr. Furlong reported that under the New Careers Program a woman is working with Miss Cole in the library and is working out very well. They are looking for another person who could work at the Cutler School.

Mr. Furlong passed out a list of dress codes that had been prepared by the Student Council for 1968-69.

Mr. Ed Greene appraised the Wyman property as requested by the school board and valued it at \$31,000. Mr. Bowman pointed out that Mr. Wyman had approached our board with his original offer of \$25,000., knowing that the board could not proceed without the vote of the district at the March meeting. Mr. Bowman suggested that perhaps we should not take any action now, but ask the voters at the annual meeting for \$25,000. and if accepted, offer it to Mr. Wyman. Mr. Dunham stated that the purchase would have to be justified to the voters, both with regards to the building and the land, and recommendations should be presented at the annual meeting.

Mr. Calhoun moved and the board voted to invest a \$100. consideration to sign an agreement to purchase the property at an amount not to exceed \$30,000. if the annual meeting votes it.

Mr. Frain said school lunch figures for October will be presented at the next board meeting.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - October 21, 1968

The school board met at the Superintendent's office on October 21. Present were Messrs. Austin, Calhoun, Dunham, Walters, Callahan, Cleveland, Pride, Frain, Hewitt, Sundstrom, Furlong, Mrs. Robinson and Mrs. Thompson. In the absence of Mr. Bowman, Mr. Calhoun chairmanned the meeting.

Mr. Shaunessey, Chairman of the Business Department, outlined the business courses in 9th, 10th, 11th and 12th grades. He talked of the work study program which was open to office practice seniors only, on a voluntary basis. Nine out of a class of 27 are working part time. The others pass their requirements by working in the high school. The Advisory Committee of this work study program is composed of people in industry in Keene. Mr. Shaunessey is studying the possibility of a junior high business program which would relieve juniors and seniors from such a heavy business schedule in their last two years. He would like to offer a bit of exploration in the junior high - one half year of personal typing in grade 7, and exploration of shorthand. He also would recommend more specific courses in the office practice area, and distributive education for the girls who will be cashiers and sales clerks when they leave school. He said the office machines were quite good.

Mr. Dunham reported on the coming meeting of the New Hampshire School Board Association to be held October 24. The mobile instructional materials center will have a display at this fall conference. One new feature of the conference will be to have the school attorneys sit down together to discuss problems. The president of the National School Board Association will attend. The board discussed the fourteen resolutions to be presented at the conference. It was pointed out that funds from initial plates and first licenses, are not all going into driver's education. The board agreed it would endorse the junior college suggestion but would want to hold off until other programs are fully funded. Mr. Frain suggested the board oppose the idea of training teacher aides. Mr. Walters will represent the board at the conference.

Mr. Furlong reported on the vocational program. He has spoken to the Keene Industrial Foundation presenting the programs that the high school is offering. Mr. James Ewing wanted this information printed in the Sentinel. The advisory committee of the machine shop program will meet to see if the purchase of a tape machine would be justified. Most of the industries seem pleased with the program and want to cooperate.

The Manpower Program has asked for a budget to run their program. Mr. Furlong advised a budget had been submitted to them. If we don't get this program, it is possible we might lose some of the equipment.

Mr. Furlong advised he had had a request that Keith Dunton be accepted back in school. Mr. Furlong said before any decision is made, more thought should be given and investigation made of the matter.

Mr. Furlong said that Wayne Wyman had requested that the canopy on the front of the school be removed as it presents a number of problems. The board was agreeable and it was suggested that the architects Dirsra and Lampron be consulted.

The board went into executive session. Mr. Frain told the board that Mr. Wyman has changed the value of his property from \$25,000. to \$30,000. after having it appraised. Mr. Cleveland suggested that the school district have the property appraised in case there is any question raised by the voters.

Mr. Austin moved and the board voted to retain a real estate appraiser to appraise the property, which appraisal could be submitted at the annual school meeting. It was suggested that Mr. Green, who is associated with Conway Real Estate, be retained. This matter will be left up to the administration.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - October 7, 1968

Present at the school board meeting on October 7 were Messrs. Bowman, Pride, Calhoun, Dunham, Walters, Callahan, Austin, Frain, Hewitt, Sundstrom, Furlong, Mrs. Robinson and Mrs. Thompson. The Sentinel's reporter attended.

A correction to the minutes of September 23 was made, namely, paragraph 8 on page 2, that Mr. Callahan attended the workshop on negotiations rather than Mr. Dunham.

Miss McCushing, chairman of the language department, outlined her proposal for language in the 7th and 8th grades. Presently she feels the 7th and 8th grade student is not given a choice of language but she would like to expose 7th graders to Latin during an 18 week course and 8th graders to French during a 36 week course. Miss McCushing would handle these two programs. The board agreed the plan sounded like a good one.

Mr. Bourassa outlined the changes which have taken place in the social studies program, in grades 8 through 12. Mr. Porterfield outlined the 7th grade program and how the students were learning about the middle east, western Europe and the Soviet Union by taking the place of tourists and natives in these countries. There is to be no testing in this program; evaluation will be on neatness of work and attitude and cooperation.

Mr. Bourassa told of the plan to adopt a foster child for the school with all students taking part, of educational games used in the classes. He said he would like to have a teacher aide for the social studies department to relieve the teachers of non-teaching duties. Such an aide could also substitute for a class when a teacher was out a day. He did say students were still doing the basic skills in social studies.

The Board went into Executive Session. Mr. Humphries presented the figures on the school lunch program as of the end of September. He will have these figures typed and presented to board members. The figures given showed an approximate loss of \$3,300. However, the board agreed that a true picture could not be had until the end of October.

Mr. Frain gave the board members a report of the auditors of the lunch program which also included recommendations for improving the method of keeping the books. Mr. Frain has met with the managers of all the lunch programs.

Mr. Frain reported that the Gilsum water situation had been corrected and filter was being installed.

Respectfully submitted,

Elizabeth Massin, Clerk

A Few Details

Messrs. Dunham and Walters will be asked to spell out what took place at the annual meeting of the NHSEA in Concord on October 24-25.

Messrs. Lampron and Dirsa, accompanied by Mr. Walker of the MacMillan Company, inspected their handiwork at the MRHS the other day. You will recall that a letter was sent to the architects about the entrance canopy.

It's that time of year again. That means a transportation report is due and Mr. Sundstrom will fill in the details.

While the opening day enrollments were distributed to the Board, the figures as of September 20, a day which means much to the State and to people keeping registers, were not passed out. They will be.

Future Needs of the District ?? Some Board members were part of a panel at the October meeting of the Swansey PTA, and the PTA got around to talking about building programs, future needs, etc. Your wishes on the activities of the Future Needs study group might be aired come Monday.

As faithful readers of the Keene Evening Sentinel, you are aware that the outlook for the Monadnock Area Children's Special Services Center is "bleak." An abbreviated report will be given on Monday. Much later in the evening we may be able to raise a balloon or two, in executive session, to inquire into your feelings about the district's trying to retain some of the services of the Center but not the Center. However, in the light of delicate dealings and dickering, this should not come out publicly at this time.

NEW CAREERS hath smiled on us again with a trainee. We are seeking a second trainee, but the solid prospects escape us at the moment.

Monadnock Regional School District
Board Meeting - September 23, 1968

The school board met in the Superintendent's office on September 23, 1968 and present were Messrs. Bowman, Dunham, Calhoun, Pride, Callahan, Austin, Cleveland, Walters, Frain, Hewitt, Furlong, Sundstrom and Mrs. Robinson and Mrs. Thompson. The Sentinel's reporter also attended.

Mr. Hewitt reported that having all the workshop days at the beginning of the year proved to be more effective than having them spread throughout the school year. Some of the staff of the Monadnock Children's Service Center attended one of the workshops; the primary teachers had an art program; the intermediate teachers had a math program and a music program. Mr. Hewitt said the teachers felt the workshops were worthwhile and would like to have them continue next year.

In the high school, Mr. Furlong reported that policies and the handbook were reviewed with the new teachers. Staff from Monadnock Service Center also spoke to the high school teachers. There were workshops within the department areas. Mr. Furlong and Mr. Frain as well as the teachers felt the workshops were beneficial, and particularly to the new teachers. Mr. Furlong pointed out that beginning school on a Monday gave the 7th and 8th graders a good start with their schedule versus the confusion that results when they start in the middle of the week.

Mr. Hewitt reported on the summer curriculum work in the elementary grades. The math program was finished for the primary grades and the intermediate grades. The program gives skills by levels, which should be extremely helpful to the teachers. Mr. Cleveland asked how a teacher would have time to do the individual evaluation and Mr. Hewitt answered that he felt this would force the teacher to group children. He said this same sort of evaluation has been used in the reading program.

For the lack of a formal art program, Mr. Hewitt said that an art guide for elementary teachers had been made up by three of the elementary teachers. Also a music program guide was developed.

Mr. Hewitt showed the board a brochure which had been devised for parents to use in helping their children with reading. Also a readiness kit has been compiled which can be used by parents before the child enters school.

Mr. Furlong announced a change in 7th grade social studies which would deal with the cultural aspect of a country and it was hoped that there would be more student involvement in the teaching of each unit. The students are going to compile a textbook on Western Europe.

He also told of a program for the special education students which would better prepare them for a successful future in a vocational world. They will visit each of the district towns and learn of the history and resources of each town. The State Department has advised they have \$1,000. available for materials for this special education class.

Mr. Frain read an invitation from the NHEA to our board members to attend the teacher's convention on October 18.

A letter from the parents of Claudia Howard was read, expressing thanks and appreciation for the plaque and the music award given in her memory.

Our application to the State Department of Education to make the machine shop course a vocational program, has been approved. The State Department of Education has approved our high school as a comprehensive high school, for another year.

Mr. Frain reported that 16 high school teachers had attended summer school and 10 elementary teachers had attended, and he felt this was a good percentage. Others took part in curriculum work for the school.

Mr. Frain advised that various meetings should be scheduled in the near future, such as Future Needs of the District committee, Mrs. Towns of Gilsum interested in students and their communities, reports from department chairmen, etc. It was suggested that department chairmen come at the beginning of regularly scheduled board meetings. The Future Needs meeting should be a special meeting.

Mr. Calhoun asked about the water situation in Gilsum and Mr. Frain said he had contacted the Green Mountain Well Company and will keep after them until it is taken care of.

Mr. Calhoun asked about buses arriving and leaving their stops before the scheduled time. Mr. Frain will check this and see that drivers wait at the bus stop until the proper time.

The board went into executive session. Mr. Walters and Mr. Dunham reported on their attendance at the workshop relative to carrying on negotiations between teachers and school boards.

Mr. Frain advised that an accountant had reviewed the school lunch program and was going to make up job descriptions for Mr. Humphries and the secretary and will set up a voucher system so that each month there will be a list of the outstanding bills. It was also decided the bookkeeper will not be cashier for the lunch program. A form is being devised as a record of inventory. The accountant found the books in order. It was also suggested that Mr. Humphries meet with the other lunch managers in the district to discuss menus. Mr. Frain has asked everyone in the program to cooperate with Mr. Humphries. The price of lunches will be increased on September 30.

Mr. Calhoun moved and it was voted that the school board write to Mr. Newell Paire expressing its disagreement with the State Department's action in granting permission to teachers' groups to hold meetings during school time without first obtaining permission of the school boards. It was further voted to send a copy of this letter to Mr. J. Boynton.

Mr. Frain asked the board if they would sign a three-year contract with the Cheshire Transportation Company at an increased price. The board authorized its chairman to sign this contract.

Mr. Frain said the state auditors were highly complimentary of the manner in which the district's books had been kept and he suggested writing a letter of commendation to Mrs. Dorothy Urquhart.

Minutes of the September 4 meeting were accepted.

Mr. Callahan suggested that looking to the future, it would be well to start to accumulate a separate file of policies, fringe benefits, etc. that might be needed for reference sometime later.

In conjunction with the machine shop course under the vocational program, an advisory board has been set up, headed by Mr. Lyman of American Optical.

Mr. Furlong advised that the National Shakespearean Association will be touring secondary schools this year and would like to put on a production of Macbeth at Monadnock at a cost of \$650. Previously our students have traveled to Connecticut to see these productions and Miss Allen would like the group to come to our school. The board was agreeable and left details to cost, etc. to Mr. Furlong.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
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Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - September 4, 1968

Present at the board meeting which took place in the Superintendent's office on September 4, were Messrs. Bowman, Pride, Dunham, Cleveland, Austin, Frain, Hewitt, Furlong, Sundstrom, Mrs. Robinson and Mrs. Thompson. Board members were given the 1967 State law book and minutes of the July 22 meeting were accepted.

Mr. Humphries, manager of the school lunch program was present. Mr. Frain informed the board that there was a deficit of about \$4,000. for the program for the school year 1967-68. \$5,900. is owed the milk company. This amount accumulated to such an extent because the program's liabilities were not reported every month. He would suggest that in the future a bookkeeping system be used that will show all the liabilities at the end of every month. Previously, Mr. Humphries salary was a minimum amount each month during the year and he received the balance in a lump sum during the summer. This lump sum did not show as a liability during the year. Mr. Frain has discussed with Mr. Humphries that he pay himself in equal installments during the year.

Mr. Bowman suggested getting an independent auditor to go over the lunch program books and the set up an efficient bookkeeping system. Mr. Cleveland moved and the board voted that the books be audited and an efficient bookkeeping system set up. Mr. Dunham moved and the board voted that the district advance the funds on a loan basis to the program, to pay the milk bill.

Mr. Austin moved and the board voted to increase the price of lunches in all schools by 5¢. Mr. Cleveland moved and the board voted to increase teachers' lunches from 45¢ to 55¢. It was also agreed that additional revenue could be realized by selling one item of the lunch program if a child wants seconds.

Mr. Bowman suggested the board authorize Mr. Frain to hire someone to audit the books and set up a proper system with the board receiving monthly reports on the program.

It was also suggested that snacks be served after school and during games and functions, for additional revenue but that funds that have previously gone to student organizations will continue to go to those organizations. Mr. Humphries has a spare soft ice cream making machine which he will try out at school. The increase in the cost of lunch will be the first increase in six years and will be effective the end of the month.

Mr. Frain asked the board to send someone to the conference on September 12-13 about negotiations. Mr. Callahan said he would be interested in going and the board will send him.

Mr. Hewitt distributed a sample of a new report card that he recommended using in the elementary schools. The new card would mark children on their level rather than on their grade in the skilled areas of arithmetic and language arts in the first six grades. He believes this new card will give more beneficial information to parents. The board voted approval to use the new card for a period of a year.

Mr. Hewitt reported that all incoming first graders had been tested.

Mr. Frain said there had been complaints from the bus company that too many children were living on the outskirts that needed to be transported. The administration is investigating this complaint.

Mr. Frain nominated and the board voted to elect the following members to the staff:

Norman Davidson, teacher of math at the high school
John Goodrich, teacher of math at the high school
Carmella Greenslet, grades 2 and 3 at Gilsum
Alana Sherman, teacher of English at the high school
G. Russell Austin, teacher of math at the high school
Hannah Potter, secretary at the high school

It was noted that \$500. had been withheld from the salary of Mr. Farnum who resigned after the deadline.

Mr. Frain said a separate notice would go out with the accident insurance application explaining the life insurance that was available.

Respectfully submitted,

Elizabeth Massin, Clerk

September 20, 1968

MONADNOCK REGIONAL HIGH SCHOOL

ENROLLMENT BY GRADES AND TOWNS

	7	8	9	10	11	12	Total by Town
Fitzwilliam	26	19	27	20	17	19	128
Gilsum	12	24	11	10	15	6	78
Richmond	2	8	10	10	5	7	42
Roxbury	3	3	3	2	4	2	17
Sullivan	6	14	4	8	5	5	42
Surry	10	9	9	9	6	5	48
Swansey	79	89	70	82	77	61	458
Troy	29	29	32	30	25	22	167
<u>Tuition</u>							
Keene					1		1
Marlborough		1		1		1	3
<u>Total by Grade</u>	167	196	166	172	155	128	384

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MONADNOCK REGIONAL
Fall-1968-Athletic Schedule

Varsity Football:

Sept. 21 Bishop Guertin
28 Fall Mountain
Oct. 5 At Lebanon
12 At Salem
19 At Exeter
26 Pinkerton
Nov. 2 At Stevens
9 At Mahar
16 Keene

J.V. Football:

Sept. 23 Newport 3:45 P.M.
30 At Keene 3:30 P.M.
Oct. 7 Brattleboro 3:30 P.M.
14 At Fall Mtn. 4:00 P.M.
21 Athol 3:30 P.M.
28 At Bellows Falls 3:30 P.M.
Nov. 4 At Stevens 3:00 P.M.
11 Mahar 3:30 P.M.

Frosh Football:

Sept. 26 At Newport 3:45 P.M.
Oct. 3 Fall Mtn. 4:00 P.M.
10 At Keene 3:30 P.M.
17 Open
24 Bellows Falls 3:30 P.M.
31 Stevens 4:00 P.M.
Nov. 6 At Milford 3:30 P.M.

All games at 1:30 P.M.

Varsity Cross-Country:

Sept. 20 Peterboro and Newport 4:00 P.M.
24 At Merrimack Valley
and Bishop Brady 4:00 P.M.
26 At Fall Mountain 3:30 P.M.
28 Hilander Invitation
at Peterboro 10:00 A.M.
Oct. 3 At Newport 4:00 P.M.
8 Milford and Fall Mtn.
and Merrimack Valley 4:00 P.M.
12 Monadnock Invitaion 10:00 A.M.
15 At Murdock 3:30 P.M.
19 Conn. Valley Conf.
at Springfield, Vt. 10:00 A.M.
22 At Milford 4:00 P.M.
26 Finkerton 1:00 P.M.
Nov. 2 State Meet
9 New England's

Junior High Cross-Country:

Oct. 4 Keene 3:30 P.M.
8 Milford 3:45 P.M.
11 At Keene 3:30 P.M.
17 Keene 3:30 P.M.
22 At Milford 4:00 P.M.
29 At Keene 3:30 P.M.

Varsity and J.V. Field Hockey:

Sept. 27 Murdock 3:30 P.M.
Oct. 1 Mahar 3:30 P.M.
4 At Keene 3:30 P.M.
8 At Athol 3:30 P.M.
10 Fall Mtn. 4:00 P.M.
15 At Murdock 3:30 P.M.
17 At Fall Mtn. 4:00 P.M.
22 Keene 3:30 P.M.
25 At Mahar 3:30 P.M.
28 Athol 3:30 P.M.

Any problems regarding scheduling contact:
Panos A. Pitsas
Athletic Director
Phone 352-6575

MONADNOCK REGIONAL HIGH SCHOOL
Swanzy Center, New Hampshire
Telephone: 603-352-6575 or 6131
September, 1968

ALBERT R. FURLONG
Principal

VERNE HESSELTON
Vice Principal

ALICE R. HILDRETH
Dir. Pupil Personnel Services

EDWARD J. MAIN
RICHARD N. MOORE
Guidance Counselors

COMMUNITY: Low average income rural;
5 miles from Keene in Southwestern
New Hampshire; serving 8 communities
with a total population of 7620;
ranging from rural area to business-
professional residents.

SCHOOL: Established September 1962;
Homestead Highway, Swanzy Center,
New Hampshire; 4 year comprehensive;
September 1964 enrollment 982;
September 1965 enrollment 957;
September 1966 enrollment 974;
September 1967 enrollment 984;
September 1968 enrollment 969;
Anticipated 1969 enrollment 1000

STANDARDIZED TESTS:

Class of 1968 (136 seniors)

Test	Year Admin.	No. of Students	Median
PSAT Verbal	1966	78	39 (score)
PSAT Math	1966	78	43 (score)
NMSQT	1967	22	109 (sel. score)

Senior SAT scores:
Verbal 1968 59 431 (Range 200-658)
Math 1968 59 473 (Range 270-694)

Class of 1969 (126 seniors)

Test	Year Admin.	No. of Students	Median
PSAT Verbal	1967	71	40 (score)
PSAT Math	1967	71	39 (score)
NMSQT	1968	28	106.5 (Sel. score)

Junior SAT scores:
Verbal 1968 30 452 (Range 279-659)
Math 1968 30 515 (Range 329-623)

RANK-IN-CLASS
Computed on the following point system:

	Academic	General	Basic
A	6.0	5.0	4.0
A-	5.7	4.7	3.7
B+	5.3	4.3	3.3
B	5.0	4.0	3.0
B-	4.7	3.7	2.7
C+	4.3	3.3	2.3
C	4.0	3.0	2.0
C-	3.7	2.7	1.7
D+	3.3	2.3	1.3
D	3.0	2.0	1.0
D-	.7	.7	.7
F	0	0	0

MARKING SYSTEM

A+	97+	C+	82-84
A	95-96	C	79-81
A-	93-94	C-	77-78
B+	90-92	D+	75-76
B	87-89	D	72-74
B-	85-86	D-	70-71

F Below 70 Failure

ADVANCED SCHOOLING:

	4 Yr. Coll.	2-3Yr. Coll.	Nursing Schools	Other Schs.	Total
1963	37%	8%	3%	7%	55%(88)
1964	22%	10%	3%	5%	41%(125)
1965	23%	11%	3%	4%	41%(151)
1966	23%	16%	3%	5%	47%(147)
1967	32%	19%	0	2%	53%(131)
1968	26%	25%	0.7%	3%	55%(133)

Accredited by State Department of
Education and N.E.A.S.S.C.

ENROLLMENTS ON THE FIRST DAY OF SCHOOL

<u>Fitzwilliam</u>	<u>1962</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1966</u>	<u>1967</u>	<u>1968</u>
grade 1	21	20	22	30	31	24	30
grade 2	25	21	24	16	23	27	20
grade 3	16	22	22	25	17	25	26
grade 4	22	21	22	20	27	18	24
grade 5	18	19	22	20	22	27	19
grade 6	24	20	19	27	22	23	24
TOTAL	126	123	131	138	142	144	143

Gilsum

grade 1	15	17	15	21	19	14	11
grade 2	19	13	17	10	17	10	13
grade 3	15	23	13	16	12	15	12
grade 4	14	14	25	15	13	13	15
grade 5	17	12	14	24	12	10	16
grade 6	15	19	14	13	23	13	10
TOTAL	95	98	98	99	96	75	77

Sullivan

grade 1	4	6	7	10	9	9	4
grade 2	9	4	7	8	9	5	7
grade 3	7	9	4	10	8	14	7
grade 4	8	5	12	5	12	6	10
grade 5	7	7	6	15	7	11	6
grade 6	5	5	6	5	14	6	9
TOTAL	40	36	42	53	59	51	43

Surry

grade 1	13	9	9	7	11	8	9
grade 2	8	10	7	9	11	11	9
grade 3	13	7	11	8	12	8	12
grade 4	8	11	8	10	8	11	8
grade 5	8	8	12	7	11	9	13
grade 6	5	8	9	10	9	11	8
TOTAL	55	53	56	51	62	58	59

Mt. Caesar

grade 1	92	94	90	101	98	111	109
grade 2	94	89	76	81	95	92	110
grade 3	86	91	80	80	83	91	90
TOTAL	272	274	246	262	276	294	309

<u>Cutler</u>	<u>1962</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1966</u>	<u>1967</u>	<u>1968</u>
grade 4	86	90	83	77	84	87	92
grade 5	83	91	81	83	78	86	88
grade 6	82	90	86	81	92	76	96
TOTAL	256	271	250	241	254	249	276

<u>Troy</u>							
grade 1	30	23	34	30	37	37	35
grade 2	34	29	28	25	28	32	37
grade 3	33	30	25	32	31	30	27
grade 4	33	31	28	29	24	31	29
grade 5	28	30	31	30	29	26	34
grade 6	30	26	30	29	30	26	27
special ed.		8	10	19	23	16	19
TOTAL	188	177	186	194	202	198	208

<u>High School</u>							
grade 7	154	156	170	172	173	189	164
grade 8	160	153	164	168	181	169	194
grade 9	208	157	163	163	174	174	162
grade 10	176	193	154	145	152	164	168
grade 11	137	154	175	151	154	135	155
grade 12	91	120	156	157	133	132	126
TOTAL	926	933	982	956	967	963	969

<u>Totals</u>							
elementary	1032	1032	1009	1038	1091	1069	1115
high school	926	933	982	956	967	963	969
all grades	1958	1965	1991	1994	2058	2032	2084

Monadnock Regional School District
Board Meeting - July 22, 1968

The School Board met in the Home Economics Room of the high school with the following members present: Messrs. Bowman, Callahan, Walters, Calhoun, Austin, Cleveland, Dunham, Pride, Mrs. Robinson, Mrs. Thompson and Messrs., Frain, Hewitt and Furlong. Minutes of the June 17 meeting were accepted.

Mr. Humphries, head of the school lunch program, was present and reported the program had for the first time lost quite a bit of money due mainly to increased labor costs and food costs. He suggested the program run specials in addition to the regular meal to increase sales and thus help make up the deficit. A lot of free meals are given in Fitzwilliam and Troy and this should be reviewed. He reported that the operating loss for the year ending June 30, 1968 was \$4,400. Next fall he would like to do more baking which would involved more equipment, but most of the ingredients come from the government. Bread could be transported to all the schools. Mr. Humphries also suggested the possibility of a soft ice cream machine. He also feels that making his own french fried potatoes would be less expensive than using frozen ones.

Mr. Bowman suggested that Mr. Humphries and Mr. Frain discuss the lunch program and present recommendations to the board at a later meeting as to new ideas, new equipment and profit that can be expected. Mr. Cleveland said he would like to know what the gross receipts are from the vending machines. Mr. Walters felt that thought should be given to increase in cost of lunches to students.

Mr. Frain reported that Mr. Wyman is interested in selling his house and land and will give the school district first option. His price is \$25,000. which Swanzey selectmen say they feel is reasonable. About three acres of land go with the house. This property could not be purchased before bringing it to the voters of the district but Mr. Wyman would like some expression as to the district's interest. Mr. Frain mentioned the possibility of getting building aid if the house were to be used for classes. Mr. Furlong said there would be little or no maintenance costs on the house for the next few years. The house could be used as an apartment for new teachers.

Mr. Calhoun moved and the board voted to explore the matter further and give Mr. Wyman assurance that the district is interested.

Mr. Hewitt presented the bids for milk, oil and gas and awards were as follows: the board voted to award the milk bid to Idlenot Dairy; the gas bid to Monadnock Fuel and the oil bid to Elm City for all schools.

Mr. Frain reported that the district ended the fiscal year in the black. He said further that although the budget for 1968-69 is \$107,000 higher than the previous year, the cost to taxpayers will be about \$51,000. more. He listed as some of the reasons why money was left over, incentive aid, bank interest, more money received for special education class, more money from sweepstakes, driver

July 22, 1968 - page 2

training tuition, no principal's salary in Swanzev for the year, retirement, etc. The biggest item was that more money was received from the state than had been expected.

Mr. Frain announced the resignation of Basil McLeod which the board voted to accept.

He also reported that he had received a resignation from Miller Farnum on July 19, after the deadline date. Mr. Cleveland moved that the district collect the \$500. due for breaking a contract after the deadline. Mr. Bowman recommended that Mr. Frain contact Judge Goodnow to see how to handle this.

Mr. Frain reported that the plaque in honor of Mrs. Claudia Howard has been put up.

Mr. Frain had no nominations to make.

Mr. Bowman said a man from the state highway department had been down to look at repairing Route 32 and said they were interested in doing some work to that road.

The Chamber of Commerce has requested the use of the high school for its annual meeting but the board was not agreeable to this request.

The New Hampshire School Board Association will have a two-day meeting to hear Mr. Metzler discuss the matter of negotiating with teachers and Mr. Bowman moved that expenses be paid for one of our board members to attend.

One additional vacancy exists in the Guidance Department.

The Administration will call the next board meeting.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - June 17, 1968

Present at the school board meeting held at the Cutler School on June 17, 1968 were Messrs. Bowman, Pride, Dunham, Calhoun, Callahan, Austin, Walters, Frain, Hewitt, Furlong, Sundstrom, Mrs. Robinson and Mrs. Thompson. The Sentinel's representative was present. Minutes of the May 20 and June 3 meeting were accepted.

Mr. Frain reported on incentive aid for the school year 1968-69. If the law were fully funded our district would get \$38,475. Actually the district will probably receive \$31,186. (The budget allowed \$28,000. for anticipated revenue.) He said we can report to the state tax commission by July 25 that we anticipate this and therefore will be able to benefit by this full amount for next year.

Mr. Hewitt reported they had had an awards day in Troy, a recognition day in Swanzey, pins were awarded to the 6th grade in Surry, cookouts were held in Gilsum, Sullivan, Surry and Mt. Caesar and concerts at Troy and Fitzwilliam.

Mr. Hewitt said a number of parents had helped during the school year as teacher aids, or with the Boy Scouts, and in the libraries and he suggested that the board send a letter of thanks to these people who have put in so much free time. The board agreed. Mr. Hewitt also said he would present some report card changes which have been suggested by parents. He will have these for a future meeting.

Mr. Furlong announced he had a good closing week of school. Richard Morin won the citizenship award and also a scholarship which has been set up by the Fitzwilliam firemen. The Claudia Howard Fund awarded its first recognition to Peter Bowman. The National Honor Society awarded \$1,000. in scholarships. Graduation was held in the gym due to bad weather. Teachers cleaned up records on Saturday after the last day of school.

Mr. Frain suggested having summer board meetings as necessary. He will notify the board members of next meeting date. The board voted that administration could continue to hire persons during the summer when necessary.

Mr. Sundstrom reported on openings for 1968-69. There are four in the high school (English, woodworking, two math) and one elementary teacher for grades two and three at Gilsum.

Mr. Furlong said the work study program at the high school would provide ten students, four to work with the matron, four to work outside and two to work in the office, 26 hours a week. The students must qualify for OEO and the salaries will be paid by the federal government. He also reported that the program which allowed students to work outside in business and industry along with their studies, had been successful,

Monadnock Regional School Board - June 17, 1968

Mr. Hewitt reported on pre-registration for the elementary schools. He estimates there will be over 200 first graders. Of these 19 will be repeaters, 18 of whom were classified as poor in readiness according to the pre-school test that was given last year. No results have been compiled yet as to the "poor risks" that made the grade successfully. 14 of the 19 were boys, 9 were born between September and January.

Mr. Frain said that since most state agencies were presently preparing their budgets, he would like to write to the state highway department to see if money could be included in their budget to make some improvements on Route 32. The board agreed that Mr. Frain should contact this department.

Mr. Frain announced that Mr. Plummer would be retiring from his position as head custodian at the high school and he nominated Wayne Wyman to become Superintendent of Custodians. The Board voted ^{to} elect Mr. Wyman to this job.

Mr. Frain has had a request from Cheshire Transportation to park some of their buses behind the high school this summer as they did last year. The Board voted to grant this permission.

Mr. Austin asked about the damage done to the Troy school by a truck. The truck's insurance will cover the repairs.

Mr. Furlong said the flag has been put up by the American Legion to be flown 24 hours a day. They will decide later whether or not to floodlight it.

The Board went into Executive Session. Mr. Seaver has submitted his resignation to become an assistant principal. The Board accepted his resignation.

Mr. Frain nominated and the board elected the following persons: Janice Tourgee to teach English at the high school; Janice Howe to teach science at the high school; and Mrs. F. Harold Ballou to be custodian of the Gilsum School.

Mr. Frain reported that the school calendar had been accepted with a full week's vacation in April, four workshop days in September, teacher's convention day a day off, a full week's vacation in February and school ending on Tuesday, June 18 with teachers to finish up on Wednesday, June 19.

The School Board signed the budget to be submitted to the State Tax Commission.

The administration will not give out the names and addresses of teachers to groups who request them.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
School Board - June 3, 1968

The School Board met on June 3, 1968 at the Gilsum School. Present were Messrs. Bowman, Dunham, Walters, Pride, Callahan, Austin, Calhoun, Frain, Sundstrom, Hewitt, Furlong, and Mrs. Robinson. Minutes of the previous meeting were not available so acceptance of same was waived. A few citizens of Gilsum attended the meeting.

Mr. Hewitt reported on pre-school registration. A child six year old after September 30 will be accepted into first grade only if his tests are satisfactory.

Mr. Frain has had a request from the Immaculate Church in Troy to use the Troy classrooms for religious classes this summer. The Board was agreeable to granting permission for this.

Mr. Hewitt reported that summer maintenance work would be mostly routine painting, no capital improvements. Two teachers will do this work. Mr. Furlong said there would be no maintenance work in the high school except that which could be done by the custodians. Mr. Calhoun asked that the floor in the Gilsum school room where the board was meeting, be checked to make sure it is safe as this room is used for dancing. Mr. Hewitt will have it checked.

Mr. Frain said a consultant on Home Economics from the State Department had visited our Home Ec Department and found the curriculum to be in line with that of the State's. One concern, however, was the lack of space.

Mr. Frain reported that the legislative Education Study Committee had met at Nathaniel Hawthorne College. The Fitzwilliam selectmen attended and told the committee of their concerns and that the town was looking for greater tax equality. Mr. Frain was invited to attend and he was asked about education in New Hampshire. He feels their report will be interesting and will cover state aid, new legislation needed in N. H. Mr. Frain was not asked to tell of our district's problems.

Mr. Hewitt noted that several letters of thanks and appreciation had been sent by students who attended Camp Union to board members, administration, etc.

Mrs. Robinson asked if there could be an outside pay station installed near the athletic field so students who were late paying sports could call home. Mr. Furlong had talked to A.T. and T. two years ago without success but it was suggested that Mr. Hewitt check again to see if one could be put in.

Mrs. Towns, a citizen of Gilsum, expressed appreciation to the board and administration for the prompt action on the plumbing problem last year in time for Gilsum's Rock Swap. She expressed her concern about the students apparent lack of community responsibility and wished a group could sit down to discuss what might be done to improve this situation. Mr. Bowman suggested this be discussed in the fall. Reference was made to the Key Club at the high school and this might be used as a guide.

The board went into executive session.

Mr. Frain nominated and the board elected Mr. Bruce Marsette to be art teacher in grades 7 and 8.

The board accepted the resignation of the 2nd and 3rd grade teacher in Gilsum, who will be moving away.

Mr. Frain presented the proposed school calendar for the school year 1968-69 including four workshop days in the beginning of the school year. October 18 would be a teacher's convention, although teachers are not required to attend. April vacation would be shortened to two days. Mr. Frain will arrange a meeting of the Supervisory Union to select a school calendar which all districts will abide by.

Mr. Frain presented a revised agreement pertaining to the New Careers Program. The Board was agreeable to the revision.

Respectfully submitted,

Elizabeth T. Massin

Monadnock Regional School District
Discussion - June 3, 1968

After the proposed school calendar for the year 1968-69 was presented to high school teachers, there were objections to the October 18 teacher's convention day (which teachers felt was the 186th work day) and some teachers felt the April vacation should be the long one, and shorten the February vacation to two days. Teachers also expressed a feeling of imposition on their contracts, as they said they had signed contracts assuming the school year would be the same as in the past.

Mr. Frain said he felt the teachers were entitled to a hearing if they had complaints about the calendar. Mr. Furlong said some of his best teachers were upset about the change in the proposed calendar. Teacher's Convention day in the past had been a paid day, even though some teachers did not attend. However, in the proposed calendar this day would not be a paid day, even for those attending.

All schools have committed themselves for the four workshop days at the beginning of school and it was not felt that any one could be omitted.

Mr. Frain has consulted Judge Goodnow and since the district has never required the convention day, it is not to be counted as the 186th working day.

It was asked if the board wanted to negotiate the calendar with the teachers. It was also asked if it would be possible to cancel the June 13 day of school, but this is an important day to close all records, etc.

Further discussion will take place at a supervisory union meeting and Mr. Frain will report back to the board.

Monadnock Regional School District
Board Meeting - May 20, 1968

Present at the school board meeting at the Fitzwilliam Elementary School on May 20, 1968, were Messrs. Calhoun, Cleveland, Bowman, Pride, Walters, Callahan, Dunham, Austin, Frain, Sundstrom, Hewitt and Mrs. Thompson. The minutes of the May 6 meeting were accepted.

Mr. Hewitt reported on this years trips to Camp Union. 165 Children plus 13 from the special education class (intermediate) attended. There were two adults for every nine children. Classes are now trying to have a follow-up on what the pupils learned at camp, to make the children aware of the things in their own area. Having the special education class go was very successful.

Mr. John Hye of the American Legion in West Swanzey, has requested that the school fly the American flag 24 hours a day. The Legion will purchase an all-weather flag and would install a flood light to show it off at night. The board approved.

Mr. Russell Battelore, teacher of the intermediate special education class, sent a letter of thanks to the district for including this class in the Camp Union program. The class enjoyed the trip and he felt it was very worthwhile for them.

Mr. Frain passed out the schedule of end-of-the-year activities.

Mr. Hewitt reported that next year each of the schools will adopt the continuous progress program, the basic area being reading, math and spelling. Children will be put into levels and marked at that level, grouped according to their ability of achievement. Social studies and science will remain graded programs. This program will be in all six grades. Mrs. Hildreth feels the seventh grade the following year will be able to handle those children who are doing better than 6th grade work. Mr. Hewitt said at least 90% of the teachers are able and willing to make the change and he feels that parents are completely favorable to it.

Mr. Frain asked the board for suggestions or questions that could be sent to the Education Study Committee to be presented at their May 29 meeting at Nathaniel Hawthorne College in Antrim.

Mr. Sundstrom reported on teach needs and said all elementary positions had been filled. In the high school there are openings in science, art, industrial arts, English (2), math. There are two openings in Hinsdale and five in Winchester.

Mr. Bowman reported on the officers elected for the Supervisory Union, at their meeting in May:

Chairman - Teddy Jackson
Secretary - Natalie Russell
Treasurer - Lee Bowman
Delegate - Grace Worden
Alternate - Stanley Walters

It was decided that it might be well to meet with other supervisory unions to discuss demands of the teachers and what will be done for them another year.

The school calendar for next year will devote the first four days to workshops with school beginning the Monday after Labor Day. It was thought better to have workshops at the beginning of the year for benefit of the teachers.

There is about \$2,000. surplus in the Union budget which will be used to purchase four new typewriters and carpet for the three private offices.

Hinsdale and Winchester are talking of a cooperative district, grades kindergarten through 12, with an elementary school in each town and an enlarged junior and high school in Hinsdale. They hope to present it to the voters in the fall.

Mr. Hewitt discussed a proposed change in the social studies program in grades 6 and 7, moving Latin American program into 7th grade and world cultures into grade 6. High school teachers have been working with the elementary teachers on this.

Mr. Calhoun asked the administration if it felt we were getting away from the basic 3R's. Mr. Hewitt felt definitely not, and pointed out that the language program has been emphasized. Mr. Calhoun said he was concerned about the small amount of written work that is required and getting children to put their thoughts down on paper. Mr. Hewitt said one problem is that teachers do not have time to handle a lot of written work. Capable teacher aids to do clerical work would help.

Reporting on elementary activities, Mr. Hewitt said a letter was going to parents of children entering first grade next fall, advising them of the testing this summer; sixth graders are going to Boston to the Science Museum and Planetarium; the UNH players presented a play to the Troy and Fitzwilliam children in the Troy gym; and the special education class were taking a field trip to West Hill fire tower. Sixth graders would go to high school for a day. It has been suggested in the math program, that the brighter students get more theory while the slower student should do more computation.

In answer to a letter inviting the board to a testimonial dinner for Paul Farnum on June 8, it was suggested that a letter be written from the board to be read at the dinner, or included in a book the committee is making up.

Relative to a tract sent out by the NHEA, Mr. Dunham did not feel there was any chance of a special session of the legislature this summer. A special session would be costly and if a tax bill were passed it could not be spent until the next session. He also said much thought should be given to such a proposal and Mr. Calhoun suggested we write them to this effect. The board voted that any action be tabled until a later date.

May 20, 1968 - page 3

Mr. Cleveland asked who had keys to the Fitzwilliam School and was told only the principal, the custodian and the Chief of Police.

Mr. Calhoun asked about a vending type lunch program. Mr. Frain answered that the district would lose federal reimbursement and it would be expensive.

The board went into Executive Session. Mr. Frain said there had been a request for a leave of absence (the teacher has since changed her mind) but he pointed out that there is no policy concerning this.

Mr. Frain said Mr. Hewitt's application for sabbatical leave has been approved and the board voted to put the final stamp of approval on this sabbatical leave. Mr. Frain said there would have to be some clarification in the sabbatical leave policy, some more specific definitions.

Mr. Frain reported on the New Careers program. Next year we would be given three people to work in our district but at the end of the year would have to make commitments to rehire. The board said it would be agreeable to hiring qualified people at a salary the district can afford, if there is an opening, but would make no firm commitment. The board moved that we consider hiring as long as we have a say in the choosing.

Someone has applied for a teaching position and wants credit for the time he taught in the Armed Forces. Mr. Bowman moved and the board voted he should start at the minimum salary with no credit for Armed Forces teaching.

Mr. Frain has received a letter of resignation from George Whitham.

Two students from Monadnock won Rotary scholarships, placing first and third out of four.

Mr. Frain suggested that Mr. Soucy be made football coach for next year and Mr. Main baseball coach. He emphasized they were both good classroom teachers. Mr. Bowman moved and the board voted to elect these two coaches for 1968-69.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - May 6, 1968

The School Board met with the Committee to study the future needs of the district, on May 6, 1968 at the high school library. Present from the board were Messrs. Bowman, Dunham, Cleveland, Callahan, Walters, Pride, Calhoun, Austin, Mrs. Thompson, Mrs. Robinson; and Messrs Frain, Hewitt, Furlong and Sundstrom. Members of the committee present were Miss Webber, Fitzwilliam; Mrs. Wickland, Sullivan; Messrs. Tillsch and Bluen from Gilsun; Mr. Manrahan, Swanzey.

Mr. Bowman asked the administration to give figures and recommendations for improvements that were needed. Mr. Hewitt presented the enrollment figures from 1957 to September 1967. Fitzwilliam does not present any problem with regard to enrollment or space; its figures have remained fairly constant. Gilsun enrollment figures do not indicate a building problem. Sullivan's enrollment has remained fairly constant. Surry's enrollment has remained constant; its one drawback is the small room used for the 5th and 6th grade. The increase in Troy's enrollment from 1964 to 1967 includes the two special education classes. There is no problem of space or enrollment here.

The real problem is in Swanzey where there is overcrowding in Mt. Caesar and when the fourth grade goes to Cutler, it will present an enrollment problem in Cutler.

Figures for enrollment at the high school were projected to 1973 reflecting dropouts, and there seems to be enough room there to handle the projected increase. Classes would have to be somewhat larger. Mr. Walters asked if the cafeteria was an ideal study situation. Mr. Frain said no, but with four teachers in charge, quiet can be maintained. Mr. Calhoun asked if there would be comments on educational needs in addition to enrollment. He referred to Gilsun not having a lunch room, being a poor facility, and having no place for a physical education program.

Mr. Frain reported on capital improvements which have been made during the past years and those which needed to be done: Fitzwilliam has had new roof, needs fluorescent lights in classrooms, repairs to driveways, boiler repair, combination windows in some rooms; Troy has had roof repairs, new play area, major boiler repairs, work on septic tank and leach fields, needs a fence on the playground, pointing up the brick on old high school, replacement of many laboratory fixtures, more roof and drains repair, replacement of some windows and casings, fluorescent lights in some rooms, ventilation in food storage room, more grading around the school, some work on the boiler; Mt. Caesar has had part of the roof recovered and this must be finished, its well has been tied in with the high school, drainage work must be done and there is a shortage of classrooms; Cutler has not had much done in recent years, needs sewage disposal, needs a playground area (present the playground area is privately owned, classrooms are overcrowded, needs rewiring, fluorescent lights, drainage and fill in the yard, and part of the wooden building may have to be replaced;

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Surry has new septic tanks and leach fields, needs improvements in the kitchen, otherwise building in fairly good shape; Gilsum is an old building built in 1880 with additions in 1930 and 1936, has new well, new leaching fields, needs drainage work done on the road to the school, many things need repairing, and needs painting on the outside; Sullivan is in pretty good shape.

The high school in general is in good condition. The circuit breakers on the stage need to be replaced and the wear and tear over six years need to be repaired. New courses will be added to curriculum only when courses are dropped, because there is no room for more at present. They would like to bring up water from the river to use on the athletic fields and lawns.

Mr. Sundstrom reviewed the guidelines and recommendations for elementary schools as presented by the State of New Hampshire. Presently these are just recommendations but possibly will be minimum standards. Hinsdale and Winchester are studying the formation of a cooperative and are using these guidelines in their planning. The guidelines include a public kindergarten, a central library, no two grades in one class. No date has been set when these guidelines may take effect as minimum standards but it was concluded that the state would have to come up with state aid before they could insist on the adoption of these recommendations.

Mr. Calhoun asked how critical the Swanzey situation was. Mr. Hewitt said classes were running about 30 to 31. He said there was a possibility of bussing some children to Troy. If the enrollment increases in the first grade, then there will be a real problem.

Mr. Bowman said the ideal solution would be building a school for 5, 6, 7 and 8 grades, but emphasized there was not money to do this. He asked the study committee to think about the ideas mentioned at this meeting and later present any ideas they might have. Mr. Tillson said Gilsum had been saving money to build a library that would help the elementary school, but if a central school library may one day be required, Gilsum's efforts would be wasted.

Mr. Hanrahan asked if the facts and figures that were presented tonight, could be worked up in chart form by the administration, the situation in each school, number of rooms, pupils per room, number of teachers, condition of buildings, estimated cost of repairs - facts that would be essential for the committee to have in order to make intelligent decisions. The administration agreed to have this done. Mr. Hanrahan suggested the possibility of a capital reserve fund for future building needs.

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The Board went into executive session.

Mr. Frain nominated and the board elected the following persons to the staff:

Miss Linda Borell - remedial reading teacher for the end of the year. If she works out well, would like to hire her for next year.

Eugene Oberfrank, teacher of math at the high school.

Mr. Frain read letters of resignation from Mr. Sanders and Mr. Bruce Brown. Mr. Bowman moved and the board voted to accept the resignations.

Mr. Calhoun requested permission for the Rock Swap annual affair to use the Gilsum facilities. Mr. Bowman moved and the board voted permission.

The board voted permission for the Old Homestead to use the parking lots of the school for their annual play.

Mr. Hewitt said the Cheshire County Kennel Club would like to use the Cutler school facilities for their dog show on May 30. Permission given.

Mr. Furlong reported on the industrial arts fair at Winchester last weekend and asked board members to look at the items which won awards from Monadnock. These were displayed in the machine shop.

Respectfully submitted,

Elizabeth Massin, Clerk.

MONADNOCK REGIONAL SCHOOL DISTRICT
School Board Meeting
April 22, 1968

Present at the meeting held at the Superintendent's Office were: Mrs. Thompson, Mrs. Robinson, Messrs. Bowman, Dunham, Austin, Callahan, Cleveland, Pride, and Walters. In addition, Messrs. Sundstrom, Furlong, Hewitt, and Frain attended.

The minutes of April 8, 1968, were approved with one correction: Mr. Wayne Wyman will acquire the title of "Superintendent of Grounds and Buildings" when he succeeds Mr. Plummer.

Mr. Furlong reported on the development of vocational education programs at the MRHS. Machine Shop now involves a double period each day for students, with 6 students taking part in a work-study program. The Advisory Committee has approved the machine shop course, and all is ready to be sent to Concord for final approval.

A vocational education program in business education is underway. An Advisory Committee has met already and will review the program. Here again work-study will be featured. To date, a clerical and a secretarial program have been prepared; a bookkeeping course will also be introduced. All in all, then, MRHS will have 4 of the 5 required areas to qualify for Federal aid to vocational programs.

Following its custom of holding meetings in some of the member towns during the summer, the School Board voted the following schedule:

May 6	M R H S (Needs of the District meeting)
May 20	Fitzwilliam
June 3	Gilsum
June 17	West Swanzey

The Board will consider the possibility of continuing this practice into September.

The School Board approved the Superintendent's proposal to design a certificate for retiring employees much like the certificate now used for retiring teachers.

The Future Needs of the District Committee will meet with the School Board on May 6 at the MRHS.

The Legislative Education Study Commission will meet in Durham on April 24, 1968, at which time it is expected to set a date and place for the May meeting. Hopefully, it will be held in South-western New Hampshire with an opportunity for interested persons to present recommendations and suggestions to the Commission. Board members were invited to prepare recommendations for the anticipated meeting.

Mr. Frain reported that the Formula Committee has reached an impasse. It now appears that the unanimous agreement in the committee to pool all aid, set a uniform tax rate for schools among the 8 towns has met with dissent from the Fitzwilliam representative. The future of the committee is somewhat in doubt, although another meeting or two may be attempted.

Mr. Hewitt presented several reports to the Board. First of all, he reported that the School Lunch Program is running in the red for the year 1967-68. Detailed figures were passed out indicating that the loss from September through February is some \$ 1,723. Fortunately, a cash balance on hand as of July 1, 1967, will absorb the deficit.

He suggested four remedies: increasing the cost as of September, 1968; reducing the inventory; featuring popular and profitable menus; selling specials in addition to the regular lunch.

The Board approved these ideas.

Some thought should be given to cutting the labor costs at Fitzwilliam by doing all the cooking in Troy, by looking at the number of free lunches, by examining the high school costs and profit margin, the Board concluded.

Mr. Humphreys will be invited to a meeting after school closes so that a thorough review of the year's operation may be undertaken.

Mr. Hewitt went over the law dealing with compulsory school attendance. He pointed out that children who become six before September 30th are obliged to enter 1st grade unless State approval is given for their remaining at home.

Children born between September 30 and December 30th are not obliged to enter 1st grade, but may be admitted. These children have been tested each year, since there are many risks in this group.

Mr. Hewitt proposed that children who become six before September 30 be admitted unless the administration and parents agree that the child should enter the following year. State approval would be sought for such cases.

Also, children who become six after September 30 could be admitted if their tests results were good enough and the chances for their success were probable. Additional tests could be given in doubtful or questioned cases.

The Board approved these ideas as Board policy.

Mr. Hewitt talked about the Special Education classes. The PRIMARY group visits the store weekly, learning to shop, count change, plan menus, etc. They are receiving some pre-vocational training.

The program for the INTERMEDIATE group is more ambitious. There are Dept. of Employment Security tests; visits to industries to watch production lines and to compute time cards, visits to the Fire Dept., to Keene State College for an art display (of the work of Special Ed classes); bowling tournament, Boy Scout Troop, shop work, Camp Union, etc.

The Board expressed approval for the program and suggested that the work be publicized (including a story in the Annual Report).

Under Miscellaneous, the Board approved the use of the school grounds and facilities in Sullivan and Surry for the Old Home Day programs.

The Superintendent nominated and the School Board elected the following teachers:

Steven Houle	Industrial Arts (MRHS)
Richard Porterfield	Social Studies (MRHS)
Mrs. Carolyn Scruton	Grades 4-5 (Gilsum)
Mrs. Jean Duling	Grade 5 (Cutler)

Mrs. Jane Saturley
Lorene Learnard

Grade 3 (Fitzwilliam)
Grade 2 (Mt. Caesar)

The resignation of Roger Fournier (Industrial Arts, MRHS) was accepted without dissent.

Mr. Frain indicated that he has consulted Atty. John R. Goodnow about teacher contracts.

In brief, the school district has little or no protection against the teacher who signs a contract and then shops for employment elsewhere, against the teacher who dawdles in returning a contract. Some steps can be taken in another year:

- move the cut-off date for resignations from July 15 to May 15

- add a clause providing that the signing of a 2nd contract negates the 1st contract

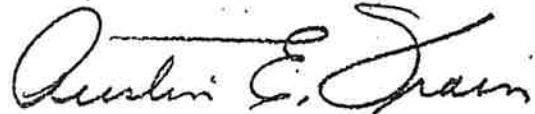
- add a clause indicating that contracts not returned signed by May 15 shall be interpreted as contracts declined or refused.

- stress that "professional advancement" (the usual reason for releasing people from contracts) shall not be taken to mean the same work at higher pay in another district

The Board supported these recommendations, believing that the district must have some protection especially in a time of teacher shortage.

The meeting adjourned at 9:30 P. M.

Respectfully submitted,



Austin E. Frain
Acting Clerk

Monadnock Regional School District
Board Meeting - April 8, 1968

Present at the school board meeting on April 8, 1968, held in the Superintendent's office, were Messrs. Bowman, Calhoun, Dunham, Austin, Callahan, Cleveland, Pride, Walters, Frain, Hewitt, Sundstrom, Mrs. Robinson and Mrs. Thompson.

Mr. Frain read a letter from Francis Fiske of Fitzwilliam which contained suggestions for items which might be included in the school annual report.

Mr. Dunham reported on the National Convention of School Board Associations held in Detroit. Other states, although getting more state aid than New Hampshire for schools, still feel they are not getting enough to run what they feel are minimum programs. The Executive Council voted to retain John Metzler of New Jersey to serve New Hampshire school boards in the matter of negotiations with teachers. He will be available to conduct workshops to orient school boards to teacher-school board relations. Mr. Dunham urged the board to consider including money in the budget for a board member to attend the national convention. The supervisory union could be considered instead of Monadnock school board alone.

Mr. Frain reported that federal funding of the Monadnock Area Children's Special Services Center had been cut back about \$58,000. There was one suggestion that each school district kick in 50¢ per student. There will be a meeting to try to figure out some solution.

Mr. Frain said the local draft board will probably grant deferments for people who are presently working for us, however, they will probably draft persons just graduating. At least they seem cooperative.

Mr. Frain spoke of Fitzwilliam's vote to withhold \$42,000. of their school payment, until all towns in the district were on a 100% valuation. The State Tax Commission says Troy, Roxbury and Fitzwilliam are on 100%. Judge Goodnow's legal opinion is that town meeting has no effect over the school's budget. The Cooperative Law states definitely that the State Tax Commission orders the towns to pay their portion of the school budget. Mr. Frain suggested writing to Concord and having the State Tax Commission advise Fitzwilliam that they cannot withhold funds. Mr. Bowman moved and the board voted not to take any action on Fitzwilliam's vote.

Mr. Frain handed out excerpts from board and special meeting minutes relating to the annexation of Surry, Gilsum and Sullivan into the school district, showing that all was in order.

Mr. Frain passed out copies of an editorial entitled "Regional Schools Cost Less" which showed figures of the cost to towns in a regional district compared to what they would have been had the town not joined a cooperative district.

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At the annual school meeting a resolution was passed to send a letter to the legislative study committee outlining the formation of the Monadnock district. Mr. Frain has written a letter with copies to the Public School Association and the New Hampshire School Board's association giving pertinent information about our district. There will be a meeting of this study committee in this area soon and if there is anything the board would like to present at this meeting, they are asked to do so.

The board went into Executive Session. Mr. Frain said he is looking for some teachers, for 3rd grade in Fitzwilliam, for Gilsum, Sullivan, Surry, Cutler and Mt. Caesar. There are a possible 12 not returning to the high school, and a possible 12 not returning in the elementary schools.

Mr. Frain nominated and the board voted to elect the following teachers:

Mr. David Swierk for Sullivan, Mr. Peter Mattson for Gilsum, Mrs. Marilyn Jarvis, grades 1 and 2 in Surry and Sue Ferguson for 3rd grade at Mt. Caesar.

Mr. Bowman suggested that the administration bring in some suggestions to consider regarding another type of salary schedule.

Mr. Frain announced that Mr. Wayne Wyman would succeed Mr. Plummer, who is retiring in June, as Head Custodian of the high school.

Respectfully submitted,

Elizabeth Massin

Monadnock Regional School District
Board Meeting - March 11, 1968

The School Board met at the Superintendent's office with the following members present: Messrs. Bowman, Dunham, Austin, Callahan, Walters, Calhoun, Pride, Frain, Hewitt, Sundstrom, Furlong, Mrs. Thompson and Mrs. Robinson.

Mr. Calhoun commented he felt the moderator at the annual meeting did not give enough opportunity for motions to be heard from the floor and evidently there was some criticism of this.

Minutes of the March 4 meeting were accepted.

Re-elected board members, Messrs. Pride, Calhoun, Callahan and Walters, were sworn in. Mr. Bowman was elected chairman of the board; Mr. Calhoun, Vice-chairman, Mrs. Perry, treasurer; and Mrs. Massin, clerk.

Mr. Frain passed out a list of regulations for master's degree or equivalent. He suggested getting away from the three tracks - bachelor's, master's and master's plus 30 - saying that credits do not necessarily make a better teacher. He would suggest having a track that would be awarded on merit and would be of value to the district. For instance a leadership track, that might take the place of the master's track for older teachers who would not go on to a master's degree and yet they are valuable to the district. Mr. Frain said the district should expect a superior job from teachers who have master's plus 30 and are being paid top dollar. Mr. Bowman moved to accept these regulations as proposed and leave it to the administration to administer and to advise the teachers. The board voted in the affirmative.

Mr. Frain suggested that a date be set for a meeting of the "Future Needs of the District" committee and the board agreed. Mr. Calhoun mentioned the need of some paving at the Gilsum school, particularly now that mud season is approaching.

Mr. Frain advised that Mr. David Adams had received a grant to study in Louisiana and would not be returning for the 1968-69 school year; Mr. Elton Beard has accepted a position in Maine; JoAnne Zywna, who filled in in some English classes, will no longer be needed now that we have an English Department chairman; Miss Beckwith is not coming back; and Mr. Plummer is retiring.

Mr. Frain nominated and the board elected the following teachers for the school year 1968-69:
Monadnock Regional High School: John N. Amstein, John L. Barry, III, Marion J. Bedard, Addie M. Bell, Edward F. Bourassa, Jr., Paul J. Breckell, Bruce R. Brown, H. Rosemon Cole, Lillian R. Congdon, Alice B. Conway, Gordon G. Davis, Sr., Raymond B. Descoteaux, Jerome E. Eppighausen, Edward A. Fairbanks, Miller T. Farman, Laura R. Feagley, Bernard P. Fitzgerald, James T. Fitzgerald, Roger L. Fournier, Mary M. Frain, Albert R. Furlong, Theodore W. Garland, Edward F. Green, Virginia Grohe, Robert T. Hall, Jr., Verne O. Hesselton,

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Alice R. Hildreth, Joyce C. Jernberg, Donald W. Kerr, Beth L. Knight, Alfred C. Lerandean, Douglas M. Leslie, Robert W. Lockhard, Basil B. MacLeod, Jr., Edward J. Main, Edna B. Mann, David J. Manning, Frances P. McCushing, Glenna J. Mize, Richard N. Moore, Ralph J. Parker, Jr., Panos A. Pitsas, Elizabeth A. Richards, Diana Rocheleau, Emile V. Rocheleau, Jr., Henry R. Sanders, Eugene A. Seaver, Irving S. Shaunesey, Jr., Norma M. Skadeland, Joan B. Soucy, Robert J. Soucy, J. Graham Thibodeau, Norman L. Tilton, Judith F. Tobin, Barbara M. Toomey, Edna H. Trost, Joseph W. Webber, Alan Wheeler, George Witham, Sr., Leigh S. Bemis, Elinor Blair, Francis C. Carter, Doria Desrochers, Leonard B. Fuller, Clifton E. Stender, Gerald H. Tolman, Eleanor R. West.

Doctor and Nurses - all schools: Dr. Samuel Paul, Mrs. Jennie L. Fisher, Catherine Napsey, Mary J. Parker.

George Emerson School, Fitzwilliam: Gordon W. Bean, Evelyn M. Damon, Claire M. Drake, Carol G. Metten, Kathleen Quinn, Phyllis D. Shay, Paul P. Tucker, Raymond Aldrich, Dorothy E. Morton.

Gilsum Elementary School: Ruth B. Hastings, Shirley I. Houle, Eleanor S. Weigle.

Sullivan Central School: Margaret E. Harris, Clement S. Hill, Leon A. Wyman.

Surry Elementary School: Norman Evans, Ronald K. Daly, Patricia A. Small, Russell W. Wilber.

Cutler Elementary School: James G. Bardis, Ruth B. Cumings, Mary G. Lizotte, Gail C. Maynard, Mary D. Moe, Lois K. Stabler, Mildred E. Turner, Richard E. Wyman, Alec Erunski, Vivian S. Plummer.

Mt. Caesar Elementary School: Sandra H. Bean, Leslie R. Buswell, Helen H. Day, Eileen M. Duchesneau, Kathleen W. Hobel, Barbara S. Oles, Evelyn O. Osborn, Dorothy M. Royar, Angela D. Stone, Norma D. Wright, Eleanor R. Gero, Doris R. Jenks, Constance S. Kenney, Nancy B. Lane, Phyllis W. Wood, Wayne Wyman.

Troy Elementary School: Joan J. Crooks, Avis T. Harling, Marilyn O. Johnson, Luther D. MacLeod, Catherine R. Powers, Dorothy F. Smith, Durale B. Watkins, John W. Koski.

Special Instruction, all elementary schools: Floris J. Batchelder, Russell F. Batchelor, Elaine P. Lemay, Nancy J. Pease, Irene T. Tucker.

Mr. Frain handed out a copy of the law relative to the Education Study Commission and Mr. Bowman suggested that Mr. Frain together with the clerk write a letter to this commission in accordance with the resolution of Mr. Howard Holman, which was voted on at the annual meeting.

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Mr. Frain reported that the state would pay the full state share of \$2,700. for Mr. Hewitt's salary while he is on sabbatical leave. The District's share will be \$7,066.44 for the school year 1968-69. Mr. Frain and Mr. Sundstrom will take up the slack while Mr. Hewitt is gone and they hope to have a principal at Mt. Caesar and Cutler which will greatly help.

Mr. Dunham moved and the board voted to set the salary in accordance with the new arrangement whereby the state will contribute the full \$2,700.

It was pointed out that a person on sabbatical leave who does not complete two years after returning to the district, must pay back his sabbatical leave salary.

Mr. Bowman raised the question that in future years could our nature study center be developed to replace the Camp Union program. Mr. Rocheleau feels the school could develop a better program, which would also include follow-up. Mr. Calhoun also felt this could be done and he pointed out that apparently the social aspect at Camp Union was more important as far as the children were concerned than the science program. Mr. Bowman felt that for the money we spent on Camp Union, it could be better spent towards improving our nature study center.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Annual Meeting
March 7, 1968

The Annual School District Meeting was held in the auditorium of the high school on Thursday, March 7, 1968. Moderator Clarence Abare opened the meeting at 8 p.m. and advised that articles 1 and 2 would be handled by ballot. Present at the meeting were school board members Messrs. Bowman, Calhoun, Walters, Cleveland, Austin, Dunham, Pride, Callahan, Mrs. Thompson, Mrs. Robinson and administrators Messrs. Frahn, Hewitt, Sundstrom and Furlong.

The moderator proceeded to take up the 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 that the district raise and appropriate the sum of One million, five hundred eighty four thousand, nine hundred and thirty two dollars (\$1,584,932.74).

Mr. Howard Holman said he would like to see action on this article suspended until Article 11 had been taken up. He moved to take up article 11.

Mr. Bowman explained that the school board did not put article 11 in the warrant, that it was by petition and suggested that school board articles be voted on first.

The moderator called for a vote on Mr. Holman's motion and vote was affirmative 141, negative 148, and the motion was not carried.

The moderator called for a vote on Mr. Bowman's motion to accept the budget. Because the voice vote was uncertain a standing count showed affirmative 192, negative 94 and the article was voted in the affirmative.

Article 4. To see if the district will vote to accept the provisions of Title I, Public Law 89-10 (Elementary and Secondary Education Act of 1965), and to appropriate such funds as may be made available to the district under said Federal Act for such particular projects as may be determined by the school board. Further, to see if the district will authorize the school board to make application for such funds and to expend the same for such projects as it may designate over and above the total school appropriation voted by the district.

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

Article 5. To see if the district will vote to accept the provisions of Title II (same as article 4).

Mr. Dunham advised this Title II provided money for library books and visual aids. He moved passage of the article and it was voted in the affirmative.

Article 6. To see if the district will vote to accept the provisions of Title III (same as article 4).

Mr. Callahan advised this title contributed funds to the nature study center, children's special service center in Keene, and moved passage of the article. 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 over and above the total school appropriation voted by the district.

Mr. Calhoun moved passage of this article.

Mr. Fiske asked if the district should receive a grant of money, would this grant be used to reduce the appropriation. Mr. Calhoun explained that any grant that would be received would be earmarked for a specific program, such as the funds that became available for vocational guidance this school year. If the school board had not been in a position to accept this grant, the funds would have gone elsewhere.

The article was voted in the affirmative.

Article 8. To hear a report of the Formula Committee, and to see if the district wishes to take action, if any, on the report of the committee, and if the district wishes to take action on formal recognition of this committee and its continuing for another year.

Mr. Turner advised that the report of the formula committee was printed in the annual report. He said the committee as a group voted to continue. Since that time several towns in the district have been cited by the State Tax Commission to re-evaluate by 1969 and he felt this would be even more reason to continue the committee.

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

Article 9. To hear a report of the Planning Committee authorized at the last annual meeting, and to see if the district wishes to take action, if any, on the report of the

committee, and if the district wishes to take action on continuing the committee for another year.

Mr. Bowman reminded the voters that two years ago the moderator was asked to appoint a committee to study the future building needs of the district. There is no report to be given at this time and Mr. Bowman moved that the committee be extended for another year for a report at the next annual meeting. It was voted in the affirmative.

Article 10: To listen to opinions of a purely advisory nature regarding the conduct of school affairs for the ensuing year.

Mr. Howard Holman moved passage of the following resolution:

Be it resolved that the Monadnock Regional School District petition the Interim Education Commission, which was established under Chapter 287, Laws of New Hampshire, Legislature of 1967, to examine, evaluate and make recommendations relating to the formation and operation of the Monadnock Regional School District.

Specifically the Commission is requested to direct its attention to Section 287:2, item (4) the methods by which school districts are combined into cooperative school districts or area schools; and (6) changes which will work toward better and more satisfactory functioning of our public school system.

Be it further resolved that the clerk of the Monadnock Regional School District is hereby directed to forward a summary of the forming of the Monadnock Regional School District to the chairman of the Interim Education Commission together with a copy of this resolution and that a like copy of this resolution be sent to the chairman of the Public School Association.

Mr. Holman explained that the Monadnock Regional School District as a district should be in a position to take advantage of whatever services this Commission has to offer. He said further if we are to be effective in the legislature, it would be well to have the help of this Commission. He said our district should broaden its vision. Mr. Hanrahan of Swanzey asked what the administrators thought of this resolution. It was explained that this was a committee to look into how cooperative districts were formed, and to look throughout the state to see that no school districts are isolated, also to look into state financing of education. There are many laws on the books but the state has not put all the money into those laws.

Mr. Frain explained that this committee wanted to look at the state as a whole and did not know if it would want to investigate one district. Mr. Dunham said the committee was presently hearing written and oral testimony. He suggested if the resolution were passed, that any matter be referred to the New Hampshire School Board Association as well as the Public School Association.

Mr. Daley Whipple moved to amend the resolution to include the New Hampshire School Board Association. This amendment was voted in the affirmative.

The moderator called for a vote on Mr. Holman's resolution as amended and the vote was in the affirmative and adopted.

Article 11. (By Petition) To see if the District will vote to raise and appropriate the sum of Seven Thousand Dollars (\$7,000) which would include salary, travel, and other expenses necessary to the program to employ an Elementary School Physical Education Teacher for the school year 1968-69.

Mr. Perry of Swanzey moved to pass over the article. A standing vote showed 201 affirmative and 80 negative and the article was passed over.

Mr. Frank Fiske of Fitzwilliam asked the administration if they would give the voters some additional facts. He said the annual report gave the number of children in the various elementary schools but failed to give the number of students from each town in the high school. He suggested that this be included in next year's annual report. Mr. Frain said the administration and the school board wanted to print in the report what was of interest to the people and welcomed the suggestion.

Mr. Fiske then asked about the legality of the three towns, Gilsum, Sullivan and Surry, being admitted to the cooperative school district. Mr. Dunham assured him the five original towns voted at a public school meeting to accept these three towns in the district.

Mr. Fiske also asked for an explanation of the approximate \$38,000. under 100 Administration in the budget for 1966-67 compared with the much lower figure for 1967-68 and 1968-69. Mr. Frain explained that until July 1, 1967, Monadnock had been one supervisory union and this was a matter of bookkeeping to comply with the state.

Mr. Fiske asked how much of the teachers' salary increase was due to increase in personnel and how much to salary increases. Mr. Frain said there would be no additional personnel. The additional amount was due to salary increases. He compared Monadnock beginning and maximum salaries with those of some other district in the state.

The meeting was adjourned at 9 p.m. and the polls were closed at that time. Ballots under Article 1 and 2 were counted as follows:

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

There . . . no candidate on the ballot, write in votes
were as follows:

Clarence Abare	88 votes and elected
Stacy Cole	11
Whit Wells	4
John Calhoun	4
Ronald Gero	3
Stanley Walters	3
Gilbert Pride	2
Howard Holman	2

(One vote each was cast for: C. Hanrahan, J. Madden
G. Turner, J. Callahan. R. Parker, E. Green, L. Bowman,
C. Beauregard, C. Dunham.)

Article 2. To choose four members of the school board, one from
Gilsum, one from Sullivan, one from Surry, and one from Troy.

Gilsum:	John Calhoun	203 votes and elected
	Genevieve Louder	74 votes
Sullivan:	Stanley Walters	236 votes and elected
Surry:	Gilbert Pride	240 votes and elected
	Niles Aldrich	2 votes
Troy:	John Callahan	247 votes and elected

279 ballots were cast.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - March 4, 1968

Present at the board meeting on March 4, 1968 were Messrs. Bowman, Dunham, Austin, Callahan, Calhoun, Walters, Pride, Cleveland, Frain, Hewitt, Sundstrom, Furlong, Mrs. Robinson and Mrs. Thompson. Minutes of the February 19 meeting were accepted.

Mr. Frain reviewed the articles of the warrant. Articles 1 and 2 would be by ballot, to choose a moderator and school board members. Board members to move the passage of the remaining articles were: Article 3, Mr. Bowman; 4, Mr. Austin; 5, Mr. Dunham; 6, Mr. Callahan; 7, Mr. Calhoun; 8, Mr. Walters; 9, Mr. Bowman. Article 11 put in by petition will be moved from the floor. It was felt that the opportunity should be given the voters to move on any article. If no motion is forthcoming from the floor, then the board members listed above will make the motion.

Mr. Frain asked if there should be an explanation of discussion of the budget. Mr. Bowman said the motion should be made to pass the article and then the voters may ask for explanation or discussion. There was discussion on whether or not to allow persons in the auditorium who could not vote. It was decided to leave it up to the moderator to determine whether there should be a separate section for non-voters.

Mr. Frain announced that plans for the Claudia Howard Fund were definite. Some remaining medical bills would first be paid, then the balance would go in a fund, the interest to go toward an award each year to an outstanding senior music student. If there is anything remaining, that balance could be used to purchase music.

Mr. Frain reported that Mr. Jerome Rogers would not be returning to the district next year to teach. The Board voted to accept his resignation.

WKNE has asked permission to announce Monadnock menus on the radio. Mr. Calhoun moved and the board voted to deny this request.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Annual Meeting
March 7, 1968

The Annual School District Meeting was held in the auditorium of the high school on Thursday, March 7, 1968. Moderator Clarence Abare opened the meeting at 8 p.m. and advised that articles 1 and 2 would be handled by ballot. Present at the meeting were school board members Messrs. Bowman, Calhoun, Walters, Cleveland, Austin, Dunham, Pride, Callahan, Mrs. Thompson, Mrs. Robinson and administrators Messrs. Frain, Hewitt, Sundstrom and Furlong.

The moderator proceeded to take up the 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 that the district raise and appropriate the sum of One million, five hundred eighty four thousand, nine hundred and thirty two dollars (\$1,584,932.74).

Mr. Howard Holman said he would like to see action on this article suspended until Article 11 had been taken up. He moved to take up article 11.

Mr. Bowman explained that the school board did not put article 11 in the warrant, that it was by petition and suggested that school board articles be voted on first.

The moderator called for a vote on Mr. Holman's motion and vote was affirmative 141, negative 148, and the motion was not carried.

The moderator called for a vote on Mr. Bowman's motion to accept the budget. Because the voice vote was uncertain a standing count showed affirmative 192, negative 94 and the article was voted in the affirmative.

Article 4. To see if the district will vote to accept the provisions of Title I, Public Law 89-10 (Elementary and Secondary Education Act of 1965), and to appropriate such funds as may be made available to the district under said Federal Act for such particular projects as may be determined by the school board. Further, to see if the district will authorize the school board to make application for such funds and to expend the same for such projects as it may designate over and above the total school appropriation voted by the district.

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

Article 5. To see if the district will vote to accept the provisions of Title II (same as article 4).

Mr. Dunham advised this Title II provided money for library books and visual aids. He moved passage of the article and it was voted in the affirmative.

Article 6. To see if the district will vote to accept the provisions of Title III (same as article 4).

Mr. Callahan advised this title contributed funds to the nature study center, children's special service center in Keene, and moved passage of the article. 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 over and above the total school appropriation voted by the district.

Mr. Calhoun moved passage of this article.

Mr. Fiske asked if the district should receive a grant of money, would this grant be used to reduce the appropriation. Mr. Calhoun explained that any grant that would be received would be earmarked for a specific program, such as the funds that became available for vocational guidance this school year. If the school board had not been in a position to accept this grant, the funds would have gone elsewhere.

The article was voted in the affirmative.

Article 8. To hear a report of the Formula Committee, and to see if the district wishes to take action, if any, on the report of the committee, and if the district wishes to take action on formal recognition of this committee and its continuing for another year.

Mr. Turner advised that the report of the formula committee was printed in the annual report. He said the committee as a group voted to continue. Since that time several towns in the district have been cited by the State Tax Commission to re-evaluate by 1969 and he felt this would be even more reason to continue the committee.

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

Article 9. To hear a report of the Planning Committee authorized at the last annual meeting, and to see if the district wishes to take action, if any, on the report of the

committee, and if the district wishes to take action on continuing the committee for another year.

Mr. Bowman reminded the voters that two years ago the moderator was asked to appoint a committee to study the future building needs of the district. There is no report to be given at this time and Mr. Bowman moved that the committee be extended for another year for a report at the next annual meeting. It was voted in the affirmative.

Article 10: To listen to opinions of a purely advisory nature regarding the conduct of school affairs for the ensuing year.

Mr. Howard Holman moved passage of the following resolution:

Be it resolved that the Monadnock Regional School District petition the Interim Education Commission, which was established under Chapter 287, Laws of New Hampshire, Legislature of 1967, to examine, evaluate and make recommendations relating to the formation and operation of the Monadnock Regional School District.

Specifically the Commission is requested to direct its attention to Section 287:2, item (4) the methods by which school districts are combined into cooperative school districts or area schools; and (6) changes which will work toward better and more satisfactory functioning of our public school system.

Be it further resolved that the clerk of the Monadnock Regional School District is hereby directed to forward a summary of the forming of the Monadnock Regional School District to the chairman of the Interim Education Commission together with a copy of this resolution and that a like copy of this resolution be sent to the chairman of the Public School Association.

Mr. Holman explained that the Monadnock Regional School District as a district should be in a position to take advantage of whatever services this Commission has to offer. He said further if we are to be effective in the legislature, it would be well to have the help of this Commission. He said our district should broaden its vision. Mr. Hanrahan of Swanzey asked what the administrators thought of this resolution. It was explained that this was a committee to look into how cooperative districts were formed, and to look throughout the state to see that no school districts are isolated, also to look into state financing of education. There are many laws on the books but the state has not put all the money into those laws.

Mr. Frain explained that this committee wanted to look at the state as a whole and did not know if it would want to investigate one district. Mr. Dunham said the committee was presently hearing written and oral testimony. He suggested if the resolution were passed, that any matter be referred to the New Hampshire School Board Association as well as the Public School Association.

Mr. Daley Whipple moved to amend the resolution to include the New Hampshire School Board Association. This amendment was voted in the affirmative.

The moderator called for a vote on Mr. Holman's resolution as amended and the vote was in the affirmative and adopted.

Article 11. (By Petition) To see if the District will vote to raise and appropriate the sum of Seven Thousand Dollars (\$7,000) which would include salary, travel, and other expenses necessary to the program to employ an Elementary School Physical Education Teacher for the school year 1968-69.

Mr. Perry of Swanzey moved to pass over the article. A standing vote showed 201 affirmative and 80 negative and the article was passed over.

Mr. Frank Fiske of Fitzwilliam asked the administration if they would give the voters some additional facts. He said the annual report gave the number of children in the various elementary schools but failed to give the number of students from each town in the high school. He suggested that this be included in next year's annual report. Mr. Frain said the administration and the school board wanted to print in the report what was of interest to the people and welcomed the suggestion.

Mr. Fiske then asked about the legality of the three towns, Gilsum, Sullivan and Surry, being admitted to the cooperative school district. Mr. Dunham assured him the five original towns voted at a public school meeting to accept these three towns in the district.

Mr. Fiske also asked for an explanation of the approximate \$38,000. under 100 Administration in the budget for 1966-67 compared with the much lower figure for 1967-68 and 1968-69. Mr. Frain explained that until July 1, 1967, Monadnock had been one supervisory union and this was a matter of bookkeeping to comply with the state.

Mr. Fiske asked how much of the teachers' salary increase was due to increase in personnel and how much to salary increases. Mr. Frain said there would be no additional personnel. The additional amount was due to salary increases. He compared Monadnock beginning and maximum salaries with those of some other district in the state.

The meeting was adjourned at 9 p.m. and the polls were closed at that time. Ballots under Article 1 and 2 were counted as follows:

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

There . no candidate on the ballot, write in votes
were as follows:

Clarence Abare	88 votes and elected
Stacy Cole	11
Whit Wells	4
John Calhoun	4
Ronald Gero	3
Stanley Walters	3
Gilbert Pride	2
Howard Holman	2

(One vote each was cast for: C. Hanrahan, J. Madden
G. Turner, J. Callahan. R. Parker, E. Green, L. Bowman,
C. Beauregard, C. Dunham.)

Article 2. To choose four members of the school board, one from
Gilsum, one from Sullivan, one from Surry, and one from Troy.

Gilsum:	John Calhoun	203 votes and elected
	Genevieve Louder	74 votes
Sullivan:	Stanley Walters	236 votes and elected
Surry:	Gilbert Pride	240 votes and elected
	Niles Aldrich	2 votes
Troy:	John Callahan	247 votes and elected

279 ballots were cast.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - March 4, 1968

Present at the board meeting on March 4, 1968 were Messrs. Bowman, Dunham, Austin, Callahan, Calhoun, Walters, Pride, Cleveland, Frain, Hewitt, Sundstrom, Furlong, Mrs. Robinson and Mrs. Thompson. Minutes of the February 19 meeting were accepted.

Mr. Frain reviewed the articles of the warrant. Articles 1 and 2 would be by ballot, to choose a moderator and school board members. Board members to move the passage of the remaining articles were: Article 3, Mr. Bowman; 4, Mr. Austin; 5, Mr. Dunham; 6, Mr. Callahan; 7, Mr. Calhoun; 8, Mr. Walters; 9, Mr. Bowman. Article 11 put in by petition will be moved from the floor. It was felt that the opportunity should be given the voters to move on any article. If no motion is forthcoming from the floor, then the board members listed above will make the motion.

Mr. Frain asked if there should be an explanation of discussion of the budget. Mr. Bowman said the motion should be made to pass the article and then the voters may ask for explanation or discussion. There was discussion on whether or not to allow persons in the auditorium who could not vote. It was decided to leave it up to the moderator to determine whether there should be a separate section for non-voters.

Mr. Frain announced that plans for the Claudia Howard Fund were definite. Some remaining medical bills would first be paid, then the balance would go in a fund, the interest to go toward an award each year to an outstanding senior music student. If there is anything remaining, that balance could be used to purchase music.

Mr. Frain reported that Mr. Jerome Rogers would not be returning to the district next year to teach. The Board voted to accept his resignation.

WKNE has asked permission to announce Monadnock menus on the radio. Mr. Calhoun moved and the board voted to deny this request.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - February 19, 1968

The School Board met in the Superintendent's office on February 19, 1968. Present were Messrs. Bowman, Austin, Cleveland, Callahan, Dunham, Pride, Walters, Frain, Furlong, Hewitt, Mrs. Robinson and Mrs. Thompson. The Sentinel reporter attended.

Minutes of the February 5, 1968 meeting were accepted.

A special article by petition was received and has been included in the annual school warrant. This article asks for an elementary physical education teacher.

Mr. Frain reported that a letter had been sent to the State Tax Commission by the Fitzwilliam selectmen, with copy to the school district. This letter requested the State Tax Commission to re-assess all taxable property in all of the towns of the school district.

Mrs. Walker of Swanzey and five persons from various district PTA's were on hand to support the special article asking for an elementary physical education teacher.

It was decided to make up the lost day of school on June 14. Consequently the teacher workshop previously planned for that day will be held on June 15 or 17.

Mr. Hewitt presented figures on the school lunch program for the period from January 31, 1967-1968. The net balance in December 1967 was \$1,343.52 compared to the net balance in December 1966 of \$4,372.81. It was pointed out that there had been a great increase of the number of free and reduced lunches given, and also reimbursement from the government has been slow coming. It was felt that perhaps the cost of school lunches must be increased. The board asked if it could take another look at this situation in a month to determine whether the school lunch price must be raised before the end of the year, in order to keep the program in the black.

Mr. Frain advised that the district might be asked to run a summer program for the pupils in the vocational rehabilitation program, cost to be financed by the federal government. He said approximately 24 pupils would be involved. Mr. Cleveland moved and the board voted their approval of running such a summer program.

Mr. Frain said the State Department advises there may be a little money to do research on work opportunities in this area, research on drop-outs, follow-up study on our graduates, research on adult education etc. Mr. Frain feels if we can obtain money to do this, it would be very worthwhile.

Mr. Frain passed out figures showing equalized valuation per pupil in the eight towns, equalized valuation per town, and membership of each town.

February 19, 1968 - page 2

Mr. Frain reported on the Howard Fund. The trustees are tentatively planning to pay some medical bills that remain, with part of this fund; also to set up a trust fund for an award each year to an outstanding musical senior student. If there is any money left over it could accrue for five years and be spent on something, such as music. As soon as all the trustees have agreed upon a plan, an announcement will be made.

Mr. Frain reminded the board that all candidates for office must file by 6 p.m. February 27. The warrant has been posted in all towns.

Relative to the school accident insurance, Mr. Frain tried to clear up the confusion over the life insurance policy that was optional under the accident policy. All persons signing up in September for the life policy, for an additional \$1., were sent a bill for \$4. to continue the policy for a year from January. Those paying the \$4. received a policy. The confusion resulted in the information about the life policy being on the envelope that was returned in September for the accident policy. Next year the administration will try to make this more clear.

Mr. Bowman read a letter from Mrs. Towns of Gilsum, thanking the board for letting the rock swap committee use the Gilsum school facilities for their rock swap last year, and asking permission to use the facilities again this summer. The board moved to grant permission for the committee to use the Gilsum school facilities, and it was voted.

The board went into Executive Session and elected Mrs. Shirley Sawtelle, to replace Mrs. Breckel at the Mt. Caesar School for the remainder of this year.

The board voted to have Mr. Frain offer Mr. George Armstrong, the position of principal of the Mt. Caesar and Cutler Schools, for the school year 1968-69.

Mr. Austin moved and the board voted to accept the budget as presented by the administration for the school year 1968-69.

Mr. Bowman moved and the board voted to grant Mr. Kenneth Hewitt sabbatical leave for the school year 1968-69.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - February 5, 1968

The school board met at the Superintendent's office on February 5, 1968. Present were Messrs Bowman, Austin, Calhoun, Dunham, Cleveland, Walters, Callahan, Mrs. Robinson, Mrs. Thompson, Messrs. Frain, Hewitt, Furlong and Sundstrom.

Mr. Frain passed out figures showing equalized valuation of the eight towns for the period from 1946 to 1966. He also presented figures showing 1964 and 1966 equalized valuation and 1965-66 and 1966-67 membership, arriving at the average percentage paid by the towns.

Mr. Frain reported that the revenue from the State of New Hampshire has fallen below what it has been and he suggested that a letter be sent to the powers-that-be, urging that foundation aid be left alone. The board asked Mr. Frain to write a letter to this effect.

It was mentioned that Troy would not put in a special article relative to supervisors of the checklist, in this year's school warrant. Mr. Frain handed out the proposed articles for this warrant. Under proposed article #8, he does not believe there will be any report from the formula committee but this group would like to continue its study.

Relative to proposed article #9, concerning the Planning Committee, Mr. Frain would suggest a meeting of this group the end of the month to discuss any ideas it might have.

Proposed article #10 is a catchall for any opinions which citizens attending the annual school meeting might wish to present.

Mr. Walters asked if articles 4, 5, and 6 dealing with Title I, II, and III, could be lumped together in one article. It was felt they should be acted upon separately. It was also suggested that because of the short meeting last year, a brief summary of the budget might be made, even if no questions or comments were forthcoming from the floor.

The administration has accepted an invitation from the Fitzwilliam PTA to explain the budget at their next meeting. There will also be a meeting at the Gilsum school to explain the budget.

Mr. Walters asked about article #9, to hear the report of the Planning Committee, and wasn't it embarrassing to put this article in year after year, when there is nothing to report. Mr. Frain said the overcrowding problem in the three northern schools has disappeared, Fitzwilliam enrollment has not increased, and only in Swanzey is there a problem, which has been temporarily taken care of. He further stated that Winchester would like to investigate the possibility of joining with Hinsdale for a high school.

Mr. Furlong said KSC has given our school a lathe which

February 5, 1968 - page 2

they no longer needed. Mr Frain will write a letter of thanks. He also reported that a two-year program in industrial electronics will start next fall at KSC, in their new building on Winchester Street.

Mr. Frdn handed out information from the Formula Committee, including figures and minutes of their meetings. At the moment this committee is considering the pooling of all state aid, and having a common school tax rate for all towns.

The board received an invitation to a Boy Scout award night at the Troy gym for the special education group.

The Monadnock English department won commendation from the National Council of Teachers of English. Kathy Jenks was chosen as an outstanding English student.

Mr. Frain said that if the parents of a tuition student can get the child to a Monadnock bus stop, it would be better to have the Monadnock district absorb the transportation cost rather than charge the parents for transportation, because if this were done, the bus company would feel entitled to the additional reimbursement.

Respectfully submitted,

Elizabeth Massin, Clerk

MONADNOCK REGIONAL SCHOOL DISTRICT
School Board Meeting December 18, 1967

The meeting was called to order by Mr. Bowman at 7:30 P. M.

Present were: Dunham, Austin, Pride, Callahan, Walters, Bowman, Calhoun, Mrs. Robinson, Mrs. Thompson, Hewitt, Furlong, Sundstrom, and Frain.

The minutes of the meeting of December 4, 1967, were accepted as printed.

Mr. Bowman reported on the Supervisory Union meeting. The Union was asked to contribute to the N. H. School Administrators Asso. to help finance a full-time executive secretary for the Asso. Action was deferred on this until the May Meeting.

The Union Board approved Mr. Hewitt's asking to be placed on sabbatical leave for 1968-69.

The Union budget was accepted. Copies of this will be passed out just as soon as social security taxes are set, retirement contributions are known.

Next meeting will be held on May 7, 1968, in Winchester.

Mr. Frain said that the new vocational rehabilitation counselor, William Scruton of Sullivan, is now working at the High School two days a week. Just as soon as his replacement can be found, he will give up his work with the Division of Vocational Rehabilitation of the State Dept. and work full-time at Monadnock. He is experienced as an employment counselor, having worked in employment security, and is knowledgeable in vocational rehabilitation, too. He should work out well.

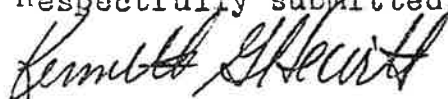
After many letters and inquiries, the heating and ventilating engineers for the High School sent a man to the school to look into the lack of humidity. He has several suggestions, ranging from opening the windows a bit and slowing down the exhaust fans to reducing the temperature in the rooms to installing water pans on the radiators. Mr. Callahan asked if the State Dept. should be notified to prevent the recurrence of this situation in future school construction.

Mr. Frain said that Mr. Fairbanks, the custodian at the office, appeared ready to give up his work. He was injured at home and believes that he cannot continue working as a custodian, for he is now 87.

Mr. Frain announced that Mr. Edward Bourassa has been selected as one of 13 state-wide representatives to serve on a blue-ribbon panel which will study certification of teachers. In addition, Mr. Dunham was elected president of the N. H. School Boards Assoc. at the annual meeting.

The Board went into executive session to discuss a student problem and to hear one nomination of a teacher.

Respectfully submitted,



Acting Clerk

Executive Session

School Board Meeting 12/18/67

Mr. Furlong discussed the case of Keith Dunton, a student who shows wild and uncontrolled behavior at times. Briefly, the Family Service has called a series of meetings to talk over the conditions and problems in the Dunton home, etc. A meeting will be held on January 8. Agencies investigating the case agree that the boy does not belong in school at this time. Mr. Furlong proposed that the boy be excused from school until such time as the school administration, having consulted with guidance and outside agencies, believes the school can cope with him. Voted unanimously by the Board.

Mr. Frain nominated Miss Bonnie Allen of Nelson as the head of the English Department effective September, 1968. Miss Allen holds a bachelor's degree from Bryn Mawr and a master's from Harvard. In recent years, she was selected by Harvard to go to Africa to help set up a comprehensive high school in an emerging nation. For many years she has trained liberal arts graduates of Harvard to become English teachers. Currently she is teaching in Newton, as she has for several years, and has handled the complete range of ability groups. Voted unanimously.

The Board heard reports from Messrs. Calhoun, Walters, and Callahan on negotiations with the teachers about the 1968-69 salary schedule for teachers.

On the issue of the equivalent for a master's degree, the following statement was approved unanimously:

The Board feels that there is a good deal of merit in the equivalency and wants to study this matter with the teachers to arrive at the best answer to equivalency as far as generating better teaching is concerned, and not pursuing courses per se; and that the Board would hope to meet with the teachers during the next year to work this out and get it going if a mutually satisfactory arrangement could be reached. The Board would allow courses taken during the summer of 1967 to count toward this equivalency. The Board feels that this is in the district's and teachers' interest to phase out the Master's #15 track over the next three years.

The meeting adjourned at 10:25 P. M.

Respectfully submitted,

Kenneth G. Heath
Acting Clerk

Monadnock Regional School District
Board Meeting - December 4, 1967

The School Board met at the Superintendent's office and present were Messrs. Dunham, Austin, Callahan, Calhoun, Bowman, Pride, Cleveland, Walters, Frain, Furlong Hewitt, Sundstrom, Mrs. Thompson and Mrs. Robinson.

A letter was received from Mrs. Paul Clark expressing thanks for the Board's flowers.

Mr. Furlong presented a revised rental agreement for high school facilities. Fees remained the same as previously except for \$3.00 an hour charge for custodians and agreement would provide for one free rehearsal.

Mr. Bowman moved and the board voted to accept the rental agreement as presented by Mr. Furlong.

On the matter of school citizenship, Mr. Hewitt again stated he felt good citizenship should start in grade 1. Teachers have not emphasized this area as much as they should have. In the three small elementary schools, the problem arises during recess, lunch and after school hours because of the small staff which makes it impossible to keep a constant check on outdoor activities. In the larger schools the problem seems to exist inside with so many students changing classes at the same time. One solution would be to have teachers in the corridors supervising the changing of classes. Mr. Hewitt said traditionally Fitzwilliam students had good citizenship which apparently carried through to the high school. The discussion at the last board meeting has made the administration more aware of what good citizenship should be and they will report on its progress from time to time.

Mr. Furlong said the rowdiness seems to have tapered off in the high school. He met with the student council and it agreed to cooperate. The council felt that students had more pride in their individual class rather than the school as a whole. He would suggest dividing the cafeteria into sections by classes, as one way to help. Another suggestion was to have 7th and 8th graders go home on the 2:30 bus. He did not feel the rowdiness was any worse this year than other years.

Mr. Furlong went on to say he did not feel the cafeteria as a study hall was conducive to studying. It is a main corridor and students are facing each other. He suggested the possibility of installing a plastic partition that would make a five foot corridor, and thus would eliminate the distraction of persons walking there.

The elementary school has devised a form to send home to parents when pupils are not completing homework. The teachers should be concerned with everything that happens in a child's day at school. Mr. Furlong said his faculty would like to see a citizenship mark on the high school report card.

December 4, 1967 - page 2

Mr. Frain has been contacted by Mr. Gardner Turner, chairman of the school district formula committee, with the request that if the committee agrees on a proposal for a formula change, would the school board be willing to insert an article on the committee's behalf, in the warrant. This would allow the committee more time for meetings, as articles submitted by persons outside of the board must be in earlier. Mr. Bowman moved and the board voted to grant the committee this request.

Mr. Frain asked the board to sign the agreement with the AVEA which had formerly been with the MREA.

Asked about the new lights at the high school, Mr. Furlong said he had not yet been able to get Henry and Johnson to come down to give an estimate.

The board received an invitation to the open house on December 7 at the Special Services Center.

Mr. Frain said he still had not found a Spanish teacher. For the seniors needing 2nd year Spanish, they are hoping to either get someone to teach after school, or perhaps continue a couple of weeks after the end of the school year.

The Board went into Executive Session. Mr. Cleveland moved and the board voted to request Supervisory Union #38 to agree to release Mr. Kenneth Hewitt for sabbatical leave for the school year 1968-69 to attend the University of Massachusetts.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Discussion
December 4, 1967

The board discussed the sabbatical leave policy which earlier had been accepted. There is one candidate for the school year 1968-69 to take the year off at half pay. This should be discussed at the December 5 supervisory union meeting and the feeling of the school board was requested.

Mr. Hewitt has been working on his doctorate but now needs two semesters in residence and wishes to study at the University of Massachusetts preparing for his dissertation, comprehensives, etc. Mr. Bowman said there were some legal problems. He did not feel that Hinsdale and Winchester would be agreeable to paying part of Mr. Hewitt's salary and these two school districts do not have the sabbatical leave benefit.

Mr. Frain pointed out that Mr. Hewitt could work about 90 days and still be a fulltime student at University of Massachusetts. Mr. Hewitt said his advisory committee mentioned that he might be available for MRSD one day a week.

Mr. Bowman stated he felt it would be up to MRSD to pay the entire half salary for Mr. Hewitt's leave, rather than the supervisory union. However, Hinsdale and Winchester would have to give their approval for Mr. Hewitt to be away. Mr. Hewitt's position would not be filled, but his work would be divided between Mr. Frain and Mr. Sundstrom.

The administration said they had someone in mind for principal in Swanzey and if this materialized it would relieve the work situation of the assistant superintendent's office.

Mr. Frain also pointed out that Mr. Hewitt would be entitled to half pay for being on leave, but if he were to work 90 days for the district, he should receive his regular pay for this time.

The board agreed that Hinsdale and Winchester should ^{not} be asked to contribute to Mr. Hewitt's salary while he is away from the district.

Mr. Bowman feels that the supervisory union should form a policy regarding sabbatical leave for supervisory union employees.

Monadnock Regional School District
Board Meeting - November 20, 1967

The school board met in the Superintendent's office on November 20. Present were Messrs. Bowman, Pride, Calhoun, Dunham, Callahan, Austin, Walters, Cleveland, Frain, Hewitt, Sundstrom, Furlong and Mrs. Robinson and Mrs. Thompson.

Mr. Frain presented a recapitulation of the budget as of 11/13/67. The minutes of the October 16 meeting were accepted.

The board voted to send a resolution of sympathy to the family of Mr. Paul Clark.

Mr. Frain speaking of the sabbatical leave policy, advised the board it was not doing business with the AVEA (instead of the MREA) and he would like to make the agreement with this organization. A selection committee chooses the candidates for sabbatical leave. The president of the MREA served on that committee, so now it should be the president of the AVEA. The committee is comprised of three elementary teachers, three high school teachers, and the chairman of the school board selects someone from the elementary school and someone from high school and also names an officer of the AVEA who is also a member of the Monadnock Regional School District. Mr. Bowman moved and the board voted to make the corrections from the MREA to the AVEA.

Mr. Frain said the school board had signed with the MREA in 1965, a professional negotiations agreement. Now that the association has been changed to AVEA the agreement should be with that association. Mr. Bowman moved and the board voted to make this change.

Mr. Frain passed out the figures on the 1967 Sweepstakes showing that the per pupil allocation has gone down every year since the start in 1964.

Mr. Dunham reported on the annual meeting of the N. H. School Boards association. The association reprimanded the legislature and the Governor for not coming up with sufficient money to fund state education aid bills. A committee has been created to look into ways for appropriate funding from the state legislature to implement the laws. Attendance was good and there were 10 or 12 exhibits. Mr. Dunham reported that the association office would move to Durham where the U. of N. H. was giving them free office space. When the legislature is in session the association will rent office space in Concord.

Mr. Frain asked if the board would give continuing approval on federal aid programs as board approval is required for renewing applications. The Board voted to grant continuing approval until it should be rescinded.

Mr. Hewitt advised the board that the new owners of the Fitzwilliam Ski Area had offered free skiing lessons to grades 4, 5, and 6 in Fitz. two hours every Monday afternoon. The bus company will transport the children, cost to be paid by the Fitzwilliam P.T.A. The school is covered for general liability and the Ski Area is also covered for liability. Students participating would be required to carry a student accident policy and would have to have parents permission. Mr. Cleveland pointed out that parents permission should include some statement to the effect that the school district would not be held responsible for accidents. The board voted approval of this ski program.

Respectfully submitted,

Elizabeth Massin, Clerk

Discussion - November 20, 1957

Mr. Frain read a letter received from Russell Wallace dated October 10, and it has been forwarded to Judge Goodnow.

Mr. Frain discussed the assignment of nurses. He would like to assign one nurse to the high school full time and have the other two nurses cover the rest of the district. Included in the list of nurses' duties was the assignment of one on field trips. Mr. Frain would like to change this to read "assignment of nurse on elementary field trips, not high school trips." It would be optional to accompany high school field trips.

Mr. Frain said the administration is still looking at candidates for principalship of Mt. Caesar and Cutler schools. The right person still has not been found. He is also looking for a Spanish teacher and plans to go to the International Experiment in Living at Putney to see if he can locate one.

Mr. Hewitt reported that all the kindergartens are operating successfully. Mr. Pride asked what the district would do if the private kindergartens wanted to be taken over by the district and supported by the district. This should be considered by the Future Needs of the District Committee. Mr. Bowman said he did not see how the state could insist on kindergartens if they couldn't come up with some financial help. Mr. Hewitt estimated that about 55-60% of next year's first graders are now attending kindergarten. Mr. Cleveland suggested the possibility of subsidizing the private kindergartens and Mr. Hewitt said this would enable the school district to have some say in the curriculum.

Mr. Calhoun asked about the rowdiness at the high school and some injuries resulting from it. Mr. Furlong said it was happening most among the 7th graders. It was asked if the teachers were doing the disciplinary work they used to do or are they looking the other way. Mr. Calhoun asked if the Monadnock Board could cooperate with the Keene board about this general mood, particularly in regard to dances at the YMCA and how they are run. Mr. Hewitt suggested that "good citizenship" should start in first grade. The board asked the administration to report back at the next meeting on this situation.

Mr. McClure, a visitor at the meeting, asked what was being done about finding a chairman of the English Department. Mr. Frain explained that the former department chairman resigned too late to find a replacement but he has a very good candidate in mind for next year.

Monadnock Regional School District
Board Meeting - October 16, 1967

The school board met at the high school on October 16 with the following members present: Messrs. Bowman, Callahan, Pride, Dunham, Austin, Walters, Calhoun, Frain, Furlong, Hewitt, Sundstrom, Mrs. Robinson and Mrs. Thompson. The Sentinel representative attended.

The board convened in one of the science rooms where 7th grade teachers Miss Skadeland and Mr. Green and 8th grade teachers Mrs. Jernberg and Mr. Amstein told of the new science program being offered in these classes. There are seven sections in each grade. Students can go at their own rate and are graded on a point system for lab technique, working with others, working alone, handling equipment, etc. The program can continue into the 9th grade but this will have to be decided by the board and the administration, as presently 9th grade science is an elective. Three of the science rooms were set up with the materials and equipment the students are using and the teachers explained these demonstrations to the board.

Mr. Furlong then took the board on a tour of the building, first of all to see the agriculture room which had been turned into a machine shop room. A dark room has been partitioned off in the graphic arts room. One of the guidance offices had been turned into the vice principal's office so he would be closer to the central office and the principal's office. An office for the new vocational guidance counselor will be partitioned in the social studies office.

The board held its meeting in the library. Minutes of the October 2 meeting were accepted. Mr. Frain reported on the meeting of the Connecticut Valley League which was held in Lebanon last week. The Constitution was adopted at that meeting and officers were elected. Mr. Pitsas was elected treasurer. The first event will be a cross country meet held at MRHS. Dues will be \$25. annually.

Mr. Frain announced that we have won approval to expand our guidance program. Federal funds will supply a vocational counselor for our school. This will give us an opportunity to expand the work study program. The original proposal was written by Mrs. Hildreth. The new counselor will be on duty November 1. Monadnock is the second school in New Hampshire to have such help, Rochester being the first. The only expenses to the district will be office space, heat and light. Although this program is for one year, Mr. Frain hopes it will be expanded for a longer duration.

The additional flood lights have not yet been installed. Mr. Frain suggested it might help to paint the curb in front of the school, with white paint, so it could easily be seen at night.

There being no other business, the board adjourned early.

Respectfully submitted,

Elizabeth Massin, clerk

Monadnock Regional School District
Board Meeting - June 12, 1967

The School Board met in the Gilsum Elementary School on June 12, 1967 with the following members present: Messrs. Bowman, Cleveland, Callahan, Austin, Walters, Dunham, Calhoun, Pride, Frain, Hewitt, Mrs. Thompson and Mrs. Robinson. There were a number of Gilsum parents also present. The minutes of the May 29 meeting were accepted.

Mr. Hewitt showed the preliminary enrollment figures for 1967-68 in the elementary grades. Census figures compared to enrollment for 1966-67 were way off. He said it makes it difficult to pre-plan when so many more enroll than the census shows.

Mr. Frain reported that the company that wrote student accident insurance last year would not write it again this year and Agent Burns has recommended Maine Federal Life Insurance Company. Cost would be \$2.50 for school day coverage and \$12. for 24-hour coverage. The board voted to accept this school accident insurance plan.

Mr. Hewitt reported on the Headstart program. Superintendents of the area are overseers of the program and Mr. Norman Evans is director of the area program. There will be one center in Troy and one at Cutler, and Keene will serve Gilsum, Sullivan and Surry. Predicted total of students from our district is 37.

The Cheshire Transportation Company has requested that they be permitted to park buses (10 or 15) at the high school, near the tennis courts and gym. It would make it easier for them to take them to Keene for repairs. Mr. Frain would favor their being allowed to park at the school but our district would not assume any responsibility. Mr. Cleveland asked if parking such heavy buses for a period of time would damage the driveway. It was thought not. Mr. Austin moved and the board voted to grant permission to the Cheshire Transportation to park buses at the school, near the gym, in a neat and orderly fashion.

Mr. Frain said that although Mr. Furlong would not be well enough to return to school before graduation, others were helping with the plans. Risers are being borrowed so everything can be seen by the audience... Main speaker will be Dr. Gibbs from Tufts University.

Mr. Frain spoke of the Annual Rock Swap to be held in Gilsum on June 24-25. Difficulty lies in the facilities at the Gilsum School which may not be adequate for such a large attendance. Last year it cost \$75. to remedy the situation. He suggested the committee purchase an insurance policy, costing \$10., which would cover such troubles if they occurred again this year. Renting sanitary facilities is very expensive. Mr. Calhoun asked how the drainage situation at the school was presently, and was told that even though it had been corrected in April, there was not difficulty with the leaching field. The Gilsum janitor said the person who had pumped out the septic tank felt the situation would not be corrected until a new leaching field were installed and he recommended this to the school board. The board voted that the board chairman together with Mr. Calhoun be authorized to act on any needed repairs of the leaching field and this be done before the Rock Swap.

It was also reported there had been trouble with the well and that silt was coming into the pipes and faucets. Mr. Bowman suggested

contacting Green Mountain Well Company to look at the well and flush it out if necessary.

The Rock Swap committee agreed to purchase an insurance policy and the board voted permission to this committee to use the Gilsum school facilities.

Mr. Frain read a letter of resignation from George Armstrong, who has accepted a position in Hampton, New Hampshire, and Mr. Bowman moved and the board voted to accept his resignation with deep regret.

Mr. Hewitt attended a meeting in Surry relative to a kindergarten to serve Surry and Gilsum. They are looking for chairs and Mr. Hewitt recommended to the board that some old chairs presently stored at the Cutler School, be cut down and loaned to the kindergarten group - about 10 or 15. Mr. Bowman moved and the board voted to loan these chairs to the Surry Kindergarten.

Mr. Hewitt spoke to parents in Fitzwilliam. They would like to put up a fence behind the softball field to prevent balls from going down into the road. The PTA of Fitzwilliam has volunteered to pay half the expense. Mr. Bowman suggested Mr. Hewitt get a figure and talk it over at the next board meeting.

The chairman welcomed the parents from Gilsum and asked for their remarks. They said they came "just to be pleasant." It was mentioned they would like a closer relationship between school and the town. Mr. Frain said administration was agreeable to doing anything it could to bring the community closer to the school, but had relied mostly on PTA groups. He has discussed with the selectmen having an open house in the fall for parents to meet the teachers. One Gilsum member said she would like to see students interested in community activities as well as high school activities. It was asked if Gilsum parents could use school equipment such as mimeograph, projectors, etc., and Mr. Bowman said this could be worked out with the school personnel.

Mr. Cleveland suggested a school board meeting in the fall inviting all taxpayers to attend. Mrs. Townes asked about the feeling that towns should be able to elect their own board member. Mr. Dunham disagreed and said that each board member should represent the entire district, not just one town. Mr. Frain pointed out that if the method of electing were to be changed, we would have to change the number of school board members, to 9 or 11 members.

The Board went into Executive Session. The president of the senior class discussed with Mr. Frain the class' desire to do something for Mrs. Claudia Howard and would like to name the music room for her. Mr. Frain suggested that the class have a plaque placed in the hall instead of naming the music room. The board voted that it would be more suitable to have a plaque placed in the hall.

The board moved and voted that Mr. Frain be permitted to hire teachers during the summer without calling a special board meeting. Mrs. Ruth Hastings was elected teacher of grades 4 and 5 in Gilsum at an annual salary of \$7,575. Mrs. Dorothy Smith was elected

teacher of grade 6 at Cutler at an annual salary of \$6,575.

Mr. Frain would like to suggest that Norman Evans be made an elementary principal of the three northern towns. Mr. Austin asked if he would need training in administration and was told 'no' that he would be running the Headstart program this summer. Mr. Frain pointed out that anyone would have to start somewhere. Mr. Cleveland asked what would happen to the remedial reading program and Mr. Frain said Mr. Evans would still be available for helping the teachers. He said next year they hope to have closer working between the remedial reading teacher and the classroom teacher. Mr. Hewitt said if Mr. Evans were elected a principal, he would be given the assignment of supervising the remedial reading program. Mr. Dunham said he felt the need for a good, capable principal is greater in the three northern towns than in Swanzey, as the position is still a new one.

Mr. Frain said that after scrutiny, he felt Jerome Rogers' work is satisfactory and after discussions with him would like to offer him a complete contract, not a probationary one. Mr. Calhoun moved and the board voted unanimously that Mr. Rogers be given a regular contract.

Mr. Frain asked the board what it would think about teacher aids. The problem exists in Swanzey that there is not room for an additional third grade at Mt. Caesar but a couple of teacher aids could help with the larger classes which run about 30 plus. Mr. Dunham said this would mean we would be pioneering in this field of teacher aids which will become an important thing, but he hoped we could find professional people to be aids. Mr. Frain said Sullivan could also use a teacher aid. He had thought of paying \$1.50 to \$1.60 an hour. Mr. Dunham suggested these people could eventually be put on an annual salary. There is \$5,000. in the budget for the extra teacher, but three teacher aids would come to about \$3,300. Mr. Hewitt said the administration would like to sit down with the teachers to find out just what help they want and need.

Mr. Frain also suggested the possibility of transferring Mr. Batchelder up to the high school with the older special education class. If this class were in the high school, his pupils could join in Home Economics and physical education and he could in turn take over a class of slow learners at the high school.

Mr. Frain recommended that Mr. Emil Rocheleau be appointed acting chairman of the math department and Mr. Ed Bourassa acting chairman of the English Department until capable department chairman can be hired. They will be paid the department chairman percentage and for the number of teachers in the department. It will be necessary to hire a teacher who can teach some English classes and social studies.

The part-time girls' physical education instructor has resigned so Mr. Frain would like to hire a full time person to help Mr. Rocheleau and to be a basketball coach. Mr. Bowman moved and the board voted to accept the recommendations presented by Mr. Frain.

Mr. Hewitt asked for a decision on the ungraded program. Mr. Bowman asked the superintendent for his recommendations. Mr. Frain said he had assurance from Mr. Bean that Troy was ready, but he, Mr. Frain, is hesitant. Next year Hinsdale and Winchester will be in our union, we need two new principals, will be using new textbooks, and only Troy would start this program. His feeling is that perhaps waiting another year would make for a better start. Mr. Dunham asked what we had to lose by waiting another year and Mr. Hewitt said enthusiasm.

Mr. Callahan said he felt the principle was good and he is convinced that the Troy teachers are enthused about it, but because of the situation in Swanzey, losing a principal, and not starting the program there, it would be better not to start in Troy alone. Mr. Austin said that although most fears in Troy have been overcome, people would not like the idea of starting this program alone and perhaps Troy is not the best place to run a pilot program.

Mr. Callahan asked Mr. Hewitt if we wait another year could the ungraded program be put in the first six grades and then in the ^{entire} school. Mr. Hewitt said if the first year they ungraded the first three grades, then the next year would have to be in the next three grades. It was suggested that the teachers work on this program this summer, even though it is not started for another year.

Asked how the high school would handle students coming from an ungraded program, Mr. Frain said there were four tracks in the high school that would take care of this. Mr. Dunham asked if the present personnel at the high school have been involved in discussions regarding ungraded system and are they agreeable. Mr. Hewitt said he had talked to some high school personnel but he also said it was not absolutely necessary to carry the program on to the junior and senior high.

Mr. Callahan suggested asking for a unified position from the superintendent and assistant superintendent. Mr. Hewitt said it was not a matter of changing the programs nor curriculum, but rather tailoring the programs to the individual child.

The board endorses the program but questions whether this is the year to start it. Mr. Cleveland moved to implement the ungraded program in the fall of 1968 in both Troy and Swanzey and any other school the administration feels it advisable. Six voted in the affirmative, one voted opposed, and three abstained.

Mr. Calhoun moved and the board voted unanimously to support the ungraded program in principle. The board would favor teachers working on the program this summer.

Respectfully submitted,

Elizabeth T. Massin, Clerk.

Monadnock Regional School District
Board Meeting - May 29, 1967

The School Board met at the Troy Elementary School on May 29, with the following present: Messrs. Bowman, Austin, Cleveland, Callahan, Walters, Calhoun, Dunham, Pride, Frain, Hewitt, Bean, Armstrong and Mrs. Robinson. The Sentinel was represented. Minutes of the May 15th meeting were accepted.

Four parents from Troy attended the meeting. Mrs. Edoff noted the small attendance of parents and asked if there were some way in which public relations between school and parents could be improved. Mr. Bean said there had been three open meetings during the year and one evening when parents could visit the rooms. He said plans for next year included more evening conferences between teachers and parents. The Troy parents present suggested more evening meetings next year so working parents could keep in touch with school happenings.....One Troy parent asked why the Troy elementary band students did not perform so parents could hear what they were doing. She had understood one reason to be a discipline problem. Mr. Bean knew nothing about this and Mr. Hewitt was asked to look into the matter. It was suggested that perhaps a local band concert could be held.....Mr. Edoff commented favorably on the meeting relative to the ungraded program. He felt it was a good program. Mr. Bowman pointed out that the board had not taken action on this program as yet.

A letter was received from the Pastor in Troy requesting the use of four Troy school rooms for religious study for Troy and Fitzwilliam pupils from August 14 to 27, mornings only. The board voted to grant permission to use these classrooms.

Mr. Hewitt related that last year the New Hampshire Science Teaching Foundation chose Troy as one of the eight model science centers in New Hampshire, the program funded by the federal government. They are now talking of having one for primary grades and one for intermediate grades. Even though the materials will be stationed in Troy, they could be moved to other schools. Teachers will be given a monthly allowance to purchase necessary small items for use with the program. To Mr. Cleveland's query had the program of this year been evaluated, Mr. Hewitt said they were doing this now.

Mr. Frain reported that 20 students at the high school had signed up for driver education this summer but it has been determined all these students can fit this course into their schedule next year and he asked the board to rescind its previous approval of running the driver education class this summer. The board voted to rescind their earlier action and not offer driver education this summer.

Mr. Frain announced the establishment of a New Careers for Adults program to train people in new skills for new jobs such as teacher aids, library aids, cafeteria workers, etc., to be financed at federal expense, requiring no obligation on our part.

Mr. Hewitt has been notified by the State Department that all money under Title II had not been used and rather than return the excess to Washington, our state department has set up award grants to districts submitting projects with expenditures of about \$1,000.

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Mr. Hewitt feels there is a good start in Troy on the library (about 800 volumes) and he and Mr. Bean have submitted a project for \$2,300. for the Troy library. The State Department has notified the administration that Troy will be set up as a model library, to receive \$1,900., and will be located on the second floor of Troy school. Asked about heating the upstairs, other rooms are also being used now and heated on the second floor.

Mr. Dunham said nothing of great importance was scheduled in the legislature for the week ahead. Bill 432 on 55% building aid to all schools is coming up but it is being recommended that it pass with the amendment which calls for a study commission to look into building aid and supervisory union structure. With the limited funds available in New Hampshire, it is not felt this would be a good bill to pass....As House Bill 623 did not pass, the budget has been presented on the basis of the present revenue sources plus an increased tobacco tax....The rooms and meals tax bill has not been voted on yet. If this bill is passed, the senate finance committee will determine where the money from this tax will go.....House Bill 684 does not presently apply to us, school aid, where building aid is given only on new construction, the bill would permit receiving school aid for buildings that are purchased and renovated..... Mr. Dunham would like to amend the driver education bill to more nearly estimate the receipts from initial plates and have the footnote deleted about non-lapsing.

Mr. Walters reported on the New Hampshire School Board Association's meeting. The morning session dealt with the history of education and the afternoon session was devoted to bargaining and negotiations.

Mr. Bowman reported on the supervisory union meeting with the nine members present. Elections resulted in Mrs. Garfield as Chairman, Mrs. Russell, secretary and Mr. Bowman, treasurer. Mr. Frain was elected Superintendent, Mr. Hewitt and Mr. Sundstrom were elected assistant superintendents. The school calendar was approved. Consolidation will take place in June and the Winchester-Hinsdale office will move into the Superintendent's office in Swanzey.

Mr. Hewitt reported on the progress of the ungraded school program. He has met many times with teachers and held three general meetings with parents plus some small coffee meetings in Troy. He feels the reaction of the Troy teachers is favorable and that they are enthusiastic. There still are some questions. He has found very few negative feelings from parents. There is a question as to whether the administration is prepared to start this program. He wishes to postpone until the next school board meeting any concrete recommendations for next year's program. Mr. Cleveland said he had had several calls from Fitzwilliam people, some favorable, but wondering if we were going into this program too quickly. Mr. Austin thought Mr. Hewitt and Mr. Bean did a good job of presenting the proposed program at a Troy meeting. Mr. Cleveland said some Fitzwilliam parents would like to have a discussion meeting in Fitzwilliam.

Mr. Bowman told of the memorial service for Mrs. Claudia Howard and suggested that the board send a letter of sympathy to her children. The Board so voted. They also voted to send a letter of appreciation to Mr. Simonds who has taken charge of the

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band and its performance at the Memorial service.

Mr. Frain read a letter of thanks and compliments to Mr. Simonds and his conducting the exchange concert.

Mr. Dunham requested that a letter be sent to Mrs. Osborne congratulating her on being chosen teacher of the year. It was thought this letter had already been written. Mr. Dunham then suggested that a letter be sent to Mr. Kerr in appreciation of the fine performance of the play at Monadnock High School.

The board voted to send a letter of get~~o~~ well wishes to Mr. Furlong.

Mr. Cleveland reported on a bus that was stuck in the snow for nearly two hours during the recent storm. The bus driver was unable to leave the bus and could not send out children for help. Would it be possible to have two way radios. Mr. Cleveland feels it is up to parents to make the decision whether to send children to school in bad weather and he feels some sort of policy should be made in this regard. Mr. Pride suggested contacting the bus company to see what technical solution could be found if buses should break down in the middle of nowhere.

The board went into executive session in the library of the Troy school. Mr. Hewitt asked Mr. Bean to give an evaluation of the science program. Mr. Bean said the teachers have drawn up their curriculum, their objectives. Mr. MacLeod has taken the materials stationed at Troy, to the Fitzwilliam and Swanzey schools. The science program will expand from one of just book learning to one of experiments. Textbooks are written so 4-6 graders can read them and find the information they are looking for. This is getting away from the one textbook. Teachers feel there are some changes needed in the Camp Union program to tie in things found near the school with those at Camp Union - a follow-up.

Mr. Hewitt sent out an evaluation survey on the math program. Tests show that scores have dropped in computation, but not in comprehension and reasoning. The program did not supply the necessary practice work in the basic skills. Teachers felt the modern math program was good for the fast child but not for the slow child. They want to retain the program for the faster moving child but also want to adopt a program that will meet the needs of the average and slower pupil. Certain skills should be passed at certain levels to be sure a child gets the necessary basics as he goes along. About 50% fell in the category of having benefitted from modern math. Mr. Hewitt feels that the traditional math together with the modern math will give every student an adequate basis for math.

Mr. Hewitt spoke again on the ungraded system and asked the board to consider these recommendations: he would like to fully implement the ungraded system in grades 1 to 3 in Troy except for math because they are not completely prepared in that area. All students would be grouped according to reading ability before next fall. All incoming first graders would be tested and grouped before

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school starts. Pupils would be instructed in social studies and science according to their reading level. Mr. Bean said the new science program was geared to reading levels, as he had pointed out earlier. Only math, handwriting and physical education would not fall into the ungraded system.

Mr. Austin asked if first graders could be tested before September - would they come in for testing. Mr. Bean pointed out that even if you tested only a few, it would be good for public relations in light of the difficulty that arose last year where pupils were tested and regrouped after school had begun.

The major reason the program will not be started in Swanzy is that Mr. Armstrong is leaving the district to accept another position. Mr. Armstrong said his teachers are generally in favor of the ungraded system, but reluctance on the part of some would make it better to wait for another year. Mr. Bean said the teachers in Troy are 100% behind the program.

Mr. Bowman suggested the board think it over until the next board meeting before making a decision.

Mr. Cleveland spoke of a bus driver who had diabetes. He has heard that he has blackouts and that day had had an accident. Mr. Frain will investigate.

Mr. Frain spoke of disability insurance for teachers. A plan of Connecticut General Life would require 75% of the teachers to join. It was suggested that other companies be contacted for plans. He will look into having a company pick up the Blue Cross plus the major medical.

Miss Ellen Howard has sent her letter of resignation but since her mother's death, Mr. Frain will contact her again. There is approximately \$1,400. in the Claudia Howard Fund.

It was reported that Mr. Wallace is not to be rehired at Jaffrey.

Mr. Hewitt asked if all teachers who attended Camp Union could be paid \$50., instead of \$50. to married teachers and \$25. to others. \$500. in the budget for this program and about \$300. will go for the pupils who could not afford to go. Teachers feel this is an extra activity. Mr. Dunham pointed out that other things will be cropping up that will need money for reimbursing teachers and there should be some sort of policy. Mr. Bowman asked Mr. Frain's opinion which was that it should remain \$25. and \$50. Mr. Calhoun moved and the board voted to table the decision.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - May 15, 1967

The School Board met at the Surry Elementary School on May 15, 1967. Present were Messrs. Bowman, Dunham, Austin, Walters, Callahan, Cleveland, Pride, Calhoun, Frain and Mrs. Robinson and Mrs. Thompson. A representative of the Sentinel was present.

The minutes of the April 24 meeting were accepted.

Mr. Frain gave the board a list of the end of the year activities with dates. He reported there were several teachers attending summer institutes, six high school teachers having been awarded grants for summer study. Miss Cole will attend Oklahoma State University for library science study, Mr. Bourassa and Mr. Fairbanks will attend Dartmouth, Mr. Farham, University of New Hampshire, Mr. Thibodeau, Boston University and Miss Scanlan, Colgate.

Mr. Frain presented the administration's recommendation that the vocational agriculture program be dropped for the following reasons: 1) lack of space, 2) only 3 out of 31 students who have taken the program are working in agriculture, 3) there are only two tuition students in the program and small enrollment from our district 4) it is not required for college agriculture courses. Mr. Frain said it was possible the program could be revived if there were adequate space and interest at a later time.

Mr. Austin moved and the board voted to accept the recommendation of the administration and the Vocational Agriculture program be dropped. Mr. Frain feels we should give the two tuition students a chance to finish at MRHS.

Mr. Dunham reported on education bills at the legislature. There was a hearing on house bill 553, proposed by the Public School Association, for the election of state board members. Mr. Franklin Hollis has recommended an amendment to the bill which would appoint members on a geographical basis, one from each county and 2 from Hillsboro County.

The committee has taken no action on bill 552, teachers' salary, and probably will not take action until it finds out what the financial situation is.

The legislature has heard two bills on sales tax, one bill on a combined income and sales tax and one bill on a room and meals tax.

Mr. Dunham said the driver education act has been amended so the receipt from initial plates has been made non-lapsing. \$1000. can be used per year for training teachers for driver education, all other excess to go to driver education. The "fly in the ointment" is that no more can be spent than is budgeted. This year the bill has been amended so that a school district, if it chooses, can contract driver education to a private driving school, if it is certified.

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Mr. Frain reported that Mr. Hewitt was attending a meeting at the high school for teachers and parents to discuss the non-graded school program. A man from Avon, Connecticut who is involved with this type of program will talk to the group. A tape is being run of the meeting and Mr. Cleveland asked if the tape could be used later at local meetings for those who were unable to attend the high school meeting.

Mr. Dunham announced the N. H. School Board Association meeting on May 26, 1967. The morning session will be devoted to legislation and the afternoon session to negotiations and bargaining. Mr. Dunham feels this will be very important as we in New Hampshire are not as far advanced in this area as other states and should be better prepared to handle the situation when it does come. Speakers on the subject of negotiations and bargaining will be Dr. Lieberman, leading authority in the U. S. on this subject, and Dr. John Mettler who has actually negotiated for school boards. The MRSD official delegate will have his expenses paid and Mr. Dunham moved and the board voted to pay \$5. for any school board member who could attend. John Calhoun will go as alternate delegate with delegate Mr. Austin. Other members will probably also attend.

Letters to the board and administration were received from Rev. Ira Chase in behalf of the Cheshire County Council of Churches thanking them for the use of Monadnock's auditorium for the their program "Fit to be Tied." The program proved successful with 170 attending.

The board went into Executive Session. Mr. Calhoun reported on the meeting with the Marlow School Board relative to that district sending their students to Monadnock. They presently are sending their junior high and high school students to Keene. Mr. Hewitt gave them data on our elementary curriculum and they seemed favorably impressed. They were told we would like some expression from them by next fall that we would be formulating plans then and would want to know whether they should be included in those plans. If Marlow decided to send the first six grades to Monadnock, in order to have continuity, probably they would later decide to send the upper six grades.

Mr. Calhoun reported on the meeting with Gilsum parents, about 60 in attendance. The meeting was turned over to Mr. Frain to answer parents' questions as to why Gilsum was losing its teachers. Mr. Calhoun feels the principal there let them down by not keeping the administration or school board apprised of what was happening. There was a great lack of communication. Mr. Frain frankly stated the problems. Next year he feels the administration will have to be more aggressive and get after any trouble as soon as it starts. Mr. Frain suggested to parents that they next time they had criticism, bring it to the school board, not the selectmen.

Relative to this problem, Mr. Callahan asked if the board was getting all the information from the elementary schools. Specifically, he said he did not feel the Troy parents were entirely pleased with the proposed ungraded school program. Mr. Frain said his suggestion is that the ungraded system in

Troy be started in grades 1 through 3, as it would be in Swanzey, but Mr. Hewitt and Mr. Bear would like to start in grades 1 through 6.

Mr. Dunham said he wished that when we go into new or different programs, which he feels really are not new, that we could slide into them instead of having to broadcast or defend our position. Mr. Cleveland asked if the new programs introduced in elementary schools have been evaluated to determine their worth. Mr. Frain said these new programs were being evaluated. He also said the administration has surveyed all the teachers asking for honest comments on the elementary programs and what suggestions they have for discussions at next year's curriculum meetings.

Mr. Dunham pointed out that if a teacher disagrees with the administration's program, he should say so, but if the new idea is adopted he must accept it and be loyal. Mr. Callahan asked if the administration was creating the climate whereby a teacher could express his honest opinions, and then be willing to accept and cooperate even though at first he did not accept the new idea. Mr. Dunham pointed out that the principals and teachers should be in close touch and the principals should be able to share their problems with their superiors. Mr. Dunham said to his knowledge the school board had not voted on adopting the ungraded system in our elementary schools.

Mr. Frain said that unless all the preliminary work is done among the teachers of the grades, the program will not be able to be started in the fall. They probably would start ungrading math and reading and gradually ungrade other subjects.

Mr. Frain earlier in the open board meeting had reported on the exchange concert and urged tickets to be sold for Mrs. Howard's fund. He has asked a lawyer whether it would be possible to take out a savings account for this fund and have three trustees in charge of the account. This is possible and Mr. Charles Shaw, Mr. John Goodnow and Mr. Charles Hanrahan have been appointed as trustees of the account. Mr. Frain further reported that the hospital is getting a striker bed on its own so there will be no need to purchase a bed from the Howard fund, but rather use the fund for hospital bills.

Mr. Frain announced the following resignations: Mrs. Hetherman is leaving to go to Keene, Mrs. Maynard is leaving Gilsum, but will go to Troy and Mr. Rogers has returned his probationary contract unsigned.

Relative to a letter Mr. Frain (over Mr. Bowman's signature) sent to Mr. Eaton re building aid, foundation aid, driver education, incentive aid, teachers' salaries, Mr. Frain advised that the Sentinel would like to publish both letters, including Mr. Eaton's reply.

The Troy Kindergarten wishes to use the Troy Gym again this year for graduation. The rental policy states one rehearsal but the kindergarten will need eight. Mr. Callahan moved, board voted that at least this year Troy Kindergarten be allowed to use gym on same basis as in the past for necessary rehearsals.

Mr. Bowman read letter from Mr. Wallace and board agreed to have letter turned over to attorney.

E. Massin, Clerk

Monadnock Regional School District
Board Meeting - April 24, 1967

The School Board met at the Superintendent's office on April 24, 1967. Present were Messrs. Bowman, Walters, Austin, Calhoun, Callahan, Frain, Furlong, Hewitt, Mrs. Robinson and Mrs. Thompson.

Mr. Bowman introduced Mrs. Goodell and Mrs. Hills who were present to discuss a gift for Mrs. Claudia Howard, who is very sick. They mentioned the possibility of purchasing a stricker bed for her. Mr. Bowman suggested it might be better to raise money by some means, and by the time there is a fund established it will be better known what her needs might be. Mr. Furlong suggested that the proceeds from the exchange concert, to be held at Monadnock, go towards this fund. Tickets could be sold for perhaps \$2. a bit higher than usual. Mr. Austin moved and the board voted to use the proceeds from the exchange concert for Mrs. Howard's fund, to be turned over to Mr. Furlong for his handling. Mr. Furlong said an account has already been set up to handle contributions to this fund.

Minutes of the April 10 meeting were accepted.

Mr. Frain presented the proposed school calendar for 1967-68. Mr. Bowman moved and the board voted to accept the calendar as proposed.

Mr. Frain advised that in order to receive reimbursement from the state for special education classes, there must be official school board approval of these classes. Mr. Bowman moved and the board voted its approval of the running of these special classes.

Mr. Frain outlined the teacher needs for 1967-68. There are no retirements this year, five teachers are leaving for 'family' reasons, one teacher is leaving elementary teaching to go to junior high and three teachers are going to Massachusetts.

Mr. Hewitt reported on the private kindergartens in the area. He has met with the people in Fitzwilliam to discuss a kindergarten program in that town. He has also met with a group in Surry who eventually hopes to serve the three northern towns with a kindergarten program. This would mean that every town in the district would have the opportunity of sending children to kindergarten. The administration has given out the program used in Swanzey, will supply milk to these programs at the district price, and will give any other assistance throughout the year that is possible. The cost in the private kindergartens varies.

Mr. Hewitt advised that at the next one or two board meetings the administration hope to present some concrete ideas about starting the Continuous Progress School next year. Coffee hours have been held in Troy and Swanzey homes to discuss this program with parents. Very little opposition has been met and so administration is pleased. There are questions about how a child's progress will be reported through the year. It is felt this program must be tried in one or two schools first. Mr. Callahan asked how teachers felt about this type of a program and Mr. Hewitt believes teachers recognize what a difference it will make in their teaching program. He feels the teachers are interested in it and the administration would not have gone this far without teachers' support. Troy and Mt. Caesar are being considered as pilot schools.

Mr. Hewitt does not know of any program that is presently in operation in the state, except perhaps Timberlane and Bedford. He plans to visit these schools to learn what he can.

Mr. Hewitt reported on the school lunch program and said they were talking about putting items out for bid. Rising food costs and a decrease in federal surplus items has resulted in quite a decrease in the 1967 net balance. Mr. Hewitt would like to put food items out to bid before the end of the school year and then have the summer to purchase and store food. Each bidder would send a sample for Mr. Humphries to test and determine quality and best buy. Mr. Hewitt presented figures which showed our present purchase cost and what cost would be if we were to purchase food on bid.

The lunch programs will continue until the end of this school year. Although there is not storage space to store all the food at once, suppliers having a guaranteed purchase, would deliver one third at a time. Suppliers who have bid on the food are Consolidated, Springfield Sugar, and Sexton. Specifications must be written in accordance with government standards. Mr. Hewitt said a solution might be to have the lunch program borrow \$2000. from the district budget, and then pay it back. In this way the program could take advantage of the discount.

As Mr. Dunham was attending the School Board Association convention in Portland, Oregon, there was no legislation report.

Mr. Frain reported there had been another meeting in Windsor, Vermont, to discuss having a Connecticut Valley league. At this meeting it was voted to form the Connecticut Valley League. There seem to be no great obstacles between the two states. There was concern about time for travel, but Route 91, would cut down travel time and it would be much safer. Some of the school districts involved are Claremont, Hanover, Mascomen, Fall Mountain, Newport, and Springfield, Windsor and Hartford, Vermont. Most of the schools have commitments in major sports, that will run for a while. Besides sports, this league will probably get into band, chorus, drama, debating, and even girls' sports. Mr. Pitsas has been appointed to the rules committee.

Mr. Furlong advised that May 2, 1967, would be parents night for 8th graders. Sometime in May there will be an orientation program for sixth graders.

Mr. Furlong asked what the board wished to do about driver education for the summer. He has had 21 students sign up, most of them academic students who couldn't fit this in during the school year. It would cost about \$100. per week and would run six weeks, plus gas and oil. Mr. Bowman moved and the board voted that if 20 students wanted to take driver training during the summer, the program should be run.

Mr. Hewitt advised that the elementary concert would be held on June 2, 1967. He also reported that 6th grades in the district would go to Camp Union the weeks of May 1 and May 8. About 165 students will participate.

The board went into Executive Session. Mr. Frain nominated Mrs. Irene Tucker as special education teacher in Troy at \$5000. annually. He nominated Mrs. Shay as first grade teacher in Fitzwilliam at \$5000. annually.

Because of Mrs. Howard's illness it will be necessary to have a music director for the high school and Mr. Frain recommended Mrs. Howard's daughter who is familiar with the music program and has helped with the band. She would take over the band and instrumental part of the music program. Mr. Walters said he felt the music department should have one experienced person to head up the entire department, both elementary and high school and he suggested looking for an experienced person outside of our department, preferably a man. Mr. Frain pointed out that the administration had not had any official word that Mrs. Howard would not be back. He agreed with Mr. Walters' idea that one person was needed to chairman the whole program, but said he was also concerned about Mrs. Howard, and also concerned about public opinion. Mr. Frain asked the board how they would feel if the administration talked to Ellen Howard to see if she would be willing to take elementary vocal another year if there were an opening. This would leave the department head open at the high school to replace with an experienced person if Mrs. Howard were unable to return.

Mr. Calhoun moved and the board voted to hire Ellen Howard as high school music teacher in charge of the band.

Mr. Austin moved and the board voted to hire Mrs. Tucker and Mrs. Shay as nominated by Mr. Frain.

Mr. Walters stated that it was his feeling the supervising principal was not working a real advantage to the Sullivan school. The two teachers there say they don't have any break and wonder if some help could be forthcoming. Mr. Frain pointed out that Mr. Christiansen was teaching some classes to give the two teachers a breather now and then. It was also reported that Sullivan would like to have a new flag.

The matter of Vocational Agriculture was again discussed. Mr. Bowman moved and the board voted to postpone a decision on this until the next board meeting. Mr. Frain said there were two children in the Agriculture program from Winchester. The board voted that in order to soften the blow, the district could agree to keep these two children in the Monadnock school at the average cost per pupil.

Mr. Frain reported that the Professional Problems Committee agreed Mr. Rogers should have received a probationary contract. Mr. Calhoun asked if Mr. Rogers had been advised he would receive a probationary contract, before it was given to him. Mr. Hewitt said he had not been, and agree it would have been better if he had been told beforehand. Evidently Mr. Rogers was told by his principal that he, the principal, had not recommended a probationary contract. This was a cause for misunderstanding.

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Mr. Frain discussed the teacher turnover in Gilsum. Having talked to teachers who have taught there, one trouble seems to be the critical attitude of the Gilsum people. Mr. Frain would like to have a meeting of the Gilsum parents to talk this matter over. He wants the selectmen to call the meeting. Mr. Calhoun pointed out that now the teachers seem to have lost their perspective and even the truly interested parents are viewed with skepticism. It was hoped that Mr. Christiansen could handle such problems but this has not been so. Mr. Calhoun hopes that the man who will replace Mr. Christiansen will be an able person who will be able to cope with these problems.

Mr. Frain hopes that a meeting with Gilsum parents will help the situation, but if it does not then perhaps the administration will have to talk to the few families that are known to be causing the trouble.

Mrs. Thompson asked about a family who has recently moved to Richmond, near the Massachusetts line, and wishes to have district pay to send their children to school in Warwick, Massachusetts. Mr. Frain said the district could not do this as MRHS has room for them. The administration will talk to the bus company to see what arrangements can be made for picking them up to bring them to Monadnock.

Mr. Furlong has replied to an American Legion Commander in Fitzwilliam that the Monadnock band cannot march in Fitzwilliam on Memorial Day. The band is not marching anywhere because of the lack of help.

The next board meeting will be May 15.

Respectfully submitted,

Elizabeth Massin, Clerk

Winchester Regional School District
School Board Meeting
April 10, 1967

The meeting, held in executive session, was called to order at 7:30 P.M. by Mr. Bowman.
All Board members were present; in addition, Mrs. Hildreth, Mr. Furlong, and Mr. Frain were present.

The minutes of the meeting of March 27 were accepted.

Several residents of the area appeared to speak for the continuation of the Agriculture program at the High School. They included: Elmer Johnson of Winchester, Mrs. Philip Pratt of Winchester, Stacey Cole of West Swaney, and Robert Wheeler of Elmo. Neal Andrew and Martin Mitchell of the State Department of Education also attended.

Mr. Frain explained that Agriculture was being dropped because graduates were not working in agriculture, that the two rooms committed to the program were needed, that there was a lack of continuity with the Ag teacher turnover.

Mr. Johnson said he was not trying to apply pressure, but he was interested in Ag and in the young people from Winchester attracted to the program. He believes more students from Winchester and Hinsdale should enroll in Ag, that Fall Mt. is too far away for Ag students in his area, and that a food pinch is coming, although Ag in this area is currently at low ebb.

Mr. Andrew stressed that the Dept. is not dictating to any school district, and that he was present at Mr. Johnson's request. He sees Ag as something more than just farming. He recommended that the program be studied in terms of the future and be revised if necessary.

Mrs. Pratt, the mother of a girl who took Ag and of a boy presently enrolled in Ag, said that her children learned much from Ag, from the meetings, etc. She urged reevaluation of the program before dropping it.

Mr. Calhoun indicated that the MRSD is eight small towns trying to run a diversified program. He feels that there is no great farming done in the school district today. He pointed out that space is a problem at the High School and that the statistics on Ag graduates were not too convincing. He said that the MRSD taxpayers must be considered.

Mr. Cleveland said that it is hard to justify the space committed to Ag in proportion to the number of students helped.

Mr. Frain stressed the permanent job opportunities in the machine tool trade as contrasted with the seasonal employment in landscaping, etc.

Mr. Andrew believes that not all students wish to work indoors. He urged that an advisory committee study the needs of youth in this area and then let the Board decide.

Mr. Johnson feels that, thanks to the draft, students either enter college or the service. Thus, the number of graduates employed in Ag will rise later on.

Mr. Cole indicated his interest in Ag. He praised the FFA as a great help to youth. He sees the highway beautification program and the rising interest in recreation as giving a boost to Ag programs.

Mr. Wheeler said that the FFA encourages young people to stay in school. Ag develops initiative. It caters to the non-academic and gets the non-academic student through high school.

Mr. Calhoun said that Ag would be considered seriously when a building program is studied. He said that the Board is genuinely concerned with dropouts, with job openings, etc.

Mr. Cleveland asked Mrs. Hildreth about the UNH programs. Mrs. Hildreth replied that Ag is not required for admission to the Thompson School, that the four-year college preparatory program is the best preparation for the four year Ag program at UNH.

Mr. Johnson wondered if a recruiting drive might produce enough tuition students to keep the program going, especially since it had been stated that no budgetary provision had been made for Ag. Mr. Frajin said that about 12 tuition students would be needed to make the program self-supporting; there are only 3 now.

Mr. Wheeler inquired if the amount of space reserved for Ag could be cut, reducing the space squeeze at the High School. Mr. Frajin replied that the State Dept. has insisted on a shop for Ag, a separate classroom, and Ag use of the greenhouse. He suggested that the State Dept. might answer that question better.

Mr. Andrew does not wish to go over that matter.

Mr. Dunham said the Board is interested in the vocational side of education and caring for the non-academic student. He wondered if vocational Ag were the answer or not, or if other programs would better serve.

Mr. Mitchell said that the interests of youth must be considered. The State Dept. is ready to help now or later.

The Board indicated that it will re-consider the decision.

Mrs. Hildreth, who had earlier spoken about the students who drop Ag and the use of Ag as a dumping ground, discussed the application for Vocational Rehabilitation funds to do something for the handicapped student. The law interprets handicapped to include physical, mental, social, emotional, or behavioral problems.

Briefly, the program would bring a full-time vocational counselor to the High School to work with the handicapped, beginning when they are 14 years old. In addition, a social worker would be provided to maintain contact between the school and the home. Funds would be available for medical, psychiatric, psychological help.

A Work-Study program would be an essential feature, with 9th and 10th graders working about the school, 11th graders being rotated among jobs, and 12th graders spending part of the day employed outside the school.

With an in-kind contribution from MRSD, the federal gov't would match the local contribution 3 to 1. MRSD could contribute about \$16,000 and become eligible for up to \$48,000 of help.

A Special Education Teacher would be designated.

MRSD would have to provide some clerical help and space; other costs would be paid by the State Dept. using federal funds.

The School Board voted unanimously to endorse the program, recognizing the great need for such services in the district.

Mrs. Hildreth discussed Mr. MacLeod's study in which he tried to predict acceptance by N.H. colleges and technical institutes on the basis of test scores from the sophomore testing program.

She revealed that MRHS sends more students to the Vocational Institute in Manchester who did poorly on tests than any other school, but that these students succeed. Only one is presently failing. She praised practical math and science as a real help to these students.

In other matters, Mrs. Hildreth talked about vocational guidance. Among other things, she noted that

all 9th graders in Industrial Arts will take a field trip to the Vocational Institute in Manchester on April 11; the advisory committee for the Keene H. S. Machine Shop Program will serve as our advisory group also; Employment Security tests our seniors and then counsels them about their aptitudes, job openings, etc. but that employment counselors, beginning in 1967-68, will merely test, turning over the scores to school for counseling; Manpower is now open to seniors, and that some June graduates will enroll; summer jobs are hard to find for students; service recruiters put on a December assembly with counselors present to question and bring out the whole story.

Mrs. Hildreth was complimented by the Board for an interesting and informative presentation.

Mr. Frain described HB # 432 (calling for 55% building aid for all districts) and the Governor's budget (calling for incentive aid, more foundation aid). The Board voted its opposition to HB # 432 and its support for incentive aid, greater foundation aid, and instructed the Supt. to register its stand with the legislature.

Mr. Frain indicated that Mr. Rogers, the recipient of a probationary contract, appealed to the Professional Problems Committee for a hearing. He presented his case to the group. Later, Mr. Hewitt, Mr. Christiansen, and Mr. Frain explained their position to the group. It appears that the Committee will find the probationary contract justified.

Mr. Frain said that the executive board of the MREA voted against the idea of commendations and recommendations to teachers. He believes the vote was taken without a real understanding of the purpose of the commendations and recommendations. Contracts were issued with the statements on them, and were accepted by teachers readily enough. Next year, Mr. Hewitt and the principals may discuss performance with teachers in January and May sessions, substituting a personal chat for a written commendation or recommendation.

A proposed policy ~~amendment~~ on executive sessions was distributed, read, and approved by the Board.

Mr. Donald Austin was elected as delegate to the NHSEA.

Mrs. Claudia Howard is seriously ill. Having exhausted her sick leave, she is in a difficult position. It was recommended and approved that she receive her pay for the balance of this school year less the cost of a substitute.

It was decided to hold the exchange concert with Melrose High School despite Mrs. Howard's illness, for she wishes the concert to be held and the staff believes it can be done successfully.

Mr. Frain announced that Mr. Christiansen will not be returning as a principal. Mr. Christiansen believes that there is too much pressure connected with the job, some of the pressure coming from the office and some from a community.

Mr. Frain reviewed briefly the Bernie Fitzgerald case, including the discussion at the meeting of March 13, 1967.

The meeting adjourned at 11:10 P. M.

Respectfully submitted,

Austin E. Frain
Acting Clerk

Madison Regional School District
Board Meeting - March 27, 1967

The School Board met at the Superintendent's office on March 27. Present were Messrs. Bowman Cleveland, Dunham, Austin Callahan Calhoun, Pride, Frain, Hewitt, Furlong, Mrs. Thompson and Mrs. Robinson.

Mr. Hewitt introduced Mr. John Economopoulos, consultant in elementary education who presented guidelines and recommendations for elementary school. The goal is to have all schools offer programs for the slow, average and better learners. He related the evaluation of elementary schools which took place in Franklin Supervisory Union. He feels that all five-year-olds should be able to attend a public kindergarten, recommends a full-time guidance person in elementary schools for 300 or more pupils and would like to see library services in all elementary schools. He reviewed the guidelines and recommendations that were presented in booklet form and distributed to board members some time ago.

Mr. Frain asked Mr. Econ. if these guidelines would become minimum standards and was told that possibly they would be. Mr. Hewitt said the administration recognized our district was deficient in adequate space and lacked some personnel recommended, but pointed out our district was already paying as much as it could afford and would the state help out with the cost of these additional services. Mr. Econ. said that financial support would have to come through the General Courts but he also felt if the people of the district really wanted these additional features, they would support them. Mr. Cleveland pointed out that if the State Department wanted these guidelines carried out, it should see that financial help is forthcoming.

Mr. Econ. said MRSD was well out front in its efforts toward quality education.

Mr. Frain asked how the ungraded system was catching on in N. H. and Mr. Econ. said there appeared to be some kind of change taking place in the grouping process. A new school is being built in Franklin and teachers are being prepared for this type of system. He feels the greatest hope lies in team teaching and non-graded approach which will mean success for every child in his school work. He hopes N. H. schools will move in this direction.

The minutes of the March 13 were accepted with the following corrections: Page 2, Walter Wood, custodian was retiring due to ill health; Page 3, John Quinn is not to be rehired, and Jerome Rogers will receive a probationary contract.

Election of board officers was held and the results were: Chairman of the Board, Lee Bowman Vice Chairman John Calhoun; Treasurer, Arlene Perry; and Clerk, Elizabeth Massin.

Mr. Dunham reported that there was a hearing in the legislature relative to three vocational technical schools and where they should be located.

Mr. Furlong reported another robbery at the high school but fortunately the culprit was apprehended at the scene.

Mr. Beard and Mr. Tilton of the Industrial Arts Depart-

ment, were introduced and explained to the board that they would like to put the industrial arts program on a vocational basis. Industrial Arts is an exploratory program whereas vocational is a training program for a trade. Mr. Beard feels at this point the department is ready to offer a machine shop program on a vocational level. Three years ago Mr. Beard made a survey and Mr. Tilton has brought it up to date, and it shows a definite need for a vocational program. Mr. Beard would also like to have a work study program. Industries that were consulted seemed to favor such a program.

Presently machine shop is being offered to grades 11 and 12 and Mr. Beard would like to offer it also to grade 10. The only change that would be necessary would be re-scheduling. The work part of the program would have to be voluntary but he feels students would be interested in this end of it. He also would hope that such a program would entice more students. They would start with machine shop and then perhaps expand into other areas.

Mr. Frain asked if there were any problems foreseen by starting with the 10th grade. Mr. Beard thought not.

Mr. Dunham said he had heard some dissatisfaction over the vocational technical program as set up by the State Department. He pointed out that Mr. Beard would have to determine the students who would never go beyond 12th grade and so could be placed in the vocational program, but what about the pupil who did go on to a technical school after 12th grade. Mr. Beard said he felt the majority of pupils he would be concerned with would be the boys who would not go on to a two-year program after high school. That program is at a higher level and one has to be fairly smart in order to make the grade.

Mr. Dunham and Mr. Calhoun asked if this program became successful and the department wanted to expand into other subjects, additional teachers and space might be needed. Mr. Beard felt there would be some federal help available in this case.

The board felt the industrial arts department should proceed with a vocational program.

The board went into executive session. Mr. Frain read letters from Governor King, Mr. Lamprey and Mr. English relative to the board's opposition to the creation of a junior college system in the state. The latter two gentlemen recognized that other programs should be funded first. Mr. Dunham suggested that in the future letters expressing the board's feeling, be directed to Speaker of the House and President of the Senate.

Mr. Frain reported on problems with the Gilsum bus driver, and he feels he should be replaced. The board agreed that Mr. Wyman should be told to replace this driver. Mr. Austin brought up the matter of buses not being in perfect condition. Mr. Frain explained that the older buses were being used for the longer rides and he feels perhaps the older buses should be used in Swanzey, where breakdowns do not prove so difficult. Mr. Callahan reported that it is thought that one Troy bus driver has been drinking. Mrs. Robinson asked about having a 4:10 bus for Roxbury

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for students who want to stay after school for sports. Mr. Frain reported that there seems to be a shortage of buses in Swansey and shuttling of youngsters is delaying some from being picked up in the afternoon until 4 o'clock.

Mr. Frain understands there is some agitation in Marlow relative to cooperation. He thinks it would be a good idea for our board to talk to them. Presently Marlow is sending its pupils to Keene. Fall Mountain probably would like to have them as tuition pupils.

Mr. Frain discussed discipline at the high school. Instead of suspending students for three days he would like to suggest detention for five nights for truancy. If parents complain, explain to them they surely want their child to make up his work. Mr. Frain would recommend that a truant pupil not be able to make-up for the day off, thereby affecting his grade. The administration would arrange to have a teacher come one period late in the morning and go home one period late.

A letter was received from a ski area asking the board to consider changing February vacations so as not to coincide with vacations in other states, so ski slopes would not be so crowded during that one week. The board was not agreeable.

Mr. Hewitt reported on a woman formerly of Troy, who had moved to Keene, but as she still works in Troy she brings her children to the Troy School. Should she be charged tuition. It was felt she should be. Mr. Dunham suggested that Mr. Frain bring in a policy regarding such situations.

Mr. Furlong announced there would be a junior high play on April 3 and tickets would be sent to board members.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - March 13, 1967

The board met at the Superintendent's office on March 13 with those present being Messrs. Bowman, Austin, Dunham, Walters, Callahan, Cleveland, Calhoun, Frain and Hewitt, and Mrs. Robinson and Mrs. Thompson. The Sentinel representative was also present.

Mr. Hewitt introduced the three elementary principals, Mr. Armstrong, Mr. Bean and Mr. Christiansen who told of their workshop meetings during February vacation. Mr. Armstrong explained the purpose of the workshop he attended was to orient New Hampshire teachers to a testing program developed by Dr. Arnold Gesell, to be administered to children ages 4 through 10, initially to determine whether a child is ready to enter first grade, two months later to determine replacement and then in second or third grade. If a school were to carry out these tests, a full-time examiner would be necessary.

Mr. Bean and Mr. Christiansen attended a seminar at the University of Hartford on the ungraded system. Levels rather than grades were suggested to solve the problem of the wide range among a grade and wide range among various subjects for one individual. With levels an individual could master the skills at his own rate. Such a program should be flexible enough to allow each child to progress at his own ability.

Mr. Hewitt said next year they would like to try the ungraded program in a couple of pilot schools. Asked if this program would require more teachers, Mr. Hewitt does not feel additional teachers would be needed. Such a program would do away with age grouping, would eliminate the grade barrier, would change the outlook of teachers as she would base her teaching on the needs of the group she teachers rather than trying to meet a time schedule of work to be accomplished in 36 weeks. Mr. Dunham said he had heard a man speak on a similar program and suggested our administration contact him for further ideas. Mr. Hewitt said they would review the functions of the special teachers and continue special help for the very slow pupil. Mr. Frain pointed out that when a child reaches 7th grade there are levels for the fast, medium and slow pupil. Comparisons will be not what a child does compared to another child but what he is doing compared to what he is able to do.

Mr. Calhoun asked about the physical plant needed to carry out such a program. Mr. Hewitt said ideally there should be a central library, a gym, but he feels that things can be organized in the present physical plant to carry out the program. Presently the district has some ungraded subject areas. Mr. Frain said the administration was looking to the board for interest in an ungraded program. Mr. Cleveland suggested taking another look at this proposed program.

Mr. Hewitt announced that Mr. Bean had been elected as the outstanding young educator of the year by the Jay Cees.

Mr. Frain swore in the three new board members, Mrs. Thompson, Mr. Cleveland and Mr. Dunham.

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Mr. Frain announced that Mr. Elton Beard had been selected by the N. H. Industrial Arts Association as the outstanding industrial arts teacher in New Hampshire.

The minutes of the February 20 meeting were accepted.

Mr. Dunham passed out a list of requests for house bills that would affect education.

Mr. Frain said the deadline for introducing new bills had passed and so he did not feel that a bill to change the supervisory union law would be permitted now to be entered by the rules committee.

Mr. Frain hopes to get support for full state aid at the various town meetings.

The board was agreeable to use the new teacher application forms as proposed by Mr. Frain.

Mr. Frain read from a letter received from Mr. Gardner Turner suggesting that a final article be included in the warrant to take care of any further business coming before the meeting. Mr. and Mrs. Turner have donated a town history of Sullivan to the high school library. He also suggested distributing the school report sooner if possible and suggested towns interchanging their annual reports. Another year Mr. Frain would like to mail out the budget and warrant, and perhaps explaining the budget in four towns in addition to the public hearing. Mr. Frain would also like to present the budget in another format which would have more meaning to voters.

Monadnock Area Childrens Service Center will have an open house on March 23.

The board went into Executive Session. Mr. Frain said that Mr. Turner's letter questioned the article of accepting funds, fearful that a school board might spend additional funds rather than returning them to the towns. Mr. Frain would like to assure Mr. Turner that this was not the intention of the board. Mr. Dunham pointed out that the State Tax Commission would not permit a board to spend the additional funds, but they must be returned to the towns.

At the parents' request, the board voted to release a 16-year old boy from school. He has been attending the special class in Troy.

The board voted to oppose a bill that would include parochial schools in sweepstakes aid. Such a bill would reduce our allotment about 20%.

Mr. Frain suggested rehiring all teachers and district employees except:

Walter Wood, custodian at Cutler.
Warren May, custodian at Fitzwilliam.

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John Francois Quinn, high school teacher
(although he will have a master's degree, he is not
certified by the State of New Hampshire)
Jerome Rogers - issue a probationary contract

Mr. Calhoun asked about Mrs. Crooks in Troy. The administration feels she has made progress with the discipline problem although they hope she will continue to improve. They feel her program is good.

Mr. Calhoun asked about the elementary music program and the administration is looking at this. It is felt that too many children are taking lessons. Mr. Hewitt feels that Mrs. Batchelder will be fully qualified by the end of the summer.

Mr. Bowman moved and the board voted to accept the recommendations of Mr. Frain to elect all teachers and district employees except those stated above, namely, Walter Wood, Warren May, John Quinn and Jerome Rogers to receive a probationary contract.

At Mr. Frains suggestion Mr. Bowman moved and the board voted to elect Mrs. Norma Wright to be first grade teacher at Mt. Caesar at \$5000. and a man (name not certain) to replace *Mr. Quinn* Mr. Quinn in the English department at the high school.

Mr. Frain asked the board what they thought of the annual report. The board felt that pictures were a good idea and Mr. Dunham suggested another year having pictures of the teachers who received special awards. Mr. Frain would like to eliminate the nurses' report.

Mr. Frain asked board how they felt about the letters to parents. The board agreed the letters could perhaps be written in simpler language more easily understood.

Mr. Dunham reported on a bill asking that Salem become a supervisory union by itself. Decision has been postponed and it is felt that the state board will not want such a precedent set as having the legislature establish a supervisory union, and so will probably take action itself.

Mr. Frain passed out the supervisory union budget.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Annual Meeting
March 8, 1967

The Annual School District Meeting was held in the auditorium of the high school on Wednesday, March 8, 1967. Moderator Clarence Abare opened the meeting at 8 p.m. and advised that articles 1 and 2 would be handled by ballot. The moderator then proceeded to take up the 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 \$1,476,995. and this was voted in the affirmative.

Article 4. To see if the district will vote to accept the provisions of Title I, Public Law 89-10 (Elementary and Secondary Education Act of 1965), and to appropriate such funds as may be made available to the district under said Federal Act for such particular projects as may be determined by the school board. Further, to see if the district will authorize the school board to make application for such funds and to expend the same for such projects as it may designate over and above the total school appropriation voted by the district.

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

Article 5. To see if the district will vote to accept the provisions of Title II, Public Law 89-10 (Elementary and Secondary Education Act of 1965), and to appropriate such funds as may be made available to the district under said Federal Act for such particular projects as may be determined by the school board. Further, to see if the district will authorize the school board to make application for such funds and to expend the same for such projects as it may designate over and above the total school appropriation voted by the district.

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

Article 6. To see if the district will vote to accept the provisions of Title III, Public Law 89-10 (Elementary and Secondary Education Act of 1965), and to appropriate such funds as may be made available to the district under said Federal Act for such particular projects as may be determined by the school board. Further, to see if the district will authorize the school board to make application for such funds and to expend the same for such projects as it may designate over and above the total school appropriation voted by the district.

Mr. Pride 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 over and above the total school appropriation voted by the district.

Mr. Dunham moved the acceptance of such funds or grants and it was voted in the affirmative.

Article 8. To hear the report of the Planning Committee authorized at the last Annual Meeting, and to see if the district wishes to take action, if any, on the report of the Committee, and if the district wishes to take action on continuing the Committee for another year.

Mr. Walters explained that there was no report of the Planning Committee to be given at this time. He said many changes had taken place since the formation of the committee which had raised further questions to be considered.

Mr. Walters moved that the district vote to continue the planning for another year, and authorize the selectmen to fill any vacancy on the committee from their town, and further that the committee submit a report to the district at the next annual meeting. This motion was voted in the affirmative.

There being no further business brought forth, it was voted to close the polls at 8:25 p.m. Ballots under Article 1 and Article 2 were counted as follows:

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

Clarence Abare	112 votes and elected
Stacey Cole	1 vote

Article 2. To choose three members of the school board, one from Fitzwilliam, one from Richmond, and one from Swanzey to serve for the ensuing three years.

Fitzwilliam:	Arthur Cleveland	110 votes and elected
	John Raitto	2 votes
	Marcia Webber	2 votes

Richmond:	Johanne Thompson	109 votes and elected
	H. Bennett	2 votes

Swanzey:	Carroll Dunham	112 votes and elected
	David Perry	2 votes

Respectfully submitted,

Elizabeth T. Massin
Elizabeth T. Massin, Clerk