

SUPERVISORY UNION #38
School Calendar 1972-1973

SEPT.	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
					(1)
	<u>4</u>	(5)	(6)	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29

OCT.	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
	2	3	4	5	6
	<u>9</u>	10	11	12	<u>13</u>
	16	17	18	19	20
	<u>23</u>	24	25	26	27
	30	31			

NOV.	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
			1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	<u>23</u>	<u>24</u>
	27	28	29	30	

DEC.	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
					1
	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	<u>22</u>
	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>

JAN.	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
	<u>1</u>	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24	25	26
	29	30	31		

FEB.	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
				1	2
	5	6	7	8	9
	12	13	14	15	16
	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>
	26	27	28		

MAR.	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	(23)
	26	27	28	29	30

APRIL	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
	2	3	4	5	6
	9	10	11	12	13
	16	17	18	19	20
	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>
	30				

MAY	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
		1	2	3	4
	7	8	9	10	11
	14	15	16	17	18
	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>
	<u>28</u>	29	30	31	

JUNE	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>
					1
	4	5	6	7	8
	11	12	13	14	15
	18	19	(20)	21	22
	25	26	27	28	29

		Quarters		
180 days for Pupils	Nov.	10 - 44 days	April	6 - 44 days
(5)days workshop	Jan.	26 - 46 days	June	19 - 46 days

Holidays			
Sept.	4		Labor Day
Oct.	9		Columbus Day
Oct.	13		Teachers' Convention
Oct.	23		Veterans' Day
Nov.	23 and 24		Thanksgiving
Dec.	25		Christmas
Jan.	1		New Years' Day
Feb.	19		Washington's Birthday
April	23		Fast Day
May	28		Memorial Day
June	19		Last Day of School

SUPERVISORY UNION NO. 38
School Calendar 1973-1974

SEPT

	<u>3</u>	(4)	(5)	6	7
	10	11	12	13	14*
(17)	17	18	19	20	21
	24	25	26	27	28*

FEB

				1*
4	5	6	7	8
11	12	13	14	15* (15)
<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>
25	26	27	28	

OCT

	1	2	3	4	5
	<u>8</u>	9	10	11	12*
(20)	15	16	17	18	<u>19</u>
	<u>22</u>	23	24	25	26*
	29	30	31		

MAR

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

NOV

			1	(2)
5	6	7	8	9*/
12	13	14	15	16
(19)	19	20	21	<u>22</u> <u>23</u>
	26	27	28	29 30

APR

1	2	3	4	5/
8	9	10	11	12*
15	16	17	18	19
<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26*</u> (17)
29	30			

DEC

	3	4	5	6	7*
	10	11	12	13	14
(15)	17	18	19	20	21*
	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>
	<u>31</u>				

MAY

		1	22	3
6	7	8	9	10*
13	14	15	16	17 (22)
20	21	22	23	24*
<u>27</u>	28	29	30	31

JAN

	<u>1</u>	2	3	4*
	7	8	9	10 11
(22)	14	15	16	17 18*
	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u> <u>25/</u>
	28	29	30	21

JUN

3	4	5	6	7*
10	11	12	13	14
<u>17</u>	<u>18</u>	<u>19/</u>	(20)	21* (13)
24	25	26	27	28

180 days for pupils
 5 days 'workshop

HOLIDAYS

Sept. 3.....Labor Day
 Oct. 8.....Columbus Day
 Oct. 19.....Teachers Convention
 Oct. 22.....Veterans Day
 Nov. 22, 23.....Thanksgiving
 Dec. 25.....Christmas
 Jan. 1.....New Years Day
 Feb. 18.....Washington's Birthday
 Apr. 22.....Fast Day
 May 27.....Memorial Day
 June 19.....Last day of school
 8/30/73

QUARTERS

1. Nov. 9 - 43 days
 2. Jan. 25 - 46 days
 3. Apr. 5 - 44 days
 4. Jun. 19 - 47 days

* Payroll days
 () Workshop Days

ANNUAL MEETING

March 23, 1974

The Annual School District Meeting was held in the gymnasium of the Monadnock Regional High School on Saturday, March 23, 1974. Moderator Richard Talbot opened the polls at 12:07 p.m. so citizens could cast their ballot for Article 1 to elect a moderator, two auditors, and a board member from Gilsum, Sullivan, Surry and Troy.

At 1:30 p.m. Mr. Talbot opened the Annual Meeting and expressed appreciation on behalf of the board members for the large turnout of voters. He reviewed the articles in the warrant and noted that article 8 would probably be voted on by written ballot, however, it would not be necessary to keep the polls open for one hour on that vote. Mr. Talbot read article 2, bond issue relative to additions to elementary schools.

Mr. Austin moved and it was seconded to temporarily pass over action on Articles 2, 3, 4, 5, 6 and 7 for the purpose of taking action at this time on Article 8. This motion was voted in the affirmative and Mr. Talbot read article 8.

Article 8. To see if the District will vote to change the formula by which each pre-existing District shall pay its share of all capital outlay costs and operational costs so that all such costs shall be apportioned among said pre-existing Districts on the basis of the average daily membership for the preceding year, or take any action thereon.

Mr. Austin moved passage of the article, and further moved that the vote on this motion be taken by ballot. Motion seconded. Mr. Austin commented on the motion and that there had been much publicity on radio and newspapers. He suggested that the people vote on this article based on material and figures that were passed out to the voters today, before the meeting.

Mr. Lee Bowman asked if people realized what they might be getting in to if they passed this article. He explained that when the original bonds for building the school were purchased, bond counsel had wanted the formula based 100% on valuation. They did, however, agree to 50% on valuation and 50% on per pupil. If Article 8 is passed, he feared that bond counsel could call for immediate payment of the balance of the bond issue. He further stated that he doubted that the State Board of Education would approve the change of formula. He suggested that interest on any new bonds might be higher if the formula were based on average daily membership.

Mr. Orcutt moved the question, seconded, and it was voted to vote on the question.

Moderator Talbot asked the following persons to be counters of today's ballots: Mr. Corrette, Fitzwilliam; Mr. Coppo, Gilsum; Mrs. Robbins, Richmond; Mr. Brown, Roxbury; Mr. Swett, Sullivan; Mr. Clark, Surry; Mr. Kenny, Swanzey; Mr. O'Brien, Troy.

The vote on Article 8 was:

Yes	466
No	523

and the article was not passed.

Article 2. To see what action the District will take to raise and appropriate a sum of money for the alteration and enlargement of the Mt. Caesar School in Swanzy, the Emerson School in Fitzwilliam, the Gilsum Elementary School, the Sullivan Elementary School and the Surry Elementary School, the purchase of equipment of lasting character in connection therewith, and the original equipping and furnishing of such enlargements and alterations, and to determine whether any sum or sums appropriated shall be raised by taxation, by transfer from available funds, by borrowing, by transfer from capital reserve funds, or by a combination of these methods, or to take any action relating thereto.

Mr. Pride moved to raise and appropriate the sum of \$677,433. for Article 2. Seconded.

Mr. Orcutt moved to combine Articles 2 and 3. Mr. Perry asked if school district attorney would agree to this action. Mr. Prigge said yes, the articles could be combined in either of two ways: Both articles and amounts for the two articles could be combined as one, or a separate ballot could be cast for each article at the same time.

Mr. Orcutt changed his motion to vote at the same time on articles 2 and 3 by using a separate ballot for each. In other words, if one article were defeated, it would not necessarily mean that the other article would be defeated.

This motion was voted in the affirmative.

Mr. Calhoun moved to raise and appropriate the sum of \$336,000 for Article 3, for the alteration and enlargement of the Monadnock Regional High School in Swanzy, and the purchase of equipment of lasting character in connection with said alteration and enlargement of said Monadnock Regional High School, and that bonds of the District be issued and sold by the School Board of the Monadnock Regional School District therefor, payable at such time and place and bearing such interest as the Board shall determine, and that the School Board of the Monadnock Regional School District be given full power to contract for and to supervise said alteration and enlargement of said Monadnock Regional High School, all in substantial accordance with plans provided by an architect selected by the board.

Mr. Calhoun commented on the articles by saying that unfortunately the school district had been torn by financial matters. Whether the bond issues would pass, it would be the children who would suffer if they did not.

Mr. Parsons moved the question and it was voted in the affirmative. Moderator Talbot declared the polls open for one hour from 3:15 for the purpose of casting ballots on Articles 2 and 3.

At 4:15 the polls were closed and the ballots counted as follows:

Article 2: (Elementary additions)	Yes	370
	No	305

Article 2 did not pass as a 2/3 vote was required

Article 3: (High School addition)	Yes	284
	No	392

Article 3 did not pass

Article 4. 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 statutory obligations of the District.

Mr. Austin moved the district appropriate the sum of \$2,436,096 for the support of schools. Seconded.

Mr. Perry moved the question. Voted in the affirmative.

Article 4 was voted in the affirmative.

Mr. Parsons moved and it was seconded to reconsider Article 8 by secret ballot. Mr. Peters said he did not feel it was in order to reconsider this article as 60% of the people who had voted on the article the first time, had gone home. Motion was defeated.

Article 5. To see if the District will vote to raise and appropriate the sum of \$3,000. for the purchase of stage curtains for the auditorium at the Monadnock Regional High School, or take any action thereon.

Mr. Felton moved passage of the article. Seconded. The article was voted in the affirmative, by a standing vote

Article 6. 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. Whitham moved passage of the article and it was voted in the affirmative.

Article 7. To see if the District will vote to purchase a comprehensive general liability insurance policy to provide indemnification for itself and its officers and employees as permitted under R.S.A. 31:105 and required under R.S.A. 31:106, pursuant to R.S.A. 31:107.

Mr. Frain moved passage of the article and explained that the district already had such a policy and this article was a formality. The article was voted in the affirmative.

Article 9. To listen to opinions of a purely advisory nature regarding the conduct of school affairs for the ensuing year.

Mr. Peters recommended that Mr. John Callahan and Mr. John Calhoun be given a rising vote of thanks for their combined 32 years working on school boards.

Mr. Webber of Richmond requested that the school board consider issuing the annual school report in booklet form as they did a few years ago.

Mrs. Robinson of Swanzey asked if it would be in order to request the school board to look into the possibility of dissolving the school district. Mr. Austin said he would recommend against such a thing. Mr. Whitham said he had looked into tuition costs to other districts and did not feel the towns could tuition their students to any other district as inexpensively as to Monadnock. Mr. Parsons disagreed and felt sure Richmond could tuition its students to Keene at a lower cost.

Mrs. Robinson explained that her request was made because she fears the district will never vote to spend money on buildings and additions to improve the schools because the district is split, and she hears, even the board.

There was a motion to adjourn and Mr. Talbot declared the meeting adjourned at 5:05 p.m.

Results of the voting on article 1 were as follows:

Moderator:

Richard Talbot 771

Auditors (two):

Ainslee Phillips 681
Philip Woodward 688

Board Member from Gilsum:

Marilee Ballou 494
Ernest Peters 360

Board Member from Sullivan:

George Whitham 736

Board Member from Surry:

Gilbert Pride 717

Board Member from Troy:

Robert Daniels 455
Normand Dion 411

Respectfully submitted,
Elizabeth T. Massin, Clerk

Monadnock Regional School District

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Ernest Peters 360

Board Member from Sullivan:

George Whitham 736

Board Member from Surry:

Gilbert Pride 717

Board Member from Troy:

Robert Daniels 455
Normand Dion 411

Respectfully submitted,
Elizabeth T. Massin, Clerk

PUBLIC HEARING

Monadnock Regional School District
February 18, 1974

Board members present at the Public Hearing were Messrs. Austin, Pride, Callahan, Boufford, Whitham, Green, Felton, Mrs. Quintard and Mrs. Robinson. Mr. Frain and Mr. Hewitt were present and representatives from the Union Leader and WKNE. About 33 citizens attended.

Mr. Frain reviewed the proposed budget for 1974-75. He reported that the category, Instruction, counted for 63% of the total budget and that teachers' salaries were up representing an increase for all teachers and including two new teachers for next year if they are needed. One teacher would probably be added at the Sullivan school and a second teacher where needed.

Pupil transportation has increased due to increased cost of gasoline. He also advised that the district had been asked by the transportation company for an additional amount for this current year to meet increased costs of the transportation company.

He explained that the category, Maintenance of Plant, included many items such as any kind of service performed by other people; repairs to the buildings; a full-time and part-time man, plus boys employed during the summer; chairs, projectors, typewriters, worn-out equipment, etc.

Insurance has increased partly because the board has offered to pay a single Blue Cross membership, up to a total of \$167., for every teacher desiring this coverage.

The district will continue to contribute \$2,500 toward the school lunch program and the federal government contributes a great deal too. So far the program has been self-supporting.

He advised the citizens that the district now owes \$834,000 on the present bond issue. Principal and interest payments are down for next year.

Tuition and transportation to the New Hope Center, Crotched Mountain, plus a couple of new responsibilities for the district (State Hospital, Industrial School, Laconia State School) have increased.

There is a total budget increase of \$213,000 or 9.6%.

Under anticipated revenue, the district will receive less from Sweepstakes in 1974-75 because they are changing method of payment to July 1 to July 1. This will level out the following year. Foundation aid will be down. If the state used the figures it actually cost to educate a child, the district would get \$530,000 instead of \$102,000. School building aid will be up. Incentive aid will be about the same. Aid for foster children is a new item. The state will pay \$200 per child to help educate foster children in the district. The federal government will get away from funding some projects and instead will be giving funds to the state to dole out.

Outside help toward the 1974-75 budget will be down 17% and local assessment will be up 13.85%. Mr. Frain said he had purposely tried to estimate revenues on the low side. There has been some talk the state may try to help districts pay the increased transportation and fuel costs.

Mr. Hewitt reviewed what the board proposed for additions to the elementary schools and the high school. The board is trying to meet the immediate needs and not trying to meet minimum standards. However, if additions are made to Mt. Caesar, the state will insist on a resource center and will insist on two additional rooms at Sullivan to make up a total of four rooms at that school, in order to qualify for state building aid.

By 1978 it will be mandatory for schools to have hot lunch programs so building at Gilsum and Sullivan will plan for this, by including kitchens in the building program.

Building cost for elementary additions is \$677,433. Addition of eight classrooms at the high school plus a 3,500 square foot steel building for auto repair would cost \$336,000. or a total proposal of \$1,013,000. Cost includes contingency and architect fees.

The question was asked if any figures had been determined as to what each town would have to pay next year. Mr. Frain said the bonds could possibly be sold at once, deposited, earn interest, and thus help defray expenses. Or, bonds could be sold after July 1, 1974, and it would then cost the district about \$24,000 interest for the first year. The second year's interest would be about \$75,000 (including principal payment). Bonds are presently selling at about 5 to 5-1/2 % interest.

Asked about staffing the additions, Mr. Frain said only two teachers would be hired next year (if and where needed). The primary thing would be to give much-needed space. Asked if the \$75,000 second year payment would include heat, electricity, operation, etc., the answer was no. Asked how far down the interest rates would go, Mr. Frain did not want to guess, but thought maybe 5%.

Asked how long these additions would meet the immediate needs, Mr. Frain said he saw potentiality for growth in our area, but it has not occurred at the moment. Asked if administration had considered zero population growth, Mr. Frain explained that growth was more likely to come from families moving into the district.

Citizens suggested that it would be helpful to voters to have some projected figure for operation of school with the additions proposed and Mr. Frain said he would try to come up with some figures before the annual meeting.

Mr. Raitto said he saw three problems - the increase in the budget, the proposed building program, and who is going to pay the bill. He would like an opinion from the board as to whether an opportunity would be given to the voters on the warrant to decide how assessment of the towns will be made in the future. Mr. Austin informed him that the board would hold a meeting after the hearing to discuss this matter. Mr. Raitto said he felt this was an important item for board to consider. Mr. Parsons pointed out the state is reimbursing district on a per student basis (foster children, foundation aid), why would it be so different for the district to assess on a per student basis.

Mr. Shaw asked if all the staff were to get the same projected increase. Mr. Frain said, no, the board had tried to give the greater raise to the people at the bottom end of the scale. Asked what portion of the salary figure was for non-teaching personnel, including principals, secretaries and aides, Mr. Frain advised \$151,038. Asked why salaries for two additional teachers were included in the budget even though it was not certain they would be needed, Mr. Frain explained the money had to be budgeted if there were any possibility they would be hired. To a citizen's query, Mr. Frain said he would get together figures showing the student-teacher ratio.

One citizen thought the voters were entitled to a booklet giving the annual reports, figures, warrant, budget, etc., instead of having it printed in the Keene Shopper. Mr. Frain explained that the Keene Shopper was delivered to everyone and it would be difficult to distribute the printed booklet. Mr. Frain notified the citizens there would be a public hearing on the bond issues on March 7.

Asked if the school district could change the formula, or does it have to be approved by state board of education, Mr. Austin said the district could change the formula, after the current formula had been in effect for five years.

The selectmen from Richmond said the board should seriously consider that unless the question of the formula were included as an article in the warrant, the budget and bond issues might not pass.

Asked how many rooms would meet the immediate needs of the district if you did not have to worry about meeting minimum standards, Mr. Frain said you could probably get along with three less than are being proposed.

Mr. Felton advised the citizens present that the board had believed the citizens would present a petition to the board for insertion in the warrant for a vote on the formula.

Respectfully submitted,
Elizabeth Massin

Board Meeting - February 18, 1974

After the public hearing, the board held a meeting with those present being Messrs. Austin, Callahn, Pride, Green, Boufford, Felton, Whitham, Mrs. Robinson and Mrs. Thompson. Mr. Austin said he had received phone calls from Mrs. Robinson and Mr. Pride, who had in turn received calls from their selectmen asking why the board had not voted to insert an article in the warrant, as recommended by the committee of selectmen, giving voters a chance to change the formula. Mr. Austin further said he had conversations with people who suggested the budget and bond issues might not pass unless such an article were included in the warrant.

Mr. Austin read a section of the law about reconsideration of the formula:

1. Formula may be 100% on valuation
2. Formula may be 50% valuation and 50% students
3. Some other formula offered by the school board,
adopted by the district and approved by the board.

This seemed to indicate that any formula other than 1 and 2 had to be offered by the board, and therefore it might not be legal to have an article in the warrant by petition of the citizenry. Mr. Austin felt the board would be remiss, in this particular situation, not to have an article included to give the voters an opportunity to make their choice.

Mr. Felton asked if in light of the 5-5 vote by the board previously, reconsideration of the item could be requested.

Mr. Callahan explained he voted against putting this on the ballot because he believed there was an alternative way of having it included on the warrant for the public to vote on, namely, by petition of the citizens. In light of the legality of a petition by citizens, he was now about ready to change his vote, however, he did not appreciate the fact the board was being threatened with talk of not passing the budget and bond issues if an article on the formula was not included.

Mr. Boufford still does not feel the selectmen's committee came up with the ideal solution and does not think all the ramifications have been thought out. If formula is changed the district will have to live with it for five years. He too did not appreciate being threatened.

Mr. Green moved, Mrs. Quintard seconded, that the board accept the recommendation of the selectmen and put their recommendation to change the formula to average daily membership on the warrant.

Mr. Boufford raised the question, should this motion prove not to be legal, that board members were not notified of tonight's board meeting. Mr. Pride felt if the board were to consider this matter again, all board members should be advised it was going to be considered. Mr. Green pointed out there were only two days left for citizens to put in an article in the warrant by petition. Mr. Austin suggested the citizens present a petition and meantime the board would contact its attorney. It would go on the warrant one way or the other. Mr. Boufford did not agree. If it was found to be illegal for citizens to petition it, he would only agree to the board considering the matter again, but no promise about including an article. Mrs. Quintard felt the people had the right to vote how they want to pay for their schools.

Board Meeting - February 18, 1974

Mr. Whitham, too, felt the people should have the chance to vote on this matter and he did not feel the board had to endorse it,

Mr. Felton moved the question and the board voted in the affirmative to insert the article in the warrant. Voting yes: Messrs. Austin Green, Whitham, Felton, Callahan, Mrs. Quintard; Voting no: Messrs. Pride, Boufford, and Mrs. Robinson.

Mr. Callahan asked that it be shown on the record that this formula is not the best solution. Mr. Pride explained his vote by saying it had long been the method in the county to pay for education by the ability to pay.

Mr. Felton suggested that if this formula is voted in, perhaps some other changes in the district will have to be made.

Respectfully submitted,
Elizabeth Massin, Clerk

Dorothy

Monadnock Regional School District
Board Meeting - February 12, 1974

Present at the board meeting were Messrs. Austin, Callahan, Pride, Calhoun, Whitham, Green, Felton, Mrs. Quintard, Mr. Frain and Mr. Hewitt.

Mr. Frain reviewed the budget. Instructional salaries include raises as well as two additional teachers. The cost of all supplies is up. Teacher travel is up from 10¢ a mile to 15¢ a mile. Pupil transportation is up because of the increased cost of operation of buses. An increase is included for custodial workers. The average factory worker in this area gets \$3.47 per hour. The increase in the budget will give our custodians about an \$3.08 average. Insurance is up because the district will be paying a larger share of Blue Cross, more coverage on buildings, additional liability. The total gross budget is up about 9.35% or \$207,914.

The board discussed the need for a new tractor at the high school. A Cub LoBoy would cost \$2,500; a model 200 with six foot rotary mower would cost \$4,900. The present tractor is four years old, small, and is beginning to need repairs. Mr. Calhoun pointed out that a small mower would take a man full time doing the summer to keep the grass cut. However, Mr. Frain explained they usually hire a boy to cut the grass as custodians are needed in the school. Mr. Whitham suggested a three gangmower and Mr. Calhoun asked about the possibility of purchasing a second hand tractor, which the board agreed would be suitable, and offered a figure of \$3,500 for the budget. Mr. Green feared a second-hand tractor would have a great many hours on it and asked what other uses a tractor served. It could be used for seeding and fertilizing.

Mr. Frain suggested that the truck that had been discussed at previous meetings could be put off for another year. The district could get along with the one van it now has. He had investigated the possibility of leasing a truck and found it to be about \$800 more than the cost to buy a truck.

Mr. Calhoun moved and the board voted to include \$3,500 in the budget for the purpose of purchasing a reconditioned tractor and postpone the purchasing of a truck for another year.

New band uniforms were discussed and the music department has agreed they would like to change the uniform to blazers and slacks, with perhaps a windproof shell for colder weather. The blazer would cost \$35, the slacks \$25 and the shell between \$15 to \$20; or about \$80 per uniform, or a total of \$7,200. Present uniforms are 2 years old. Mr. Whitham suggested the possibility of parents purchasing the uniforms so a child could have the same uniform during his high school years. Mr. Calhoun pointed out the uniforms might not fit for four years. Mr. Frain said the total cost could be spread over two years and uniforms could be purchased the second year. He does not feel this item can be put off forever. Mr. Calhoun moved, Mr. Whitham seconded to budget half of the cost in this year's budget and half in next year's budget so uniforms could be purchased in 1975. Mr. Felton amended the motion to read \$3,500 this year and \$4,000 next year and the board voted this amendment in the affirmative.

The motion as amended, to budget \$3,500 this year and \$4,000 next year, to purchase band uniforms in 1975, was voted in the affirmative with Mr. Green and Mrs. Quintard voting nay.

Mr. Frain reported that it would cost \$7,000 to replace the

stage curtains at the high school. The main curtain would be about \$3,000. Mr. Calhoun suggested having a special article in the warrant for the curtains. Mr. Felton moved, Mr. Callahan seconded that a special article be included in the warrant to appropriate \$3,000 to replace the main stage curtain in the high school auditorium. Mr. Green, seconded by Mr. Callahan, moved to amend the motion to include an item for \$7,000 for replacing all the stage curtains.

Mr. Hewitt advised that the high school curtains could be used at the Troy school to replace old stage curtains there.

Voting on Mr. Green's amendment, to include a special article in the warrant for \$7,000 for all stage curtains, four voted no (Pride, Calhoun, Felton, Quintard) and three yes (Green, Whitham, Callahan) and the amendment did not pass.

Voting on Mr. Felton's motion to include a special article to appropriate \$3,000 for the main stage curtain, the board voted in the affirmative with Mr. Green and Mrs. Quintard voting nay.

Mr. Frain reported that by removing a late bus one day a week the district could save \$40 per day or \$7,000*per year. The staff seemed to be agreeable to this. No activities would be scheduled for one day a week. Mrs. Quintard moved, Mr. Green seconded, that the late bus be eliminated one day a week, that day to be determined by the administration. Mr. Calhoun felt this would cause a lot of problems and would hurt the athletic programs. If the district is sponsoring an athletic program, it should support it. Mr. Green felt a schedule could be arranged so that athletic programs would not suffer. Asked how the administration would determine what day on which to remove the late bus, Mr. Frain said he would consult with staff, athletic director, etc. to decide. He said departments heads were planning to have staff meetings on the same day so teachers could continue to share rides. This might work in with not scheduling any activities on this day, and eliminating the late bus. Mr. Austin suggested the board give this a try and if it is found not to work, the money could be put back in to reinstate the late bus.

The board voted in the affirmative to eliminate the late bus one day a week. *It was later discovered that instead of saving \$7,000 a year, it would save only \$1,400 a year (\$40 a day, one day a week for 36 weeks.)

Mr. Frain reviewed the articles that should be included in the warrant: 1) to elect moderator and school board members from Gilsum, Sullivan, Surry and one from Troy; 2) the elementary school bond issue; 3) the high school bond issue; 4) an article for the budget; 5) an article for the stage curtains; 6) an article to indemnify the board, staff, etc; 7) an article to see if the voters want to authorize absentee ballots effective in March 1975; 8) capital reserve fund?; 9) advisory opinions.

Mr. Hewitt explained the figures that would make up the elementary bond issue and the high school bond issue. Elementary figures were:

Sullivan	\$109,422.
Gilsum	46,960.
Mt. Caesar	292,691.
Surry	50,976.
Fitzwilliam	<u>177,384.</u>

\$677,433.

High school figures were:

Eight room addition plus steel building approximately
3500 square feet:

\$297,000.

15,000. Contingency fund

24,000. Architects' fees

\$336,000.

If McMillin should get the bid, perhaps they would have someone who could draw up the plans without hiring an architect. However, it would not be known if McMillin would get the bid so the board felt the architects' fees should be included in the bond issue.

Total of both bond issues would be \$1,013,000.

Mr. Green asked if the administration would have the details on what the bond issues would cost the district the first year, just to make the space, not the staffing nor operating. Mr. Frain will try to have this information available for the voters.

The board discussed whether or not they should include an article to establish a capital reserve fund. This could only be done if the fund was to be earmarked for specific items. It was felt this article should not be included.

The board decided to hold a public hearing on the two bond issues on March 7, 1974. Mr. Austin, Mr. Felton, Mr. Callahan and Mr. Whitham volunteered to serve on a publicity committee for the building program.

Mr. Frain suggested and the board decided to eliminate the teachers' workshop day on March 22 in order to make up one snow day.

Executive Session

The board discussed eliminating some service to students but decided against it.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School Board
Meeting - February 5, 1974

Present at the board meeting were Messrs. Callahan, Whitham, Felton, Pride, Frain, Hewitt, Mrs. Robinson and Mrs. Quintard. In the absence of Mr. Austin, Mr. Felton opened the meeting. Minutes of the January 22 meeting were accepted.

Mr. Frain reviewed the budget for 1974-75 to date. There were no changes in the salaries of administration category. Administration is still working on teaching supplies as this item has drastically increased. Paper supplies were ordered earlier, as reported.

There was discussion of a tractor that was needed on the high school property and also a truck that is needed for the remedial reading program. It would cost about \$3,400 for a small tractor which is greatly needed. To lease a tractor it would cost \$1,700 more over a two year period. Mr. Whitham suggested a used tractor which could have various pieces of equipment attached to it. Mr. Frain will look into this.

In discussing the transportation item, Mr. Frain said it was possible that activities could be scheduled on certain afternoons so that late buses would not be run every day. The beginning of the year would be the logical time to start this. Mr. Frain will check with Cheshire Transportation to see what could be saved. He reported to the board on the new law, effective February 1, 1974, that will give a bus company 100% of the supply it needs (immediate needs), multiplied by an availability factor. By the end of each month the bus company will know what its allotment for the following month will be. Asked if the bus drivers kept a record of the number of passengers on each trip, Mr. Frain replied they did not. The first obligation is to get the students to school, then if possible other trips. The administration will take a hard look at field trips.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session - February 5, 1974

Salaries for 1974-75 are up \$116,643 to a grand total of \$1,393,058. The teachers' raise is about \$75,000. Salaries for teacher aides have been kept reasonable and no fringe benefits are given. They do not qualify for sick leave because they do not work a full day.

Mr. Frain found that linen service from a laundry would cost \$6,300 per year, so this would not save the district money. Members of the board suggested that students bring their own towels and take care of laundering.

The budget includes salaries for one full time maintenance man and one part time man. Replacing instructional equipment would cost \$9,278 and non-instructional equipment \$2,588.

The voters will vote on the bond issues first and then on the budget item. If the bond issue is defeated, then someone can move the budget plus \$----- for certain repair items that are needed, such as Fitzwilliam driveway, high school walks, etc.

It was generally agreed that band uniforms and stage curtain should be postponed to another year.

The schedule of meetings was set as follows:

February 11	Selectmen's meeting
February 12	Board meeting
February 18	Public hearing
March 23	Annual meeting

Also there should be a public hearing on the bond issue sometime the week of March 4.

Mr. Whitham raised the question that the percentage being paid for supervision of the three northern schools seemed high. Could a person in each of the elementary schools be made a teaching principal instead of one principal for the three schools. Mr. Hewitt explained that besides supervising the three schools he is in charge of Title I and supervises all teachers who are not on tenure. Mr. Frain pointed out that a teaching principal within the school does not have time to supervise the other teachers, work on curriculum and improve teaching. Mr. Felton suggested putting this discussion until another meeting in the future and as board members opposed discussing this matter in open meeting Mr. Felton suggested discussion of the matter be put on an agenda of executive session at some future meeting. At that time Mr. Hewitt will have more details of the principal's duties.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting (Executive) - January 28, 1974

Present at the Executive meeting were Messrs. Austin, Boufford, Whitham, Green, Felton, Calhoun, Pride, Frain, Hewitt, Mrs. Quintard and Mrs. Robinson.

Mr. Frain discussed the budget and asked that under custodial salaries, the increase be 10% plus \$1,397., instead of the 10% proposed at the previous meeting. Under custodial duties Mr. Boufford inquired if the administration had ever looked into having a laundry handle the linen service, for instance, Morgan Linen. Mr. Frain said he would look into this.

Mr. Frain asked to increase allotment for physician to \$3,100 and leave the \$1,250 for an extra MD if needed. He recommended a 6% increase for athletic salaries and extra curricular activities.

For heat in 1973-74 \$27,000 was budgeted and Mr. Frain proposed doubling this figure less 15%. He proposed a 15% increase for electricity and telephone, however, the board suggested a 10% increase for telephone and that all staff members be urged to be careful about their use of the telephone. Mr. Frain reported that the bus company will know by the end of each month how much gasoline they will be allotted for the following month and then the school district can help conserve to make up for the missing gallons.

Band uniforms have not been replaced since first purchased in 1962 and it was suggested that an item be included in the budget for half the price (\$5,000) for replacing these uniforms, the other half to be budgeted in 1975-76. He said this had been talked about for three years. Mr. Calhoun wondered if the Rotary Club might contribute toward these uniforms. Mr. Green asked about a capital reserve fund being set up. It was suggested that a blazer and slacks be substituted for the present uniforms.

Mr. Frain asked if \$7,000 should be included in budget to replace most of the stage curtains. Some of the curtains could be salvaged for Troy. The board thought this item should be postponed.

Mr. Frain reported that only one van for remedial reading was in use and it would cost approximately \$3,500 for a second van. He does not see any hope of getting government surplus. Mr. Green asked if he had looked into the possibility of leasing a van and Mr. Frain said he would check on this cost. Also needed is a mower-tractor for a cost of \$2,500. Mr. Frain will check further on this quote and also check on what size is needed.

An item of \$3,000 was suggested to repair the Fitzwilliam driveway. Mr. Green suggested dickering with the contractor who might be building the addition to the school. An estimate for the driveway in Gilsum was \$4,500. A new roof for Sullivan would amount to \$2,500, however, if additional building is done at Sullivan the roof could be done at the same time. Walks at the high school would cost about \$3,000 - the main entrance and into the gym and cafeteria.

It was decided to add these items to the bond issue, and if the bond issue does not pass the items can be included in the budget. If they are included in the bond issue they would qualify for state building aid.

The board voted to increase travel expense of teachers from 10¢ a mile to 15¢ a mile, this to be effective 2/1/74. Elementary principals' travel expense was increase by \$10 per month. — 74/75

Mr. Frain said if eight additional rooms were built onto the high school, he would not suggest hiring additional staff at this time. He thought the most urgent thing right now was to get a building program and the following year worry about staffing it. No additional staff is contemplated for the elementary schools unless it is an additional teacher at Sullivan. Mr. Calhoun suggested budgeting enough for an additional teacher in the elementary schools and one in the high school. Mr. Austin would like to see the budget at its maximum and if the district can't live with it, pare it down but Mrs. Quintar and Mr. Boufford felt the budget should be pared down now. Mr. Calhoun and Mr. Green then proposed that the budget contain under salaries enough for three additional staff, to be used where, and if, the administration feels they are needed.

Mr. Frain reported that the state has now passed on to the district the cost of educating a child at the Laconia State School and at the State Hospital. New Hope Center tuition will be \$800 plus transportation next year and transportation can go as high as the cost of tuition. Tuition for the various schools that MRSD children attend will run about \$11,711 for 1974-75 and transportation could be \$9,601.

The cost of Camp Union for 1974-75 would be \$7,600. Mr. Frain asked the board if it wanted to consider phasing out this program. This amount could be used to benefit the science program at the high school which would help all students all year long. Asked what the teachers thought about the Camp Union project, Mr. Hewitt said the teachers felt it was worthwhile.

Mr. Felton moved and it was seconded that the Camp Union program be abandoned for the next year, and be considered the following year. Mr. Boufford suggested leaving it in the budget until board finds out what the total budget is. Vote: affirmative 2; negative 7.

Discussion of the amount paid substitute teachers for the years from 1964 showed an increase and that the district was under-budgeting for substitute pay. Mr. Frain would like to include \$13,000 for 1974-75.

Principal and interest will be down, teachers' retirement will be down and the lawyers' fee included in this year's budget will not re-occur. It was estimated that there would be a 6% increase for the gross budget.

On a \$1 million bond issue, the first year's payment would be \$72,500. (\$22,500 principal and \$50,000 interest). Mr. Frain suggested having one article on elementary building program and one article for the additions to the high school.

Mr. Whitham asked if you could break down the cost of educating a child in each town but Mr. Frain thought it best not to do this. Mr. Whitham said he would like to see the board initiate something about the formula.

Respectfully submitted,
Elizabeth Massin, Clerk

Dorothy's
copy

Monadnock Regional School District
Board Meeting - January 22, 1974

Present at the board meeting in the superintendent's office were Messrs. Austin, Calhoun, Boufford, Green, Pride, Callahan, Felton, Whitham, Frain, Hewitt, M.s. Quintard, Mrs. Robinson, the Sentinel reporter and reporter from WKNE. Minutes of the January 8 meeting were approved.

Mr. Walker and Mr. Cotton of MacMillin Company were introduced and presented their recommendations for adding on to the existing high school building or building a free standing steel structure. They had studied plans from the original addition proposal which would have added on to the East of the present building. Using 864 square feet for the average classroom, plus corridor space, they came up with 8,100 square feet for an 8-classroom addition. An addition should be designed so further expansion could be made in the future, also library expansion. Costs of building in 1961 were \$15 per square foot, in 1973 cost is up about 2.7 times or about \$31. a square foot. If they could take advantage of re-use of certain materials, such as curtain wall, making exterior classrooms into interior, a more realistic figure would be \$25 - \$30 per square foot. Cost would be \$200,000 low; \$220,000 median; \$240,000 high.

If addition is made to the east of the building, they would recommend extending existing vocational facilities as more room is needed in metal shop, drafting, and woodworking. Also there is presently no room for automobile and electricity. The actual shortage is 4,500 square feet. Cost for this expansion would be about \$20 to \$25 square foot. Cost would be \$90,000 low; \$99,000 median; \$112,500 high.

Total of the addition to the East and extension of vocational area would be:

Low	\$290,000
Median	303,000
High	352,500

Plan #2 would call for a free standing metal building approximately 12,000 sq. ft. and to renovate existing vocational area to classrooms. Considerations in moving away from main building are independent electrical and mechanical services such as boiler, heating, ventilator, rest rooms, problem of students going from one building to another in bad weather. The cost, including plumbing, heating, electrical would be \$18-\$25 per square foot, or \$216,000 low; \$250,800 median; \$300,000 high.

To renovate the existing vocational area into classrooms, would gut the entire area giving 6,400 square feet and make six classrooms. Alterations would cost \$15-\$25 per square foot or \$96,000 low; \$128,000 median; \$160,000 high.

Total cost of free standing structure plus renovations:

Low	\$312,000
Median	378,000
High	460,000

Mr. Boufford asked Mr. Walker and Mr. Cotton which plan they felt to be the better one. They advised that if the number one priority is in the vocational area, plan #2 would be the better one. If priority is for additional classroom space, then plan #1 would be the better. Mr. Boufford asked which would be the more permanent scheme. Mr. Cotton said a steel building such as they propose would be a permanent structure, so one plan is not more permanent than the other. Asked if in plan #1 the heating and electrical system would be from the present system, Mr. Walker said yes although some addition would be made to it. There is boiler capacity

available for this expansion. He also said the expansion would not interfere with the present leech field. He said the heating system in a free-standing structure would not have to be as sophisticated as in the present school building. Mr. Cotton said it was important to be careful in getting prices on metal buildings, what kind of roof to have and what kind of side walls, etc.

Mr. Green asked if the state would allow school to tie in with present disposal system if a free standing building is put up. Mr. Walker admitted state was much stricter now than they had been and he was not certain about this. Mr. Walker also did not feel the space in the present vocational area lent itself well to being regular classrooms but thought the area could later be expanded for vocational programs by moving the driveway.

Mr. Austin asked if the state would have to be involved in the septic system if plan #1 were taken. Mr. Walker did not think any additional toilets would have to be added for the addition in plan #1, and feels the present leech fields are adequate.

Mr. Frain advised that when he had talked to MacMillin he did not mean to give the impression that the present vocational area was not adequate for the school at this time, however, he advised MacMillin what today's state requirements are for vocational shops. He did not feel that if plan #1 were accepted, any additions would have to be made to the vocational area, with the exception of space for an automotive program.

Mr. Boufford suggested the board keep in mind that for the time being it was thinking only of immediate needs. Mr. Frain mentioned having a small building, say 3,000 square feet, for an automotive shop. The MacMillin representatives pointed out that with a small building, the price per square foot might go up.

The board discussed the report of the Formula Committee and the figures of an equalized tax rate plan. Mr. Austin questioned whether the state would accept a plan where foundation aid to individual towns could be shared by the district. A selectman from Richmond questioned Mr. Calhoun's comment that the selectmen's report was partisan and Mr. Calhoun said he felt the selectmen in making their report were considering their own town. He pointed out that historically, in the state, education had not been paid for by the number of children attending school, such as a family being taxed according to the number of children in school.

The Richmond selectman said they had tried to stay away from equalized valuation. The state will not let selectmen use sale price for local assessment, however, they use it for equalized valuation. He pointed out that Gilsum had been accepted into the Monadnock District with the idea that the district would share in Gilsum's state aid. Mr. Callahan said that when he first made the motion to have a committee of selectmen study the formula, he felt they should be partisan out of necessity as the school board did not want to tell the towns how they should raise the money to support schools. Mr. Perry, selectman from Swanzey, agreed the formula used by the state was not good, but said the state used the same formula for all towns. He feels the original formula, now used, is the most fair and just. Mr. Pride pointed out that equalized valuation done by the state is done the same way for all towns and takes into consideration the need of a town, and its ability to pay.

Mr. Green moved and it was seconded to accept the report of the Selectmen's Formula Committee and place their recommendation (to base formula on per pupil basis) on the annual school warrant.

Mr. Boufford was reluctant to vote for this motion as it would appear that the board favored this formula. Mr. Austin felt that since the selectmen voted 5-3 in favor of this formula, it should be included in the warrant. Mr. Callahan said he could accept this recommendation if it were the only way of getting the question on the warrant, but realized it could be included by petition and he questioned that the board could accept this formula as a good and just formula for the entire district. Mr. Felton suggested that such a formula might be good in the long run as it might mean the northern towns would have to align themselves with a school district closer to them. He felt the energy crisis accentuated this. A vote for this formula might force district to come to terms with a number of things, such as "is the present situation the most viable one for the district?"

Mr. Austin pointed out that whatever formula is used, some town will get hurt. Five towns now have greater evaluation than number of students. Mrs. Quintard felt the question should be put to the voters. The state allows a district to reconsider formula every five years and it has now been 10 years since MRSD has considered the formula. Mr. Whitham said he could not support the proposed formula, but would favor including it in the warrant. He suggested the board take the initiative to have all property in the district assessed by one firm and one school tax for everybody. If these two articles were included in the warrant, the board could try to get voters to vote for the one that would be best for the district. He felt this problem had to be solved if the board wanted to get on with any building. Mr. Boufford also thought board should show leadership and suggested one article be put in the warrant. He would vote to accept the report of the selectmen but not to include it in the warrant. Mrs. Quintary questioned that people would vote for an item to pay for reassessment as well as for building.

Mr. Frain did not know for certain whether the first article, which by law must deal with the bond issue, could be passed over and brought up after other articles had been acted upon.

The vote on Mr. Green's motion was taken and the results:
Affirmative: Mr. Austin, Mrs. Quintard, Mr. Green, Mr. Felton, Mr. Whitham.
Negative: Mrs. Robinson, Mr. Boufford, Mr. Callahan, Mr. Calhoun, Mr. Pride.

In light of the split, Mr. Calhoun moved and the board voted to accept the report of the Selectmen's formula committee with Mr. Green and Mr. Felton abstaining.

Mr. Frain reported on double sessions. The purpose would be to ease crowding at the high school, provide a better program, separate grades 7 and 8 from 9-12. The board would have to decide on the length of the high school day. A possible schedule would be from 7:25 until noon, with five periods of 50 minutes each. Presently high school has 7 period. Mr. Boufford favored at least 6 periods to allow students to get in all courses they need and want. The junior high school would have 6 periods of 50 minutes. They would start at noon but some would not get home until 6:30 or 7 at night. If periods were cut to 40 minutes,

students would lose 36 days in the year. The board favored 45 minute periods which would get students home a little earlier. It was suggested there be a ten minute break in the afternoon for a bite to eat. For the state to give approval to double sessions, it would ask what alternatives were considered, how long do you plan to have double sessions. Mr. Boufford said he would not vote for double sessions unless the voters turned down the building program. He asked how much advance notice the state had to have to give approval to double sessions. Mr. Frain said they would have to be notified as soon as possible. He also pointed out that if a vocational center is built in Keene, it would be difficult for double session students to attend the vocational center.

Benefits of double sessions include getting greater use out of school building, separation of junior and senior high, postpones and defers building, allows ample time for study before acting; may reduce program erosion through crowding; reduce crowding. Disadvantages include limiting choice of courses in high school by reducing number of periods to five a day; subjects that would suffer were band, gym, art, music, driver training; students could stay after school but transportation would be a problem, individualized schedules could not be offered; it would be difficult to take subjects out of sequence; extracurricular sports would suffer as would clubs and other activities. The services, such as guidance and vocational rehabilitation would suffer. The junior high program would not be strengthened as all subjects offered could not be fit into six periods a day. How would teachers be scheduled with five periods in the morning and six in the afternoon. There would be difficulty scheduling department head meetings and faculty meetings. How would you compensate members of the staff working longer days.

Transportation presently costs the district \$150,000 per year. This would increase \$87,000, including additional feeder routes, and would take about 200 more gallons of gas a day.

Mr. Frain feels that by just looking at what double session would do to the program for junior and senior high school students, it is not worthwhile. Then add the increased cost of transportation. He said that most districts on double sessions suffer initial shock, but within a couple of months they adjust and it becomes a way of life. He is afraid this might happen at Monadnock - it would become accepted and become comfortable.

Mr. Frain believes that the public would buy a few additional rooms, rooms that could always be used, and it buys some time for the district until it can be decided just which way the district should go. Mr. Whitham mentioned an idea he had heard about involving a six day week, with three groups of students each going four days a week and all programs were maintained. He thought this might be worth looking into, in place of double sessions, if district were forced to do something.

Mr. Felton reported that at a meeting of his committee studying the possibility of returning 7 and 8 to local towns, they voted unanimously in favor of double sessions when confronted with the alternatives of building on to present plant and double sessions. He does not think there will be reluctance to building on the elementary schools.

A man from Richmond suggested the priorities of the board should be (1) allocation of cost, 2) a good sound building program, and 3) double sessions. Mr. Boufford believes any building onto the high school should be for the high school program, not the junior high program.

Asked by Mr. Frain if there was any serious consideration being given to returning grades 7 and 8 to the local towns, Mr. Felton said his committee was trying to determine if there were any significant support for this plan.

Mr. Green pointed out that the projected population figures proved wrong the first year and you cannot put faith in projected figures. He feels the people who opposed the middle school would support building a small addition on to the high school. Mr. Calhoun pointed out the district had gone through quite a cycle in the past two or three years and now board is proposing a modest building program that could keep the district afloat for the next couple of years and at the same time studying long range solutions. Mr. Austin asked that a decision be made by the board tonight. Mr. Calhoun suggested two separate articles for the warrant, one for the elementary additions and one for the high school

Mr. Whitham moved and Mr. Green seconded that an article be put in the warrant for plan #2 for a free standing steel building and renovations to the present shop area.

Mr. Green asked to hear from the administration which plan it would feel would be the better. Mr. Frain favors plan #1. He said plan #2 would give only six classrooms and a bigger shop that would meet state requirements, however, he does not feel we need a bigger shop area at this time, only a small building for an automotive program. Mr. Whitham and Mr. Green withdrew the motion for plan #2.

Mr. Whitham moved and Mr. Green seconded that an article be included in the warrant to add eight classrooms to the high school and put up a small free standing building for an automotive program with storage space which would be about 3,500 square feet at a total cost of \$297,000. The board voted unanimously in favor of this motion.

Mr. Felton emphasized that since 864 square feet is the standard size of a high school classroom, the board favoring this addition does not indicate that the board has given up the idea of separating grades 7 and 8 from the high school at some future time.

Mr. Calhoun moved and the board voted that after the annual meeting the board would arrange to take advantage of some of the services offered by the N. H. School Board's Association.

The board decided to meet on January 28 to work on the budget.

Respectfully submitted,
Elizabeth Massin, Clerk

January 22, 1974

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Executive Session

The board voted to increase salaries of elementary aides by 15¢ per hour; custodians be given an increase of 10% and nurses 9%. It was agreed to increase high school secretaries by 10%. The board voted to give the following increases to the principals:

Mr. Furlong	\$1,040.
Mr. Parker	1,025.
Mr. Armstrong	1,100.
Mr. Evans	1,200.
Mr. Soderburg	1,000.

Respectfully submitted,
Elizabeth Massin, Clerk

Dorothy

Monadnock Regional School District
Board Meeting - January 8, 1974

Present at the school board meeting held in the Superintendent's office were Messrs. Austin, Green, Callahan, Felton, Pride, Boufford, Calhoun, Whitham, Frain, Furlong, Hewitt, Mrs. Quintard and Mrs. Robinson. The Sentinel reporter was present. Minutes of the December 11, 1973 meeting were accepted with the following amendment: Page 3 the committee as recommended by Mr. Felton would study the direction it would like to go in and would study policies in four areas - personnel, welfare, scholastic standards and student activities, and curriculum concerns. Mr. Felton added that he would want this group to come back to the school board with its suggestions. Relative to the last paragraph on page 3, Mr. Hewitt explained that parents did not want an additional teacher for this year, in Sullivan.

Mr. Frain reported on the immediate needs of the high school. He gave alternate plans for double sessions, varying the length of the period of each class. Six periods a day would have to be run in order to have a full junior high program. Double sessions would produce a large transportation bill. It might be better to have a construction program.

Immediate needs occur in the following departments: social studies, English, Science, Math, Language, Art, Vocational, plus a room is needed for tutoring and testing. These suggestions came from department heads. Suggestions from the remaining staff included a special addition for grades 7 and 8, dividers for some rooms to allow for small group activity, use Wilcox as a media center, and a special band room to free auditorium. Recommendations from the administration for building would include one additional room each for social studies, English, science, math, language, art, home economics; an auto repair shop which would free the present shop for electricity; a room for special education using the old room for A-V; a teacher's workroom with space for testing, conferences, etc. Mr. Frain did not think it seemed defensible to build an area for a band room for use during only a couple of periods a day. Asked how an addition would affect the leech field, he said there probably would be no problem for the small addition that is being proposed. The proposed additions would be in several locations, whereas the building plans proposed last year consisted of an addition in one location.

Mr. Greene suggested that one of the more economical ways to build would be with an interconnecting free standing building. He suggested inviting MacMillan and Company to a board meeting to give their advice. Mr. Green would like to pursue (1) an addition on the original structure using the present facilities, and (2) a free standing steel structure for shop to free present shop area for classrooms. It was felt this would free about 6-1/2 classrooms.

Mr. Felton would like to have some figures on the additional cost of transportation for double sessions as compared to new construction. He feels the highest priority discussed last spring was to separate the junior high from the senior high and thinks the recommendation for additional building would commit the board to combining the junior and high school students. The double session would separate the two groups and he is committed to this idea rather than to a temporary building plan. Mr. Boufford said he was concerned with cost but more concerned about the availability of fuel for transportation. He too had been concerned about having junior and senior high students together but now he feels the voters may not be so concerned about this. Also he pointed out the people are interested in having grades 7 and 8 back in their local towns.

Mr. Felton reminded the board he is setting up a meeting to discuss and study the idea of returning grades 7 and 8 to the towns, however, he pointed out this was a long range solution and at present the board is considering immediate needs. He felt the alternatives to be considered immediately are adding on to the building or having double sessions.

Mr. Whitham feels the steel building for vocational studies would be in an area where expansion is needed and this would not be violating the board's principle of separating junior and high school students. Mr. Calhoun asked the board to give serious consideration before going along with returning grades 7 and 8 to the local towns. He pointed out that you would have young adults (grades 7 and 8) with first graders and feels that this can cause serious problems. He further feels this would be 180 degree step backward in education. Mr. Whitham felt more harm had been done by removing the students from their parents and thought the bus ride was the worst situation.

Mr. Calhoun wished to go on record as being a strong opponent of returning grades 7 and 8 to the local towns and asked when the committee would be ready to report on the benefits of returning grades 7 and 8 as the board must decide on what action to take regarding the immediate needs.

Mr. Green moved that the board invite a representative from MacMillin to the next board meeting to discuss (1) additions to the existing structure utilizing the present core and including an analysis of the original plans which allowed for expansion, and (2) construction of a freestanding steel building to be used for the existing shop program and expansion of the vocational program.

Mr. Callahan felt the board had skirted an important issue - the philosophy of this district. If board approves this motion of Mr. Green's it should do so to see the cost figures, not to lock itself into keeping the junior and senior high students together. Although emotionally he has some sympathy toward Mr. Whitham's idea of returning grades 7 and 8 to the towns, educators tell him this is bad. He furthermore does not think the board should get into the position of having its policies established by committees. Mr. Austin said, in his opinion, the mere looking into something did not commit the board to anything, but he feels the board must keep an open mind and look into new ideas.

Mrs. Quintard asked the administration what it thought, academically, about returning grades 7 and 8 to the towns. Mr. Furlong was opposed to it if these grades would be returned to the towns to learn just the 3 R's. Or was it felt that the elementary schools should add programs - art, music, etc. - that they now receive in the high school. If the voters turned down the middle school, would they buy making the additions to the elementary schools to offer these programs. Mr. Frain advised that both Nelson and Marlow sent their 7th and 8th grade students to Keene. He does not believe you could have a shop program in the elementary schools and does not think you could find teachers that would be interested in traveling to the schools to teach shop.

The board asked for a vote on Mr. Green's motion and it was voted in the affirmative.

Mr. Calhoun said he would like to see a thorough study of the busing situation for double sessions and moved that a study of the transportation cost to implement double sessions, in gallons of gas and cost, and what

would be the cost of additional Staff for double sessions. This study would be an alternative to construction.

Mr. Boufford said he would consider this if it were only to be a temporary solution.

The board voted in the affirmative on Mr. Calhoun's motion.

Mr. Frain explained a request from the bus company for an adjustment in the cost of transportation for this year in light of mileage being up about 100 miles a day and the increased cost of gasoline. They feel the present contract should be amended upward \$14,000 for the current year and asked that the school go as easy as possible on extracurricular activities. Mr. Frain advised that \$134,000 had been budgeted for the current year.

Mr. Boufford moved the board agree to pay the additional \$14,000 to the bus company for the current year.

Mr. Frain showed figures of bus transportation cost to other districts and Mr. Hewitt gave figures of bus transportation to MRSD as of December 1973. The district comes out very well on per pupil cost and cost per mile as compared to other districts. The figures did not include about 15,000 miles for extracurricular activities.

The board voted affirmatively on Mr. Boufford's motion.

Mr. Frain discussed the energy crisis and said the great problem was to get worthwhile information. He decided not to close the school at New Year's in order to get in as many days as possible. The Public Service has indicated it would be nice for schools to close the last week of January and first week of February but even if schools close then, there is no guarantee they won't have to close again in March. Therefore, Mr. Frain would recommend keeping schools open, close for the scheduled February vacation and if necessary to close another time, do so. For this year he would like to see the schedule remain as normal as possible.

Mr. Frain suggested that the school day be left as it is, in spite of daylight saving time and children going to school in the dark. If hours were changed it would affect many students who are on a work study program, bus drivers who hold other jobs in the afternoon, and buses that are shared with Keene. Mr. Felton said he had received calls from parents concerned about the safety of children walking to school in the dark and he moved that for a period of six weeks the school day start one hour later. Mr. Green pointed out that children in the outlying towns have been leaving for school in the dark for some time. He would favor leaving the schedule as it is. Mr. Calhoun suggested the administration call this matter to the attention of the students and suggest they wear clothing that can be easily seen in the dark. The board voted in the negative on Mr. Felton's motion with Mr. Felton voting yes.

Mr. Austin read the report received from Mr. Robert Corrette giving the recommendation of the formula committee that a change be made in the formula to Average Daily Membership which would be more equitable and suitable for our present needs. It was further recommended that this formula be placed on the school warrant to be voted on in March 1974, by ballot, at the annual school meeting. Mr. Green moved to accept this report and place this on the school warrant.

Mr. Whitham said it would only be fair to go on an ADM basis if it were considered what it actually cost to educate students in a particular town. In other words, did it cost the district as much to educate a pupil in Gilsum as a pupil in Troy, Swanzey, Fitzwilliam, etc. Did the selectmen's committee consider this. Mr. Hewitt said he did not know how you could assess the value of the gym and library at Troy. Mr. Calhoun feels it is an unfortunate situation that the onus has been placed upon Gilsum by the southern towns. To go on an ADM basis would be a terrible blow to Gilsum. He feels the only answer to have any unity would be to have an outside assessor assess all the towns and establish one school tax for all towns. He suggested the board seriously consider the implications he suggested, and he opposed including the ADM formula in the warrant. Mr. Green questioned that any law could force the biggest town in the district to be reassessed when it had failed to do so before. Mr. Green feels it would be a mistake for the board not to include this article in the warrant. Mr. Felton saw Mr. Calhoun's idea as a long range plan and thought it might get more support if the district switched to a per pupil cost. Mr. Calhoun proposed that the school district study his suggestion and determine if there is any merit in it (one school tax). Mr. Green feels it important to have the ADM formula in the warrant in order for the voters to approve the building plans the board might propose. Mr. Boufford worried that if it were in the warrant voters would believe the board favored it. He would only want it included in the warrant to give the voters a chance to vote on it. Mr. Felton suggested that consideration of this matter be deferred until the next board meeting for study and be on the agenda. Mr. Felton moved the board table this question until the next board meeting. Affirmative vote was 6, negative 4. (Affirmative: Callahan, Felton, Pride, Boufford, Calhoun, Mrs. Robinson; and negative: Mr. Green, Mrs. Quintard, Mr. Whitham and Mr. Austin.) The motion was tabled until the next board meeting. A copy of the selectmen's report will be sent to the board members.

Mr. Austin distributed a school board association pamphlet showing the services that are available and asked members to look it over to see if there are any services the MRSB might avail itself of.

Mr. Furlong reported that all department chairmen have made recommendations to the Guidance Department for any changes in the courses of study. Most changes are only in the title, not the content. Home Ec and shop will be open to both boys and girls. He gave the votes within the department for the proposed changes.

Mr. Frain advised the board of the recent action of the legislature regarding immunity from civil suits, etc. It was felt there should be an article in the warrant that by vote of the governing body individuals may be held harmless. The district's present insurance policy covers superintendents, board members, principals, and for an additional \$245. could cover teachers and other staff. Mr. Felton moved and the board voted to purchase the additional coverage to include the remainder of the staff.

The board voted to include in the annual school warrant an article to save harmless any persons employed by the school district for claims made against them while they were acting in the capacity as teacher, superintendent, etc.

Mr. Calhoun reported that the State Board of Education is not announcing until June 1 who will be appointed as a vocational center. Keene voters will have to decide whether to vote for a building that they may be left with to support, if they are not appointed by the state.

January 8, 1974

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Mr. Calhoun asked the board if MRSD wanted to express to Keene some interest in cooperating with them on vocational ventures. Such a vote might encourage Keene to go ahead with plans. Mr. Calhoun moved that the Monadnock board express to the Keene board an interest in cooperating on vocational ventures in the future. The board voted in the affirmative.

Mr. Callahan passed out the results of the Needs Assessment Survey given to parents in the Monadnock, Hinsdale and Winchester districts.

Executive Session

There was discussion of a teacher-student problem in one of the Swanzey elementary schools. The parents have been notified that the board has taken action.

Respectfully submitted,

Elizabeth Massin, Clerk

To Board Members Only: Notes on Executive Session

Mr. Felton read a letter addressed to the MRSB from Mr. and Mrs. Neck of Swanzey regarding physical violence to their son and other boys by the 5th grade teacher, Miss Turner. Mr. Hewitt advised he had talked with the teacher and Mr. Armstrong has also been involved. The teacher has been advised that any reoccurrence of this in the future would require some action. A letter has been written to her to the effect no such incident must happen again.

A letter will be written to the Necks, with a copy to Miss Turner, that the board has considered the matter and taken appropriate action and assure them that this sort of thing will not happen again.

Monadnock Regional School District
Executive Board Meeting - December 18, 1973

Present at the executive board meeting were Messrs. Austin, Boufford, Ride, Calhoun, Whitham, Green, Felton, Frain, Furlong, Hewitt.

Mr. Austin said there had been a complaint by some teachers that they did not see evaluations of their teaching by department heads, before the evaluations were sent to the administration. He said this was a concern of the teachers. Teachers would like an opportunity to discuss with the department head, the evaluation done.

Mr. Green asked what means the administration had to compensate teachers on tenure who are doing a better job than others. Mr. Frain said there was no way as long as district is on a salary schedule. This is why department heads do evaluations, to help the teacher who is not doing as well as others. The board has promised teachers that a merit system would not be put in without first having advice and consent of the teachers.

Mr. Austin asked the board if it wanted to discuss the matter of evaluations at the meeting with teachers on December 20. Mr. Furlong said the annual evaluations are discussed and checked by the teachers before being sent to the superintendent. The board decided not to mention this matter unless the teachers bring it up.

There was discussion of the salary schedule. Increment last year was \$590 for everyone. Mr. Calhoun asked what it would cost to implement Blue Cross 100% for a single teacher. The current plan costs \$167 per teacher with district paying \$100. To implement the plan 100%, it would cost an additional \$7,000. 105 people are on the plan. Mr. Boufford suggested implementing the Blue Cross plan 100%, however, Mr. Green felt it more important to increase the teachers' salaries.

Mr. Calhoun moved the board pay 100% of a single teacher's membership in the Blue Cross plan at the present cost of \$167.52.

Mr. Felton favored the better medical plan for which he suggested the district pay most but not all of it. (The better medical plan would cost \$11,900 for the 105 people.) Mr. Calhoun felt it was up to the teachers to decide whether they wanted to go to another plan and suggested telling the teachers at the December 20 meeting what the board wants to do with the Blue Cross Plan and tell them if they wish to go to another plan next year, submit it to the board.

The board voted affirmatively for Mr. Calhoun's motion with Mr. Felton voting nay because he favored a better medical plan than Blue Cross.

Mr. Green moved adoption of Plan F for the salary schedule. Mr. Whitham opposed this plan because it did not help the less experienced teacher and he favored plan G. Mr. Frain advised that of the 109 teachers, 27 were at maximum and 4 at the step just below maximum, or 30%. Mr. Hewitt said very few persons who apply as new teachers have had experience. It was suggested that department chairmen be given an increase of \$1,250. Mr. Frain said there would be other budget increases including supplies, transportation, fuel, electricity and if the building program goes through additional staff will be needed.

Mr. Green withdrew his motion for plan F and Mr. Felton moved the adoption of Plan G with a starting salary of \$7,200. The board voted to adopt plan G.

December 18, 1973

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Mr. Austin asked what the board should tell the teachers if they ask what happens if the voters turn down this plan. Mr. Frain didn't see how you could answer such a question. Asked if teachers could be paid on a 10 months basis, Mr. Frain advised that the teachers themselves voted on the basis on which they wanted to be paid. Mr. Green asked if it might not be well to get away from a salary schedule.

Mr. Felton moved and the board voted to give department chairmen an increase of \$1,150.

Respectfully submitted,

Elizabeth Massin, Clerk

School Board Minutes
November 27, 1973

The Board met at The Cutler School in West Swanzey with all members present, plus Messrs. Furlong, Hewitt, Sundstrom, Frain, and representatives of The Sentinel and WKNE.

Chairman Austin pointed out the different format of the agenda, noting that the times may be unrealistic the first time out. He will keep track of the time spent on the items to set guidelines for the future.

Minutes of the meeting of November 13, 1973, were accepted.

Since no residents were present at the time, the Board passed over the item providing for residents of the MRSD to be heard.

Mr. Whitham passed out a duplicated sheet containing his thoughts on the Sullivan School.

Mr. Hewitt reported he saw some conflicting opinions. He said the reports made to the teachers and to the principal did not mention a crisis. The reason a parent removed his child from the school was a personal family difficulty; it had nothing to do with the school situation, and this the parent stated on two occasions.

Mr. Hewitt observed that it took a long time for the comment on crisis to come out. He said the meeting at the Sullivan School took place two weeks after the child was transferred out of the school, and there was no talk of crisis at the Board meeting in Sullivan. If there were a crisis, he concluded, it should have been mentioned earlier than November 13. The night before the Board meeting in Fitzwilliam, the Sullivan teachers explained their program at an Open House in Sullivan, and no criticism was voiced. There was a good parent turnout and no one spoke out. Friday, report cards went out and no parent asked for a parent-teacher conference.

Mr. Hewitt said that at no time since September has there been a word about crisis to the principal or the supervisory union office.

Mr. Hewitt said that the background of the teacher aide had been questioned at the meeting on the 13th. She is a high school graduate; many aides in the elementary schools are high school graduates, but this doesn't detract from their effectiveness. Sullivan teachers say the aide works well with children; all aides work under the teacher's direction.

Further, the information given on the 13th about the teachers was incorrect. Mr. Gemmell had been a student teacher in the MRSD and did a fine job. Mrs. Leonard has taught Head Start, kindergarten in N. Y. State, and 3rd grade at Mt. Caesar for three years. If Mrs. Leonard did not transfer to Sullivan, the opening would most likely have been filled by a beginning teacher.

The question of why teacher transfers was allowed surfaced on the 13th. Why was this allowed? Mr. Bell wanted a different experience and a larger school. If he were not transferred to a different school, he would have sought the kind of job he wanted in another district. WE didn't want to lose him, Mr. Hewitt said.

Mr. Hewitt reported there was a rumor about a petition being circulated in Sullivan. The petition said the people would like a 3rd teacher in the Sullivan School, because Surry and Gilsum, with similar enrollments, had 3 teachers. There was no indication in the petition, Hewitt said, of any dissatisfaction or crisis, as he understood.

Hewitt said the teachers were offered a 3rd teacher as an alternative to a building program by a Board member; the teachers feel a 3rd teacher is not necessary because they have an aide. Teachers do not want a 3rd teacher this year, for it would create problems.

Hewitt said teachers are concerned because no crisis exists, although one has been charged. Yes, they do not have enough time to work with all pupils compared to the time they would have were they teaching a single grade. Teachers work with individual pupils, but they do not have all the time they would like.

The Sullivan enrollment is the same as it was in September; only the distribution of pupils is different.

Hewitt pointed out that there has been a change of personnel in the school from 72-73 to 73-74, that new people have new approaches.

The teachers are concerned about the talk about crisis; both are very conscientious. Hewitt has full confidence in the teachers. Parent remarks at Open House seem to show their confidence also.

Hewitt said the crisis seems almost manufactured.

Mr. Whitham said the parents were concerned, that the people were not displeased with the staff. He said the situation has changed from last year. The teachers told him a 3rd teacher would be welcome and would be used effectively. 3 pupils were removed from the school by their parents this year, he said. Mrs. Harris retired because she saw the impact of the 1st grade coming and she didn't want to face it.

The large enrollment in 1st grade, he said, means that 1st grade pupils will not get a fair shake. The teacher aide says another teacher this year would help. Personally, he said, he did not subscribe to all the comments made by the parent at the meeting on the 13th.

Mrs. Bradley, a resident of Sullivan, supported Mr. Whitham. Teachers, she said, see a 3rd teacher as helping the welfare of the school system. Teachers feel a 3rd teacher would be beneficial. There is a very curtailed educational background in the town, she said; the non-complaining parents most likely are the parents of potential dropouts. The teachers are doing their best, she said.

Mr. Bradley indicated he has substituted in the school. He is pleased his children enjoy going to school. He feels Mrs. Leonard does a good job. It's hard having three grades in a room. Pupil abilities vary greatly in the Sullivan School. Bright pupils have been lost through their being transferred out.

Mr. Felton said he asked the parent on the 13th to contact the school administration to give supplemental information to document his case. He asked if the parent had contacted the administration; the answer was no. Mr. Felton feels the parent failed to follow through.

Mr. Whitham said the parent came on strong on the 13th, that he told the parent to cool it while he got the feelings of the town. All parents feel the teachers are doing an adequate job.

Mrs. Bradley said a teacher told her only today that a 3rd teacher would be beneficial this year.

Mr. Pride said the people carried their case to the Board and not to the administration. He wondered how a 3rd teacher could be accommodated this year.

Mr. Whitham suggested opening up the partition between the rooms to create a larger space and then separating this area by using coat racks. He said he had received two negative comments in his informal survey, and these comments dealt with the cost of hiring a 3rd person.

Mrs. Quintard asked what had become of the petition, and asked who had signed it.

Mr. Hewitt said the petition, as he understood it, spoke of a crisis and called for immediate action; it called for a 3rd teacher because Surry and Gilsum had 3 teachers.

Mr. Whitham said he had not seen the survey; he was trying to cool the situation in Sullivan.

Mr. Calhoun said he hoped people serving on the mini-committees could hear this discussion. He hoped people in favor of returning pupils to

local schools could hear it, for the discussion is an argument in favor of a consolidated Northern school. Further, he said, the discussion was pointing up the need for kindergarten, since the 1st grade teacher must spread her skills over a wide gamut. If Sullivan pupils are not getting the break which pupils in larger schools get, the Board will hear this report increasingly. He feels the Board needs correct information, that people may be couching their words. He feels that people can play the School Board. The Sullivan situation is true also in Surry and Gilsum, for it is the nature of the local situation with more than one grade to a teacher. Returning grades 7 and 8 to the towns would increase the problem.

Mr. Pride asked if a building program would improve the situation, and Mr. Hewitt said yes.

Mr. Callahan expressed concern over the procedure used. He feels the principal should have been consulted and his recommendation brought to the Board. The parents should contact the principal. If they did, the pupils might get help much sooner. The publicity has implied things which hurt the teachers.

Mr. Hewitt said the principal was never consulted or forewarned about a crisis. Mr. Hewitt met with the Sullivan teachers in the fall and they asked for an aide. This request was brought to the Board, and the Board approved. There was no aide in Sullivan in 72-73 because the teachers did not want an aide. Mr. Hewitt feels a disservice is being done to the teachers, with all the talk of crisis. He said the teachers are conscientious. He noted there are conflicting stories. If the problem were brought up through channels, it would never need to be brought up at a Board meeting.

Mr. Whitham feels he went through channels; he brought the problem to the Board. He feels the administration should spot problems first, that people are in a situation they can't cope with.

Mr. Hewitt said no one came forth at the Open House and no one came forth at the Board meeting in Sullivan. The channels were not used.

The Board has talked at its meetings about going through channels.

Mr. Frain noted that the teacher who retired said frankly she was a bread-and-butter teacher, stressing the fundamentals for there was not time enough for all subjects, but this is common in schools where teachers have more than one grade in a room.

Mr. Calhoun inquired what the Board would expect of a Board member approached by parents with concerns. He asked if Mr. Whitham had talked to the principal.

Mr. Whitham said he didn't know where the principal's headquarters are.

Mr. Bradley did not go to meetings because he wanted to give the teachers every break; for the same reason, he did not go to the principal, for this might imply teachers were not doing a good job. He was reporting the problem; he feels it is the Board's job to provide the resources.

Mr. Whitham asked what were the disadvantages of hiring a 3rd teacher.

Mr. Hewitt said teachers are adjusting to a new situation; the situation requires organization and the teachers are at the point where they know where they are going and how to get there. The teachers talked of a 3rd person but for the next year.

Mr. Felton feels that the cultural poverty of many parents has been brought out. Since there is no readiness room in Sullivan, he asked if the 4th room planned for Sullivan might not be a readiness room, with the remaining 3 rooms each housing only 2 grades each.

Mr. Hewitt said yes, but that a readiness room could be an expensive class, for 1st grade enrollments in Sullivan can vary from 5 to 11 pupils. He said the incoming enrollment fluctuates greatly each year. Readiness rooms would have to run a full day, since the pupils would be 6 years old and required by law to attend school (unlike a kindergarten which can have a half day program).

Mr. Felton said it might be expensive, but we'd have to do it. He sees the current problem as a structural one, and believes the 4th room can be used as a readiness room to some degree. He's not sure a readiness room does the job completely because the pupils return to a different environment at home.

There was some discussion about ending the discussion of this item. Mr. Calhoun feels it is a question of continuing to probe or letting the administration handle the matter.

Mrs. Quintard asked if a 3rd teacher could be hired.

Mr. Hewitt said yes, but it is a question that neither Sullivan room is a standard-sized room. A 3rd teacher would mean that an open school would exist in Sullivan, and he feels that the teachers have not been trained for an open school.

Mr. Boufford feels that Mr. Whitham should have gone to the school administration first. Work with the administration, go through channels. The matter has not been presented right.

Mr. Austin feels there is nothing wrong with hearing both sides.

Mr. Pride feels there's a mechanical problem of fitting pupils into the building. He asked if there was greater harm in adding a 3rd teacher or postponing action. Readiness is a problem in any small town, he said.

Mr. Felton moved that the problem will be solved with a building program at the Sullivan School and teachers will be hired then; until there is room in Sullivan, it would be inappropriate to add another teacher; that the administration be instructed to study the situation and try to facilitate it; that the people be told of the Board's building proposal; and the administration report back at a later meeting.

Motion was seconded.

Mr. Pride feels the Board is dealing with pupils; he favors an investigation to see if a 3rd teacher can be added and a report back to the Board.

Mr. Boufford feels that money should not be a consideration; that if the need exists, the Board will worry about the money and where it comes from. This came as a response to Mrs. Bradley's report that some Sullivan residents do not favor greater expenditures.

Mr. Calhoun asked if Sullivan residents see the situation as severe enough that they would raise money at an annual meeting for readiness rooms.

Mrs. Bradley said not if it costs more money. She and her husband are willing to spend money for education, but not the Sullivan people.

Mrs. Quintard said Mr. Hewitt did an excellent reporting job, that the situation should be left in the hands of the administration.

Clarifying his motion, Mr. Felton said the people should know that the Board is moving ahead with building plans, and these call for two rooms at the Sullivan School. This addition will best solve the Sullivan problem. Can't solve the problem immediately until the rooms are built. However, his motion has an escape clause, for the school administration can come back with a recommendation.

MOTION WAS VOTED IN THE AFFIRMATIVE.

Board agreed that the motion tabled at previous meeting (see top of page 3 in minutes for 11/13/73) was pretty well killed by vote just taken.

Mr. Bradley offered the Ashuelot Ridge Country Club building as an educational facility from September to June without charge. He would sign releases.

Mr. Felton moved that the Board instruct the administration look into the offer and report back at the next meeting. MOTION SECONDED, AND CARRIED.

Mr. Furlong handed out sheets showing the enrollments by subjects and periods. He noted a jump in the 7th grade and 9th grade enrollments because of transfers into the school.

He pointed out some large classes in academic sections and in slower classes. Teachers are feeling the pinch, esp. with slow and academic classes; cannot donate the time to pupils which was once given. Vacant rooms? Most of them pop up periods 6 and 7.

Mr. Calhoun referred to a letter in the school newspaper which seems to indicate the Board is neglecting the high school, for the Board has made recommendations for the elementary schools but not the high school. He asked if the faculty knew what the Board was exploring.

Mr. Furlong said faculty was consulted last year and gave its opinions. Currently minutes of Board meetings are posted in school and each dept. head has a copy for reference by the staff.

Mr. Calhoun ~~frank~~ said the letter in the paper indicated the bond issue lost because of a poor public relations job, and because the public was opposed to spending money. We ought to get faculty reactions to proposals and their involvement.

Mrs. Quintard asked how many pupils are unable to take subjects they'd like. Mr. Furlong says they were scheduled for what they elected in the spring; cannot accommodate their September choices or desire for changes. Guidance will spend more time in spring helping students to choose subjects for next year, for flexibility of the past has gone and changes cannot be handled.

The Board asked to get copies of the student newspaper.

Mr. Green asked if courses had been added through the years or courses names merely changed. Mr. Furlong said both, and that some courses had been dropped. Mr. Furlong will provide information about the number of courses then and now.

Mr. Hewitt said Board provided answers at the previous meeting which gave direction to the administration.

Administration talked to Carter & Woodruff, and went over the Board's recommendations for each school. John Carter will go over the plans, and by next week have some figures.

Talked to C & W about the Richmond School; C & W will do a rough design of the building. Some difficulty exists in talking about a Richmond School, since the State may require that it be at least 4 rooms. State Consultant will visit schools soon and see if they can meet some State standards and qualify for building aid.

Building size is a problem, for the Marlow School with 52 children is over 8,000 sq. ft. (and this represents approximately 9 classrooms). Further difficulty faced by architect: in providing for future expansion some space can be lost in an existing building (for example, principal's office in Surry may be lost in order to provide hallway to addition). Local contractor has looked at Gilsum School to see what it would cost to up-date it.

Predicting future enrollments in Richmond is a real problem, for total (grades 1-6) in 1968 was 26, and it is 32 now.

BOARD MOVED THAT BUILDING ITEMS BE PLACED AT TOP OF AGENDA FOR NEXT MEETING.

Mr. Frain reported on the energy crisis, pointing out how schools are trying to save fuel. Professionals have examined the schools and made recommendations for savings and repairs. He asked for authority for the chairman, and in his absence the vice-chairman, to close the schools if circumstances dictate. MOTION WAS MADE, SECONDED, AND CARRIED THAT CHAIRMAN BE AUTHORIZED TO CLOSE SCHOOLS IN AN EMERGENCY, AND VICE CHAIRMAN IN ABSENCE OF CHAIRMAN.

He reported that the administration and faculty are considering a four day week to save heating oil and gasoline for buses. The current plan is to conserve fuel, keep going as long as possible, shut down only when necessary, study the four day week. Athletics is being studied by the Central I League, to which MRHS belongs.

Mr. Callahan, returning to the Sullivan School discussion, questioned the procedure used and asked if it represented proper action by a Board member. He was concerned that two teachers may have been done an injustice.

It was decided that the Board should consider the proper role of the Board member in handling complaints or suggestions by his constituents. Board members will review district policies on the subject, and relevant policies will be mailed to the Board before the meeting.

Mr. Felton introduced a resolution which would create a faculty senate. It was decided that this item would be taken up at the next meeting, with it being the 1st item on the agenda.

There was brief mention of the meeting with the faculty this week. There were questions on how to handle negotiations for 1974-75, whether the Board was expected to make some wage offer at the meeting, whether breaking into smaller groups might be desirable. There was some sentiment that a separate group for elementary teachers might be helpful.

In Executive Session, Mr. Furlong discussed the case of a student found in the school ~~in~~ with drugs. He pointed out that there are frequent rumors about students using drugs, but these have not been verified. Often the student found taking pills is found to be taking legitimate or authorized medication. The need for drug education was raised and discussed. The administration will be checking with counsel to determine what can and should be done in handling the problem. The administration will look at its drug education program and seek to improve it; it will work with counsel.

Respectfully submitted,

K. G. Hewitt
A. E. Frain
Secretaries, Pro-Tempore

Monadnock Regional School District
Board Meeting - November 13, 1973

The school board met at the Fitzwilliam George Emerson school with the following present: Messrs. Austin, Calhoun, Green, Callahan, Pride, Felton, Boufford, Whitham, Mrs. Quintard. The Sentinel and WKBK sent representatives. Mr. Hewitt reported on the immediate needs in the elementary schools as seen by the administration in order to make the present programs offered as effective as possible. Mr. Hewitt asked the board to give the administration direction regarding the following recommendations made by the administration.

Fitzwilliam. Should 6th grade be returned to Fitzwilliam. Mrs. Pat Mitchell favored returning them to Fitzwilliam, but Mr. John Tommila suggested keeping them in Troy. Mr. Greene felt most parents were satisfied with keeping the sixth grade children in Troy and did not feel this would meet any objection from parents if it would help district. Mr. Hewitt said he had had comments that parents wanted their children back in town. Mr. Felton pointed out that based on what was heard last spring, to support neighborhood schools, he would favor returning the sixth grade to Fitzwilliam.

This would necessitate building an additional classroom 900 square feet. A Richmond parent, anxious to have her children attend the Fitzwilliam school rather than the Swanzey school, wanted the board to look ahead to more classroom space so Richmond children could be accommodated in Fitzwilliam.

Mr. Calhoun moved to plan as a policy to bring the Fitzwilliam sixth grade back to the Fitzwilliam school. The board voted in the affirmative with Mr. Green voting no.

Mr. Hewitt recommended building a second additional 900 square feet classroom to take care of the readiness class and use the small room (now used for readiness class) as a remedial reading and special services room. Mr. Green asked what would be done with rooms in the basement, used as library and teachers' room, and is there an objection to having children in the basement. Mr. Hewitt said there was an outside escape there.

Mr. Fiske asked if the recommendations discussed tonight were in line with long range plans, such as returning grades 7 and 8 to their towns. Mr. Hewitt explained that the administration was charged only with immediate needs. Mr. Felton asked if the additions made now would be architecturally placed so further additions could be made. Mr. Pride advised that committees were studying long range plans.

Mr. Boufford moved and the board voted to approve the recommendation to build a second room.

Mr. Hewitt recommended building a third classroom, 900 square feet, to be used now for the library, all purpose room, physical education, music programs, and could be later turned into classroom to handle expanded enrollments. Mr. Green pointed out that earlier building proposals were based on a population survey which was found this fall to be off from the actual numbers. Mr. Hewitt said that effective library, physical education, music and special service programs could not be effectively run in the present cramped space, so a third classroom would allow effective programs, but could be used later in case of increased enrollment. Mr. Frain said the third classroom was needed so that the sixth grade would not have to be moved again in case of growth. Mr. Green asked how much expansion could be accomplished without adding a heating system, water and

septic systems. Mr. Hewitt does not know at the present time whether a new heating system will be needed. After the board decides what direction it wants to take, these matters will be determined. Mr. Austin explained that tonight the board was giving the administration the go-ahead to study further the additions and obtain costs. Then the board will again review recommendations and decide what to present to the voters.

Mr. Felton moved the approval of building a third classroom and the board voted in the affirmative with Mrs. Quintard voting no.

Mr. Hewitt recommended adding toilets to handle the increasing enrollment. Mr. Pride did not feel a motion was needed on this item. Mr. Whitham moved and the board voted that it would approve anything that was required to support the additional building, such as heating, toilets, water, and any attendant requirements.

Troy. No addition is needed, however, administration recommends renovating the old shop area into a classroom and if necessary next year to hire an additional teacher. Area is 600 square feet. Mr. Calhoun moved and the board voted to renovate this area.

Mr. Hewitt recommended expanding play area and reported that the soil conservation commission is studying the area. Some money has already been budgeted for this project. Mr. Calhoun moved and the board voted to table this item until recommendation is received from soil conservation.

Surry. Mr. Hewitt recommended constructing a separate room, with storage space, of 1,000 square feet, for use as a classroom. Then he would convert the small classroom for use for music programs, library, remedial reading, special services. Mr. Felton asked if there had been any consideration of consolidating in the northern towns. Mr. Pride said the people in his town are not in favor of consolidating and Mr. Whitham confirmed this feeling to be true in his town. Mr. Calhoun said he felt his townspeople would not want their young children bussed out of Gilsum.

Mr. Boufford moved and the board voted to approve the recommendation to construct an additional room at Surry.

Sullivan. Administration recommends constructing two additional classrooms (a school must have at least four rooms to be eligible for state building aid). Also recommends adding kitchen facilities (state and federal government have told district it will eventually have to offer a hot lunch program). Mr. Green asked if all previous additions to elementary schools, recommended by administration, would qualify for state building aid. Mr. Hewitt said yes. Mr. Calhoun suggested including a teacher's room in every school which does not have one and board agreed this would be included under Mr. Whitham's blanket motion. Mr. Tommila questioned adding two classrooms just to get state aid, if only one room was needed.

A parent from Sullivan posed several questions to the board and advised he had withdrawn his children from school until conditions improved. He noted the school had not been cleaned during the summer. Actually the school had been cleaned, however, Mr. Hewitt said another year they would have a team from the high school go into each of the northern town schools and do a thorough cleaning. The parent questioned the advisability of having two new teachers for the classrooms containing three grades each - one teacher with three years experience and one with only practice teaching. The parent would like to have an additional teacher at the school.

Mr. Whitham moved to hire a teacher immediately for the Sullivan school for the remainder of this year. Mr. Callahan pointed out that only the superintendent can nominate to hire and Mr. Austin thought this was too quick for the administration to give an answer. Mr. Felton suggested tabling this item until the next meeting and Mr. Boufford suggested the parent should have contacted the administration first before referring it to the board. Mr. Hewitt asked if the parent and Mr. Whitham would put down in writing the problems they feel exist in the Sullivan school. Mr. Whitham's motion was amended and voted to put this matter on the agenda for the next school board meeting. Mr. Felton asked the parent to submit his recommendations to Mr. Frain before the next board meeting.

Resuming discussion of the recommendations for the Sullivan school, Mr. Hewitt said he would like a health and storage area constructed. Mr. Austin asked if anyone from the administration had approached the state to determine whether or not the state would give building aid if only one room were built. The administration said no. Mr. Frain said he would like to get a representative from the state department to look at the buildings and facilities of all elementary schools to see what meets minimum standards.

Mr. Calhoun moved and the board voted to construct a second classroom and health and storage area at the Sullivan school.

Gilsum. Mr. Hewitt recommends that the present driveway be enlarged, improved, and drainage improved. He recommends some major repairs such as floors, walls and ceilings and extensive renovations inside the building. He recommends adding a small area for kitchen facilities, a health room, and a new basement area to be constructed on the first floor level. Mr. Felton asked if the driveway could be included under the regular budget as was the Troy play area, but Mr. Hewitt explained this would be a major project. Mr. Felton questioned whether good money would be put after bad and Mr. Calhoun explained these were major projects and does not think the district is in a mood to abandon the building.

Mr. Whitham moved and the board voted to accept these recommendations.

Wilcox. Mr. Hewitt recommends discontinuing the use of Wilcox as classrooms and have these classes brought back to Mt. Caesar. Wilcox could be used for other things. Asked if it could be used in any way to help out the high school, Mr. Frain said perhaps the drafting course be given here. Mr. Quintar suggested it be used for Dr. Buss' project. Mr. Calhoun moved and the board voted approval of this recommendation.

Cutler. Mr. Hewitt recommended moving one class to Mt. Caesar as administration would not recommend any building onto Cutler. Mr. Felton moved and the board voted approval of this recommendation.

The administration recommended a fourth room at Mt. Caesar to replace the use of the cafeteria as a classroom. Mr. Calhoun moved and the board voted approval.

Mr. Hewitt recommends constructing a fifth classroom to handle the special services, which could be divided by partitions now but could be used as a regular classroom in the future when enrollment necessitates it. Mr. Hewitt feels the present two boilers would take care of five additional classrooms. Mr. Felton moved and the board voted acceptance of the fifth room.

A parent from Richmond asked the board to look into the possibility of Richmond children who are closer to the Fitzwilliam school than to the Swanzey school being permitted to attend Fitzwilliam. The parent would also favor a school in Richmond for elementary students. Mr. Austin suggested looking into this. Mr. Whitham asked if a list or petition could be obtained showing how many parents would really favor this. Mr. Quintard asked for figures on the cost of a one or two room school.

Mr. McClure asked if the board had money available for talking to the architects for the information. Mr. Frain said that the architects, from their knowledge of the buildings, could give the information without discussing money.

Mr. Frain said he was concerned about the shortage of paper supplies and scholar supplies and the probable skyrocketing of prices and would suggest ordering early. The board voted approval of his ordering these supplies as early as possible.

He discussed the energy crisis but noted that at the present time no one knows exactly what will happen. Heat has been cut down in the schools gradually and all controls are being checked to determine if they are working properly. Lights are being turned out when not in use. There will be a statewide meeting soon which may give some guidance to schools. The bus company is in a critical position because gas increased. Mr. Austin said the board should consider ways it can conserve.

Mr. Frain reported that Keene is going to apply to be one of the vocational centers in the state and has asked that MRSD sign in support of Keene as a center. Mr. Frain has a couple of reservations. The town designated as a center has nothing to lose. It gets a free building. The only way the surrounding towns benefit is if the center gets off the ground and the programs are geared to the children in the area. He is anxious to have the people planning the centers to talk to the students in all the districts so the programs will be geared to all students. Mr. Boufford moved and the board voted approval of supporting the idea of having a vocational center in Keene.

Mr. Frain and Mr. Furlong visited some schools which are operating on double sessions. Mr. Frain said the students seem to like the double sessions, but it is costing more money and staff must be added. Mr. Calhoun feels a checklist at the high school must be made before a decision is made. Mr. Frain asked board how it saw double sessions - as an ease of overcrowding, offering a better program - better gym, art, shop and music. Mr. Whitham suggested before getting involved in double sessions, the possibility of a steel building for the vocational program be explored, leaving the shop space available for regular classrooms. Mr. Callahan said if we deprive students of courses like music, art, etc., an additional building for vocational studies will not solve the problem. Mr. Whitham said it was not his intention to curtail these programs.

Mr. Frain asked board if physical education should be required for everybody. Mr. Calhoun moved and the board voted a policy that would require students of grades 7, 8, 9, 10 to take physical education and would make it elective for grades 11 and 12 and athletes could be excused during their team sports.

Mr. Felton moved and the board voted to require art for grades 7 and 8.

Mr. Calhoun moved and the board voted to return junior high school shop for boys. This has been slighted lately in favor of the high school shop.

Mr. Felton moved and board voted that Home Ec should continue to be fully implemented for junior high students, that it be required and that work be done to improve this program.

Presently students must choose between the Flex program and Home Ec or Shop. The board voted that students be able to take both of these programs.

The board voted to restrict the use of the auditorium and use it as it was originally intended.

The board voted to use the specialized classrooms (science, language, etc.) for the purpose they were originally intended.

The board voted to limit the number of students particularly in the general classes, slow courses, basic and remedial.

The board voted to maintain, where possible, a comprehensive standing and offer courses that are required for entrance into post-graduate schools or vocation or business. Mr. Felton suggested that is a student could not get a course at MRHS that he needed, but could get it at KSC, the matter be presented to the board for possible consideration of payment of tuition.

Relative to a vocational center in Keene, Mr. Frain advised that students would get a great deal of training in their own high school. MRHS would keep present vocational programs and possibly expand. The center will offer specialized training that the local districts could not economically offer.

Mr. Frain asked if the board would consider doing away with the school lunch program if the school adopts double sessions. The board said yes. Mr. Calhoun asked about utilizing the court areas.

Mr. Callahan reminded board that Thursday night was meeting of the board and survey committee. He reviewed the subjects suggested for the agenda by the teachers. He suggested the approach be one of listening and gathering information for action. Mr. Frain thinks the teachers will want to talk about the benefits they will eventually receive. Mr. Felton suggested general discussion then breaking up into small groups, then having a faculty member act as a reporter so a summary can be given when items come back to general discussion. Mr. Furlong suggested making the groups large enough to have one board member for each.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - October 23, 1973

The School Board met at the Sullivan school with the following present: Messrs. Austin, Felton, Whitham, Pride, Calhoun, Callahan, Frain, Furlong, Hewitt, Mrs. Quintard and Mrs. Robinson. The Sentinel reporter was present and several parents. Minutes of the October 9 meeting were accepted.

Mr. Austin asked for the administration's report on the immediate needs of the district. Mr. Hewitt said it had not looked at minimum standards but rather what is necessary, and he passed out data on enrollments, description of each school and a summary page with questions for the board to answer. He said that all the original plans for the school buildings were available except for the original Troy school. Mr. Austin suggested an opportunity to read over the concerns listed before the board answers the questions. Asked how many more pupils could be accommodated before being at maximum capacity, Mr. Hewitt allowed a few more could be put into the rooms, however, this would decrease the efficiency. Asked how long it would take to build an addition to Sullivan, Mr. Hewitt said the voters would have to approve proposed building so the following September (after annual meeting) would be the soonest. New homes are being built in Sullivan by young people and although there is no town planning board there are some sub-division regulations. Mr. Felton suggested two alternatives for Sullivan: two additional classrooms to accommodate grades 1 to 6, or three additional rooms to include grades 1 through 8. Mr. Hewitt explained that by returning grades 7 and 8 to the Sullivan School, students would lose some of the education/programs they now have at the high school. A young man attending the meeting said he thought it was important for students to be in their own town with their friends.

Mr. Felton mentioned the possibility of a school for grades 7 and 8 in the three northern towns which would involve about 61 students. Mrs. Clark raised the question of a fuel shortage and suggested the board consider having grades 7 and 8 in their own towns. She said she had never seen a comparative study done on the value of a large school over a small one, however, Mr. Callahan advised her that at least Dr. Conant had done such a study, as well as others, on the merits of a large versus a small school.

Mr. Whitham felt that before answering the questions, the board should decide what direction it wants to take - keep things as they are, bring the 7th and 8th grades back to their own towns, send grades 5 and 6 to Swanzey. Mr. Hewitt explained the questions were the result of the board's charge to the administration to advise the board of the immediate needs of the district. Mr. Calhoun felt there were some short range problems that had to be solved that had nothing to do with moving grades in and out of the towns. Did the board want to get Fitzwilliam's sixth grade back into that town. He thinks it is incumbent upon the school board to get things under way so that a bond issue may be presented at the annual school meeting for a vote. The immediate problem appears to be to find space to educate the children now in the classrooms. Mr. Pride suggested determining the priorities and then the cost.

Mr. Felton moved that consideration of and recommendations based on the administration's report be placed on the agenda for the next board meeting.

Mr. Calhoun added that the board should make recommendations for space and come up with preliminary building costs. Mr. Austin asked members to jot down ideas. Asked if costs could be available at the next meeting for additions to elementary schools, Mr. Hewitt said he would have to have the decisions of the board first.

A vote was taken on Mr. Felton's motion and it was voted in the affirmative.

Mr. Calhoun asked that all classroom sizes be of the minimum required size, 900 square feet. Mr. Pride asked if it had been determined whether the district could get building aid if classrooms were not of legal size. Mr. Hewitt explained that a school must have four rooms to be eligible for building aid. Sullivan would be only school affected - you would have to build on two rooms. He believes classrooms would have to be 900 sf. Mr. Austin would like to have some board members go to the State Department to clarify whether the district would qualify for building aid if all minimum standards were not met. At the next meeting Mr. Hewitt will have recommendation for each of the questions posed on his summary and Mr. Austin asked that he mail these recommendations to board members to study before the next meeting.

Mr. Furlong reported on the immediate problems to be solved at the high school and his report did not include future plans, courses, etc. but only the problems that exist today. Because the auditorium is being used for classes, he fears the district will be faced one day with a large expense to put it back in order. Although over-all enrollment has not increased much, pressure is in grades 7, 8, 9 and 10. Remedial classes are too large, academic classes are over 30, there is no available space for testing, no room for conferences with parents, tutoring of students, and the cafeteria is overcrowded. Lockers which were designed for two people are now used by three. Mr. Whitham asked Mr. Furlong to present recommendations for solving some of these immediate problems. Mr. McClure feels the board will have to consider an extended year program as any building program would not get under way for a couple of years. Mr. Felton said at least 13 school districts in N. H. are presently on double sessions.

Mr. Callahan moved that the high school recommendations be added to the agenda for the next board meeting. Voted in the affirmative.

Mr. Frain referred to a report on the year-round school by the superintendent of schools in Atlanta, Georgia. He said our district is not large enough for this sort of program. Mr. Austin also heard the superintendent's report and thought it might be a good idea. He said he would like to have a committee look into this further. Mr. Felton asked if the administration had ever studied double sessions and it had not. Mr. Frain said transportation would be better under double sessions than extended year or staggered day plan.

Mr. Felton moved and the board voted that consideration of double sessions be added to the agenda for the next meeting and to receive information from the administration on this aspect.

A question was raised by a member of the Sullivan Neighborhood Club: could the children collect Campbell Soup labels for the purpose of purchasing audio visual equipment for the school. Mr. Hewitt said he would have no objection as long as it did not interfere with school work. He said he would talk to Mr. Soderberg about it and get an answer promptly.

The board recessed to an executive session with Dr. Howard Buss and then returned to the public meeting. Mr. Austin read the following charges that he suggested be given to the committees:

1. Statistics Committee: To develop growth projection for the school district on a town-by-town basis. To develop data from independent sources as much as possible. To evaluate past projections in light of current knowledge and data. To assist census committee (if needed) in the statistical presentation of results of census.
2. Census Committee: To poll the public to determine the reasons for June vote. To poll the public on their reactions to various suggestions for the future regarding space problems in our schools. To poll the public to determine the feeling for need for change in the method of allocating school costs to the towns. The questionnaire will be approved by the board before being presented to the public.
3. Junior High Committee: To study the feasibility, cost, and ramifications of building a separate centralized junior high school, or a junior high addition to the present high school.
4. Extended School Year Committee: To study the feasibility of embarking on an extended school year program, and developing methods of implementing such a program. This committee would contact the former Keene committee which researched this subject and be free to contact others as is necessary to gather and analyze the information.

Mr. Austin suggested an additional committee in item 4.

Mr. Pride said he would like to hear Mr. Furlong's suggestions for the high school before doing a study for junior high, however, Mr. Austin pointed out that Mr. Furlong was recommending short range solutions and the board had agreed to charge committees to do studies for long range solutions.

Mr. Whitham asked if it would be possible to combine with Keene in order to get enough students for a summer program.

Mr. Callahan would suggest emphasizing that the committees use independent data as much as possible, data that has not been used before. Mr. Calhoun wondered if some of the committees could be combined and feels a committee should be studying high school as well as junior high school. Mr. Austin wants the committees to report back to the board before the next annual meeting. Mr. Callahan wants the committees to develop costs and wants the statistical committee to study costs and figures.

Mr. Whitham moved to accept the charges as presented by Mr. Austin and the additional committee to study the extended year program.

Mr. Calhoun asked if the administration would be burdened by requests for information from these committees and asked if it had anything to say. Mr. Frain said he did not know until the committees got under way. Mr. Furlong thought perhaps the committees would be knocking at his door and if administration is not always available more hard feelings toward the administration will develop. Mrs. Quintard asked if board members could make available to the committees material which they have. Mr. Frain suggested the effectiveness of the committee would depend on the leadership.

Mr. Calhoun added to the motion that committees show a reasonable

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concern for the administration and the duties they are encumbered with already and if too much time is being asked of them, the administration will notify the board. Further he would ask that the committees get all the information they can from sources other than from the administration.

The board voted on the motion in the affirmative.

Mr. Callahan reported on the survey committee and said the most pressing thing was what items the board would like to see on the agenda for the joint meeting with teachers. Mr. Felton suggested that when the board takes care of the important building and immediate needs of the district, it spend some time reviewing the recommendations made by the survey committee.

Some suggestions for items to be included on the agenda of the joint meeting were the involvement of elementary teachers in governance, to ascertain whether some of the concerns of a year ago are as important today, or have the concerns changed.

Mr. Frain told the board that Mrs. Joseph Webber had recently died and left \$1,000 to the school for the Joseph Webber memorial fund which gives a book to an outstanding English student every year.

Mr. William Arnott send board members list of directors of MDEA.

Mr. Austin received letter from pastor of St. Joseph's Church in Fitzwilliam thanking district for use of classroom in Fitzwilliam.

Respectfully submitted,

Elizabeth Massin, Clerk

October 23, 1973

Executive Session

Dr. Buss advised the board that the New Hampshire legislature had proposed new rules dealing with the handicapped. Whether four years old or over 16, a district could be responsible for supplying an education for the handicapped. This has not been so in the past. Our area does not offer many special schools and so the district may be obligated to pay transportation as well as tuition.

Dr. Buss would like board to act, rather than react, when a situation arises. He is concerned that our area has many of these children and when the newspapers publicize that school districts have this responsibility, the district will receive requests from parents. He said we could start to work with agencies to receive federal funds to help with these children rather than taking monies out of local funds. He said our district offers the best clinical services in the state. He would like to find out from local doctors who the two-year old retarded children are so the district will be prepared. Asked if the district has building facilities to handle these children, Dr. Buss said anything we have is makeshift. Asked if the state had trained personnel available, he said yes, if there is the money to hire them. He would anticipate three or four different programs. Mr. Hewitt asked if money were awarded the district, would this be seed money and Dr. Buss said yes, it would last three years. Dr. Buss would like the district to apply for a grant and the board agreed this was a good idea.

Mr. Frain advised the board that Mrs. Hastings has requested to be released from her contract in December because of poor health. The board voted to accept her resignation with regret.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
October 9, 1973 Board Meeting

The School Board met in the Surry Elementary school with the following present: Messrs. Austin, Calhoun, Felton, Callahan, Boufford, Whitham, Green, Frain, Hewitt, Furlong, Sundstrom, Mrs. Robinson. The Sentinel reporter was present. Minutes of the September 25 meeting were approved with the amendment that the board had agreed to repair the equipment that would be used in the gymnastics class.

Mr. Austin reported that a letter had been mailed to selectmen appointing them as a committee to study the apportionment of cost among the towns. Mr. Austin asked board members for names of individuals to serve on a committee to study a proposal made by Mr. Felton, relative to decentralization. Citizens appointed were Thomas Baird of Richmond, Bernice Clark of Sullivan, Marilee Ballou of Gilsum and James McClure of Swanzey.

Mr. Austin asked board members for other suggestions to study. Mr. Callahan suggested a statistical committee for reviewing population figures, building costs, etc. independent as much as possible from the board. Mr. Felton seconded this recommendation. Mr. Austin would like individuals to look into staggered day plan, extended school year, a separate junior high, elementary school needs. Perhaps even a middle school. A steering committee, composed of board members, would coordinate the efforts of the individual committees and be a go-between between the administration and the committees. Mr. Calhoun suggested the board as a whole be a steering committee. Mr. Pride asked if there would be a clear-cut outline for the committees to follow. Mr. Austin said yes. Mr. Calhoun was worried about the burden these committees would be putting on the administration in their quest for facts and figures. Mr. Boufford suggested that the committees be given the figures that were used last year. He too worries about the burden which would be placed on the administration. Mr. Hewitt pointed out that there was a question about the validity of the figures used last year. He also feels the administration has studied the staggered day plan and extended year and found reasons they would not be valid for our district. As the plans were thoroughly studied he questions they should be studied again. Mr. Austin said another study would at least give the people a chance to study plans and thus convince themselves they are or are not workable. Also, something may turn up that was overlooked before. Mr. Felton thought this would give the people the opportunity to advise the committee what they would buy. Mr. Pride noted that the staggered day and extended year plans may have to be used before any building program gets under way and he feels these are important areas to study. Mr. Whitham restated he feels the defeat of the building program was centralization, but Mr. Pride still feels it was cost.

Mr. Boufford fears the committees will think they are solving the district's problems but they will only be temporary solutions and may bury permanent solutions. Mr. Felton was hopeful that each committee would present its study in the most favorable way so the board would be able to come up with the most favorable alternative.

Mr. Boufford asked that a committee study centralization, as well as decentralization. He too thought cost was the reason for defeat.

Mr. Frain was not sure that all the committees had a clear-cut purpose. He noted there were only two extended year programs in the country that were considered successful. One high school was in a very large district; the other was all-elementary which did not involve the complications of curriculum. He too feels the administration has looked

into this plan thoroughly.

Mr. Pride thinks it important to find out why the building program was defeated - money, centralization, or formula.

Mr. Callahan asked if the school's computer could be used to check figures. He wants a statistical committee composed of citizens, accountants, mathematicians, etc.

Mr. Calhoun asked that the administration give to the board the facts of what the immediate needs of the district are and what are the short range solutions. Mr. Calhoun moved that the administration advise the board of the short range problems which must be solved immediately so the board may address itself to some short range solutions - this to be on the agenda of the next board meeting. He thought that some of the elementary suggestions presented by the architects could be used.

Mr. Frain reported that there was an immediate need in Surry to make one room the size of a regular classroom and to arrange for storage area. Gilsum could get by. Sullivan needs a room, Swanzey an addition at Mt. Caesar, Fitzwilliam an addition. These would be the minimum. About building aid, Mr. Frain said the administration can tell the state that the district tried to solve all the problems, but this was defeated so the district must do it piecemeal. He feels the state might be agreeable.

The board voted in the affirmative on Mr. Calhoun's motion that the administration advise at the next meeting which short range problems must be solved immediately.

Mr. Green questioned having a committee on staggered day and extended year pointing out that the board has the most information on these plans. Mr. Green moved that Mr. Austin proceed with appointing the following additional three committees: statistical, census and junior high-high school problem. Mr. Callahan amended the motion to state that a charge be made to the committees by the board at the time of the appointment. The board voted in the affirmative on this amendment. The board then voted in the affirmative on the motion as amended.

Mr. Frain said that by lengthening the school day and staggering attendance of students you can almost double the number of periods a day. Mr. Furlong visited three schools in N. H. operating on a staggered day plan. One thing common to the three, they were in compact areas and not involved with bus transportation. Faculty members were pleased with the plan because their responsibility ended with their last class. Students were not so impressed because school was nothing more than a factory and no extra-curricular activities were available. Mr. Frain suggested that a double session would be better for Monadnock than a staggered day. Asked how long it would take to "tool" up for this program, Mr. Frain said the plan presented last spring would have required building. He said it could be done for the following year. He explained that in the year-round school 75% of the students will be in school at one time. This would require four sections of each class and this is a problem if you do not have large enough numbers of students. Transportation would increase if you divided students by courses they take; it would decrease if you grouped students geographically. Mr. Frain said you would have to have state approval for staggered day plan, extended year or double sessions.

Mr. Calhoun asked about bringing the junior high students in later in the morning thus doing away with the study halls they now have. Mr. Furlong advised they no longer have talk-studies - they are quiet - and teachers have noticed a marked improvement in the quality of the work being done by the students.

Mr. Whitham asked about doing away with classes that don't have 20 or more students. Mr. Frain said this might mean short-changing the college-bound student who would miss out on a required course for college entrance, or for the vocation-bound student who needed a special training in high school. He would not approve of this.

Mr. Hewitt reported on the school lunch program and advised we are required by law to provide a type A lunch. It costs the district an average of 58¢ per plate served. Cost of lunch has increased to 50¢ in the high school and 45¢ in the elementary schools. 255 free or reduced lunches are given a day. The lunch program is presently operating in the black, thanks largely to Mrs. Jenks. Because of the increased cost in lunches, there has been a substantial drop of students buying lunches in some schools. Mr. Pride asked if the district would ever consider putting an item in the budget to support the school lunch program. Mr. Hewitt said possibly, but hopefully not. He further said if breakfast programs are ever put in, they will be almost wholly supported by the government.

Mr. Frain thanked the people of Surry for their money-raising effort to improve the playground at the school. Mr. Frain advised that the administration had decided, in the matter of the two Richmond children who requested they be allowed to attend Fitzwilliam elementary school, that they continue in the Mt. Caesar school feeling they can be better provided for in that school and that their attendance at Fitzwilliam would increase the burden on that school. He explained that a MRHS student was attending KHS vocational program for his senior year because he had always attended Keene. Furthermore the state is paying his tuition.

Mr. Frain advised that the lawyers are still working on an agreement between the Fitzwilliam Recreation Commission and the board.

Mr. Whitham asked if there were any news on the proposed vocational center for Keene. Mr. Frain said there probably would be one large, one medium and one small center but no decision has yet been made.

Mr. Whitham said there had been a complaint from the Sullivan janitor that he did not have equipment to properly clean the school. Mr. Hewitt advised new equipment had been purchased and he will check on this.

Mr. Furlong present board members with a brochure showing where 1973 Monadnock seniors had applied for further schooling. He reported that senior seminar wants to increase their participation in school and would like one day, November 9, to take over teaching assignments for the day. Open House will be on November 8 at 7:30.

Mr. Callahan reported that what will probably be the last meeting of the survey committee was held. Board members have been given specific recommendations made by the committee. Two points were made: the real issues and problems are communications and how to develop a system of hierarchical communication which would be effective.

As requested by the committee, Mr. Callahan moved on behalf of

the committee that the school board consider a meeting with the teachers as a group on or about November 15 for the purpose of reviewing this particular problem and others, which the survey committee, acting as a steering committee, would place on the agenda. Structure of the meeting would be in the type of a brainstorming session, the group to break down in small groups and discuss problems of concern and come up with a recommendation to be then given to the board for action.

The board voted in the affirmative on Mr. Callahan's motion.

There was discussion about the publishing of the information contained in the survey for those who would be interested. Any publication of the interpretative aspects of the survey should be prefaced because the study was done 1-1/2 years ago and some problems have been resolved. The survey should be used to improve the atmosphere of the school. Mr. Felton distributed a cover letter which he suggested sending from the school board to the faculty. If the survey is distributed to the faculty, he thought it should be distributed only to those who actually participated in the survey; faculty members who had come subsequently would not be given the results. Mr. Felton feels the board will have fulfilled its commitment if the analysis portion is given to faculty members. Mr. Callahan thought a few copies could be put in the high school and elementary libraries for those interested. The report should also include the committee's recommendations.

Mr. Calhoun moved to publish 150 survey reports including recommendations made by the survey committee with an additional copy for each town library. The board voted in the affirmative.

Mr. Callahan moved the board to authorize the survey committee to act as steering committee for setting up the agendas for the meeting between the school board and the teachers. The board voted in the affirmative.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Baord Meeting - September 25, 1973

The School Board met at the Troy Elementary School with the following present: Messrs. Austin, Callahan, Felton, Green, Whitham, Pride, Frain Hewitt, Furlong, Mrs. Robinson and Mrs. Quintard. Also present were the Sentinel reporter and a reporter from WKBK. Minutes of the September 11th meeting were accepted.

Mr. Hewitt gave the official enrollment figures as of 9/20/73:

Fitzwilliam	/13	/4	Elementary	/9	High School
Gilsum	-10			-10	
Sullivan	/4	/6		-2	
Surry	/10	/2		/8	
Richmond	/3	/2		/1	
Roxbury	-4	-2		-2	
Swanzey	-9	-15		/6	
Troy	/23	/31		-8	

In further checking, Mr. Hewitt has determined the reason for 31 additional elementary students in Troy is 18 new families who have moved into town. Fortunately the students are spread over the six grades. Next year he would hope to add one teacher to the Troy school. The total enrollment increase grades 1-12 is 27. (Mr. Furlong reported he had two more register today.)

Mr. Furlong reported on the use of the high school classrooms. Every room is used periods 1, 2 and 4; period 3 only the machine shop is not used; Period 5 the special education room is not used; period 6, office practice room; period 7, art room, ISCS room and physics room. Teachers' dining room is being used as a classroom. He pointed out the problems arising when social studies classes are held in English rooms, moving materials, improper desks in labs when used as classrooms, etc. One reading class held 25 minutes, then breaks for lunch and returns for 25 minutes. Physical education classes are at or almost at 40 students. Due to the large number of students in the Flex program, next year it will be necessary to be more selective of the students taken into the program. The problem in grades 9 and 10 is that more sections are needed to handle the number of students. He reported the senior class is the smallest in years, however, this class has been small throughout the grades.

Mr. McClure asked if there were any classes with under 12 students. Yes, and Mr. Furlong said Spanish 3 and 4 are together, Latin 3 and 4 are together, and Math 5 has been dropped.

Mr. Austin reminded the board of its vote at the September 11 meeting to appoint a committee that would gather information from the district towns and asked if it were ready to do so. He said he had had a call from Mr. Calhoun, who was not able to attend tonight's meeting, to the effect he would like to delay appointing a committee as he feels the No. 1 problem is the apportionment of cost among the towns and this problem should be solved first. Mr. Calhoun would like to see a committee of selectmen work on this problem. Mr. Austin said that he had not changed his mind regarding a committee to gather information from the towns and asked for an expression from other board members. He explained his idea was to have a pool of people from all the towns who, when asked by the board, would study or research specific problems and make a recommendation to the board. Mr. Austin is concerned about coming into the March District meeting without a

plan to offer to the voters.

Mr. Callahan moved that a committee be appointed to study the formula, to be composed of selectmen from each of the eight towns and a representative from the school board as a liaison member, to study and make recommendations to the board regarding the apportionment of cost.

Mr. Austin suggested that in some instances the selectmen do not always represent the feeling of the people. He would use a couple of selectmen together with board members and some other resource people. Mr. Pride felt all selectmen would have to be included, or none. They are the ones who should deal with this problem. Mr. Callahan agreed that the selectmen were the ones who should be involved with the finances. Mr. Whitham thought the selectmen might be biased toward their own town and he favored a non-involved group. Mr. Felton agreed the selectmen should be given the opportunity to study this problem and he also endorsed Mr. Austin's idea of a committee to gather information. He suggested a definite date be given the selectmen for reporting back to the board.

Mr. Felton amended Mr. Callahan's motion that a definite date be given the selectmen for reporting and recommending to the board.

Mr. Pride felt the apportionment of cost was a very big issue in the towns. Mr. Whitham asked if the board would give the selectmen direction, and impress them that a compromise might have to be made. Mr. Russell Raitto also questioned whether the selectmen could be unbiased and referred to an earlier meeting of selectmen when there was a standoff. He pointed out that school board members represent the district, but selectmen represent their own towns. Mr. Callahan emphasized that the board would make the final recommendation based on what the selectmen come up with.

The board voted in the affirmative on the motion as amended: That a committee be appointed composed of selectmen from each of the eight towns and a representative from the school board acting as a liaison member, to study and recommend to the board regarding the apportionment of cost and that a definite date be set for reporting back to the board.

Mr. Normand Dion of Troy suggested the board might want to consider having an additional school board member from Fitzwilliam since that town has grown. Mr. McClure questioned whether the pool of people appointed would get the right answers, in light of what happened at the special school meeting, and Mr. Austin said he hope to get a cross section of people that would develop the right answers.

Mr. Austin asked if the board were agreeable to appointing a committee. Mr. Felton thinks the committee has to be given general direction which should be decided at the outset by the board. He pointed out the district had been scarred badly by one philosophy of the board - centralization - and would give the committee definite guidelines as to how the board feels about this now.

Mr. Felton moved to appoint a committee composed of a minimum of three board members and such resource people who can be contacted and will be willing to serve.

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3.

Mr. Austin envisions the board giving direction to small groups of the committee and does not feel the whole pool will meet as a committee. Probably one of the first areas for a committee to research would be the matter of centralization or decentralization. Mrs. Quintard and Mr. Pride pointed out the committee members would have to be well informed in order to get information from the voters. Mr. Felton thought it was the board that should make the decision on centralization or decentralization and that the committee would find out what the alternatives are to implementing decentralization, and what plan the board could effectively sell to the people and would best meet the needs of the school district.

The board voted on Mr. Felton's motion to appoint a committee composed of a minimum of three board members and such resource people who can be contacted and will be willing to serve as follows: Yes - 2; No - 5, and the motion did not carry.

Mr. Callahan moved and the board voted unanimously to authorize the chairman, with the consent of the rest of the board, to appoint a group of resource people to serve on various committees to assist the board as the need may arise.

Mr. Felton moved, Mr. Whitham seconded that a school building program shall be initiated over a period of years that would further develop and enlarge the building and program facilities of Elementary Schools with the MRSD with the aim of returning the 7th and 8th grades to the respective communities with the District. The proposal will accomplish three goals: 1) to convert the district to an 8-4 system in place of the present 6-3-3 system; 2) Return the total elementary school facilities to a neighborhood school concept that would all but eliminate busing of students below the ninth grade level; 3) facilitate entrance into and exit out of the MRSD by various towns in terms of future needs for recomposition of the various districts within the Monadnock Region.

Mr. Felton emphasized this would be the opposition from the direction the board has taken in the past. Mr. Dion agreed that voters of the district were opposed to any further centralization. Mr. Austin pointed out that if the board approved Mr. Felton's motion, it would be committing itself to this direction. Mr. Whitham feels that centralization was the cause of the building program's defeat. Mr. Pride restated that cost and taxes were a major factor in its defeat. Mrs. Quintard thought an interesting question would be what would the impact be on the central school if Richmond and Roxbury were to have their own elementary schools. Mr. Callahan questioned that Richmond should have a school for only 32 students. He opposed the motion because it would commit the board to this direction and he would like to have the committee study it further.

Mr. Felton asked to amend the motion to read that the board authorizes a committee to look into the ramifications and possibilities of fulfilling the proposals and the recommendation contained in this particular motion and to report back to the board with recommendations including costs and feasibility.

The board voted on the amendment - Affirmative, with Mrs. Robinson voting No.

The board then voted in the affirmative on the motion as amended - for a committee to study the proposal and report back to the board.

Mr. Austin asked that this matter be on the agenda for the next meeting

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to give other board members an opportunity to present ideas.

Mr. Whitham moved that the Thibodeaus of Richmond be given the option of sending their children to the Fitzwilliam school.

Mr. Frain advised the bus company had checked into this and determined they would have to spend just as much time on the bus whether they went to Fitzwilliam or Swanzey. Fitzwilliam classes are crowded and this might present a problem in the Fitzwilliam school. Mr. Whitham explained that the parents were planning to transport the children to the Fitzwilliam school themselves. Mr. Hewitt asked the board to consider the school situation - Fitzwilliam has 32 children in the second grade already. In Swanzey there are several classes handling second grade children and the classroom situation more flexible. Mrs. Quintard was sympathetic with the parents but felt it was for the administration to decide as they have the facts.

Mr. Whitham amended his motion to state if there was going to be hardship on the Fitzwilliam school, the administration should make the decision based on the facts and figures they have, and report back to the board.

The board voted in the affirmative on Mr. Whitham's motion as amended.

Mr. Green asked if the next meeting's agenda could include a review of the staggered day plan. Mr. Callahan asked if a committee could be created to handle the statistics, such as enrollment figures, etc.

Mr. Raitto said he was concerned about the number of study halls his 8th grade son has and wondered why he couldn't have more industrial arts courses, even if it meant more concentration in an afternoon session. Mr. Furlong explained that 7th and 8th grade industrial arts are exploratory and assured Mr. Raitto that in the high school he could get good training in the industrial arts program.

Mr. Frain explained the voucher plan as a certificate given to parents for education of their children worth what it would cost to educate that child in his own district. It can be turned into the local public schools, private, non-sectarian schools, or public school outside of his own district. The parent would have free choice of public school unless there is an overcrowding problem. In other public schools he would be taken if there was space and the other school is willing to accept him. For use in a private school, it must be non-sectarian, he must meet admission standards and parent would pay balance.

If a district is interested in the voucher plan, there must be a special district meeting vote in order to participate in 1974-75. If selected, a district would have certain responsibilities. The district would have a negotiated agreement with the State of N. H. Benefits from student viewpoint include financial aid to students already in private school, might now be able to attend a private school, might lead to alternative schools being set up in one's own district, i.e., traditional, modern, arts, etc. The plan would not necessarily save the district money. Mr. Frain advised there would probably have to be a negotiated agreement with Concord before taking it to a special district meeting for a vote, and even then the state might ^{not} choose the district. The purpose of the voucher plan is to offer students a choice.

Mr. Felton moved, and it was seconded, that the school board make overtures to the State in terms of entering into negotiations relative to participation in the voucher system.

Mr. Callahan opposed motion because the plan is discriminatory in that parochial schools may not be included. Mr. Felton pointed out the present system is discriminatory in that children attending private schools are still being taxed in their local district - double taxation. He feels the voucher system would remedy this. Also would give some able students an opportunity to attend private schools. He firmly believes in the principle of this system.

Mr. Whitham is afraid the federal government will start paying for this plan then will stop and the district will be left to support the plan. Mr. Green suggested the administration already had enough problems to cope with. Mr. Austin agreed and said furthermore it does not appear that the majority of students would benefit from the plan. Mr. Felton asked the board to make its decision on the principle of the plan, giving students a choice of education.

The board voted on Mr. Felton's motion: Mr. Felton yes; rest of the board no. The motion was not carried.

Mr. Frain gave the board figures on cost to towns if formula were based 100% on valuation and 100% on membership.

Mr. Frain advised he had received a letter from an art consultant in the State of N. H. advising that 17 Monadnock students were represented at the art exhibit held at Loon Mountain. This spoke well for the art department of Monadnock.

School and Fitzwilliam town lawyers are still discussing an agreement for Fitzwilliam Recreation Commission.

At Mr. Frain's suggestion, the board voted to pay a total of \$250. to a member of the girls' physical education department to teach gymnastics to the girls after school in the fall and in the spring.

Mr. Callahan reported that the survey committee will probably have the final report on the survey to present at the board's next meeting and will request a decision from the board. A comment from the teachers was that they were not aware of policies established by the board that concerned them. Mr. Felton said this indicated poor communication up and down the ladder.

Mr. Austin said members of the Swanzey planning board were interested in meeting with some board members to discuss discouraging growth in Swanzey if new school buildings are not going to be built.

Mr. Furlong reported there were 40 freshman out for football and 28 varsity players. Coach McCord is looking forward to a better season in the next two years.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - September 11, 1973

The school board met at the Richmond Town Hall with the following present: Messrs. Austin, Whitha, Callahan, Green, Boufford, Calhoun, Pride, Frain, Furlong, Hewitt, Mrs. Robinson and Mrs. Quintard. The Sentinel reporter was present and WKBK was represented. Minutes of the July 31 meeting, the public hearing, the special district meeting and the board meeting of June 19 were approved.

Mr. Hewitt reported on the opening of the elementary schools and presented board members with the recent parents' guide. More accurate enrollment figures will be available for the next board meeting. Troy enrollment is up 31, or another classroom. Special education is down 3; Swanzey enrollment is down but other students are expected to register. To date there are 30 additional students in all elementary schools. Mr. Hewitt explained that Richmond and Roxbury were not listed separately because their students go to Swanzey schools.

Mr. Furlong reported a smooth opening in the high school with a total increase of 29 students - 3 in junior high and 26 in high. More accurate figures will be given at next board meeting. Some juniors and seniors are taking advantage of the early dismissal program although not as many as last year. He advised the custodial staff had done a good job of cleaning the entire high school over the summer. He said there were over 30 on the freshman football team with 12 new ones just signed up and a varsity squad of 22 with 6 that had just taken physicals.

Mr. Frain reported that the cost of lunches had been increased by 5¢. Up until now school program has been able to count on government surplus but this year will not be able to count on much which will mean an increased cost to the district to purchase food. Federal funds have cut back also on recess milk.

Mr. Frain presented the board with a list of rules for conduct on the buses and advised there is a new state law which states students can be suspended from the bus for discipline reasons. Mr. Boufford asked how the rules could be enforced as he thinks they are only good as long as enforced.

Mr. Felton moved to accept the rules with the proviso that a copy of the rules be sent to families of all students in the MRSD, plus a copy to bus drivers of buses and feeder routes.

Discussion followed. Mr. Calhoun asked if there would be any standing on buses. Mr. Frain said no, everyone would have to sit. Mr. Boufford would prefer to call them "recommendations" as he does not feel all the items listed could be enforced and doesn't agree with making a rule that can't be enforced. Other members thought the rules would be good guides to go by. Asked who would be responsible for suspending a student for discipline reasons, Mr. Frain said the principal would be. Mr. Hewitt said it was important to establish standards of conduct for children riding on buses. Mrs. Quintard asked if there could be a standard of conduct plus a set of rules. Mr. Calhoun feels the rules are part of the educating process. Mr. Frain has met with the bus drivers and given them suggestions.

The board voted Mr. Felton's motion in the affirmative with Mr. Boufford opposing.

Mrs. Thibodeau of Richmond asked the board to give consideration to the bus transportation in Richmond when children have to spend three

hours a day on the bus. Mr. Austin said the board would look into this. Mr. Hewitt explained the state had decreased the load limit on the bridge in Swanzy, which meant children had to walk across the bridge. This takes more time. Mr. Hewitt said the administration and bus company are working on this and hoped to have an answer within the week. Mr. Austin assured the audience the matter would be studied and an answer given.

The state has listed Wilcox as well as Sullivan and Gilsum as having to have lunch programs by 1979 and has sent the district a form to be completed for each school asking for a waiver until such date as the school chooses before 1979. The federal government now wants to reserve state aid to help install lunch programs in schools where they are not now. The state is asking the board to estimate when lunch programs will be implemented in Sullivan, Gilsum and Wilcox. Federal funds would only help purchase equipment for a lunch program, not operation. However, the state is saying that schools must have a lunch program by 1979.

Mr. Whitham reported he had mentioned such a program to the PTA in Sullivan and few would purchase the lunch if it were available. They would rather see money spent on better busing.

Mr. Callahan moved and Mr. Calhoun seconded that the district request the state grant the MRSD a waive because the district does not have any money to support a lunch program in Sullivan, Gilsum and Wilcox nor any building facility to house such a program.

Mr. Felton moved and the board voted to reconvene discussion on this matter in January 1974.

Mr. Frain reported on other bills passed by the state, as requiring that food and nutrition be taught in all grades; that towns having foster children attending schools be paid \$200 per child that has been placed in the town by a recognized agency. An additional obligation on the district is to pay for people in institutions although state aid for the handicapped is very inadequate. Those children presently in a program will be continued by the state, but the state cannot pay for any new ones.

The Governor's Commission on Education will meet in Keene on September 18 at KSC and board members are invited to attend.

Mr. Frain said the district does not have enough emotionally disturbed children in the area to warrant a special teacher, however, our child psychologist tries to find and solve the problems of these children before they become too bad. Mr. Hewitt has applied to the state for federal funds to hire a trained person to help with special learning disabilities.

Mr. Frain reported that there is no chance of having a representative from the State Tax Commission attend a board meeting at the present because the present tax commission will become an "appeal board" and about 5,000 appeals are awaiting them. The responsibility of equalized valuation has passed to the Department of State Tax and Revenue.

A parent asked if the board was considering a change in the method of assessing the district and pointed out this had a lot to do with the defeat of the building program. There was a suggestion from the floor that the board consider a per pupil formula. Another parent asked what the board was going to do to answer the questions in the district about the tax situation.

Mr. Felton moved and the board voted to have included on the agenda for the next board meeting discussion of this matter of Taxes and formula.

Mr. Whitham asked if Mr. Frain could provide figures for each town as to what it would cost if the formula were based on per pupil. Mr. Frain said he would do this and suggested that the board either go to the State Department of Education or have its representatives come to a board meeting.

Mr. Frain reported on a notice that had been received from a gas station in Gilsum that is to be relocated 500 feet from the playground of the Gilsum school. Mr. Calhoun did not foresee any problem with this relocation affecting the school. The board took no action.

Mr. Frain has received a request to use a classroom in the Fitzwilliam school for a religious class from 3:15 to 4:15 in the afternoon. Mr. Boufford asked if this would be setting a precedent for other groups who might want to use the school for classes. He moved that the request be rejected. Mr. Felton feels the district should promote all the good will possible and he favored granting the request, as did Mr. Callahan. Mr. Boufford pointed out this might be putting a teacher out of his classroom after school. Mr. Whitham suggested the administration check with the school staff to see if it would be convenient. Mr. Hewitt suggested the cafeteria instead of a classroom.

Mr. Boufford altered his motion to reject the request for use of a classroom but the board would be willing to negotiate some other space for use by a class. The board voted in the affirmative on the altered motion.

Mr. Frain explained that the voucher system would be planned for by districts in the year 1973-74 but no one would receive a voucher until the year 1974-75. Mr. Felton moved that the beginning of considering what the board's reaction would be to the voucher system be included on the agenda of the next board meeting. Mr. Calhoun asked if the board could be given a summary of what the voucher system will mean to the district.

Mr. Austin feels the board must start to do something to solve the building needs in the district. He suggested forming a larger committee to work on the problems facing the district and this would include how the cost would be apportioned to the towns. He would recommend breaking down into small committees for the purpose of getting information. He would talk to the state to determine how serious they are about building aid if you don't meet state minimum requirements. Mr. Felton felt the board should set guidelines to guide the committee's discussion. Will the district go toward further centralization or decentralization? Mr. Austin's idea was that "mini" committees could find out what the people want. He would want the committees to have target dates. Mr. Calhoun felt it would be a massive task to pull things together and find a solution acceptable to everyone and he thought perhaps the board should look at double sessions and utilize what we have. Mrs. Quintard suggested looking toward decentralization and reapportionment of the funding. The persons in the audience at the Richmond Town Hall said they would like to have their elementary children in town.

A selectman raised the question: if a building were now built in a town, and the district later decided to decentralize, who would own the building - the town or the district. Mr. Austin felt this would have to be decided by law. A parent asked if a thorough cost analysis could be distributed to voters on neighborhood schools, reallignment, double sessions, and building.

Mr. Felton moved to implement Mr. Austin's proposals to establish a committee that would function through mini-committees, to study the direction the district should, including some of the ideas offered by the voters present. take

Mr. Callahan suggested delaying action until the board could resolve some of its questions. Mr. Calhoun would like to hear from the superintendent and principals about status of schools this year and to discuss Mr. Austin's proposal for a couple of meetings before making a decision. Mr. Pride thought committees could only be useful if they had guidelines from the board. He favored delay of a decision.

Mr. Austin explained he was not proposing a building committee, but rather a committee to gather information from the people. The longer the board delays, the less likely there will be something to offer at the annual meeting in March. Mrs. Quintard suggested each board member appointing someone in his town to find out what the people want.

Mr. Callahan offered an amendment to Mr. Felton's motion: that the appointment of committee members be made at the next meeting after the board has discussed what kind of inquiry and information it wants and this be No. 1 on the agenda. The board voted in the affirmative with Mr. Boufford voting NO.

Mr. Felton's motion, as amended, was then voted in the affirmative with Mr. Boufford and Mr. Calhoun opposing it.

Mr. Austin asked that each board member bring into the next meeting the names of townspeople who would be willing to work on a committee.

Executive Session

The board accepted the resignation of Linda O'Connor, formerly a Troy elementary teacher.

Mr. Frain reported that Catherine Napsey, school nurse, had died.

The board voted to hire the following members:

Robert Lariviere as teacher of English in the high school
Holly Peterson, teacher in Troy
Beverly Soderberg, school nurse in Swanzey
Donna Jacobs, speech therapist to be a Monadnock employee
for 1973-74 and Hinsdale and Winchester will contribute. Asked the board to consider making her a supervisory union employee.

Mr. Frain reported that the Tax Commission when auditing the books last year had objected that only one person signs the payroll manifest and asked that the board have a majority sign it. The board agreed to forget this.

Mr. Hewitt asked for a teacher aide for Sullivan although this has not been budgeted - \$1,800. The board voted approval.

Mr. Furlong advised the teachers were having a supper at Wilder's on September 26 and school board members and wives and husbands were invited.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - July 31, 1973

The School Board met in the Superintendent's office on July 31. Present were Messrs. Felton, Whitham, Green, Callahan, Pride, Frain, Hewitt, Furlong and Mrs. Quintard. The Sentinel reporter was present.

In Mr. Austin's absence, Mr. Felton called the meeting to order at 8 p.m. Approval of minutes for the public hearing, the board meeting of June 19 and the special district meeting of June 23 was postponed until the next meeting.

Mr. Hewitt described the 'right to read' program. A project has been sent to Washington for the New England states and it is anticipated that all schools in New Hampshire will be affected within the next five years. For now, four New Hampshire school districts will be selected to be pilot programs and MRS D has applied to be one of these and it has been granted. This means the district must appoint a director of the right to read program (and the administration suggests Mr. Norm Evans) who will be given training. The district must adopt a formal resolution giving reading as a priority; must appoint an advisory council; must provide time for the director to receive special training (the project will pay for it); and the district will receive a grant to take care of in-service training of the teaching staff by trained experts. The administration asked the board's approval for appointing Mr. Evans as director and for adopting reading as a priority. The goal of the project is to eradicate illiteracy by 1980 and have everyone reading to his ability by 1980.

Mr. Green asked if the program would work with the private kindergartens. Mr. Hewitt will check with Mr. Evans on this when he returns from his training program. Mr. Whitham asked how this new assignment would affect Mr. Evans in his role as principal. Mr. Hewitt pointed out that Mr. Evans is already heading up the reading program and thinks this will help his position. Mr. Hewitt said there should be some pre-school programs to educate the parents to help influence their children's reading habits. Mr. Pride said he would like to see cooperation between the town libraries and the school libraries.

Mr. Callahan moved and the board voted to reaffirm their stand that reading should receive priority in the school district and voted approval of the appointment of Mr. Evans as director of the 'right to read' program.

Mr. Hewitt reported that a project has been submitted to obtain a special learning disability instructor and he is waiting to hear if this will be funded by the state.

Mr. Frain asked the board what it wished to have on agendas for future board meetings. He asked if the board would like to have a representative from the state tax commission to explain the equalized valuation. Some board members thought it would be helpful to know more about equalized valuation. Mr. Callahan said there was a great deal of interest in Troy for changing the formula and he feels this should be studied soon. The board favored inviting someone from the State Tax Commission, and also a representative from the State Department of Education, to discuss the formula, probably on two different nights.

It was suggested the board hold meetings this fall in Richmond and Troy.

Mr. Hewitt has talked with the Soil Conservation people about Troy and Fitzwilliam and they will take aerial photographs of the two sites and then draw up specifications of what would have to be done at the Troy area to make a little league ball field and also recommend what would be done with the remaining land, such as use as a nature study area. After the report is received from the Soil Conservation people, the work at Troy will be put out for bid, and given to the board for approval.

The counsel for the school district is discussing with the counsel for the Town of Fitzwilliam an appropriate agreement for the Fitzwilliam Recreation project at the school.

Mr. Frain reported on legislative bills including HB 352 which has been passed into law requiring that all school districts, by September 30, 1979, serve a nutritious lunch to children. Because Gilsum and Sullivan have no lunch program, at Mr. Frain's suggestion, the board voted to ask for a waiver inasmuch as the district could not meet the requirement to serve lunch in Gilsum and Sullivan by September 1973.

HB 495 would provide \$200. for each foster child being educated in the district. SB 97 says a child can be suspended from the bus for disciplinary problems. The administration is working up a set of rules and regulations for the bus drivers and for the students. HB 86 states that school annual meetings can be held between March 1 and April 20. Mr. Pride asked if school budget could be firmed up before town budgets were completed. This would be helpful to the town budget committees.

Mr. Hewitt reported on the bids for oil and milk. Elm City will supply the oil, although there is about a 40% increase in the bid figure, to the high school, and Monadnock Fuel will supply the elementary schools. Idlenot will supply the schools with milk.

Mr. Felton suggested that fall agendas for board meetings contain study and discussion of future building and planning. He presented the board with a proposal to look over. He feels the board went one way and the voters another way as far as building needs of the district. Several board members agreed that discussion should start with the first board meeting in the fall. Mr. Frain suggested the board hear the State Tax Commission and State Department representative before discussing alternatives. Mr. Green feels a building proposal should be ready for the March school meeting.

The board voted to initiate studies of future building requirements for the district at the first board meeting in September. Mr. Frain will see about getting a state tax commission representative to attend a special meeting.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session - July 31, 1973

The board elected James Strong to be a social studies teacher at the high school and to help with the football program.

Mr. Frain advised that Mr. Grant, head of the English Department, is leaving to return to a position in Connecticut. The board voted to elect Mrs. Bedard to replace him as head of the department.

The board elected Leonard Fuller as head custodian to replace Wayne Wyman.

The board further voted to authorize Mr. Frain to hire an English teacher, if and when a suitable one is found, and to authorize Mr. Austin to sign a contract for an English teacher to replace Mrs. Bedard.

Mr. Green asked about a burning accident which occurred 1/16/73 in the classroom involving a Fitzwilliam student. He asked if Mr. Furlong would contact the parent to advise what costs the school insurance would cover. Mr. Furlong advised that all proper reports had been completed relative to the accident. As a result of this accident, Mr. Pride felt the district should consider supplying all 7th and 8th grade science students with aprons.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District

Special Meeting

June 23, 1973

*

A Special School District Meeting was held in the auditorium of the Monadnock Regional High School on Saturday afternoon, June 23, 1973. Moderator Richard Talbot called the meeting to order at 1:05 p.m. He welcomed those persons present and established the ground rules for the meeting. He said amendments to the articles in the warrant would be allowed and after discussion, when the polls were open for voting, the proposal being voted would be written on the blackboard. Vote would be by yes/no ballot. Polls would be open for a minimum of one hour after each article, but this time could be extended. Any ruling declared by the moderator may be questioned in writing or orally by seven or more persons.

Article 1. To see if the District will vote to raise and appropriate the sum of \$4,034,145. for the construction of a new middle school for 800 students in Swanzey, on property presently owned by the School District, the purchase of equipment of lasting character in connection therewith, for the alteration and enlargement of and addition to the Mount Caesar School and Cutler School in Swanzey, the Emerson School in Fitzwilliam, the Troy Elementary School in Troy, and the Surry Elementary School in Surry, and the purchase of equipment of lasting character in connection with said alterations and enlargements of said elementary schools, and that bonds of the District be issued and sold by the School Board of the Monadnock Regional School District therefore, payable at such time and place and bearing such interest as the Board shall determine, and that the School Board of the Monadnock Regional School District be given full power to contract for and to supervise said construction of a new middle school and said alteration and enlargement of said elementary schools, all in substantial accordance with plans provided by an architect selected by the Board. Mr. Pride moved passage of the article and it was seconded.

Mr. Peters from Gilsum moved the question. Mr. Talbot ruled this motion out of order because there had been no discussion of the article. Mr. White of Fitzwilliam suggested everyone had heard discussion of the proposal at previous hearings and asked that the question be put to a vote. This was seconded and those present voted to proceed with the balloting.

Mr. Clark of Swanzey moved to extend the voting time from one hour to one and a half hours. Seconded by Mr. Calhoun. The voters voted against this motion and the moderator announced polls would be open for one hour - 1:16 p.m. to 2:16 p.m.

Counters of the ballots were Mr. Nadeau of Surry, Mr. Holman of Fitzwilliam, Mr. Perry of Swanzey, Mr. Swett of Sullivan and Mr. Morton of Troy.

Total vote was:	Yes	117
	No	1,121

By town:	Yes	No
Fitzwilliam	2	326
Gilsum	4	67
Richmond	2	18

	Yes	No
Roxbury	5	8
Sullivan	4	65
Surry	2	59
Swanzey	22	258
Troy	6	320

Article 2. To see if the District will vote to raise and appropriate the sum of \$2,857,551 for the construction of a new middle school for 800 students, in Swanzey on property presently owned by the School District and the purchase of equipment of lasting character in connection therewith, and that bonds of the District be issued and sold by the School Board of the Monadnock Regional School District therefor, payable at such time and place and bearing such interest as the Board shall determine, and that the School Board of the Monadnock Regional School District be given full power to contract for and to supervise said construction of a new middle school, all in substantial accordance with plans provided by an architect selected by the Board.

Mr. Austin moved passage of the article, seconded by Mr. Calhoun. Mr. White of Fitzwilliam moved to vote on the article and his motion was seconded, and voted in the affirmative. Polls were open from 3:06 p.m. to 4:06 p.m.

Total vote was:	Yes	116
	No	1,046

By town:	Yes	No
Fitzwilliam	6	310
Gilsum	6	60
Richmond	3	21
Roxbury	5	5
Sullivan	2	62
Surry	5	50
Swanzey	79	232
Troy	10	306

The meeting was adjourned at 4:38 p.m.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - June 19, 1973

Present at the school board meeting were Messrs. Austin, Whitham, Pride, Callahan, Green, Frain, Hewitt, Felton, Calhoun, Mrs. Robinson. The Sentinel reporter was present.

Mr. Frain reviewed final arrangements for the special district meeting to be held June 23, 1973. Supervisors of the checklists will be on the stage with the voting booths. Amended articles will be written on the blackboard on the stage for all to see. There will be open admission to the meeting but supervisors will be there to make sure speakers are voters. Colored ballots will be used to differentiate the towns. Policemen will be on duty to handle traffic. The moderator will permit reasonable discussion on the articles - this means as long as the discussion remains fresh and not repetitive. The board felt people had probably had enough discussion and would want to get on with the vote. They did not feel it necessary to have the architects present. There will be a baby sitting service in the cafeteria. The board decided to notify the public when the polls would be open by announcing it on the radio, and it was hoped the polls would be open for more than an hour.

Mr. Hewitt said the Soil Conservation people had been contacted to look at the areas in Fitzwilliam and Troy which were to be developed as recreational areas to determine the best use for these areas. Mr. Calhoun questioned whether money for a play area was money well spent, when the administration was anticipating crowded classrooms next year. Would this money be better spent for busing, or other arrangements next year. Mr. Austin and Mr. Callahan pointed out money had been budgeted for playground area at the Troy school and been requested for years. Mr. Green felt in light of this, plans for a play area should be followed through. Mr. Frain advised that if Troy has to take more students next year, additional playground area will be needed. Mr. Green moved and Mr. Whitham seconded that Mr. Hewitt go ahead with the playground project at the \$1,500 figure. Mr. Felton and Mr. Calhoun felt Mr. Hewitt should proceed with plans to have the Soil Conservation people look at the area and make their recommendations, but did not think the money should be spent at this time to develop the area. Mr. Austin felt public relations were also important and it would be well to proceed with the plans. Mr. Calhoun suggested getting the soil conservation tests and get bids for the work. Mr. Felton amended the motion to add "subject to review by the board before the money is actually spent." Mr. Pride suggested the board would want to hear the soil conservation report and felt any kind of motion at this time was inappropriate. Mr. Green withdrew his motion and Mr. Felton withdrew his amendment.

Mr. Green reported that an agreement must be drawn up between the board and the Fitzwilliam selectmen before construction can begin at the Fitzwilliam school for a recreational facility. Mr. Austin said an agreement should spell out ownership of construction, use of facilities, etc. Mr. Green advised that with federal funding, use cannot be restricted to members of the town. An agreement will be drawn up and presented to the board for approval. The board voted to have Mr. Frain with Mr. Russell Raitto draw up a lease to be approved by the board and signed by Mr. Austin as chairman of the board.

Mr. Furlong gave the high school report and presented a list of college applications and acceptances for the senior class. He said

there was talk of an ice rink being built in the area and was asked if the school would support this sport. It was felt that before going into the expense of another sport, girls sports should be given consideration. Asked if there were any truth to the rumor that only 12 boys went out for football for next year, Mr. Furlong said there has been much interest in the freshman team and he feels in the fall there will be more support for the varsity.

The board voted to elect Mr. Brian Gill to be teacher of automobile repair and auto mechanics. Mr. Anthony Raimondi was elected teacher of electronics and electricity.

Mr. Frain said he would like to see an amount of money spent on space to house the auto mechanics instead of out-of-doors as has been the case.

Mr. Felton asked if the administration would be looking for a new chairman of the science department. Mr. Frain thinks the two present chairmen are doing a fine job and they were re-elected for the coming year. Mr. Frain feels all department chairmen did a fine job this year.

The board voted to approve the cover letter which will accompany the revised statistics of the frequency distribution tables which were the result of the faculty survey in 1972.

Mr. Callahan suggested that in the future the board should try to resolve its differences before presenting a proposal to the people. The board should present a united front. Mr. Felton pointed out that the board was unanimous in its vote on the principle of the plan (building), but not on its implementation. Mr. Pride suggested reversing the plan - have the selectmen tell the board what the towns can afford in an increase, and then the board can come up with a plan to fit that figure.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District

Public Hearing

June 6, 1973

The Monadnock Regional School District held a public hearing on June 6, 1973 to discuss the proposals for building a middle school and elementary additions. Present were Messrs. Austin, Pride, Green, Callahan, Calhoun, Felton, Boufford, Whitham, Frain, Furlong, Hewitt and Mrs. Robinson. Mr. Austin opened the hearing in the high school auditorium and introduced Mr. Carter, the architect, who advised voters it was important for the district to start a building program. He then turned the meeting over to Mr. Corzilius to briefly explain the building proposals.

The two articles which will be in the warrant for the special school meeting on June 23 were shown on the screen. Article 1 will cover proposal 2B - a middle school and elementary additions for a total cost of \$4,034,145. This would solve all of the school problems that exist and for at least five years in the future. Article 2 would cover the 800 pupil middle school at a cost of \$2,857,000. This would mean Swanzey elementary schools would be at capacity in 1977 if no kindergarten is included; in 1975-76 if kindergarten is included. Fitzwilliam would be at capacity by 1977 if no kindergarten included; when school opens if kindergarten included. Sullivan, Surry, Gilsum at capacity by 1979 without kindergarten; 1976 with kindergarten.

Mr. Corzilius said if only elementary additions were done now, this would not solve any problems.

Mr. McClure asked what were the limitations in adding on the high school. Mr. Corzilius replied that in five years grades 9-12 will fill high school and addition will be needed for high school. Space should be reserved for this. There could be no sharing of facilities by junior and high school. Gym and shop would have to be duplicated because these facilities are already overcrowded. Asked how the square footage other than classrooms be used, Mr. Corzilius said for cafeteria, kitchen, teachers workrooms, children's toilets, health room. These are needed to meet minimum standards in Fitzwilliam. Possibly a new boiler room.

Mr. Hewitt reported that 45 first graders had already registered for Troy, and only 28 students would be leaving. This registration figure will probably increase during the summer.

The special district meeting will convene at 1 p.m. Article 1 will come up for action, there will be reasonable discussion, amendments can be made at this time, then article will be voted on and the law requires a minimum of one hour for voting, but it can be longer. After voting, ballots will be counted. If article 1 does not carry, will bring up article 2 for discussion and same procedure will be followed. Asked if articles could be reconsidered if both articles lose, Mr. Talbot said NO. Asked if a quorum was required for voting, Mr. Prigge said no. A bond issue vote in this special sort of meeting requires a 2/3 vote of those registered voters present and voting. Mr. Tommila asked if there could have been a petition of board members and citizens for a special meeting. Mr. Prigge said he had recommended the board ask the court for the meeting. In the case of a meeting held by petition of board members, etc., a certain number of qualified voters would have to be present at the meeting. Mr. Tommila said he foresees problems getting

a large number of voters to one voting place. Mr. Prigge explained this sort of meeting was no different than a regular annual meeting.

Architects were asked if the construction of the proposed building was the most economical there was. Mr. Corzilius said they recommend a brick exterior which would last 50 years or more without any maintenance. Windows will be reduced to a minimum. Interior walls would be concrete block, unpainted. Cost of building would be \$28./ sq.ft.

Asked what would happen if the building plans are not passed, Mr. Austin listed alternatives to be busing students between schools, enlarge class sizes, double sessions. Mr. Calhoun said he feels the board has failed to convey to the public the seriousness of the situation. Mr. Daniels of Troy agreed that additional classrooms were needed but asked that before a new building program was undertaken, the basis of payment be made more equitable for all towns. He thought the school board should work on this. Mr. Austin and Mr. Callahan disagreed that the board had been remiss in not changing the tax base. They did not feel this was in the board's sphere, but rather a town affair.

There were some comments to the effect that citizens did not feel all alternatives to the building program were given adequate consideration. Someone suggested that the voters should not be bound to another 20 years under a bond issue. It was asked if a vocational high school in the area would provide relief for our district and also what effect the voucher system would have on Monadnock. If an energy shortage occurred, we shouldn't contemplate expanding the busing situation. Some persons suggested keeping more students in their home towns.

Mr. Boufford assured the people that all proposals had been carefully studied for both economics and for education.

Mrs. Tommila pointed out that our district was in the upper 50% as far as cost of education in the state, however, in ability to pay this cost our district rated in the lowest 25% in the state. She felt the board should recognize the ability of the district to pay and felt there should be a more equitable way of the various towns paying for education. Mr. Frain explained that the state tax commission says their method of equalizing valuation brings all towns up to 100%. Asked if the Gilsum elementary school was up to state standards, Mr. Hewitt replied that no elementary school in the district was up to state standards.

Mr. McClure asked how only five additional teachers that were proposed could handle the new building. Mr. Hewitt explained that some teachers would be taken out of the elementary and some out of the present high school, which would necessitate hiring only five new ones. He explained that when the new school opened, all the classrooms would not be filled.

Mr. Raitto said he did not feel the people were being given a choice with the two articles proposed. He would favor additions made to the schools where crowding existed, to alleviate the immediate problem. Mr. Calhoun said Article II would solve some problems and would buy time. Mr. Felton said the board was trying to give leadership and plan ahead, not just meet the crises as they arose.

Respectfully submitted,
Elizabeth Massin, Clerk

Those present at the board meeting were Messrs. Austin, Boufford, Calhoun, Green, Whitham, Pride, Felton, Callahan, Frain, Hewitt, Sundstrom, Furlong, Mrs. Robinson and Mrs. Quintard. Moderator Talbot and Attorney Prigge attended and were asked what kind of motions would be in order at the school special meeting. Mr. Talbot advised that motions which substantially varied from the articles in the warrant would not be in order, nor would amendments to add projects to proposals be in order. Motions to raise or lower the amount would be in order and motions to delete projects would be in order. It would require a majority vote to amend an article, if that is what the moderator states, unless the audience challenges him. Mr. Prigge said that once the meeting was opened, there would be the same opportunity to make motions as in any town or school meeting. Procedure may have to be established as the meeting goes along.

Mr. Talbot advised the polls would have to be open for at least one hour for voting on each article and voting would be done by ballot. The motion on an article, will be put on the blackboard in its final form for voters to see, then a yes-no ballot will be taken, for one hour. Then proceed to article 2. Article 2 will have to be taken up or disposed of in some way. Mr. Whitham asked if amendent were made to delete money from the article, could article then be voted by a majority instead of two-thirds. Mr. Talbot thought probably it could be.

Asked why both articles could not be voted on one ballot, Mr. Prigge explained they were not mutually exclusive articles, therefore they must be voted on separately.

Mr. Austin said it would be of interest to know how the towns vote and could color ballots be used - the attorneys thought this would be possible and thought it also would be helpful to supervisors of the checklists in tallying votes. Mr. Talbot would like to have supervisors of checklists on the stage during meeting. If auditorium is too small for meeting, will be prepared to go to gym.

Mr. Prigge confirmed that 2/3 of those registered voters present and voting will be required to pass an article. Mr. Talbot said there would be no motion to reconsider after the vote is taken.

The public hearing is scheduled for June 6, 1973 in the high school auditorium. There will be a simple explanation of the two articles - Proposal 2B and the Middle School. Explain to voters why an option is being given and why 2B was chosen over the other plans studied. Explain to northern towns they will not be neglected. Mr. Green suggested explaining the procedure of voting at the meeting, amendments, etc. Mrs. Quintard said she had had complaints that there has not been enough about cost of the building program and suggested having the figures publicized in the paper. Mr. Calhoun thought that publicizing the figures would need qualification as they would be misleading. It should be pointed out to voters that by 1978 the towns would be paying this anyhow. Mr. Calhoun feels the board should defend the building program rather than the administration having to take the brunt of the opposition. Mr. Boufford had some reservations about the board members getting up to defend the program, feeling the administration was well versed on all the details.

Mr. Whitham said he had been asked why Troy and Fitzwilliam don't want to be involved in the 5-8 middle school, if this is the plan which is so good.

Mr. Hewitt reported that there were already 45 first graders signed up for Troy next year, a big increase over last.

Minutes of the April 4, May 1, May 14, May 22 meetings were accepted.

Mr. Furlong reported on the end of the year activities and gave a schedule to board members. Graduation will be June 20. He noted that the baseball team had placed in the semi-finals (later to win the Championship in its class), the tennis team had done well as had the track team and girls softball. He feels this has been one of the best years. Mr. Whitham asked Mr. Furlong if he could provide a use survey of high school classrooms.

Mr. Hewitt reported if enrollment picks up, they may have to consider moving some children from Swanzey to the Troy school next year.

Mr. Austin reported on the Supervisory Union meeting May 29, 1973. The Budget was passed as recommended and a proposed school calendar for 1973-74 was made. Election of officers was as follows: Mr. Eugene Gaffey continues as chairman; Mr. Austin as treasurer; Mrs. Quintard as secretary; Mr. Baker as delegate to the School Board Association with Mr. Calhoun as alternate.

Mr. Frain has received a request from the town of Gilsum to use the school facilities for their annual Rock Swap in June and could this be granted indefinitely so the committee need not request permission each year. Mr. Calhoun moved and the board voted to grant permission to the town of Gilsum to use the school facilities for their annual rock swap until such permission is revoked.

Mr. McClure asked the board if the old checklists would be used for voting at the special school meeting and he was advised the checklists used for the last school district meeting would be used. He also asked the board to prepare a simplified explanation of why only five teachers would be needed for the new building program. Mr. Hewitt explained in part that every room would not be used every period; study halls could be moved from auditorium to a classroom; special education would be moved to a classroom; teachers could have permanent stations. Mr. Whitham observed there is more destruction occurring in classrooms when several teachers use a room.

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

James Shortelle to be teacher of science at the high school
Thomas Feeney to be teacher of math at the high school

Mr. Calhoun expressed appreciation to Mr. Ebbinghausen and Mr. Descoteaux for the production of Wizard of Oz.

Mr. Callahan reported on the meeting of the survey committee and said it was requested that the statistical portion of the survey be presented to the teachers. This was voted on by the committee 8-1. They felt the statistical portion would fulfill the board's obligation to get this information to the teachers. It was requested that the third section (qualitative) be turned back to Dr. Felton, but committee wanted this material available to be referred to at future meetings to confirm statistical material and interpret tables. The committee felt unanimously that the distribution of the third section would do the district no good.

Mr. Callahan moved and the board voted to approve the recommendation of the survey committee to furnish the teachers with the frequency tables as amended.

There was discussion as to whether board members should turn in their qualitative sections of the survey. Mr. Prigge asked Dr. Felton for two copies of this section as these are to be entered into the court case. Mr. Whitham suggested it was Dr. Felton's decision as to whether they should be returned to him. Mr. Austin pointed out the survey committee was a product of the board and he felt that returning these sections should be optional.

Mr. Calhoun moved that the board return section 3 to Dr. Felton at the next board meeting, to be used when necessary and destroyed after these sections are no longer useful to the survey committee in making its report. Voting in the affirmative were Messrs. Calhoun, Callahan, Pride, Mrs. Robinson and Mrs. Quintard. Voting negative were Messrs. Austin, Green, Whitham, Boufford. Abstaining was Dr. Felton. Motion was carried.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - May 22, 1973

Present at the school board meeting were Messrs. Austin, Callahan, Green, Boufford, Pride, Calhoun, Felton, Whitham, Mrs. Quintard and Mrs. Robinson, Messrs. Frain, Hewitt and Furlong. Joan Terry represented the Sentinel and several citizens from Swanzey attended. Action on the minutes of May 1 was postponed until next meeting.

Mr. Pride reported on the Vocational Center meeting attended by representatives from all the school boards and administrators. This was an organizational meeting and a committee was set up to assess the curriculum needs for a vocational center with Charles Howard selected to be committee coordinator for the time being.

Mr. Austin reported on the information meetings in Swanzey, Troy and Fitzwilliam, and Gilsum. Attendance ran between 50 and 70 at each which he feels was poor. At the Swanzey meeting, things were relatively quiet, with people in support of proposal 2B, someone who thought more should be done and a few who wanted the expenditure pared. In Fitzwilliam people were concerned about the cost, the increase in tax rate, and in Troy people were concerned about cost and tax increase and question was raised that Troy was not getting anything out of the building program. There was a mixed reaction in Gilsum, one man thought the board wasn't doing enough in the way of building, feeling that the northern towns were not getting their share, and concern about the cost. The common thread running thru all the meetings was concern over cost and increase in taxes. Mr. Austin did not feel the board got a reading of support which it needs to carry this building program through, however, the numbers at the meetings were small. In Fitzwilliam, Mr. Guidotti, member of the building committee, criticized that committee for not being more active. In Troy citizens asked what were the immediate needs of the district. Administration will have an answer to this question for the May 24 meeting at the high school.

It was estimated that there would be at least 1,000 (conservative figure) voting at the special meeting.

Mr. Felton commented on the question raised "everyone is not getting a fair share." He feels it is up to the selectmen to take of assessing the towns, the school board is concerned with the educational needs of the district. He also favored distributing to the voters handout material as it appeared in this last week's Keene Shopper. Mr. Green remembered that the board had agreed to have this information published before the information meetings so people would have a chance to digest it before attending the meetings. It did not appear in the Keene Shopper until the day of the Fitzwilliam meeting.

Mrs. Robinson of Swanzey (a concerned parent) had a meeting of parents in Swanzey who agreed to support the board in whatever decision it makes relative to the proposal to be presented to the voters at the special meeting on June 23. They would like to publish and distribute a fact sheet to the voters in the district, in concise, readable form.

Mr. Calhoun said it was echoed at all the meetings that each area did not feel it was getting enough from the large cost anticipated. He suggested the board put heads together to see how much the board can pare

this figure. Mr. Boufford feels the board should wait until after the May 24 meeting in Swanzey before making any changes in proposal 2B. Mr. Austin has been told by attorney Prigge that the board has very limited time to present its proposal to bond counsel, to the court, and to the Sentinel for publication, and Mr. Austin feels decision must be made tonight (5/22/73).

Mr. Austin said he had talked to a good many people representing a cross section of the eight towns, who say \$3.9 million is too expensive, and who say that \$3 million for a middle school is also too expensive. He feels that what the board could sell to the voters is a figure somewhere between $1\frac{1}{2}$ and 2 million dollars and asked the board to consider this idea.

At this point, Mr. Boufford moved the board go on record to present the \$3.9 million package (proposal 2B) as presented by the architects, to the people for a vote on June 23.

Mr. Austin said he based his idea on his wish to get something rather than nothing.

Dr. Robinson (citizen) feels the board would be remiss to reduce the package, as the board is not responsible for the poor tax situation, but is responsible for providing a good educational system for the district. He thinks the board should support something that is adequate for the children of the district and feels it would be bad to bargain.

Mr. Calhoun asked Mr. Green what he felt the Fitzwilliam voters would buy. Mr. Green said Fitz. recognized that problems exist, but not to the extent of \$3.9 million. He believes they would support an addition to help the Swanzey elementary schools. They feel Fitzwilliam could get along without an addition. He disagreed with Mr. Felton that taxes and education should be separated - he does not think the board can separate them. About the high school crowding, there was no strong opinion.

Mr. Calhoun asked Mr. Green what he felt the right solution was. Mr. Green said as a board member representing the town, he originally went along with the people who favored adding on to the high school. He is not now sure that Fitzwilliam school population will increase by 10 a year. He would hope the board could see its way clear to help the crowded situation in Swanzey elementary schools, could add a little space at Fitzwilliam (without necessarily meeting minimum standards), and have a moderate addition to the high school which could be easily converted to high school use when grades 9-12 need additional space in years to come. He feels it would be more important to provide physical education for the younger children than for the juniors and seniors. To separate grades 7 and 8 on the buses by starting later in the morning could help. He also would hope that the concerned Swanzey parents would ask their selectmen to reassess Swanzey.

Mr. Whitham said a way to circumvent the problem of assessment would be to use a per pupil formula for school assessment, however, this might bankrupt a couple of towns. Originally there were three formulas, now there are many, but district towns would have to agree.

Mr. Calhoun, speaking to Mr. Boufford's motion, thinks the voters would feel the board to be completely unresponsive to their wishes if they present the whole of proposal 2B at the special meeting. If the

board proposes building a middle school only at \$3 million, it will give three or four years to expand in the elementary schools. He does not think such a proposal would be backing off. This would only take 1/4 out of the bond issue. He feels the board should work hard to save that part (middle school) of the package as this would solve the most pressing problems.

Mr. Callahan would like board to give consideration to the motion, but in terms of a long range solution, as he does not feel voters will buy the whole package at \$3.9 million. He feels a smaller package should be offered.

Mr. Austin felt the Swanzey elementary schools were the greatest priority. Mr. Boufford said the only people who have tried to convince him that we don't have the votes for the entire package are the board members themselves. He thinks the board should try to sell the whole package. Mr. Whitham said if only the middle school is proposed, the voters will know the remaining building program will come later and thinks the board should offer the whole program. He feels the elementary problem is the most critical.

Mr. Felton said when he came on the board the big push was for a middle school grades 5-8. Already the board has compromised to a middle school housing grades 5-8 from Swanzey, 6-8 from northern towns and 7-8 from Fitzwilliam and Troy. Now board is considering an additional compromise. Now the board must decide whether it will fulfill its role of leadership or be told by the people what to do. He does not feel the people attending the information meetings was a representative sampling and feels the people who come to the meetings are those opposed, while the ones who do not attend favor the board's proposal. He urged that no more compromises be made and the whole package be presented.

A Swanzey citizen suggested that because of the abortion bill, the population growth will decline and asked if a few classrooms could be added to take care of the crowding now and then wait to see what happens.

In answer to Mr. Felton's comment that the meetings were not attended by a representative group, Mr. Callahan stated that the Troy meeting was attended by the leaders of the town. Mr. Callahan feels it imperative that the board present a united front and urged the board to take time to consider that if it goes for the entire package it might get nothing and if so could it pick up the pieces a year from now - he thought not.

Mrs. Quintard asked why the towns couldn't pay on a per pupil basis. Mr. Calhoun explained that a number of years ago some selectmen worked on a solution to arrive at a single school tax, but Fitzwilliam defeated this plan.

Mr. Frain explained that based on the architects' figures, if you build one central school and do nothing to elementary schools, these schools would be full as follows:

Richmond, Roxbury, Swanzey - K through 6	by 1975-76
w/K and special education	1974-75
w/o K w/o special education	1977-78

Fitzwilliam-Troy	
w/K	1974-75
w/o K	1977-78

Northern towns	w/K	1976-66
	w/o K	1979-80

Asked when public kindergarten was coming, Mr. Frain said the legislature does not want to mandate it until there is some money to fund it but he feels it will be coming.

Mr. Whitham suggested that if anything be cut from the proposal it be the middle school and present the additions to the elementary schools. Mr. Calhoun asked him to clarify his position. Mr. Whitham said this would give the board time to see if the growth in school population is valid. However, he said it would not be his choice to cut the package at all and he would offer the entire program.

Mr. Callahan said he would support modifying the proposal to offer just the middle school as this would help the elementary situation and would accomplish so much of what has to be done. He asked the educators to speak on this issue. Mr. Hewitt said if the district is going to do the most for the greatest number (junior high and elementary) he would favor phasing the program and go for the middle school now. Mr. Furlong feels the district must have the total package, but if there has been a compromise, he favors the middle school. Mr. Calhoun asked if the high school was already cutting down on its programs and Mr. Furlong said yes. Juniors and seniors don't have physical education, English and French are taught in science rooms, etc. Some course selections are being reduced.

Mr. Austin reported that some Troy citizens do not feel their plan received a fair consideration. He had hoped that by leaving grades 5-6 in the town, this might gain their support.

Mr. Austin suggested there might be multiple items presented to the voters, such as a new school and the elementary additions, then either or both might pass. Mrs. Robinson (citizen) said the wording must be very clear for the voters to understand what they were voting on.

Mr. Callahan asked to have the board polled on the following: will the board accept the proposal made by the architect (2B) for a building program as the most practical, effective, economic and educationally sound long range solution for the district's needs, excluding finances. The board's expression was a unanimous yes.

Mrs. Quintard felt the people should be given a choice with a chance to vote their conscience and their pocketbook. Mr. Callahan said if the board voted for Mr. Boufford's motion, this would preclude any alternative. Mr. Boufford asked if the vote were defeated on June 23, how long would it take to hold another meeting. Mr. Frain replied that you must convince the court of the need to have another vote and this would probably be at least until next fall. The question was asked if the article could be amended from the floor but Mr. Frain explained that bond counsel does not want to see any changes in wording of motions from the floor. Mr. Felton feels if the board votes for Mr. Boufford's motion, the board could still vote to offer the two choices. Mr. Frain explained that choices could be one article for the entire package (2B); one article for the construction of a middle school; or one article for alterations to the elementary schools.

It was asked if voters accepted the elementary proposal, would it solve the Swanzey problem, as Swanzey schools would still have grades 5 and 6.

Mr. Boufford felt if voters were given a choice, they would take

the least expensive plan, i.e. an elementary addition.

Mr. Green felt that by delaying the building program until there was an increase in the population, would give the district more people to help pay the cost, but Mr. Felton thought the board should move ahead before the people come in. He pointed out that the architects have mentioned that building costs are rising 10% per year, inflation goes up about 5% a year, so building cost inflation would increase about twice the rate of regular inflation. He felt the district would lose out by delaying the building program and thought people should give education priority. In order to meet the tax increase which results from a building program people could cut back on other budget items such as vacations, pleasure vehicles or even possibly move into smaller homes.

Mr. McClure said he found the board to be inconsistent in that they did not want to offer higher salaries to teachers a few years ago to obtain quality education and now they were offering a top dollar building program to the people. Another citizen asked the board to recognize the peoples' pocketbooks and thought it was a lot to ask the taxpayer to support this whole program.

Mr. Frain advised that if the people vote on June 23, 1973 for a building program, elementary additions would be ready by the fall of 1974 and the middle school ready about mid-year of the 1974-75 school year. If vote is delayed, building would be delayed for two years. He feels if the whole package is presented to the voters, they will not vote for it. He believes the proposal that offers the most is the middle school to take care of the increase in students. You either have to put more students in a classroom or find additional classroom space.

Mr. Boufford's motion to present to the voters the total proposal 2B at a cost of \$3.9 million was put to a vote. The board voted 3 yes and 7 no and the motion was not carried. (3 yes - Boufford, Felton, Whitham; 7 no - Austin, Callahan, Calhoun, Pride, Robinson, Quintard, Green).

Mrs. Quintard moved to include two proposals in the warrant: 1) a middle school and 2) an elementary addition. She feels the people should be given the choice. Mr. Calhoun pointed out the board has already made a compromise and did not want to see this choice left to the voters. Mr. Green said he would like to see the elementary package presented, but not the way it is presently proposed. He does not feel the addition is adequate for Swanzey and feels it is too elaborate for Fitzwilliam. Mr. Hewitt said the addition would be adequate for Swanzey for a couple of years. Mr. Furlong said that by not getting a middle school would mean an overcrowding of high school classrooms. Mr. Hewitt pointed out that one concern common in all the towns was they would like to separate the 7th and 8th grades from the high school.

Mr. Felton moved to amend the proposal to eliminate the article for the elementary addition.

Mr. Callahan said if the board is convinced that the people employed by the district say most of our problems will be solved by a middle school, and if you give the voters a choice, you are presenting them with a great temptation (to accept the least inexpensive proposal), and they will have the idea that the elementary additions would solve the problem. Mr. Callahan did not favor giving the voters a choice between middle school and elementary additions.

Mr. Austin said the public hearing was on June 6 and thought the board could make changes as a result of that hearing and if board votes for Mrs. Quintard's motion, if the feedback from that hearing indicates they will only buy an elementary program, the board would have the opportunity to change their proposal. (During an intermission later, Mr. Austin phone attorney Prigge who strongly advised against making any change after the Thursday, May 24 or June 6 hearing. He said the article could be amended from the floor the day of the special meeting on June 23.)

Mr. Calhoun would like the board to offer either the whole package or the middle school only. He would not like the record to show that Mrs. Quintard's motion was the board's feeling. Mr. Whitham felt the voters could bring in an article for the warrant, such as proposing an elementary program. Mr. Frain said no, not for a special meeting. Mr. Callahan commented that if he had known the board could change its mind after the hearing, he would have voted in favor of the proposal 2B in its entirety being presented to the voters.

After Mr. Austin's call to Mr. Prigge and Mr. Prigge's statement that the article could be amended from the floor, Mr. Felton asked if the amendment would have to pass by a 2/3 vote or a simple majority. Mr. Prigge will be consulted about this. Mr. Pride asked if bond counsel would accept an amendment. The board asked that Mr. Prigge be present at the next board meeting to answer some of these questions.

Mr. Boufford agreed with Mr. Felton that the board was offering poor leadership and the board should tell the voters what the district needs for education, what the board feels is right. He asked the board to take a stand, rather than leaving the choice up to the voters. Mr. Whitham agreed - he feels if the board can sell the middle school, it can sell the whole proposal. Mr. Callahan agreed the board should present to the voters what it feels is the best for the district.

Mr. Austin feels the board can sell something more than the elementary school additions, but not as much as a middle school. Mr. Calhoun said the board had, in response to the information meetings, altered its proposal to include just the middle school. The figures showing the increase in tax rate had included kindergarten and elementary additions - without these the tax increase would not be so great. He favored the board presenting the middle school proposal only.

Mr. Green said that two years ago the voters of the district were convinced that the board wanted a middle school, and now if the ballot includes only a middle school proposal, they would still be convinced of this, no matter how this was actually arrived at.

Mr. Felton's motion to amend Mrs. Quintard's motion to eliminate the article on the ballot proposing elementary additions was put to a vote. Six (6) voted yes (Felton, Boufford, Calhoun, Callahan, Robinson, Pride; four (4) voted no (Austin, Whitham, Quintard, Green). The amendment was carried and Mrs. Quintard's motion now proposed a warrant offering the middle school only.

Mr. Calhoun asked if the vote is split on Mrs. Quintard's motion, how will the voters feel knowing it isn't unanimous. Asked the board to consider this. Mr. Austin said he sincerely believes that the board

gives it to the people to give them a choice they can buy, because he feels the board can't get a vote for \$2.9 million, maybe could get \$1.5 to \$2 million.

Mr. Green felt Mr. Calhoun's thought that the vote be unanimous, stifled an individual opinion. Mr. Callahan did not agree and asked Mr. Green if he couldn't support the middle school as a sound educational program. Mr. Green said he felt it was his duty to represent the feelings of the majority of people in his town. Mr. Calhoun said he felt his duty as a board member was to determine the best kind of education the children in the district should have and to support a program that would move the children forward. This, he felt, was as important as echoing the feelings of the townspeople. Mr. Austin said he too was thinking of the children who are not voting, and for the best education of the district, but he does not feel the board can sell a \$2.9 million program and thinks he would be remiss if it were not left open to obtain a smaller amount to at least take care of pressing problems at Cutler, Mt. Caesar and Fitzwilliam. Mr. Boufford feels Mr. Austin is pre-judging the entire district and he does not think board members can second-guess the voters.

Mr. Felton said he would vote for the motion (middle school) assuming that ultimately the entire package would go through. He felt the motion might be amended from the floor to obtain the whole package. Mr. Callahan said he is aware that Troy is not in favor of the middle school, however, he still thinks he would rather turn over to them the decision to turn this proposal down.

Mr. Green offered the suggestion to building on two rooms at Fitzwilliam and Mr. Calhoun pointed out you wouldn't qualify for state building aid because you wouldn't be meeting state minimum standards. Mr. Green suggested it would be less expensive to add on without state aid and not meet the state standards.

Mrs. Quintard's motion, as amended, to present a proposal for middle school only, was brought to a vote. Six voted no (Austin, Quintard, Green, Boufford, Robinson, Whitham) and four voted yes (Callahan, Calhoun, Felton, Pride) and the motion was not carried.

Mr. Boufford moved to present to the voters on June 23 the entire proposal of 2B as presented by the architects. The vote was six no (Calhoun, Callahan, Austin, Robinson, Pride, Green) and four yes (Whitham, Quintard, Boufford, Felton) and the motion was not carried.

Mr. Felton moved to present the voters with a choice between the total proposal or the middle school only.

It was asked if this might not leave the district with nothing. Mr. Frain said the architects had figured costs on a 600 student middle school, but this size building would be too small by the day it opened and would not solve the problem. Mr. Austin asked if one story of the middle school were built now, could the 7th grade use it along with the 6th grade. Mr. Hewitt said the core of the school was on the second floor with libraries, etc.

Mr. Boufford and Mr. Calhoun felt the proposal should be given to the voters to decide. If they turn the board down, then an alternative solution will have to be found. Mrs. Quintard asked if there were two articles on the ballot, might it not be possible that you wouldn't get a 2/3 vote.

Mr. Felton's motion to present a two part proposal - either total package 2B and/or a middle school was put to a vote. Eight (8) voted yes (Felton, Boufford, Calhoun, Robinson, Quintard, Whitham, Pride, Callahan) and two (2) no (Green, Austin) and the motion was carried.

Mr. Boufford said he did not feel the board had acted correctly and felt it would not win.

Mr. Austin said he had received replies to letters sent to persons who had proposed building ideas for the district.

Mr. Furlong reported on high school activities and said the Wizard of Oz was a huge success. He advised that both the Student Congress and the Choral Group had sent \$100 to the Keene chorus toward their trip to Rumania. The Student Congress is also buying a bicycle rack for the high school.

A group in Swanzey, not pleased with the present band uniforms, has asked if it could continue to raise money to be earmarked for new band uniforms. The board voted to grant them permission to raise money for this purpose.

The board voted to express its thanks to everyone who did such a fine job working on the Wizard of Oz.

There will be an open house for parents of 6th graders on May 31 for the purposes of orientation. June 17 will be Baccalaureate and graduation will be held June 20.

Mr. Pride has been requested by Surry to have an area paved at the school.

Respectfully submitted,
Elizabeth Massin, Clerk

May 22, 1973

Executive Session

Mr. Frain advised that George Hemond would not be returning to Monadnock next year - that he was leaving the field of teaching and coaching.

The following persons were elected to the staff for the school year 1973-74:

Nancy Proctor to teach at Mt. Caesar.

Nancy Gagne to teach at Cutler

Pamela Pike to teach Home Ec at the high school

James McCord to teach math at the high school and to coach football.

Mr. Frain reported that one teacher from Gilsum would be leaving next year and because the enrollment at Gilsum would not warrant more than three teachers, he asked the board if it would approve transferring this staff position to an additional remedial reading teacher.

Mr. Calhoun moved and the board voted to convert this staff job to a remedial reading teacher. On Mr. Frain's nomination the board elected Patricia Mustain to be remedial reading teacher in the elementary schools.

Respectfully submitted,
Elizabeth Massin, Clerk

Information Meeting - Monadnock Regional High School
May 14, 1973

The School Board held an information meeting on the building proposal at the high school auditorium with the following present: Messrs. Austin, Boufford, Green, Felton, Calhoun, Pride, Frain, Hewitt, Mrs. Robinson and Mrs. Quintard.

Mr. Carter, architect, presented the building plans. He said they had begun using Engelhardt's projected enrollment figures, but soon found these proved to be low and they employed Mr. Strothers, educational consultant, and board members to come up with new projected enrollment figures for the towns. A plumbing and heating firm from Keene followed up on the enigneers used by the architects. MacMillin took a proposal from which to develop a unit cost for each of the additions. They also used information from projects that had recently been completed. All work was done to meet minimum standards. Each proposal was done based on the same number of students. The architects were given three proposals to look at, but the one recommended is not one of the three. Whether a junior high addition or separate construction is built, the cost would be the same.

Mr. Corzilius, architect, explained Plan 2B, a new school which would house 800, a 14,000 square foot addition for Fitzwilliam, no addition at Troy nor Sullivan, Gilsum and Surry, and a 16,700 square foot addition to Mt. Caesar. It would be less expensive to put special education in the new addition at Mt. Caesar than to convert rooms at Troy. Wilcox would be abandoned as classrooms but could be used for administrative space or storage.

The new 800-student school would house grades 5-8 from Swanzey, Richmond and Roxbury; 6-8 from the northern towns; and 7-8 from Fitzwilliam and Troy. There would be two levels with two modules of eight classrooms each on the first and second level, music, typing and home ec between the two modules and a two story gym, cafeteria, etc on the lower level. Mr. Strothers reported his findings are that the most effective grouping is grades 6-8. Fifth graders, if housed in a school with 6-8 usually are in self contained classrooms in a separate wing. The reason proposal 2B is least expensive is that by busing grades 6 from the northern towns, no building is needed in those schools. The figures given include building, equipment, architect fees, other fees. Not included are operating expenses, staff, transportation, heat and light. Operating costs were given and an increase in each town's tax rate based on 1972 assessment figures.

The architects said they estimate building costs rise approximately 10% per year.

The question was asked, at what point would district have to resort to double sessions if there is no building. The answer was that there was no room left at Cutler, about the same at Mt. Caesar and the high school, and no public buildings available where classes could be held. The building cost of middle school amounts to about 3/4 of the program and additions at Fitzwilliam and Mt. Caesar represent about 1/8 each.

Respectfully submitted,
Elizabeth Massin, Clerk

Board Meeting - May 14, 1973

After the information meeting in the Monadnock High School, the board voted to elect the following staff for the school year 1973-'74.

^{on}
John Gemmell - teacher of grades 4, 5 and 6 at Sullivan
Deborah Wells - teacher at Mt. Caesar
Mrs. Nancy Proctor - teacher at Mt. Caesar

Regarding Memorial Day, the board voted to celebrate Memorial Day on Monday, May 28.

Respectfully submitted,

Elizabeth Massin, Clerk

North Oak Regional School Board
Meeting - May 1, 1973

Present at the school board meeting were Messrs. Austin, Calhoun, Pride, Whitham, Green, Felton, Boufford, Frain, Hewitt, Sundstrom, and Mrs. Robinson and Mrs. Quintard. The Sentinel reporter was present.

Mr. Frain reviewed the several proposals that had been presented to the building committee by citizens of the towns to be studied. One proposal was to add a wing onto the high school to accomodate grades 7 and 8 and determine what facilities could be shared with the high school. Carter and Woodruff determined there would be no real sharing because the present high school facilities are not now large enough to take care of the students there. Mr. Whitham asked about possibility of extra period at end of day for grades 7 and 8 to use the gym and Mr. Frain said this would mean additional staff. Facilities now crowded are gym, home ec room, science, shop, art and the auditorium is used all but one period a day. Furthermore, the architects predict the high school will have to be expanded by 1978 and feel space should be reserved rather than using it for a junior high wing now.

Dr. Strother questioned the practicality of a 7-8 plan because every year one grade is leaving and one entering. He felt that a 6-8 plan was better.

There was a suggestion the junior high not run on the bell system, so their classes would not be as long, but this would be inefficient as junio high classes would not dovetail with high school.

Mr. Dion questioned the projected enrollment figure of 1,000 for the high school in 1978 - he comes up with a figure of 700. Mr. Frain explained there would be 250 students in each of the elementary districts (Swanzy, Fitzwilliam, Troy, northern) and this would make 1,000. There are almost 700 students now in grades 9-12. Mr. Whitham said the district had increased about 300 students in ten years over grades 1-12, and the projection appears to show an increase of 300 students in five year in grades 9-12. Mr. Felton believed the estimate of 1,000 was conservative, and Mr. Calhoun agreed, and felt the board should stand behind the projected enrollment figures which have been developed by experts based on information provided by the district towns.

Mr. Frain pointed out the junior high wing would be the most expensive plan and would be the most expensive for transportation. If a junior high wing is built, all other schools will house K-6, meaning in Fitzwilliam the present cafeteria would become kindergarten classroom and a new cafeteria would be provided; nothing needed in Troy; In Swanzy Mt. Caesar cafeteria would have to be enlarged; the Surry cafeteria would have to be enlarged.

Mr. Frain said if you build on to any school, you must meet minimum standards in order to qualify for state building aid.

The extended school year was discussed which would divide students into four groups so that at any one time only three groups would be in school, or 75% of the students. In our district this would probably have to be handled on a geographical basis. The conclusion is

that our district is too small to run an effective year-round program. It is felt that 2,400 students are needed for proper class size. There would be no choice when a student would attend school - this would be mandated - this plan would not get the junior high students out of the high school, staff would be working a longer year. Mr. Hewitt pointed out that elementary program is not based on a 15 or 9 week program, or a semester program, but rather on a year long basis. Teachers would not like working summers when they want to be home with their families.

Mr. Boufford asked why the board had to explain to the voters all the proposals that were not favored and Mrs. Quintard asked how information would be given to the public so they could vote intelligently on the proposal presented to them. Mr. Calhoun advised that the board had never acted on some of the proposals submitted and the public would want to know why the board did not favor them.

Mr. Dion said one major point in his proposal was it kept the district conservative in education and cost. He feels the quality of instruction in MRSD now is good and feels the middle school might decrease rather than increase quality of education. Mr. Hewitt said they would build a program around the children, not fit children to the program. They aim for a close relationship between teacher and student. The environment will be designed for this age group. Mr. Boufford said we were not building a "middle school" and agreed with Mr. Dion that junior high students must be separated from high school students. A junior high wing would not accomplish this.

The plan for staggered day was reviewed and it was agreed this would be a stop gap measure. Transportation costs would be expensive. The lunch period would be held over too long a period to be practical. The junior high students would still be in with the high school. Younger children would not get out of school until 4 p.m. which would preclude their participation in extracurricular activities. It would be difficult to present mini courses. Students would be limited to four subjects. There would be expense to close in courtyards, materials for a resource center, and additional staff would be needed. Mr. Frain does not feel enough students could benefit from independent study and feels the program would lose flexibility. He does not see how this plan would allow for an increase in the student body. Mr. Whitham said he recognized the shortcomings of this plan and he would support it if the district couldn't do any building.

A plan was suggested to convert Mt. Caesar into a junior high but the building was originally designed for younger children and it would take a lot to convert it.

Mr. Austin asked Mr. Dion if he felt his proposal had received a fair appraisal. He said no. He said his proposal had made recommendations and asked the committee to study what facilities could be shared. He feels the cost is important but the type of education is the most important consideration. He still believes a junior high wing could be added to the high school. Mr. Pride pointed out the board felt the new school would increase the personal contact between teacher and child - Mr. Dion thought it would not. Mr. Boufford said his committee agreed with some of Mr. Dion's recommendations, and proposal 2B took into consideration some of his ideas.

Mr. Frain said the architects were asked to solve the overcrowding problem, take care of future enrollment of the district and to meet state minimum standards. Each proposal used the same yardstick. Mr. Whitham said he didn't think that plan 2A met minimum standards in the northern towns, and questioned that a junior high addition would have to include a gym. Mr. Frain asked the State Department of Education about this and they said if you want to run an approved junior high program, you must include a gym in the addition. Mr. Frain the board had adopted 21 points for the new school, which is essentially the same as is being done now. They will not get into a department system. They are interested in personal contact with the children and use of team teaching will achieve this.

Mr. Austin felt the board was trying to overkill the proposals not acceptable and should come up with a simple, understandable statement as to why they have not been accepted. He also felt the board should sell positively the plan it favored. Mr. Green and Mr. Pride felt the board owed it to the people to explain why the proposals they submitted were not acceptable.

One proposal required no building but was based on each room being designed for 25 students, which is not actually so - a lot were designed for less. Another proposal was for grades k-8 and 9-12 but it is felt it is too late to take grades 7 and 8 back to the towns and still meet minimum standards. This would be expensive. Another proposal was to build a junior high wing, bus some Richmond students to Fitzwilliam and some East Swanzey students to Troy.

Mr. Felton suggested a simplified version of rejections or a strong statement for proposal 2B which would thereby refute the other proposals. It would be valuable for board members to have all the reasons for not accepting the various proposal before they go to the local meetings.

Mr. Boufford moved and the board voted to have the superintendent compose a letter to each of the seven persons who submitted a proposal stating the opposition to the plan proposed, this letter to be signed by the chairman of the board or building committee.

Mr. Boufford said he would like to have the architects come before the board with their plans before presenting them to the public. Mr. Frain said the architects wanted suggestions from the board as to what kind of program they should develop. Mr. Felton thought a valuable point that should be made to the people is that the board makes the decision, and at the local meetings bring in the architect as the expert on whom the board has relied. Mr. Green asked if the board had to stay with Carter and Woodruff once the plan was accepted, or did it go out for bid. Mr. Frain said the contract for building will go out for bid, but the district will get credit for the \$20,000 initial fee if it stays with Carter and Woodruff.

Mr. Felton asked if a legal opinion had been obtained on the matter of the survey, but it has not. Mr. Felton said if the attorney feels the survey might prejudice the court against the school board, he would suggest that no consideration be given to the report until the trial is over and he would postpone the committee's meeting. Mr. Whitham asked if comments in the survey dealing with the middle school could be utilized in connection with the building program, but it was thought this would be difficult without making public the whole survey.

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Mr. Calhoun suggested the board be guided by the attorney's opinion. The board voted to leave it up to Mr. Prigge, attorney, to decide whether consideration of the survey report should be delayed until after the trial. The vote was 7 yes and 2 abstained.

Mr. Felton asked if in emergency situations the board chairman could act in his best judgment for the best interests of the board. It was agreed he could. The decision to withhold the survey report went through the board chairman.

It was decided to hold the public hearing on the building program on June 6. Local meetings will be scheduled for Swanzey, Fitzwilliam, Troy and the northern towns.

Mr. Frain reported that on April 6, 1971, the board voted on the policy of duties of school members that included each member would accept the will of the majority vote in all cases and give wholehearted support to that majority vote.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - April 24, 1973

Present at the school board meeting were Messrs. Austin, Calhoun, Callahan, Green, Felton, Whitham, Pride, Frain, Furlong, Sundstrom, Mrs. Robinson and Mrs. Quintard. Miss Terry represented the Sentinel. Minutes of the April 4 and 11 meetings were accepted, with the following amendment made to the April 11 minutes: Mr. Felton asked to have the minutes include that he had delivered to the board the final survey results and the plan of action would be to have the original survey committee review this report and make such suggestions that would then be presented to the board.

Mr. Corzilius of Carter and Woodruff gave the architects' report. Proposals 1 (middle school for 5-8 all towns) and proposal 3 (junior high 7-8 all towns) were withdrawn from the running by the building committee. As a result of the meeting with building committee came proposal 2B (middle school 5-8 Swanzey, 6-8 Sullivan, Gilsum, Surry, 7-8 Fitzwilliam and Troy), enrollment to be 800, least expensive proposal at \$3,932,429. One question relative to 2B is would the northern towns be satisfied to have grade 6 bussed to Swanzey. The only addition needed in northern schools is one small room in Surry to be used as a lunch room. If k-6 grades remained in northern towns, additions would be needed on all schools. Minimum standards not required to be met in every school just because you have to meet minimum standards in another school in the district.

Mr. Green asked about suggested wing onto the high school. Mr. Corzilius cited reasons such a wing would not be feasible as drainage problem, area available is very limited and one design for addition went over the bank, high school enrollment by 1978 would be 1,000 students which is over capacity so the feeling is that this area should be reserve for a high school addition when needed. Facilities could not be shared by high school and junior high as facilities for shop, home ec and gym are not now adequate.

Mr. Felton asked what would happen if Troy and Fitzwilliam came to like the quality of education at the 5-8 middle school and decided to send their students there. Mr. Corzilius said the design would be such that expansion could be easily done, although he pointed out it would be more costly to expand at a later date than to do it now. Mr. Calhoun pointed out that the possibility existed that at a later date, based on where the population growth is, there might be need for a middle school in Fitzwilliam-Troy area.

Mr. Calhoun said the architects' advise was that the worst thing that could happen was to lose the entire program and the best thing the board could do was to demonstrate its responsibility to the needs and feelings of the townspeople. Mr. Green stated there was still a lot of hard feeling among the people as to why some of the proposals presented by petition were not adequately explored. Mr. Calhoun pointed out there would soon be a full explanation to the people. Mr. Frain said the building committee originally received several alternatives and those selected for the architects to study were the ones involving building. The extended year and staggered day did not involve building and were not considered to be long range solutions.

Mr. Callahan said his opinion was that in proposals that had to meet minimum standards, the program would be expensive and the board

would have to convince the people that this kind of expenditure was necessary. Mr. Green asked if the district could receive building aid without meeting minimum standards. Mr. Frain said the state was putting in minimum standards because they think this will improve education for students, for instance, libraries, guidance, etc. Mr. Frain, however, will get an answer to Mr. Green's question. If you are not building on to a school, you don't need to meet minimum standards at that time. Mr. Green pointed out that it wasn't in just the building costs, but the equipping of the building, the staff, and the maintenance and operation of the building that would be costly.

Mr. Calhoun suggested that the board should either accept or reject the building committee's recommendation. Mr. Felton asked if there was a written report from the building committee. Mr. Austin said there was no written report, however, at first there was a unanimous vote by the committee (one member was absent) accepting proposal 2A (grades 5-8 Swanzey, Richmond, Roxbury and 7-8 rest of district). After discussion proposal 2B (5-8 Swanzey, etc., 6-8 northern, 7-8 Fitzwilliam, Troy) was developed and voted upon - 6 in favor and 3 opposed. Mr. Austin said he had favored 2A because he felt the chances of the people accepting this proposal were greater. The building committee's ranking of the proposals offered was 2B, 2A, 2, 1, 3. The building committee thought it would be wise to get the feelings of the townspeople.

Mr. Calhoun stated he voted for 2B as he thought it represented the best plan, however, he wanted to be sure the northern towns would be agreeable to this proposal. Mr. Felton asked to have a straw vote taken of the board on the two proposals, 2A and 2B. Mr. Pride believes the board has to decide as a board what is best for the education of the district because the board is acting as agent of the people. This decision should be presented to the voters as the plan the board, in its estimation, believes to be best for the district. It was noted that opposition from the northern towns to busing 6th graders to Swanzey might be based on the early hour the high school students now leave and the length of time spent on buses. Mrs. Quintard supported 2B providing the northern towns were agreeable and Fitzwilliam and Troy did not later decide to send 5 and 6. Mr. Callahan supported 2B but does not feel Troy parents realize the educational advantage of a 6-8 school. A straw vote taken showed 2 (Whitham, Austin) favoring plan 2A, 6 (Calhoun, Felton, Robinson, Quintard, Callahan, Pride) supporting plan 2B, 1 abstention (Green) and Mr. Calhoun said he could speak for Mr. Boufford as supporting 2B.

Mr. Frain discussed operational costs for the various plans. Mr. Green asked for a cost figure on the staff salaries as the people would want some idea of this. Mr. Frain will estimate what salaries would be for proposal 2B. Estimates of building costs include kindergarten, staff costs will not include kindergarten.

Mr. Felton asked if the board had any due date to make a decision on a proposal and Mr. Austin said the board should make a decision, take its stand and take the plan to the people. The architects will have to prepare material for presentations to the people. Mr. Callahan moved and the board voted to accept the report of the building committee as favoring proposal 2B. Vote was 6 in favor, 2 opposed, 1 abstention.

Mr. Austin feels the board should get behind one proposal and try to sell it to the people. A reconsideration would be possible if the board felt that people in the towns would not vote for the proposal recommended by the board.

A meeting was held in the MRHS to discuss the vocational Center on April 23. The plan has been reduced to include three centers - a small, a medium and a large. It was agreed that a committee should be appointed, three from each school district (board member, administration vocational staff) with the six districts represented, plus two state members. It was also agreed that to be appointed as a vocational center, an area would have to have the unanimous support of the towns in that area.

Mr. Felton moved and the board voted approval for the formation of a committee of three to represent the MRSA.

Mr. Calhoun moved and the board voted that Fall Mountain be accepted in our area for the purpose of a vocational area, if they wish to do so.

Mr. Furlong has had a request from the English Department to change the title of three courses now offered, though not to change the content, as follows: Children's Literature to Children and Their Literature; Journalism to Mass Media (to include radio and TV as well as newspapers); and Technical Writing to Occupational Composition. Mr. Felton asked if a vote of the department accompanied this request, and being told "no" suggested again that recommendations from faculty include the vote taken in the department. He also offered the suggestion that MRHS consider offering a one semester course in sociology.

Mr. Whitham moved and the board voted approval of these title changes.

Mr. Frain advised that if a bond issue is voted on in June, there first must be approval from the Superior Court. Notice of a public hearing must be posted in the papers seven days in advance of the hearing, and the hearing must be held 15 days (intervening days) prior to the special district meeting. Hearings in the various towns would be preliminary hearings. The vote at the special district meeting must be a paper ballot by checklist and must be preceded by discussion. Two hours is the minimum time for voting. Mr. Frain will check with counsel to see if the previous checklist will be used or must the new ones being made up be used for the special meeting. Mr. Whitham asked if voters could vote in their own town and asked Mr. Frain to check on this point. It was agreed that meetings in the various towns would be better than having one large meeting at the high school. Mr. Austin suggested setting dates for the special meeting and hearing, subject to approval of the architects.

Mr. Felton moved and the board voted to have the special district meeting for the purpose of voting on the bond issue on June 23, the public hearing to be June 7, and posting of notices on hearing on May 30 and the days between May 14 and 25 be used for scheduling five local meetings for discussion with the voters. It was felt that as many board members as possible, plus building committee members, attend all local meetings. Architects will make a presentation at the local hearings. Mr. Green felt the local meetings would be more meaningful if information could be published beforehand in the newspaper to acquaint the voters with the proposal. The board agreed.

Mr. Frain noted that several proposals were submitted to the building committee for study and asked what action should be taken regarding these: a junior high wing added onto the high school; extended school year; staggered day; altered high school schedule; a 3-3-3-4 plan (this would include kindergarten); a high school addition, Richmond students to Fitzwilliam, some Swanzey students to Troy. Mr. Green suggested publishing these proposals and why they were not practical.

Mr. Green moved and the board voted that these alternate proposals be published and the board's reasons for not approving them be presented at the board meeting on May 1 for board's action. Mr. Calhoun moved and the board voted that its reasons for this action be published and prefaced with emphasis on the proposal the board had accepted.

Mr. Frain was asked to compile these proposals and reasons for rejection for the board members to study before the May 1 meeting. Mr. Felton mentioned that information should be sent to the people who left their names at the annual meeting as those being willing to help.

Mr. Frain had a letter from Mr. Newell Paire that he and other members of the Department of Education would be at the Keene High School on April 26 for any Monadnock members that would like to attend. The New Hampshire School Boards Association will present a program at Keene High School on May 15 showing movies of school boards in action.

Mr. Frain reported that they were running into trouble getting volunteer help to complete the baseball dugouts and would like to spend \$1,000 to hire a contractor to finish the job. Mr. Callahan moved and the board voted approval to hire a contractor to complete the dugouts at a cost of \$1,000.

Mr. Calhoun suggested that if there were any funds available, they could be well spent on girls' sports.

Mr. Pride asked if it would be permissible for Surry children to use the baseball field this summer. This was agreeable.

Mr. Felton asked how the activity program was going and Mr. Furlong replied it was going well and even better now that activities could be held out of doors. Mrs. Guidotti will call a meeting of the girls who would be interested in tennis.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session - April 24, 1973

Mr. Furlong presented the following names of students who have requested early graduation in the school year 1973-74:
Andre Cote requests graduation in the middle of his senior year to join the Air Force
Joan Sprague requests graduation in the middle of her senior year to work full time.
Miss Avery requests graduation at the end of her junior year to go to college in fall of 1974
Edwin Norway, Jr. requests early graduation to attend a technical school
Deborah Buckley requests early graduation to work and get married
Judy Carpenter requests early graduation to go to work and business school

Mr. Calhoun moved and the board voted to accept the recommendations of the faculty committee and grant permission for these students to graduate early.

Mr. Lawrence Krewer was elected to the staff of the business education department.

The board voted to accept the resignation of David Hingston effective April 20 so that he may enter private industry.

Mr. Whitham asked that two items be included in agenda of next week's board meeting: 1) how far can programs be expanded within present space, and 2) what is the board's policy when a 6-3 vote occurs on the board - does the board push the majority vote or can a member have an individual opinion as a citizen.

There was discussion of the results of the survey and the board voted not to distribute results until a report is received from counsel.

Respectfully submitted,

Elizabeth Massin, Clerk

NOTES - April 24, 1973

Mr. Calhoun asked how the results of the survey were going to be handled. After reviewing it, he feels uncomfortable, particularly in view of the fact the board has a court case pending. There are attacks on administration and board members. He feels if a survey were taken today, there would be a more contented reaction.

Mr. Felton said it was originally decided to take the results back to the committee for its recommendations and a meeting has been called for this purpose. He suggested that Mr. Calhoun might like to attend the meeting to comment. Asked how this information would be used, Mr. Felton has told everyone, the report would have to go through the channels - the committee will decide what to do with this information.

Mr. Frain suggested that legal counsel attend the committee's meeting to explain the legal side of it.

Mr. Whitham asked if the committee could bring in 15 or so positive recommendations from the report.

Mr. Felton feels the board will have to answer the question as to what the results of the survey are.

Mr. Callahan thinks the committee should be asked to work closely with the board if the board feels its position would be compromised by making the results of the survey public.

Committee members have not yet received copies of the survey results as Mr. Frain was asked to first check with legal counsel because the report could possibly hurt the reputation of some people on the staff.

Monadnock Regional School District
Board Meeting - April 4, 1973

Present at the school board meeting held at the Wyman House were Messrs. Austin, Whitham, Boufford, Callahan, Felton, Pride, Calhoun, Green, Frain, Hewitt, Furlong, Mrs. Brenda Singleton, Mr. Guidotti, Mr. Shaw and Mr. Earl Proulx. The Sentinel reporter was present.

Mr. Frain reported that the architects are convinced there would be a real problem in building a wing onto the high school and such building would interfere with the present leach fields. Their suggestion is that if a building for grades 7 and 8 is built, it be done on the Mt. Caesar side of the highway as grades 7 and 8 would not be able to share the high school facilities regardless. Mr. Green asked about moving the leach fields to under the parking area. Mr. Whitham asked about using the present junior high rooms, enclosing a courtyard, and adding an extension to the junior high hallway, to miss the leach fields, and if necessary to add a second story. Mr. Frain said they were talking about a minimum of 400 students in grades 7 and 8.

Mr. Boufford asked what advantage there would be of adding onto the high school rather than building a separate building for 7 and 8. Mr. Frain said the original idea was that in an addition to the high school building, students could share some of the facilities. This does not now appear to be the case. Mr. Austin pointed out that when the building was originally built it was thought it could be added onto at a later date. Mr. Boufford said he was still convinced that grades 7 and 8 should be separated from the high school students. Mrs. Singleton feels the problem of mixing grades 7 through 12 is greater on the buses than in the school building. Mr. Felton suggested the board think in terms of a building for 600, or if not immediately built for 600, capable of being expanded for 600 with ease.

Mr. Frain said the architects were seeking the board's permission to plan for a building for grades 7 and 8 across the street on the Mt. Caesar land. Mr. Green asked if the architects would then still give cost figures for an addition to the high school as well as a free-standing facility on the other side of the street.

Mr. Furlong said that by today's standards the high school has a capacity of 850, but when the building was built the capacity was for 950. Dr. Strothers, educational consultant, has studied Engelhardt's figures (enrollment) and wants the board to determine some figures for use by the architects in their planning. The present total enrollment for grades 1 to 6 is 1,190 (this does not include special education class in Troy). Board members asked about the growth rate for their towns determined 10 a year for Fitzwilliam, 5 a year for Troy, 30 a year for Swanzey-Richmond-Poxbury, and 10 a year for Surry-Gilsum-Sullivan. These figures will be passed onto Carter and Woodruff to be used in their plans.

Mr. Strothers suggested that a new building should be built in blocks of four allowing about 1,000 square feet per classroom and a core to house the library, physical education, administration and the arts. 1,000 students would require 5 clusters, 900 students 4-1/2 clusters and 500 students 2-1/2. Mr. Strothers feels the board would do well to establish a separate facility whether it is a middle school or a building for grades 7 and 8. Years from now, if an addition is needed for high school classes, a separate facility would then have to be built if a wing were now built for grades 7 and 8.

Mr. Green said he thought people would be interested in cost figures for an addition to the high school. Mr. Whitham felt it would be foolish to add a 500-pupil addition to the high school, but asked about adding perhaps

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ten classrooms to the high school for use as 7th and 8th grade classrooms.

Mr. Felton asked Mr. Strothers if the module plan would provide a better quality of education. Mr. Strothers thinks such a plan (cluster approach) could certainly improve the quality of education. He feels that a 1,000 building is a good size for a middle school, 1,200 is large, maximum. The module plan would consist of eight classrooms per cluster. With the figures decided on tonight by the board, Carter and Woodruff can come back to the board with cost figures and plans.

Mr. Strothers thought it possible to add on to the high school for additional high school classes but did not think it practical to add on a wing for grades 7 and 8. He further thought a school for grades 6 through 3 provided more stability than a school for 7 and 8, as then one class would always be leaving and entering each year. Some people think grade 5 is too young to leave the elementary group. Asked if there would be problems to having some 5th graders coming to the new school and some remaining in the local school, Mr. Strothers said it was important to consider the feelings of the people in the towns and if the local schools had good programs, there should not be problems. It was pointed out that a new school for grades 6-8 would not give relief to Fitzwilliam and would not allow room for kindergarten.

Mr. Frain asked the board's decision as to whether the architects could propose plans for a free-standing building on the Mt. Caesar lot. The board felt it was necessary for the architects to give figures on a wing on the high school. If the architects do not feel it is possible to build a wing onto the high school, have them tell why. The board authorized the architects to pursue a wing on to the high school, a rough cost figure and the educational merit.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - March 27, 1973

The school board met at the Wyman House with the following present: Messrs. Calhoun, Pride, Callahan, Boufford, Felton, Whitham, Green, Austin, Frain, Hewitt, Furlong, Mr. Robinson and Mrs. Quintard. The Sentinel reporter was present. The three new school board members - Mrs. Quintard, Mr. Boufford and Mr. Green - were sworn in by the clerk. Mr. Frain opened the meeting and asked for election of officers.

Mr. Felton moved and the board voted that nominations be made for chairman of the board. Mr. Calhoun and Mr. Austin were nominated and Mr. Austin was elected chairman of the board.

Mr. Callahan and Mr. Felton were nominated for vice chairman of the board and the vote was a tie. Mr. Callahan withdrew and Mr. Felton was named vice chairman.

Mrs. Massin was nominated for clerk and one ballot was cast and she was elected clerk of the board. Mrs. Perry was nominated for treasurer, one vote was cast and she was elected treasurer.

Mr. Frain reported on a meeting in Keene held March 26 relative to Keene being named as a vocational center in this area for the towns of Hinsdale, Winchester, Marlboro, Keene and the Monadnock District. There is a bill in the legislature asking for \$35,000,000 to establish 20 centers which would be new facilities for specialized training. The bill has been filed and hearings will be held. Mr. Calhoun pointed out there were several things which should be discussed and suggested that members from all the interested boards get together to discuss how this bill could be implemented. Industrial representatives at the meeting indicated that such specialized training is needed in this area. Mr. Calhoun emphasized that Monadnock and the other school districts should have an opportunity to have a say, along with Keene, before the bill comes up for a vote. Cooperation from all boards is needed.

Mr. Calhoun moved and the board voted that the Monadnock Board set in motion the calling of a meeting within the next two or three weeks concerning the organization of a vocational center in Cheshire County and have meeting called possibly at Keene State College with members of the surrounding school boards, Mr. Sweeney and a member of the State Department of Education to discuss this bill and how it would affect our schools. The board further agreed that chairman Austin be empowered to set the date that will suit the most people. Board members asked Mr. Frain for a copy of the draft of the bill. Mr. Frain hopes to have the real bill as it comes out of committee to forward to board members.

The board agreed that Tuesday night should continue to be meeting night.

Mr. Frain reported on the building program. Plan #1, to build a wing on high school for grades 7 and 8 and to build on to elementary schools to meet minimum standards, is completed. Architects are presently working on plan #2, a new school for grades 5 through 8 and some building onto elementary schools. They are working on space requirements, not design. Plan #3 is for a new school for 5 through 8 for some towns, but probably not for all, and additions to elementary schools as required. Architects are trying to wrap up the last two proposals.

Carter and Woodruff have raised the following questions: where would a new school be built at the Mt. Caesar site? Administration thought the flat land behind Mt. Caesar, but close enough to the roads, would be a practical place. The plan will be for 800 students. Access should be on the least traveled road. Acreage is about 25-30. Mr. Callahan recommended access be from the West Swanzey Road. Mr. Calhoun suggested a circular road with an entrance from Route 32 for buses coming from North Swanzey.

Mr. Hewitt discussed the program for the new school. There would be a change in time allotment for a subject from 50 minutes to 40 minutes for the four major subject areas per day with unplanned time of 20 minutes to be used in a major subject as needed. Music would be allotted 40 minutes, art, physical education, industrial arts and Home Ec 60 minutes. They would like to continue the developmental reading program through grade 8. They would propose the Flex program be offered on a restrictive basis (presently everyone can take this program). Students who do not need developmental reading should take Flex. Band would be allotted 50 minutes three or four days a week and there would be one club period a week to involve every child.

The new building would include a receiving kitchen, one large area for band and choral music, a three station gym with no spectator space, no interscholastic sports. The administration would like to have corrective therapy work included. There would be two shop areas, two for Home Ec. reading in regular classroom and Flex in regular classroom with no labs. A regular classroom could be wired for use of tapes. Study halls would be eliminated from junior high and there would be a morning recess period for grades 5-8.

The program of the new school would be primarily the same as it is now but better organized. School would begin at 8:40 a.m. and end at 2:55 p.m. Students would be transported on separate buses from the high school.

Mr. Green asked if there would be a duplication of facilities in industrial arts. Mr. Hewitt did not think so. For instance, a woodworking program for 7 and 8 would be in the use of hand tools, no machine shop. It would be an exploratory program with a minimum of equipment.

Mr. Felton moved and the board voted to approve the program as described by Mr. Hewitt.

Mr. Calhoun suggested all this information be submitted to the building committee. Mr. Boufford would like to have building committee go over plans with architects before the board gets the plans. Mr. Calhoun felt that because of limited time, the board should see the plans as soon as possible. Mr. Boufford felt it was the building committee's job to see and hear the plans and present its recommendation to the board. Mr. Boufford will call a meeting of the building committee which will be a preliminary meeting to alert them that the architects' plans will be available soon.

Mr. Frain reported that Carter and Woodruff have been using the Engelhardt figures for projected enrollment. His projected figures for 1970 through 1973 were off slightly from actual enrollment. In our district, migration is an important factor as well as resident parents. Between 27 and 38% of students are born out of the district in Fitzwilliam alone. This makes it difficult to predict.

Mr. Austin suggested board members get feed-back from the townspeople to give to the architects. Mr. Calhoun thinks the board should base its decision on what it feels to be the best for education for the entire district. Mr. Austin pointed out it might be a disservice to the district to present a program that the voters would not pass.

Mr. Green asked if figures could be obtained by town and Mr. Frain said he would get these. It was mentioned that if the towns continue to grow, facilities may have to be decentralized, back to the towns.

The board discussed school philosophy. Mr. Felton suggested reactivating the committee developed for the survey, to review the philosophy and make a recommendation to the board. It was suggested the new board members be given time to review the philosophies which have been discussed at recent board meetings. The board agreed the philosophy should be a concise statement which would serve as a guideline and as a means of measuring whether the school is attaining its goals.

Mr. Felton moved and the board voted to relegate the responsibility to the Advisory Committee composed of board members, administration, faculty from elementary and high school, to meet and discuss any and all documents relating to school philosophy sometime during the week of April 16.

Mr. Frain nominated and the board elected Mrs. Hugus to teach at Cutler for 1973-74. Mr. Frain recommended and the board voted that Mr. Karr remain as custodian for the year 1973-74 even though he is 65.
Carter

The board voted to extend sick leave for Mrs. Day and Miss Napsey to be the difference between their salaries and the cost of a substitute.

Mr. Pride reported the Surry Parents Club had raised better than \$2,000 from the Wulfs program and the money would be used to improve the playground area around the Surry school if the board approved. Mr. Boufford moved and the board voted approval and asked the Club to consult with Mr. Hewitt and act accordingly.

There were several bus problems discussed and Mr. Furlong advised that next year the administration will meet with the bus drivers and set down rules and regulations to be followed.

The board voted to permit the Swanzey Kindergarten to use the Monadnock auditorium, without fee, for a fund raising show.

Mrs. Guidotti and Mrs. Hanrahan have offered to coach a girls' tennis team, on a volunteer basis for the present. Working around the boys' tennis schedule would give the girls two days a week. Mr. Frain will check about the school accident policy and liability coverage.

Mr. Felton moved and the board voted to encourage the development of a girls' tennis team and to extend the board's considerable thanks to Mrs. Guidotti and Mrs. Hanrahan for their generous offer.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - March 13, 1973

The School Board met at the Superintendent's Office with the following present: Messrs. Calhoun, Cleveland, Callahan, Pride, Austin, Whitham, Felton, Frain, Hewitt, Furlong, Mrs. Thompson and Mrs. Robinson. The Sentinel reporter was present. Candidates for board member from Fitzwilliam - Messrs. Green and Lilback - from Richmond, Mrs. Ocutt, and from Swanzey, Mr. McClure, were introduced. Minutes of the February 13 and 27 meetings were accepted.

Mrs. Blanchard and Mrs. Hale from the Swanzey kindergarten were introduced and they requested that a letter from their Board of Directors be read at the meeting relating the financial problems facing the private kindergarten and urging support for a public kindergarten to be included in any future building plans in the Monadnock School District. Mr. Calhoun had replied to the letter, as an individual, advising the Board of Directors that kindergarten has been discussed by the board and he felt within a few years the state would issue a mandate to have public kindergartens. Mr. Hewitt said that minimum requirements at the moment do not include kindergartens. Any future building programs will allow for space for a kindergarten. Mr. McClure asked if an article could be inserted in the warrant to vote to establish a kindergarten but Mr. Hewitt said space was the problem. The board said it realized the worth of a public kindergarten.

Mrs. Hildreth was introduced and reported on the scheduling of students. In the spring, the schedule is explained to all sixth graders and Mr. Main talks to teachers about the placement of sixth graders when they enter grade 7. Actually, scheduling is done during the summer, by hand. Reading and math tests are given to all sixth graders. Every student has a chance to select the Flex program. Although block scheduling would be easier, it is recognized that individual scheduling is more beneficial to the student. At end of first quarter, teachers are asked if students should be transferred to another class. In grades 7 and 8, transfers are chiefly by teacher recommendation. Program is standard in grades 7 and 8.

The high school schedule is more complicated because of the number of electives. Courses of studies are given to students to take home and review. There is a sheet for teacher recommendation on each student as to which courses he should take the following year. Juniors to be seniors the next year are the first schedules developed. No one is kept in any one particular track. The same process is used for grades 9 and 10 and hopefully all this is done by April of the year.

When all the students' choices are in, then the master schedule is completed. Changes can be made by the students during the summer. Mrs. Hildreth gave figures on the number of students from last year's senior class who went on to four year colleges, post secondary classes, vocational, those employed, married, etc.

Mr. Calhoun asked if the school curriculum lost its flexibility as it became more crowded. Mrs. Hildreth said it did, particularly due to the early dismissal program for juniors and seniors.

Mr. Felton asked if any tests were given to compare Monadnock students with students in other schools. Mrs. Hildreth said tests given were to compare to national norms, but had never been compared with other schools. He asked if the school could predict among 7th graders what students would go on to college. Mrs. Hildreth felt a fairly close prediction could be made.

The board discussed the school board philosophy as amended by Mr. Callahan who feels the philosophy should be what the board can accept to express in behalf of the district. He hopes the board will accept guidelines and would hope these could be subject to change in the future. Mr. Felton wished to add his ideas to those of Mr. Callahan and passed out a proposed educational philosophy to be reviewed by the board. Mr. Cleveland concurred with the first paragraph that the more you expect from the student, the more you get. Mr. Callahan noted that the present board agreed that some sort of philosophy should be adopted and hoped that after the new members came on the board, it would continue in this direction. The board agreed to review Mr. Callahan's and Mr. Felton's ideas for a philosophy and discuss at the next meeting. Mr. Calhoun feels the board should get together with the faculty before a philosophy is finalized.

Mr. Frain reported that the baseball coach would like to have a dugout on the field and he has had promises of volunteer labor and materials. The coach feels a dugout would give him better control of his team and there is an opportunity to do this improvement at a very minimal cost. Students will help. The board voted approval to build a dug out. Mr. Whitham suggested developing a second baseball field that could be used when the main field is in use. Mr. Calhoun asked if the tower on the athletic field had been fixed so small children could not climb it. Mr. Furlong said it had been fixed but believes children could still climb.

Mr. Frain passed out to the board policies which had been approved by our school board and the State Board of Education.

Mr. Hewitt reported that the Swanzey Historical Society had asked if a plaque could be put on the Wyman House honoring Mr. Downing who was the first owner of the house. The board voted approval of having such a plaque put on the house.

Mr. Hewitt said the architects have completed plans for elementary schools which would require additions, taking minimum standards into consideration and considering kindergartens. Mechanical engineers are now looking at the elementary schools to determine whether the present boiler systems can handle the additions. The architects are now working on a middle school and a great deal of time has been spent scheduling children into a new school. The big concern is what the enrollment would be in a middle school. The Engelhardt projections appear to be conservative, in light of the new proposed units being built in Swanzey.

Mr. Calhoun said the plan was to have the building committee and the board review the architects' plans when they are all ready, with an opportunity to ask questions, discuss, and then presumably come up with a plan of action to present to the voters. The architects believe these plans, together with cost figures, should be ready in early April. They will be prepared to show slides explaining the plans. They will not have finished artist renderings of the additions to the elementary schools but will have space plans and costs. The board would hope to call a special meeting of the voters in June to vote on a plan. The architects say if the board delays until fall to vote on the bond issue, building costs will be up about 6%. Mr. Austin questioned if there was enough time to sell a plan to the voters by June.

Mr. Frain advised that at Marlow's town meeting it was voted to build a new elementary school so students will not be attending Gilsum. He reported that Fitzwilliam had voted to spend \$15,000 to develop land at the Emerson school for recreational purposes.

Executive Session - March 13, 1973

Mr. Frain nominated the staff for 1973-74 as presented on a list passed out to board members.

Mrs. Harris is retiring and will therefore not be returning for the new school year. Mrs. Scrutin is not returning to the Gilsum School. Mrs. Mary Moe will not be returning to the Cutler School and Mrs. Rosemarie Dowling will not be returning for the 1973-74 school year.

Mr. Frain renominated the three nurses to return for 1973-74.

The board voted to elect the staff as nominated by the administration. This covers the teaching and supervisory personnel. It does not include extra-curricular nor non-certified staff.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
February 27, 1973 - Board Meeting

The School Board met at the Superintendent's office with the following present: Messrs. Calhoun, Austin, Boufford, Felton, Cleveland, Pride, Callahan, Frain, Hewitt, Furlong, Sundstrom, Mrs. Thompson and Mrs. Robinson. The Sentinel reporter was present.

The School Board had been asked to review the school philosophy presented by the faculty. Mr. Callahan referred to a sample high school philosophy given to the board a few months ago which stated a student should receive the best the district can give; school should meet the needs of the students; should prepare student for future education, employment or family life, as his abilities permit; school board should dedicate itself to securing the public's approval of its goals. Mr. Callahan proposed using this philosophy for the board and the faculty. Mr. Cleveland agreed the philosophy should be spelled out more specifically than the one proposed by the teachers. Dr. Felton asked how this philosophy would be used. Mr. Calhoun suggested it be used as a guideline to the courses that are taught and discipline. He hoped it would be a useful tool. Mr. Callahan pointed out that Monadnock has always been dedicated to preparing students for what they will do after graduation, whether it be higher education or employment.

Mr. Hewitt suggested that Mr. Callahan's proposal could be an addendum to the faculty's proposed philosophy, stating the goals and objectives. The board requested that Mr. Callahan's ideas be put in writing for the board to review. Dr. Felton would like to include in goals the expectation required of students and development of their potential. Mr. Pride thought the guidance department was important in knowing what the students' abilities and potential were. Mr. Austin preferred to substitute the word "motivation" for "requiring" students to do well. Mr. Cleveland suggested getting across to students to do well in whatever they do.

The board discussed the elementary school philosophy developed by the elementary teachers. Mr. Callahan would like to have included that children should learn to love and respect learning; they should be taught that success is not easy; taught the joy of achievement. Dr. Felton is concerned that by the 7th grade, students are slotted as to what they will do - work or go on to higher education. Mr. Furlong said we were one of the few high schools that do not block schedule and during the year students are constantly being moved up and down according to their ability and achievement. Mr. Callahan does not feel the public understands this. Mr. Frain suggested inviting Mrs. Hildreth to the next meeting to discuss this. Mr. Callahan will write down his thoughts for the board to review.

As a result of a serious accident which occurred on one of the playground slides, Mr. Hewitt made an accident report on all the elementary schools. Most accidents occur during recess period and most serious accidents occur during group games, such as football. Few happen on the playground equipment, most happen on the ice, while running, etc. A log book is kept in each school listing all accidents. If medical attention is required, besides attention by the school nurse, a complete report is made. From his report it was evident that the playground equipment was not responsible for many accidents.

Mr. Frain suggested one change be made in the warrant, on the recommendation of Counsel Prigge, to include an article saying the district will authorize selectmen of Fitzwilliam to use school site for recreational program. Mr. Calhoun was concerned that increased use of the school land might increase vandalism. The board agreed this should be covered in any agreement with the town.

The board voted to adopt the following resolution:

Be it resolved that the School Board authorize the Town of Fitzwilliam to use a portion of the land at the Ermerson School site not needed for present school purposes or contemplated school expansion at that location for the purpose of school and community recreational activities and, provided the necessary authority is secured from the annual school district meeting of 1973, to authorize the Town of Fitzwilliam to construct capital improvements for said purpose on said land, provided, however, that any usage of said school district land by the Town of Fitzwilliam be governed by a written agreement which, among other things, holds the Monadnock Regional School District and its representatives harmless from any injury or damage occurring from the usage of said land and any expense in connection with the development or usage thereof.

The State Department of Education has approved a list of duties for superintendents and principals. The board voted to include this schedule in its school board policies.

The governor has announced that he expects to sign the bill that makes up for lost building aid that school districts did not receive. Payment will be spread over two years with \$26,000 to be received in 1973-74 and \$26,000 in 1974-75. It is also hoped that the district will receive full building aid for 1973-74 which would mean an additional \$64,000 or roughly a total of \$90,000 for 1973-74.

Mr. Frain has written the Appropriations Committee asking that no additional burdens be imposed on school districts unless the state will grant funding for these programs. Mr. Frain understands there is a bill requiring districts to hire a learning disabilities teacher.

Mr. Frain gave board some studies regarding population projections in our district, all studies showing the increased trend.

Mr. Cleveland requested the administration contact Mr. Wyman of Cheshire Transportation and ask him to talk to the bus driver who picks up and lets students off at the center of Fitzwilliam Depot.

February 27, 1973

Executive Session

Mr. Frain renominated all the professional staff except one teacher who was retiring, one who was not returning and four others who would be considered at a later meeting. Mr. Hewitt and Mr. Furlong will talk to all the teachers when contracts are issued.

The teachers' contract was discussed and the board voted to delete the clause dealing with pregnancy.

The legislative representative of Sullivan, Gilsum, Surry, Alstead and Marlow has introduced a bill that would make Monadnock School District a Supervisory Union by itself.

It was moved that a letter be written to the effect that the board does not want to become disassociated with the Supervisory Union 38 as it is now constituted. The vote of the board was 7 yes, 1 no, 1 abstention.

Respectfully submitted,

Elizabeth Massin, Clerk

NOTES 2/27/73

Mr. Frain advised that Katherine Murah of the Home Economics Department was not returning for the year 1973-74; Margaret Harris of Sullivan is retiring after this year; and Mrs. Rosemary Dowling is expecting and it is not certain she will be returning. Mr. Frain wished to renominate all the professional staff except those named above and Mr. Ted Garland, Mrs. Carolyn Scrootin and Mr. Stephen Petelle. These last three will be considered at a later meeting. If the Marlow students do not attend the Gilsum School next year, they will need one teacher less and this would mean not rehiring Mrs. Scrootin. Mr. Garland has not had a full schedule this year in the music department. Mr. Petelle's special education class next year would have only five students and it is felt these could all be handled in the other special class of 10, making a total for one teacher and one aide of 15 students.

The board voted that the pregnancy clause of the teachers' contract be deleted. The board discussed the penalty clause and whether it should be included in the contract. Mr. Frain would like to discuss this with teachers to see what they might have for a solution to teachers leaving in the middle of their year and breaking their contract.

The board discussed the bill being introduced by Virginia Turner to have Monadnock School District as one supervisory union as it was before. The reason for the bill is that it would cost less and would save time for our superintendent and assistant superintendents. It was felt that a letter should be sent to Mrs. Turner advising her that the bill did not have the support of the Monadnock Board. Hinsdale and Winchester should also be notified the Monadnock Board had not instigated this bill.

Mr. Austin asked if Hinsdale and Winchester were charged rent for the use of the Superintendent's office. He was advised no, but they pay a share of heat, light, phone and insurance. Mr. Austin feels there are benefits having Monadnock as a separate union and he would support such a bill.

Mr. Frain thinks there are advantages of joining with Hinsdale and Winchester. Our administration has gained experience in the areas of differentiated staffing and special education classes from the other school districts.

Mr. Calhoun, Mr. Cleveland and Mr. Callahan all said they had opposed bringing Hinsdale and Winchester into the supervisory union when the state had told them to do so, however, they would not now wish to back to a supervisory union alone. It was pointed out that it would not cost less to be in a union alone and the administrators feel they have benefitted from the time spent in the other districts.

The board voted that a letter be written to the effect that the board does not want to become disassociated with the Supervisory Union 38 as it is now constituted. The vote was 7 yes, Mr. Austin voted no, and Dr. Felton abstained.

Monadnock Regional School District
Board Meeting February 13, 1973

Present at the board meeting were Messrs. Calhoun, Boufford, Whitham, Callahan, Felton, Cleveland, Pride, Frain, Hewitt, Furlong, Mrs. Thompson, and Mrs. Robinson. The Sentinel reporter attended. Minutes of the January 23rd meeting were accepted.

Mr. Callahan reported on the two staff development meetings held so far, which have been mostly to get acquainted. Meetings were well attended. Mr. Hewitt served as acting chairman and Mr. Armstrong as acting secretary. The next meeting will be more formal and officers will be appointed.

Mr. Furlong reported that the science department chairmen have been reviewing the ISCS program to determine what additions and deletions should be made. The biology teachers are reviewing that program and are cooperating with English teachers in regard to writing reports. The social studies program is being reviewed and updated. The math department is reviewing its program. The physical education department is working on some co-educational units.

Careers Day will be held February 14 with several local industries involved. An open house for 8th grade parents will be held March 7. It is expected that selection of courses for 1973-74 will be completed by April. An activities period has been established on Friday afternoons. Woodworking, art and survival programs were crowded. Of the 150-200 students who did not sign up for anything, about 75% signed up to go to the College Bowl.

The faculty and department chairmen have worked on and reworded the philosophy that was written sometime ago. They have asked the board to review it. Mr. Calhoun asked that this philosophy be put on the agenda for discussion at a future meeting.

Mr. Hewitt reported that Carter and Woodruff are currently working on plans for a new middle school. He advised there would be a workshop on March 23 with Dr. Nicholas Long, a noted child psychologist, discussing learning disabilities and emotional problems in the classroom. He reported that Chairmen Jerberg and Skadeland of the science department had gone out of their way to be helpful to the elementary classes. The physical education program in the elementary schools has been well coordinated and Mr. Descoteaux has been helpful setting up an art program in the elementary schools. Both Mr. Hewitt and Mr. Furlong pointed out how interested the staff was in improving the entire educational atmosphere.

Mr. Frain said he had studied the one story structure versus the two story design. He said the architect was important factor in developing the best design. Mr. Frain gave cost figures to the district when it was associated with the Monadnock Special Services Center. For the year 1973-74 it would have cost the district \$22,860 to use the Center's facilities, whereas it will cost the district \$16,000 to be on its own. Another advantage to going it alone is that the district's staff becomes involved. Dr. Buss has trained some of the Monadnock staff to give tests and he has cooperated greatly with our teachers.

Mr. Frain gave figures on driver training. In 1970-71 it cost \$63.62 per student; in 1971-72 it cost \$65. per student; and in 1972-73 it would have cost \$75.22 per student if the district had hired a teacher instead of having a contract with a driver training school. Instead it cost the district \$65 per student. There is now no need for summer course as all students eligible are being handled during the school year. Asked why some students had to take driving training evenings and Saturdays, it was explained that some students who were not able to be included in the program wanted to take the course in the evening and Saturdays.

Mr. Callahan asked if Mr. Whitham's staggered day plan were still being considered. Mr. Whitham said such a plan would have to have the enthusiastic support of the staff. Mr. Whitham was asked if he had studied further whether this plan would give the flexibility the high school program now offers. The board felt that bus transportation would be more costly and difficult. The board decided the staggered day plan was a "stop gap" solution and consequently would not be an alternate plan to be considered for long range plans. It could be used if no other course were available.

Mr. Calhoun advised that by the time of the annual meeting, a schedule of meetings with the architects should be ready. One reason for the delay is that plans of the elementary schools were not readily available. It was suggested that some report on the progress of the architects' plans should be made at the annual meeting.

Repairs are to be made to the covered bridges in Swanzey and when completed the State highway department will be asked to check to see if they are safe for more than a six ton limit. If the weight limit cannot be raised, then some other solution will have to be found for the buses transporting students.

Mr. Frain reported that permission has been granted to the new owners of a house adjacent to Cutler School to continue using the school's sewer system as has been done in the past. The administration has written to the new owners advising the present system may be continued until such time as the State may require changes made in the sewage system.

Mr. Frain reviewed the articles which would appear in the warrant including electing a moderator, 3 school board members, auditors, budget, apply for grants.

The Fitzwilliam Recreation Commission would like permission to use the Emerson School land for a recreation building, tennis courts and a ball field. The architects have made their suggestions as to where additional building to the school should be and where tennis courts, etc. should be located. The Recreation Commission is going to ask Fitzwilliam Town Meeting for an appropriation and would like permission granted from the school board to use this land. The board voted to have the administration draw up a motion to be presented and voted on at the next board meeting.

Mr. Boufford asked if the public hearing had been publicized and he was told yes.

There was a question from Colonel Tyler, Troy selectman, about the bus picking up children at the intersection of Route 12 and Gap Mountain Road. The administration will check with bus company on this point.

Respectfully submitted,
Elizabeth Massin, Clerk

February 13, 1973

Executive Session

The board voted to grant additional sick leave to a custodian who had been out sick with pneumonia.

The administration has denied a request from the football coach to attend a conference in Atlantic City for five days.

Relative to a request from a teacher to be released from his contract in order to take a job closer to his home, the board voted that the teacher should honor his Monadnock contract for the remainder of the year. The administration would agree to look for a replacement and if one is found, the teacher may be released.

It was suggested that Mr. Furlong, if he thinks it is a practical idea, set up a meeting between Mr. Calhoun and students of voting age.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 23, 1973

FEB 2 1973

The board met at the Wyman House on January 23. Present were Messrs. Callahan, Cleveland, Pride, Austin, Boufford, Whitham, Felton, Frain, Sundstrom, Hewitt, Mrs. Thompson. Minutes of the January 9 meeting were accepted.

Mr. Hewitt noted two developments being built in the Swanzeay area - Sawmill Estate which will have from 12 to 15 homes and Marcy Hill which presently has nine homes but expects many more by spring.

Mr. Hewitt and Dr. Buss have met with the private kindergarten teachers and made recommendations which the teachers agreed to try. Hopefully this joint effort will help children entering first grade. Mr. Hewitt said there had been several meetings between teachers in elementary schools and the science department chairmen, hopefully to develop a real science program for the elementary schools and to coordinate the elementary and high school science programs.

Mr. Hewitt reported that the Troy fire escape has been installed.

Mr. Frain and Mr. Cleveland have met with the Fitzwilliam Recreation Commission and that commission will soon be submitting a plan to the board. In February there will be a meeting relative to the Brown Memorial Field in Swanzeay. Mr. Frain reported on the West Swanzeay bridge where the bus is now crossing separately, with the children walking across. Repairs are being made and then the state will take another look to determine if it is safe to transport children across on the bus.

Mr. Frain asked the board if a letter should be written to the Appropriations Committee asking it to fund education adequately. Mr. Cleveland moved and the board voted to write an appropriate letter to that committee requesting adequate funding of education. The board agreed that a meeting with the local legislators should be arranged to discuss this.

Mr. Frain reported that the architects have met with the department heads to discuss additions to the high school. The architects still have plans for a middle school to develop and then they will be ready to present their plans to the school board.

Mr. Frain cited the New Hampshire law which states that cooperative school districts must hold their annual meeting after March 15. A tentative date of March 17 was set for MRSD annual meeting with the public hearing to be held February 14. Mr. Frain will check with selectmen to see what night suits them best for a meeting. Mr. Pride thought it would be helpful for town budget hearings if selectmen had the school budget.

Mr. Whitham pointed out that the architects had said they would have plans ready for the board in the fall of 1972. Mr. Frain and Mr. Callahan said it was more important for the architects to have a total picture to present to the board rather than meeting a time limit. It was agreed no proposal could be made at the annual meeting.

January 23, 1973

Page 2

Mr. Frain advised there would be a New Hampshire School Board's Association meeting in Concord on January 31, a follow up meeting on their annual meeting. Mr. Hubble, a public relations expert, will be the speaker.

Mr. Whitham asked if the board could have a report on the company that is handling the driver training program and what the cost has been. Mr. Frain said he would get this information. He added that the cost per pupil is the same as it was, but more aid is now received from the state.

Mr. Austing asked if the board could have a copy of the Supervisory Union budget and Mr. Frain said he would send it to themembers.

Respectfully submitted,

Elizabeth Massin, Clerk

FEB 2 1973

Executive Session - January 23, 1973

The School Board accepted with regret the resignation of the new Home Economics teacher, who will leave after this year to try another field of Home Economics.

The board elected Anne Nichols, a graduate of Keene State College, to be a math teacher in the high school for the balance of the year 1972-73.

Mr. Callahan reported on the board's meeting with teachers to discuss salaries and benefits. The teachers voted at the meeting to approve the board's proposal.

The board voted to give the \$100 Blue Cross-Blue Shield contribution to secretaries and custodians of the district who are now under the BC-BS plan.

The board voted to accept the 1973-74 budget as proposed. The vote was 7 affirmative and 1 abstention.

Respectfully submitted,

Elizabeth Massin, Clerk

Notes: January 23, 1973

Mr. Callahan reported on the meeting with teachers to discuss salary proposal for 1973-74. There was some feeling on the part of those no under the Blue Cross-Blue Shield plan that they get something in lieu of the \$100 contribution that teachers under the BC-BS plan would get. The board's decision not to offer personal days was explained due to the more flexible emergency leave days, and the teachers accepted this.

Mr. Callahan asked if there were some way of rewarding Mrs. Osborne, an outstanding teacher who has been nationally recognized, and is now at the top of the salary schedule. Mr. Cleveland agreed that a sum should be used to reward outstanding teachers. Mr. Boufford felt that such rewards might cause trouble for the board. Mr. Pride asked if there were a way of designating "master" teachers.

Mr. Frain explained the increase in insurance costs for 1973-74 were due to additional Blue Cross-Blue Shield contribution, including department heads in the board and administration's liability policy, increase in Workmen's Compensation premium and increase in property insurance premiums due to increase of fire coverage on the school buildings to meet increase in value of buildings.

The total budget as approved by the board is \$2,222,582., up \$93,294.50 from last year, a 4.38% increase, the smallest increase in seven years due to factors such as no purchase of a computer, nor land, nor architect fees, etc.

Mr. Austin asked to defer action on approving the budget until he had had a chance to see the supervisory union budget and to study what had been offered to the teachers (he had missed the meeting where salary proposals were discussed). Mr. Frain said there had been an increase in the supervisory union budget because an additional girl was being hired for the office. The board approved the budget with Mr. Austin abstaining.

Monadnock Regional School District
Executive Board Meeting - January 16, 1973

JAN 24 1973

Present at the Executive meeting January 16, 1973 were Messrs. Calhoun, Callahan, Boufford, Felton, Whitham, Pride, Frain, Furlong, Hewitt, Mrs. Robinson and Mrs. Thompson. Mr. Felton distributed an analysis of the survey of teachers regarding fringe benefits as he felt this might be pertinent to the discussion at tonight's executive session.

Discussion of the budget continued. Mr. Frain advised that if the present court case should go all the way, the legal fees might amount to \$10,000. The board agreed to insert \$10,000 in the budget for the suit and an additional \$1,100 for regular legal fees.

No amount will be included for an architect's fee nor for a negotiator.

The board reviewed and discussed six different plans for teachers' salaries for 1973-74. The board approved plan C with a starting salary of \$6,800 and to continue the 13 steps, but add \$150. to step 13 for those above step 13. This would mean an average raise of \$522. The board further approved to increase Blue Cross-Blue Shield contribution from \$50. to \$100.

The board approved an additional \$7,500 increase for department heads. It approved an additional \$4,000 for elementary principals and \$2,000 additional for high school principals. An increase of was approved for the secretarial staff.

The board approved an increase of \$958. for athletic coaches and \$575 for extra curricular advisors.

The board agreed that department heads, being part of the administrative staff of the school, should be covered under the liability policy for administration, school board, etc.

The board approved an additional \$200. for the time the librarian works after the close of school to get the library in order. They approved that Mr. Garland be placed on the appropriate step when he receives his master's degree, plus a couple of hundred dollars. The board approved an additional \$1,200 for a teacher's aide to be used for clerical help when school is not in session.

The board was agreeable to appointing Mr. Shaunessey as a full-time vocational coordinator and replacing him in the classroom with a new teacher, this arrangement to be tried on a year-to-year basis.

The administration feels one elementary teacher may be dropped from the staff for 1973-74 and it would like to hire an additional remedial reading teacher in that place.

board
The/ approved an additional \$700 for head teachers.

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Mr. Callahan reported on the board's meeting with teachers to discuss salaries and benefits. The teachers voted at the meeting to approve the board's proposal.

The board voted to give the \$100 Blue Cross-Blue Shield contribution to secretaries and custodians of the district who are now under the BC-BS plan.

The board voted to accept the 1973-74 budget as proposed. The vote was 7 affirmative and 1 abstention.

Respectfully submitted,

Elizabeth Massin, Clerk

January 23, 1973

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Mr. Frain advised there would be a New Hampshire School Board's Association meeting in Concord on January 31, a follow up meeting on their annual meeting. Mr. Hubble, a public relations expert, will be the speaker.

Mr. Whitham asked if the board could have a report on the company that is handling the driver training program and what the cost has been. Mr. Frain said he would get this information. He added that the cost per pupil is the same as it was, but more aid is now received from the state.

Mr. Austing asked if the board could have a copy of the Supervisory Union budget and Mr. Frain said he would send it to themembers.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - January 23, 1973

The board met at the Wyman House on January 23. Present were Messrs. Callahan, Cleveland, Pride, Austin, Boufford, Whitham, Felton, Frain, Sundstrom, Hewitt, Mrs. Thompson. Minutes of the January 9 meeting were accepted.

Mr. Hewitt noted two developments being built in the Swansey area - Sawmill Estate which will have from 12 to 15 homes and Marcy Hill which presently has nine homes but expects many more by spring.

Mr. Hewitt and Dr. Buss have met with the private kindergarten teachers and made recommendations which the teachers agreed to try. Hopefully this joint effort will help children entering first grade. Mr. Hewitt said there had been several meetings between teachers in elementary schools and the science department chairmen, hopefully to develop a real science program for the elementary schools and to coordinate the elementary and high school science programs.

Mr. Hewitt reported that the Troy fire escape has been installed.

Mr. Frain and Mr. Cleveland have met with the Fitzwilliam Recreation Commission and that commission will soon be submitting a plan to the board. In February there will be a meeting relative to the Brown Memorial Field in Swansey. Mr. Frain reported on the West Swansey bridge where the bus is now crossing separately, with the children walking across. Repairs are being made and then the state will take another look to determine if it is safe to transport children across on the bus.

Mr. Frain asked the board if a letter should be written to the Appropriations Committee asking it to fund education adequately. Mr. Cleveland moved and the board voted to write an appropriate letter to that committee requesting adequate funding of education. The board agreed that a meeting with the local legislators should be arranged to discuss this.

Mr. Frain reported that the architects have met with the department heads to discuss additions to the high school. The architects still have plans for a middle school to develop and then they will be ready to present their plans to the school board.

Mr. Frain cited the New Hampshire law which states that cooperative school districts must hold their annual meeting after March 15. A tentative date of March 17 was set for MRSD annual meeting with the public hearing to be held February 14. Mr. Frain will check with selectmen to see what night suits them best for a meeting. Mr. Pride thought it would be helpful for town budget hearings if selectmen had the school budget.

Mr. Whitham pointed out that the architects had said they would have plans ready for the board in the fall of 1972. Mr. Frain and Mr. Callahan said it was more important for the architects to have a total picture to present to the board rather than meeting a time limit. It was agreed no proposal could be made at the annual meeting.

Monadnock Regional School District
Executive Board Meeting - January 16, 1973

Present at the Executive meeting January 16, 1973 were Messrs. Calhoun, Callahan, Boufford, Felton, Whitham, Pride, Frain, Furlong, Hewitt, Mrs. Robinson and Mrs. Thompson. Mr. Felton distributed an analysis of the survey of teachers regarding fringe benefits as he felt this might be pertinent to the discussion at tonight's executive session.

Discussion of the budget continued. Mr. Frain advised that if the present court case should go all the way, the legal fees might amount to \$10,000. The board agreed to insert \$10,000 in the budget for the suit and an additional \$1,100 for regular legal fees.

No amount will be included for an architect's fee nor for a negotiator.

The board reviewed and discussed six different plans for teachers' salaries for 1973-74. The board approved plan C with a starting salary of \$6,800 and to continue the 13 steps, but add \$150. to step 13 for those above step 13. This would mean an average raise of \$522. The board further approved to increase Blue Cross-Blue Shield contribution from \$50. to \$100.

The board approved an additional \$7,500 increase for department heads. It approved an additional \$4,000 for elementary principals and \$2,000 additional for high school principals. An increase of ? was approved for the secretarial staff.

The board approved an increase of \$958. for athletic coaches and \$575 for extra curricular advisors.

The board agreed that department heads, being part of the administrative staff of the school, should be covered under the liability policy for administration, school board, etc.

The board approved an additional \$200. for the time the librarian works after the close of school to get the library in order. They approved that Mr. Garland be placed on the appropriate step when he receives his master's degree, plus a couple of hundred dollars. The board approved an additional \$1,200 for a teacher's aide to be used for clerical help when school is not in session.

The board was agreeable to appointing Mr. Shaunessey as a full-time vocational coordinator and replacing him in the classroom with a new teacher, this arrangement to be tried on a year-to-year basis.

The administration feels one elementary teacher may be dropped from the staff for 1973-74 and it would like to hire an additional remedial reading teacher in that place.

board
The/approved an additional \$700 for head teachers.

Respectfully submitted,
Elizabeth Massin, Clerk

Notes - January 16, 1973

The board discussed six different plans for salaries for teachers involving different starting salaries and a different number of steps. Mr. Boufford suggested a cost of living increase for those at the stop of the schedule rather than adding steps beyond #13. Mr. Frain said the board might want to consider an increase in salary as well as some fringe benefits, perhaps \$100 contribution toward Blue Cross-Blue Shield. Schedule C was approved at \$6800 starting salary and continuing with 13 steps with an additional \$150 for those at the top.

Mr. Frain feels the department meetings are taking on a greater significance and feels the school has good department chairmen. He feels they should be rewarded and it was decided to give them a \$7,500 increase in the budget. Mr. Hewitt pointed out that the elementary principals were doing a good job and felt their salaries should be brought up where they belong. Also they work 10 weeks more than department heads. The board agreed on an additional \$4,000 for elementary principals and \$2,000 for high school principals.

If the board stayed with the 5.5% increase, it would mean an additional \$612 for 28 athletic coaches (positions) and he asked for a total increase of \$958 for athletics and \$575 for extra curricular advisors. He pointed out that our coach salaries were in line with salaries paid in other similar districts. He was not in favor of the coaches suggestion that the district commit itself to a three to five year plan for coaches salaries. The board approved the \$958 and \$575.

Mr. Frain advised that the actual increase in salaries for 1973-74 would be \$74,000.

Mr. Callahan asked whether the board should consider giving teachers a personal day and Mr. Calhoun suggested a personal day for teachers with the district over a certain number of years. Mr. Frain felt a personal day was sacrificing the students because the class would have to have a substitute. He pointed out that emergency leave days have been made more flexible and most things considered personal - like closing on a house purchase - could be done during after school hours. He said the administration has always been able to handle emergencies that arise. The board agreed with his feeling that there should be no personal days.

Mr. Whitham said he would like to see more done in audio-visual. Mr. Furlong feels the school is presently pretty well set with audio-visual equipment, but another year, with more students, and perhaps an additional teacher to use this equipment, it might be considered. Mr. Hewitt felt there might be other priorities such as in guidance, etc.

Mr. Furlong said it had been hinted the Boosters Club might try putting in some money for athletics which would take control away from school board and administration.

Mr. Prigge, board counsel, advised Mr. Frain that he thinks the district would be on thin ice if it were to contribute to teachers' retirement.

Monadnock Regional School District
Board Meeting - January 9, 1973

The school board met at the Wyman house with the following present: Messrs. Calhoun, Pride, Whitham, Boufford, Austin, Callahan, Felton, Cleveland, Frain, Hewitt, Furlong, Mrs. Robinson and Mrs. Thompson. The Sentinel reporter was present. December 19th minutes of the meeting were approved. Discussion of the budget followed.

Under administration, Mr. Frain is waiting for an estimated figure to use for the legal representative. No amount has been budgeted for an outside negotiator for 1973-74. The practicality of using the Keene Shopper for the school district annual report was questioned. It was the general feeling of the board that the lesser cost of using the Shopper more than offset any disadvantage of the newspaper copy over the previously used booklet-type annual report.

The textbook item is down because no new sets of books are required for 1973-74. Most of the Title II federal funds will be used for high school library books. There is some increase in audio visual materials and teaching supplies (pencils, papers, shop materials, etc.). Contracted services are down slightly and the administration feels the district is getting better quality by contracting the services itself rather than being a part of the Monadnock Special Services Center. The services include psychological services, handwriting, speech therapy, in-service training, etc.

Travel for teachers is up because there are two instead of one physical education teacher in the elementary schools, and the science teacher from the high school is working with the elementary schools.

Salaries for operation of plant are up because a full-time custodian is recommended to divide his time between Caesar and Cutler; an additional man is needed at the high school because custodians are doing a lot of the maintenance in the elementary schools.

Discussion of the budget was suspended while Mr. Gomarlo of Swanzey discussed the playground situation at Cutler School. He was representing the West Swanzey athletic association and the Swanzey Recreation Committee. Mr. Brown, owner of Brown Memorial Field, has decided to turn over the field to the town of Swanzey. To work up some sort of program for general recreation for the summer, someone must have control over the field in order to maintain it. A federal grant has been applied for that would be used to improve the facilities on the field. Mr. Gomarlo asked that a representative of the board attend a meeting on February 5 in the West Swanzey athletic association building, to discuss this matter. Presently the Cutler School is using a part of the Brown Memorial Field as its school playground. The land being turned over to the town must be used for recreation. Mr. Gomarlo asked if there would be a need for a recreation building and if so would there be any matching funds available. The answer to this was only if it were built on school property. It was also pointed out that any school land belongs to the entire Monadnock District. It was decided that a board member would attend the February 5 meeting and the board asked for a diagram of the lot under discussion.

Discussion of the budget resumed. Salaries for maintenance of the plant are up because of the maintenance work to be done in the various schools. This increase will be offset elsewhere. Mr. McClure asked if the custodians doing maintenance would run afoul of electrical and plumbing laws in New Hampshire. He was told that N. H. had no such laws.

A definite figure for replacement of equipment, non-instructional, has not been determined. There is talk of using compactors for trash, but Mr. Frain wants to study this further.

Insurance is up due to \$5,000 for contribution to Blue Cross-Blue Shield for teachers. Presently 96 teachers are taking advantage of this at \$50. each. Also values of buildings have increased which had increased premiums.

There is an item to do some work on the Troy ball field. A new hearing tester is needed.

In discussing instructions equipment, Mr. Frain pointed out that audio visual equipment works best when used by good teachers. Under operational equipment, a sand spreader is needed for use at the high school and elementary schools.

With the figures presently included, the budget is about \$14,000 below last year.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session - January 9, 1973

The board voted to hold increases in salaries to 5.5% as allowed by law.

The board agreed to review salaries of secretaries and teachers' aides, but no decision has yet been made.

There was discussion of the board's meeting with teachers, about salaries and fringe benefits. No decision was made.

Respectfully submitted,

Elizabeth Massin, Clerk

Notes: January 9, 1973

The administration met with coaches to discuss salaries for athletic events. A 5.5% increase is allowed by the wage price freeze. Two positions have been added for girls' sports. Under extra-curricular activities an advisor to student congress will be added, advisor to the National Honor Society, someone appointed to handle newspaper publicity, and a \$50 increase for the dramatics coach.

Mr. Boufford moved and the board voted to hold to the 5.5% increase for all salaries.

Mr. Austin suggested arriving at an amount of money and then work the budget within it. Mr. Boufford thought the board's duty was to decide what the district needs in education and develop the budget from this.

Discussion of teacher negotiations and the meeting the board had with the teachers showed there was a serious thrust for fringe benefits by the teachers, mostly insurance benefits and pensions - the board to pay the pension payments. Mr. Calhoun thought it would be worthwhile for the board to investigate such options. Mr. Frain has written the IRS in Washington for advice about the board paying pension contributions. It was agreed that the voters should know about any such fringe benefits given to teachers. Presently only the persons who have Blue-Cross and Blue Shield through the school get the \$50. contribution.

Mr. Frain felt that all money should go into the salary schedule rather than fringe benefits. He pointed out that it was the starting salary that attracted teachers to the job. Mr. Hewitt and Mr. Furlong agreed.

Mr. Calhoun discussed possibility of giving every teacher a personal day. This brought up problems - would too many take the same day - what was considered a personal day.

Mr. Felton emphasized again that the sense of the meeting with teachers was in favor of fringe benefits.

The board agreed that salaries of secretaries and aides should be reviewed. No decision yet.

Mr. Boufford said he would like to see figures including \$300. added to each salary. Mr. Calhoun would like to see another step at the top of the schedule.

Mr. Callahan asked how the minutes on the teacher-board meeting got to the Monadnock Ledger.

Monadnock Regional School District
Board Meeting - December 5, 1972

The School Board met at the Wyman House with the following present: Messrs. Calhoun, Callahan, Cleveland, Pride, Austin, Felton, Boufford, Whitham, Frain, Hewitt, Furlong, Mrs. Thompson and Mrs. Robinson. Joan Terry was present representing the Keene Sentinel. Minutes of the November 20th meeting were accepted.

Mr. Frain gave his Superintendent's report. He advised that a survey was being made among students as to what sports and extra-curricular activities they want at school. The survey will ask what they think about an intramural program. It has been promised that a review will be made of salaries for teachers in charge of extra-curricular activities. A report has been obtained showing salaries being paid in other districts and Mr. Frain and Mr. Furlong will review this. Mr. Furlong advised that if there were not enough interest in a sport or activity it would be dropped.

There is presently an advisory committee for business subjects made up of members from the business community and it is hoped that such an advisory committee may be set up for woodworking, home ec, and mechanical drawing. The State Department is coming out with a new guide for home ec.Preliminary budget reports will be forthcoming shortly....Mr. Frain asked the board to consider a slight change in the 'bad weather' policy. Presently there are two choices - no school or have school - but a third option could be to start school one hour later, thus giving the roads a chance to clear. This has been tried in Hinsdale. Mr. Wyman of Cheshire Transportation is willing to try this. All students would be picked up one hour later than normally but the school day would end at the same time. A letter of explanation would be sent home to all parents and the announcement would be made over the radio as it is done now when school is called off.

Mr. Boufford moved and the board voted to give the superintendent the option of delaying school for one hour if the weather is bad and to return home at the normal time.

The State Board of Education is going to present its education budget to the Governor, et al on Monday, December 18 at 9 a.m. in the State House. Anyone interested in finding out more about the N. H. education budget should attend.

The architects, Carter and Woodruff, have asked if the board wishes to receive proposals on the alternatives of the building program separately or all at one time. To date designs have been completed for additions and changes to elementary schools. The board wishes to have all plans presented at one time so comparisons may be made side by side.

Relative to the matter of contacting a bank and bond counsel, Mr. Frain said bond counsel would be helpful in drawing up documents if alternate proposals are being considered. Banks who could handle the bonds are New England Merchants and Shawmut. Any bank in Keene would be willing to cooperate with either. Palmer and Dodge were recommended as a reputable bonding counsel. It is up to the board to choose both bank and counsel. The law firm will get paid a commission only after the bonds are sold. Mr. Pride moved and the board voted to elect Palmer and Dodge and the National Shawmut Bank.

Mr. Dion of Troy said he hoped a price tag would be put on each elementary school proposal made by the architects. Mr. McClure asked if the architects would make a proposal based on a staggered day plan. He was advised that Mr. Whitham and the administration is discussing this

plan further to determine if it would be practical. Mr. Calhoun said all plans, such as the staggered day plan, would have to be ready at the same time so they can all be considered together. Mr. Whitham and Mr. Furlong will discuss the plan at a later board meeting so the board can decide whether it merits being referred to the architects for their attention. Mr. Callahan suggested that the school's computer might be helpful in working out figures for this plan and if the school's computer is not capable of this, perhaps another computer could be used. Mr. McClure asked if the board had sampled public opinion to determine what kind of support a building program had. The board did not feel such a poll would necessarily be adequate and Mr. Cleveland pointed out the board had been charged by law to offer the public the best solution, as the board sees it, to the public.

Mr. Tommila questioned the selection of bond counsel and it was explained that this sort of specialist is needed so that everything will be absolutely legal at the time of the people's vote so that those interested in buying the bonds will have assurance that everything is in order.

Mrs. Jernberg and Miss Skadeland were introduced as chairmen of the science department. Mrs. Jernberg presented a proposal for science subjects to be offered to grades 9, 10, 11 and 12, where before only one subject was offered to each grade. Proposed subjects would include a second year of biology (either one or two semesters), oceanography, horticulture, human systems, earth science, etc. She said the department has been making good use of the greenhouse and this could be used in a course in horticulture. The department's staff is willing to take on these new courses. A science questionnaire was given to all students in grades 8-11 to determine which courses they would be interested in.

Miss Skadeland advised that the ISCS level III has been changed to a half year course, picking out the best parts. They are going to use an ungraded approach so the students can move at their own speed and perhaps complete level III before 9th grade. It was reported that both oceanography and horticulture received much interest in the survey. A survey sent to MRHS graduates showed that many thought grades 7 and 8 should be out of the high school, courses should be more relevant, biology and chemistry courses should be harder, the slower students should not be in the same class with the faster students.

Mrs. Jernberg said there would be no noticeable increase in the department's budget for these additional courses because they could use what they have. Asked how the present staff could handle the teaching of additional courses, Mrs. Jernberg said they would use team teaching for one thing and would have to feel their way slowly and find just how many students would be taking these additional courses. Mr. Felton asked if the members of the science department were in agreement with these subjects and Mrs. Jernberg said they favored additional subjects and all worked very hard on the proposal. Some members even favored more mini courses, however, the department chairmen felt they should begin slowly. Mr. Boufford noted we were making headway by considering the students' interests and giving them a choice. Mrs. Jernberg said she was especially encouraged by the interest of the older students.

Mr. Austin moved and the board voted to endorse the program as proposed by the chairmen of the science department.

Mr. Dion asked why so few took college physics and particularly why so few girls took it. Mr. Frain explained that not all college-bound

December 5, 1972

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students needed it and many were afraid it would be too difficult. Mr. Whitham felt in high school more students should be taking physics and chemistry and wondered if we were being too permissive to let them select what they wanted to take. Mrs. Jernberg said the intent of the science department is not to take the students out of chemistry and physics but rather to offer a science for students who would not otherwise take any science. She said the proposed program would offer the four-year program for the college bound student and offer science to others as well.

Mr. Dion, acting as a representative for Troy and Fitzwilliam citizens, asked if the board would resume posting meeting dates and asked if a report on the survey conducted by Mr. Felton last spring be made available to the public at a later meeting.

Respectfully submitted,

Elizabeth Massin, Clerk

Discussion: December 5, 1972

Mr. Felton suggested that before any program was presented to the board by a department chairman, there should be a definitive report on how the remaining members of the department felt about the program. He pointed out that support from the department members would not be obtained if they did not agree wholeheartedly with the program. He felt it was important for the board to know that the proposed program has the strong support of the department members in order for the board to make a decision. He would like to have attached to the report of the program the vote of the department members. Mr. Furlong felt that he and Mr. Frain, before inviting a department chairman to appear and present a new program, checked to be sure that department members approved of the program. Mr. Calhoun suggested that department chairmen who were going to present a program be told the board would look favorably on hearing the opinion of each of the members in that department.

It was requested that this matter be discussed at a later board meeting and a resolution be made regarding it. It was moved that the issue of the requirement of a vote of approval of programs by members of the faculty involved in its implementation, be placed on the agenda for the next board meeting and that the board resolve that issue at that meeting. Nine members voted in the affirmative, Mr. Boufford opposed.

A letter of resignation has been received from David Adams, chairman of the math department, to be effective 12/31/72, as Mr. Adams is going into private business. Mr. Felton moved and the board voted to accept the resignation with regret.

Mr. Calhoun brought up the subject of negotiations for the coming year and Mr. Austin asked what the status was regarding negotiations. He recalled the board voted that it would not negotiate with teachers as it had in the past. In any teacher's committee, Mr. Austin felt there would have to be a member who did not belong to the teachers' organization. Mr. Calhoun asked for the feelings of the board as to whether a committee should be subjected to any negotiations other than salaries and fringe benefits.

Mr. Callahan moved the board not get involved in any form of formal negotiations with teachers.

Mr. Austin would be agreeable to sitting with the teachers to find out what they want. Mr. Cleveland added that all we should talk about is money and fringe benefits. Ask teachers what they are asking for. Have two meetings only. Mr. Boufford suggested making an offer to the teachers based on what we can afford after the over-all budget is known.....It was noted that the board has already told the teachers it would not get involved in negotiations with them.....Mr. Calhoun asked for a vote on the motion and it was unanimously voted not to hold formal negotiations with the teachers.

Mr. Calhoun asked the board to vote on what the course of action should be. He agreed that the board should make an offer to the teachers (after study of the budget) and present this as a board to a group of representatives from the teachers. Let them respond to the board's offer. Have one additional session to hear their thoughts. Suggested informing all the teachers by letter just what the board is proposing to do. Mr. Austin favored making an offer to the teachers and pointed out the burden of developing a budget and knowing what offer could be made would rest with the administration. Suggested that board could meet with all the

teachers or a representative group. Mr. Cleveland felt the most important thing was to advise all teachers what is going on and noted that in the past the board had trusted the teacher's committee to inform all the teachers. This was not done. He suggested every teacher get a letter informing him what is going on.....Mr. Whitham said there were not negotiations this year and things seemed to be going better. He favored having all the teachers meet in the auditorium to hear the board and suggested making them an offer for two years. Mr. Calhoun asked the administration for its opinion.

Mr. Furlong advised that some persons elected from the old organization have been attending workshops and have requested information from the administration and have received it. At the moment the president of the new organization has not received any information from these people. Mr. Frain suggested talking to the president, tell him that because formal negotiations previously have not been productive, the board would like to sit down with the teachers and talk, show them the figures and what the district can afford. He suggested getting together with them before Christmas if possible. Mr. Callahan did not feel any response should be made to the groups. The committee was chosen by MITA last year; the president is president of the new organization MDEA. Mr. Callahan favored doing business with the president of MDEA - Bob Soucy, and have him arrange for the board to meet with as many teachers as possible.....Mr. Felton and Mr. Whitham suggested giving the teachers state averages for comparison. It was suggested the board offer the teachers a figure that was felt to be competitive.

Mr. Callahan moved, the board voted to authorize the chairman of the board to meet with President of MDEA to arrange for discussions and a possible agenda for a meeting with the teachers at a convenient date to discuss salaries and fringe benefits.

Mr. Soucy should be asked if he wants one of his officers to meet with him and Mr. Calhoun.

Mr. Furlong said he had talked to Mrs. Frain about being chairman of the math department for the remainder of the year. She was asked two years ago but at that time was not interested. She has said she would be willing to serve as chairman for the balance of this year. Mr. Felton asked if there was anyone else that would be in a position to take chairman of the department. Mr. Furlong said the one other possible candidate, Mr. Berry, had favored Mrs. Frain two years ago.

Mrs. Thompson moved and the board voted unanimously that Mrs. Frain serve as chairman of the math department for the remainder of this year.

December 3, 1972

Executive Session

There was discussion about whether there should be a vote among department members when a new program is being proposed for that department. It was moved that the issue of the requirement of a vote of approval of programs by members of the faculty involved in its implementation, be placed on the agenda for the next board meeting and that the board resolve that issue at that meeting. Nine members voted in the affirmative, one opposed.

A letter of resignation has been received from Mr. David Adams, chairman of the math department, to go into private business. the board voted to accept his resignation with regret.

The matter of negotiations with teachers was discussed and the board voted unanimously not to get involved in any form of formal negotiations with teachers.

The board voted to authorize the chairman of the board to meet with the president of MDEA to arrange for discussions and a possible agenda for a meeting with the teachers at a convenient date to discuss salaries and fringe benefits.

Discussion of a replacement for the chairman of the math department resulted in the board's voting unanimously that Mrs. Frain serve as chairman of the department for the remainder of this school year.

Respectfully submitted,

Elizabeth Massin, Clerk.

Monadnock Regional School District
Board Meeting November 20, 1972

The school board met at the Wyman house with the following present: Messrs. Calhoun, Pride, Whitham, Felton, Callahan, Cleveland, Frain, Sundstrom, Hewitt, Furlong, Mrs. Robinson. The minutes of the October 24 meeting were approved after the following amendments were made:

Mr. Pride asked to have included in the minutes that the Work Study program at Monadnock was going very well.

The board questioned the statement in the minutes "there was a feeling among the business community that students from MRHS were lacking in reliability and responsibility." Mr. Furlong said he had received comments from people in industry that they were impressed with the students who have been sent out on the work study programs. Also it was noted that it was not just MRHS students who were referred to for lacking reliability, etc.

The board also agreed they wished to refer to goals and guidelines rather than "philosophy" with simple statements that are to the point and will be understandable to everyone.

Mr. Hewitt introduced Miss Lemay, elementary music coordinator, who reported she was beginning work on Christmas programs. Fitzwilliam's Christmas program will be in the Town Hall at night; Troy's program will be at night. Mr. Garland is doing band work in the elementary schools, while Miss Lemay has charge of the singing. She tries to correlate the songs she teaches, to the classes and subjects that are being taught. She feels rhythm is important and uses marches to emphasize this. Physical education in the elementary schools has helped in this also.

She wants to give every child a chance to perform if he wants to, regardless of his ability. She also deals with theory and music appreciation and wants the children to learn to recognize music. She works with the special education class in Troy and works closely with the speech therapist because she feels it is more important to understand the words than the melody.

She said that space was the biggest problem in most schools, as it would be beneficial if she had a stationary area in which to teach.

Mr. Whitham presented a report on the staggered school day plan but said he would not want to sell the idea just on the basis of space. Grades 11 and 12 would start the day at 7:50; grades 9 and 10 would start second period; and grades 7 and 8 would start third period. There would be a resource center which would mean enlarging the library and putting the courts to use by enclosing them. Asked if these four periods a day would mean eliminating electives, Mr. Whitham said no, this is where mini courses would come in - there would still be electives through mini courses or independent study. Mr. Furlong pointed out that the majority of students are presently taking five full courses. Asked why grades 9 and 10 were separated from 11 and 12, Mr. Whitham said this was arbitrary and they could be together, but it would separate 7 and 8 from the others and everyone agreed this was important.

Mr. Whitham thought such a program would give flexibility to the school program but Mr. Pride questioned this. He asked why the library couldn't be enlarged and the courtyard be enclosed to give the desired flexibility under the present school day. Mr. Frain felt the resource center might take away from the basic classes that the students need. Mr. Whitham said he had not taken into consideration that some 11th and 12th graders were taking courses in the 9th and 10th grades. Mr. Furlong said he could/hw this plan would work if a set curriculum were established for the
see

individual grades. Mr. Cleveland felt the school could obtain greater flexibility if the courtyards were enclosed, space for an additional 400 students, six free periods and eliminate the study halls.

This plan would keep the 7th and 8th graders off the buses with the 9-12 graders, which would be desirable. Mr. Frain feels the transportation costs would be more than we are paying now and figured it would take 26 buses for the staggered plan as opposed to 18 buses now being used. He further reported that it would cost more to lease our own buses. Mr. Whitham said he felt that transportation for a staggered day plan would cost less than for a middle school.

Mr. Pride suggested if the board wanted to get the pupils out of study halls, cover the courtyards and keep the same day we presently have. The board wants to see the study hall situation corrected and to separate the 7th and 8th graders from the 9th through 12th. The staggered day plan would not get the 7th and 8th graders out of the building and would not separate them enough.

Mr. Frain said the school presently has a flexible situation and the study hall is a holding tank - if there were a resource center available every period, this would give greater flexibility. Mr. Frain questioned the items suggesting mini courses and independent study, 30 minute independent study or mini courses at the end of the day, and that academic students could acquire 5 or 6 credits a year, pointing out that average teacher now has five classes a day plus a study period and a work period. Mr. Whitham suggested the use of para-professions and media in the resource center. Mr. Furlong asked how many of the 250 students proposed for the resource center would be capable of doing independent study. Mr. Whitham said Keene School has a large room with six staff members for 72 students with equipment for photography, pottery, etc. He feels resource center could offer many things, not just film strips and reading.

Mr. Frain pointed out that the three hour long lunch time might cost more also, as well as other services such as janitors and nurses, and there would be need for additional staff which would increase the cost. The board recognized that the staggered day plan would cost some money. Mr. Whitham said he would not favor a staggered day plan as a space saver alone, but only if it would improve the education.

Mr. Calhoun asked if Mr. Whitham would like to spend some more time with the administration exploring this plan and trying to resolve differences. Mr. Whitham agreed that if the staff and administration were not convinced in the merits of a staggered day plan, it would not work. Mr. Frain said the architects must understand the plan before they can come up with any building plans. Mr. Sundstrom asked for a definition of the resource center to determine just exactly what is meant and what is wanted in one. The administration and Mr. Whitham will discuss this plan further.

Mr. Hewitt reported that the following staff development committee had been selected from the Monadnock district: Mrs. Nichols, Mr. Moody, Mr. Armstrong, Mr. Furlong, Mr. Callahan, Mrs. Hildreth and Mrs. Calhoun (parent). The student has yet to be selected.

A public meeting has been held in Swanzey to discuss the Rabbit Hollow development and two or three other development areas. Administration has requested that it be kept informed on the progress of these developments. The administration also wishes to be informed of any sub-divisions going on in any of the district's towns.

Relative to the latest edition of the elementary school philosophy, Mr. Felton questioned the point of eliminating failure from the elementary schools and asked if the high school had eliminated failure.

Mr. Hewitt reported that 110 teachers had attended the workshops with the two reading specialists. The workshops were very successful.

Mr. Hewitt advised that a schedule (tentative) had to be presented to the architects. The administration does not feel a new school should be locked into a 30 minute period schedule, that perhaps 60 minutes would be best for industrial arts, gym, home ec, etc. A schedule might include an hour-long period a week for Home Room; one hour a week for a club period. Intramural activities would be held after school. There would be a reading period for 7 and 8 grades, and some would have the Flex program.

Mr. Furlong advised that the high school philosophy had gone to all department chairmen who have had one or two meetings discussing it. They will hold another meeting in December to present what they as department chairmen feel the guidelines should be. This is valuable just to have them review it.

Mr. Furlong has received a petition signed by students who would be interested in having a ski team at Monadnock. There were about 22 signatures. Mr. Ross, woodworking teacher, has agreed to be advisor of the club. He would like to talk to the parents and students about what they want. Mr. Furlong asked the board if it wanted to approve such a team before Mr. Ross talks to the parents and students. After discussion about the problems involving a ski team, Mr. Cleveland moved and the board voted its willingness to think about a ski club favorably but not a ski team at the present time.

Mr. Furlong said the State Department visited the school to discuss career education and were impressed with what is being done in the classroom areas. They asked that this information be written up and forwarded to them. Mr. Furlong reported that about \$1,000 worth of tools and materials had been received from Pratt and Whitney.

Robert Otto was chosen from the State of New Hampshire to attend the Science Convention in Chicago.

Mr. Furlong reported on the drop outs during the year 1971-72. Out of 1,125 students entered on the register for that year, 111 left school: 53 transferred to another public school; 1 to a private school; 39 were dismissed or left because of lack of interest; 2 left to go to work; 3 left because of illness; 7 were excused because of physical or mental conditions (including pregnancy); 3 were expelled; 1 was married; 2 for unknown reasons. This covers grades 7 through 12. The people from the State Department were surprised to find the dropout rate so low - less than 5%. They thought it would be about 10%. Mr. Furlong said he could take grade 12 back to 7th grade and determine what the drop-out rate was.

Mr. Frain said letters had been received from Mrs. Flynn thanking the board for its card; from Mrs. Alan Wheeler thanking the board and expressing her family's appreciation for the award established in memory of her husband; and from the Sullivan Conservation Commission requesting permission to put in a skating rink on the school land. The board was agreeable but stated the school would not be liable.

November 20, 1972

The Keene School Board is bring a public relations man, Mr. Hubbel, to Keene and asked if the Monadnock Board would like to have him consult with them. Mr. Calhoun thought the board should contact Mr. James Kennedy to come to a board meeting and advised Keene we have a PR man we are talking to.

Mr. Frain said Carter and Woodruff had sent suggestions for additions to the elementary schools. He reported the Tax Commission had audited the books and found all in order, but had been critical that the majority of the school board members did not sign the payroll sheets. They complimented Mrs. Urquhart on her job.

Mr. Calhoun received a letter from Mr. Newell Paire stating that MRSB had received \$15,000 incentive aid, or 34 % of what it is entitled to. Mr. Sweeney of the State Board of Education is interested in aid for area vocational training schools and Mr. Callahan and Mr. Calhoun asked what this would do to our district's share of school aid. Mr. Sweeney suggested that MRSB members go to Concord and fight for what they want.

Mr. Sundstrom attended a meeting at the Cheshire National Bank with representatives from the National Shawmut Bank. He advised that if the district is planning a bond issue, it should have the local legal counsel contact the bond counsel to find out what the requirements are. It was recommended that the board start working early with a large bank and the bank should be decided soon. Representatives from the Shawmut suggested the board consider:

1. Length of issue
2. Getting a Moody rating
3. There is a state building authority that can guarantee a percentage of the bonds. This could mean 1/2% on the interest rate (saving).

Mr. Sundstrom emphasized that the board should decide on a bond counsel and bank very soon. Asked if by choosing one bank, the district might lose the opportunity to save on the interest rate, Mr. Sundstrom said no, that the bonds would be put out to bid.

Mr. Pride reported on a meeting in Surry to discuss bus problems. It was agreed there was a certain amount of responsibility on the part of the school and that if reported to school officials, disciplinary action should be taken.

Mr. Whitham asked if the board would consider using the Thomas Moore school gym for elementary students as this building is available if the district wants to use it. The board seemed to think it would not be practical.

Respectfully submitted,
Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - October 24, 1972

Present at the school board meeting held at the Wyman House were Messrs. Calhoun, Callahan, Felton, Pride, Cleveland, Boufford, Austin, Sundstrom, Frain, Hewitt, Furlong, Mrs. Robinson. The Sentinel reporter and Manchester Union Leader reporter were present. Minutes of the October 10 meeting were accepted with the correction that any family life program presented by a committee would be at the option of the school board.

Representatives of the Fitzwilliam Recreation Commission (Mr. Raitto, Mr. Adams, Mrs. Green) presented a proposal to use the land recently purchased next to the Emerson School for recreational purposes. The commissioner asked the board where any proposed addition to the present school would be built. Mr. Frain advised them that the architects would have to decide this. He noted that water also might be a problem. The Recreation Committee would like some word from the board, and then it will present a proposal to the annual town meeting. The commission said its priorities would be to enlarge the present ball field, and in the future, to building tennis courts and a recreation building. The board was agreeable to encouraging the Recreation Commission to develop a recreational area on the present school land.

Mr. Cleveland moved and the board voted unanimously that pending legal advice and a decision on the possible location of any future free-standing building addition to the school, the board favored the plans proposed by the Fitzwilliam Recreation Commission.

Mr. Callahan reported on the New Hampshire School Boards Association meeting. That board is on record as being in favor of a law allowing negotiations covering wages and fringe benefits. It was agreed that better public relations are needed not only for school boards, but for teachers also. It was suggested that the board invite James Kennedy to a meeting to discuss how the board could achieve better relations with the public.

Mr. Furlong reported that the Lebanon football team would like to invite the Monadnock team to the Dartmouth game on November 11 after their high school game. The high school game would start at 11.

Mr. Furlong reported that Robert Otto and Nina Dustin had been selected to represent MRHS at the 1972 National Science Youth Conference sponsored by Public Service. This is the first time MRHS has entered anyone. A survey is being made at the high school to see if there is interest in a second year course in biology, oceanography or horticulture. He also felt that the Bausch and Lomb science award might be made to a MRHS student this year.

Mr. McClure asked if the girls' hockey team could get more publicity in the newspaper. The board agreed that the staff or coach should get the information to the papers. Mr. Felton suggested someone be allocated to get information to the paper and thought Mr. Kennedy might have some ideas.

Mr. Hewitt reported that Mr. Garland now is working in the elementary music program. Miss Skadeland is interested in doing some work in science in the elementary schools. She will start doing some demonstrations on video-tape for use in the elementary schools.

Mr. Descoteaux and one of his students are going out to the elementary schools and giving demonstrations to the teachers on art.

Cross country courses have been set up at the elementary schools and there will be meets.

Mr. Furlong said the greatest need in the high school was in the creative arts and vocational programs to replace the study halls which appear to be impractical. He feels one study period is enough for most students. Asked what the drop out rate was, the administration said it would have these figures at the next meeting.

Mr. Frain said he had written letters to the governor, representatives, etc, urging that a special session of the legislature be held. Architects have been visiting all the schools and the administration has been supplying them with floor plans for the various schools. The administration and architects met with the department heads to discuss some alternatives to the middle school plan. Department heads were asked to think about changes that would take place if grades 7 and 8 were taken out of the high school building. Mr. Frain has been obtaining figures on projected enrollment from different state agencies and as soon as possible will put these figures together for the board's information.

The board voted approval for the administration to apply to the state for aid to special education program at Monadnock.

There was discussion of a school district philosophy. Mr. Furlong feels for the high school the statement of general objectives needs some review. The departments are presently working on individual department philosophies. Originally the high school developed its philosophy and the elementary schools developed theirs. Mr. Calhoun asked if the school should have a philosophy and Mr. Furlong said he felt the value of a philosophy was the staff working to develop one. Mr. Callahan suggested that the district not have a philosophy but have the staff and board review the present philosophies and goals; that it was the board's responsibility to make the final determination of what the goals of the school should be. Mr. Felton thought alumni who had been through the system would be the best source of information. Mr. Austin reported there was a feeling among the business community that students from MRHS were lacking in reliability and responsibility. He will try to have more information on this for a later meeting.

Mr. Callahan moved and the board voted to ask that the staff and department heads contribute in any way they see fit to develop or revise the existing philosophy and that board members think through the existing philosophies and return to a meeting with concrete ideas; and furthermore to evaluate what is being done right and what is being done wrong in relation to the existing philosophy. Mr. Calhoun asked that the Student Congress be contacted to develop ideas from the students.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session - October 24, 1972

Mr. Furlong presented the following names of persons who were applying for early graduation:

Nancy Ewes, to go to work. On the committee's recommendation, the board voted approval.

Cynthia Bagster, to go to work. The committee recommended and the board voted approval.

Respectfully submitted,

Elizabeth Massin

Monadnock Regional School District
Board Meeting - October 10, 1972

Present at the school board meeting were Messrs. Calhoun, Callahan, Cleveland, Whitham, Pride, Boufford, Frain, Sundstrom, Hewitt, Furlong, Mrs. Robinson and Mrs. Thompson. The Sentinel reporter was present. Minutes of the September 28 meeting were accepted.

Mr. Calhoun introduced Mr. William Prigge as the district's attorney. Mr. Prigge reported that the deed to the Bemis land had been recorded and the MRSD was now owner of the land.

Mr. Calhoun brought to the attention of the board an article by Representative Trowbridge relative to calling a special session of the legislature for the purpose of appropriating a portion of the state's surplus for foundation aid to school districts for the current year. It was suggested that letters be sent to the governor and members of the legislature. The board voted that a letter be sent to the representatives urging a special session.

Mrs. Hildreth attended the board meeting and reported on the state-wide conference on teen-age problems. The conference was sponsored by the State Department. There is a nationwide program supported by the Department of Health, Education and Welfare, which wants all services available to pregnant girls by September 1974. Of a total 12,000 births in N. H., 1,000 are to girls under 18 and 600 are to girls in 10th grade or under. Exeter School receives federal help for a family program and Mrs. Hildreth would like to check with them about this program. There are no local clinics in the Keene area which can give help. Mrs. Hildreth says MRHS does everything it can to help pregnant girls continue their education, if the doctors give permission and the girls feel comfortable in school. Welfare will pay for baby sitters if the girl can go back to school. The consensus of the session in Concord was that parents were not helping. Mrs. Hildreth feels the fewer policies made by the school regarding this problem, the better the school can help these girls.

Mr. Cleveland suggested the board take a positive approach toward helping both boys and girls and prevent others from falling into the same problems. Mr. Callahan suggested selecting a committee to work with the school administration and members of the community to work together to introduce a family life program into the school.

The board discussed school policies dealing with community use of buildings. It was agreed the buildings should be available to community groups as long as it did not conflict with the students' use of the buildings. Mr. Frain said there was the problem of who would be responsible for closing up the school after use by a local group. Mr. Callahan suggested the district absorb the cost of a janitor if one was needed for no longer than say, two hours. Mr. Calhoun asked Mr. Furlong if he felt the fee schedule at the high school was adequate and Mr. Furlong said yes. These fees have gone into a fund to be used for maintenance and repairs of the auditorium.

Regarding a policy on family vacations it is the feeling of the administration that children should be allowed to make up their school work. The board was agreeable to leaving the policy to the administration and informing all teachers that children would be permitted to make up school work. This will be done at the total faculty meeting November 6.

Mr. Hewitt gave a transportation report showing cost per mile had

increased from 36¢ to 38¢; cost per child up from \$63.04 in 1971-72 to \$66.67 for 1972-73. Mr. Frain said his office had looked into the leasing of buses. Fall Mountain has found it to be more expensive than contracting the transportation.

Bids have been received from Goodell (\$6,745.) and Perkins Machine (\$6,930.) for the fire escape in Troy. The architect has drawn up a plan which has been approved by the fire marshal's office. Although both bids exceeded the amount budgeted at the March 1972 annual meeting, the board voted to accept the low bid (Goodell).

Mr. Hewitt reported on the facilities and equipment needed for a lunch program in Gilsum and Sullivan. A portable setup would have to be considered for both schools, about 900 sq. ft. and this would cost between \$15,000 to \$17,000 for each school. This does not include foundation, plumbing, heating, electricity which would cost an additional \$750. A booster to obtain the necessary degree of hot water would cost about \$200 for each. Equipment would cost about \$3,500 for Gilsum and \$3,000 for Sullivan. Total comes to about \$40,000 for each school. Mr. Hewitt did not know whether any aid from the state could be obtained. He indicated that both programs would undoubtedly have to operate at a loss. He said it would take three times as many students to reach a break-even point for the lunch program.

Mr. Frain mentioned the Rabbit Hollow Road development in Swanzey and Winchester and that those living in Swanzey would have to go through Winchester to reach Swanzey schools. It was suggested that Mr. Boufford attend the next meeting of this development group, and the board asked that he express its concern over the education of children living there. The board also suggested he point out that this would not be a vacation development for long.

Mr. Frain had sent a letter to Mr. Paire relating all the things done by the MRSD towards meeting minimum standards. A letter from Mr. Paire commended the district, the staff, board, administration, etc. for the job done. He stated he was well aware of the poor financial state.

Mr. Whitham suggested recognizing someone every month for the fine job they were doing at school and although the board would like to compliment those doing a good job, it was felt this would be a difficult thing to do.

Mr. Hewitt reported there would be a workshop on reading for teachers on November 7 with two reading specialists.

Mr. Callahan asked the board to read an article in the Reader's Digest pertaining to kindergarten and asked to have a discussion some evening about kindergarten for our district, the pros and cons.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session: October 10, 1972

Mrs. Hildreth said there had been several requests from seniors to complete their education at the half year. A committee has met and recommends the following students for early graduation.

Donna Chase (to go to work); Rhonda Bunker (married); Susan Bean (married); Gretchen Black, a junior (to be married in a couple of weeks); Patricia Hollman, junior) to go to work to help her family. The committee approves all these requests but will review them again.

The board voted to accept the recommendation of the committee to grant early graduation for these students.

The board signed the Marlow contract.

Respectfully submitted,

Elizabeth Massin, Clerk

Monacon Regional School District
Board Meeting - September 26, 1972

The school board met at the Wyman House with the following present: Messrs. Calhoun, Cleveland, Boufford, Callahan, Felton, Pride, Frain, Furlong, Hewitt, Sundstrom, Armstrong, Soderburg, Evans, Mrs. Thompson and Mrs. Robinson. Jack Calhoun represented the Student Congress and the Sentinel reporter was present. Minutes of the September 12 meeting were accepted. Mr. Lloyd Soderburg was introduced to the board as the new principal of the three northern towns.

Mr. Hewitt displayed a TV which was being used to take pictures of all the schools and their classrooms in action. Pictures of classes in each school, with sound, were shown to the board. Mr. Calhoun suggested this machine might be helpful in presenting the building program to the voters. Film can be edited, however, at present the district does not have the splicing unit. The board agreed this should be purchased. Film could also be shown to PTA meetings so they would know what is going on in the classroom.

The board elected, by ballot, John Callahan to be the board representative to the staff development committee.

The board discuss policies dealing with athletics - what coaches should be doing, list of all the sports at the high school, what the athletic director's duties were. This latter has been discussed with Mr. Main and he is in agreement with the duties as outlined. The board would like to hear from the students as to which sports they would like included in the athletic program. There was discussion of an intramural program as well as interscholastic. Mr. Frain noted the goal of the school was to offer a reasonably comprehensive program including interscholastic and intramural sports.

The board voted to accept the policy dealing with the athletic director as outlined.

Mr. Calhoun asked to whom the individual coaches reported. Coaches will report to the athletic director, however, the high school principal maintains authority over the athletics of the school. Mr. Furlong feels the coaches should develop rules and regulations at the start of the season and then live by them. He feels with regular meetings of the coaches and athletic director there will be greater cooperation.

The board voted to accept the policy dealing with athletics as presented.

Mr. Calhoun suggested tabling further discussion on athletics until the board hears more from the students and coaches. Mr. Frain suggested this be done through the Student Congress.

Mr. Hewitt presented results of the school readiness tests which showed that girls tested better than the boys. 67.5% of the children had attended kindergarten. Average percentile of children who had attended kindergarten was 59. as compared to 40.9 for children who had not. Mr. Hewitt said that children who had been in the readiness class last year had made great strides during the year and were now ready for the formal math and reading programs. Test results also showed that progress has been made in the district's elementary schools since greater emphasis has been put on the reading program.

Mr. Frain passed out a copy of Mrs. Jenks' financial report for the lunch program for the school year 1971-72.

The board voted to hire David Hingston as teacher of industrial arts - electricity, electronics - in the high school.

The administration advised they would like to use Mr. Garland in the elementary schools in his spare time, as he is not needed in the high school full-time.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Board Meeting - September 12, 1972

The School Board met in the Superintendent's office and present were Messrs. Calhoun, Felton, Cleveland, Callahan, Pride, Frain, Furlong, Sundstrom, Hewitt, Mrs. Robinson and Mrs. Thompson. The Sentinel reporter was present. Minutes of the August 30 meeting were accepted.

Mrs. Jenks, director of the lunch program, gave a report of the financial status of the program. There was a cash balance of \$1,906. as of June 30, 1972; \$7,880. reimbursement due from the government; \$2,217 food supplies and inventory; liabilities totaling \$5,081. There is an actual balance of \$4,708. and the district as a whole is in the black. Fitzwilliam and Surry operate at a deficit but the rest of the district makes up for this. Mr. Calhoun asked how much subsidizing would be involved if a lunch program were started at Gilsum and Sullivan. It was also pointed out that the Surry kitchen is too small and needs a triple sink. Mr. Jenks advised that MRSD does not qualify for assistance on non-food items because the district does not have a high enough percentage of free and reduced lunches. Mr. Calhoun questioned the possibility of a trailer or pre-fab addition to house a kitchen for Gilsum and Sullivan and Mr. Callahan suggested a study be made to see how much it would cost to provide a lunch program for these two towns. Mr. Cleveland asked about using one building to provide lunches for all three schools in the north.

It was reported that 239,562 lunches were served in the district. Food cost is 27¢ per plate, labor 19¢. There is a 6¢ reimbursement from the government for each plate. The district received about \$14,000 worth of food from the government last year. The board thanked Mrs. Jenks for the fine job she was doing.

Mr. Hewitt reported on the three workshop days prior to the opening of school and announced there were 209 first graders in the district - the largest ever. He will have an up-to-date official report of enrollment on September 20. Total elementary enrollment to date is 1,204 compared with 1,195 last year.

Mr. Felton asked if there were any problems in turning down some children for first grade and Mr. Hewitt said no. Mr. Felton asked if those turned down came mostly from the lower socio-economic group and and Mr. Hewitt this was true and kindergarten would help.

Mr. Furlong reported there were 1,056 in the high school on the first day. Workshops were held the first three days before school opened in math, science and vocational. There was a presentation of the computer. He said the total attitude and atmosphere seemed to be excellent, with both students and teachers.

A representative from the State Department talked to Mrs. Hildreth and Mr. Shaunessey about career education. Mr. Shaunessey and Mrs. Hildreth are preparing a list of all the things done at the school and then state department members will come back in November to make a presentation to the entire school.

Mr. Felton asked if the company who sold us the computer conducted a course on it workings. Mr. Furlong advised that on the first day the company made a presentation to all the staff, and then spent additional time with the math teachers. However, Mr. Furlong pointed out that most of our math teachers have been taking a course at New England College on the workings of the computer.

Mr. Felton raised a question about the high school requiring gym suits for girls' gym and their not being available at the Blaisdell's. Mr. Furlong will check on this.

Mr. Frain gave the board some school district policies to review and asked that at the next board meeting the board discuss the athletic program. Mr. Frain also passed out changes for the law books.

Presently Mr. Frain is working on some other policies - children who are taken on vacations with parents during school year; community use of school buildings; benefits enjoyed by non-teaching personnel.

Mr. Cleveland reported that some members of the Fitzwilliam Planning Board are wondering if they could develop a part of the new land purchased by the school district to be used as an all year recreation playground. Mr. Cleveland has suggested to the planning board that they draw up a plan and present to the school board. The board was in agreement.

Mr. Frain gave a building report - there has been a meeting with department heads to talk about possible addition to the high school to take care of grades 7 and 8. The architects are now working on what additions must be built to the elementary schools. The board agreed that all plans should be put together for presentation at one time. Mr. Frain felt this would be ready by late fall. The board has instructed the architects and the staff to be responsive to the suggestions made by the public. There will also be a study of the staggered plan.

Mr. Frain spoke about the new state certification committee that was to be made up of school board members, citizens, teachers, industry, etc. One school board member from the MRSB must be elected by our board to serve on this committee. A parent also must be selected to serve and one student will be selected. The committee will develop a plan for teachers to maintain certification. This will not do away with courses and degrees. There is presently no money behind this committee. The plan developed by this committee must be approved by the superintendent and the school board. New Hampshire is following the plan adopted in Florida. It was suggested there be a secret ballot to vote for a school board member. Those available for this duty include George Whitham, Donald Austin, Arthur Boufford, John Callahan and William Felton. Length of duration of office will be set by the committee.

The board voted that the parent representative shall not be an employee of any school district.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session - September 12, 1972

Miss Kathleen Murrah was elected to the Home Economics staff at the high school.

The board discussed the matter of a sex education course at the high school. At a later date it was suggested that Dr. Buss and Mrs. Hildreth attend a board meeting to discuss this.

Respectfully submitted,

Elizabeth Massin, Clerk

Monahnock Regional School District
Board Meeting - August 30, 1972

The school board met at the Wyman Building with the following present: Messrs. Calhoun, Callahan, Pride, Felton, Boufford, Whitham, Frain, Furlong, Hewitt, Mrs. Robinson and Mrs. Thompson. The Sentinel reporter was present. Minutes of the July 24, 1972 meeting were accepted.

Mr. Wayne Wyman reported on the summer maintenance work. In Gilsum the girls' toilets were remodeled, two classrooms were painted, a couple of floors were leveled, touched up outside paint. During the next vacation Mrs. Houle's classroom will be painted. At the Cutler School, some bookshelves were made, mobile partitions made, and a new burner is being installed. Some glass was replaced and some painting done.

At the Troy School, the entire new section was painted, window glass replaced, bottom half of the gym painted. In Fitzwilliam the girls' and boys' toilets have been remodeled. At Sullivan School the outside trim was painted. At Mt. Caesar broken window glass was replaced. At the high school, the greenhouse roof has been finished, bookshelves made, the canopy has been taken down, and a new ceiling has been installed in the boys' locker room.

Mr. Wyman noted there were still things to be done including the fire escape at the Troy school; the porch at the Fitzwilliam school needs repair; and the corridor in the shop area at the high school must be repapered or painted. Mr. Wyman recommended painting this area and the board agreed, as the expense will be less and Mr. Wyman said paint would not require any more maintenance than paper. There was discussion about installing large outside lights at Troy school - would this decrease the vandalism and breaking of glass.

Mr. Whitham reported on the Paul Clark memorial which is to be a rough cut stone, with a picture and name and a saying. There was discussion as to where this memorial should be placed and it was agreed it should be placed at the entrance to the athletic field, near the ticket booth, although this is not to imply that the athletic field is being dedicated. Mr. Henry Sanders will serve as MC of the dedication to be held September 9, 1972 at the first football game. It is hoped to do some landscaping around the stone which will improve the appearance of the entrance way. It was also agreed there would be no political speakers as a part of the service.

Mr. Furlong gave the high school report and he anticipates an enrollment of 1100 students. The football team is at Camp Takoda for their week's training camp. Mr. Furlong reported on the early dismissal for juniors and seniors. About 120 have returned cards approving early dismissal. The computer has arrived and one workshop day will be used for an introduction to it. Mr. Furlong and Mr. Parker will spend additional time with new faculty acquainting them with the handbook, etc. Mr. Frain suggested having a luncheon on September 6 for the teachers instead of a dinner. The board agreed and as many board members as possible will be present.

Mr. Hewitt reported on the elementary schools. He presented bids for oil, milk and gas in the supervisory union. The board voted to confirm the lowest bids presented for fuel, milk and bottled gas. At the latest count there are 16 students from Marlow who will attend Gilsum school. Tuition will be MRSD cost plus a rental fee.

Mr. Hewitt reported that Swanzey schools are overcrowded and partitions have been built to be used as dividers. The cafeteria at Mt. Caesar will be used as a classroom. Some elementary teachers have refined the math program this summer. This program will be used in all the elementary schools this school year.

The board voted to pass a resolution that John Calhoun be authorized to negotiate and execute contracts and execute documents in behalf of the school district which may in the school board's judgment be desirable to effect the purpose of this vote so the district may participate in federal programs.

Mr. Calhoun proposed that an award be set up in memory of Alan Wheeler to be given for the next five years to an outstanding student in Industrial Arts who would have had the opportunity to know Mr. Wheeler. Mr. Calhoun asked that a resolution be drafted and sent to the family of Alan Wheeler including the board's decision to give an award in his memory.

Mr. Frain reported that representatives from the Bread and Law Task Force had met with him regarding lunch programs in the district. Mr. Frain advised them that without a building program it was not possible to run lunch programs in some district schools.

Representatives from Carter and Woodruff have been in the area trying to become more familiar with all the schools. Mr. Frain suggested they study some of the alternatives first before the middle school. The contract as revised by the board "to meet minimum standards in the elementary schools" has been accepted by Carter and Woodruff. Mr. Frain feels that some of the proposals submitted by other people should be clarified by the proposers. A letter was received from Mrs. Bentzinger about a staggered year plan in Fairhaven, Vermont. Mr. Callahan felt the four day school week should be investigated.

Mr. Calhoun reported on a conference concerned with school-age pregnancy. Mr. Furlong advised that a high school staff member would attend and report back to the board.

Respectfully submitted,

Elizabeth Massin, Clerk

August 30, 1972

Executive Session

The following elections to the staff were voted by the
board:

Anne Ashworth: Troy school
Mrs. Katherine Lucca: Mt. Caesar
Mrs. Glenora Henry: Elementary physical education and coach of
some girls' sports
Mary Louise Hood: Remedial reading
Mrs. Linda O'Connor: Troy school
Kathleen Pagett: Wilcox School
Mrs. Patricia Swingle: Troy
Mrs. Cynthia Tillson: Mt. Caesar
Mrs. Lois Falk: School nurse (to replace
Mrs. Fisher)

At the high school:

Dean Meggison: Science
Thomas Julian: Chemistry
June Ann Donegan: ISCS program
Robert Hackerott: Industrial Arts
Donald Desrosiers: Math
John Hyland: typing
Mrs. Lillian Congdon: English

Lloyd Soderberg: principal of northern schools

Mr. Breckel: head of physical education

There are still two openings in the shop and one in Home Ec.

Mr. Pride asked Mr. Frain to check on a bid that was put out
for a truck.

A request has been received from Mr. Daniel Bemis to keep
25 feet along the side of his property. The board agreed he could
use this piece for his own personal use and his wife's, but did not
wish to sell it back to him.

Respectfully submitted,

Elizabeth Massin, Clerk

Monadnock Regional School District
Executive Board Meeting - July 24, 1972

The School Board met at the Wyman House and present were Messrs. Calhoun, Callahan, Pride, Austin, Whitham, Cleveland, Frain, Mrs. Thompson and Mrs. Robinson.

Letters of resignation were received from Judith Bell, Diana Rocheleau, Emile Rocheleau and a request for release was received from Robert Harkins. The board voted unanimously to release these four persons from their 1972-73 contracts.

Mr. Frain recommended that Mr. Ed Main be appointed Athletic Director in addition to his guidance counselor duties. The board voted unanimously to hire Mr. Main as athletic director.

Mr. Frain recommended for the science department that Miss Skadeland be in charge of grades 7, 8 and 9 (the ISC program) and Mrs. Jernberg in charge of grades 10, 11 and 12. After discussion Mr. Cleveland moved to implement the administration's suggestion to hire Mrs. Jernberg and Miss Skadeland as department chairman with the proviso that this arrangement would be reviewed after a year. Each would receive an additional \$900 as department chairman. The board voted six affirmative and two opposed.

A letter has been received from Carter Woodruff Architects. with proposals. The board suggested that the following words be added - "add to the elementary schools as necessary to house the projected student population and to meet minimum standards in the elementary schools." It was also suggested that the word "scheme" be changed to "proposal." The board voted to accept the Carter and Woodruff proposal as presented with the above suggested corrections.

Respectfully submitted,

Elizabeth Massin, Clerk

Notes on Executive Session July 24, 1972.

There was discussion of Mr. Frain's suggestion that Miss Skadeland be made science department chairman of grades 7, 8 and 9 and Mrs. Jernberg chairman of grades 10, 11, and 12. Mr. Cleveland asked how this would work out with the balance of the department. Mr. Whitham asked if Mrs. Jernberg could be put in charge of the entire science department. Mr. Callahan said he would like to see the ICS program coordinated and have one department head because he approves of the idea of consolidating department chairman as has been done in other areas. He suggested it be made clear to the two women that they will both be department chairmen on a temporary basis. The department might later be consolidated.

Mr. Calhoun would like to invite the department chairmen to a board meeting.

Mr. Whitham suggested the administration might be passing up an opportunity to get a top-notch person in today's market to head the entire department. Mr. Austin asked what would happen to the department morale if after two years someone were found to chairman the entire department. Mr. Frain feels that if these two people show results, they should continue as chairmen. He expressed confidence in them. He agreed a review should be made at the end of the year. The board was concerned that in other areas the administration wanted to consolidate department chairmen and this recommendation was not consistent.

There was discussion of the proposal received from Carter and Woodruff. Mr. Frain questioned the possibility of adding a wing to the high school for grades 7 and 8 as he did not feel the high school facilities were large enough to accommodate a grades 7 and 8 addition. Mr. Cleveland feels that a free standing addition in Fitzwilliam for Fitzwilliam and Troy must be considered. Mr. Frain feels that the bigger a middle school is made, the less will have to be done to the elementary schools.

Monadnock Regional School District
Board Meeting - July 13, 1972

Present at the meeting held in the Superintendent's building were Messrs. Calhoun, Cleveland, Pride, Felton, Boufford, Callahan, Frain, Sundstrom and Mrs. Thompson. Reporters from the Sentinel and Union Leader were present. Minutes of the June 28 meeting were suspended.

Mr. Boufford reported on the July 12th meeting of the building committee which had eight members present. In a vote 7 to 1, the committee voted to recommend Carter and Woodruff as the architect to submit building plans. Mr. Boufford said this firm had done preliminary studies of the MRSD and had suggestions as to what the district needed. They had estimated a total addition of 90,000 square feet would be needed, or 112 square feet per pupil. Cost would be about \$28.12 per square foot.

Mr. Cleveland moved and the board voted to accept the recommendation of the building committee subject to reaching a satisfactory agreement with the firm of Carter and Woodruff.

Mr. Cleveland questioned the capacity of the middle school (1,000) and felt that nothing in the district's history could substantiate the necessity of a 50% increase. Mr. Calhoun said the architects would be charged with designing a flexible structure. Mr. Cleveland asked if any thought would be given to building something in Fitzwilliam and Mr. Calhoun confirmed there would be a study of alternatives.

Mr. Frain said the two important things to be considered were shortage of space and meeting minimum standards. He pointed out that most of Engelhardt's population projections were based on the number of children in the area at the time the projections were made. Mr. Pride favored building for a larger amount and not being caught in five years with a space shortage.

The alternatives to be considered by the architects, and the building committee will work with them, are (1) a middle school, (2) addition to the high school, Mt. Caesar and Fitzwilliam, and (3) adding on to the elementary schools and build one small middle school.

Mr. Calhoun wished to correct a newspaper item which intimated that the delay on purchasing the Bemis property was due to the Bemis family. He said the Bemis' had been most cooperative.

Another newspaper headline suggested doubt about it being legal to spend the \$20,000 appropriated at the annual school meeting on any plans other than a middle school. Mr. Calhoun reported that the school attorney could see no reason why this is illegal because the study will be to come up with the best solution for the district.

July 13, 1972 - Executive Session

Mr. Frain nominated and the board elected the following members to the Monadnock staff at the appropriate salary:

Ann Ashworth, teacher at Troy elementary
Kathleen Pagett, teacher at Wilcox School
Lloyd Soderberg, principal of Gilsum, Surry and Sullivan

Mr. Calhoun received a letter from the Bread and Law Task Force requesting an opportunity to discuss the school lunch program. It was agreed the board should ask them to attend a meeting to discuss this.

To replaced the school board furniture which has been moved out of the upstairs offices in the Wyman House to the downstairs board room, the board voted to spend up to about \$600 for tables, chairs and two air conditioners.

Mr. Calhoun advised that the board is now insured under an INA policy for errors and omissions.

Mr. Callahan would like to participate in another seminar on negotiations.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session

Mr. Frain nominated and the board elected the following:

Mrs. Congdon - teacher at the high school, English
Mr. Richard Allen - teacher of English at high school
Mr. Robert Hackerott - teacher of shop at high school

The board voted to authorized the chairman of the board to sign teachers' contracts during the summer.

It was the concensus of the board that a letter of congratulations be written to Mr. Douglas Leslie for being elected the Biology Teacher of the year in New Hampshire.

Mr. Cleveland moved and the board voted to offer Mr. Daniel Bemis the amount of \$15,000 for the 17 plus acres of land adjacent to the Fitzwilliam school, and as much additional land as can be negotiated for that price. The vote was 7 yes, 1 no, 1 abstention.

Mr. Collahan reported on the recent negotiations meeting with teachers.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - June 28, 1972

The School Board met at the Sullivan School with the following present: Messrs. Calhoun, Cleveland, Whitham, Felton, Pride, Boufford, Callahan, Frain, Hewitt, Furlong, Mrs. Robinson and Mrs. Thompson. The Sentinel reporter was present. Minutes of the June 13 meeting were accepted with the following correction: names of the three architect firms being considered were Carter and Woodruff, Warren Ashley, and Fenton Keyes.

Mr. Calhoun advised citizens present that individual members of the board and the school district had been served a writ from the Chairman of the Science Department. The school counsel has been contacted regarding this writ. The board voted to retain Mr. Prigge and such other counsel as may be deemed necessary to defend the District, its agents and officers against the recent action brought by a department head who was not retained in that position for 1972-73.

Mr. Boufford reported that members of the building committee had met Saturday, June 24 with the three architects. They toured the ConVal and Merrimack schools. All architects felt it possible to present plans to the board by the middle of October. The architects agreed to look at several alternatives besides the middle school of grades 5-8 and would present cost estimates for alternatives. Mr. Boufford said he would like to have the building committee authorized to hire an architect to get the preliminary plans and estimates under way, however, Mr. Felton felt it important that the entire board be involved in selecting the architect after the building committee has made its recommendation.

Mr. Boufford moved and the board voted to meet on July 13 (after the building committee meeting on July 12) to hear the recommendation of the school building committee regarding the selection of an architect.

Mr. Bentzinger said it was his understanding the the \$20,000 voted at the annual school meeting could only be used for a study of the middle school however, Mr. Calhoun advised that because there were so many alternatives being presented by citizens of the district, the architects would now study alternatives to show the public what is most needed. The board wants to arrive at a viable solution.

Mr. Bentzinger presented a petition containing 284 signatures recommending that the building committee look into alternatives to the building of a middle school. Troy submitted a petition containing 452 signatures asking for the opportunity to consider alternatives to the middle school. Petitions are on file in the Superintendent's office. Sullivan advised it would be submitting a similar petition.

Mr. Hewitt gave an explanation of room utilization at the high school - 95%. The national average is 85%. In 1972-73 it is expected that MRHS utilization will increase to 96%. The anticipated enrollment for 1972-73 in the high school is 1,100. The building was built for 950.

Mr. Frain passed out finalized policies on the high school principal, assistant principal, director of pupil personnel services, and supervisor of grounds and buildings. These policies were adopted by the board on April 25, 1972. Mr. Furlong said that school board policies adopted to date had been discussed at a faculty meeting.

Monadnock Regional School District
Board Meeting - June 28, 1972

Page 2

An end of the year report was given by Mr. Hewitt. A recognition day program has been established. The district had another successful outdoor education program at Camp Union. End of the year test results will be available soon. Summer repair and general maintenance work has been started. Many elementary teachers are taking courses and traveling.

Mr. Hewitt reported that the state has notified the district they will not receive the mini-grant for the study of local communities by the elementary grades.

Cutler, Fitzwilliam, Gilsum and Troy school facilities are being used for summer programs.

Mr. Furlong reported that 141 had graduated. If graduating classes continue to grow, invitations to graduation may have to be limited. Mr. Furlong expressed his pride in this year's graduating class.

A citizen asked if math classes in grade 3 in Troy could be held in the morning instead of the afternoon when children are tired.

Mr. Bentzinger asked if the architects' plans would be presented to the voters before the board made its decision. Mr. Calhoun replied that detailed plans would be presented to the voters before any meeting is held to vote on accepting a plan.

Respectfully submitted,

Elizabeth T. Massin, Clerk

Monadnock Regional School District
Board Meeting - June 28, 1972

Executive Session

Mr. Bemis has accepted the board's offer of \$15,000 for 21¹/₂ acres of land adjacent to the Fitzwilliam school. The board voted to appoint John C. Clhoun as its legal agent in executing an agreement with Mr. Daniel Bemis for the purchase of land abutting the Emerson School in Fitzwilliam at a cost of \$15,000 for approximately 21 acres, subject to the stipulations or conditions which may be written into an agreement by counsel for the District, for example, a warranty deed, a survey of the property, and the District's meeting the provisions of municipal subdivision statutes. Further, the board voted to authorize the payment of \$100 as a binder in this purchase action.

Mr. Furlong presented the names of four applicants for early graduation. The applications of Debbie Short, Starr Pierce and Gretchen Black were accepted, the application of John Bill was denied.

The board accepted the resignation of Becky Delano; of Panos Pitsas, and of Mrs. Saville. The board granted the release of Mr. Amstein.

The board elected Mrs. Bedard as teacher of English at the high school and Mr. Rust as industrial arts teacher.

The board voted to take exception to Mr. Callahan's commitment of the district to the new teacher's organization at a recent negotiations meeting and wishes to correct the minutes to show that Mr. Callahan was not authorized to make this commitment.

Respectfully submitted,

Elizabeth Massin, Clerk

Notes on June 28, 1972 meeting.

Mr. Frain said Mr. Bemis is willing to sell the 17 acres plus 4 which includes orchard and land behind his house, for \$15,000. Mr. Prigge is drawing up the necessary papers for a sales agreement. The school district, as buyer, must survey the land. The board voted to appoint Mr. Calhoun as legal agent in executing an agreement with Mr. Bemis.

Mr. Furlong presented the names of four applicants for early graduation. In the future the committee will review these people every marking period and will keep a closer check towards the end of the year to determine their progress.

Debbie Short, DOB 7/28/56, 10-1/2 credits, requests graduation at the end of three years so she may enter college in 1973. Committee recommends early graduation. Board voted 7 affirmative, 1 oppose, 1 abstained.

John Bill, DOB 12/13/56, 10-1/2 credits. Committee does not recommend early graduation. Board voted to deny request on advise of the staff.

Starr Pierce, DOB, 6/27/56, 11 credits. She wants to enter college in 1973 as she wants to be a lawyer which will take 6 years. The staff recommended granting her request and the board voted approval.

Gretchen Black, DOB 10/7/56, 12-1/2 credits, wishes to attend a beauty academy ; in 1973. The committee recommended granting request but recommended reducing number of credits taken in 1972-73 to 6. The board voted granting request.

The board accepted the resignation of Becky Delano who is being married and moving away. The board accepted resignation of Panos Pitsas who has asked to be released from his position to accept a position in Keene High School. The board accepted the resignation of Mrs. Saville who is moving to another state and of Mr. Amstein's request for resignation, the board did not accept his letter of resignation but did grant his release.

The board elected Mrs. Bedard as teacher of English at the high school and Mr. Rust as industrial arts teacher.

Mr. Frain suggested hiring a person for the elementary school physical education program and to cover the remaining two periods at the high school. Mr. Calhoun questioned the value of the physical education program at the high school, and said he would like to see a continuation of the "body building" program started in the elementary school. Mr. Frain asked the board if it felt there should be a chairman of the physical education department. The board would like to study this before deciding. Mr. Frain feels that the position of Chairman and Athletic Director should be one.

Mr. Callahan reported on the latest negotiations meeting. Mr. Cleveland noted that Mr. Callahan had committed the district to the new teachers' organization and the board voted to take exception to this commitment and wishes to correct the minutes to show Mr. Callahan was not authorized to make this commitment.

Monadnock Regional School District
Board Meeting - June 13, 1972

The School Board met at the Town Hall in Roxbury with the following present: Messrs. Calhoun, Boufford, Austin, Callahan, Cleveland, Felton, Whitham, Frain, Furlong, Hewitt, Sundstrom, Mrs. Robinson and Mrs. Thompson. The Sentinel reporter was present as were several citizens.

Minutes of the May 16 meeting were accepted with the following correction: the vote of confidence for Mr. Frain was 8 yes, 0 no, and 1 abstention.

Mr. Austin reported on the meeting of the building committee and advised that the committee had narrowed the number of architects to be considered to three - Carter, Woodruff, and Ashley - who will be invited to attend a committee meeting later in June. The committee was presented with facts concerning how a middle school would be organized and how the grades are presently organized.

Mr. Hewitt reported on the program and organization for a middle school. The administration would like to see the new school built around the student. The same subjects presently taught in grades 5 and 6 would be taught in a new middle school, plus there would be an art program with a trained, certified art teacher; guidance services would be provided; the present physical education program would be expanded.

The same subjects would be taught in grades 7 and 8 as are presently, and a reading program would be added to the present English and language program.

Some changes that would be effected in a new middle school would be to have grades 5 and 6 remain with the same teacher for most of the day, instead of changing classes and teachers as they do now. There would be an expanded physical education program in a gym. There would be greater opportunity for teachers to work together and discuss problems together. There would be greater opportunity for students to do special work or individualized work. An intramural sports program would be made a part of the school day.

In grades 7 and 8 reading would be continued to be taught; the usual 50-minute period would not be followed, instead the time schedule would vary to meet the needs of the children; teachers of the basic subjects would be grouped together into teams; the continuous progress program would continue; there would be an intramural sports program during the school day.

The big difference in the new school would be in the organization of it, not in the curriculum.

Asked why the French program had been dropped from the Fitzwilliam Elementary School, Mr. Hewitt explained that all children had been required to take the course but 60% of those children discontinued French when they reached Monadnock High School. Administration and Board felt the money could be better spent. The Flex program at high school now offers the student the chance to try several languages.

Mr. Ilg asked what the present classroom enrollment was for grades 5 through 8. It was estimated that 32 classrooms would be needed to house grades 5 through 8 in a new middle school. Mr. Ilg asked if equipping the library would be a major task. Mr. Hewitt said the books

in the high school that are for grades 7 and 8 could be moved to the new library. Also some of the books from the elementary schools for grades 5 and 6 could be moved to the new library, but they would not deplete the elementary libraries completely realizing some lower grade children would be interested in the grades 5 and 6 books. Mr. Ilg asked if the administration had considered science kits, etc. that were put out by various industries. Mr. Hewitt advised such a kit had been used in the Troy school.

Mr. Ilg asked if additional reading was planned for the 7th and 8th grades because a large percentage of children were not reading up to grade level. Mr. Hewitt said they wanted to provide reading for children who have not developed all their reading skills. He admitted this was a problem nation-wide.

The question was asked if the board was considering an open concept school and Mr. Calhoun replied the board did not plan to veer far from the traditional.

Mr. Boufford reported on the meeting planned for June 21 with the building committee at Mt. Caesar cafeteria. The building committee will hear suggestions from any citizen regarding any alternate plan to the middle school between 7 and 8 p.m. Mr. Ilg asked about obtaining information on the various schools and he was referred to the Engelhardt report which may be found in any town library. The report includes repairs which are needed in the various schools. Mr. Austin suggested that recommendations presented at the June 21 meeting be written.

Mr. Hewitt reported that a mini grant of \$1900. had been received for a study of local communities by elementary school children.

Mr. Frain reported that an accountability report has been submitted to the state outlining accomplishments in the district since 1962 as a step toward attaining minimum standards.

Franklin Pierce College has asked if Monadnock would consider using student teachers from FPC. They would be available either three days a week, or five mornings. Mr. Hewitt recommended accepting FPC student teachers for five mornings a week. Mr. Felton moved and the board to accept Franklin Pierce student teachers for the 1972-73 year, for elementary and high school.

The board voted to grant the following requests:

For the Catholic Church to use the Troy School for classes from June 19 to June 30.

For the Troy Recreation Program to use the Troy gym on rainy days.

For the Gilsum, Fitzwilliam, Cutler Recreation programs to use the respective school facilities.

Mr. Calhoun reported the administration had a request from the Troy and Fitzwilliam residents to meet with members of the building committee on June 15 in the Fitzwilliam Town Hall. Notices will appear in the newspapers and it was asked if notices could be sent home from school with the children. The board voted permission to send notices home from school.

June 13, 1972 - Page 3

A letter of thanks and appreciation was received from the family of Judge John Goodnow for the John Goodnow award that will be given each year to an outstanding senior for service as well as scholastic achievement to be nominated by the students and elected by the teachers.

Mr. Hewitt reported that Marlow students are presently being tested for entrance in the Gilsum school next year and have spent a day at the Gilsum school. The rate of tuition must be set based either on the state per pupil cost or on the MRSD per pupil cost, \$608. for the former and \$618 for the latter. The state has informed the administration that the state per pupil cost will increase next year, as would the cost in the MRSD. Mr. Hewitt recommended charging the MRSD per pupil cost plus rental fee. (This was the basis for the tuition for Rindge students in the Fitzwilliam school.)

Mr. Boufford moved and the board voted to charge Marlow a tuition based on the MRSD per pupil cost plus rental fee.

Mr. Frain asked for and the board voted approval for the administration to apply for and accept federal funds granted for the educationally disadvantaged, special education, EEA and the neighborhood youth corps.

Mr. Whitham presented a request from a group of citizens to place a memorial plaque for Mr. Paul Clark on the school grounds. The board voted approval of accepting such a plaque.

A request has been received from a parent for the fourth year tuition to be applied toward a student's college education or toward another secondary school, if that student graduates in his junior year. The board voted to deny this request.

The board asked the administration to advise what the policy is for makeup work by students who leave school to go on vacations with their parents, when school vacations do not coincide with that of the parents.

Mr. Dion asked how often MRHS goes through an evaluation and when was the last evaluation done. Mr. Furlong advised re-evaluation takes place every ten years by the New England Association of Secondary Schools and Colleges. Every third year after an evaluation a report is made what had been done to accomplish the recommendations made in the evaluation. a Five-year report on MRHS was made about a year ago.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session

Mr. Frain nominated and the board elected the following:

Mrs. Congdon - teacher at the high school, English
Mr. Richard Allen - teacher of English at high school
Mr. Robert Hackerott - teacher of shop at high school

The board voted to authorized the chairman of the board to sign teachers' contracts during the summer.

It was the concensus of the board that a letter of congratulations be written to Mr. Douglas Leslie for being elected the Biology Teacher of the year in New Hampshire.

Mr. Cleveland moved and the board voted to offer Mr. Daniel Bemis the amount of \$15,000 for the 17 plus acres of land adjacent to the Fitzwilliam school, and as much additional land as can be negotiated for that price. The vote was 7 yes, 1 no, 1 abstention.

Mr. Callahan reported on the recent negotiations meeting with teachers.

Respectfully submitted,

Elizabeth T. Massin, Clerk

June 13, 1972

Notes

Mr. Austin suggested the board develop a policy that would limit the questions and discussion that comes from the citizens during board meetings, either a time limitation, or restriction on the same item. He thinks board meetings have turned into meetings with the people rather than board meetings to accomplish something. Questions should be pertinent.

Mr. Callahan feels the board should meet with the department heads as soon as possible.

Mr. Frain said he would like permission to have the canopy outside front of high school taken down and some trees planted there. The board was agreeable.

Mr. Felton asked if there was any reason why information received is in on ditto form instead of mimeograph. If additional copies were needed at a later date, a mimeo stencil would be more efficient because it would not have to be re-typed.

Monadnock Regional School District
Board Meeting - May 16, 1972

The School Board met at the Cutler School in Swanze. Present were Messrs. Calhoun, Austin, Pride, Cleveland, Felton, Whitham, Callahan, Frain, Hewitt, Furlong, Mrs. Thompson and Mrs. Robinson. The Sentinel reporter was present. Members of the Building Committee attended as did several citizens from the district towns. Minutes of the May 8th meeting were accepted. As Miss Lemay was not present, there was no report on the elementary music program as planned.

Mr. Calhoun reported that he, Mrs. Thompson and Mr. Callahan had visited the Hinsdale School after the recent Supervisory Union meeting and it was requested that the Union investigate the possibility of a cooperative venture in vocational education. It was recommended that a vocational school be built where students of the surrounding areas could attend two or three days a week to receive specialized vocational training while still attending their respective high schools for regular studies. Twenty centers are to be set up throughout the state to be fully equipped by federal funds. This vocational center would be separate from the administration of the high school and would eliminate the duplication of expensive equipment by the various area schools. The State Board is thinking in the terms of Three years for the establishment of such a program.

Mr. Austin asked to clarify the motion that was voted at the May 8 board meeting, namely, that the work of the building committee be expanded to allow for its study of alternatives in solving our building problems. He did not feel the Sentinel's interpretation of this motion was entirely clear. He feels that as a building committee, all the alternatives should be explored to provide a freedom of choice.

Mr. Felton pointed out that the funds voted at the annual school meeting were expressly for the purpose of hiring an architect to draw up plans for a middle school and if the building committee should recommend an alternative to the middle school he does not feel the funds can be spent for plans other than a middle school. Mr. Calhoun felt that if this should occur, the problem would go to the board.

Mr. Frain presented alternatives cited in the Engelhardt report, for instance, having two middle schools instead of one. For two middle schools, grades 5-8, it would require an additional 17,500 sq.ft; for grades 6-8 an additional 13,400 sq.ft. Engelhardt states that an additional 20 sq.ft. per student is required for the duplication of effort.

Another alternative cited in the Engelhardt report is having grades 1 through 8 in each town. This would mean an additional 17 classrooms in Fitzwilliam, Troy, Swanze and the 3 northern towns. To meet state standards which require libraries would mean an additional 9 rooms in the six schools. If kindergarten is to be included, an additional total of five rooms. If pupils of grades 7 and 8 were to receive the same program they presently receive at MRHS there would be an additional total of 21 rooms for industrial arts, home ec, language, physical education, art, music, etc. OR, a total of 50 additional rooms throughout the district. Additional staff would be involved and teachers of special programs could not be used efficiently, the report points out. It would have to be determined what special equipment for industrial, home ec, art, language etc. would be purchased for each school.

Mr. Frain said these were the only two alternatives he had worked up at the moment. Mr. Felton suggested that these alternatives be committed to writing so the information could be made readily available to anyone.

Mr. Whitham presented an alternative plan of the staggered day. Grades 11 and 12 would start early, 10 and 9 a period later and 7 and 8 two periods later - each group ending a period later in the day. At no time would grades 7 and 8 come in contact with the high school, either in the classes, lunch, study, or bus. ; Mr. Whitham has obtained an estimate of the cost of transportation through the leasing of buses. The staggered plan would not necessitate hiring additional staff. Mini courses and independent study could be included in the program. No more than 2/3 of the classrooms would be used at one time. Study periods would be eliminated. There would be four classes a day plus one resource period and one lunch period. The program could handle 1300 to 1400 pupils in the present school building. This proposal would be a substitute for the middle school. Mr. Calhoun asked where this staggered plan is working now. Mr. Whitham replied it was being proposed in other areas, for instance, Keene, and was now being used in Portsmouth.

Mr. Austin felt this proposal could be brought before the building committee for consideration. Mr. Ilg suggested this proposal might have to be considered out of necessity if conditions became too crowded.

Mr. Dion asked if the building committee would accept alternatives from citizens outside of the committee. Mr. Shaw suggested the building committee should not consider any plans unless the school board referred them to the committee. He realized the committee would have to have opinions and information from the administration regarding staff, curriculum, etc.

Mr. Bentzinger noted that his interpretation from the Sentinel reporting was that a middle school was a foregone conclusion and he reminded the board that other affluent schools in the country were turning down building programs. He recommended the board and building committee come up with at least one alternative to the middle school and urged consideration of the staggered plan.

Miss Webber asked how many classrooms would be required for grades 5-8. Mr. Hewitt said 32 regular classrooms would be required plus special areas, shop, etc. She asked if figures were available for the increase in operational expenses including staff and equipment. Mr. Frain pointed out it would be difficult to estimate staff until it was determined whether a middle school would be grades 5-8 or 6-8. A large number of the present staff would be used. Mr. Hewitt said they have developed a lot of information but it has not yet been presented to the building committee and Mr. Ilg asked if there were a completion date for a report on educational specifications and felt there should be one.

It was reaffirmed that the building committee is being charged with looking at alternatives as well as the middle school.

Mr. Callahan reported on the survey committee and said teachers had presented their ideas for questions to be included in the survey. It was asked if the board had questions they wished included and it was agreed that these would be offered at the end of the executive session. Mr. Felton reviewed the questions included, to date, in the survey. It has been decided boxes will be set up in each school where completed questionnaires can be returned by a certain date. Mr. Callahan felt the faculty was agreeable to having this survey conducted.

Mr. Tommila asked to clarify a statement he had made at the May 8 meeting - that if additional land were purchased next to the Fitzwilliam school, it be used for a free standing addition to house Fitzwilliam pupils and be able to take the overflow from other elementary schools, but not for a middle school. He asked what progress was being made towards the purchase of the land in Fitzwilliam. Mr. Calhoun reported no decision yet and informed the \$15,000 had originally been mentioned in connection with 40 plus acres, whereas an appraisal showed there to be 20 plus acres. If the \$15,000 is not spent to purchase the land, he said it would revert to the taxpayers.

Respectfully submitted,

Elizabeth Massin, Clerk

Executive Session

Mr. Furlong reported a request has been received from Mr. Arnott for the district to pay one-half the cost of attending a School for International Affairs at Royalton this summer. He has received a scholarship from the State Department for one half the cost.

Mr. Cleveland moved that the board deny the request namely because it would set a precedent and it would be unwise to set such a precedent without some thought being given to the establishment of a fund for this purpose.

Mr. Felton amended the motion to indicate the board would set aside a fund for the next academic year to be directed to the purpose of faculty development. The amendment was defeated 5 to 3.

Mr. Cleveland's motion was voted 7 yes and 1 abstaining.

Mr. Frain nominated and the board elected Mrs. Patricia Swingle as a teacher at Cutler for the 1972-73 school year.

The report of the hearing conducted by NHEA Professional Rights and Responsibilities Commission has been received and the board voted to authorize a letter be sent to the effect the board maintains its confidence in the Superintendent of Schools and therefore cannot agree with any of the findings of the hearing. The vote was 7 yes and Mr. Whitham abstained because he had not read the report.

The board voted to authorize a letter be sent to the Marlow School Board accepting their 5th and 6th grade pupils for 1972-73.

The board voted to adopt the questionnaire as presented by Mr. Felton with additions from the school board, received tonight.

Respectfully submitted,

Elizabeth Massin, Clerk

MONADNOCK REGIONAL SCHOOL DISTRICT

Minutes - Monadnock Regional School Board, Monday, May 8, 1972 - Surry Elementary School

Present: Messrs: Calhoun, Callahan, Austin, Pride, Cleveland, Felton, Whitham, Mrs. Thompson, Mrs. Robinson; also Messrs: Frain, Hewitt, Sundstrom, Furlong

The meeting was called to order by Mr. Calhoun at 7:30 p.m.

Minutes of the previous meeting were accepted as corrected: 25 bi-weekly checks and two weekly checks; use of the term pupil rather than student.

Mr. Calhoun reported on the progress of the building committee and indicated that information was now being sought from architects before one is selected. In answer to a question from people present relative to bussing students, it was indicated that the transportation schedule would be separate from the high school and that the new school would begin later in the morning. It was also suggested that the Board request a waiver in the required minutes per day from the state board because of the transportation involved.

Mr. Callahan reported on the progress of the survey committee. Changes have been made in the original survey and some questions will be revised at the next meeting. All points of view should be recognized, and it is hoped that a draft will be ready for approval from the board at the meeting next Tuesday. The IBM card has 80 options and approximately 50 have been used now. The committee has also indicated that names on envelopes are not necessary.

It was suggested by Mr. Calhoun that a letter of sympathy from the board be sent to the family of Judge Goodnow. He also suggested that a prize be established in Judge Goodnow's name that would be given to that senior who best exemplified the qualities of citizenship, academic excellence and who best represented the school. Mr. Callahan moved with a second by Mr. Austin that a Goodnow Award be established and presented to a senior student yearly. Voted Unanimously. Mr. Calhoun will appoint a committee of three to establish the criteria used for selection.

The elementary report included information on the children attending Otter Lake Conservation School, the spring concert for Surry, Gilsum, and Sullivan, and the annual trip of the three schools to the Boston Museum of Science. Also, mentioned were pre-school registration and orientation for incoming seventh graders.

Mr. Furlong reported on the number of acceptances to colleges and universities. He indicated that 50% of the senior class is going on to some form of post-secondary education. One-hundred and eight applications have been made at this time. Twenty-five alumni have also applied for admission to post-secondary schools through the high school guidance department. There have been eighty-two acceptances and twenty rejections at the present time. However, all but two of the rejections have been accepted at other institutions. Three applications were incomplete, one is on a waiting list and two are pending. Thirty seniors will be attending K.S.G. in the fall and eleven students are entering the graphic arts program at Laconia for two years. Students will be entering other trade schools besides Laconia. Two students will enter U.N.H. in the fall. Mr. Furlong also reported that Barbara Firmin and Ruth Callahan were two of ten students in N.H. to receive full scholarships to K.S.C.

Continuing with the high school report, Mr. Furlong reported that the spring sports are doing well in all activities. The social studies department will have a new seventh grade program in the fall that will be a geography program studied by climate belts. Other departments are also considering revisions, including the English department and the guidance and vocational rehabilitation teachers who are working on programs for handicapped children.

A request was made by Mrs. Hosmer to reserve the tennis courts from June 9-11 for the Keene Hard Court Open Tournament and that the courts be posted at that time. This tournament would not affect the high school schedule. This was approved by the Board and Mr. Furlong is to make any necessary arrangements with Mrs. Hosmer.

Changes will be made in the orientation day for 7th graders, and it has been suggested that incoming seventh graders be in the building for one day before the other students. At the next meeting a report will be made on marks achieved on college boards.

Mr. Frain reported that the tax commission report has been received-eight months late. The tax commission is reluctant to do schools in the future and the next school year local auditors will make the report as voted at the district meeting in March. The accounts of the district are in order and all accounts are balanced. Mr. Frain also explained the bill payment system used in the district. He indicated that help will be forthcoming from the federal government to purchase a small computer. The government will pay 50% of the cost subject to the availability of funds. Mr. Frain also reported that a letter had been received from Mr. Fosher at K.S.C. giving his thanks to the English Department for assisting student teachers and hoping that the program will continue in the future.

Discussion was held regarding the purchase and leasing of computers. It was felt that leasing the computers from Dartmouth was too expensive, and that breakdowns and maintenance were a problem. A small computer could be purchased for approximately \$6,000.00 while the rental charge for one year is \$9,000.00. (current cost to Keene School District). Members of the math department have taken courses in using computers at their own expense. The recommended computer is versatile and can be used with other subjects.

The question was raised in regard to intramural athletics, especially in baseball for those students who did not make the varsity and junior varsity teams. Although many of these students went on to track and tennis, there is still a need for an intramural program. This type of program will be looked into.

The question of guitar lessons for the next school year was raised. Whether or not they will be continued will be decided at a later date.

Mr. Dion wanted to know if the results of the survey will be made public. It was explained that perhaps only parts of the survey will be made public, but the final decision will be by mutual agreement of the staff and the board.

Mr. Tommila referred to the letter in the Sentinel by Mrs. Ilg expressing concern over younger children being bused early in the morning and that if an addition were to be built in Fitzwilliam, the children from Swanzey could be bused there. Mr. Frain explained that it would be impractical to bus students from the district's largest population area to other parts of the district, and that additional vehicles would be needed. Mr. Tommila wanted to know the status of the \$15,000.00 allocated to purchase land in Fitzwilliam; that the money was allocated in 1971, and that at the district meeting in 1972, no decision had been made. He inquired why so much time had passed without a decision, and what the appraisals were. It was explained that the family situation had changed and that the owner had to consult other people, that the amount of land was much less than originally indicated, but that the price was still being negotiated. It was also pointed out that due to the death of Judge Goodnow, the board did not have an attorney at this time. It was indicated that Mr. Tarbox and Mr. Green had appraised the land for the board, and that in answer to a question of why two appraisers, it was explained

that this was normal procedure in such issues. This subject will be discussed in executive session. The money is currently in the bank and drawing interest, and the board will make the decision in the best interest of the taxpayers. There was also some delay in the owner getting his own appraisal. Mr. Tommila indicated that it seemed that the need for building was overcrowding. It was explained that there were other problems besides overcrowding in Fitzwilliam and Swanzey and that the seventh and eighth grades should not be in the high school. Mr. Tommila suggested that the board look into other avenues besides a new school.

MONADNOCK REGIONAL SCHOOL DISTRICT

Executive Session, May 8, 1972, Surry Elementary School

The land negotiations with Mr. Bemis of Fitzwilliam was discussed, and it was reported that an offer had been made by the Board. Mr. Bemis will discuss this offer with his family and report to the Board of his decision,

Since the Board does not have an attorney at the present time due to the death of Judge Goodnow, it was suggested that the Board make plans to secure an attorney as soon as possible. This will be necessary in order to close any land negotiation. Mr. Cleveland moved and Mr. Callahan seconded the motion that Mr. William Prigge of Fitzwilliam and his firm of Goodnow, Arwe, and Ayer be asked if they would consider representing the Board. Voted,

At this point the Board got into a discussion of some of the questions and topics that were raised at the meeting. The Board discussed and agreed upon a list of considerations affecting the new school. These will be run off and distributed.

During the discussion of the new school, Mr. Austin moved and Mr. Cleveland seconded that the work of the building committee be expanded to allow for its study of alternatives in solving our building problems. Voted 5 to 4.

It was noted that the article in the warrant provided for an architect to study the middle school, but the article did not specify the grades, etc., to be involved. Some background information on the cost of various alternatives will be developed and made available.

Respectfully submitted,

Kenneth G. Hewitt
Secretary Pro Tem

Monadnock Regional School District
Board Meeting - April 25, 1972

The school board met at the George Emerson School in Fitzwilliam on April 25, 1972. Present at the meeting were Messrs. Calhoun, Austin, Felton, Whitham, Callahan, Pride, Frain, Hewitt, Furlong and Mrs. Thompson. The Sentinel reporter was present and several citizens. Minutes of the March 28 and April 11 meetings were accepted.

Work of the building committee was discussed. Mr. Callahan felt the board should consider alternatives to the middle school in view of the fact that Mr. Tate of the State Education Department indicated the elementary schools in our district might be eligible for state building aid for additions to these schools. Mr. Felton thought the board should clarify the significant differences between MRSD and Keene as to why MRSD needs a middle school whereas Keene did not feel it was their answer. Mr. Frain was asked to contact the State Board of Education and determine if the MRSD elementary schools would be eligible for state building aid.

Mr. Hewitt reported on the board's meetings with teachers. Teachers were asked for their ideas on the middle school and a building program. Elementary and high school teachers have been elected to serve on the Survey Committee and a meeting has been set for May 4. Mr. Felton noted of the meetings with elementary and high school teachers, that with the former group their first interest was in teacher aids, curriculum, etc. and personnel problems were of secondary importance. With the high school teachers personnel problems were discussed first.

Mr. Frain has received an accountability report regarding our district's progress in meeting the minimum standards for elementary schools. Mr. Frain gave board a list of items that have been accomplished in our district and those that will be met in the future. Every school district have a plan when it will meet the standards. Mr. Callahan asked when the state would be accountable for supplying the funds with which districts could meet minimum standards. He feels the legislature should be accountable. Asked if any districts had met the standards, Mr. Frain felt Bow and perhaps Monroe had. Asked where MRSD stood in meeting all standards, Mr. Hewitt said we must look at the elementary schools on an individual basis as some have accomplished more than others. Mr. Frain felt above 50% had been accomplished in the district. He felt priority should be given to developing the elementary physical education program which has already been started, and to an elementary art program which the teachers feel important. He said that kindergarten was only recommended and had not yet been mandated because there were no funds available for it.

School district policies proposed at the April 11 meeting were discussed. Mr. Calhoun asked that Mr. Furlong inform the board of areas of policy in which teachers would like to be consulted before the board votes adoption of such policies. Mr. Felton suggested getting a vote from the teachers regarding the rules that are presently being rewritten for the Teachers' Handbook.

It was explained that job descriptions are developed by discussion with the person involved. The board discussed the job description of the high school principal. Mr. Felton moved to amend the policy to state that the principal shall work with his faculty and department heads to initiate and review policy changes and modifications as well as improve ways of implementing present policies. Mr. Callahan

moved and the board voted to adopt the policy proposed for high school principal as amended.

The policy concerning the assistant principal was reviewed and Mr. Felton suggested this policy be amended to state he shall be involved in helping with and administration of improvement of instruction. The board voted acceptance of this amendment and voted adoption of the policy as amended.

Mr. Calhoun asked that the principal or assistant principal call the board's attention to anything they do not feel they can live with.

The Director of Pupil Personnel Services is responsible for coordinating the guidance program, gathering worthwhile information on students, counsel students and do follow-up work on students who have graduated. Asked if it was unusual to have a guidance director involved with the special education programs, it was explained she was the best person to coordinate these programs and she takes courses in these special areas. A motion to change name from pupil to student was tabled.

The board voted adoption of the policy covering the Supervisor of Grounds and Buildings.

The policy of Employee's Notice was voted to be adopted.

Schedule of Benefits for 1972-73 was voted as follows:

Paid Holidays - 10 are presently allowed and employees would like 11.

Mr. Felton suggested having two flexible half days.

Mr. Wyman advised employees had been getting an additional day in the past by splitting it so the buildings are always covered.

The board voted to formalize an already existing practice of giving employees a floating 11th non-school day to be staggered by the employees so buildings are covered. This 11th day will be at the discretion of the Superintendent of Grounds and Buildings.

Vacations: Full-time employees presently receive two weeks with pay and would like to receive 3 weeks after 10 years and 4 weeks after 15 years.

Mr. Austin moved to give two weeks vacation up to 10 years and one day a year additional up to 15 years and then 3 weeks.

Mr. Felton amended the motion to give 3 weeks after 10 years. The board voted to adopt the motion as amended, to give full-time employees three weeks after ten years of service.

Sick Leave: Presently cumulative to 60 days but it has been suggested to increase this to 90 days. Mr. Austin asked what this would to the budget. Mr. Wyman did not feel this would be involved as no substitutes would be hired to do the work of those absent. The board voted to increase the number of cumulative sick days from 60 to 90 days.

April 25, 1972

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Overtime: Employees have requested receiving double time for Sundays and holidays, up from 1-1/2. The board voted to keep overtime at 1-1/2 for Sundays and holidays.

Blue Cross: District will continue to contribute \$50. a year. Workmen's Compensation is provided by the district.

Pay periods for 1972-73 will be 24 bi-weekly and 2 weekly.

Mr. Felton asked is there were any disability income protection in the district. Mr. Frain said there was none.

Mr. Calhoun announced that Earl Proulx from Surry had been appointed to the building committee.

The only question from the citizens present regarded a gentleman whose children have to walk a mile to the bus. Mr. Calhoun suggested he discuss this problem with either Mr. Hewitt or Mr. Furlong.

April 25, 1972

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Executive Session

Mr. Daniel Bemis attended the meeting to discuss the purchase of his land by the school district. It was later decided to authorize the superintendent to offer \$11,000 for the 17.2 acres and \$12,000 for the 21.2 acres.

Mr. Frain notified the board that Mrs. Seville will not be returning next year.

Mr. Frain nominated and the board elected the following for 72- to be paid according to the salary schedule:

Mrs. Beverly McCulla, grade 2 in Troy
Miss Cynthia Ladd, Mt. Caesar
Mrs. Catherine Lucca, Mt. Caesar

Mr. Frain read Mrs. Watkins' reply to his recent letter.

The board voted to revise the wording of the policy adopted on April 11, 1972 regarding staff members accepting commitments, as follows, to conform with civil rights:

No staff members will be excused on a regular basis to attend day-long meetings during the school year except under the most extreme and exceptional circumstances.

The board decided that in the future, employee benefits should be discussed in executive session.

The board discussed the letter received from Mr. Goodrich requesting another negotiations meeting. The board decided to advise Mr. Goodrich the board's committee would meet with the teachers, if they are speaking for themselves, at an early date, however, as Judge Goodnow is ill, the board's committee would not be able to meet with the teachers with Mr. Adams as their representative, for some time.

Respectfully submitted,

Elizabeth Massin, Clerk

April 25, 1972

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The board discussed its position in the matter of the building program. Mr. Calhoun feels the board is committed to proceeding with plans for a middle school, that the voters have charged the board with this.

Mr. Austin said he was of the impression at a recent meeting of the board in the high school that for political reasons the board would consider alternatives that citizens might offer regarding a building program. He feels the board should let the building committee explore alternatives, such as a free standing addition in Fitzwilliam, so the people on the committee will feel they are contributing something. He feels serious harm could be done if the committee members aren't given a chance to explore.

Mr. Callahan agreed that alternatives should be explored. It should be determined from the State Board whether state building aid could be obtained if additions are made to the elementary buildings. He said he had voted for the middle school on the assumption the district could not get state building aid for additions to the local schools.

Mr. Calhoun suggested holding up on looking for architects for the moment. He suggested the building committee go through the Engelhardt report.

Mr. Felton asked if the alternative of a junior high school had been discussed. Mr. Calhoun said this would only solve the high school problem, not the elementary problem. Mr. Calhoun will advise Chairman Boufford of the board's feeling that the committee should be given the chance to explore other avenues.

Monadnock Regional School District
Board Meeting - April 11, 1972

The School Board met in the Gilsum Elementary School on April 11, 1972 with the following present: Messrs. Calhoun, Callahan, Austin, Felton, Boufford, Whitham, Frain, Hewitt, Parker, Mrs. Robinson and Mrs. Thompson. The Sentinel reporter attended as did several citizens of the district.

Mr. Gordon Tate, consultant from the State Department of Education attended the meeting to discuss building guidelines for schools. There is a building guide available for use by the building committee. One of the first things to do is draw up a set of educational specifications. Items included in this building guide are the philosophy of a school, present enrollment, projected enrollment five to ten years ahead, type of education to be offered in the building, grades to be housed, and number of teaching stations. There is discussion of open concept and traditional or combination. Mr. Tate advised that the State Department could offer the services of many consultants in the field of language arts, math, science, Home Ec, and almost any study area. The state department sets standards expected in the building itself. The school board, by law, approves the plans that are presented to the voters and approval of specifications should be given by the board before they are submitted to an architect.

Some requirements must be met such as size of site, sewage, water, minimum wages must be paid if building is to cost over \$500,000 (this is controlled by Labor Department), building must be designed to meet the needs of the physically handicapped, elevators must be approved by the Labor Department, etc. After the educational specifications are drawn, and the architect has made some plans, the State Department would meet with the local committee, school board, architect, to make certain things are being planned that should be as the final plans must be approved by the State School Board in order to receive building aid. Mr. Tate felt the legislature would go back to fully funding building aid.

Asked about an average timetable for building a school, Mr. Tate said it would take from 12 to 18 months to do a good job of planning, put it to the voters and construct the building. Asked if a district could forego the expense of an architect by having a pre-fab building, Mr. Tate said that New Hampshire law states there must be a certified architect involved in any public building designs. The State Department would accept plans of a contractor that had been certified by an architect.

Asked about state building aid for additions to present schools, Mr. Tate advised that an elementary school might qualify if it were to build an addition that would give the building four rooms or more. There is no regulation regarding the number of grades per teacher. Asked if there was always money available for building aid, Mr. Tate said they had to project well ahead so the legislature could vote adequate aid for two years. He also advised that the state would now guarantee up to 75% of bonding in cooperative schools which saves about 1/2% on the interest rate. Mr. Tate told the board that members from the State Department would be glad to come to Monadnock to discuss any part of the building program.

Mr. Calhoun appointed a building committee as follows: Mr. Boufford, Chairman, Mr. Austin, Mr. Whitham, Mr. Calhoun, Mr. Charles Shaw, Mr. Alfred Guidotti, Mrs. Singleton, Mr. Clement Hill, Mr. Edward Main and Mr. Alan Wheeler.

Mr. Callahan reported on the meeting of the Survey Committee which had prepared an outline for meeting with the teachers, April 13 with the elementary teachers and April 20 with high school teachers. The Survey Committee would like to see the teachers' council reinstated if this is agreeable to the teachers. The committee recommended a survey be carried out. The committee felt they would like to have department heads more involved. Another primary concern was the improvement of the students' attitude. The committee would like to have the teachers' ideas of what should be covered on a survey and it was recommended that elementary and high school teachers be appointed to the survey committee. It was suggested that the board take a sample survey test at the next meeting.

Mr. Fosher asked if the April 13 and 20 meetings with teachers would be open to the public. Mr. Calhoun said the board wanted to have a frank discussion with the teachers and having an open meeting might prove to be counter-productive.

Mr. Frain advised that thanks to Mrs. Carroll Dunham's efforts, the State of New Hampshire will begin contributing \$50 per student for driver education as compared with \$20. in the past. The board went on record as thanking Mrs. Dunham. It was pointed out that the present cost to the district for driver education is \$65. per student on a contracted basis.

Mr. Frain reported he had attended a meeting in Hudson, New Hampshire to hear about their year round school program. Mr. Calhoun advised those present that the Monadnock Board is looking at year round school and double sessions. The Hudson program has been approved by the state for a period of three years.

Colonel Parker reported on the attitude and behavior of students at Monadnock. He does not feel there has been the destruction at Monadnock that has occurred in other schools and pointed out that with 1100 pupils at school, the facilities are overtaxed. He said he was proud of the students. He reported that the Student Congress had been very active this year and had developed a new Constitution which he distributed to board members. He mentioned that students in school today are concerned about getting jobs and he feels for this reason the students are working harder.

Mr. Frain discussed the new policies of the New Hope Center. He feels it important to pay tuition for a student attending the center during that year he attends, not a year later as the Center proposes. Mr. Callahan suggested that the New Hope Center change its fiscal year to agree with that of school districts.

Mr. Frain passed out proposed policies regarding high school principal, assistant principal, director of pupil personnel services, supervisor of grounds and buildings and full-time employees. He recommended keeping present benefits for full-time employees for 1972-73. The board was asked to review these proposed policies and act on them at the next meeting.

April 11, 1972 - Page 3

Mr. Calhoun said the board had received a request from the Town of Marlow to send their grades 5 and 6 to Gilsum next year. Mr. Hewitt's recommendations were to accept grades 5 and 6 from Marlow on a one-year basis only. to increase the time of the teacher aide in Gilsum from 4 to 6 hours a day, to have the children tested this spring with a test selected by Monadnock, and to have the Marlow teachers come to Gilsum before the end of this school year to discuss the students with the Gilsum teachers. The question was raised if accepting Marlow students would set a precedent and could the state of New Hampshire force MRS D to continue taking Marlow students even if the district should not want to another year. The board did not know whether the state could do this.

Mr. Calhoun said the board had a request from the Rock Swap Committee to hold their annual swap on the school grounds on June 23, 24, 25. The board voted approval of this request.

Executive Session

Mr. Felton passed out a sample survey to be reviewed by the board and discussed at the next meeting.

A letter was received from Miss Eileen Walker, teacher at Mt. Caesar, stating she would not be returning next year. This was accepted by the board with appreciation for her work in the past.

The board received a letter of thanks from Mr. Hemond for permission to attend a conference.

The board discussed a letter received from Mrs. Day and her request for compensation for days missed was denied. The board voted to review compensation for lead teachers and the decision will be reflected in the next budget.

The board discussed a letter received from Mrs. Watkins requesting she be able to accept an appointment to the Council on Teacher Education. Her request was denied.

The board voted to adopt a policy that no staff member accept any commitments that would involve day-long absences on a regular basis during the school year except under the most extreme and exceptional circumstances.

The board has received a request from the baseball coach to review compensation for baseball coaches.

The Selectmen of Roxbury have requested that a page of school news be inserted in the annual town reports.

Respectfully submitted,

Elizabeth Massin, Clerk

NOTES

Mr. Felton handed out a sample survey which he would propose giving to teachers and discussed ways to be sure to get a response from the teachers. The board will discuss this survey at the next meeting.

It was suggested that members from the high school and elementary schools be included on the survey committee.

The board discussed whether the meetings with teachers should be open to the public. Mr. Frain will contact Judge Goodnow for his opinion. The board agreed it should be a private meeting if there were to be a frank discussion. It was agreed not to have a moderator.

Mrs. Day's letter requesting either additional compensation for being a lead teacher or being compensated for days absent to attend conventions with her husband was read and discussed. This same matter has been discussed previously and the board will review the matter of additional compensation for lead teachers.

Mrs. Watkins has requested that she be able to accept an appointment on the Council on Teacher Education which would involve ten meetings during the year during the school day. This would mean two weeks out of school plus about \$700 additional cost to the district for substitute teachers. The board voted to adopt a policy that no staff member shall accept any commitments that would involve day-long absences on a regular basis during the school year except under the most extreme and exceptional circumstances.

The School Board of the Monadnock Regional School District has announced its schedule of summer meetings, meetings which will bring the Board to various towns and schools in the eight town cooperative district. All meetings are held at 7:30 P. M. and the public is invited to attend.

The April 11 meeting will be held at the Gilsum Elementary School with the meeting on April 25 to be conducted at the Emerson School in Fitzwilliam. May meetings will be held on May 2 (at the Surry Elementary School) and on May 16 (Cutler School in West Swanzey.) The Roxbury Town Hall will be the location of the meeting on June 13, and the Sullivan Central School will be the site on June 28.

March 29, 1972

KEENE SHOPPER NEWS
445 West Street
Keene, N. H.

Mrs. Pat Mitchell
THE MONADNOCK LEDGER
Jaffrey, N. H.

Mr. David Dodge
THE STATE LINE NEWS
Winchendon, Massachusetts

MANCHESTER UNION LEADER
35 Amherst Street
Manchester, N. H.

Monadnock Regional School District
Board Meeting - March 28, 1972

The School Board met in the Teachers' Lounge at the High School on March 28, 1972 with the following members present: Messrs. Calhoun, Pride, Whitham, Austin, Felton, Callahan, Frain, Hewitt, Furlong, Sundstrom, Mrs. Robinson and Mrs. Thompson. The Sentinel reporter was present and Miss Coughlin, representative of Student Congress. Several citizens attended. Minutes of the March 21 meeting were accepted.

Mr. Leo Grant, chairman of the English Department, gave a report on his department which includes 11 members. He has lost two members during the school year, Mrs. Bedard and Mr. Cournoyer, but both have been replaced. He feels the teachers in his department are very able and well prepared. Some changes are being made in the curriculum, for instance, electives in play production and independent study are being dropped, to be replaced with a course in short story and consumer English, which is a remedial-type course for helping students in applying for jobs, filling out applications, Business English, etc. This latter course will not duplicate any course presently being taught at school. In grades 9, 10 and 11 they wish to remove the less capable students from the general classes. In grade 10, on the A level, he wishes to introduce British literature, in grade 11 American literature, and in grade 12 to offer electives. There will be no substantial change in grades 7, 8 and 9 except to introduce them to literary terms for use in the higher grades. He wants to concentrate more on grammar in grades 7, 8 and 9. He reported there were seven classes (totaling 140 students) in the reading clinic. A teacher aide has been added to the two teachers in this area. Asked if there had been any objections from his teachers regarding changes or implementation of the grammar program, Mr. Grant said 'no.' He feels the changes are supported by members of his department.

Mr. Grant said the biggest single problem in his department is that each member has to teach five classes a day and handle a study period, but he realizes this is due to a lack of funds. He also felt more room could be used and he would like to see more equipment available for the teachers to use.

Asked if the two teachers who had left this year, left for more money, Mr. Grant said no - one was for pregnancy and one to go into another field of work.

Mr. Calhoun suggested that a committee be appointed to look into alternatives to the negotiations process. Mr. Felton moved that a subcommittee be established to survey faculty and senior students in a number of areas. A survey would determine what the facts are, where the faculty stands and where the administration stands.

The board agreed there should be a meeting with the teachers to explain why it has taken this stand regarding negotiations. Evidently the teachers have indicated they would welcome a meeting with the board.

Mr. Callahan offered an amendment to Mr. Felton's motion and it was voted unanimously as follows:

A subcommittee of the board shall be established to review the student-teacher-board-administration relationship for the purpose of making recommendations to the board for improvement in these areas and that this committee consider conducting a survey during the month of May.

Mr. Calhoun appointed a subcommittee of Mr. Pride, Mr. Felton and Mr. Callahan.

Discussion preliminary plans for a middle school, Mr. Pride suggested a committee be set up to establish a proposed list of candidates. This would involve visiting other schools. Many inquiries have already been received from architects interested in submitting plans. It was suggested that teachers and citizens be included on such a committee. Mr. Austin moved and it was voted unanimously that a subcommittee be appointed to entertain preliminary studies on a middle school, utilizing members of the faculty and citizens as well as board members, to bring back recommendations. Mr. Calhoun said he wished to consult with people before appointing a committee.

It was decided to hold future board meetings at various schools in the district as follows:

- April 11 - Gilsum School
- April 25 - Fitzwilliam School
- May 2 - Surry School
- May 16 - Cutler School
- June 13 - Roxbury Town Hall
- June 28 - Sullivan School

Regarding the request of Marlow to send students to the Gilsum School next year, Mr. Calhoun recommended delaying action until the board meets at the Gilsum School. Mr. Hewitt reported the enrollment in the Gilsum school has dropped from 85 at the beginning of the year to 74, with four teachers. Next year they anticipate 69 students, with approximately 30 students in grades 4, 5 and 6 with two teachers involved. If Marlow grades 5 and 6 are accepted, there would be an addition of 16 children, making an average of 23 children per teacher. Mr. Hewitt said the administration would not recommend this if the Gilsum children would suffer at all. He feels it would not be a disadvantage to the Gilsum children to accept the Marlow students and Mr. Evans has commented favorably on it. This proposal, however, would be considered on a year to year basis and if there were any disadvantage to Gilsum children arise, Marlow students would no longer be accepted.

Mrs. Lapointe of Troy asked how the Marlow students be transported. They will handle their own transportation. Miss Webber asked about the current tuition rate for elementary students. Mr. Hewitt said approximately \$600. Mr. Calhoun assured everyone that MRSD would not want to subsidize Marlow in any way. Mr. Frain said the rental charge (to be included in the tuition fee) on the Gilsum building would be small. A legitimate tuition would be the per pupil cost plus a 2% rental charge. Mrs. Ballou asked if the children from Marlow could be tested to make sure they are at the 5th and 6th grade level of Gilsum children, to make sure the Gilsum students would not suffer. Mr. Hewitt said the children will be tested this spring in reading and math. Asked what happens to the money received from tuition, Mr. Calhoun replied it would go into the general fund to reduce the amount of taxes to be raised.

A citizen asked about having a door put on the bathroom at the Gilsum school. Mr. Hewitt said this would be taken care of. National statistics, commented a citizen, indicate those entering first grade are getting smaller and he asked if this were true in Gilsum, as well as the rest of the district. Mr. Calhoun replied that it may be true in Gilsum, but the Swanzey and Fitzwilliam schools are bulging. Consequently, the board would document the need for a new school.

March 28, 1972

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Mr. Calhoun pointed out that the Engelhardt report gave priority to a middle school and second priority to an elementary school for the northern towns.

The question was raised about the \$15,000 appropriation for land in Fitzwilliam. Mr. Calhoun explained that additional land would be needed for expanding the school facilities and to take care of the septic system for that school, which is presently on a neighbor's property.

The question was asked if tuition from Marlow students could be put in a capital reserve fund for the northern towns (after all expenses had been deducted). Mr. Calhoun said this could be explored.

Asked about the status of the Fitzwilliam land purchase, Mr. Frain said the board had made an offer but has not yet received a reply. If the money is not spent to purchase this land, it goes back to the taxpayers.

There were questions about the furnace at the Gilsum school (Mr. Hewitt said it is inspected by the fire marshal); the safety of catching the 4 o'clock bus at Monadnock (Mr. Calhoun asked if the Student Congress could come up with some recommendations to give to the board; would the board accept an alternative study to the middle school concept, that might be presented by a group other than the board (Mr. Calhoun pointed out the board had been given a mandate by the voters to develop some preliminary plans on a middle school. Miss Webber said she hoped the board would not be inflexible to any studies or alternatives that might be presented to it.)

Reverend May asked about the busing problem, where can a student be located if he does not come home on the bus. Felt the board should tighten up on its requirements of the buses. Mr. Frain replied that any complaint is taken immediately to the bus company. Mr. Furlong reported that no student is let off the bus in the middle of the route.

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Mr. Frain said that since Mrs. Richards was not returning to school next year, he would like to hire a replacement with the understanding the job would be for one year only. After a year it could be determined whether there were a need for three in the department. If not, an additional person could be added somewhere else in the vocational area. Mr. Frain mentioned the possibility of running a program after school hours, such as a snack bar, to give the students experience and training.

Mr. Calhoun did not feel this would be the time to evaluate the Home Ec Department. Asked how a person could be found for a one year term, Mr. Frain said there was someone available. The board voted to hire someone on a one year basis.

Mr. Felton asked if there were a course on sex education. At present it comes under the Home Ec Department. Mr. Furlong said the school has been developing information on sex education courses.

Mr. Calhoun raised the question about students learning to have respect and pride in their school. He would like to this on a board's agenda to consider some solutions. He asked Mr. Furlong to discuss the matter with his department heads. Mr. Hewitt pointed out it would be important to start teaching children values in the elementary grades.

The board voted to announce the reassignment of Mr. Norman Evans to the Troy-Fitzwilliam schools as principal.

Members of the Science Department have asked who will be head of the department next year. It was agreed that Mr. Frain inform the department there would be a chairman next year.

Mr. Callahan, speaking for Mr. Cleveland who was absent, raised the question: could the school effectively run a science department with Mr. Rocheleau remaining as a teacher. Could a sick leave for Mr. Rocheleau be considered.

Mr. Felton moved and the board voted to inform members of the Science Department that in all probability a new department chairman would be appointed and in all probability he would be hired from the outside.

It was reported that Mr. James Kennedy had offered to give some help on public relations.

Mr. Furlong advised that Marianne Coughlin had been chosen by the Volkswagen people to spend six weeks in Germany this summer. He said he hoped to hold a model U. N. at MRHS next fall. Ruth Callahan has been named to receive a merit scholarship at KSC next year.

Respectfully submitted,

Elizabeth Massin, Clerk

The Monadnock Regional School Board Reports

The School Board of the Monadnock Regional School District met on Tuesday, March 21, 1972, and took the following action:

Elected John C. Calhoun of Gilsum as chairman, John C. Callahan, Sr., of Troy as vice-chairman, Mrs. Elizabeth Massin of Fitzwilliam as clerk, and Mrs. Arlene Perry of West Swanzey as treasurer.

Voted to publish the teacher demands for 1972-73, which was requested by district residents at the Annual Meeting

Refused to grant a hearing to a teacher not being re-hired and to another person being demoted, since the hearings are not required

Gave approval to the football coach's request to attend a national football clinic in Atlantic City later this month (George Hemond is the head coach of football)

Voted to discontinue the present form of negotiating with teachers, since the system has brought only controversy, charges of harrassment, and created a disservice to the district. Board members criticized the amount of time required by members and administrators, time which should be given over to operating schools. The Board stressed it wanted to continue dialog with the staff and urged teachers to suggest alternatives to the present procedure

Voted to refuse to allow the Superintendent (Austin E. Frain) to take part in a scheduled hearing set by the state teachers' association for March 23. The Board's action, citing several reasons, noted that the Board is responsible for running schools and the superintendent reports to the Board. It expressed confidence in his work.

Several area residents attended the meeting.

One presented a petition signed by school district residents instructing the superintendent to ignore the state teacher association hearing.

Troy residents commented on the rumors circulated in their community in recent days and called for greater communication at all levels to break down "the rumor factory".

The oath of office was given to Dr. William Felton of Swanzey Center, a new Board member, and to the re-elected incumbents, Donald S. Austin of Troy, and Mrs. Madelene Robinson of Roxbury.

The Board meets again on March 28 at the Regional High School.

MONADNOCK REGIONAL SCHOOL BOARD

Minutes: Tuesday, March 21, 1972

Present: Messrs: Calhoun, Callahan, Cleveland, Felton, Whitham, Austin, Pride, Frain, Hewitt, Sundstrom, Furlong, Mrs. Robinson, Mrs. Thompson; also Mr. Fossel from the Sentinel, and interested parents from Troy, Mr. Hanrahan-Swanzey

Mrs. Robinson, Mr. Austin, and Dr. Felton were sworn in as new members of the Board by Mr. Calhoun.

The following officers were elected unanimously by the Board:

Chairman	- John Calhoun, Jr.
Vice-Chairman	- John Callahan
Clerk	- Elizabeth Massin
Treasurer	- Arlene Perry

Discussion centered around three endorsements which have commonly appeared on teacher contracts. Action taken was as follows:

Penalty clause - It was moved by Mr. Callahan and seconded by, Mr. Cleveland that this clause no longer be used. Voted Unanimously

Pregnancy clause - It was moved by Mr. Cleveland and seconded by Dr. Felton that this clause be retained on teacher contracts. Voted Unanimously

Clause relative to returning contract - It was moved by Mr. Austin and seconded by Mr. Cleveland that this clause also be retained on teacher contracts. Voted Unanimously

The Board felt that they had a mandate from the public as a result of the district meeting held on March 18, 1972, to publish in full the demands of MITA and to insure that each taxpayer receive a copy. The Shopper has indicated they would be willing to print the demands in their entirety. The Sentinel was unable to guarantee that the demands would be published in full. It was moved by Mr. Cleveland and seconded by Mr. Callahan that the demands of MITA be released to the Shopper for publication on March 29, 1972, and that it also be released to the Sentinel for publication on the same date, and that the administration would not release said demands to anyone other than the above-named newspapers at this time. Voted Unanimously

A request was received by Mr. Donald Hansen for a hearing before the board. Counsel for the board recommended that this request be denied. It was pointed out that Mr. Hansen is not entitled to a hearing by state statutes, that he has had the charges resulting in his dismissal outlined in detail, that he has received copies of each evaluation, and that there is no basis for the assumption that he will be rehired if he does not hear from the board, as implied in his letter. Mr. Frain indicated that he would give Mr. Hansen specific dates relating to each charge made, and that the administration has spent a great deal of time discussing these deficiencies with him. Mr. Cleveland indicated that it was unprofessional

on Mr. Hansen's part to read the letter of dismissal to his classes, that it was wrong to involve students and that he wished to go on record that the right to a hearing was forfeited by Mr. Hansen because of such actions. It was moved by Mr. Cleveland and seconded by Mr. Callahan that the Board refuse the hearing as requested and that Mr. Hansen be so informed. Voted Unanimously

A request was also received by Mr. Rocheleau for a hearing before the board. The counsel for the Board recommended that this request be denied. It was pointed out that a department head is appointed for one year only, and state statutes do not apply to department heads. Mr. Cleveland indicated that Mr. Rocheleau received a probationary contract for this school year, that he has been given detailed reasons for such contract, and that improvement has not been made. (Mr. Cleveland indicated that he voted to employ a consultant to give Mr. Rocheleau every possible chance.) This situation has been reviewed constantly by the Board. Mr. Whitham indicated that Mr. Rocheleau was given a fair hearing and ample consideration by the Board last year. In answer to a question, Mr. Whitham concurred that Mr. Rocheleau indicated to Dr. Schmidt that the real reason he was asked here was to get him fired. This attitude by Mr. Rocheleau would make ineffective any assistance that Dr. Schmidt might offer, and Dr. Schmidt felt that it was futile for him to return at another time. It was moved by Mr. Austin and seconded by Mr. Cleveland that the Board follow counsel's advice and deny the request for a hearing. Voted Unanimously

A request was presented to the Board by Mr. Hemond that he be allowed to attend a conference in Atlantic City for four days. Expenses would be approximately \$125.00. After discussion Mr. Furlong recommended that he be allowed to go. It was moved by Dr. Felton and seconded by Mr. Callahan that Mr. Hemond be allowed to attend the conference. Voted Unanimously

A great deal of concern was expressed over the present form of negotiations being conducted with the teachers. Mr. Callahan and Mr. Cleveland indicated that negotiations have consumed unwarranted amounts of time on the part of School Board members and administration, that it has resulted in charges of harassment, that discontent has been created, and that the bargaining has been done by outsiders. Negotiations have become too formalized and regimented. Mr. Pride indicated that the Board should offer no apologies as the Board was the first in the state to recognize a local teachers' organization as the sole bargaining agent. Mr. Callahan moved that the Board vote to discontinue the present form of negotiations but make it clear to the faculty that we wish to continue meaningful dialogue and consider other alternatives to the present form of negotiations. Seconded by Mr. Austin Voted Unanimously

Dr. Felton briefly explained his desire for a fact-finding survey with the faculty and the senior class, and that we should act with all speed to implement such a survey. Discussion followed and it was recommended that a hard look be given to the department head system to be sure that it is being used to its fullest extent, and that all means of communication presently existing and other suggestions be explored at the next meeting.

The Board instructed the superintendent of schools to inform the staff of the vote on the motion to seek alternative solutions to negotiations as soon as possible and that this be done through the proper channels.

Mr. Charles Hanrahan of Swanzy Center expressed concern over the publicity that has been reported in the local newspapers. He asked that in view of the motion to seek alternative solutions to negotiations, would it be helpful if an impartial group of people in the area serve as a listening board to the whole situation. He presented a letter to the Board signed by several hundred citizens expressing confidence in the administration and the School Board and further expressing that the superintendent should not attend the hearing as called by MITA and the NHEA. He further commented that the Board should more fully inform the public of the existing situation, and that students should also be more fully informed. Relative to the survey, he felt that it might be more valuable to survey the children who have graduated from the high school rather than the seniors.

It was also pointed out that a number of letters have been received from elementary teachers indicating their support for the administration and denying that similar problems exist in the elementary schools. Several parents from Troy were present and a discussion followed regarding rumors that have been circulating among parents and teachers. They also pointed out that the public should be given more information regarding situations existing in the district.

Executive Session

March 21, 1972

Monadnock Regional School Board

Discussion centered on the petition and letters signed by parents and others relative to the pending NHEA investigation. It was pointed out that the charges were negative, NHEA selects the examining officer and the panel of judges, the right of cross-examination is denied, the issues are not definite, and that unfavorable publicity has already resulted even though none was to be released to the press. In view of the above and because of the large expression of support by the public indicating their disapproval of the hearing, Mr. Cleveland moved with a second by Mr. Austin that the Board refuse to allow Mr. Frain to participate in the hearing called by the NHEA. Voted Unanimously Statements would be sent to the NHEA, the NHSBA, the Commissioner of Education, MITA, and the press.

(See Appendix)

Mr. Calhoun discussed the behavior of school board members indicating that there are policies to serve as guidelines, and that all work should be done through the Board and not as individuals. Any differences should be resolved within the Board and not on the outside. He further indicated that the Board should review their relationship with the administration, the teachers and the community. Ideas were expressed as to the future direction of the Board and procedures that might be followed, including the use of sub-committees, speakers recognized by the chairman, and parents attending meetings.

The meeting was adjourned at 10:37 p.m. The next meeting will be held at the high school on March 28 at 7:30 p.m.

Respectfully submitted

Kenneth G. Hewitt - Clerk Pro Tem

APPENDIX

Statement of the School Board

The School Board of the Monadnock Regional School District has voted to refuse to allow Superintendent Austin E. Frain to be the subject of a hearing scheduled for later this week by a Committee selected by the New Hampshire teachers' association (NHEA) and its National Affiliate, the National Education Association, on behalf of complaints brought by the Monadnock Interested Teachers' Alliance. We feel in the first place that it is the School Board, not the New Hampshire Education Association, that has legal responsibility for what goes on in our schools.

In the second place, the Board has been kept informed of teacher complaints and distresses when they occurred, and we can relate many of the specific complaints to incidents which have been fully reviewed in the past. Having reviewed these complaints and having heard out most of the people involved at great length, we have confidence in our administration and, certainly, in our Superintendent.

Thirdly, we are distressed, and indeed a vast number of citizens of the District are distressed by the fact that this hearing which was to be conducted in a somewhat judicial atmosphere has been brought before the public through the press and radio so as to create an atmosphere which is at best confusing, and at worst a scandal. This was hardly the way in which this hearing was announced, and if the atmosphere had remained quiet and reasonable, the Board, though reluctant, might have let the hearing take place. However, the publicity and the resulting damage to our schools, its teachers and students, and primarily to the Superintendent, has created an atmosphere which is most harmful to education.

We can see only a prolonging of this situation if Mr. Frain were to appear before this panel. We also feel that the vast majority of the voters in our District have confidence in Mr. Frain and they do not want him to go through this review, however well-intentioned the participants might have been.

Furthermore, we do not want to establish a precedent in the State by allowing our administrator to undergo a hearing with procedures that are highly questionable. We doubt seriously there can be a full hearing of all relevant facts resulting in a fair report or settlement.

(March 21, 1972)

At a special meeting of the School Board held on March 21, 1972, the School Board adopted the following motion by a unanimous vote:

To discontinue the present form of negotiations while making it clear to the teachers that the Board is not discontinuing dialog with the staff, and to consider alternatives to the present form of bargaining

Such action requires an explanation.

The School Board, the first in New Hampshire to offer a negotiations agreement to its teachers, is disillusioned with the current process of trying to solve problems through collective bargaining, for it has led only to controversy and charges of harrassment, and become a disservice to the district. It has consumed an unwarranted amount of Board and administrative time (and, surely, teacher time as well), and it has fostered dissension.

The Board believes it must work toward greater rapport with the entire staff. The bargaining was taken over by a handful; eventually, the whole procedure moved into the teacher representatives and Board members becoming spectators as others conducted the meetings.

The Board offers no apologies, for it saw collective bargaining as a means to an end (dealing with the economic facts of life). However, the system became so ponderous and inflexible that it defied getting at answers readily enough.

The Board now feels that there must be better and more constructive ways of working with teachers. It has pledged itself to looking at other ways of solving problems, insuring dialog with the staff, and meeting with teachers to discuss concerns.

The Board invites your thoughts on workable alternatives.

The Board wishes to repeat that, while it believes the present system or process is unsatisfactory, it wants to continue and even expand dialog with the staff, and maintain and even improve open channels of communication.

March 22, 1972

Statement of the School Board

The School Board of the Monadnock Regional School District has voted to refuse to allow Superintendent Austin E. Frain to be the subject of a hearing scheduled for later this week by a Committee selected by the New Hampshire teachers' association (NHEA) and its National Affiliate, the National Education Association, on behalf of complaints brought by the Monadnock Interested Teachers' Alliance. We feel in the first place that it is the School Board, not the New Hampshire Education Association, that has legal responsibility for what goes on in our schools.

In the second place, the Board has been kept informed of teacher complaints and distresses when they occurred, and we can relate many of the specific complaints to incidents which have been fully reviewed in the past. Having reviewed these complaints and having heard our most of the people involved at great length, we have confidence in our administration and, certainly, in our Superintendent. Thirdly, we are distressed, and indeed a vast number of citizens of the District are distressed by the fact that this hearing which was to be conducted in a somewhat judicial atmosphere has been brought before the public through the press and radio so as to create an atmosphere which is at best confusing, and at worst a scandal. This was hardly the way in which this hearing was announced, and if the atmosphere had remained quiet and reasonable, the Board, though reluctant, might have let the hearing take place. However, the publicity and the resulting damage to our schools, its teachers and students, and primarily to the Superintendent, has created an atmosphere which is most harmful to education. We can see only a prolonging of this situation if Mr. Frain were to appear before this panel. We also feel that the vast majority of the voters in our District have confidence in Mr. Frain and they do not want him to go through this review, however well-intentioned the participants might have been. Furthermore, we do not want to establish a precedent in this State by allowing our administrator to undergo a hearing with procedures that are highly questionable. We doubt seriously there can be a full hearing of all relevant facts resulting in a fair report or settlement.

(March 21, 1972)

Superintendent's Statement

The School Board of the Monadnock Regional School District, with full knowledge of all of the details of the so-called charges against me which have recently been referred to in the local press, has voted that I not participate in the investigation concerning these charges which the New Hampshire Education Association has proposed to conduct on March 23. As Superintendent of Supervisory Union No. 38, I am accountable as far as the Monadnock Regional School District is concerned to the School Board of that District. That School Board is, in turn, accountable to the people of that District. By their action at the District annual meeting held on March 18, and in many other direct ways, a substantial majority of the people of the District have clearly evidenced their support of the School Board and of the manner in which the administration of the District has been conducted under my direction. The vote of the School Board, under these circumstances, cannot be disregarded by me.

In order that the people of the District may understand something of the situation, I believe it should be made clear that, although I was notified by NHEA to appear at an investigation to be made by a group chosen by it, I am not accountable in any way to either the NHEA or the group chosen by it to make this investigation. Neither of them have my consent to do so and I know of no law authorizing this action by them. In short, I have been notified to appear before a self-appointed tribunal acting on its own initiative to investigate a matter which is the sole responsibility of the School Board, that is, my conduct of the administrative affairs of the Monadnock Regional School District.

Although this organization which professes to have authority to act also professes that its procedures such as the proposed investigation are chosen "in the interest of better serving the cause of education" and "avoiding unfavorable publicity to the functions of education", one of its executive directors and those members of the Monadnock Interested Teachers' Alliance who had instigated the investigation, purposely divulged information concerning the investigation to the press five days before the annual meeting of the School District, with resulting extensive newspaper and radio publicity. It can only be concluded that these persons responsible for the commencement of the investigation were more interested in the political effects to be achieved through publicity than in the results of a deliberative and orderly investigation.

Finally, this executive director of NHEA has informed the press that legal action might later be taken by NHEA. One of the teachers who activated the investigation has also informed the press and other persons on several occasions that he may take legal action.

Under all of these circumstances, it appears only sensible that if I am to be subjected to a trial on so-called charges against me, I should elect to have a fair hearing in an established court of justice rather than an investigation by a judge and jury selected by the NHEA or its national headquarters to be conducted under rules which do not square with those applied in a public court room. I will not appear or participate in the investigation on March 23, 1972, and have so notified NHEA.

March 22, 1972

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 check-list 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, check-lists 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 MRS D. 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 MIRA. 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 MRSD 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 Swanze 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 Swanze (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