

SUPERVISORY UNION #38
School Calendar 1971-1972

SEPT. (18)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>		FEB. (15)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
			(1)	(2)	(3)				1	2	3	4
	<u>6</u>	7	8	9	10	*		7	8	9	10	11 *
	13	14	15	16	17			<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	(18)
	20	21	22	23	24	*		<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u> *
	27	28	29	30				28	29			
OCT. (18)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>		MAR. (23)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
					1					1	2	3
	4	5	6	7	8	*		6	7	8	9	10 *
	<u>11</u>	12	13	14	15			13	14	15	16	17
	<u>18</u>	19	20	21	<u>22</u>	*		20	21	22	23	24 *
	<u>25</u>	26	27	28	29			27	28	29	30	31
NOV. (20)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>		APRIL (15)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
	1	2	3	4	5	*		3	4	5	6	7 *
	8	9	10	11	12			10	11	12	13	14
	15	16	17	18	19	*		17	18	19	20	21 *
	22	23	24	<u>25</u>	<u>26</u>			<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>
	29	30										
DEC. (17)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>		MAY (22)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
			1	2	3	*		1	2	3	4	5 *
	6	7	8	9	10			8	9	10	11	12
	13	14	15	16	17	*		15	16	17	18	19 *
	20	21	22	23	<u>24</u>			22	23	24	25	26
	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	*		<u>29</u>	30	31		
JAN. (21)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>		JUNE (11)	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
	3	4	5	6	7						1	2 *
	10	11	12	13	14	*		5	6	7	8	9
	17	18	19	20	21			<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	(16) */
	24	25	26	27	28	*/		<u>19</u>	<u>20</u>			
	31											

180 Days for Pupils..... 185 Days for Teachers

Sept.	1, 2, 3.....	Teacher Workshop Days
Sept.	6.....	Labor Day
Sept.	7.....	1st Day of School
Oct.	11.....	Columbus Day
Oct.	22.....	No School - Convention
Oct.	25.....	Veteran's Day
Nov.	25, 26.....	Thanksgiving Recess
Dec.	24 thru Jan. 2.....	Christmas Recess
Feb.	18.....	Teacher's Workshop
Feb.	21 thru Feb. 25	Winter Recess
April	24 thur April 28.....	Spring Recess
May	29.....	Memorial Day
June	16.....	Teacher's Workshop
June	19, 20.....	Make-up Days if Needed

Quarters

1.	Nov.	12 - 46 days
2.	Jan.	28 - 47 days
3.	April	7 - 44 days
4.	June	15 - 43 days
		180 days

ANNUAL MEETING

Monadnock Regional School District

March 18, 1972

The Annual School District Meeting was held in the auditorium of the Monadnock Regional High School on Saturday, March 18, 1972. Moderator Richard Talbot opened the polls at 12 noon and appointed Clarence Abare as assistant moderator. Members of the school board present were Messrs. Bowman, Cleveland, Calhoun, Callahan, Austin, Whitham, Pride, Mrs. Robinson and Mrs. Thompson. Administrators present were Messrs. Frain, Hewitt, Sundstrom and Furlong.

The moderator opened the annual meeting at 2 p.m. and summarized the ground rules. Voters had received identification tags from checklist supervisors to be displayed in case of a written ballot vote. He advised that Article I of the warrant was being handled by ballot and informed voters the polls would be open until 4 p.m. The moderator then called for action on the remaining articles of the warrant.

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.

Miss Betty Vandersluis moved to adjourn action on Articles 2, 3, 4, 5, 6, 7 and 8 until Saturday, April 15, 1972 at 2 p.m. This motion was seconded by Mr. Longever. Miss Vandersluis explained that because of recent press coverage she did not feel able to judge the items before the voters and that by April 15 perhaps many questions would be answered and voters could make a more intelligent decision.

Mr. Calhoun explained the board's position, that the meeting had been called, advertised in the paper, there was a large turnout, checklists had been prepared, ballots printed, the matter of hiring teachers and issuing contracts cannot take place until the district has appropriated money, bids must be put out if the voters vote to raise money for capital improvements and he felt the people should have the opportunity to vote today. Asked if a delay in the meeting would affect the budget that was being presented today, Mr. Calhoun answered no it would not. Mrs. Harling, a teacher, urged the meeting to be held today. Mr. Prigge moved to vote on the question.

It was voted to vote on the question and cut off debate.

The voters voted not to adjourn the meeting.

Mr. Calhoun moved to raise and appropriate the sum of \$2,091,887.50 for the support of schools.

It was clarified that this amount did not include two separate articles calling for an architect and capital improvements. The question was asked why MRSD had not raised the base salary in order to keep up with other school districts. Mr. Callahan reported the board did not think the district could afford to raise the base, but he explained there was an increment for all teachers teaching in the district and those at maximum. Mr. Frain showed a comparison of salaries and most other districts around MRSD were proposing the same salary schedule for next year as they had this year.

It was pointed out that Monadnock District residents are in the top half as far as tax rates are concerned and in the bottom quarter in ability to pay. It was for this reason, and that the taxpayers are making such an effort, that school board decided to stay with the present salary schedule.

Mr. Leslie said he was concerned with the business of salaries and also the lack of fringe benefits in the MRSD. He said teachers are not primarily interested in salaries, but are interested in fringe benefits and proper negotiations. Mr. Callahan said it was extremely difficult to negotiate in public but advised the board had not shut off negotiations (he read from minutes of last negotiations meeting to this effect.) He told that the demands were 26 pages long and did not involve money. Teachers wanted a master contract which would supersede the individual contract issued to each teacher. He said the board would not sign a master contract. He said some of the items included that a teacher may teach anything, anytime, anywhere in the classroom. One item said teachers must pay dues to the local organization even though they did not belong, otherwise dues would be deducted from their salary. He explained the board had not agreed to secrecy this year. He advised the board had not been able to increment fringe benefits to the extent the board would like, but for the same reason, lack of money. Mr. Ilg asked that copies of these 26 items be mailed to every taxpayer. To save cost of mailing it was decided to print these demands in the Keene Shopper. Mr. Ilg asked Mr. Callahan to read two items at random. One dealt with teachers' rights and one with membership in MITA. Mr. Bowman explained how board used to sit down with teachers to discuss salary schedule but now teachers have a professional negotiator and the board must have professional help in negotiating.

Mr. Abare moved and it was voted to act on the previous question.

Article 2. was voted in the affirmative.

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

Article 4. To see if the district wishes to request an audit by the municipal accounting division of the State Tax Commission for the fiscal year 1971-72.

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

Article 5. To see if the district wishes to choose two auditors at the next annual meeting of the district to audit the accounts of the school district.

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

Article 6. To see if the district will vote to raise and appropriate the sum of twenty thousand dollars (\$20,000) to hire an architect to prepare preliminary plans and cost estimates for a Middle School.

Mr. Cleveland moved passage of this article. Asked if the services of an architect could be obtained for \$10,000, Mr. Bowman felt they could not. The board was asked if it knew what it wanted in the way of size, space, number of students, etc. Could the board use plans of Winchester school? Mrs. Ilg asked what had been done about a curriculum for the middle school. Mr. Hewitt said they were presently working on educational specifications for the middle school. Asked if passage of this article would automatically mean a middle school, Mr. Bowman said it would obligate the district to a middle school. Mr. Bowman said several architects would be interviewed before deciding on one.

Mr. McClure said he felt the district was being committed to a whole building program without being given alternatives. Since taxpayers are making a sacrifice through high taxes they are paying, he suggested they might be willing to make the sacrifice of double sessions. Mr. Bowman advised that state must approve double sessions and permission is granted on a one year basis. Asked about year-round school, Mr. Frain said this plan needed about 2400 students. More space is needed to straighten out the problem in the high school and in the elementary schools.

Mr. Ilg asked board to confirm that a middle school is an expanded educational program and needs a specially trained staff. Mr. Ilg presented an amendment to article 6 that any action on hiring an architect be deferred until the board submits a proposed curriculum and staff required, with operating expenses, to the voters.

Mr. Calhoun pointed out that a committee was working three years ago to study the future needs of the district. In order to solve the problems of the district, expert help is needed to make plans.

There was discussion about what a middle school was, not just a building, and not a junior high school, but a school working toward the total involvement of all students, special programs such as foreign languages, and a strong intra-mural sports program. Mr. Hewitt said he feared trouble if some action is not take to relieve the crowded conditions at Fitzwilliam and Swanzey. Mr. Tyler felt the taxpayers should trust the school board and administration to make the proper decisions regarding curriculum. Mrs. Tommila pointed out that when the MRS was first formed, it was stated no child under seventh grade would be transported out of town. Mr. Callahan advised that if a town did not want to send their 5th and 6th graders out of town, some arrangement would be made to keep them in their town.

Miss Webber advised that when the MRS was being formed, there was an estimate of size of school, number of children, staff, etc. and she feels same should be true of any addition. District should have some idea of annual operating cost. She asked that building on to the present building be investigated.

Mr. Raitto asked how the district could afford a middle school which sounded to him as though the operating expenses would be more than for the high school. Mr. Hewitt said they would look for types

using the staff presently there. It would not be necessary to have an auditorium like the high school's, nor a cafeteria, nor shop nor home ec facilities. Mr. Calhoun explained the unhealthy situation of having 7th and 8th graders in with the high school students. A Swansey parent asked the voters to face the fact that additional space was needed to give the children a wellrounded education. Asked if schools would have to have kindergartens, Mr. Hewitt said yes within a couple of years. Asked what thought had been given to adding on the present school building, Mr. Bowman replied that this would not solve the problems in the elementary schools.

It was voted to vote the previous question, Mr. Ilg's amendment.

Mr. Ilg's amendment to defer action until a curriculum was developed was defeated.

Asked what towns nearby had middle schools, Mr. Hewitt advised Bellows Falls and Amherst, Massachusetts.

A vote was taken on article 6. Because the voice vote was indecisive a standing vote was taken resulting in 218 yes for passage of the article and 141 no.

Article 7. To see if the district will vote to raise and appropriate the sum of seventeen thousand four hundred dollars (\$17,400) to make necessary repairs and improvements at the Troy Elementary School (namely, installing a fire escape, installing new toilet fixtures in the older part of the building, and installing new lighting in the older part of the building); at the Cutler School in West Swansey (correcting the present heating system and installing a new oil burner, and installing new lighting in classrooms); and at the Emerson School in Fitzwilliam (installing a new floor in the toilets and new toilet fixtures).

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

Article 8. To listen to opinions of a purely advisory nature regarding the conduct of school affairs for the ensuing year.

A statement signed by parents in Fitzwilliam and Troy wishing to go on record in support of the School Board and Administration was read by Mr. James Kennedy as follows:

1. While the opinions of students, parents, and teachers are of interest and to be welcomed, the ultimate decisions must be arrived at calmly and democratically by the taxpayers - who represent not only the above three special-interest groups but also the public at large.
2. A teacher's popularity is not to be equated with his competence.
3. The idea that students should pick their teachers is just as non-viable as the concept of children selecting their parents.
4. Improvement in education in the Monadnock Region as well as elsewhere in N. H. will come more as a result of significant rearrangement of the tax base than the questioning of our Board members and administrators, whom we believe are doing the best they can under difficult circumstances - both budgetwise and in face of a tide of liberalism in the nation.

The voters gave a rising vote of thanks to Lee Bowman after 25 years as a school board member. Mr. Bowman thanked the voters and the school board.

Colonel Orcutt of Richmond presented a resolution that the school board refuse to get involved in any master contract with teachers.

Mr. Leslie thanked Mr. Lee Bowman for his excellent service over the years and wished him well in the days to come.

Colonel Orcutt offered a resolution expressing the greatest confidence in Mr. Austin Frain. Mrs. Jernberg expressed her confidence in Mr. Austin Frain.

A voter questioned the possibility of Marlow children coming to the Gilsum School and was advised this would be discussed at the next school board meeting.

It was voted to adjourn the meeting at 4:20 p.m.

Results of the voting were as follows:

Moderator:

Richard Talbot	662
Clarence Abare	13

Board Member from Roxbury:

Madelene Robinson	426
Norman Duplissie	343

Board Member from Swanzey:

William Felton	414
Ruth Palm	344

Board Member from Troy:

Donald Austin	434
Normand Dion	332

Respectfully submitted,

Elizabeth Massin

March 18, 1972

We the undersigned, parents of 24 children, of whom 18 are currently enrolled in this School District, wish to go on record before this meeting in support of the School Board and its administration, especially in regard to the following points:

1. While the opinions of students, parents, and teachers are of interest and to be welcomed, the ultimate decisions must be arrived at calmly and democratically by the taxpayers -- who represent not only the above three special-interest groups but also the public at large.
2. A teacher's popularity is not be equated with his competence.
3. The idea that students should pick their teachers is just as non-viable as the concept of children selecting their parents.
4. Improvement in education in the Monadnock Region as well as elsewhere in N. H. will come more as a result of significant rearrangement of the tax base than the questioning of our Board members and administrators, whom we believe are doing the best they can under difficult circumstances -- both budgetwise and in the face of a tide of liberalism in the nation.

Monadnock Regional School District
Board Meeting - March 14, 1972

The School Board met in the high school library with the following present: Messrs. Bowman, Calhoun, Callahan, Austin, Pride, Cleveland, Whitham, Frain, Hewitt, Sundstrom, Furlong, Evans, Britton and Mrs. Robinson and Mrs. Thompson. The Sentinel reporter was present and also the Student Congress representative, Miss Coughlin.

Several parents attended the meeting and several students, one of whom, David Everett, reported to the board how upset the students were that Mr. Hansen was not to be nominated to the staff for 1972-73. A petition signed by some 200 students was turned over to the board. Mr. Everett felt that Mr. Hansen had motivated him and other students, to not only stay in school but to go on to further schooling. Mr. Calhoun explained the board appreciated what the students say, but there are other circumstances to be considered and the school board does not feel these should be stated in public at this time. Mr. Whitham said he was not aware of other circumstances and some members of the board also were not aware. This was to be discussed later in executive session under nomination of teachers.

Mr. Devold from Troy said he attended meeting to ask questions and find out what was going on. His particular interest was not about individual teachers, school board members, administration, but feels there must be a problem within the school. If so many teachers (the board took exception to the 'so many') then he questioned the hiring procedure. Mr. Bowman stated that if the board feels a teacher is not doing the job he is paid to do, the board must take action.

David Everett's mother asked if a reasonable explanation could be given to the students so they could understand why someone who has worked with them and for them is not being rehired. The board agreed this would be done.

Mr. Callahan explained to the audience that it was not one man who made the decision not to rehire someone but that many people are involved in making a decision, however, it ends up in the superintendent's office. Mr. Frain said it was the policy of the administration and the board to praise people outloud and criticize in private. When Mr. Devold repeated that the board and administration should look into the hiring of teachers it was pointed out that not more than 2 teachers had not been rehired in any one year - a very small percentage.

Mr. McClure stated he had a great deal of respect for the board and the job it was doing for the community. He said he also comes in contact with other people he respects and he gets another story from them. This presents a dilemma for him. Mr. Fosher asked why personnel changes should be kept quiet. The board replied that a teacher might have requested it to be kept quiet. There was discussion about the change in department heads and a citizen new to the district asked how a department chairman could do an effective administrative job while teaching six periods a day. The board replied because he was a very capable person. The question was posed how could a man trained in business do a competent job of supervising the industrial and home ec departments. Again it was explained he was a competent person who could supervise teaching and determine its quality. Teachers within each department draw up the budget for that department. Many schools in the state are bringing in vocational coordinators of department heads, so Mr. Shaunessey's position is not unique. Mr. Frain pointed out that

March 14, 1972

principals also supervise the quality of teaching. Mr. Devoid disagreed with this.

Mr. Fosher thought the teacher in question not to be rehired should have something said in his favor before a decision was made. He asked the board to give consideration to the positive aspects of the man. Mr. Hansen himself arrived at the meeting and advised he had read the letter he received from Mr. Frain, to his classes advising that he would not be rehired. Mr. Bowman asked how many of the student signers of the petition had classes with Mr. Hansen. This year he has about 40 students. Mr. Cleveland said he was impressed with the appearance of the young people at the meeting who spoke in favor of Mr. Hansen.

Mr. Devoid read a petition directed to the MRSB and signed by 45 teachers asking that the board reconsider the superintendent's decision not to rehire Mr. Rocheleau as Chairman of the Science Department.

Mr. Leslie asked if were not true that Mr. Descoteaux had asked for another teacher. Mr. Frain said yes he had, but not to relieve him for administrative duties, but rather so he could enlarge the art program and spend some time helping elementary teachers develop an art program.

Mr. Schierloth said he was distressed to think the board might think that everyone thinks the same way as the voters present tonight. He said he was quite satisfied with the job done by the board. Added to this, Mr. Charles Beauregard pointed out that the board was elected to do a job and he thought they were doing a good job.

Mr. Bowman and others pointed out that the board and administration could sit back and take no action, thus avoiding trouble, however, they felt they had a job to do in the best interests of the education of the children in the district.

Mr. Hewitt reported that at the Marlow Town Meeting it was voted to explore the possibility of sending grades 5 and 6 to the Gilsum School on a tuition basis and paying transportation. Marlow would like to send 16 students in 1972-73 and would like MRSB to take some action on this request. This would increase size of classes at Gilsum to about 25. Income would be approximately \$8,000. Mr. Calhoun asked Mr. Hewitt that a teacher's aide be assigned to Gilsum if Mr. Hewitt felt it necessary. Mr. Hewitt said he had gone over test scores of all the pupils and found them to be good average students. Mr. Evans felt the addition of these 16 students would be beneficial to the school as a whole. Mr. Fosher asked that some thought be given to the quality of education and thought the more students, the less individual instruction the Gilsum students would get. Mr. Evans felt the variety would be good - students learn from each other. Mr. Hewitt assured the people that the quality of education had been thoughtfully considered. The agreement would be on a year to year basis.

Mr. Frain said there was a request from the Fitzwilliam Recreation Committee to use the school facilities this summer. Mr. Cleveland said the results of this program were impressive. The board voted to grant the request of the Fitzwilliam Recreation Committee as has been done in previous years.

Mr. Frain read a letter of thanks from the family of Robert Coates.

Mr. Furlong presented a list compiled by Mrs. Alice Hildreth showing the number of students applying the colleges and technical schools, the number of acceptances, rejections and pending.

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MARCH 14, 1972

Executive Session

Mr. George Hemond, football coach, reported on the football program at MRHS during 1971-72. Twenty two players were involved. He feels with the facilities available, the crowds that attend, and one of the best football fields around, he wants to improve the program and asked the board to consider some long range plans. One recommendation was to increase salaries of coaches to bring them into line with other districts. For 1972-73 increase head coach to \$1,500, 1st assistant to \$720, 2nd to \$540 and 3rd to \$420. He then would suggest a point system which could be used until 1975 bringing head coach up to \$1,800 and in line with the Keene coach. He recommended eliminating the 4th assistant and using a student teacher in his place at no cost. He would like to play the Keene team again.

To attract other students to the team is important. He reported \$780 had been raised from the sale of waste paper baskets and he will run two tag days in Keene for more funds to be used to attend a football professional camp. He believes this will be good for the students to attend such a camp. He is promoting the lifting of weights for his team members, would like to get into wrestling (all that is needed for now is tape for present mats and a cover). Mr. Cleveland asked how he felt about soccer. Mr. Hemond would like a chance to get his football team built up first and soccer could hurt the football team. But as an educator he agreed soccer was worthwhile because it got more students involved in sports. He would like to re-arrange the team room so it could be used for wrestling. Because of cramped storage area it was asked if the vocational class could build a structure for storage.

Mr. Frain read a letter of resignation from Mrs. Richards and the board voted to accept her resignation with an expression of gratitude for her years of service to the MRSD.

There was discussion of Mr. Hemond's presentation and board was impressed with his enthusiasm. Mr. Furlong suggested having all extracurricular activities reviewed before deciding on a salary increase for football coaches. A proposal could be presented before the next budget.

Mr. Frain presented his slate of nominations for the school year 1972-73. Exceptions were noted as follows:

Mr. Charles Wilder, Mrs. Jennie Fisher, Mr. Hansen, Mr. Emile Rocheleau.

Mr. Hansen: Mr. Frain documented reasons for his decision not to re-nominate. On several occasions he was told not to leave his classroom while students were operating the machines. On numerous occasions he was told not to use a machine by himself, but rather to supervise the students on machines. Students in Machine Shop I and II were working on the same project. Some members of industry do not feel our boys have the background in machine shop. Three years ago it was felt the Keene boys could not compare with MRHS boys. Administration is concerned with the condition of the machines and clutter of the room.

Mr. Calhoun moved and the board voted unanimously to support the administration's decision not to re-nominate Mr. Hansen.

There was discussion how to explain to the students as agreed at the open meeting. Mr. Furlong will handle this.

Executive Session (cont.)

Mr. Frain sent a letter to Mr. Wilder explaining that the program he was teaching should receive a different emphasis in the future for which Mr. Wilder's background was not suitable.

Mr. Frain wrote Mrs. Fisher explaining there had not been sufficient improvement during the 1971-72 school year to warrant nominating her for the year 1972-73. She had received a probationary contract for 1971-72 stating the areas which needed improvement. Health records have not been kept up-to-date, teachers lack confidence in her work, absence from workshops, tardiness, a couple of accidents check by her but not reported to parents - these led to the decision not to renominate. These deficiencies have been called to her attention.

Mr. Cleveland moved, Mr. Callahan seconded and board voted unanimously to accept the administration's recommendation not to nominate Mrs. Fisher.

advising

A letter was sent to Mr. Rocheleau/that he would not be nominated as science department chairman because he had not satisfactorily carried out the conditions set forth in the probationary contract for 1971-72. However, he would be nominated as a teacher for 1972-73.

The probationary contract said more time should be spent on evaluations and this has not been done. He has discussed with Mr. Furlong and Mrs. Hildreth a program whereby the ISCS program in grade 9 and biology is going to be broken up into units which can be taught in periods of 18 weeks. Then students could elect combinations from these units in grades 9 and 10. Mr. Furlong and Mrs. Hildreth agreed with this idea so that a half year credit could be obtained. This is the first evidence of a remodeling of a science program for some time.

Dr. Schmitt, consultant, was contacted for a clarification of his statements, but he would give none. He said he did not understand how his letter could have been released to the newspaper by the science department but noted there were others present at the meeting including a board member.

Mr. Calhoun moved and the board accepted the administration's decision not to offer the chairmanship of the science department to Mr. Rocheleau but to nominate him as a teacher. The vote was eight in support and one (Whitham) opposed.

The board voted to accept the remainder of the nominations presented by Mr. Frain.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - February 22, 1972

The School Board met in the high school with the following present: Messrs. Callahan, Bowman, Austin, Whitham, Calhoun, Pride, Boufford, Frain, Hewitt, Sundstrum, Furlong, Evans, Britton, Mrs. Robinson, Mrs. Thompson and Miss Coughlin.

A request was received from Gilsum Recreation Committee for use of school facilities for summer program, 1972, and an offer to pay for utilities. They thanked board for cooperation with their program.

The annual meeting will be held Saturday, March 18, 1972 at 2 p.m. Polls will open at 12 noon. Articles of the warrant will include election of board members and moderator, election of auditors, adoption of budget, appropriation to hire an architect to draw up preliminary plans and cost estimates, appropriation for capital improvements at Cutler, Emerson and Troy schools, accepting state and federal funds.

Mr. Furlong reported on the workshops at the high school on February 18. Part of the day was spent with elementary teachers. There were demonstrations showing the use of a parachute in the physical education program.

Mr. Frain passed out finished copy of some policies that had previously been approved by the board, and some proposals for additional policies concerning admission to the first year of school (which has been used for 7 or 8 years); physical examinations for children before entering school; entrance to special education classes, reasons for leave; salary for such leave; credit for leave; point system; rosters of students or employees; leave for administrators and supervisors should receive greater flexibility.

Mr. Whitham asked about having a center where children involved with drugs could go for help. Mr. Furlong said such students were going to the Guidance Department for help and it seemed to be working well.

The Board voted to adopt the policies proposed above, dealing with admission to the first year of school through leave for administrators and supervisors.

Mr. Hewitt advised the board that if district does not meet minimum standards in 1972, it must advise the state what it is doing towards meeting the standards. He asked the board for comments regarding progress being made with the new programs that have been introduced. Mr. Boufford asked what requirements of the state MRHS could not meet. Mr. Hewitt enumerated: one art teacher for every 800 students, one physical education teacher for every 800 students, one library for every 700 students and one guidance person for every 700 students in the elementary schools. Concerning facilities we do not meet a minimum requirement of 1000 square feet for a library in elementary schools, nor a minimum number of 6,000 volumes for each school.

The middle school would solve the space requirement. Mr. Hewitt said district could show where it has tried to meet requirements. The board felt one priority was to augment the physical education program in the elementary schools since this program had been started. Principal Britton agreed with this and also felt it important to have an additional person on the remedial reading staff. Mr. Evans

suggested a learning disabilities teacher and an additional art teacher. Mr. Evans said the intermediate reading program - the individualized program - had worked well, although he pointed out that all students would not learn in this type of program so the basal reading program should be continued also. The individualized instruction complements the levels program and tremendous progress has been made in the past five years. Mr. Hewitt feels all teachers in the district are working toward the success of this program.

Mr. Hewitt said he was pleased with his elementary staff and noted that there were 800 applications for elementary and high school teachers last year so administration was able to choose people with different backgrounds.

Mr. Hewitt stated he would like to help the elementary science program. Mr. Calhoun pointed out the board had wanted concentration on reading and math and he also felt more attention should be given to composition.

There was discussion of the proposed Trobridge Bill #70 which Mr. Calhoun felt would solve many of the problems in the district. He moved and the board voted to inform the Ways and Means Committee of the board's support of HB #70 and record its thoughts with the representatives in Concord.

Respectfully submitted,

Elizabeth Massin, Clerk

The board voted to accept the resignation of Martha Marcette, teacher in Swanzey, effective March 31, 1972.

The board voted to accept the resignation of Mr. Gerald Britton effective June 30, 1972, with thanks for his cooperation.

Mr. Frain presented the board with a copy of the draft of the charge against him. The hearing will be held March 23 and possibly into March 24.

The board discussed whether it should prepare a statement to be made a part of the hearing and therefore a matter of record. It was decided something should be prepared for the board's further decision.

Mr. Callahan expressed his feeling that MRSD was small enough for board to work with all teachers and do away with negotiations. He suggested calling a meeting and informing teachers of this.

Mr. Furlong discussed problems of the greenhouse. Mr. Furlong suggested putting the plastic on the roof and making the remaining necessary repairs as Mr. Wyman and his staff have time to do it. It is important that the structure be safe for the students to use.

Board meetings will be held March 14 and March 28.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
February 10, 1972
Meeting with Selectmen

The board met with the selectmen of the district towns and present at the meeting in the high school library were: Messrs. Bowman, Whitham, Cleveland, Callahan, Boufford, Pride, Calhoun, Frain, Hewitt, Furlong, Mrs. Robinson and Mrs. Thompson. Selectmen present were Messrs. Britton from Surry; Messrs. Gilbert, Orcutt, Webber, Amidon from Richmond; Messrs. Moe, Hackler, Perry from Swanzey; Mr. Abare from Troy; Mr. Yardley from Roxbury; Messrs. Swett, Parker, Motter from Sullivan.

Mr. Frain reviewed the budget and explained the total budget was up 4.8%. A large increase is due to social security which the State used to contribute to the employer's share. The Richmond selectman requested that the budget be cut and asked the administration for recommendations as to where it could best be cut. The administration and board explained cuts had already been made and did not see where further cuts could be made. The board explained the added cost of attorney fees for negotiations with the teachers. It was pointed out there would be no salary increases for the superintendent and assistant superintendents which would put the supervisory union budget up very little. Mr. Cleveland pointed out that Richmond's cost had increase so because they no longer receive state aid.

Mr. Bowman explained the board would like to include an article in the warrant to hire local auditors instead of using a state tax auditor. Selectmen seemed agreeable.

Mr. Frain explained that the same salary schedule would be used for next year, but salary item is up because of the step increases and one additional elementary teacher at Cutler. It is necessary to pay more to department heads because of their responsibility in evaluating and improving their staff. Teacher aides are being used successfully. The district must pay to have two students tutored at home next year. Transportation costs are up because of increased routes. Maintenance of the buildings has increased. Contribution to teachers' retirement is up, social security up about \$30,000, and state employees retirement is up.

The administration was questioned for a breakdown of expenditures for physical education program as opposed to team activities. The board pointed out the importance of team activities for the attitude and morale of the school. Asked how many non-essential courses were presently being given at the school, the board could not think of any. The board said it and the administration continually look at courses to see if any offered are not practical. (They said play production was being dropped from curriculum.) The selectmen were told of the computer for the math department and how important it would be in the math program.

Selectmen were told that Marlow has approached the district to tuition elementary students to Gilsum. This would bring in some income.

Mr. Frain said the board had discussed a building program which it does not feel can be postponed any longer. The board would like to include an article in the warrant in the amount of \$20,000 to hire an architect to draw up some plans and preliminary plans for costs. They also wish to include an article for capital improvements in Troy, Fitzwilliam and Cutler.

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Mr. Frain explained the idea of a middle school for grades 6-8, which would relieve the crowded conditions at the elementary schools, and would take the 7th and 8th grades out of the high school, relieving crowded conditions at the high school and also benefiting the 7th and 8th graders by having them in a separate building from the high school students. The board explained the district owns about 35 acres of land which would be easy to develop.

Mr. Cleveland told the selectmen the board was presenting the most austere budget possible. Other school districts are going up between 6% and 20% although continuing their present salary schedules.

Mr. Furlong reported that about 40% of the students go on to school after graduation. Many more are planning to go to two-year technical schools than in the past. He explained that our school does not "block" courses - academic students can take vocational courses and vice versa. The emphasis is on vocational to meet the needs of our district's school population.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
School Board - February 8, 1972

The school board met in the high school with the following present: Messrs. Bowman, Whitham, Callahan, Austin, Cleveland, Pride, Calhoun, Frain, Hewitt, Furlong, Sundstrom, Mrs. Robinson and Mrs. Thompson. Minutes of the January 25th meeting were accepted.

Mr. Ray Descoteaux, head of the Fine Arts Department, reported to the board that he feels Monadnock stands very high as compared to other schools he has evaluated in New England, due to the principal, superintendent and school board. He told of the art classes offered at Monadnock and said the program had been changed to meet the needs of the students. All 7th graders take art for one half year; 8th graders select art and then are screened. Classes are crowded. Monadnock is the only school offering a full year's jewelry course. Next year he hopes to offer a creative craft survey course which would deal with all the courses and give students an opportunity to determine which area they are most interested in. He stated his department's needs to be an additional staff member (he and Mr. Marsette teach six classes a day which does not leave him much time for department chairman duties); he feels a "humanities" course is needed, also a history of art course; storage area and work space are inadequate.

Mr. Descoteaux stated he did not feel the music department was functioning as well as it should be, possibly because it is not offering enough programs. Next year he would like to offer additional programs, such as music theory for students who are interested in pursuing music. He suggested that classes having only three or four students, might be offered after school instead of during the school day. Mr. Ebenhausen has listed items he would like to have for his department such as something to darken the music room for showing films; a sound proof room for practicing; and an additional piano. He felt the two music teachers were good but could perhaps teach more classes.

Mr. Calhoun asked his opinion of art in the elementary school. Mr. Descoteaux would like to be able to go into the elementary schools to find out what should be done, but at the present he hasn't time. The art department teaches 630 students a year at the high school. The possibility of having art exhibits in the elementary school and public libraries was discussed and it was agreed the exhibits in the high school were helpful.

Mr. Soucy said he was fairly well satisfied with the way things had gone in the social studies department since he became chairman. He is concerned primarily with providing leadership for the teachers in the department and feels this has been lacking in the past couple of years. In the beginning he is busy getting his department organized and setting an example for the teachers in his department. He has found a lack of continuity in the programs offered and he is trying to find out what everyone is doing in each course. He wants more courses for the non-college student and to teach practical courses. He feels academic courses take care of themselves. He said the teachers in his department had been very coopera-

tive. There are about 110 students per teacher, and eight teachers in all. He too is concerned with lack of space. He would like to have a social studies reading center but realizes this is not possible at the present time. He would like to see everyone in grades 9 through 12 take some sort of social studies course. He and members of his department feel it important to take the 7th and 8th graders out of the high school building.

His department has discussed possibility of six-week mini courses but he is not yet convinced on their merit. He would like to see a change in the observation program, mainly that it be left to the chairman to observe as often or as long as he likes, for instance, a full month. He reported on the New Hampshire Council for Social Studies and their meetings with the opportunity to exchange ideas. He too would like an additional teacher and to offer additional courses. Asked about the House Plan, he said he was not well enough acquainted with it as yet to evaluate it. Asked if teachers were apprehensive of the evaluations being done by department chairmen, Mr. Soucy felt not at all.

Mr. Hewitt reported on the first meeting of the inservice training program with Dr. Buss for secondary school teachers. They can get graduate and under-graduate credit. There is no cost to Monadnock teachers. The course will concentrate on the type of student in our district. This is one way to get the jump on requirements that will be set by the state. There will be a program for elementary school teachers in the spring dealing with disabilities in the classroom and how to cope with them. A workshop for February 18 has been planned by the elementary teachers themselves.

Mr. Furlong advised that the week of February 14 would be vocational education week and assemblies would be held for grades 9, 10 and 11 to explain these programs to the students. He said fewer students were applying to four year colleges, but more were applying to the technical schools. He said the winter carnival put on by the Student Congress had gone well. Two one-act plays are being put on under the direction of the students themselves. Mr. Furlong and Mr. Parker are impressed with the apparent change in the student body, their interest and enthusiasm.

There will be a course on library science at the high school for fifteen weeks. All public librarians will be invited.

It was felt the board should devise some plan to let teachers know the board's appreciation of their efforts. Miss Coughlin was asked to encourage students to give their views to the board.

Mr. Frain has received a letter from the school moderator suggesting balloting to be continued through the annual school meeting, appointment of an assistant moderator, clerk to be seated next to moderator, a podium to be available for moderator, and preparation of yes and no ballots.

Respectfully submitted,
Elizabeth Massin, Clerk

Mr. Frain advised that Mr. Bemis had been offered \$12,000 for the 17 acres of land next to the Fitzwilliam school. Mr. Bemis has declined this offer and suggested \$13,500.

Mr. Whitham asked if Mr. Bell could be considered to take more responsibility at additional salary in the Sullivan school, to have a similar situation in the other two northern schools and thereby replace a single principal for the three towns. The administration felt there was a need for one principal who could help teachers during the school day. Having three individuals had been tried before and was not successful.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - February 1, 1972

The school board met at the high school on 2/1/72 with the following members present: Messrs. Bowman, Pride, Whitham, Boufford, Callahan, Cleveland, Calhoun, Frain, Hewitt, Sundstrom, Furlong, Mrs. Robinson and Mrs. Thompson.

Mr. Wayne Wyman was present to discuss a replacement for the truck at the high school. He obtained a price of \$5,651 for a snowblower attachment which the board had requested. The present truck is 3/4 ton but Mr. Wayman recommended trading for a 1 ton truck. He has obtained quotes on a GMC, International and Dodge. Mr. Wyman also spoke of a sander for \$1,300 which would be effective in sanding the parking lots and playgrounds. Asked about the toilets and floors in Fitzwilliam, Mr. Wyman suggested a terrazo-tile floor, similar to that in the high school. Cost would be about \$3. per square foot installed.

Mr. Wyman presented a comparison of cost to have jobs done by outside concerns and by his custodial department, showing a saving by have the school staff do them. There was discuss about a pump for the irrigation system to water the playing fields. He will look into the possibility of buying a motor to run the pump that is now there.

The board discussed the budget. Mr. Frain said social security was up about \$32,000 because the state will no longer help pay for it. Transportation is up \$7,600 and has gone up 42% in the ten year period.

Mr. Whitham raised the question of giving \$250. to those teachers already at maximum - would this discriminate against those who were just reaching maximum. The board did not think so.

The budget will be up \$96,560 with the larger truck being purchased, or up \$95,010 with the smaller truck (3/4 ton). The board was generally agreeable that the 1 ton truck should be purchased. Percentage increase of the budget is 4.83%.

Mr. Whitham asked for further explanation of contracted services which includes speech therapy, psychological help, in-service training, tutoring two children at home, teachers working on curriculum during summer, guidance department's use of computer at Keene State College, etc. Mr. Frain pointed out the district was getting twice as much help for less money in the psychological services, than it was previously getting thru the Monadnock Services Center. He added that the psychologist really works more with the classroom teachers to enable them to help their students. Mr. Whitham asked about contracted services on equipment and was told this included servicing business machines, foreign language lab, guidance, Home Ec, Industrial Arts, music, science and grounds.

Mr. Calhoun moved and the board supported the budget as presented.

The board voted to include an article in the warrant asking for \$20,000 to hire an architect to prepare preliminary plans and cost estimates for a Middle School.

The board voted to include an article in the warrant asking for the sum of \$17,400 to make necessary repairs and improvements at the Troy Elementary school, Cutler School and the Emerson school.

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The board discussed including an article in the warrant to appoint local auditors. It was suggested that a couple of auditors be found who were willing to do this before including such an article in the warrant.

Mr. Frain suggested that the board meet with the selectmen privately as they have always done in the past. This meeting was scheduled for Thursday, February 10. Mr. Pride suggested that each selectman be given an estimate of what each town will be charged if the proposed budget is adopted.

Mr. Callahan briefed the board on the latest negotiations meeting. Mr. Adams had urged the board to accept some sort of impasse. They asked for a salary increase but indicated the teachers appreciated the situation of the board. Mr. Callahan would gather that many of the teachers do not support the feelings of MITA. He told the teachers' committee that the board committee was not authorized to have any further meetings but he would consider another meeting if the teachers requested it.

Respectfully submitted,
Elizabeth Massin, Clerk

February 1, 1972

Executive Session

Mr. Whitham was asked to report on his meeting with members of the science department and Dr. Schmidt, science consultant. Mr. Whitham advised he had a meeting with the treasurer of MITA (a member of the science department) because he was interested in statistics showing the number of members of MITA. This meeting happened to occur at the same time the consultant was meeting with members of the science department. Mr. Whitham said he talked only briefly with Dr. Schmidt.

Mr. Furlong requested that anyone coming into the high school should first check with him or his office.

Mr. Calhoun reviewed the situation with Mr. Rocheleau over the past several months and explained why an outside consultant was called in to evaluate the department and offer any help he could. Mr. Calhoun and Mr. Cleveland met with Dr. Schmidt to discuss the consultant's findings. Dr. Schmidt said he found a personnel problem within the department involving Mr. Rocheleau, Mr. Thibodeau and Mr. Leslie which was resulting in poor relations in the department. Dr. Schmidt felt the science program needed renovation - the present programs are not meeting the needs of the students.

The board is concerned with Mr. Rocheleau's relationship with members of his department, his attitude toward students who are children of board members, his attitude toward his principal, his lack of cooperation with the administration, the canned programs which are no longer relevant. The board discussed how the problem should be resolved and was in agreement that some solution would have to be found soon.

Mr. Furlong advised the board that the rehearsals for the Lions Club show was interfering with school activities and that next year he will limit the Club to two weeks of rehearsals only.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 25, 1972

Present at the board meeting held 1/25/72 in the high school were Messrs. Bowman, Boufford, Callahan, Calhoun, Cleveland, Pride, Frain, Hewitt, Furlong, Mrs. Robinson and Mrs. Thompson. Mr. Frain reviewed the budget to date. It is up \$9,300 not including teachers' salaries, transportation contract, social security and teachers' retirement.

Mr. Frain suggested putting in a separate item under legal services for negotiations. It was suggested that an article be included in the warrant to appoint local auditors instead of using state auditors. The board voted to include an article to appoint local auditors.

Secretarial help can be reduced in the summer. More teacher aide help is needed. Textbooks are down, library books up. There is an item for tutoring two children at home. An additional \$1,000 is requested for a doctor should Dr. Inkster not be able to handle all the work. Custodians' salaries are up.

The truck at the high school needs to be replaced and Mr. Wyman has recommended purchasing a larger vehicle than the present one. The board suggested looking into a snow plower attachment instead of a larger truck. Mr. Wyman will be asked to discuss this with the board.

Social security and teachers' retirement will go up about \$27,000. Athletic supplies are up, mostly due to the elementary physical education program. Instruction equipment includes a computer. Tuition to other than public schools is up - including 4 children at Crotched Mountain. The board will stay with \$33,580 for salaries for teachers (increase). An additional teacher for Cutler will be included in the budget.

Mr. Frain suggested the following increases: \$400 each for department heads (9); \$500 each for Mr. Furlong and Mr. Parker; \$500. for Mr. Armstrong; \$700. for Mr. Evans whom he recommended moving to Fitzwilliam-Troy as principal. The present principal at Fitzwilliam-Troy will be offered a teaching position. There was discussion of an increase for assistant principals. No decision but it will be reviewed again.

The board suggested that department heads be invited to a board meeting soon.

Repairs to elementary schools were discussed. Fitzwilliam needs toilet fixtures and tile floor. Troy needs pointing brick, fire escape, toilet fixtures and the board substituted lighting for carpet. Cutler needs an oil burner and repairs to heating system and lights. The board asked that estimates be obtained for these repairs.

An item should be included in the budget for an architect. Mr. Cleveland recommended investigating Kummer Construction Company, St. Louis, a general contract firm. It was agreed a figure of \$20,000 should be included for an architect and it was hoped that several architects would be contacted. It was mentioned that some students in the mechanical drawing course are interested in drawing plans.

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Mr. Frain advised that Mr. Philip Cournoyer would like to be relieved from his teaching of English to enter into private business. The board said this would be agreeable.

The board decided to have a regular board meeting February 1, a meeting with selectmen on February 8 and the public hearing on February 16.

The board discussed a letter received from Mr. Schmidt who had evaluated the science program. The board voted to invite Mr. Schmidt to talk to the board about his evaluation of the science department and to compensate him for his time.

The board voted to ask Mr. Whitham to report on his meeting with Mr. Schmidt and members of the science department.

Mr. Callahan would like to change format of negotiations another year to meeting with all the teachers two or three times to discuss the next year's contract.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 25, 1972

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Mr. Callahan would like to change format of negotiations another year to meeting with all the teachers two or three times to discuss the next year's contract.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 18, 1972

The school board met at the high school with the following present: Messrs. Bowman, Boufford, Calhoun, Whitham, Austin, Callahan, Pride, Cleveland, Frain, Hewitt, Furlong, Mrs. Thompson, Mrs. Robinson, Mayanne Coughlin, the Sentinel reporter and several citizens. Minutes of the regular protion of the January 11 meeting were accepted; minutes of the executive session to be acted upon later.

Mr. Bowman opened the discussion of building needs in the district. Mr. Austin said the felt that priorities and objectives fell basically into four choices: 1) course of action best for education regardless of cost (ask administration for its opinion); 2) course of action which would cost least; 3) course of action which would be most politic; and 4) a combination of the first three. If the board chooses one of these courses of action, the decision will be clear. Mr. Calhoun asked Mr. Austin to state what course of action would bpply to each of the four choices. Mr. Frain said the five through 8 middle school, as outlined in the Engelhardt report, would solve the problem of classrooms as well as satisfy minimum requirements of the state by freeing classroom space.

Mr. Hewitt asked the board to look at the matter from a practical viewpoint. Space is badly needed. Grades 7 and 8 should be pulled out of the high school - these students do not belong in the high school, on the same buses. Grades 5 and 6 should be offered the opportunities which would be provided in a middle school, such as an art program, other specialized programs which would ready them to enter 7th grade. Mr. Hewitt felt the middle school was the priority.

Mr. Cleveland agreed it was important to get the 7 and 8 graders out of the high school building but he felt the single most important step would be to establish a kindergarten to prepare children for school. He also felt this would be politically attractive.

Mr. Bowman felt the middle school was the priority and added that repairs needed to be done on the Cutler school and Troy school. He suggested an article in the school warrant to hire an architect to draw plans for a middle school, and include repairs to the Cutler and Troy schools.

Mr. Hewitt reported that all towns have asked that a kindergarten be included in any plan submitted to the voters.

Comments from the citizens present were invited and it was explained to them that the board had studied the needs of the district for some time and a report from Engelhardt had been received and studied. They were told the board would like to have an article in the school warrant to be voted on at the meeting in March relative to hiring an architect to draw up plans for a middle school that could be presented to the public at a later date for final decision. It was noted that even prior to the Engelhardt report, there was a committee established to study building needs in each of the towns.

There was a question from the floor about repairs to Fitzwilliam and Troy schools when Gilsum school was in need of repair. The board said it was trying to look at the whole picture. School population in Gilsum has decreased and the school is not crowded. It was pointed out that the district did not have the tax base to support all the building programs that would be desirable, consequently building

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programs must be spaced out in a practical manner. The board was asked if it had long range plans for the district and if so, for how long a period. The board felt it would take about eight years to complete its long range program. One citizen suggested it might be wise to advise the voters of the long range program in order to have them approve the first step - the middle school.

A citizen asked if voters would vote on whether to build a 5 through 8 or 6 through 8 school. Mr. Bowman said, 'No' but they would build a 5 through 8 school and allow the towns to elect whether to send their 5th graders or keep them at home. Asked where the middle school would be built, they were advised of the land across from the high school which is presently owned by the school district. The board was asked if it had compared cost of adding onto the present high school but keeping 7 and 8 grades separate, with cost of building separate school. The board said there would be problems with playground area and a multipurpose room would still be needed.

It was explained that 2/3 of the vote would be required to pass a bond issue to build a new school and it was agreed the young voters should be urged to attend such a meeting, - and all meetings.

Mr. Bowman moved and the board voted to include in the annual school warrant a special article to raise the necessary funds to hire an architect to make preliminary drawings for a middle school; to install a new furnace at the Cutler school; and to point up the brick work at the Troy school.

The question was raised, would it be possible to have voting booths in the individual towns when it came time to vote on a bond issue.

Respectfully submitted,

Elizabeth Massin, Clerk

Mr. Callahan advised the board that his committee had made its final offer to the teachers' negotiations committee - to implement the present salary schedule with an increase of \$250. to persons at the top of the schedule. They have told the teachers' committee they did not want to spend any more time on the contract. Agreed to meet one more time. Main objection of the teachers' committee was relative to the policy regarding pregnant teachers.

MITA has sent a notice to the teachers relative to negotiations. The board agreed it was filled with misinformation.

Mr. Frain discussed several points with the board including:

1. Medical exams for employees. New employees should be required as a condition of employment to have physical exams at their own expense. Current employees should submit a statement from their doctor after their next physical exam, and require them every 3 or 4 years; and exams for parttime employees, such as lunch program employees, be charged to the lunch program. Board was agreeable to these recommendations.
2. A 6th grade teacher is needed for the Cutler school. The board voted its approval.
3. It was suggested the board purchase liability insurance immediately. The board voted its approval to do this.
4. It is becoming necessary to replace some band uniforms. The chorus would like to purchase uniforms. Interested in blazers and slacks in preference to the present uniforms. Band and chorus could have fund-raising events for the purchase and district could contribute. Bids would be obtained. This is the recommendation of the music committee. The board was agreeable to replacing the band uniforms with the blazers and slacks.
5. The board agreed that \$5,000 should be allocated for in-service training for 1972-73.
6. Increases for custodians, nurses, secretaries, etc. Board asked administration to present its recommendations.
7. New Hope Center. The state has mandated the education of handicapped children. The state has not approved the program at the New Hope Center. They are running in the red. Mr. Frain feels that within a few years our district will have to make provisions for these children. Mr. Calhoun suggested obtaining an impartial opinion on the program at New Hope. The board voted to have an outside party look into the program at New Hope Center to evaluate it and report back to the board as to the value of the program. The other school districts will be asked to share in this review.
8. The computer for the math program. Mr. Frain recommended deferring this purchase for another year as Hinsdale and Winchester are in no position to share in the cost. The board was interested in purchasing the computer for next year. The board was given the results of a questionnaire answered by students who had participated in the computer program.

9. Title I Funds. Previously used for remedial reading program, however, they must now be used for other programs such as teacher aides, in-service education, increased psychological services, speech therapy. Mr. Frain would like to continue the remedial reading program with school district funds.

10. Capital improvements include \$3,900 for fire escape at Troy school, brickwork, painting of classrooms at Troy. It was asked that tile floors for Fitzwilliam be considered.

11. Speech therapy. Crotched Mt. wants to increase cost to our district. Mr. Frain has contacted several colleges to see if any graduates in speech therapy will be available next year. If so, it might be well to hire one for the district.

12. Camp Union. Would it be more beneficial to use these funds for other purposes, such as a nature center at Monadnock, or an elementary science program.

13. Transportation. Mr. Wyman has been asked for prices on some alternatives to the present bus schedule such as eliminating the second morning run to avoid having children get the bus so early. Looking into a shorter day for juniors and seniors to help relieve crowded conditions.

14. Assistant principals. Should they be given a greater stipend for their additional duties. Administration will study and recommend.

15. Driver training. Should this program be continued in the summer. The new driving school will get most of those wanting the program through June. It was suggested that the program try to take care of everyone between September and June.

16. The chief handiman at the high school will retire in June but administration would like to have him work parttime for the coming year and hire a fulltime man to replace him.

Minutes of the executive session of January 11 meeting were discussed. Mr. Whitham questioned the sentence of the vote "the board accepts responsibility for the actions that have been taken." Mr. Whitham did not feel the board could morally or legally accept these responsibilities.

The board voted to repeal the vote as stated in the minutes of January 11 executive session and unanimously voted to put on record that in its opinion, since 1968, Mr. Frain has been carrying out the board's instructions and policies.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 11, 1972

The School Board met in the high school on January 11, 1972. Present were Messrs. Bowman, Boufford, Whitham, Callahan, Austin, Calhoun, Cleveland, Pride, Frain, Hewitt, Furlong, Mrs. Thompson and Mrs. Robinson. The Sentinel reporter attended and Mr. Fred Fosher, a citizen of the district

Mr. Parsons of Swanzey was present to request the use of the baseball field this summer for the Babe Ruth league to include teams from Swanzey, Chesterfield, Hinsdale and Marlboro. The board voted to grant permission to the league to use the ball field as long as arrangements are made with Mr. Furlong.

Minutes of the December 7 and December 28 meetings were accepted. Mr. Bowman asked for discussion of building needs. The question was asked - are Engelhardt's projections for growth of population accurate? Mr. Cleveland felt they might be high. Past records show that his former projections for population growth were very close. It was reported that there was well trouble at Wilcox. In the school year 1972-73 the cafeteria at Mt. Caesar will have to be used for classroom space or outside space rented.

Mr. Calhoun feels the board would be irresponsible not to present some building plans to the voters promptly in view of the crowded conditions which exist. There was discussion of a 5 through 8 middle school (presently there are 783 pupils in 5-8 and in 1975-76 the present 2,3,4 grades would total 817 pupils.) If a middle school for 6 through 8 were built, there are presently 594 pupils and in 1975-76 the present grades 2, 3, 4 would total 612. Mr. Bowman feels that a building to house grades 5 through 8 would be the only way to avoid building onto elementary schools.

There was mention made of a middle school for Troy-Fitzwilliam and a middle school for the remainder of the district. Mr. Hewitt felt that having two middle schools would not permit such a comprehensive program as having one school. Other suggestions included building a small 500 pupil middle school for grades 6 through 8 now and consider at a later date a middle school elsewhere in the district; adding onto elementary school in Swanzey; add on rooms to Mt. Caesar and sell Wilcox. Mr. Hewitt pointed out that any new building program would have to take into consideration a kindergarten.

The board to meet January 18 to discuss building needs in detail and board members who have not returned the building questionnaire to Mr. Frain were asked to do so before then.

Mr. Frain asked for discussion of the policies presented at the December 28 meeting. The board voted approval of the policy on school aides; on the role description of the elementary reading teachers; on the position of the music coordinators of the elementary schools; of the drug use policy; of the withholding of increase (it was agreed that the salary increase could be given to a teacher at any time the superintendent felt it was warranted); on professional days to attend conferences and meetings.

Mr. Frain has discussed with Judge Goodnow the matter of the Supervisors of the Checklist but has not yet had his reply.

Mr. Hewitt reported on in-service training for teachers. Dr. Buss will offer a course on Adolescents to secondary teachers beginning in January for 15 weeks, 3-hour sessions. The course will be offered through the Monadnock College and teachers will get credit. There will be a six weeks course for elementary teachers on the elementary pupil offered by Dr. Buss and held at the high school. This course will give teachers recertification credit.

Mr. Frain handed out some additional policies for board members to review before a future meeting which included policies on reasons for leaving, salary, credit for leave, point system.

The board voted to hold the annual school meeting Saturday, March 18.

Mr. Boufford reported the Monadnock Key Club would like to have the Keene vs. Monadnock faculty basketball game held at Monadnock this year. Funds from this game go to the Monadnock and Keene Key Clubs. The board was agreeable as long as arrangements were made with Mr. Furlong.

Respectfully submitted,

Elizabeth Massin, Clerk

Relative to a communication received by the superintendent from Mr. Adams, the board voted to put on record that in its opinion, since 1968, Mr. Frain has been carrying out the board's instructions, and the board accepts responsibility for the actions that have been taken. A unanimous vote.

The board voted to authorize the negotiations committee to implement the present salary schedule and go no further and to include a recognition award for people at the top which shall be no more than \$250. Voted unanimously.

The board voted to accept the 5th and 6th grade students from Marlow in the Gilsum Elementary School for one year.

The board voted to offer \$12,000 for 17.2 acres of Daniel Bemis' land based on Mr. Greene's appraisal.

Respectfully submitted,

Elizabeth Massin, Clerk

January 11, 1972

Notes

Mr. Callahan asked if a teacher were criticized as a result of an evaluation, is he made aware of this criticism. Mr. Callahan now is opposed to negotiations - he feels communications have been out off with teachers as a result of these negotiations. Mr. Whitham felt communication with teachers had deteriorated.

There was discussion on Mr. Calhoun's suggestion that a letter be written in answer to Mr. Adams' charge against Mr. Frain, point by point, and a copy of the board's letter sent to every teacher in the MRSD. Explain that the board has taken the action it has because it was trying to do the best possible job for the education of the district's students and the taxpayers. If the teachers in the district want to pursue this charge against Mr. Frain, then the matter can be made public.

There was also a suggestion than instead of a letter, a meeting of the teachers be called and advised of the board's reaction to these charges. Mr. Hewitt pointed out that if every teacher gets a copy of the board's answer, the whole matter will be made public, and some persons not knowing the background may well have a question in their minds. The matter has been referred to Judge Goodnow for his advise and he said more specifics would have to be known on each point before an answer could be made.

Mr. Cleveland said if there were teachers who felt this way, then the entire matter had better be resolved for the good of the students' education.

The board agreed to hold up on an answer to be given to teachers.

In discussion of negotiations Mr. Callahan said there would probably be two more meetings. The teachers' committee has been told the board felt it could only implement the salaries it implemented last year. The board's committee would negotiate economic conditions and terms of employment only if there is a change in the wording of the grievance procedure.

Mr. Whitham asked the administration if it felt the district would be in a bad position if the present salary schedule were held. Mr. Frain replied that some districts have already said they will maintain their present schedules. Mr. Callahan asked if the board could agree to do everything possible to honor the teachers' salaries if there should be a budget cut. The board generally felt this would not be a good idea.

Mr. Callahan asked if the board was willing to make adjustments for those who did not receive any raise, those at the top of the schedule. The board was agreeable to some sort of adjustment. Mr. Callahan said he feels negotiations have been a detriment to the district and he is favor of doing away with them.

Mr. Cleveland moved the board authorize the negotiations committee to implement the present salary schedule and go no further. Mr. Calhoun amended the motion to include that there would be a recognition award for people at the top which shall be no more than \$250. The board voted in favor of the amendment.

The board voted unanimously on the motion as amended.

January 11, 1972

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Mr. Hewitt reported he had talked to the superintendent of Fall Mountain and Marlow wants to keep its elementary school and send grades 5 and 6 to Gilsum, about 20 children, on a tuition basis. Enrollment in Gilsum next year with the additional Marlow students would average 25-27 per class. Mr. Hewitt gave a figure of about \$650. per pupil tuition. In addition to that Marlow may be interested in buying other services that are available. Mr. Calhoun moved to accept this proposal and asked if this were done that the district employ an additional teachers aide for Gilsum. The board voted to accept the 5th and 6th grade students from Marlow for one year.

Mr. Frain has written Mr. Bemis and given him three proposals - Mr. Bemis has said he wants only to sell the 17 acres (proposal 2 and 3) for \$15,000. Mr. Cleveland moved, Mr. Calhoun seconded and the board voted to offer \$12,000 for the 17.2 acres of land based on Mr. Greene's appraisal.

Mr. Frain advised there was a new state law that says all new employees shall have a physical examination. Mr. Frain would like to write up a policy for new applications and hopefully they will bear the cost of this examination. By degrees other employees in the district must also have a physical examination and it will have to be determined how the cost of these will be handled.

Monadnock Regional School District
Board Meeting - December 28, 1971

The school board met in the auditorium of the high school on December 28, 1971. Present were Messrs. Bowman, Cleveland, Pride, Austin, Callahan, Boufford, Whitham, Frain, Hewitt, Furlong and Mrs. Robinson. The Sentinel reporter was also present. Supervisors of the town checklists had been invited to meet with the board and were asked for ideas how to arrange the annual school meeting. The supervisors were agreeable to the board's suggestion that supervisors be on the stage with the checklists as well as the voting booths. Supervisors were advised that according to state law, the school meeting must come after town meeting. It was agreed that if voters were to be allowed to vote during the meeting it would be important to appoint an assistant moderator. Most of the supervisors were in favor of a Saturday afternoon meeting between 12 and 4 p.m. It was suggested that persons making motions during the meeting identify themselves and their town so supervisors could check on the list to be sure they were registered voters.

Mr. Lagrenade feels the school district should pay the towns for making up the checklists for school elections. Mr. Bowman said this would be referred to the school attorney.

The board moved to the Home Ec room for the rest of the meeting. Minutes of November 30 meeting were accepted with the correction that Mr. Callahan was present at the November 30 meeting.

Mr. Frain reported that the Driver Education program would begin on January 3. A driver education school will send a qualified person to carry on the instruction. They will pay for insurance, repairs, gas, etc, while the MRSD will supply the car which is provided by a local dealer.

Mr. Frain reported that there was now available insurance that would protect board members, administration and teachers against any civil suits. The cost for three years is \$4,800 to cover a union or district with up to 5,000 pupils. If MRSD obtained this insurance on a union basis, the cost to Monadnock would be \$2,800 for three years. Mr. Cleveland moved and the board voted to purchase this coverage.

Mr. Frain handed out material on school board policies and asked member to review this and discuss at a later meeting, including school aides, drug use, withholding of teachers' increases, professional days, sabbatical leave.

The board voted to hold meetings on January 4, 11 and 18. On the 4th it will discuss the Engelhardt report.

One supervisor had suggested that if the school district meeting were held within ten days of town meeting, the posting of the checklist would still be valid. Mr. Frain will look into this. There was discussion about paying the supervisors of the checklists for printing the checklists. If one town were to paid the other towns would also expect to be paid for making up these lists.

Respectfully submitted,
Elizabeth Massin, Clerk

Executive Session - December 28, 1971

There was discussion about the three proposals for the purchase of the Bemis land in Fitzwilliam: (1) to buy approximately 6 acres which are reasonably cleared next to the school worth \$6,000; (2) to purchase about 17.2 acres around the school for \$12,000; or (3) all the land for \$14,000. There was discussion as to whether or not to show Mr. Greene's appraisal to Mr. Bemis.

Mr. Boufford asked if there were any plans for moving the Fitzwilliam school and if so was there any need to purchase additional land near the present school. It was agreed that Fitzwilliam school will probably not be moved for several years.

Mr. Cleveland felt Plan 2 should be accepted to protect the school with the additional land. It was noted by others that plan 1 would give the district any space that would be required for expansion. It was suggested that the building committee discuss Mr. Green's appraisal with Mr. Bemis.

It was asked if there were any money left over after the purchase of this land, could the balance be used for other items in the Budget. Mr. Frain said no. There was a suggestion that \$10,000 be offered for Plan 2.

Mr. Callahan reported a slight change in the attitude of the teachers' committee at the last negotiations meeting. The teachers indicated they were mainly concerned with economic issues.

Mr. Callahan suggested that within the next week or so, the board must consider its final deal.

The board discussed the sabbatical leave policy. It was suggested that the words "salary schedule" be changed to read "salary he will receive." Mr. Frain suggested changing point system to mean one point for each year of experience. After 7 years of experience a teacher could apply in his 8th year for leave in the 9th year. It was decided to leave to the discretion of the board whether points be given teachers with previous experience in other districts.

It was agreed that the board should be able to be flexible in awarding sabbatical leaves.

Mr. Frain passed out a copy of "A Student Bill of Rights for New Hampshire Public Schools."

The resignations of Mrs. Marion Bedard was accepted to be effective at the February vacation.

It was agreed that greater flexibility could be used in handling emergency leave for department heads or principals, giving them the benefits of management.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - December 7, 1971

Present at the school board meeting held December 7, 1971 in the high school library were Messrs. Bowman, Callahan, Pride, Boufford, Calhoun, Frain, Furlong, Sundstrom, Hewitt and Mrs. Robinson. The Sentinel reporter was present and Marianne Coughlin represented the student body.

Mrs. Hildreth, Guidance Director, reported on four programs in the school including (1) a learner aid program, (2) a cooperative vocational rehabilitation program, (3) a program for the disadvantaged and (4) use of the House Plan in seventh grade.

Ten disadvantaged students are involved in the learner aid program, each student being assigned to a learner who has problems and for his help to the learner he receives an allowance. The program has been financed for this year and it will cost \$800 to continue it for another year. It has worked well.

The vocational rehabilitation program receives matching funds on a 4 to 1 basis and any student with any kind of handicap may be referred to the council for help.

The program for the disadvantaged is federally funded, has 30 students who are not able to achieve in regular vocational programs.

There are four groups of seventh graders in the House Plan which appears to be working well although because of the large class, all seventh graders have not been assigned to this plan. In order to enlarge the program, it would require more staff. It is felt that the entire seventh grade has made a better adjustment to MRHS this year.

Mr. Adams, Mathematics Department Chairman, gave a demonstration of the computer being used in the math department. Representatives from the company making the computer discussed it and the cost to purchase. The use of this computer has made clear to the department its importance in assisting with math instruction. Members of the math department have taken in-service training in computers. The computer can be applied to every level from grade 7 through 12. The computer could be used for administration work as well as for instruction. Students are very enthused about it. Hinsdale and MRHS could share in a computer program and the telephone cost would be about \$15. a month. Mr. Sundstrom thought there might be federal funds available that would help purchase such a machine.

Mr. Hewitt said a program had been outlined to give elementary students more of an awareness regarding their individual communities.

Minutes of the November 16 meeting were approved.

Mr. Furlong said he had approved that cable TV do some of the MRHS basketball games this winter.

Monadnock Regional School District
Board Meeting Executive Session 12/7/71

Resignations were received from and accepted from Mrs. Eileen Breckel and Mrs. Kathleen Jones.

Mr. Frain reported on the appraisal of the Bemis land by Mr. Greene including plan 1 which includes six acres of prime land for \$6,000; plan 2 which includes ten acres for \$6,200 or 17 acres for \$12,000; and plan 3 which includes 21 acres for \$14,000.

It was suggested that town selectmen receive copies of MITA's teachers' proposal.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - November 30, 1971

Present at the school board meeting on November 30, 1971 were Messrs. Bowman, Pride, Boufford, Whitham, Cleveland, Frain, Furlong, Sundstrom, Hewitt. The evening was devoted to informal discussion of several subjects.

Mr. Frain advised that if the present salary schedule were continued, it would cost the district an additional \$28,000. If a 5.5% increase were given (as has been proposed by the federal government) it would cost an additional \$58,000. If MITA's proposal for a \$7,000 minimum is adopted, it would cost an additional \$128,000. These figures cover teachers' salaries only, not department heads, principals, etc.

Mr. Bowman noted that at the recent supervisory union meeting, the administrators had voluntarily agreed to be paid the same salary as this year. The union budget is almost the same as last year except that the union will not receive as much state aid as it did this year.

The board agreed it could not possibly buy MITA's proposal for a \$7,000 minimum.

Mr. Frain asked members to consider whether the annual meeting should be held on a weekday or weekend. It was suggested that booths and tables with checklists be on the stage in the auditorium. It was also suggested that the board meet with the supervisors of the checklists before the annual meeting.

Title I funds have been used by the district to help support the remedial reading program. There may be more funds available under this Title in 1972-73 and the district would like to use them for one remedial reading teacher, for aids for Gilsum, Sullivan and Surry, for speech therapy and for psychological services.

A plan for meeting elementary minimum standards must be presented to the state in one year from now. The board decided it was important to advise the state of all the programs that have already been initiated by the district including remedial reading, speech therapy, psychological services, school libraries, special education, readiness rooms, music, etc.

Mr. Whitham presented an outline of a plan which would utilize the school more hours during the day and no more than 2/3 of the classrooms would be used at the same time. This plan could be used in place of additional building. He will give administration name of the book containing this plan.

Mr. Frain and Mr. Hewitt talked to school board members and planning committee members from Marlow. The town has looked into several possibilities. One problem with adding a town to our district would be the one man-one vote rule. Marlow is interested to know when the district will build a northern school. They asked if MRSD would take some of their 5th and 6th grade students (about 7 or 8 pupils.) Their sentiments seem to favor either tuitioning their students to MRHS or joining the cooperative. Mr. Bowman suggested the three northern board members look into this situation and make their recommendations to the board. Marlow will probably have to make a decision before town meeting in March 1972.

The cost of driver training for 1971-72 was estimated to be \$8,376. Including 100 pupils this would cost \$83. per pupil. Another possibility other than hiring its own driver training teacher would be to contract this service. Bids have been received ranging from \$65. to \$98 per student. There were questions raised about the quality of this service and Mr. Frain advised the state set certain requirements which private concerns had to meet.

The board voted approval of contracting the driver training service.

Mr. Shaunesey has asked the board to consider whether it will be possible to make available more space for vocational programs. The United States Department of Labor estimates that over the next decade, one out of five jobs will require a college education. Many jobs will be in services and education should prepare students for this type of work. It was suggested that our district make a study to determine where the opportunities for students lie.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - November 16, 1971

The School Board met at the Wyman House November 16, 1971 with the following present: Messrs. Bowman, Cleveland, Whitham, Calhoun, Austin, Pride, Frain, Furlong, Sundstrom, Hewitt, Mrs. Thompson and Mrs. Robinson. Marianne Coughlin was present as representative of the Student Body.

Mr. Brennan, in charge of elementary physical education, was present to report on his program which is trying to develop coordination, and teaching elementary children the basic skills. The children are learning various sports. Testing results have been poor and he said the physical education program was badly needed.

Mr. Evans reported on the reading program. He has visited all new teachers and he is trying to work toward teachers' self evaluation. Under the individualized reading program Mr. Evans feels teachers will be able to handle 30-35 children in a classroom. He feels there is still a need for a basal reading program as all children cannot benefit from the individualized program. He reported the new program seems to be going well.

Mr. Shaunesey was present to give his general observations of the vocational program. He said there was a need to develop course outlines which would be an aid to new teachers and would also be a help when up-dating programs. This would help develop performance objectives. He felt it necessary to sell the vocational programs more than is being done now. The staff is now more aware of what is being taught in other areas. Presently federal funds are received for office occupations course, machine shop and home economics. He would like to apply for federal funds for the graphic arts program. He asked the board what its plans were for the future. Presently crowded conditions exist in the shops, new programs are needed and existing programs need to be expanded to meet the needs of more students. He mentioned the possibility of the school operating a service station. He asked the board for confirmation that the school is committed to vocational education.

Mr. Shaunesey said he has asked his staff to develop course outlines. He is also having monthly meetings of the entire vocational staff.

Mr. Frain assured Mr. Shaunesey that the board was very interested in vocational education. It was agreed that it was important to give the vocational education picture a more favorable look. The board said it would leave to Mr. Shaunesey the matter of deciding priorities in courses and the board would back up his decisions. When the vocational staff has developed a five-year program, it will present it to the board for review.

Mr. Hewitt said the state was now putting the responsibility for certification of teachers directly in the hands of superintendents, as of July 1, 1975. The school district must develop a master plan which will reflect the needs of the district. For recertification, 50 clock hours will be required every three years, beginning 1975-76. Mr. Hewitt recommends the master plan be developed at the supervisory level to include all three school districts so the cost could be shared of the in-service training. The board voted to handle this on the supervisory level as recommended by Mr. Hewitt..

Mr. Furlong reported that the Committee of Public Secondary Schools voted to continue MRSD high school accreditation.

November 16, 1971

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Commissioner Paire has received letters from various school boards requesting that the effective date for minimum standards be delayed but he has decided to hold to the 1972 effective date for implementation of these elementary minimum standards.

It was reported that Mr. Green has been contacted to appraise the Bemis property in Fitzwilliam.

Mr. Frain advised that legislation passed in the 1971 session that would affect our district included the education of handicapped children by a district and annual meetings for cooperative districts must be held between March 15 and April 30.

Respectfully submitted,

Elizabeth Massin, Clerk

A letter of resignation has been received from the driver education teacher and the board voted to accept his resignation with regret effective Friday, November 19.

A request for early graduation has been received from Gail Kennedy and approved by the committee. The board voted to grant this request.

A letter of thanks was received from Mr. Arnott for permitting him to attend a recent conference.

Mr. Frain suggested the board rescind any policies relative to unmarried pregnant and married girls attending school or graduating in light of recent court decisions.

The board voted to grant a request from a 15-year old West Swanzey student to drop out of school.

The town of Marlow would like to have some board members from MRSD attend their meeting to discuss the possibility of their entering our district. The board agreed it would have to tell Marlow we had nothing to offer them at this time.

Mr. Frain said he had not received an answer on wage-price freeze as it concerns the teachers' salaries.

The board will meet November 30 to discuss budget items.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - November 2, 1971

The school board met at the Wyman House on November 2, 1971. Present were Messrs. Bowman, Cleveland, Austin, Calhoun, Whitham, Callahan, Pride, Frain, Furlong, Hewitt, Sundstrom and Mrs. Thompson.

Mr. Daniel Bemis of Fitzwilliam was present to discuss the possible purchase by the school district of land belonging to him that was adjacent to the George Emerson Elementary School. A figure of \$15,000 had originally been considered on 40 acres more or less. It has now been determined the land involved amounts to about 17 acres. Mr. Bemis said he did not have an appraisal in writing, however, Mr. Bishop of Peterborough had said he felt \$15,000 was a fair price for Mr. Bemis to accept for the land. Mr. Bemis said he had no objection to the school board obtaining an appraisal of the land and Mr. Bowman assured Mr. Bemis the school board would contact him in the next couple of weeks.

The board, with the help of a plan projected on a screen, discussed just what acreage the school district needed - approximately six acres contiguous with the present school property. This would permit a 300 pupil school according to the state's minimum standards for elementary schools. There was discussion as to how much the district should pay for such an appraisal.

The board voted to hire Mr. Greene to make an appraisal for the minimum amount of land needed by the school (approximately six acres), contiguous with the present property, and an appraisal on the balance of the acreage owned by Mr. Bemis. The board left the matter of the cost of this appraisal to the discretion of the administration.

It was reported during Mr. Bemis' visit to the meeting that Fitzwilliam school children had been throwing rocks on his property. Mr. Hewitt advised he had taken the matter up with the teachers in the school and expected the situation would be remedied. Mr. Calhoun report a similar situation in Gilsum and Mr. Hewitt will investigate.

Reporting on the request of Troy parents to run a bus from the post office to the elementary school in the morning and back again in the afternoon, Mr. Hewitt said there is no similar situation in any of the other towns where children must cross a main truck route to get to school. Mr. Hewitt would recommend adding this bus service for elementary children, not kindergarten. The cost will be approximately \$3. a day.

The board voted to provide a bus to pick up children at the post office in the morning, transport them to school and return them to the post office after school. It was further suggested that the highway departments be asked to be sure to plow snow back as far as possible where school children wait for buses.

Mr. James McClure was present and he asked if the board was working on or working under policies which they had discussed last year. He was advised that the board is presently working on policies and as soon as they are finalized, copies of these policies will be made available at logical places in the towns.

Respectfully submitted,

Elizabeth Massin, Clerk

Mr. Frain reported he had received an approximate cost of renting the old Volkswagen garage for use as a shop. This would include the main Fogg building with 6200 square feet, a wooden building, and about 2.5 acres. The approximate cost per year would be between \$10,172 and \$13,772 including taxes, heat and lights, insurance, profit and busing.

Other possibilities to free space at the high school would include building a steel building 90 x 80' to be built near the high school at a cost of \$105,000 for 7300 square feet - including everything except plumbing.

Mr. Furlong pointed out that the critical need of the high school was more classroom space and either of the above suggestions would not seem to answer this need. He said the state has assured it would continue funding present shop programs, but it would not fund new programs, unless they were shown to be extraordinary. Mr. Calhoun asked for clarification on the state's plan on vocational area programs and was advised the state's plan refers to programs, not buildings.

The board voted to seek Mr. John Holbrook's advice about the possibility of enclosing the courtyards and using this area for classroom space. This brought up discussion as to whether the board to go after new building for additional classroom space, or do patchwork to gain additional classroom space. Mr. Frain and Mr. Hewitt suggested talking to architects about new building to at least set the wheels in motion.

The board agreed that several architects be contacted and interviewed toward laying the groundwork for building a new school so the board will have some alternatives to present to the voters in March.

The board agreed that the Fogg family should be notified that the district is not interested in its property.

The board voted approval of the special education application to the State Department.

Board members were requested to return questionnaires sent out by the administration pertaining to new school building.

Mr. Hewitt reported the school had received 100 copies of curriculum guides for conservation study from the Homestead Garden Club.

The board voted to suspend a 15-year old high school student from West Swanzy.

Mr. Callahan asked the board if it would accept a master contract that would supersede any individual contract of teachers. The board voted unanimously being opposed to a master contract as defined on pages 19 and 20 of the proposed master contract submitted by MITA. Mr. Callahan does not feel there can be any negotiations until this portion is removed.

The board voted that Judge Goodnow be called upon any time the board's negotiation's committee felt it necessary. It was suggested that the number of meetings be limited to one a month. The board's committee has told the teachers' committee it does not agree with the teachers' committee on the matter of secrecy.

The board voted approval of the October 19, 1971 minutes.

Respectfully submitted,
Elizabeth Massin, Clerk

Oct 19

Monadnock Regional School District

The School Board met at the Superintendent's office on October 19, 1971 with the following present: Messrs. Bowman, Whitham, Boufford, Austin, Callahan, Frain, Sundstrom, Furlong, Hewitt and Mrs. Robinson. The Sentinel reporter was present. Minutes of the October 5 meeting were accepted.

Mr. Hewitt reported on the school lunch program advising that presently approximately 180 free or reduced lunches are given daily out of a total of 1,300 lunches. This figure compares with 51 free or reduced lunches last year due to revised federal guidelines and maximum income having been reduced. The number of people eligible for free or reduced lunches has tripled since last year. Principals and nurses are requested to take a cursory check of those taking advantage of free or reduced lunches.

Miss Donna Jacobs, speech therapist for our supervisory union, was present and gave her report of this program. She outlined the responsibilities of the speech therapy program as follows: (1) individual work to be done with the children - the first month has been spent re-evaluating the children from last year, testing, determining what kind of a program to set up for this year; (2) get into the classroom to work with the whole class; (3) to be a part of the professional team; (4) get involved in the communities.

Miss Jacobs said there were 78 children in the program and she said that teacher aides, where available, were of great help. Every week she consults with the people at Crotched Mountain and has their help. Board members asked if any help was being given children not yet in school and though there is no help in this area as yet, it was felt this would be helpful.

Mr. Hewitt reported on pupil transportation. 82.8% of the children in the district are transported. A petition has been received from a group of parents in Troy asking for a bus to take children from the Russell Avenue-Brook Street area, beyond the post office, to school, because these children have to cross the square where there is a lot of traffic. Thirty children are involved and some kindergarten children are interested. Bus company would charge \$3 per day for this additional busing. The board voted to have the administration make a study of the situation and make its recommendation to the board.

Mr. Frain advised that the driver education program may receive additional funding.

Mr. Furlong said the vocational rehabilitation advisory committee would like to have a member of the board available to serve on this committee which meets at noon ~~XXXXXX~~ four times a year to bring members up-to-date on what has happened in this program. Mr. Austin agreed to serve.

Open House for all grades at MRHS will be held November 9.

Mr. Frain passed out copies of the school district policies approved by the board to date.

Mr. Frain passed out a copy of a letter from the State Department of Education which states that no one can administer medicine to a student except under the supervision of a doctor.

Respectfully submitted,

Executive Session - October 19, 1971

A proposed master contract has been prepared by MITA and present to our board's committee. Members of the board's committee decided to review this proposed contract and eliminate items with which the board does not agree, before discussing it further with the teachers.

Markam Company has requested the use of the high school auditorium for a meeting. The administration was asked to determine how many meetings there would be and then set a fee.

Mr. Frain said he would soon have figures on the cost of renting the Fogg building for shop programs as well as the cost to build something and transportation cost from the school to Fogg's property.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
School Board Meeting - October 5, 1971

The Board met at the Wyman House with the following present: Messrs. Bowman, Callahan, Whitham, Calhoun, Pride, Frain, Furlong, Hewitt, Sundstrom, Mrs. Robinson and Mrs. Thompson. Minutes of the September 21 meeting were approved.

Mr. Tolman of Mason Insurance Agency was present to advise the board that school insurance for this year would increase approximately \$2,000 more than had been estimated because the credit previously given by companies to schools has been eliminated. He offered a possible solution - that the district consider carrying a \$1,000 deductible on all perils. This would save the district about \$2,400 per year. (As the policy was effective July 1, this saving would be pro rated for the balance of the year.) The average loss for the past ten years was under \$500 a year for fire and extended coverage perils. Asked if it would save the district any money to place the insurance in mutual rather than stock companies, Mr. Tolman reported that many mutual companies were no longer paying dividends.

Mr. Calhoun moved and the board voted to go to the \$1,000 deductible for this year.

The board reviewed items to be included in school policies. Changes were as follows: Tenure - effective beginning of "fourth full year." Also add "in accordance with RSA, etc....." Blue Cross - should specify it is for full time employees and for a couple the district would contribute only one \$50 toward a policy.

Administrative Rules and Regulations - there should be a separate policy that recommendations and opinions of the student body should be brought to the attention of the principal through the student government with the approval of the student government.

Code of ethics for school board members - board members wished to have such a code incorporated in the policy.

School Superintendent - add "and his assistants" shall be the chief executive officers..... Also add "in the absence of the superintendent the assistant shall assume and/or carry out the duties normally carried out by the superintendent."

School Property Disposal Procedure - Mr. Calhoun asked about a policy concerning disposal of books, equipment, etc. It was agreed these should be tried to be sold, if they can't be sold, try to give away to people wanting them.

School Budget - Add "in accordance with state law."

School Lunch Program - Add "meeting U. S. Department of Agriculture regulations."

Mr. Alexander has prepared a list of duties of department heads which is in essence the same as prepared by our administration. It was agreed that Mr. Alexander's list would replace the list of the administration.

The board considered all points discussed except the pro-

October 5, 1971

Page 2

bationary contract. Mr. Calhoun moved and the board approved these policies subject to final review when corrections are made and compiled in policy form.

A possible re-wording of the Penalty Clause in the negotiations agreement has been suggested by the board's committee. Mr. Callahan asked board that if the teachers were not in agreement with this re-wording, would the board be agreeable to having the teachers operate under their own code of ethics regarding teacher resignations. The board was agreeable.

Mr. Shaunessy would like to meet with the board to discuss his supervision of the three departments - Home Ec, Business and Shop. The administration reported his evaluations of teachers were practical and helpful.

Mr. Calhoun raised the question of the possibility of having longer periods for classes such as shop and labs. He further suggested the possibility of leasing another building where shop classes could be held, perhaps in cooperation with Kene or Marlboro.

The board agreed that a study should be made of the feasibility of leasing or purchasing a building for use as a shop area. Mr. John Holbrook could look at a building and give recommendations. Busing would have to be checked. The possibility of a pre-fab building on the school premises should also be investigated.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - September 21, 1971

The School Board met in the Troy School gym with the following persons present: Messrs. Boufford, Whitham, Austin, Cleveland, Bowman, Callahan, Calhoun, Pride, Hewitt, Frain, Furlong, Sundstrom, Mrs. Thompson and Mrs. Robinson. The Sentinel reporter attended and three parents.

Mr. Wyman of Cheshire Transportation Company reported on the bus situation. Although bus loads are close, all are within the legal limit. An additional bus is being run from Gilsum in the morning. Fitzwilliam buses were crowded, but the situation seems to have settled down. Standees are not allowed and Mr. Wyman has checked with his drivers and determined that all busloads are within bounds. He defined a crowded bus to have 62-63 passengers on a 66-passenger bus. He admitted that three to a seat at the high school level was crowded, however, still within legal limits of the state safety division. He will watch the bus loads carefully through the year. If another bus is needed, an additional charge will be made. Buses are almost 100% snow tire equipped and tires with studs are furnished some buses. Mr. May of Fitzwilliam was concerned about State Line children who still reportedly had to stand between Monadnock and Bowkerville on the afternoon trip. It was also asked if buses could leave a certain point in the morning no earlier than a given time. In the winter if it is necessary to leave earlier to reach school on time, announce the new leaving time and stick to it. On the elementary busses, it seems that the bus getting back from high school arrives, and consequently leaves pick-up points earlier than announced. Could this be remedied so buses do not leave before the time announced. Mr. Wyman will look into changing the elementary schedule to suit the earlier time.

A Troy parent asked Mr. Hewitt why last year no third year student finished the third year math program and why only one fourth year student finished the fourth year math program. Mr. Hewitt said the question had not been raised before, but he will check and give an answer.

Mr. Hewitt gave the school enrollments as of September 20 that will be forwarded to the state. Over-all enrollment up slightly, down slightly in elementary, up in high school.

Mr. Frain reported the Federal government had made money available for hiring people. Monadnock applied and government has financed one teacher aid for full-time work which will be helpful to district during vacations and summer recess as well as during school year. This will be financed for two years by the government. The person selected must be unemployed or underemployed and be acceptable to the school district. If the employment office cannot find someone, the district may recruit elsewhere.

With all the school policies that remain to be developed, Mr. Frain suggesting passing over this item on the agenda for now and pointed out Mr. Sundstrom had taken two years to develop policies in Winchester, working on them at special meetings, not regular board meetings. The board agreed that Mr. Frain choose the area of policies he feels are most important and then call a special meeting to discuss.

Mr. Hewitt asked board members to inspect the Troy school building in terms of solving building problems and future needs of the district - particularly rooms containing library and teachers' workroom. (The teachers' workroom could be turned into a classroom as could the library. Both of these could be moved to the state. The special education room on the third floor could be turned into a regular classroom and the special education class moved into part of the workshop. This would give three classrooms if enrollments increase. Four classrooms could be put in the gym. This of course would curtail some programs such as music (vocal and instrumental), remedial reading, physical education. These programs would have to be elsewhere. Asked about use of the gym in the summer, Mr. Hewitt replied it is used occasionally by Sand Dam program on rainy days.

Mr. Hewitt said if additional children were brought into the Troy building, something would have to be done about the playground area, which already is inadequate.

Mr. Frain reported there were four candidates who are seeking early graduation in accordance with an earlier policy established by the board. Guidelines for early graduation are: at the end of sophomore year student should have approximately 10 credits and indicate desire for early graduation; his achievement to date indicates he will do well the third year; will depend upon his continuing satisfactory achievement; must be approved for enrollment in certain senior classes without overloading these classes and thus causing hardship for the over-all class; should be the result of planning and forethought; be approved by a committee of teachers after several conferences with parents and it has been determined early graduation would be to the best interest of the student. Some could graduate in three years and some in three and a half. The committee's decision will be based on the student's purpose and every case will be decided on its own merit.

The board voted approval of granting early graduation to the four candidates presented by Mr. Frain, who had been approved by the teachers' committee. The four will be checked several times during the year.

On the matter of minimum standards the board voted that a letter be written to the State ~~Department~~ Board of Education asking them to postpone a decision on minimum standards until more aid is forthcoming from the state.

In answer to a question, Mr. Frain advised that it is indeed a state law that nurses cannot give aspirin to children in school.

Respectfully submitted,

Elizabeth Massin, Clerk

Mr. Calhoun reported he feels there should be no change in the negotiations agreement and signing should be accomplished by October 15. Mr. Austin asked if this should be deferred until after November when the wage-price freeze ends. The board agreed to make no major concessions on the contract.

Teachers have submitted a paragraph regarding resignations to be included in the contract which was not acceptable to the board. The board's committee will offer a counter proposal regarding teacher resignations which would include censure by the professional body.

The board voted to give \$200 increases to Mr. Alan Wheeler and Mrs. Elaine Lamay for increased responsibilities.

The board voted not to pay Mr. William Arnott for the day he attends a conference in Washington as New Hampshire representative.

Teachers dinner will be held September 30.

Respectfully submitted,

Elizabeth Massin, Clerk

MONADNOCK REGIONAL SCHOOL DISTRICT

School Board Minutes - September 7, 1971, Wyman House

Present: Messrs: Bowman, Whitham, Cleveland, Calhoun, Callahan, Pride, Boufford, Mrs. Thompson, Mrs. Robinson, Frain, Hewitt Sundstrom, Furlong; Sentinel Reporter Miss Kimball

Mr. Hewitt and Mr. Furlong reported the opening of school as being normal. Minor transportation problems were to be worked out with Mr. Wyman. The elementary enrollment was 1195, with the greatest increase in Swanzy of 32 children and the greatest decrease in Sullivan of 17 children over the previous year. The high school enrolled 1083 children as compared with 1068 children last year. Overall, the number of children enrolled in the district increased from 2254 to 2278.

Twenty-one children eligible to enter school age-wise did not enter as parents and administration felt that another year at home or in kindergarten would greatly increase the child's chance of success once entering school. Parents have been extremely cooperative in this regard.

Mr. Calhoun indicated that Gilsum needs adequate bus transportation as they are now and have been overcrowded. Mr. Pride indicated the same situation was true in Surry. The administration will talk to Mr. Wyman about providing additional services to both of these towns.

Mr. Hewitt and Mr. Furlong reported that the workshop sessions for teachers held September 1, 2, 3, were successful, and that programs were held for new teachers and teacher aides. Part of the workshop sessions were also held with the speech therapist and school psychologist, and the Vocational Advisory Committee.

Due to the price freeze, teachers will receive the salary they received last year except: teachers who received an advanced degree, work a longer year, received a promotion, or in some way have increased responsibilities. Any change in salary would be based on last year's schedule. Beginning teachers will receive \$6300. It was pointed out that there are several inequities in the price freeze, but that everyone would receive the correct salary after the freeze terminates. Those not affected by the price freeze are people whose contract year began July 1; this would include, custodians, some secretaries, principals, etc. Mr. Cleveland made a resolution that was seconded by Mr. Calhoun, and voted unanimously, that: The Monadnock Regional School Board shall make every effort to honor the new contracts for teachers insofar as the law will allow. It was suggested that this resolution be made known to the teachers.

Mr. Frain reported on state aid and new legislation affecting school districts. The school district will not receive the following money from the state: \$23,000. in Social Security, \$31,000 in building aid, \$88,000 in Foundation aid, \$7400. for education of the mentally retarded and \$19,000. in incentive aid. These are approximate figures. The district will receive an additional \$2300. in sweepstakes aid. The reason for the large decreases in state aid is a result of the money going to welfare programs rather than education. The implications of the California decision were discussed.

New bills passed by the General Court include: all schools shall fly the state flag in addition to the American flag; education for handicapped children is no longer permissive, but is mandatory in all districts having children with mental or physical impairments; physical examinations shall be mandatory for all personnel hired after September 4, 1971. This will also be mandatory for all bus drivers by the 1973 school year.

The effect of the loss of state aid on building programs was discussed, and it was suggested that alternate solutions be explored. These might include: double sessions, greater cooperation with Keene, and the year-round school. Suggestions to alleviate building problems will be discussed in the near future. It was suggested that the additional option of cutting the current budget also be discussed.

Mr. Frain reported that a mini-grant of \$2100, was received by the district. The money will be used to hire students to assist disadvantaged students in the school. Such students would act as a "guide" or "big" brother".

The General Administrative Policies will be reviewed by the Board at the next meeting after an opportunity has been had to study them.

The board voted to hold regular school board meetings on the 1st and 3rd Tuesdays of each month.

Mr. Boufford moved that the district publish and/or broadcast school lunches in advance. This motion was amended to include: if the program is adversely affected by such publishing and/or broadcasting, it will be terminated. Motion seconded and approved by the board. It was pointed out that the state is opposed to such publicizing as the school lunch is a learning experience, and children should eat the various foods offered. Menues are also subject to change, and criticism might result if changes occur.

Mr. Cleveland indicated that parents in Fitzwilliam have contacted him relative to sending their child to Crotched Mt. The administration will contact the parents.

EXECUTIVE SESSION - September 7, 1971

All new personnel hired for the 1971-1972 school year were confirmed by the board.

Mr. Callahan discussed the negotiations with the teachers and indicated that the last session was very worthwhile, and a great deal was accomplished.

The fall Joint Administrator's and School Board's Conference was discussed. More information will come in the near future.

Purchase of the land in Fitzwilliam was discussed. Mr. Bemis has not yet notified the board of his decision.

Mr. Bowman nominated Mr. Callahan for the school board association's Distinguished Service Award. The board voted unanimously to support this nomination.

The school board discussed the possibility of a dinner meeting with the teachers. It was agreed that it would be worthwhile. More information will come later.

Meeting adjourned at 10:15 p.m.

Respectfully submitted

Kenneth G. Hewitt

Secretary Pro-Tem

MONADNOCK REGIONAL SCHOOL DISTRICT
Swanzey Center, New Hampshire 03431

July 7, 1971

Dear

I am writing at the request of the Monadnock Regional School District's School Board to ask your full support of all attempts to correct the grossly inadequate funding of education in the 1971-73 biennium.

As you know, the State budget of some \$161.7 million dollars has reduced drastically State support of local school districts, and this despite the fact that education is a State responsibility. However, you may not be aware that the approved budget of \$161.7 millions would see the Monadnock Regional School District lose the following amounts, meaning that State support would fall below the current level by these sums:

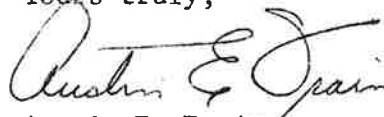
Foundation Aid	down \$87,899.77
Building Aid	down \$33,213.78
Incentive Aid	down \$20,063.23

This means that our eight town Regional School District would lose \$141,176.78 and this loss would have a devastating effect on local property taxes. Our communities are not wealthy and they carry a heavy tax burden already.

Therefore, the School Board is calling upon all of its representatives to the General Court, both House and Senate, to spare no effort in seeing that State support does not fall below the 1969-71 level, but is funded even more realistically than at that modest level.

It asks you to take the initiative required to bring about a substantial change in the planned level of support for local school districts in the 1971-73 biennium.

Yours truly,


Austin E. Frain
Superintendent

F/j

MONADNOCK REGIONAL SCHOOL BOARD

Minutes: July 6, 1971, Wyman House

Present: Messrs: Bowman, Calhoun, Callahan, Cleveland, Pride, Whitham, Frain, Hewitt
Sundstrom, Mrs. Thompson

Discussion centered on the purchasing of the Bemis property adjoining the Emerson School in Fitzwilliam. Mr. Cleveland pointed out that there is no description of the track of land available, but that it contained approximately 17.2 acres according to Harry Bennett's survey.

Mr. Calhoun moved that the school district purchase the Bemis property adjoining the Emerson School, containing approximately 17.2 acres according to the plot plan, and that the district offer \$500 an acre but could spend up to \$10,000.00 for said land. The district should negotiate the final per acre figure with Daniel Bemis. Motion was seconded by Mr. Cleveland and unanimously voted.

Mr. Cleveland moved that Mr. Calhoun, Mr. Bowman, and Mr. Frain meet with Mr. Bemis as soon as possible to negotiate the cost of the property. This motion was seconded by Mr. Pride and voted unanimously.

Mr. Frain presented a sample letter that might be sent to area legislators relative to the drastic cut in state aid to education. It was suggested that a copy of the letter be sent to the Keene Evening Sentinel, the Keene Shopper, and the Manchester Union.

The meeting was adjourned at 8:40 p.m.

Respectfully submitted
Kenneth G. Hewitt
Secretary Pro Tem

Monadnock Regional School District
Board Meeting - June 1, 1971

Present at the school board meeting held in the high school library on June 1, 1971 were Messrs. Bowman, Whitham, Boufford, Callahan, Austin, Calhoun, Cleveland, Pride, Frain, Furlong, Hewitt, Sundstrom and Mrs. Robinson. It was voted to pass over the minutes of the previous meeting. Several citizens were present.

Mr. Calhoun read a letter of commendation for Miss McCushing from the assistant chairman for Classics at the University of New Hampshire. He commended her contribution in preparing students for further studies in the classics and Latin and related studies and noted several Monadnock students who had done outstanding work in the classics and Latin when they reached college. The board voted to pass on a copy of this letter to Miss McCushing and to congratulate her.

To the visitors present, Mr. Cleveland was asked to read school board policies #13 and #14 having to do with agendas and public participation in board meetings. It was explained to the visitors that the board had been working on and adopting policies for the school board.

Mr. Bowman asked visitor Mr. Fred Fosher to comment on the four points contained in his letter to the Editor of the Sentinel. Mr. Fosher asked why the board had decided to reorganize the departments. Mr. Calhoun explained that after the outcry in February regarding the board's decision to reorganize departments, the board decided to hold up on a final decision until further investigation was made and reports were received from the department chairmen. Based on these reports, further investigation, and the judgment of the administration, the board made its decision in May feeling it was the best for the school. He explained that the business, industrial and home ec departments have been combined into a vocational department under Mr. Shaunessey whom they believed competent and capable of coordinating this area.

He explained that music and art had been combined into a fine arts department under a competent person in Mr. Descoteaux. It was explained that the personnel in these departments would be the same as this past year. Mr. Calhoun advised the people the board had confidence in the administration and in the people chosen to head the combined departments. The new vocational department will be expanded toward the goal of getting jobs for students leaving high school and not going on to further study.

Mr. Frain explained that traditionally Monadnock had been organized as departments on the basis of the subject. It is felt that departments should be based on the goal of the school, namely, preparing students for jobs and college after high school. An effort is being made to tie the vocational, guidance, vocational rehabilitation, and careers programs together. Because half of our students go on to work, this seemed to be the most effective way to accomplish the goal.

Mr. Fosher asked for the results of negotiations. Mr. Callahan advised that negotiations were continuing and involved more than wages. Contracts have been issued and signed and returned using the figure mentioned at the annual meeting. Mr. Bowman advised the visitors that the board's committee and the teacher's committee had agreed from the beginning not to discuss negotiations until a decision had been reached. Mr. Fosher wanted to know what the minimum and maximum increases would be and he was told \$400 minimum and probably about \$900 maximum.

Mr. Perry of Swanzey told the board and visitors that he was behind the board 100%, and noted that they had shown good judgment in the past in the handling of the district. He favored the emphasis being pointed toward vocational when 50% of the students do not go on to college, and thought this a step in the right direction.

Mr. Fosher asked what steps had been taken to improve personnel relations. Mr. Bowman told of the dinner meeting with teachers. Mr. Calhoun said he felt the administration was bearing a lot of the brunt for things that had been well thought out by the board and decided upon. He explained the importance of department chairmen giving competent evaluations of their teachers - to keep teachers who are not capable from getting on tenure and to help make better teachers with constructive suggestions. When the board discovered that evaluations were not being done, it instructed the administration to see that they were done as the board insisted on having evaluations. Mr. Calhoun reported that teacher council meetings had been resumed and hopefully would improve relations.

Asked how budgets would be made up in the newly combined departments, Mr. Furlong explained that the old departments (areas) would make up and submit its own budget to be reviewed by the department chairman.

Mr. Fosher asked what steps were being taken to improve the morale of the students in the school. Mr. Furlong said seniors had been given certain privileges including going outside during their free time, and from reports the seniors have done well governing themselves. Mike Lyman was commended for his handling of the seniors' request to the board.

A visitor asked if a master contract were adopted, would this contract take the selection of teachers out of the hands of the board. The board advised that it is charged by law to select teachers and that any contract taking the selection away from the board would be illegal.

Mr. Frain passed out figures showing what the decrease in state aid to the district's towns would be if the state department of education has its budget cut 12.2%. MRSD would receive \$87,657 less or a cut of almost 30% in state aid. This is not yet definite as the budget has not been set.

Mr. Hewitt gave pre-registration figures for the elementary schools showing not too much change in Gilsum, Sullivan and Surry. In Troy there is large mobility within the school during the year; Fitzwilliam has a problem with large classes and may have to find another place for a class; Swanzey is crowded and has no more room, may have to find another place.

Mr. Hewitt reported on the summer school survey that was made and found only 16 children to date that were interested. As this would not be a sufficient number to run a self-supporting program, there will be no summer school program but Mr. Hewitt will contact the 16 interested persons to see if private tutoring could be arranged.

Mr. Furlong reported on the end of the year activities and gave information on the students mentioned in the commendation from UNH for Miss McCushing.

Mr. Hewitt said readiness tests had been given last year to children entering school to determine if they were ready to enter first grade, and readiness tests were given again just lately. Scores showed a vast improvement in the children who were placed in a readiness grade instead of first grade. Girls scored higher than boys. Scores proved that the readiness program was worthwhile and Mr. Hewitt the group of students will be followed through next year.

The board acted on additional school board policies as follows: Rules of order - the board felt that Roberts rules of order would be too formal for the Monadnock board, that something simpler would be better, and the board passed over this policy. Minutes - the board voted to adopt this policy as presented. Executive Session - New Hampshire law governs this and the board voted to adopt the section of Chapter 91-A which relates to executive session. Policy Development - the board wanted this policy to include some reference for periodic review and updating policies. The board voted on the policy stating that new policies and changing of existing policies was the responsibility of the board. A citizen could submit in writing either a suggested amendment or a proposal for a new policy giving the board time for study of such proposal.

Under miscellaneous items Mr. Cleveland presented a request from the citizen of Fitzwilliam to use the baseball field of the Fitzwilliam school for an outing as was done last year. The board approved.

Mr. Cleveland asked about the cost of hiring the custodian for the Fitzwilliam antique show. It was felt the cost would be about \$64.

Respectfully submitted,

Elizabeth Massin, Clerk

June 1, 1971

Executive Session

Mr. Rocheleau asked to speak to the board in executive session and he invited Mr. Fosher to attend with him as his professional advisor. He reported he had been advised by the superintendent that he would receive a probationary contract as department chairman but he had as not received this contract. He said he has asked for a list of specific things he had not done right, but he said he had not received any list. He said he felt the board had made its decision without having all the facts.

He listed several commendations he and his department had received for their science program.

He reported he had done many evaluations and asked the board if they had read them.

After a short recess the board voted 8 in favor and 1 abstaining, to stay with its decision to offer Mr. Rocheleau a probationary contract and give him a written answer to the questions raised at tonight's meeting.

A letter of resignation was received from Mrs. Tourgee and the board voted to accept her resignation.

Letters of resignation were also received from Mr. Doleac and Mrs. Congdon and the board voted to accept these resignations.

In answer to a request received by the board from Mr. Fosher, the board voted not to hold a meeting as stipulated by Mr. Fosher to include board members only.

The board elected the following members to the staff:

Mrs. Joan Seville, teacher of English
Karen Denholm - Fitzwilliam
Jean Konzal - Cutler
Martha Smith - Troy

Respectfully submitted,

Elizabeth Massin

Notes on the June 1, 1971 Executive Session

Mr. Rocheleau spoke to the board and invited Mr. Fosher to attend with him as his professional advisor. He said he had been advised by the superintendent that he would receive a probationary contract as department chairman but he had not yet received the contract.

He said he had asked for a list of specific things he had not done right, but said he had not received any list. He said he felt the board had made its decision without having all the facts.. He said he made an honest effort in making his report to the board but said his report has never been discussed with him. He was told his evaluations were too "flowery." He asked board members if they had read his evaluations. He said he was the best department chairman in the building. He says the board and administration keep saying "tell it like it is" and he says he does. Asked if anyone who had told it like it is, was still in the district. Said the probationary contract has been based on the reports of only one man. On evaluations he said his times were honest times, other department chairmen times were not honest times.

He said the ISCS program helped to improve reading ability through science. Said he has the most stable department in the school. He quoted from letters commending the science department and programs. He said he had never been given a written report on the quality of his work.

He said he had been reprimanded by the superintendent for a statement made during negotiations last year.

He reported making a request to go to the teachers' National Science Convention this year, which was to deal with helping slow learners and evaluating teachers. He was refused. He appealed to the superintendent who turned down his appeal. He was asked to participate as an evaluator. Mr. Whitham asked the board who made the decision for Mr. Rocheleau not to attend this convention.

Mr. Rocheleau said he had developed his own form for evaluating teachers in his department. He said he felt he was getting his probationary contract for being honest, candid and frank. Mr. Calhoun asked him if the probationary contract sticks, could he exist with the administration. Mr. Rocheleau said yes, he wouldn't quit. Said he understands this school district educationally, financially, and in all ways.

Mr. Callahan asked him if he felt he was being singled out because he was a negotiator. Mr. Rocheleau answered yes, he felt his role as negotiator had influenced the decision of the board.

Mr. Calhoun asked for a short recess. Mr. Rocheleau and Mr. Fosher went out. Mr. Frain advised board that he had talked to Judge Goodnow who suggested Rocheleau's contract be held up until the meeting with him tonight.

Mr. Whitham asked Mr. Frain why he had not received a list of criticisms regarding Rocheleau - felt he deserved the courtesy of receiving the facts.

Mr. Rocheleau had asked earlier if all the board members had read all his evaluations. Some of the members had read some of the

evaluations. Mr. Sundstrom was asked his opinion and he reported that out of 60 evaluations of Mr. Rocheleau, not one had any suggestion for the teacher being evaluated, and according to the 60 evaluations, there was nothing that needed attention.

Mr. Calhoun moved and the board voted to stay with its decision to offer Mr. Rocheleau a probationary contract, and furthermore that Mr. Rocheleau be given a written answer to the questions he has raised at tonight's meeting. The board voted 8 in favor and 1 abstained.

Mr. Rocheleau and Mr. Fosher returned to the meeting and Mr. Cleveland advised Mr. Rocheleau of the board's decision and said he would receive an answer to his questions. Mr. Rocheleau thanked the board and left with Mr. Fosher.

Mr. Pride has received a request from Mr. Fosher to have a special executive meeting with only the board members present, no administration, no clerk.

Mr. Whitham asked the board if it felt that most of the teachers were being open and honest with the administration and the board.

A letter of resignation was received from Mrs. Tourgee and the board voted to accept her resignation.

Mr. Furlong said Colonel Parker feels some students may walk out of the school in protest over Miss Allen and Mrs. Tourgee leaving. He asked what action the board felt should be taken if this occurs. The board agreed Colonel Parker should play it cool.

Mr. Frain asked if the board would like to hold a sensitivity meeting and have the board tell the administration what it wanted. The board was agreeable.

Monadnock Regional School
Board Meeting - May 18, 1971

The school board met in the high school library and present were Messrs. Bowman, Cleveland, Boufford, Whitham, Callahan, Calhoun, Frain, Hewitt, Sundstrom, Furlong, Mrs. Robinson and Mrs. Thompson. Mr. Calhoun reported on a meeting he had attended involving members from twelve other school boards.

The board discussed the letter received from Mrs. Helen Day. Mr. Frain advised that Mrs. Day had taken over during the year that Mr. Armstrong was away and there had been no principal in Swanzey elementary schools. Now the Swanzey schools have a full time secretary, teacher aides and a full time principal. The board asked what the duties of a head teacher were and Mr. Hewitt will report on these duties at the next meeting.

Judge John Goodnow attended the meeting to discuss the matter of negotiations. Mr. Callahan advised him that the board's committee felt it was fruitless to continue the negotiations. They feel the attitude generated throughout the district is not to the benefit of the district. The board feels it cannot give the teachers an impasse procedure and the board will not consider compulsory arbitration. Mr. Cleveland felt the district would be better off without a contract. It was recalled that the board had previously voted to disband negotiations if there appeared to be no hope of settlement.

Mr. Frain explained that the present agreement has no way of being canceled. The teachers say they don't want to live under this old agreement, so if the board and teachers met and adopted minutes to this effect, this might break the contract.

Judge Goodnow said he did not want to see the board state that they would not talk - he wants to put the burden on the teachers to break off. Public reaction to employers breaking off would not be good. Judge asked if the board could live with the present agreement, and if so better to have the teachers throw it out, not the board. He knew how the board felt, but thought it important to remain calm and be willing to talk.

Mr. Hewitt pointed out that negotiations seem to have resulted in a gap between administration and teachers, which never existed before, and between board and teachers. The prestige of the teachers has suffered in the eyes of the public. There is a feeling of distrust.

Mr. Frain reported on the agreement written by Mr. Alexander which included changes the teachers had agreed upon and changes the board liked and asked if this agreement could be used as a basis for the next meeting with teachers. Asked if the board could suggest to the teachers not to have Mr. Alexander and Mr. Adams present at the next meeting, Judge Goodnow said no, but suggested the board's committee go into the meeting without Mr. Alexander.

On Judge Goodnow's advice, the board voted to continue discussions with the teachers.

May 18, 1971 - Page 2

Mr. Descoteaux is looking forward to the challenge of heading the Fine Arts Department. Mr. Garland is also agreeable to the change in his position. Consequently, the board was agreeable to combining the music and art department into the fine arts department. Mr. Frain and Mr. Furlong will meet with the department heads individually to explain what is expected of them.

Mr. Frain suggested not having a seventh grade orientation day in the fall because it would mean using a day before Labor Day. Another year he would like to run orientation for seventh grade the first day after Labor Day and have school begin the second day after Labor Day. The board voted approval of this suggestion to have orientation the day after Labor Day.

The board discussed the matter of teachers attending conferences. It was explained that the administration would give approval if they felt a conference could benefit the teacher's classroom by his attending a conference.

A letter was received from a citizen of Troy asking that a meeting be held on a Saturday to discuss the Engelhardt report. Mr. Boufford suggested that a meeting be held in the fall to hear final plans and a request for money.

A letter was received from the Troy selectmen to the effect they would support the board as long as they stayed within the budget adopted at the annual meeting.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - May 11, 1971

The school board at the Wyman House and present were Messrs. Bowman, Whitham, Callahan, Cleveland, Pride, Calhoun, Austin, Frain, Furlong, Hewlett, Sundstrom and Mrs. Thompson.

Mr. Frain reported a proposed negotiations agreement had been prepared by Mr. Alexander should the board sit down with the teacher's committee again. A proposal from Mr. Adams would do away with the teachers council and performance committee.

Mr. Frain has discussed with Judge Goodnow the letter received from the President of MITA and Judge Goodnow has suggested a reply for Mr. Bowman to send MITA. The board suggested a copy of MITA's letter together with the letter Mr. Bowman send, be sent to all teachers. Judge Goodnow feels in good faith the board should continue to meet with the teachers' committee, approve the minutes, and then have a cooling off period. He suggested sending Mr. Alexander's proposed agreement to committee members prior to the meeting. Mr. Austin pointed out this would mean the board is extending negotiations. He feels the board should stop negotiations and he would like to have Judge Goodnow attend a board meeting to hear all the feelings of the board and that we think the negotiations are doing a disservice to the district. Would Judge Goodnow then feel the same way about continuing. Mr. Frain said he had explained to Judge Goodnow there was a strong feeling on the part of the board to break off negotiations.

The board recommend substituting the words "continue to discuss" rather than "continue to negotiate" in the letter Mr. Bowman will send.

Mr. Sundstrom felt Judge Goodnow's suggestions were based on not wanting to alienate the teachers who are already on the board's side - this may be the majority - and if the board wants to get out from under an agreement, have a meeting and accept the minutes.

Mr. Furlong advised that although contracts were to have been given to MITA and be returned under one cover letter, contracts had been returned individually.

Mr. Cleveland and Mr. Whitham agreed the board should not act arbitrarily and thereby alienate the teachers and Mr. Pride pointed out that a cooling off period could be extended as long as the board wanted.

The board voted to have Mr. Bowman send a letter, striking out the words "negotiate" and substituting "continue to discuss", together with a copy of MITA's letter to all teachers and take no further action at this time regarding negotiations.

The board discussed rearranging departments, including combining industrial arts, home ec and business into a vocational arts division to be headed by Mr. Shaunessey. Mr. Furlong confirmed that Mr. Shaunessey was able at organizing, getting groups working together, preparing budgets and meeting with industries. No lead teacher would be needed in business department, questionable in home ec, but a lead teacher would be need in industrial arts. It was suggested that Mr. Shaunessey be responsible for selecting the lead teachers who would be responsible to him. Mr. Calhoun suggested a trip to the Univ. of Massachusetts to get ideas on the home ec department. Mr. Austin pointed out there might be hard feelings over this change and might result in an ineffective program.

Mr. Austin suggested the board discuss the other departments before making a decision on any one department - to get the whole picture.

Mr. Frain said the people from the state department had talked of greater cooperation among the departments. He feels it would be easier to bring the three departments closer together with one head. Mr. Cleveland feels that Mr. Shaunessey should know what the board wants and needs and what are his ideas for solving the morale problems of the department.

The board voted to elect Mr. Shaunessey as chairman of the industrial arts department, including business, home ec and industrial arts.

The board voted to hire Mr. Soucy as department head of social studies.

The board voted to continue the foreign language department as is with Miss McCushing as chairman.

In discussing the physical education program, the board was advised that Dr. Buss is writing up a program hopefully to get federal aid which would fund two elementary physical education teachers. The district would have to pay after two years. Mr. Frain feels the high school could eliminate one high school teacher, and since a replacement in this department must be hired, he would suggest using the new teacher entirely in the elementary schools.

The board voted to continue the physical education department with Mr. Pitsas as chairman.

The board voted to continue the Guidance Department as is but Mrs. Hildreth will become No. 3 man in the high school.

The administration is looking for a chairman of the English Department.

The board voted to continue the math department as is with Mr. Adams as chairman.

Mr. Frain suggested an outside consultant to coordinate the elementary and high school science programs and have a head teacher rather than department head. Mr. Whitham was not in agreement with bringing in an outside consultant to work in this department. Mr. Hewitt pointed out that every science program offered at the high school is a "package program." This is the kind of program found in big city schools, but questions whether our rural district would benefit from same program.

Mr. Cleveland moved to offer Mr. Rocheleau a probationary contract as department head (the administration to spell out what he is to do and what he is not to do) and hire the consultant for a period of time to coordinate the science program. Mr. Frain and Mr. Furlong confirmed they could work with this. Mr. Whitham asked that the motion be made in two steps - because he was not in agreement with hiring an outside consultant, thinking the \$1,000 could be better spent.

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The board voted seven in favor of Mr. Cleveland's motion as presented and one opposed.

The music and art departments were discussed and Mr. Austin said he would like to see the two departments remain separate until such time as it could naturally be combined. Mr. Frain would suggest disbanding the elementary music program.

Mr. Frain presented a salary schedule for department chairman and the board voted on a \$10,000 to \$14,000 minimum-maximum salary range for department chairmen subject to review. Salaries voted were as follows:

Mr. Adams	\$10,700.	
Mr. Soucy	10,500.	
Mr. Wheeler	10,350.	
Mrs. Richards	10,200.	
Mr. Shaumessey	11,500.	
Mr. Descoteaux	11,500.	
Mrs. Hildreth	13,100.	
Mr. Pitsas	10,900.	
Mr. Garland	10,500.	
Miss McCushing	12,100.	
Mr. Rocheleau	12,100.	(4 in favor; 3 opposed)

Mr. Frain will talk to Mr. Descoteaux to see how he feels about having a separate music department and telling him of the board's feeling that he is too valuable in the classroom to give up classes.

The board agreed that Mr. Frain could give out department chairmen contracts based on salaries decided and after talking to the individuals. Mr. Frain presented a list of points that should be discussed with department chairmen and duties as outlined by Mr. Alexander.

Mr. Furlong asked if the head of Guidance could be on a level with the Vice Principal rather than No. 3.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - May 4, 1971

Present at the school board meeting held in the high school library were Messrs. Bowman, Austin, Cleveland, Callahan, Calhoun, Pride, Whitham, Mrs. Robinson, Mrs. Thompson, Messrs. Frain, Sundstrom, Furlong and Hewitt. Minutes of the April 20 meeting were accepted. There was some discussion about visitors attending board meetings and being permitted to speak at the beginning of the meeting but not entering into the discussion during the entire meeting. Mr. Frain said this would be taken up later in the meeting under discussion of school policies.

The Fitzwilliam Recreation Committee has requested use of Emerson School again this summer for their summer program. The board voted approval of their request.

The board voted to postpone discussion on the reports of public hearings in the towns relative to building programs until all the meetings had been held.

Mr. Frain presented and the board acted on the following school board policies.

A. Supervisory Groups. School boards should enlist citizen groups "as needed." For example, the future needs of the district committee. The board voted adoption of this policy.

B. School board meetings. Our board recognizes that public schools belong to all the people, are supported by the people, and the board is designed to carry out the will of the people. The board shall conduct business in open session and endeavor to inform the public what is going on. The board voted to adopt this policy.

C. Preparation for board meetings. Agenda, minutes of previous meeting, and material relative to a meeting shall be in the hands of the board members a reasonable length of time prior to a meeting. The board voted adoption of this policy.

D. Items of business for a meeting may be suggested by members of the board, clerk, or citizens of the district. Suggestions by members of the district shall be received in writing in the office so they may be included on the agenda. The board felt it should be given advance notice so that it could give thought to the suggestions of the citizens, however, Mr. Calhoun felt the board should not be held to making a decision on first discussion, even with prior notice. Mr. Pride felt that if board was given prior notice, and then did not make a decision at meeting, the public would think the board was vacillating. Items of business may not be submitted from the floor at the same meeting except by a vote of the board. Mr. Hewitt questioned whether submitting suggestions in writing might cut off communications between citizens and board. It was agreed that citizens should be encouraged to submit suggestions for consideration by the board and citizens should also be advised to contact their school board representative about any suggestions they might have.

G.1. Public participation at board meetings. All meetings shall be open to the public. All actions of the board shall be taken openly. The public is invited to attend board meetings and to be given reasonable time to voice opinions or problems at a specified time during the meeting at the discretion of the chairman. The board reserves the

right to hold executive sessions according to RSA 91A, however, action will be taken at open meeting. The board voted adoption of this policy.

Executive Session

Mr. Frain read a letter of resignation from Michael Deneault and the board accepted it with regret and mention of the fine job he had done on the negotiations committee.

Mr. Frain referred to the letter of resignation from Miss Allen, which had previously been sent to the board members, and the board accepted her resignation.

It was asked if her remaining through the end of this year would be a disrupting influence, but Mr. Frain and Mr. Furlong agreed it would be better if she remained as long as things went smoothly.

Mr. Frain suggested offering a probationary contract ; to Mrs. Fisher as school nurse. This contract would include a provision for periodic reviews during the year and it was agreed she would be under close supervision. The board agreed on this probationary contract.

The board elected Miss Dagmar Frank as teacher in Cutler School and Mr. George Hemond as social studies teacher at the high school and football coach.

Mr. Frain read a letter from selectmen of Richmond in support of the board's offer to teachers for the year 1971-72. Mr. Frain will write a letter of thanks to them.

Mr. Callahan reported his committee met with the teachers' negotiations ; committee. Mr. Alexander was advised of the board's motion at the April 20 meeting. Mr. Adams, on behalf of the teachers' committee, presented the board's committee with a negotiations agreement which the board's committee felt they could not accept. Mr. Callahan and Mr. Cleveland felt that Mr. Alexander and Mr. Adams had taken over negotiations. Mr. Austin pointed out that the motion made at the April 20 meeting should stand as it appears after the negotiations meeting on April 23, there was no hope of a settlement.

Contracts have been sent to teachers and a few received back. A letter sent from Mr. Goodrich to teachers asks them not to sign their contracts until after a meeting in the school library on May 6. His note to teachers states the contracts are not legal. At the negotiations meeting on April 23, Mr. Alexander pointed out that contracts might have to be sent out before another negotiations meeting, and Mr. Adams acknowledged this would probably be so.

Mr. Frain suggested he contact Judge Goodnow to determine if the contracts are legal, and therefore the note sent by Mr. Goodrich in error; and to determine if the board is doing anything illegal by breaking off negotiations. He will also ask if the board can get out from under the present agreement. If Judge Goodnow disagrees, Mr. Frain will contact Mr. Callahan.

If Judge Goodnow agrees, Mr. Frain will send a letter to teachers explaining why the board feels it cannot continue negotiations. Mr. Cleveland suggested it might be advisable to attend the teachers' meeting on May 6 to explain its action. Mr. Callahan and Mr. Cleveland said they saw no profit in any further negotiations.

Mr. Frain has advised department chairmen that their reports have been forwarded to board members for perusal. Mr. Alexander wishes to meet with Mr. Frain and make recommendations for the department chairman system.

Mr. Frain asked the board if he had conveyed correctly to Mr. Furlong that some members questioned whether he was on the side of the board strongly enough. The board felt that perhaps Mr. Furlong should have been at more board discussions, but it was the board who set the rule not to have him present at some board meetings.

Mr. Furlong said he will carry out the policies of the board, the superintendent, to the letter. He also feels his first obligation is to the students, to the parents and to the teachers. He makes the daily decisions as he feels best for all involved. Asked if he feels his job has been well enough defined, Mr. Furlong said yes. He feels his job is to create an atmosphere in the school which is most conducive to learning.

Mr. Cleveland asked him if he felt there was something wrong with the department head system, and if so, what could be done about it. Mr. Furlong said he believes in the department chairman setup with the right chairmen in the positions, based on the duties outlined for the chairmen. Then it is up to Mr. Furlong to see that the department chairmen carry out their duties. He feels that department chairmen are ready to accept their role as management. The administration feels it important that Mr. Furlong attend some department meetings, and at least keep apprised of what goes on, through minutes, at these meetings. Mr. Frain thinks Mr. Furlong has to exercise leadership in the school. He is the school board's man on the scene. One of his responsibilities is to lead the department heads at meetings and achieve better cooperation among the departments. Mr. Furlong says he needs the answers in order to achieve this leadership, to know what the board wants. The board felt it had been mistaken not to include Mr. Furlong at more board meetings, and agreed he should be present at meetings when high school was discussed.

Asked about discipline, Mr. Furlong said he believed this responsibility belonged to the classroom teacher.

The board asked Mr. Furlong for his suggestions as to how the department system can work. This will be discussed at the next board meeting. Tuesday, May 11, the board will hold an executive session to discuss department heads and negotiations.

Respectfully submitted,

Elizabeth Massin

Monadnock Regional School District
Board Meeting - April 20, 1971

Present at the school board meeting held April 20, 1971 in the high school library were Messrs. Calhoun, Austin, Callahan, Pride, Whitham, Frain, Sundstrom, Furlong, Mrs. Robinson and Mrs. Thompson. The Sentinel reporter was present. Minutes of the April 6 meeting were approved with mention made by Mr. Austin that his intent in discussing the Bowkerville child attending the Troy School, was to allow the child to attend the Troy School. Mr. Frain reported that permission has been given by the administration and the principals are now doing a study of how many Bowkerville students do want to go to the Troy school rather than to Fitzwilliam.

Mr. Frain said there was feeling on the part of some children and parents that summer school might help children who are falling behind in reading and math. Such a program would be self supporting with a charge to parents who would also have to take care of transportation. A summer school program might run four weeks, two 1-1/2 hours sessions every morning. The only cost would be teachers' salaries. Mr. Callahan moved and the board voted to have the administration get whatever information is necessary to see if such a program could be effected.

The Immaculate Conception church in Troy has again requested use of the school facilities for summer classes. The board voted its approval.

A letter was received from the teachers council expressing its interest in a more comprehensive expanded physical education program for the elementary schools because a definite relationship is evident between poor motor coordination and reading problems. Mr. Callahan feels the board must give serious consideration to this program and asked that the council be notified that the board would do as much as possible this year within the means available, and next year present it to the public and urge acceptance of an expanded program.

The teachers council felt the April 1 meeting with teachers and school board was valuable and they would like another meeting. The council, however, did not feel the board expressed its concerns.

The board discussed looking at all programs and determining what takes priority. The board decided to discuss this with Mr. Hewitt when he is present at a meeting, and requested to do so at the next meeting.

Mr. Furlong and two students visited Fall Mountain School and observed that students are able to out during lunch hour, and they want to look at other schools to see how lunch hour is handled. There was discussion about the lack of discipline at Monadnock during lunch. Mr. Whitham suggested perhaps the system was partly responsible, too much pressure, not enough time to pick up lunch trash. Mr. Callahan felt the children should take the responsibility, take more pride in their school. The adults in the school should make the students pick up, take responsibility. If students want to go out at lunch hour, they should earn it.

The American Cable Company has asked if they could videotape some of the baseball games and play them over their channels. There were no objections.

The board discussed policies. A citizen present, Mr. Fosher, questioned #5, relative to a board member who opposed the board's decision on a question. Mr. Callahan offered that a board member who differed so greatly with a resulting policy that he could not support that policy, could resign. Board members felt that once a board had voted on a policy, even the dissenting members should support the policy approved.

On the policy regarding salaries for school board members and chairman it was pointed out that voters had adopted \$200. a year for board members and \$300 a year for chairman. The board voted that members should be reimbursed for expenses for attending meetings of the N. H. School Board Association and the board could authorize expenses for national school board association meetings and for travel expenses outside the district, related to school board activities.

On policy #9 the board voted there shall be no standing committees but special committees may be created. The policy as presented will be modified to suit the Monadnock board.

The board decided to take up policy #7, dealing with member development opportunities, another time.

In discussing policy #6 dealing with member orientation, it was suggested that the words "may be provided" be substituted for "will be provided." It was further suggested that policies #6 and #7 could be combined and the board voted to adopt policy #6 combined with #7.

The board voted to adopt policy #10 regarding school board and superintendent relations which establish that the board will legislate policies and the execution of the policies will be the function of the superintendent.

Mr. Fosher asked how he could find out the schedule of the board's committee meetings and asked if these meetings would be open to the public. Mr. Boufford did not feel the board was obligated to inform the public of committee meetings and Mr. Callahan pointed out that the MRSB met more frequently as a whole board than do most school boards. Mr. Fosher asked if ne could attend negotiations meetings, insurance, transportation and be permitted to make comments and enter into discussion. The board did not know about the negotiations meetings and felt that public attendance would probably hinder negotiations. Mr. Fosher said he would be particularly interested in attending curriculum committee meetings. Mr. Calhoun and Mr. Boufford explained that committees were set up by a vote and felt the public could attend but not enter into discussion. The board decided this would take more thought. Mr. Calhoun questioned how much interference and discussions by the public the board should permit.

Mr. Frain has received a letter from the Commissioner of Education regarding driver education and a revision in the budget of the Safety Department has been suggested with the idea of utilizing more funds for drivers education. It is thought this will be successful in raising the subsidy to the local schools, which presently receive \$20. per student, toward a more realistic figure of \$50.

Mr. Callahan reported on the Troy parents' meeting April 19 where concerns were expressed about various maintenance problems. They asked the board to give thought to the fire escape situation that was discussed at an earlier board meeting, and possibly a fire hose.

Executive Session April 20, 1971

Mr. Frain nominated and the board elected John Moody to be teacher at Cutler School at a starting salary of \$6,500. He was a student teachers this past year. The administration would like to hold two classes in the one big room at Cutler with Mr. Moody as one teacher and an experienced teacher as the other.

Reports from department chairmen of the math and art department have been received.

Mr. Calhoun mentioned the excellent art exhibit at the Thorne Art Gallery exhibiting work of MRHS students.

Mr. Callahan reported on negotiations. The board had the advice of Mr. Alexander and Dr. Moore from University of Vermont sat in on the meeting. Mr. Adams took place of one of the teacher negotiators and now appears to be chief negotiator. Discussion came down to the issue of what were the items being negotiated and the teachers stated district scope of negotiations, what is negotiable, arbitration proceedings, master contract, impasse. Mr. Callahan said in the past they have had 14 meetings where they have agreed on items listed with 16 separate agreements covering these items. The board's committee was advised by Mr. Alexander to continue negotiations. Mr. Austin pointed out that Conval school board gave no raises for next year and Winchendon school district got a cut in their budget. He would suggest breaking off negotiations. Mr. Callahan too would like to break off except that Mr. Alexander has advised to continue. Mr. Callahan pointed out that Mr. Goodrich had agreed to present the salary schedule to the teachers as an isolated case. Instead he presented three schedules.

Mr. Calhoun asked Mr. Callahan to tell Mr. Alexander the board is very disturbed over the turn of negotiations and contracts must be issued. Mr. Frain suggested going to the April 23 meeting. Teachers were to have submitted material prior to the meeting. The only issue remaining is salary.

Mr. Austin moved and the board voted to have the committee go to the bargaining table Friday night, April 23, if nothing is resolved Friday night, under the guidance of Mr. Alexander, negotiations will be broken off Friday night and then contracts would be issued and a staff hired based on the money budgeted at the annual meeting.

Mr. Alexander should be made aware of this motion.

Mr. Austin asked about probationary contracts. Mr. Frain reported that Mr. Lucas is leaving, Mrs. Breckel will be transferred to another school, Mr. Furlong and Mr. Parker have talked with Mrs. Tourgee. Mr. Frain has talked to Miss Allen who disagrees with evaluations. The state Department has looked at the Home Ec Department and feels it needs changes. Mr. Frain will write a letter to Miss Allen telling her what is expected of her for the balance of this year.

The board voted to authorize a hold blameless agreement for Guy Heath and Charles Hanrahan in case any youngsters from school should get hurt on their land.

Respectfully submitted,
Elizabeth Massin, Clerk

MONADNOCK REGIONAL SCHOOL DISTRICT

H. J. Kibben

Minutes: Monadnock Regional School Board, April 6, 1971

Present: Messrs. Bowman, Boufford, Callahan, Austin, Cleveland, Pride, Calhoun, Whitham, Frain, Hewitt, Furlong, Mrs. Robinson, Mrs. Thompson

The minutes of the previous meeting were accepted as read.

The proposed English elective program was discussed at length. The administration recommended that while there was a great deal of merit in the program, its implementation should be deferred until at least the 1972-1973 school year for the following reasons:

- a. As Miss Allen indicated, whether there is sufficient time to do all that is necessary before September.
- b. More planning is necessary. School districts implementing such a program have done so only after one to three years of study and preparation.
- c. The program has implications for the entire school, and cooperation and coordination from the entire staff is necessary.
- d. Evaluation of present programs is necessary as well as surveying students and parents on their needs.
- e. Courses should be written in detail and done by groups of teachers working closely with other departments.

At the present, there is a need to group within classes and to develop courses for the slow learner and poor reader. Other schools indicate that the program works best with the more able student, and that a program of evaluation is absolutely necessary.

Mr. Fosher indicated that this feeling seemed to be contradictory, that the delay is unnecessary, that you can't be assured of its success until you attempt it. Research has shown it to be successful, but it seems that the administration just doesn't want to go too fast.

Mr. Hewitt indicated that while you can't be assured of its success, we have to be sure that every possible means relating to that success is looked at carefully, that no stone is unturned in the process.

Mr. Fosher indicated that the courses elected in college are successful because the student made the selection himself. Mr. Hewitt indicated that the college student is considerably more mature and can make judgments a tenth grader cannot.

Mr. Callahan said that the program should be thoroughly debugged before trying it as it affects the entire school.

Mr. Morris indicated that the list of courses is very thorough, that the children are getting information, and we should let them satisfy their curiosity.

Mr. Boufford talked with four sophomores who indicated they had no desire to elect courses until their senior year.

Mr. Furlong said that the requirements for college had to be considered, and that questions raised by the administration, guidance, and faculty had to be answered before putting it in.

Mr. Morris indicated that the longer we put it off, the longer less than 50% of the students will go to college.

Mr. Cleveland said that he is not convinced that the program will be successful.

Miss Allen indicated that we have to go back to the children in school, and that in the forefront of their thinking is the slow learner. Motivation has died for English courses. Their verbal learning is extremely low. A case of an industrial arts student was cited whose reading score was very poor. There are specific needs in reading that need to be started before the senior year, and the present program is irrelevant. We do consider the students first. The courses are designed with specific aims, and we are openminded of any changes that have to be made.

Mr. Frain indicated that we have to evaluate the present programs before new innovations are attempted. Student interests also have to be surveyed. Some of the proposed materials are also common to other departments, and the coordination of all departments is necessary.

Mr. Whitham agreed, and indicated the need for courses in developmental reading. The Keene program is presently two years away from being implemented.

Miss Allen said that the elementary children spend two years in the reading centers, and that many students will not read over the 50 %ile. The reason for this is the cultural backgrounds of the students, and these students need enrichment. If a student can't decode then he is stubborn to relearn it. The courses emphasize the poor reader. We have the machinery at all levels to help those with difficulties. We'll put courses in for slow readers. This has not been presented to any students except the seniors. We started with the needs of the slow learner-the bottom of the heap in ability. Changes will be made in the senior elective program another year as it is done every year. I would personally speak to all eleventh graders.

Mr. Furlong indicated that the eleventh graders had already been spoken to.

Mr. Calhoun said that this type of discussion belongs in a faculty meeting and serves no useful purpose here. He sees merit in the plan but he also has reservations, and as the representative of the people in Gilsum, he doesn't feel prepared to vote on it. The planning takes time, and there are too many loose ends. Meetings should be planned and everyone should be convinced. This has to go right. It will come later on, but the picture is not complete now.

Mr. Morris said that there has been too much delay, that the board holds back on programs and tables too many programs.

Mr. Cleveland asked Mr. Morris to specifically mention programs that have been delayed.

Mr. Morris indicated that he thought he would be asked that, but couldn't think of any now.

Mr. Calhoun indicated again that no useful purpose can be served by further discussion of the elective program.

Mr. Callahan moved that the recommendation of the administration be accepted and that the elective program be deferred until at least the 1972-1973 school year. In the meantime a unified approach by the administration and faculty in further planning should result. The board voted unanimously on Mr. Callahan's motion to defer the program until at least the 1972-1973 school year.

Mr. Hewitt reported on the elementary physical education program and indicated that the physical fitness test had been administered to all fifth year students. Less than two percent of the 170 students achieved the 50 %ile in all tests. In the entire district three boys and one girl achieved this point. Mr. Calhoun indicated that the results are discouraging, and that the public has failed to recognize this need. Physical development is related to other educational programs and the people have to understand this. The board has to take a stand on the issue. Mr. Hewitt indicated that physical activity is not physical fitness and children not developing the skills in the elementary school will not participate in competitive sports in the junior high school. The need was also pointed out for an intramural program at the junior high school level.

The dates for public hearings relative to the future needs of the district were set by the board:

Fitzwilliam	April 28
Troy	April 29
Swansey	May 3, May 19
Surry	May 6
Gilsum	May 10
Sullivan	May 13

Mr. Hewitt presented a request from a parent living in Bowkerville who wished to send her child to the Troy Elementary School next year. Mr. Austin moved and the board unanimously approved that the administration make the decision after taking into consideration the enrollment of the school, etc.

The board was informed that Mr. Armstrong was one of 38 principals in the state selected to attend a series of workshops on supervision.

Mr. Frain discussed the money derived from special license plates and recommended that letters be sent to the school board's association and the representatives in this area asking that they support the bill introduced by Mrs. Dunham which indicates that all proceeds go back into the driver education program.

Mr. Cleveland moved and the board voted, after discussion, to write a letter indicating the board is not in favor of the amendment to S.B.25. The amendment would not allow selectmen or school board members to serve on school budget committees as voting members.

The school board approved the following policies:

- a. Election of School Board Officers
- b. School Board Goals and Objectives
- c. Duties of the Chairman
- d. School Board Members
- e. Duties of School Board Members

Mr. Boufford commended the students from Keene High and Monadnock High for the behavior at the recent Key Club meeting in Newton, Mass. The board approved sending a letter to the Monadnock Key Club commending them for their performance.

Respectfully Submitted,

Kenneth G. Hewitt
Clerk, Pro Tem

January 27, 1971

Members of the School Board and the administration met with the Selectmen from the member towns in the Library at the Monadnock Regional High School to discuss the proposed school budget for 1971-72.

Eight Board members attended. Selectmen were present from Sullivan, Richmond, Fitzwilliam, and Swanzey. It was explained that negotiations with teachers are still going on; thus, no firm budget figure for teacher salaries could be given. The Board's position was outlined and received favorable comment from Selectmen. Some Selectmen noted that their towns have had to forego needed equipment, services, road repairs, etc. in order to support the schools. There seems to be some feeling that the towns must catch up on some of these things. In one town there was talk of cutting the school budget by 10%.

After the meeting, the Board met in Executive Session.

The Board approved the solicitation of funds for the Weeks children (both parents having been killed in an accident) and for the Aron family (fire victims). Both families reside in the MRSD and their children attend MRSD schools.

The Board voted to stand by the offer made by its negotiators at the negotiations meeting on 1/26/71 (basically, a \$400 across-the-board raise).

The Board voted to stand by its request for a 186 day work year (instead of the present 185).

As a last resort, if it could win settlement, the Board authorized its negotiators to offer \$50 a year toward Blue Cross in return for the added day.

The Board supported its negotiators in their stressing that the Board's offer should be submitted to all the teachers, and not just to teacher negotiators and executive board members.

The Board agreed to meet in regular session on Monday, February 8, at 7:30 P. M.

The Board recommended that steps be taken to replace the Troy burner and controls at an early date. Mr. Frain will talk with Mr. Holbrook and see that specifications are drawn up, bids sent out, and the work speeded up.

Board approved public use of the Gilsum Elem. School for a supervised summer recreation program.

A. E. Frain
Acting Clerk



Monadnock Regional School District
Board Meeting - January 25, 1971

The School Board met at the Mt. Caesar School and present were: Messrs. Bowman, Calhoun, Boufford, Pride, Cleveland, Walters, Callahan, Frain, Hewitt, Sundstrom, Britton, Mrs. Robinson and Mrs. Thompson. There were several parents from Troy to discuss the heating system at the Troy School. They indicated it was unsafe. Mr. Bowman advised that the furnace had been thoroughly inspected by insurance inspectors and by the architect Mr. John Holbrook, who was present at the meeting, and reported that the underpinnings of the building were sturdy and there was no hazard there. He said it was safe from a fire standpoint. Mr. Rocheleau of Troy indicated that the fail safe mechanism was not working, and stated that one of the fire escape doors had been nailed shut.

Mr. Wayne Wyman explained why the heat had gone off a couple of time, due to the line being out of gas which ignites the furnace, sludge in the oil, blown fuse. He recommends changing to #2 oil as soon as it is feasible. The assistant custodian did not feel there was any hazard from the burner. He checks it every morning. Both Rivers and Henry, and Economy Oil have inspected the boiler and burner and found them safe. Automatic door closers will be installed on the fire doors not presently having them. Mr. Holbrook stated that the burner and boiler were safe. Both he and Mr. Wyman, however, would suggest that a new burner be installed this summer and the school switch from #4 to #2 oil.

Mr. Britton said they hold fire drills once a month and it takes 2 minutes to clear the building. They will check fire escapes for rooms that have exits only into the hall.

The parents expressed their wish that the burner be changed during February vacation.

The parents inquired about the Engelhardt report and were told it was not yet ready, but they would be notified when meetings would be held to hear it.

Executive Session - January 25, 1971

Mr. Frain discussed the matter of early graduation for students who had received sufficient credit. He feels it deserves a lot more study and discussion with the parents.

The board voted that students be permitted to graduate in less than four years provided they have met all the school's and state's requirements for graduation, and that the parents have a consultation with the Guidance Department and are in agreement with an early graduation.

The board went on to discuss the budget. A new reading series stressing phonics is wanted for primary grades. It was agreed that Camp Union is worth continuing. The transportation figure represents the figure for one year, as the district may wish to renegotiate with the Cheshire Transportation Company if a building program is carried out.

The board decided that the purchase of additional land next to the Fitzwilliam School should be included in a special article. The board authorized the chairman to write a check for \$100 for an option on the land, if the opportunity arose.

Salary increases for principals were discussed and decided.

It was agreed that at the hearing with selectmen, they should be told the board is trying to keep the budget increase to 5%.

Mr. Frain discussed the in-service training program but said we could not guarantee to teachers that they would receive college credit. He did say that in-service training could count towards state certification requirements.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 18, 1971

Present at the school board meeting held at the Wyman House January 18, 1971 were Messrs. Bowman, Callahan, Boufford, Pride, Cleveland, Calhoun, Austin, Frain, Hewitt, Sundstrom, Mrs. Robinson and Mrs. Thompson.

The board discussed the proposed budget for 1971-72 Mr. Hewitt requested an additional teacher for Cutler and the board asked if teacher aides could be used instead. He prefers having a teacher. The high school needs an additional shop teacher.

To keep the art department budget from getting out of hand it was felt that students should be charged for material used in the advanced courses.

Dr. Buss is trying to get some money with which to set up demonstration classrooms to help children with reading problems. The program would have experienced teachers in the demonstration rooms to show other teachers how program works. If federal money is obtained, the federal government would want district to support program when federal money was withdrawn. After federal money is gone, perhaps district could charge other teachers for observing and learning in these demonstration classrooms.

The English Department wishes to offer electives for grades 10, 11 and 12. Ninth graders would be tested to determine their weaknesses and then would elect course that would be designed to help that weakness. Mr. Frain pointed out that courses would be elective and children could elect against the advice of counseling. He feels guidance department should have some control. The board asked that Miss Allen be invited to discuss her proposed program before the board.

The Math Department is interested in tying in with a computer and could get time at KSC for about \$250. per year. The Math Department feels it needs a key punch to go along with this program - about \$3,400. Head of business department does not feel this is necessary and Mr. Frain would like to discuss this with Mr. Shaunessy further. Mr. Austin suggested that most companies preferred to train their own help. Mr. Frain would like to explore other means than purchasing a key punch. This program would be an exploratory one, designed for math majors and only about 20 children would be involved.

Under contracted services, the bulk of psychological and speech therapy is used by elementary schools and budget should reflect this.

The health services include a raise for doctor's salary and two nurses' raises. Most of the custodians should have a 5% raise. Supplies for operation would increase because district is running out of many of its supplies. There are many needed repairs to industrial arts equipment. A new burner is needed at Troy School. It was felt that \$2,500 be budgeted to subsidize the school lunch program.

January 18, 1971 - Page 2

Mr. Frain showed the board a sample letter he suggested sending Miss Allen. The question was raised - did the teachers know of the policy "no pay on storm days" before it was carried out. The policy regarding emergency days was known to the teachers and emergency days did not include storm days.

The board voted to send the letter to Miss Allen as prepared by Mr. Frain and be signed by Mr. Bowman as chairman of the board.

Mr. Callahan reported on negotiations and advised they had discussed in-service training at the last meeting, which seemed to be well received. The board felt there should be some review of the department head system and it was suggested Mr. Furlong attend the next board meeting to discuss this. According to Judge Goodnow, the district can reorganize if it wants to. Department heads can be told what is expected of them and if they don't do it, then the policy says the district can reorganize.

The board members who attended the first meeting of the performance committee felt the teachers were interested in discussing this.

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Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 11, 1971

The School Board met in the high school library on January 11, 1971 and the following were present: Messrs. Bowman, Calhoun, Boufford, Cleveland, Callahan, Austin, Frain, Hewitt, Sundstrom. Many parents, several teachers and some students were present to discuss the calendar and the possibility of changing the vacation. Mr. Bowman asked who the spokesman was and Mr. James McClure started off the discussion, by asking how the calendar for 1970-71 came about. The board explained there were three choices for a calendar, the one accept was accepted by the Supervisory Union Board and was the one suggested by the State Board of Education based on change in observance of national holidays. The Union Board chose this calendar as it seemed the best, one week vacation was substituted for two weeks so that school would get out in June so students could go to camp, work, teachers could enroll for summer courses, etc.

A representative for the teachers' group MITA suggested that the teachers be able to review the possible choices of calendars. Parents offered several arguments for changing vacation to February including children being tired and needing a rest by that time, children being able to take advantage of the snow activities offered in this area, vacations that would coincide with those of Keene, etc. The people indicated they would prefer a February and April vacation in place of the March one week vacation, and go the extra three days in June.

There was much discussion over how best to publicize items of importance, such as a change in the calendar.

To a parent's question, it was agreed that the matter of the calendar was brought up in the negotiation discussions last year, however the calendar is not negotiated.

Petitions were presented to the board from the towns, however, mention was made only of a February vacation. The board voted to poll the audience to determine how many wished to have both a February and an April vacation instead of the week in March. It appeared that almost all parents wanted the two weeks.

The Board voted to alter the calendar from its present form to have a vacation to include the week of February 15 through 19 and the week of April 26 through 30. It was a unanimous vote.

The parents thanked the board for considering affirmatively their request.

Respectfully submitted

Elizabeth Massin, Clerk

Executive Session: January 11, 1971

Mr. Frain advised that the Keene Shopper will print the annual report and budget in the Shopper for a little under \$30. a page in lieu of printing a book-type annual report.

Reporting on negotiations, Mr. Callahan said it was time to present a package to the teachers for them to accept. It was agreed that the board should ask for 186 work days; work within a \$50,000 increase; continue present salary schedule for another year, but add \$200 to those at maximum, taking away from the lower steps; use tracks for basing salary rather than degrees.

Teachers have advised they want \$6,800 minimum, 4-1/2% index, 90 days sick leave, Single membership Blue Cross-Blue Shield, \$50. reimbursement for courses. Instead of \$50 reimbursement for courses, Mr. Frain offered the suggestion of having an in-service training program, particularly in the area of how to teach the slow learner. This training could possibly offer some university credit.

It was Mr. Callahan's feeling that if the teachers would not accept their proposal, there was no alternative and the decision would then be left to the voters.

The board discussed how worthwhile the department chairmen system was and wished to discuss this with Mr. Furlong at a future meeting.

Several items relative to the 1971-72 budget were discussed including what percentage increase over 1970-71 - it was felt 5%; budget \$5,000 to help out the school lunch program; consider that a younger school physican might need to be hired, at probably a larger sum than \$2,000; additional teacher for Troy, Cutler and the shop program at MRHS; an increase in transportation costs or thought to re-opening or re-negotiation should consideration be given to building, double sessions, or longer school year; remedial reading program - will ask for Title 1 Fund to continue; continue elementary school physical education program; the board did not agree to starting to meet state minimum standards for elementary schools; that a merit basis be used for any cost of living adjustments; capital repairs should include a new furnace at Troy; an item should be included for architecture fees in connection with any thought of new building.

The board set up a calendar for hearings and meetings as follows: Wednesday, January 27 - meeting with selectmen; February 3 - public hearing; Saturday afternoon, March 6 - Annual meeting.

Respectfully submitted,

Elizabeth Massin, Clerk

School Board Meeting
January 4, 1971

The School Board of the Monadnock Regional School District met at 7:30 P. M. at The Wyman House.

Present: Messrs. Pride, Calhoun, Walters, Bowman, Boufford, Callahan, Cleveland, Hewitt, Sundstrom, Frain.

Considerable time was spent in discussing the Engelhardt report. In its action the Board voted to

Endorse the Report (5 for, 1 against, 1 abstension)

Ask Dr. Macbeth to return to talk about the report, and to provide some cost estimates for alternatives

The Board approved the nomination of Richard Lane as a social studies teacher at the MRHS, and Mrs. Marcia Wilber as an elementary teacher at the Surry School.

Mr. William Link's letter of resignation was read. The matter was referred to MITA for appropriate action under terms of the negotiations agreement (Supplement # 1 to Agreement).

A letter from Miss Bonnie Allen questioning the loss of a day's pay because of her inability to get to school because of a storm was read. A reply to Miss Allen will be worked out.

A report on the heating system at the Troy School was given. Basically, the boiler is in good condition, but there have been some troubles with the burner (minor). A new burner should be considered and a change to # 2 oil from # 4 looked into.

Reasons for some colder than average rooms now and then were given (one thermostat serving several rooms; teachers opening windows, turning thermostats down). Mr. Wyman has agreed to conduct a couple through the building to let them see things for themselves.

Mr. Frain talked over some recent discipline cases (drugs, switchblade attack, Bomb) and indicated that appropriate court action would be useful. Court could obtain help for pupils and enforce their getting help. District seeks help, not punishment. Board accepted the proposed course of action.

Mrs. Oles' letter of resignation as a negotiator was read.

Some discussion of teaching effectiveness arose.

Mr. Frain stressed that teachers must set reasonable expectations for pupils and then hold pupils to these expectations.

Some pupils acquire a poorer self-image because some teachers expect little or nothing from the pupils; thus, the pupils eventually come to see that the teacher has given up on them, hurting their self-image even more.

Self-image seems to be a current topic with the Teachers Council.

Need for creative teaching and classroom control was cited, not letting pupils roam hallways or loiter in rest rooms.

Adjournment.

Respectfully submitted,
Austin Frain
Clerk Pro-Tempore

Monadnock Regional School District
Board Meeting - December 21, 1970

The Board met at the Wyman house and present were Messrs. Bowman, Callahan, Calhoun, Boufford, Pride, Walters, Cleveland, Frain, Hewitt, Sundstrom, Mrs. Robinson and Mrs. Thompson. Dr. MacBeth of Engelhardt and Engelhardt attended the meeting and presented his firm's report on school building needs for the Monadnock Regional District.

Chapter 1 of this report included the problems existing in the district such as distances involved and transportation of students. Enrollment trends were given showing the towns that would grow in population. Enrollments in Marlow were considered in the report. The report showed that projected enrollments in the elementary grades would remain at about its present level through 1975-76 although individual schools might gain or lose. The number of children going to non-public schools was too small to affect the figures. If a public kindergarten were available, probably 250-300 additional children would be enrolled each year. Increase in Fitzwilliam enrollment depends on the housing and how stable it is.

Engelhardt and Engelhardt does not feel it would be practical to add on to the Cutler building; it would not be desirable to add on to the Fitzwilliam building, however, a free-standing addition could be put on additional land if purchased; the Gilsum building is basically in poor condition and long term use is not advisable; Mt. Caesar is the most adequate elementary building in the district and the site is satisfactory for building; not advisable to add on to Sullivan or Surry school buildings; Troy has largest capacity of any elementary school but would not suggest any further additions; Wilcox is an emergency measure and not suitable for long term use. Engelhardt feels that the educational program within the elementary schools is quite modern.

The section in the report dealing with analysis and recommendations considered many alternatives. The district faces the problem of providing a more varied program and educational facilities. E&E recommends a public kindergarten; does not advise double sessions nor an extended school year; a voluntary summer program is not practical; feels the high school should not be expanded as a 7 through 12 building; does not feel it would be wise to utilize the high school building as a middle school (a high school requires more space than a middle school); advised that operating several schools K through 8 which would include the necessary educational facilities, i.e. home ec, industrial arts, gym, library, art, music, would be more expensive than having one middle school for grades 5 through 8.

E&E would recommend a 1000-pupil middle school for grades 5 through 8 located in Swanzey Center. Estimated cost would be \$28 per square foot, not including purchase of land. Estimated cost for building would be \$4,620,000 - this figure does not include land purchase nor staffing, nor movable equipment and furniture. These additional items might add another 15%. To finance this building the district would have to borrow \$230,000, and would receive back from state 55% or \$115,000, making net cost per year \$115,000 plus interest.

December 21, 1970 - Page 2

E&E recommends that the entire program be carried out at one time because it will offer something for everyone within the district as well as providing facilities at all levels. Fitzwilliam would have a separate school and thereby not require transportation to Troy. This would solve the Troy space problem. An addition at Mt. Caesar would provide needed elementary space in Swanzey. A central facility would be provided for the northern towns giving needed space and providing adequate educational programs.

Mr. Cleveland pointed out this would add about \$350,000. a year to the school budget. He asked if any thought had been given to a unit of grades K through 5 instead of K through 4. Dr. MacBeth said such a unit would mean special facilities for grade 5 in the elementary school, but this would cut down on middle school facility. However, E&E recommends the four year span - K-4, 5-8, 9-12.

Mr. Bowman asked the board to take the report home and study it so it can be discussed at the next meeting.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session - December 21, 1970

A letter was received from the Gilsum PTA regarding the winter school vacation and favoring a change to a week in February. The Student Council voted in favor of changing the vacation week to February. Board decision was postponed to January 11 meeting.

Mr. Callahan reported the negotiations had reached the point where some decisions should be made. The board's committee wants to pay for performance; break up the lock step approach; pay attention to the district's ability to pay; move toward performance and differentiated staffing; proper evaluations; some accountability of where the money is spent; spell out to teachers generally what is expected of them. Mr. Callahan suggested not bringing up the job classification at this time.

Teachers' committee want to increase sick leave to 180 days. This is out but perhaps the board could offer five or ten additional days. Then what should the board ask for this consideration. Teachers have dropped the severance pay demand.

Mr. Pride was appointed to serve on the performance committee as representative of the board, to replace Mr. Boufford.

The district is committed to \$28,000 increase in next budget to maintain present salary schedule. If the same salary schedule was maintained, and \$150 added to everyone's salary, total increase would be \$44,000.

The board voted to get the best out of a \$50,000 increase.

There was discussion about emergency leave days and whether storm days when teachers did not get to work could be counted as emergency leave. The board voted that the teachers not get paid for storm days, and they not be paid for the recent storm day lost.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - December 7, 1970

The School Board met at the Wyman House on December 7, 1970 and present were: Messrs Bowman, Cleveland, Boufford, Calhoun, Walters, Callahan, Pride, Frain, Hewitt, Furlong, Armstrong and Mrs. Robinson. The representative from the Keene Sentinel was present. Minutes of the November 23 meeting were accepted.

Mr. Shaunesey, chairman of the Business Department, was present to report on his department. Enrollment in the business classes has increased. In this year's office practice class the students are spending time learning to file, being exposed to business machines, occupational related information, and generally what it is like to work in an office today. Mr. Shaunesey screens the students who participate in the work study program and presently there are five students in this program. A few students work in the central office, a few for department chairmen. Needed to make a better program he feels included electives in English appropriate for the business student and math. He will discuss this with Miss Allen and Mr. Adams. He feels that presently the program is an elective one rather than an integrated business program that wholly prepares a student for the business world. He believes the business department should be aware of the computer, but does not feel the high school is the place for computer training. This should be done in a post computer course. He feels the business student should have business English, business math, as well as the other business courses to fully prepare him for the business world.

Mr. Furlong reported that more and more students are becoming interested in the vocational programs. If the enrollment continues to increase in the machine shop courses, additional space and stations will be needed.

Mr. Hewitt reported on elementary enrollment. No additional classroom space is available in Swanzey. If the census figure of 21 in Fitzwilliam holds, the school will be able to handle it. There is enough space to expand in Troy. Mr. Furlong reported on high school enrollment and straight classroom utilization is 99% (nationally, 85% is doing well). Shop utilization is 80% with all industrial arts teachers teaching six classes a day; business rooms 66.5%; and science rooms 89% (this figure includes non-science subjects). The auditorium is being used 73% of the time as a classroom and the gym 93%. There is no additional classroom even if an additional teacher were hired. There was no figure on the average occupancy of each class. Three or four French classes and as many Spanish classes are being taught in the same classroom at the same time. To have double sessions would be very difficult in an area like ours, particularly because of transportation. Engelhardt's plan will be ready for a public hearing in January.

Advised of the death of Mr. Joseph Webber, the board asked that a message of sympathy be sent to the family.

The Fitzwilliam Historical Society has asked if it would be possible to hold their annual antique show (usually held in September) at the Emerson School. Previously it has been held at the Town Hall. The board was agreeable to their use of the school, subject to the usual provisions.

Respectfully submitted,
Elizabeth Massin, Clerk

December 7, 1970

Executive Session

A letter from a parent and a letter from the Swanzey parents' organization were received requesting the board reconsider the elimination of the February vacation and put it back in the calendar. After much discussion the board voted that a letter of explanation as to why there was no February vacation be sent to the parents.

A letter of resignation was received from Mrs. Small, teacher in Surry, and the board accepted the resignation.

Mr. Frain presented evaluations by Mr. Pitsas of Mr. Kaiser, Mr. Lucas and Miss Trost. The board suggested that in the future evaluations be dated.

There was discussion as to whether or not it might be feasible to use the coaching fees together with an additional sum and hire a coach, who would do nothing but coach, and no classroom teaching.

Mr. Frain advised the board he would like to transfer Miss Trost to the elementary schools next year.

Mr. Callahan reported on the progress of negotiations. With regard to sick leave it was suggested that an offer for insurance program covering catastrophic sickness be proposed. Mr. Frain suggested asking the teachers if they would pay a portion of an insurance income protection program and how much.

With regard to not putting the budget in the annual report unless accepted by the negotiations committees, it was suggested that it be made clear that when the voters vote on a budget at the annual meeting, that is it.

Respectfully submitted,
Elizabeth Massin, Clerk

Present: Mrs. Oles, Mr. Davidson, Mr. Goodrich, Mr. Deneault,
Mr. Cleveland, Mr. Callahan, Mr. Austin, Mr. Boufford, Mr. Frain.

Minutes of meeting of November 24, 1970, were accepted with one correction. "Mr. Goodrich said that the majority of teachers would insist on BC-BS" was amended to read, "The majority of plans in the state are BC-BS." (See page 4, 11/24/70).

Mr. Callahan indicated that the case of teacher mentioned at the previous meeting was looked into. The teacher's absence record was explained and it developed that the allegation that the individual lost pay because of non-attendance at workshops because of illness was unfounded. The person was charged with sick leave for these workshop absences but received pay.

Mr. Callahan explained that teachers receive sick leave at the beginning of the year. He said that all must be careful about gripes, especially since the teacher discussed did not gripe about his treatment. Others may have seen as unfortunate a situation which the person did not see as such. The facts are often different from what is recounted 3rd or 4th hand, he said.

Mr. Goodrich indicated that two other cases of grossly unfair treatment had been cited, but said this case seemed to have been overstated.

Mr. Callahan suggested picking up where everyone left off at the last session, but asked the teacher representatives to speak up if they felt they wished to turn in a different direction.

Mr. Deneault said that the group had really left off at item # 3, with the items after that covered rather hastily.

Mr. Callahan inquired into the proposed wording that had been promised for this meeting. With a copy of the proposed wording, he suggested that A (illness or accident...) seemed to fall into the wording of the present policy on emergency leave. He asked if this were agreeable.

Mr. Goodrich asked who would determine "close relative."

Mr. Deneault asked for a definition of "close relative."

Mr. Callahan suggested that the present policy pretty much covers the proposed A, and asked for a definition of "close relative."

Mr. Goodrich said it was an individual fact or matter.

Mr. Callahan said he would not to say that all teachers would identify everyone as a close relative, but that someone might abuse the definition or interpretation and that rules have to be written for these cases.

He said that, just as a teacher doesn't have to discipline all pupils, rules are needed for all. He said the Board has to interpret the public's feelings. Under the teacher proposal, the beneficiary of the benefit would define "close relative" and this would be unacceptable.

The Board could not sell this idea to the public. The Board, however, might consider alternatives that didn't leave the matter so wide open.

There was some discussion about "close relatives" with general agreement on parents as close relatives or immediate family. Mr. Goodrich said that an outsider cannot decide who is a close relative. Mr. Callahan said the real problem is hiring substitutes, that in industry no one fills in for an absent person. It is more difficult writing up a policy because of the substitute question, he said.

Mr. Goodrich suggested that bringing out more common points did not limit the matter.

Mr. Callahan said the Board cannot accept the principle that the interpretation ought to reside with the beneficiary. This does not occur elsewhere, in commerce, in industry.

Mr. Callahan said the people will not go for this idea of letting the beneficiary decide, but said he was willing to consider some change in the definition. He said some administrative control is needed. Normally, he said, school hours can be arranged somewhat to handle legal transactions and mortgage closings. Mr. Goodrich said that C (mortgage closings) could be dropped. Under B (legal transactions), Mr. Goodrich raised the matter of the reading of a will.

Mr. Boufford said that legally a person would have to get his inheritance. He suggested that probably the teacher would get time off enough if the reading of the will were that important.

Mr. Goodrich suggested that D (graduation of close relatives) be dropped. provided teacher were allowed to attend his own graduation.

There were a few words about attending the college graduation of a child, with Mr. Cleveland indicating that the present policy was designed to handle cases over which a person had no control. There was talk about taking a day off for a child's college graduation being OK, but the problem of having to travel for days to attend the ceremony was cited.

Mr. Goodrich said one's own graduation could come under K (flexibility in unusual circumstances).

Asked to define "professional examinations," Mr. Goodrich offered the graduate record exam and comprehensives for a master's as examples.

Mr. Callahan suggested this would tie in with K, that the discretion of the administration would have a bearing.

Asked to define religious holidays, Mr. Goodrich cited Jewish holidays. It was brought out that members of the Jewish faith in the MRSD have been allowed days off to observe their holidays.

Mr. Cleveland asked for an explanation of court summonses (G). He asked if this included cases where the person was at fault, or where a person was called as a witness with no control over the matter.

Mr. Deneault said new teachers do not usually interpret the "Normally" in the present emergency leave policy as providing for matters other than sickness or death. He felt adding K would help. He thought citing some instances or types of reasons might help.

Mr. Goodrich offered "not as an accused party" as a clarification for G.

Mr. Callahan suggested throwing out internal revenue interviews (I).

Mr. Boufford said these appointments can be negotiated.

Mr. Austin said that, from the experience of other people, he could say that the person can pretty much set the time for the interview.

Under J (draft board appearances), Mr. Goodrich suggested reporting for a physical examination.

Mr. Goodrich suggested that the emergency leave policy be re-worded to say that leave "may be granted in such instances as illness or accident in the immediate family, or the death of a close relative, with flexibility allowed for unusual circumstances."

Mr. Boufford asked for a definition of close relative.

Mr. Goodrich said this could be worked out with the superintendent when the case arose.

Mr. Cleveland suggested leaving the present definition as is with K added on.

It was decided to adopt this suggestion, so that the present wording of emergency leave would be retained with the addition of "with flexibility ~~which~~ allowed for unusual circumstances."

Mr. Goodrich inquired as to whether the Teachers' Council had been told of the Board's interest in having some evening meetings. It was reported that the clerk is writing such a note to the Council.

November 30, 1970

Mr. Callahan brought up item # 4 (180 days sick leave). He said the Board understands this is not unlimited, but 180 days of sick leave. It is seen as a form of disaster insurance for it would guarantee a year's pay to the person who had accumulated enough days through the years. He said the Board's heart was in the right place but that the Board's pocketbook did not provide for this.

Mr. Goodrich said it would be used rarely.

Mr. Cleveland said teachers who were ill a long time did better without this policy than with it, for the Board could feel more liberal in individual cases than with the heavy load of 180 for many teachers facing it.

Mr. Goodrich suggested it would give more protection to more people.

Mr. Deneault said it would give more incentive to the person who cares about the continuity of instruction.

Mr. Callahan said the question of cost was involved. The Board has run out of arguments with the public; he asked if the teachers had ways and means of selling the people on this benefit.

Mr. Austin said the big cost would be from 60-100 days, for several such illnesses beyond the present limit of 60 days would be severe. Costs would have to be determined for anyone with 60+ days sick leave.

Mr. Callahan asked if there could be jumping back and forth on items 4 and 5.

Mr. Goodrich said studies show that with unlimited sick leave there are fewer abuses than with limited sick leave. Some people get the idea they are working free after their 60 days are accumulated.

Mr. Callahan spoke against sharpie approaches, citing persons who use sick leave quite regularly after 60 days are accumulated. He said the re-imbursement cost in item # 5 was unknown, and indicated that money would be handed out to people leaving and from a district with limited resources. With limited resources, the district ought to put money into # 4 rather than # 5, or on equipment to aid teachers rather than # 5. He said # 5 might be OK if the MRSD were a wealthy district, but that the district does limit itself now in many ways. # 5 would be a nice reward and well deserved in some cases, he said, but more critical areas need the financial support first.

Mr. Goodrich said it may be rougher for MRSD to get teachers in the future as one looks at the benefits which other districts give to teachers.

Mr. Boufford said MRSD cannot compete with richer districts.

Mr. Callahan said MRSD must put whatever money it has into people staying with the district, that MRSD cannot give all the benefits other districts do. There was a pause while equalized valuations per pupil were explained and MRSD's position (lower than the average equalized valuation per pupil) was explained.

Mr. Callahan said he did not say that # 5 would not be a good benefit, only that MRSD couldn't afford it.

Mr. Goodrich said 180 days sick leave being used would be a rarity.

Mr. Cleveland suggested that the district would have to consider not just the 180 days, but the 70, 80, 90, etc.

Mr. Boufford said he had never heard of a year's pay as a benefit in any industry. He said teachers have only 180 days a school year in which to be sick and need sick leave, but that employees elsewhere could fall ill during 240 days.

The report that State employees could accumulate a year's sick leave arose, and it was explained that State employees earn 1.25 days a month cumulative to 90.

November 30, 1970

Mr. Goodrich said # 5 would be good in reference to retirement.
 Mr. Callahan said it would be a wonderful gesture, but that something else must go if this were done. The Board is sympathetic to older teachers but the Board cannot help their horrible retirement plan.
 Mr. Boufford asked for the reasoning behind item # 5.
 Mr. Goodrich said the school district had saved the cost of the substitute.
 Mr. Cleveland said, as the Board sees it, sick leave is insurance, not as days for which pay is entitled. In effect, he said, teachers are seeking 10 days extra pay a year or a 5% raise. It would be going to people who are leaving and healthy.
 Mr. Callahan termed it a serious drain on MRSD's resources. The cost of substitutes not used can be used for immediate benefit to pupils and teachers. It is a kind of gift to the most fortunate person.
 Mr. Cleveland suggested that on a salary account of one million dollars it could cost fifty thousand dollars.
 Mr. Goodrich said item # 5 was not based on the teacher's actual pay.
 Mr. Callahan asked if this item could be laid aside and that more serious study could then be given to other items.
 Mr. Goodrich said it could be laid aside but that the group could not go on without item # 4.
 Mr. Callahan said he saw some justice in item # 4, that it was not totally unreasonable. He said a healthy look could be taken at item # 4.

Mr. Callahan said that last year it appeared that teachers received minimum information from their negotiators. He feels that the teachers must be kept informed, for they play a leading part in negotiations. He asked if his group could help in any way.

It was then nine o'clock and it was agreed at the next meeting that both sides would bring in their proposals and exchange them at the beginning of the session. For the teachers, this meant items 4-10 would be spelled out.

A brief review of the items presented by the teachers was then held. Tentative agreement was reached on # 1 already.

On # 2, it appeared that advice would be forthcoming from the Teachers' Council.

Tentative acceptance was reached on # 3.

4 to be re-defined.

5 to be set aside temporarily.

6 to be studied

7, 8, 9, 10 to be studied.

Mr. Callahan made clear that no offer has been made yet on item # 9. He asked if specific requests would be made on # 10, and Mr. Goodrich said yes. Mr. Callahan said Board salary proposals would be a counter-offer, as it were, although there would be ideas on salaries, etc.

Next meeting: Friday, December 11, 1970, at 7:30 PM at Wyman House.

Monadnock Regional School Board
Meeting - November 23, 1970

Present at the board meeting held in the new room at the Wyman Office were Messrs. Calhoun, Walters, Cleveland, Callahan, Austin, Boufford, Pride, Frain, Furlong, Britton, Hewitt, Evans, Sundstrom and Mrs. Robinson. Mr. Talbot and the head of the New Hope Center were present to discuss the Center's budget for the coming year and to explain the work being done at the Center.

Mr. David Adams, chairman of the mathematics department, was present to discuss that department. He emphasized his department was trying to offer something for every student. Seventh graders have proven to be deficient in computational math so next year it is hoped that they can continue the elementary levels until the students are ready for 7th grade work. He feels a laboratory approach would be beneficial for the lower levels. Out of 22 high school math classes, 11 are academic classes, but less than 1/2 of the students are in the academic classes. An evaluation showing 51% of the students getting A and B, indicates they are placed in the correct group. Mr. Adams said he would like to have electives to offer the vocational student. He would like to develop a computer laboratory system program with the school either purchasing its own computer or hooking up with Dartmouth or Keene State. With Keene State it would cost about \$25. an hour computer time. This would mean purchasing a card punch machine for Monadnock High School in the near future. He feels it important to expose the students to a computer program. He advised the board that all the teachers in his department have classes of different kinds of ability.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session - November 23, 1970

The board's committee commented on its meeting with the teachers' negotiations committee. Teachers agreed with board that improved classroom performance was important. The board does not favor personal leave in addition to sick leave but pointed out that any teacher could take a grievance to the grievance committee regarding request for personal leave.

The board listed some of its goals to present to the teachers including: paying for performance; experience and degrees count for extra salary only when they lead to better performance; move away from the idea you have to keep salaries up with that of the neighboring towns; teachers evaluation; maintain the board's right to manage the schools; job classification - board has right to set standards; board delegates responsibility to administrators to manage schools.

Some ways these goals can be presented to the teachers: stop automatic advancement; revise probationary contract; control degrees; evaluation and spelling out responsibilities. Under a probationary contract, if a teacher does not measure up to performance expected by the superintendent, he does not get an increase. The board wished to add that the decision to give a probationary contract would rest in the hands of the department chairmen, principals and the final decision to be that of the superintendent. The same group will determine when a teacher's work has become satisfactory. The contract will list the reasons why this kind of contract has been offered.

Any proposed graduated study shall be specifically related to the applicant's work in the district. Department chairmen's evaluations of teachers should be based on a full classroom period. The department chairmen's contract should be a separate contract from that of teachers and should list duties. Teaching loads would be determined annually. As opening for department heads occur, board will review salary for that position.

The board remained neutral on the matter of not inserting figure in the budget until agreement had been reached between board and teachers. Neutral also on the school calendar. Board felt that giving personal leave and reimbursing for unused sick leave could impede negotiations. Also having a greater differential between Master's degree and Master's / could impede.

Some suggestions made for the board to offer teachers included: increasing school days from 185 to 186 to include a day for orientation of first grade and seventh grade; maintain same salary schedule for 1971-72; create study group to work out criteria for various levels of teaching competence; maintain present negotiations agreement. Mr. Austin asked if by keeping same salary schedule, would this mean keeping the Master's /15 increase. It was explained this goes out in June 1971.

There was discussion of the teacher council meetings and the board voted to request the teachers' council to hold a reasonable number of meetings in the evening so that board members could attend, due to the economic situation in the area and places of employment not as liberal in giving time off to employees. The clerk was instructed to write council.

Mr. Walters reported on the New Hampshire School Board Association meeting. Mr. Dunham was presented with an award for outstanding member at the annual meeting.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - November 9, 1970

Present at the school board meeting held November 9, 1970 in the high school library were Messrs. Bowman, Cleveland, Austin, Walters, Callahan, Calhoun, Boufford, Pride, Mrs. Robinson and Messrs. Frain, Hewitt, Sundstrom, Furlong, Armstrong, Evans and Britton.

Mr. Godbout and Mr. Breckell of the high school physical education department reported on the elementary school physical education program and the tests that had been administered to the children over the past two months, based on the national physical fitness test. The results were poor, however, there did not appear to be any national figures available to determine how Monadnock children fit into the national pattern. Children enjoy this new program and they, their parents and teachers are interested in this program.

Minutes of the October 26 meeting were accepted.

Mr. Frain had sent an inquiry to the Monadnock Childrens Services Center to see if there would be any refund to the supervisory union for unexpended funds. A reply to the union board from the Center and its lawyer indicated that a refund would not be legal.

Mr. Hewitt reported on the fall testing program for grades 1 through 6, excluding special education classes and readiness classes, whose results showed that the greater percentage of children fall in the upper stanine range than in the lower range, which would indicate that the district has a good potential. He pointed out that national averages might include special education classes.

Mr. Furlong reported that back to school night had been a successful evening with about 225 parents. It is hoped to have another such night before this year's 8th grade students are scheduled for next year. Miss Cole, librarian, is going to run a workshop for the town librarians on reference work. It is hoped that a night can be set in each town to have guidance people and faculty from the high school talk to the town parents. Discipline in the high school appears to have improved and parents have been cooperative.

Mr. Armstrong reported good participation in the Swanzey schools open house where they discussed programs, marking system, pilot programs, and materials were displayed.

Mr. Evans reported on his visits with teachers in the district in regard to reading and told about the new reading kits and a more individualized reading program. Teachers would keep records on individual children and Mr. Evans would prefer they use the Barbe reading checklists which pinpoint the child's deficiencies. He said the new teachers were particularly receptive to the evaluations and his suggestions and help. This new reading program is used in all schools in the district. Children progress at their own rate.

Mr. Britton reported the physical education program was successful, particularly in Troy where there is a gym.

November 9, 1970 - Page 2

Mr. Hewitt said a lot of supervision was being done but they are having to sell it to the teachers. They are trying to give help and suggestions rather than appearing to be critical. Every new teacher has been observed at least twice. Principals are being asked to see each teacher in his building at least once a month.

Mr. Frain advised that more supervision was being done in the high school than in the past.

Mr. Frain said there had been a request from the health and welfare council to have a couple of Monadnock board members join the council. This council will coordinate health, welfare and recreation services in the whole county. A large part of their activities deal with advising people where to go for the right type of help. The board voted that our district join the organization. No one was chosen yet to be on the council.

Mr. Boufford reported that the Key Club had done a good job of cleaning up around Swanzey.

Respectfully submitted,

Elizabeth Massin, Clerk

November 9, 1970

Executive Session

Mr. Frain went with Charlie Tarbox to look at the land that was for sale in Fitzwilliam adjacent to the school. One lot along the road that could be a house lot was valued at \$3,500. The land behind the school, that would be important for the school, was valued at \$1,000 an acre. Four or five acres is all that is needed. It was not felt that the orchard, a possible house lot, was important to the school district.

The board suggested that Mr. Frain advise the seller what the school district needs - a piece of the orchard next to the school and a piece of land behind the school.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - October 26, 1970

The School Board met in the Superintendent's office on October 26, 1970. Present were Messrs Bowman, Calhoun, Callahan, Cleveland, Austin, Boufford, Frain, Hewitt, Sundstrom, and Mrs. Robinson. Minutes of the October 12 meeting were accepted.

Questions were raised and there was discussion on whether or not the elementary (continuous progress program) and high school program were being dovetailed. There was some doubt as to whether the continuous progress idea was being carried out when students reached 7th grade.

The board discussed land that was available for sale in Fitzwilliam adjacent to the Emerson School. According to state requirements, ten acres would be adequate for any necessary building at the Emerson School. It was suggested that an impartial party be asked to appraise the surrounding land to determine the value. It was also suggested that a letter be sent to the Bemis family expressing an interest in the land.

The board agreed to continue meeting on the second and fourth Monday nights until further notice.

Minutes of the teachers' council meeting on October 6 were presented to the board and further discussed by board members who had attended the meeting. It was felt that these teachers were truly interested in education. It was brought out that there was a need for public relations, particularly in regard to the high school program. It was suggested that high school personnel visit local Parent-Teachers meetings to inform the citizens of the high school program.

The board discussed what its goals would be in the upcoming negotiations with teachers. Some goals discussed included having good teachers in all positions; system for rewarding good teaching; means of weeding out mediocre teachers; means of spurring indifferent teachers to do a better job; end automatic salary increases; degrees, credits, experience to be related to proficiency in classroom; relationship between salary system and cost of living and district's ability to pay; regular evaluation of staff and help to improve performance; greater stress to be placed on performance; better means of communication at all levels.

Mr. Frain suggested the board review present district policies having to do with the duties of department chairmen; sabbatical leave policy; degrees and extra credits; probationary contract. He suggested some changes in the probationary contract and it was suggested Mr. Goodnow be asked to draw up something. The idea would be not to give a salary increase who was not doing an adequate job of teaching. There might be some way of rewarding someone who was beyond the 11th step on the salary schedule if he were doing a tremendous job of teaching.

Mr. Frain suggested additional workshop days for new teachers but the board agreed this point should not be negotiated. The administration can just require additional days.

The board agreed that any new salary schedule should be based on flat sums, not percentage increments.

October 26, 1970

Mr. Frain asked the board for some expression as to how much could be spent on salary increases for the year 1971-72. Mr. Cleveland suggested figuring out what the district could afford based on what the new evaluations and tax rate would be. Mr. Frain noted that the same salary schedule would result in an increase of about \$23,000.

Mr. Cleveland asked the board's feeling on paying X number of dollars to deserving teachers. The board was favorable to having this matter explored. The question arose how to determine a deserving teachers and Mr. Frain suggested a survey of students, parents and teachers to make up qualifications for a good teacher, then determine which teachers had these qualifications. \$500 would be an appropriate increase, to be given to about 20 teachers, or a total of \$10,000.

It was generally agreed that department heads should not be involved in bargaining and heads should have a special salary basis, as well as a separate contract.

Other suggestions included differentiated staffing; moving away from automatic raises; proof of performance; a better retirement plan in place for other fringe benefits such as accident and health program; two-way grievance procedure; an extra day's work for junior high staff for orientation of 7th graders. Mr. Callahan would like to have board give some thought to aiming for a longer term negotiations agreement so an agreement would not have to be negotiated every year except for salaries.

Mr. Frain discussed guidelines for master's degrees and asked the board to review the sabbatical leave policy and regulations.

Mr. Frain feels departments should be defined as major and minor and it was suggested getting away from having a department head for a department with only one or two teachers.

Mr. Cleveland asked if it would be advisable to determine how much is spent on coaching salaries with the idea it might be more practical to hire someone to do nothing but coaching. Mr. Frain explained that the state requires coaches to be certified teachers, and varsity coaches should be from the athletic department. He will bring in suggestions for hiring coaches.

Respectfully submitted,

Elizabeth Massin, Clerk

MONADNOCK REGIONAL SCHOOL DISTRICT

Weyman House

October 12, 1970

Present: Messrs. Bowman, Cleveland, Austin, Walters, Boufford, Calhoun, Pride, Callahan, Frain, Hewitt, Sundstrom, Mrs. Thompson, Mrs. Robinson; P. Haley-Sentinal Reporter

The minutes were accepted as written.

A letter was written from the Harlow School Board requesting a meeting with representatives of the Monadnock Regional School Board to discuss annexation of Harlow to Monadnock. Mr. Bowman appointed Mr. Calhoun, Mr. Walters, and Mr. Pride as representatives of the Monadnock Board. Mr. Boufford and Mr. Austin were appointed to the Negotiations Committee.

A request was made by Mr. Boufford on behalf of the United Fund Drive to solicit funds from the district's teachers with the method of collection left up to the administration. It was moved by Mr. Bowman and seconded by Mr. Cleveland that the administration make the proper arrangements for this.

Mr. Sundstrom reported on the special services offered to the district. He reviewed the history of the Children's Center and the development of the mini-centers to provide more direct services to children. The Title III program was to be a model center for a period of three years. Speech therapy and psychological services have more than doubled; social work and remedial instruction are being done by our school nurses and remedial teachers. The same services are being provided as before with the exception of medical services. Since medical services are infrequently used, it is hoped that family doctors will provide the service when needed. A contract has been made with the Hampshire County School and Crotched Mountain. All personnel are well qualified and include:

Charles Sawyer	Co-ordinator
Fred Krell	Psychologist
Dr. Howard Buss	Psychologist
John Steward	Speech therapist

School personnel are very pleased with the services offered to-date.

The N.H. School Boards Association annual meeting was discussed. Questions were raised in regard to the resolutions to be presented. Mr. Callahan pointed out that in-service training was not essential but it was of value. Discussion followed on other resolutions and whether board members were actually agents of the state.

Mr. Frain reported on new regulations regarding school lunch programs and indicated that the new guidelines will be available to board members soon.

Mr. Hewitt presented a transportation report for the school year 1970-1971, noting that the district travels 319,860 miles annually (not including special activities and sports) at a cost of \$0.35 per mile compared to the state average of \$0.56 per mile. At the present time, 86.7% of our total enrollment is transported by bus to school.

Because of the problems in paying bills and making out payrolls, it was suggested that regular meetings be held on the second and fourth Mondays instead of the first and third Mondays. A final decision will be made on October 26.

Mr. Bowman indicated that several towns had not been paying their contribution on time, and it was presenting difficulty in paying bills. It was suggested that the selectmen of each town be made aware of the situation.

EXECUTIVE SESSION

Donald Parker a graduate of Bowdoin, was hired as an English teacher at an annual salary of \$6300.00.

The New Hope Center indicated that they would like to attend an early meeting to discuss their budget.

Discussion followed on the appropriateness of books assigned to different grades at the high school; namely, Red Sky in the Morning and Lord of the Flies. Mr. Pride indicated that some parents had shown concern that their children were required to read these books. The administration will look into the matter more closely.

Kenneth G. Hewitt
Clerk, Pro Tempore

Monadnock Regional School District
Board Meeting - September 14, 1970

Present at the school board meeting September 14, 1970 held in the High School Library were Messrs. Bowman, Bouffard, Austin, Callahan, Walters, Calhoun, Frain, Furlong, Sundstrom, Hewitt, Armstrong, Britton, Evans, Pride, Mrs. Robinson and Mrs. Thompson. The Sentinel report was present. Minutes of the July 14 meeting were accepted.

Reports were given on the opening of school. Mr. Armstrong report 597 pupils in Swanzey compared to 600 last year. Five new teachers have been added in Swanzey. Mr. Britton reported an enrollment of 412 in Troy and Fitzwilliam compared to 381 last year (181 in Fitzwilliam compared to 172; and 231 in Troy compared to 209). A couple of physical education teachers from the high school came to Fitzwilliam and Troy to work on a program of physical education for this year. Mr. Evans reported enrollments in Gilsum 86; in Surry 57 - both down from last year; and Sullivan 55, up from last year.

Mr. Furlong reported a smooth opening at the high school and is pleased with the ten new teachers and their enthusiasm. Enrollment was 1,066 making things crowded and the auditorium is being used for two classes a day.

Mr. Hewitt has asked the teachers to present written evaluation of the workshops before the opening of school. He feels they were successful. Greater part of the workshops were spent in the area of reading, particularly primary and intermediate. Mr. Furlong felt the workshops were very worthwhile. They were able to spend more time with faculty members on orientation. At the opening of school Mr. Furlong brought each class into the auditorium to explain the rules and regulation. This year there will be one total faculty meeting a month. Chairmen of the various departments will report at the meetings.

Mr. Frain advised that the teacher's council had been formed made up of seven from the high school and eight from the elementary schools. A meeting will be arranged soon and board members invited.

Mr. Frain reported that eleven elementary teachers had been hired for the year and eleven high school teachers.

Mr. Hewitt spoke about the reading handbook that had been compiled by the elementary teachers this summer which could be referred to to help solve reading problems. Mr. Evans discussed the new spelling workbook and program which had been compiled by David Swierck and attempts to make spelling more interesting by learning the origin of words.

Mr. Hewitt reported on the bids that had been accepted for fuel oil as follows: Elm City for the high school, Mt. Caesar, Fitzwilliam and Troy; Monadnock Fuel for Cutler; and Agway for Surry, Sullivan, Gilsum, Wilcox and Superintendent's office. It was suggested that if Cutler installed a 5,000 gallon tank, there might be a saving. Idlenot will be the distributor for milk at the price quoted by Hood. Gas bid was awarded to Monadnock Fuel.

Mr. Frain has received a copy of guidelines for free and reduced lunches put out by the government. He suggested the district adopt these guidelines. He advised that roughly 50 free lunches or reduced lunches were served a day, out of a total of 2,000 lunches.

Dr. Engelhardt would like to return to the district around the first week in October to discuss future plans for the district. It was decided to hold a meeting in Troy on October 5; in Swanzey on October 6; and in the northern towns on October 7,

Mr. Frain has sent a message of sympathy to Mrs. Wood of the lunch program, on the loss of her son. Mr. Calhoun suggested a letter of thanks to Mrs. Jenks for the nice supper served to the teachers and board at their joint meeting.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session: September 14, 1970

Mr. Emile Rocheleau appeared before the board to discuss his position as department chairman and a change in his teaching schedule for this year.

Mr. Panos Pitsas spoke to the board about his ideas for the physical education program at the high school, and listed his accomplishments during the past few years. He submitted proposals to the board and asked for the board's action on them as soon as possible. The board agreed that Mr. Frain and Mr. Furlong could discuss these matters with Mr. Pitsas.

Mr. Frain nominated and the board elected the following persons to the staff:

Mrs. Dorothy Northrup - remedial reading teacher
Michael Deneault - Cutler School
Mrs. Virginia DeWitt - Fitzwilliam
Donald Hansen - machine shop at high school
Mrs. Carol Davis - social studies at high school
Charles Wilder - Woodworking at high school
Richard Nugent - mathematics at high school
Cyril Doleac - vocational coordinator at high school

Custodians:

John Koski - part time at Troy
Dale Wheeler - full time at Troy
Earl Patria - Fitzwilliam
Frank Marcotte - night custodian at high school
Bruce Austin - part time at Cutler

The board voted to nominate Carroll Dunham for an award at the annual meeting of the N. H. School Boards Association on October 23.

Respectfully submitted,

Elizabeth Massin, Clerk

Dr. E. Lee

Monadnock Regional School District
Board Meeting July 14, 1970

Present at the board meeting were Messrs. Bowman, Cleveland, Walters, Pride, Callahan, Calhoun, Frain, Hewitt, Sundstrom, Mrs. Robinson and Mrs. Thompson. Dr. Engelhardt, and Mrs. Harrison, a member of his staff were there to make their report.

Dr. Engelhardt feels it is important to consider the attitude of the people and inform them of the problem, the alternative solutions, and the cost. He would suggest publishing these facts and then holding public hearings for the people to ask questions and understand the problems and recommended solutions. He asked the board to think about how informative discussion groups could be arranged.

At first Dr. Engelhardt wasn't certain a consolidated school for the three northern towns would be practical, because of the poor roads. However, Mr. Pride and Mr. Calhoun pointed out that the road is presently being used by the school bus. Dr. Engelhardt then agreed that if the board felt the road was adequate for Surry pupils to travel, a consolidated school could be considered including Gilsum, Sullivan, Surry, and Marlow encouraged to join. An alternative would be to include Gilsum, Sullivan and Marlow together in a school, and bus Surry students to Swanzey. Mr. Pride felt the residents of Surry would prefer to have students go toward Gilsum and Sullivan.

Dr. Engelhardt's goal is to try to create schools that will have enough pupils to have excellent teachers that can be used in team teaching, using teachers more efficiently, with lower operating costs. He pointed out that in Fitzwilliam and Troy the problem was not as acute. He feels classes in these towns can be adjusted between the two schools.

He suggested cleaning up the custodial problem. In some schools he feels there is a real hazard due to the lack of good house-keeping.

Projected figures show that Fitzwilliam could support a good primary school by itself. When this is the case you should keep the children as close to home as possible. Otherwise, without enough pupils to support a good program, you should go outside.

The capacity of the high school is between 950 and 1,000, and projected enrollments in grades 7 through 12 in this decade will climb to 1,500. As enrollment approaches this figure, it is suggested that junior high be removed from the high school. This could be done by building a new middle school to house grades 6 through 8, or 5 through 8. A building for grades 6 through 8 would need to accommodate 800; for grades 5 through 8, 1,100. Dr. Engelhardt thinks a high school of grades 9 through 12 is the best to operate today. Be sure the facilities are adequate and the teachers adequate to handle the facilities. He believes children should learn to read before teaching them other subjects. He is in favor of beginning children at 4 years of age. He suggested getting to work on a teacher aide program.

An alternate to the above would be a building for grades 10 through 12, one for 7 through 9, and a program for grades 1 through 8. Dr. Engelhardt feels that discussion with the voters should include evidence of the values of approved learning techniques and teaching methods.

Asked if he was tying his recommendations into the minimum standards that will be required by the State of New Hampshire, Dr. Engelhardt said yes, however, he feels state requirements for space are too little. He feels athletic fields for high school and middle school should be separate.

Dr. Engelhardt's office will prepare a summary to present to the voters, but give board opportunity to review draft before it is printed. He suggested shooting for late September or early October.

The board voted to authorize the administration to select the bids on oil, milk and gas.

The board elected the following teachers:

Wilma Armet to teach at Mt. Caesar; Colin Stewart to teach English at the high school.

Mr. Robert Holt has asked to be released from his contract to accept a position at Conval. The board voted to accept his resignation.

Mr. Frain suggested that chairman of departments with six or more teachers be considered major; with less than six teachers be considered minor.

Minutes of the June 23 meeting were accepted.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - June 23, 1970

W. J. H. House

Present at the board meeting were Messrs. Bowman, Callahan, Austin, Pride, Walters, Cleveland, Calhoun, Boufford, Frain, Hewitt, Sundstrom, Mrs. Robinson and Mrs. Thompson. The board signed financial and budget reports.

Mr. Hewitt discussed the elementary programs and introduced Mrs. Osborne who taught remedial reading this past school year. She said that today teachers were more aware of reading problems and are looking harder for answers to solve these problems. She said experience helps. She wondered if we were expecting too much of the kind of children in this area. Her observations were that the children in the remedial program lacked the ability to figure out a given word and then know the meaning of the word they have figured out. She felt this was a result of either missing the phonics work in the lower grades, or perhaps phonics had not been presented well, or poor homes where there was very little language. She suggested that teachers are sometimes so concerning with getting work accomplished that some children are pushed too fast and thereby miss a great deal. She suggested that younger teachers need more help and it would be well if older teachers could work with the younger ones.

Things they are trying to do: all teachers are concerned about the reading problem. Mrs. Osborne feels more materials could be used in the lower grades, but there isn't time to know what materials are good and available. It would be helpful if this could be determined. This summer some teachers are going to write a booklet that will help to diagnose reading problems and tell what should be done about them. Teachers want one full workshop day spent on reading and to go over a new phonics program which will be systematic throughout the district. (It has not been before.) She suggested changing the name of the remedial program and feels it would make more sense to give help to the younger children so they will not have reading problems later that need to be remedied. She feels the emphasis should be changed from remedial to "prevention of reading difficulties."

She recommended having a third reading teacher so there could be one for Swanzey, one for Fitzwilliam-Troy, and one for the three northern towns. She mentioned that the facilities for remedial reading were not very good, particularly in the three northern schools but feels a wonderful job has been done in building up the libraries.

She feels one of the biggest problems is the lack of conversation at home. She believes very strongly in literature, through which children can gain experiences. She pointed out that teachers graduating from college have only 3 reading credits. The board suggested making it known that teachers are not being adequately trained to teach reading.

Asked what single thing she would recommend to improve reading, Mrs. Osborne said hire an additional remedial teacher, and think about having a room equipped for remedial reading where the students could be brought. (Transportation to and from the schools and carrying materials in and out of schools is very time-consuming.)

June 23, 1970

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On reading in general, Mrs. Osborne feels the readiness classes should be continued. Good materials for the first and second grades should be purchased to enrich them before putting them in a book. She feels that physical education in the elementary schools is most worthwhile.

Mr. Hewitt discussed the testing of children. Group testing has a higher rate of error and he would like to be able to individually test each child at the beginning of schooling. An individual I.Q. test would take 45 minutes to give and 45 minutes to score and interpret. On a consultant basis it would cost \$25. per student. Gesell tests would be valuable for incoming students to relate to the achievement tests.

Mr. Cleveland asked if the administration could settle on a group of tests that would be used year after year, rather than changing the tests that are given. This would seem more helpful in making comparisons.

Mr. Calhoun felt the voters must be apprised of the problems and the programs that are needed to correct them.

Mr. Frain said plans were being made to have the high school physical education department set up a program in the elementary schools.

Mr. Hewitt did not think the test scores he presented to the board were bad for the kind of children that are in the district.

Mrs. Robinson suggested the board attend the workshops and the board and administration agreed.

The board agreed that the public should know that the board understands the problems and is behind any solutions that can be found.

The school board authorized the administration to hire teachers during the summer as necessary.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - June 8, 1970

Present at the board meeting held in the Superintendent's office were Messrs. Bowman, Callahan, Calhoun, Austin, Boufford, Pride, Walters, Cleveland, Mrs. Robinson, Mrs. Thompson, Mr. Frain and Mr. Sundstrom. Mr. Frain wished to outline plans for the high school program. He pointed out that our district has a greater share of the slow learners than other areas and our school makes the effort to keep these children in school. Mr. Calhoun asked if the problem in the elementary schools might be that we have gotten away from the basic three R's. Mr. Frain said this year the elementary schools have put more emphasis on reading and math, decreasing time spent on social studies and science, and they have been stressing phonics. This summer Mr. Evans with a couple of elementary teachers will work on a diagnostic test, which will in turn enable teachers to apply the appropriate remedy to helping a poor reader.

Mr. Cleveland suggested that having such a large proportion of slow and disinterested students lowered the over-all effectiveness of the school.

There was discussion about giving the tests and scoring them. When the State scores the tests it takes a couple of months. Correcting tests could be done by secretaries and teacher aids and the administration could help on the analysis of the scores. It was suggested that tests be given in the spring, corrected during the summer if this would be more helpful to the teachers in dealing with the students. Figures show that about 76% of the students have normal and above normal I.Q.'s, but 70% are poor readers.

Mr. Sundstrom emphasized that the quality of instruction must be improved to achieve better reading. He feels this is the problem. Workshops to this end are needed, and better college training.

Mr. Frain reviewed the criticisms and comments made by Mr. Aieta. He said if the administration can find someone who can give help to the teachers on the reading problem, this will replace the workshops at the beginning of the next school year. He will talk to the Hampshire School in Rindge about the hostility problem among the students. Mr. Frain feels the academic students should be pushed more, and even more should be expected from the poor student than has been previously. Mr. Frain wants the Guidance Department to take a firmer stand on the courses students should take. He feels Guidance should recommend. This will eliminate too many studies, (study periods).

Traffic through the cafeteria during study periods can be eliminated to zero and the cafeteria can be divided into three sections, by wall dividers, for study periods.

Working toward better communication, Mr. Frain suggested the entire department, rather than just the chairman, come to a school board meeting. He would suggest that a school board member sit in on meetings of the student council, as well as at teacher council meetings. He feels department meetings need greater coordination and supervision and his office should receive agendas of these meetings from the department head and be able to attend the department meetings. He suggested a report of department meetings be given to the board.

Mr. Frain said some clerical help could be provided to the department heads by the girls in the business course, with regard to letters and correspondence, but not class preparation or lesson plans. He would suggest having a book room for the Social Studies and English Departments which would save the department head from doing this chore.

One teacher has suggested that teachers eat among the children at lunch and Mr. Frain would like to encourage more teachers to offer such a suggestion.

The board was agreeable to those suggestions made by Mr. Frain and the board wished to go on record as expressing their concern over the disunity, lack of purpose, lack of success, lack of harmony which exists in the school and the board wants these corrected.

On the matter of discipline, Mr. Frain said the rules of the school should be made perfectly clear to the students. Mr. Frain would like to spend a lot of time and thought on the discipline problem this summer.

The board hoped these plans for correction would be carried through.

Mr. Calhoun reported on a bus in Gilsum losing its steering column and suggested that all buses and equipment be carefully checked.

Mr. Frain said the teachers had accepted the invitation to have coffee with the board after the Baccalaureate service. Mr. Bowman suggested inviting the teachers to a supper in the cafeteria right after school starts in September, and then to a board meeting.

Mr. Frain would like to suggest that the physical education department chairman works a longer day and that a couple of physical education people go into the elementary schools. He further suggests that department heads pick up four classes a day (with the exception of one or two chairmen), and that some chairmen pick up a slow class.

Another suggestion was to sublet road work in the driver training program.

A request has been received from Charles Shaw, that his daughter who was admitted to Keene State College without finishing her senior year at Monadnock, be given a high school diploma. The board agreed.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - June 1, 1970

The School Board met at the Troy Elementary School on June 1, 1970. Present were Messrs. Bowman, Callahan, Walters, Austin, Calhoun, Pride, Frain, Hewitt, Armstrong, Furlong, Bean, Mrs. Robinson and Mrs. Thompson. The Sentinel reporter was present, as were several Troy and Fitzwilliam residents. The minutes of the May 18 meeting were accepted.

Mr. Bowman opened the meeting and asked for comments and questions from the Fitzwilliam and Troy residents. The question was asked, would there be a double first grade at Fitzwilliam next year. Mr. Hewitt reported he knew of at least 30 first graders and the decision of what to do would be made within the next two or three weeks. A question was asked about the first grade that was called a transitional class. Mr. Hewitt said the first graders that required a longer period of readiness were grouped together in one class. It will take some of the children in these first grades six years, and some seven years, before entering Monadnock High. Mr. Hewitt was asked what the levels meant, and he suggested that parents contact teachers or the principal to find out about the levels. The question of the policy relating to missing practice for a sport, and still being able to play in the following day's game, was raised again. Mr. Frain advised that the policy had been changed and a child could play in a game even though he had missed the previous day's practice.

Asked about the status of the middle school, Mr. Bowman said that educational consultants, Engelhardt and Engelhardt, were looking into alternative plans, and to date they had not made any recommendation. It will be fall before the consultants submit plans and come to talk to the voters.

One parent felt all activities should be suspended during school vacations. Mrs. Robinson had had similar suggestions from Roxbury. There was a request to have an outside telephone booth installed so that students could call home when they arrived back at the school after sporting and extracurricular events. This matter has been investigated before, with no success, but the administration will keep trying.

Criticized for the lack of publicizing board meetings, particularly the meeting in Fitzwilliam, Mr. Bowman advised that the meeting had been announced on the radio and in the newspapers. Evidently the note sent home to parents, was sent on the day of the meeting rather than a few days prior to the meeting. Mr. Bowman emphasized that everyone was welcome to come to school board meetings on the first and third Monday.

To report on the readiness program in the first grade, four first grade teachers were present: Mrs. Wright from Swanzey, Mrs. McCullough from Fitzwilliam, Mrs. Petelle from Troy and Mrs. Watkins from Troy. Mrs. McCullough said the year started doing readiness work in math and reading, by Christmas the children started doing more formal work. They were immature, had poor coordination, and had difficulty adjusting socially and emotionally. In this readiness class, they did not have the pressure they would have had in a traditional class. Mrs. Wright reported the readiness program gave each child plenty of time to grow up and progress at his own rate. Mrs. Petelle said it was important to permit the child time to gain confidence in himself. Mr. Bean commended the Troy and Fitzwilliam readiness classes and said there were children in these classes who had been refused in kindergarten, who came from the Children's special services center, and some who were on medication.

Asked about the type of tests used, Mr. Hewitt reported that the Metropolitan tests are generally used, and the Gesell test on special request. Administration would like to use Gesell but they are too expensive.

Asked if the children in the transitional first grade would technically be in first grade next year, Mr. Hewitt said they would continue from the level at which they had arrived this June. They will be primary. It was pointed out that Troy, Fitzwilliam and Swanzey were fortunate to have a large enough first grade to include the readiness program. It was noted there are five kindergartens (private) in the district, serving about 50 % of the children.

Mr. Furlong reported on the end-of-the-year activities at the high school. Mr. Armstrong and Mr. Bean reported on the recent school activities in Swanzey, Troy and Fitzwilliam. These schools presented a combined concert at the high school which was very well attended. They reported that the Camp Union program was very successful. The parent organizations at the schools have been very helpful. They have held several assemblies in Troy with the idea of making the children more socially aware of what is going on in the world. Pre-school children have spent a day in the Troy school, getting acquainted, in preparation for first grade. They had a very successful science fair in Fitzwilliam. Team teaching was started in Swanzey in March and it seems to be a good approach. Next year they will start it sooner.

Mr. Callahan asked Mr. Armstrong what percent of the children going to junior high were prepared. He estimated between 50 and 60% were ready. Asked if there were any modification that could be made in the sixth grade program to reinforce preparation for 7th, Mr. Armstrong said more remedial help. Asked if he would be willing to get along without art, music, etc., to concentrate more on reading, Mr. Armstrong agreed he could do without in order to concentrate on the fundamentals.

Mr. Hewitt reported on the northern elementary schools in Mr. Evans' absence. They have spent a day at the high school for orientation (6th), took a trip to Boston, had a spring concert. Gilsum celebrated Earth Day by cleaning up around the school and in town. Gilsum has had a volunteer teacher aide, Mrs. Sonoski. The parents' group in Surry paid for and sponsored a trip to Concord.

Mr. Calhoun raised the question of the backstop at the Gilsum School playground and the board voted permission to proceed with the necessary repairs to the backstop.

A Fitzwilliam parent asked where money came from for physical education equipment for the special education class. Mr. Frain advised this expenditure would come from the district budget. Mr. Bean said that parallel bars had been obtained for the special education class. He further stated that the special class has 1/2 hour every morning for physical education.

Mr. Hewitt reported on pre-registration: 73 for Swanzey (he knows of 43 more); 11 for Surry; 6 for Sullivan; 50 for Troy; 33 for Fitzwilliam; 14 for Gilsum. After tests are given, probably not all these children will enter first grade.

Mr. Frain gave the board a sample newspaper from Claremont School District, showing what could be done in the way of getting information to the voters of a school district about budget, warrant, happenings at the school, with the suggestion that such a paper could be mailed to everyone before annual meeting.

The Catholic Church in Troy has requested the use of the Troy School facilities for their summer program. The board voted permission.

The board voted to have the administration arrange for a driver education program during the summer, as the courses during the school year cannot handle all the students.

Mr. Furlong announced that Mike Luopa had been chosen the best delegate to the U. N. model assembly sponsored by Plymouth State College. The board asked that Mike be congratulated.

Mr. Furlong reported there would be no graduation speaker. A group of seniors will present a musical number, in place of the speech.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session: June 1, 1970

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

Mr. Lawrence Lucas to teach social studies at the high school.
Mr. William Arnott to teach social studies at the high school.
Elizabeth Gilbert to teach at the Troy elementary school.
Mrs. Carolyn Scruton to teach at the Gilsum elementary school.
Mr. William Link to be chairman of the social studies department.
Mr. Gerald Britton to be principal of Troy-Fitzwilliam schools.

Mrs. Rachel Giard will move from secretary at the Supervisory Union office to secretary at Cutler School.
Mrs. Frances Webb will move from school lunch program to secretary at high school.

A testimonial letter, signed by several people, was delivered to the board relative to Mr. Gordon Bean's not returning as principal of the Troy-Fitzwilliam schools.

Mr. Frain presented recommendations relative to teachers on the staff obtaining masters' degrees and master's plus credits. The board agreed that the following words should be included in the qualifications: "considering the person's prior work in the district and future promise."

The school board and administration emphasized again the importance of having department chairmen give true evaluations of persons in their departments.

Mr. Frain has received a request to dismiss school early on November 6, 1970, to allow the afternoon free for teachers, administration and board to hear a talk on educational concerns. The school board suggested this meeting be held early in September.

Teachers have invited the school board to meet with them for lunch. The school board suggested meeting with teachers at coffee after the Baccalaureate service.

Dr. MacBeth (from Engelhardt and Engelhardt) will be talking to the Marlow School Board on June 8 and it was asked that Mr. Walters, Mr. Pride and Mr. Calhoun be present if possible.

Mr. Frain notified the board that for \$21,000 the district could obtain the services of a psychologist and speech therapist for 1970-71. This would be \$1,200 less than our appropriation to the Monadnock Special Services Center. The board voted to accept this proposal, which will mean about twice the amount of services which would be available from the Monadnock Center.

Mr. Frain advised there would be a surplus in this year's budget. From this surplus he would suggest purchasing new burners and controls for the Mt. Caesar School at a cost of \$3,800. He would also suggest spending about \$2,000. to hire a couple of teachers to do summer maintenance work on the schools (as no maintenance person has yet been found for the new school year). He also suggested paying from this surplus the cost of re-roofing the Mt. Caesar School, which would free up the amount in the 1970-71 budget appropriated for this item, in case an additional teacher is needed in Fitzwilliam in 1970-71.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School Board
Meeting - May 27, 1970

Present at the special board meeting held May 27, 1970 in the Superintendent's office were Messrs. Bowman, Calhoun, Callahan, Cleveland, Austin, Frain, Hewitt and Sundstromg.

Mr. John Goodnow and Mr. Walter Tolman, from Mason Insurance, were present to discuss the board's protection from suits brought against them with respect to not re-hiring teachers. The present liability policy carried by the district would protect against bodily injury and property damage, but would not protect against the type of suit which has been brought against Fall Mountain, which deals with discrimination. Mr. Tolman advised board to await outcome of the Fall Mountain Case. An excess liability policy with a \$10,000 deductible, would cost district about \$500. Individual members could purchase a personal umbrella policy, but individual should make certain the policy protects against suits based on discrimination. Mr. Goodnow advised the board to notify a teacher what the administration's grievance against him is, ask the teacher what kind of a hearing he wants. Don't give a teacher any basis for saying he did not have a fair hearing. Be honest with a teacher as to why he is not being rehired. This is why he said honest evaluations of teachers were most important, and should be in writing. Mr. Calhoun asked about the board's negotiations committee, and Mr. Goodnow advised this committee could not be held responsible, if they, in good faith, were unable to reach a decision.

The board agreed that a local business in Fitzwilliam could use the Fitzwilliam school baseball field for an annual outing, if they had a policeman on duty there.

Mr. Frain introduced Mr. Aieta, who is leaving MRHS as chairman of the social studies department. Mr. Aieta brought with him examples that he hoped would continue to be used in the social studies department, and he outlined his frustrations in heading that department over the last year. He emphasized that Monadnock students were more limited in their outlook and scope than students he had dealt with in other areas. He does not feel the staff at MRHS is equipped to handle this type of student and estimated that 40% of the students fall into this category. His real concern is the tremendous need for teachers to be skilled in how to teach the basics in reading. This type of student has more study periods (less courses) and consequently is not capable of utilizing studies. Cafeteria is in a bad location for study hall. As an alternative would suggest these students be able to converse with each other, to learn in some manner other than from textbooks, have games such as chess, scrabble (to be used during study periods. Useful information concerning this approach can be obtained from the State Department of Education.

Mr. Aieta listed the objectives he wanted his staff to accomplish. (Mr. Frain will have copies made for board.) He recommended having a file on each student identifying what he is capable of doing. There should be a curriculum for the slow or remedial learner. Another big concern is that staff new to the district do not know the type of community from which the students come and therefore do not realize the obstacles in teaching them. Teachers should become acquainted with the communities.

He stressed the poor communication which exists in the school between teacher and teacher, teacher and administration, teacher and school board, teacher and student. Lack of orientation for new teachers. Felt better communication could have prevented the bad effects of the moratorium.

Mr. Aieta felt the teaching staff should know what they were doing and what they were supposed to be doing and suggested that during the workshops, a statement be made by the administration as to the educational need it would like to have fulfilled for the year.

He mentioned the hostility which exists among the students and feels the staff must recognize this and find ways of combating it.

He suggested that the staff talk together about the educational concerns of the school. Mr. Aieta said he was working on a year-end profile with his staff for future reference.

Mr. Aieta feels if the administration and school board set the tone of what they want accomplished in the school, the staff will go along with it. Asked what his biggest frustration was - and what problem should be tackled first - students, administration, or teachers - Mr. Aieta replied the administration, as he feels the tone has to be set first. He suggested that the staff meet the school board, perhaps at the beginning of the school year, and have a chance to know them other than in negotiations and making up the budget.

In conclusion, he left the board with these thoughts: 1) determine the philosophy of the MRSD and implement it; 2) what kind of goals should be set and what kind of student should graduate from MRS; 3) professionalize the staff; 4) orient new staff; 5) have an in-service program and have staff get together to discuss educational concerns; 6) clerical assistance for social studies and English department chairmen; 7) greater cooperation among departments.

Mr. Aieta estimated that 60 to 70% of the students were doing work less than their capability. Reading skills need to be mastered. He feels the staff would be relieved to know that the administration and school board understands the problems and feels there should be more direct contact between school board and staff.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
May 20, 1970

Meeting of School Board and Planning
Committee

The School Board and Planning Committee met at the library of the high school with Dr. Edwin Macbeth of the firm of Engelhardt and Engelhardt. Present were Messrs. Bowman, Austin, Callahan, Cleveland, Walters, Frain, Hewitt; and planning committee members from Swanzey, Fitzwilliam, Surry, Roxbury and Gilsum.

Dr. MacBeth has visited all the schools and has talked with teachers. No final decision have yet been made. He has done tentative population projections which show the student population for 1969-70 to be 2,284; and projected for 1975 - 2,746. He said Fitzwilliam is the fastest growing and might double by 1975.

He did not feel it would be practical to add on to any of the three northern elementary schools, nor would state aid contribute to additions to existing buildings in these three towns. It would also be questionable to add on to the Fitzwilliam school. He would recommend kindergartens in the district. If a new school building reduced enrollment in the high school, there would still be problems, such as programs that are out of date. Reducing enrollments in the elementary schools would not solve all problems, such as meeting minimum state requirements.

Dr. MacBeth visited Marlow, feels they must make some change.

He did not have any thoughts on where a site might be for a consolidated elementary school for the three northern towns, nor had he made any decision concerning a consolidated school. Asked if he was considering busing a grade from one school to another, he replied this would only be a temporary measure, and the district really should make long range plans.

Alternatives he listed were to extend facilities within each town - this would be expensive; utilize high school as a middle school and build a new high school; have a school for intermediate and junior high (grades 4 through 8) with special services; have a school for grades 1 through 3 with limited services.

He would not recommend adding on to Fitzwilliam school because of small site and old building; to Troy it was questionable; Cutler questionable, small site, and hodge-podge of a building now; Wilcox should not be a part of the school; Gilsum, Surry, Sullivan questionable whether you should add on to these buildings. Mt. Caesar could be added onto; the high school could be added on to, but it is probably adequate for another ten years.

Even building a new middle school, it would be necessary to build at the elementary schools.

Building costs in the northeast are increasing 1 to 1-1/2% per month.

Meeting - May 20, 1970

The kind of curriculum decided upon will determine the cost of a middle school. Dr. MacBeth felt the elementary programs within the Monadnock District were quite advanced, but limited as to facilities. A middle school would be 10% higher in cost than a typical junior high school due to the instructional program and materials and resources needed. A middle school requires 125 sq. ft. per student compared to 100 sq. ft. for elementary and 140 to 170 sq. ft. for high school.

Dr. MacBeth did not feel the high school facilities should be used by the students in the middle school. A middle school should have its own facilities except perhaps for a joint cafeteria program.

He said teachers would be recruited from elementary and junior high school for a middle school, but Mr. Hewitt noted there would have to be an extensive in-service program for teachers.

Dr. MacBeth felt the minimum standards required by the state were good.

He did not feel that busing within our district would be much of a problem.

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Asked if a child should be tested to determine if he is ready to enter and take advantage of the middle school situation, Dr. MacBeth thinks the things being done in the elementary schools are suitable for preparing students for the middle school.

He emphasized that his staff is considering alternatives to the middle school and no decision has yet been made.

Cheshire Transportation is studying the transportation situation to carry middle school students at a later hour than the high school students.

Dr. MacBeth reported that a traditional school building gets about 65% utilization whereas an open area school gets about 80% utilization.

He emphasized that you must determine your educational program first, then design a building to suit the program.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - May 18, 1970

The School Board met at the George Emerson School in Fitzwilliam with the following present: Messrs. Bowman, Cleveland, Austin, Boufford, Pride, Callahan, Walters, Frain, Hewitt, Sundstrom. The Sentinel reporter attended.

Mr. James Haddock, manager of the New Hope Center and Mr. Talbot, of the Board of the New Hope Center, attended the meeting to discuss the center, and particularly the budget for the coming year. This 1970 budget is the first real budget the Center has proposed. Previously the Center has been funded by federal funds, and has been a pilot program. It is voluntary non-profit corporation to serve the needs of retarded children for whom there is no place in the public school system. The Center is in its fourth year. The budget is prepared on a calendar year which of course does not coincide with school district budgets.

Twenty six of the thirty students will pay \$650. each next year and the cost of the school per pupil is about three times this. There will be a small federal grant; a contribution from the Community Chest, and hopefully a substantial contribution from the County. The Center tries to apply for grants where they may be available. It will cost \$50,000 to operate the Center for 32 students next year.

The Center serves the trainable retarded child; is called a personal development center; endeavors to make the child as independent as possible. The age range is from 5-1/2 to 20. The major part of the program is verbal. The older group should be concerned with job training, but this is too expensive for the Center to undertake at present. Now the older group does crafts which are sold in Keene. This summer they will have a garden project and sell produce.

The only rule for acceptance is that a child be denied public education. The Center has many volunteers as well as salaried personnel. There are 3 full-time teachers, 3 teacher aides, and a full-time director (Mr. Haddock). A standard curriculum (TMR) is used. Asked if it might be better to have one experienced teacher in place of two inexperienced, Mr. Haddock felt it more important to have a smaller ratio of students to teachers. It was asked if the Center could avail themselves of the services of the Monadnock Special Services Center. The New Hope Center hires and pays for the service of a speech therapist.

Federal funds will drop this next year. Mr. Talbot feels the Center is a county facility for the benefit of county residents and therefore should receive more support from the county. He feels if the Center can show to the County delegation that the school districts are making a greater effort, this might influence the county. It was suggested that the Center run two budgets - one on a calendar year, and one to coincide with the school districts' budgets.

Mr. Frain questioned whether the County would give money to the Center next year, and if not, the burden would have to rest elsewhere. The County delegation feels the program is a school district responsibility, rather than county.

It was pointed out that salary increases will not go into effect until September 1970, but are included in the calendar 1970 budget. Needs of the future include a building; a budget that will be funded every year; and a shelter workshop for the older children. Asked if it was necessary to have 3 full-time teachers, 3 full-time aids and a full-time director, Mr. Talbot felt the director was necessary to organize the program and for public relations with the communities; the six teachers to keep the student-teacher ratio small.

Mr. Bowman asked if the Fitzwilliam parents present had any questions. One mother asked that sports coaches impress upon the children to be sure they had adequate transportation home after games. She also asked that children on a team be given a chance to play in games - and not have to attend the game but never play. She questioned the policy of not being able to play in a game if a child had missed practice the previous day. Mr. Frain said this rule had been changed. It was asked why Monadnock menus for lunch were not advertised. Mr. Frain explained the state did not favor the schools printing menus. It would be impractical. The school has to have participation every day to run a good program.

Another parent present reported that at least five persons said to him, "Don't forget to tell me what happens" at the board meeting to which Fitzwilliam parents were invited.

Mr. Frain gave the board the most recent foundation figures for 1970-71, showing an increase.

Mr. Sundstrom presented the transportation report for the State of N. H. for 1968-69 comparing several school districts.

Mr. Frain reported the supervisory union needed less than 25 teachers for next year and he had about 300 applications. MRS D only needs about 15 teachers.

Mr. Frain read a letter of commendation sent by the NEA for Mr. Aieta of the Social Studies Department, for his work on special projects. The board voted to write a letter of thanks and appreciation to Mr. Aieta.

A letter to Mr. Bowman indicates the State is moving away from the present method of teacher certification and wants to recognize experience in industry, travel, living in a foreign country instead of basing certification just on credits. Legislation would set up an appeals board to which teachers could appeal. It was asked that the board nominate a representative to serve on this appeals board. The board voted to have Mr. Frain a representative from our district.

Respectfully submitted

Elizabeth Massin, Clerk

Executive Session - May 18, 1970

The board voted to elect Mrs. Jane Silver to be nurse at the high school for 1970-71.

The board elected Mrs. Karen Pineo to be a teacher at Mt. Caesar.

A married girl student at MRHS asks that she be able to take part in graduation. The board voted to stay with their policy and married students not take part in graduation exercises.

Mr. Frain reported that the assessment for 1970-71 by the Monadnock Special Services Center would increase, but the percentage of service from this center would decrease. Actually the district appropriation stayed the same, but service will decrease.

Mr. Callahan reported the union board approved authorizing the superintendent to withdraw from the Special Services Center, provided the equivalent services could be accomplished in other ways.

The board voted to authorize Mr. Frain to withdraw from the Center. Monadnock, Hinsdale and Winchester will run the program with the principals scheduling visits by a speech therapist and a psychiatrist.

Mr. Frain presented bids for a tractor to be used at the high school and the board voted to purchase a 14 h.p. Economy tractor at \$1,184. from Johnson in Southwick, Massachusetts.

Mr. Frain reported the teachers of the English Department would like to have a meeting with the board. He will arrange.

Mr. Pitsas has asked to attend a board meeting. The board voted to ask Mr. Pitsas for his thoughts in writing first.

Mr. Aieta has asked to attend a board meeting and Mr. Frain will arrange a convenient time.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School Board
Meeting - May 4, 1970

The School Board met at the Sullivan School on May 4, 1970. Present were Messrs. Bowman, Boufford, Walters, Calhoun, Pride, Frain Sundstrom, Hewitt and Evans; and Mrs. Robinson and Mrs. Thompson. Mr. Swerk, assistant principal at Sullivan, was present, as were the selectmen of Sullivan and a couple of parents.

Minutes of the April 20 meeting were accepted.

Mr. Calhoun asked the town fathers what the town was doing about the road between Sullivan and Gilsum. They advised that TRA money had been spent and money for this road will be received from TRA again in four years. Should a northern elementary school be built, this road would have to be improved.

Mr. Frain advised the legislature had come up with an additional million dollars in foundation aid, so possibly there will be more help for our district, although aid will be given to parochial schools and there may not be money left over.

Mr. Hewitt read a letter sent to Mr. Hanrahan, Chairman of the Future Needs of the District Committee, from the Surry-Gilsum kindergarten, which is in its third year of operation, supported by private donations. The letter asked the board to give serious consideration to make kindergarten a part of the district's program.

Mr. Hewitt reported that the first group had gone to Camp Union, with 98 students from Troy, Fitzwilliam, and one class from Swanzey, together with the older special education class. Four teachers, one student teacher and some college students accompanied the group. Next week 94 students will go from Swanzey, Sullivan, Gilsum and Surry. Attendance is higher since the district has sponsored the program.

Mr. Hewitt reported the measles clinic had inoculated 591 children from kindergarten through 4th grade.

The administration has been working on plans for teacher workshops next fall; department heads have been alerted to make plans; Mr. Hewitt has been working with the teachers elementary advisory committee to determine what they would like to have for workshops. Major emphasis will be on reading, self evaluation.

Mr. Hewitt reported that 197 observations on elementary teachers have been made this year, the object being to improve the instructional program. Principals are encouraged to go into the classrooms at least once a month.

Dr. Engelhardt's representative still gathering facts and soon would like to come back to discuss ideas with town selectmen, teachers, board, and other interested groups.

Mr. Hewitt said the new method of taking the census has proved helpful by being more accurate. ...Mr. Frain needs six teachers for high school (he has had 178 applications), seven teachers for elementary (he has had 66 applications)....Mr. Frain presented figures showing the handicapped children in our district. Speech problem made up a large share of it....State has given additional vocational aid to high school programs...All handicapped people will be under one division.

May 4, 1970

Executive Session:

The mother of a boy suspended from school for drinking at school (second offense), appeared before the board to ask them to permit her son to return to school to finish his sophomore year. It was Mr. Frain's recommendation the boy be dismissed for the balance of this year and referred to the Monadnock Family Center for help. The *voted to exclude the boy from school for the balance of this year and refer him to the Monadnock Family Center.

The board elected the following teachers:

David Mexcur - to teach math at the high school
Susan Trombly - to teach at Fitzwilliam
Alice Conway - to teach business education at high school
Paula Bickford - to teach at Mt. Caesar

The board voted to instruct the administration to send reminders to all member towns in the district to pay their bills promptly.

There was discussion about children going to our district schools when they were not actually residents of a district town. One such case involved a senior, with six weeks left of school, whose family had moved out of the district. The board voted to allow the senior, with only six weeks to go, to remain and graduate this year. Other children whose families have moved out of the district, will have to transfer out of our district schools.

Respectfully submitted,

Elizabeth Massin, Clerk

*board

Monadnock Regional School District
Board Meeting - April 20, 1970

The School Board met in the High School Library with the following present: Messrs. Bowman, Cleveland, Pride, Walters, Calhoun, Boufford, Austin, Callahan, Frain, Furlong, Mrs. Thompson and Mrs. Robinson.

Miss Allen, chairman of the English Department, and two members of her department showed various visual aid equipment which was available for use in schools and told what was being done in the English Department.

Minutes of the March 30 meeting were accepted.

Mr. Cleveland reported that money left in the Fitzwilliam PTA treasury had been used to purchase a stage curtain for that school and the district would pay to have the curtain fireproofed, as voted by the board at a previous meeting. The board voted to send a letter of thanks to the Fitzwilliam PTA.

Mr. Calhoun reported on the meeting with the Marlow School Board. Marlow was advised that Dr. Engelhardt was studying our district and would give recommendations on what should be done in the three northern towns. Monadnock's representatives encouraged the Marlow Board to consider joining our district. Marlow would like confirmation that our district would accept them if they wish to join us. Marlow's other alternatives would be Fall Mountain or Keene. Presently 40% of their taxes go to schools, 60% to the town.

Mr. Frain reported he had been supplying information to Dr. Engelhardt who is preparing the report on our district himself.

Mr. Frain presented a preliminary staff report. Four persons at the high school will not be returning next year and seven elementary teachers must be replaced due to two retirements, three who are moving away with their husbands. Mr. Frain said he had many applications.

Mr. Frain has met with the department heads and discussed with them what might be their duties. There should be a minimum of two written evaluations a month on each non-tenure teacher and one on each teacher on tenure. Teacher meetings should be held at least twice a month. Heads should work with the Guidance Department. They should contact and orient substitute teachers. Other duties listed were those which have been accepted in the past. Mr. Frain has stressed the importance of evaluating teachers. Mr. Frain spoke to all the departments and told them why they would see more supervision; why supervision was essential. He spoke of the need for greater discipline in the school. He asked each department to take a good look at what they are doing and accomplishing.

The board voted to adopt the duties of department heads as presented by Mr. Frain.

Mr. Furlong passed out a schedule of athletic events for the spring.

Mr. Furlong advised that 78 out of 140 senior plan to go on to some type of higher education.

Mr. Calhoun asked for a discussion of the equipment shown earlier by the English Department and requested by the teachers. Asked whether there were any funds available to help with such a purchase, Mr. Frain told the board the NDEA is giving top priority to equipment which is used by students rather than teachers. Mr. Frain pointed out that if this equipment were purchased, it would take a room to set it in.

It was decided that future meetings would be held as follows: May 4 - Sullivan; May 18 - Fitzwilliam; June 1 - Troy.

On April 21 there will be a measles clinic in Swansey for grades 1 through 4.

Mr. Cleveland asked about purchasing more land adjacent to the Fitzwilliam School because there is a problem with the septic system and it is felt the solution is to have additional land. He will look at the situation with someone from the administration.

Mr. Callahan presented the minutes of the April 14 negotiations meeting. There will be an insurance committee and a performance committee, members to be appointed before June 1. The teachers' council will not be selected until September 1970. It was suggested that a representative from the administration and a member from the board be on the performance committee. It was suggested that Mr. Price, Mr. Hewitt, Mr. Furlong and Mr. Boufford be members of this committee. Mr. Frain and Mr. Austin will serve on the insurance committee.

There will be some acknowledgement for Mrs. Damon of Fitzwilliam and Mrs. Duchano of Swansey when they retire this year.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session - April 20, 1970

Mr. Frain showed the board a proposal for a new contract for custodians. Under the new law they must be told how many hours they will work, what their vacation is, what the hourly rate is, and anticipated annual income, sick leave, what building they will be assigned to, and that they can be fired for certain reasons. The board agreed to using this new proposed contract.

The board voted to elect the following teachers:

Bruce Norton to teach at Gilsum; Eileen Walker to teach in Swanzy; Yonnie Houps to teach in Troy; and Nancy Pease to teach remedial reading.

Mr. Frain has offered John Koski a contract but because of his recent illness it is not certain he will be able to accept. For the present, a boy in Troy has been hired to finish out the year. The board voted to pay Mr. Koski the difference between his salary and what the district must pay his replacement for the balance of the school year.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting March 30, 1970

*W. J. ...
Howard*

Present at the board meeting were Messrs. Bowman, Austin, Boufford, Calhoun, Walters, Cleveland, Pride, Callahan, Frain, Sundstrom, Mrs. Thompson and Mrs. Robinson. Minutes of the March 16 meeting were accepted.

Mr. Frain said he had written for a copy of the budget of the New Hope Center. Six children from our district attend the center as our district has nothing to offer these children. The cost to send a child in 1969 was \$525. Next year it will be \$625. For 30 children at the center there are three full time teachers, three teacher aides, a director. Mr. Frain wonders about the necessity of a full time director and he feels this program is becoming very expensive. He asked about the possibility of putting this program into a room in one of the schools where there is extra room, but Mr. Bouffard did not favor putting this group into a public school. The county is reluctant to support this program because they feel too much money is being spent, and they further feel the public schools should be supporting the program. It was decided that Mr. Talbot and Mr. Haddock together with some board members from Keene High School, be invited to attend a Monadnock board meeting and discuss the budget. This would also serve as a good time to analyze the budget of the MCSSC.

Mr. Frain showed charts he had prepared showing a summary of the evaluations on teachers. Department heads have done the evaluations in the high school, and principals have done evaluations in the elementary schools. Members of the Superintendent's office will be making evaluations. Mr. Frain has met with department heads to discuss their duties. He explained the great necessity for evaluating teachers, to protect those doing a good job, and prod those who have not. There will be a lot more time spent on the evaluation of teachers in the future.

Relative to the letter from Fitzwilliam selectmen to the State Tax Commission, Mr. Bowman feels this is between the town and the tax commission. Mr. Pride pointed out that in the history of our district, Gilsum and Sullivan had withheld funds and the district (the remaining towns) had been asked to advance funds to make up the difference.

Mr. Frain reported that the Marlow school board would like to meet with Messrs. Calhoun, Pride and Walters on April 8.

Mr. Frain said he thinks Keene would like to become an AREA school for grades 7 and 8 so they could receive building aid for these grades

Mr. Sundstrom showing plans of the new Winchester school building which will cost \$14 per square foot, containing 22 classrooms, 2 libraries, a multi-purpose room. The low bid was \$431,735.

Mr. Frain reviewed the new contracts that will be given to teachers for 1970-71. For the custodians, Mr. Frain suggested having them sign a statement relative to their rate of pay and their time off, rather than be issued a contract. The contract for department heads will be different and will name them as department heads instead of teachers.

Mr. Frain is checking with the insurance company to make certain the Monadnock Board and its administration is protected against defamation of character suits, etc., which might result from the firing of a teacher. The NHEA wants to be able to look at files on teachers who are fired, but Mr. Frain does not believe records from other sources should be shown, as they originally were obtained confidentially.

Mr. Callahan reported on negotiations. Teachers want department heads to be used as resource people, if excluded from taking part in negotiations. On the salary schedule they want to eliminate Step 13 and use a 4.5 index (actually the increase decided upon was 4.5%), but not state it as a 4.5 index. This plan will cost \$691. more than is in the budget for the salary schedule. The teachers also want the number of negotiation meetings limited next year.

Mr. Callahan asked the board to think seriously about accepting this negotiations agreement which the teachers have accepted. Mr. Callahan asked Mr. Frain if he thought the board was in a worse position with the agreement than they would be without it. Mr. Frain would have liked to have had department heads excluded entirely, because he feels that will be a problem again next year. He did not feel the board got much. Next year the board will have to fight the index again, as well as the department heads.

Mr. Cleveland moved to accept the negotiations agreement as accepted by the teachers and presented to the board. Eight voted affirmatively, two were opposed.

Mr. Frain reviewed the high school schedule. He believes that any class with an anticipated enrollment of ten or less should be held up. The language program needs a close review, as does the math program, home economics, physical education, general chemistry. He would like to compare class size with that when the district was first formed and compare courses offered now and when the district was new.

Mr. Frain would like to discuss at future board meetings the elementary and high school programs, class size, conferences with teachers, elementary school council, sabbatical leave provisions, invite some other department heads that the board has not heard, review district policies (at recommendation of Judge Goodnow), opportunities for handicapped children, test scores, revision of rental fees, etc. Someone has approached Mr. Austin about a basketball group using the Troy gym and it was felt anyone interested should come before the board and explain the plan.

Dr. Engelhardt has requested figures on evaluation of each town. These will be sent to him.

The baseball team would like to play a Sunday afternoon game and there was no objection from the board.

Mr. Gordon Bean and Mrs. Loreen Stevens have sent letters indicating they will not be returning for the school year 1970-71. The board voted to accept them.

The board decided to issue a hold harmless agreement to Mr. Guy Heath who owns property adjacent to the nature study area.

Mr. Webber is not certain whether he will be able to return to teaching, but he would like to delay signing or rejecting his contract for a few extra weeks. This was agreeable to the board.

Mr. Cleveland reported that the Fitzwilliam PTA was having a curtain made for the Emerson School, to cost about \$300., and have asked the district to pay for having it fireproofed. The board voted to pay for fireproofing this curtain.

The board voted to pay Mr. Webber's substitute teacher at the rate of \$6,000 a year, for this past year that she has substituted.

In the past Mr. Frain has asked teachers who will change their status, to advise him by December 1, so their salary can be adjusted. The elementary council also feels teachers should observe deadlines. There has now been a request for a change of status, received late in January. The board agreed that this teacher's pay should not be adjusted until next year.

Next board meeting will be April 20.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - March 16, 1970

Present at the board meeting held March 16, 1970 in the high school library were Messrs. Bowman, Austin, Cleveland, Calhoun, Pride, Callahan, Bouffard, Mrs. Robinson, Mrs. Thompson and Messrs. Frain, Hewitt, Furlong, Sundstrom, Bean, Armstrong and Evans. The clerk swore in the three new school board members: Mr. Cleveland from Fitzwilliam, Mrs. Thompson from Richmond, and Mr. Bouffard from Swanzey.

Minutes of the annual meeting were accepted as corrected to read on page 3 as follows: Mr. Calhoun asked the voters to give Mr. Dunham a rising vote of thanks.

Mr. Frain reported that Englehardt and Englehardt would complete their survey of Monadnock schools by late spring. A representative from the firm has already begun the survey.

Mr. Hewitt reported that the Otter Lake Conservation School will be held the weeks of May 4 and May 11 with an approximate total of 195 pupils participating. The cost is \$28. per child which includes health and accident policy, fulltime nurse, teachers, equipment and supplies.

Mr. Frain passed out to the board the recommendations of the Task Force regarding foundation aid and the goal toward full funding.

The board voted to approve the New Hampshire School Board insurance proposal which would make group insurance available to school board members and school administrators.

Mr. Furlong asked to clear up a statement made that 50% of the high school teachers had left. He believes the statement referred to the year 1968 when 13 out of a staff of 63 left to go into private industry, to marry, to become department chairman at another school, to teach at college, etc. In 1969 thirteen teachers left to retire, further education, to raise a family, to become a vice-principal, etc. He hoped this information would clear up the statement made in the press.

Mr. Furlong reported that the greenhouse was in operation, had heat, light and water and benches are now being built for it.

Mr. Furlong, together with representatives from Keene H. S. and the Industrial Management Committee, have been working on a program that will best inform the public of the jobs available in our area. The week of March 23 has been set aside as "Career Week." General students in grades 10 and 11 will have the opportunity to take in two tours. It is hoped this may help get more students into the vocational program.

Mr. Furlong announced the spring concert would be held March 21.

Mr. Calhoun reported that the Rotary had had a speaker on drugs and felt our school board might engage a similar program for the students. Mr. Furlong said they were planning to show two films at the high school to the students.

Mr. Armstrong reported there were 53 pupils in the Wilcox School and these pupils participated in all the Mt. Caesar programs. Everything was running smoothly. There are thirteen volunteer parents helping in the elementary school library. Team teaching is being used with a program given to about 125 students, and afterwards discussed in their own groups.

Mr. Bean spoke of the special education program at Troy. There are 20 children in two classes. A shop program has been started again. He would like the board to consider a class for the older students who do not belong in the high school but are too old for the elementary children. The parents' group is active in the Troy School and there are five helpers for the library. The readiness classes were reported to have been a big help. He said the vocational guidance program for the special education students was helped by federal funds.

Mr. Evans reported the northern elementary schools had emphasized reading and arithmetic. All three schools have good libraries and they are receiving cooperation from parent groups. In grades 4, 5 and 6, there has been a dip in written composition so they are working to improve this.

The board held election of officers as follows:
Chairman, Lee Bowman; Vice chairman, John Calhoun; treasurer, Arlene Perry; and clerk, Elizabeth Massin.

Mr. Frain advised that there was a court decision to the effect that a school board could spend any money within the appropriated budget.

Respectfully submitted,

Elizabeth Massin

Executive Session - March 16, 1970

Mr. Frain reported a request for extension from school nurse, Miss Napsie. The board voted to approve this extension, subject to the doctor's approval.

The board voted to elect all members of the present staff, with the exception of Mr. Oberfrank who is not returning, for the school year 1970-71.

The latest negotiation proposals were discussed. The board agreed that department heads could participate as counsellors and advisors. The board did not favor department heads filing grievances. It was suggested that the teachers be granted their request to have department heads eligible for membership on the Teachers' Council. The board was agreeable to having 8 elementary and 7 high school teachers on the Council. The teachers requested a lower base salary in order to allow an index of 4.5%. The board asked for figures on what this would cost.

The board voted to go along with this last proposal as long as the increased cost would be within \$2,000.

Respectfully submitted,

Elizabeth Massin, Clerk

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