

**MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD MEETINGS 1991 - 1992**

<u>DATE</u>	<u>LOCATION</u>
APRIL 2, 1991	CUTLER SCHOOL, WEST SWANZEY
APRIL 16, 1991	RICHMOND VETERANS HALL
MAY 7, 1991	EMERSON SCHOOL, FITZWILLIAM
MAY 21, 1991	MONADNOCK REGIONAL HIGH SCHOOL
JUNE 4, 1991	TROY ELEMENTARY
JUNE 18, 1991	MONADNOCK REGIONAL HIGH SCHOOL
JULY 16, 1991	MONADNOCK REGIONAL HIGH SCHOOL
AUGUST 20, 1991	MONADNOCK REGIONAL HIGH SCHOOL
SEPTEMBER 3, 1991	SURRY ELEMENTARY
SEPTEMBER 17, 1991	SULLIVAN ELEMENTARY
OCTOBER 1, 1991	ROXBURY TOWN HALL
OCTOBER 15, 1991	GILSUM ELEMENTARY SCHOOL
NOVEMBER 5, 1991	WYMAN HOUSE, SWANZEY CENTER
NOVEMBER 19, 1991	MONADNOCK REGIONAL HIGH SCHOOL
DECEMBER 3, 1991	WYMAN HOUSE - <i>BUDGET SESSION</i>
DECEMBER 17, 1991	MONADNOCK REGIONAL HIGH SCHOOL
JANUARY 7, 1992	MONADNOCK REGIONAL HIGH SCHOOL
JANUARY 21, 1992	MONADNOCK REGIONAL HIGH SCHOOL
FEBRUARY 4, 1992	MONADNOCK REGIONAL HIGH SCHOOL
FEBRUARY 18, 1992	MT. CAESAR, SWANZEY CENTER
MARCH 3, 1992	MONADNOCK REGIONAL HIGH SCHOOL
MARCH 7, 1992	<i>ANNUAL MEETING - MRHS</i>
MARCH 17, 1992	MONADNOCK REGIONAL HIGH SCHOOL

MARCH 5, 1991

**MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA**

January 8, 1991

MEETING AT

Monadnock Regional High School, Swanzey Center

CALL TO ORDER 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcements
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Action on the Monadnock Regional School District Budget 1991-1992.
- b. Presentation of proposed 1991-1992 MRSD school calendar. (see attached)
- c. Action on Manifests.

4. SUPERINTENDENT'S REPORT

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation

6. ADJOURNMENT

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER

600 Old Homestead Highway

East Swanzey, New Hampshire 03446

Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - *Superintendent*

Kenneth G. Hewitt, *Assistant Superintendent*

Richard T. McCarthy, *Assistant Superintendent*

John M. Menton, *Business Manager*

Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School Board Members

Date: January 2, 1990

Topic: Budget Proposal Reductions

From: Dr. Bill Wheeler

Administrative Team members met following the last board meeting to proceed with structuring a budget which would reflect a six percent and an eight percent increase of the 1990-1991 budget. A worksheet (see attached) was presented to them which describes each schools' percentage of the total budget and that percentage of the total dollar amount which would be reduced to achieve the six or eight percent growth goal. Although the time was shortened, because of the vacation, each principal was able to meet with their staff to consider the task at hand.

We began our procedure with a 1990-1991 expense budget of \$12,294,529: a 6% increase is \$737,671 greater, an 8% increase is \$983,562 greater. The administrative proposed budget is \$13,612,014: the 6% increase reduces the proposal by \$579,814, an 8% increase reduces the proposal by \$333,923. The reductions reflect the amounts for either of the budget proposals which you suggested to us at your last meeting.

The administrative team met Friday, December 28th to assimilate data and information addressing the issue. You will find a compilation of material from that meeting which I have enclosed for your review. As you read the compilation of data and information from principals and directors, reduction figures, mentioned above, were used. A disclosure: \$85,000 which was removed from Mr. Roosa's budget requires a Warrant Article proposing that expense be paid from the Capital Reserve Account. This changes the Local Tax Assessment not the total expense side of the budget.

In anticipation of concerns which the Budget Committee may express with the budget, I would recommend that you, the Board, make every effort to complete work on January 8. In reviewing the calendar leading to the presentation to the public the Budget Committee will have little time to fulfill their obligation. With the anticipated line item changes Mr. Menton will need at least January 9th to complete adjustments, allowing for the budget to be sent to committee members on January 10th. February 4th is the date set for the Budget Committee's public hearing, giving them three weeks to review the budget.

You perhaps have read the same new articles as I about legislators' comments concerning making up the lost school revenues. It appears as though our assumptions about planning for \$38,000,000 in State Foundation Aid is warranted. Mr. Menton has provided you with revenue and expense summary sheets reflecting the above data.

As you review the spread sheet which Mr. Menton has provided, it seems important to reflect on the integrity of the educational program. **Instruction** costs are 62.79% of the administrative proposed budget, **Support Services** are 30.43%, and **Other Outlays** are 6.79%. The proposed budget reflects **Instruction** causing 88.71% of the increase, **Support Services** are 21.74% and **Other Outlays** are slightly less than this year's costs.

An 8% budget increase would reflect **Instruction** causing 109.44% of the increase, **Support Services** are 4.55%, and **Other Outlays** are decreasing by 14%.

A 6% budget increase would reflect **Instruction** causing 115.38% of the increase, **Support Services** are 1.59%, and **Other Outlays** are decreased by 17%.

My conclusion is that administrators and staff wish to maintain positions while placing less of a value on material items which provide assistance to instruction or facilities.

This results in having little affect on the items which caused the 10.7% increase in the expentiture budget: **Instruction** salaries and benefits \$813,291 and **Special Education** tuition cost increases of \$255,815.

In general the 8% increase reflects few position adjustments, the 6% increase does reduce the number of present funded positions.

In analyzing the options presented I am sure that many other conclusions and statements of consequence may be valid and important. I will refrain from any more written dialogue at this time and await your questions or concerns at the Board meeting.

If I or any administrator may be of help to you please call or stop in.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, M.R.H.S., January 8, 1991

PRESENT: T. Britton, J. Fallon, W. Wright, J. Carnie, G. White, B. Hamill, B. Ballou, L. Barrett, D. Keating, J. Young. Also present: Dr. Wheeler, K. Hewitt, J. Menton, L. DeCoste, D. Mousette, D. Bell, N. Evans, T. Warner, K. Dassau, D. Stockwell, A. Putz, D. Gagne

Chairman Britton opened the meeting at 7:30 p.m.

J. Young MOVED: that the Board go into executive session for the purpose of a personnel issue and resignations; second by L. Barrett. The roll call vote was 9-0-0-1.

Executive Session

G. White MOVED: that paid adoptive leave for six days be granted to Wendy Chamberlain as requested; second by J. Young. VOTED: 8-0-1-1 with J. Carnie abstaining.

G. White MOVED: that resignations from Sue Ferguson and Yonnie Houpis effective in June of 1992 be accepted; second by J. Carnie. VOTED: 9-0-0-1. B. Ballou arrived at this time.

L. Britton MOVED: that maternity leave for Debbie Brnger from March 22 to the end of the school year be granted as requested; second by J. Young. VOTED: 10-0-0-0.

G. White MOVED: that the Board return to open session; second by J. Carnie. VOTED: 10-0-0-0.

Open Session

Consent Agenda

G. White MOVED: that the minutes of December 18, 1990 be approved as presented; second by D. Keating. VOTED: 9-0-1-0 with J. Young abstaining.

G. White MOVED: approval of reimbursement requests for Carol Shelley-\$142.25, Gerry Kuhn \$400.00 and Kathleen Nonken-\$445.00; second by J. Young. VOTED: 10-0-0-0.

Dr. Wheeler noted that a proclamation from Governor Gregg declared the week of January 13-19 as School Principals' Week. He presented a letter from a parent in Fitzwilliam praising a school bus driver from Cheshire Transportation. A notice was distributed that was sent to the budget committee. Information was also distributed regarding the counseling program that will be discussed at the next meeting.

Discussion was held on the 1991-1992 district budget. Larry Secotte from Swanzey expressed concern over the budget and would like to see level funding. Dick Lane from Swanzey raised questions about the SAU budget and how it is approved. He is also concerned about the budget and what might happen at the district meeting. He feels there is a lack of a financial base, and that the Board should lead the way and come in with level funding.

Dr. Wheeler explained the budget process and how reductions were made at the 8% and 6% levels. J. Menton passed out a revenue sheet and explained the proposals with budget revisions. Discussion followed. J. Young MOVED: that the Board approve a budget of \$13,035,762.00 for a 6% cap; second by B. Ballou. Discussion continued on funding the final year of the teachers' contract. B. Hamill indicated he was in favor of the original budget. W. Wright moved the question. VOTED: 7-3-0-0 with B. Hamill, L. Barrett and J. Fallon dissenting.

Dr. Wheeler passed out a proposed school calendar for 1991-1992. The Board will vote on this item in February.

B. Hamill MOVED: that the manifests be put into the minutes. They include Lunch Program Voucher#8803-#8811 dated January 8, 1991, for \$11,473.34, Payroll #13 dated December 28, 1990, for \$287,550.02 and Payorder Checks #8677-#8801 dated January 7, 1991, for \$100,723.20. Second by J. Carnie. VOTED: 10-0-0-0.

T. Warner explained a proposed grant for the science department. W. Wright MOVED: that the science department be given permission to pursue the grant; second by J. Carnie. VOTED: 10-0-0-0.

T. Britton indicated that he has received a petition from 16 residents to add an article to the warrant to build a junior high school.

J. Young MOVED for adjournment; second by B. Ballou. VOTED: 10-0-0-0. The Board adjourned at 9:20 p.m.

Respectfully submitted,

A handwritten signature in blue ink that reads "Ken Heirtz". The signature is written in a cursive, flowing style.

**MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA
January 15, 1991**

MEETING AT

Monadnock Regional High School, Swanzey Center

7:00 PM All Board Members to meet at Cheshire Transportation Company's facilities located on Hyw. 12

CALL TO ORDER 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcements
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Report from Cheshire Transportation Company's President, John Loeb.
- b. Report: MRSD Comprehensive Guidance and Counseling Program, Cheryl Burrows (Handout at January 8, 1991 meeting)
- c. Meeting with Master Plan Committee members on facility needs.
- d. Discussion of proposed 1991-1992 MRSD school calendar. (see attached)
- e. Action on Manifests.

4. SUPERINTENDENT'S REPORT

- a. Business and Industries Association's publication What Should They Be Able to Do? (see attachment)

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation

6. ADJOURNMENT

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Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: January 9, 1991
Topic: Notes on Agenda Items
From: Dr. Bill Wheeler

- 3.a. We will meet with John Loeb at Cheshire Transportation Company's building at 7:00 PM. He has invited you to a walk through to obtain a visual acquaintance with his facilities. We will return to MRHS at 7:30 PM for our regular meeting. His presentation will center on costs of services and kinds of services rendered to the district by the transportation company.
- 3.b. A packet of material was handed to you during the last Board meeting. Cheryl Burrows, Diana Elkevitch, Mark Pride (who's he?), and Libby Corindia will be in attendance to explain what efforts have been made and what is needed to be more successful with this program. This high school has not been a participant in this program during the past two years.
- 3.c. The Master Plan Committee will meet with the Board to discuss the Board's expectations of the committee, what does the future hold for facilities studies in the District, and what is expected in preparation for the March Annual District Meeting? Three articles will be presented during the March meeting: 1) to determine if the voters will vote to raise \$155,000 for the purchase of land on which an elementary school would be constructed, 2) to determine if the voters will vote to raise \$3,150,000 to buy bonds to construct a 350 student enrollment elementary school, and 3) to determine if the voters will vote to raise \$6,200,000 to buy bonds to construct a 600 student enrollment junior high school.

Two years ago the voters approved an article to appropriate \$80,000 to hire Banwell, White, Arnold, and Hemberger's Architectural firm to develop plans for facilities in the district. The money has been spent to do that, unfortunately, unsuccessfully. The question is apparent, what do you advise on the issue? My direction to Mr. Bantus has been that he provide us with a simple detailed sketch of an elementary school which would be placed on the Richmond property which has been proposed for purchase. He has agreed to do that. The junior high school plan which was used in the past has been modified slightly to remove the corners which some people objected to as being excessive, so that plan will require little additional work. I have worked with David Foote and others in the past to project an annual cost for a twenty year bonded debt. I have visited with him and he will perform that service for us. So our costs should not be great in preparation for the vote.

The problem is in presenting the data and information to the public in an understandable format. Think about what data and information is most needed to understand the issue of students and facilities. As you know, the format has to be rather simple because the material covered is fairly complex. Meaning that three separate issues dealing with the same subject may breed confusion. The committee will need your advice and direction to do a good job.

3.d. The school calendar should be reviewed for any changes you wish to construct and then I will attempt to return during the first regular meeting in February with a calendar reflecting your wishes and ready for your vote.

4.a. On two occasions I have met with representatives from the Business and Industries Association. They are concerned about the quality of students graduating from New Hampshire Schools. In response to that concern they present a paper What Should They Be Able to Do? In their statement of purpose for the document they claim it is ". . .to promote multilogue and seek consensus among the parties at interest in education, giving a foundation of expectations for the educational system and process that will encourage rational assessments, strategies, and resource allocation choices for required improvements. . ." Their and our interests are similar.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, January 15, 1991, M.R.H.S. Library

Present: T. Britton, G. White, L. Barrett, B. Ballou, J. Young, J. Fallon, J. Carnie, D. Keating, W. Wright; **absent:** B. Hamill. Also present: Dr. Wheeler, K. Hewitt, A. Putz, D. Bell, D. Mousette, D. Stockwell, L. DeCoste

Chairman Britton opened the meeting at 7:40 p.m.

Consent Agenda

G. White MOVED: that the minutes of January 8 be approved as presented; second by J. Young.
VOTED: 9-0-0-1.

G. White MOVED: approval of reimbursement request for Maureen Osborn-\$50.00; second by B. Ballou. VOTED: 9-0-0-1.

Dr. Wheeler reminded the Board of the legislative dinner in Concord on January 29 sponsored by the N.H.S.B.A.

T. Britton informed the Board that he received a petition to place an article in the warrant asking that \$1500.00 be allocated each year for band uniforms; the sum of money would be used at the discretion of the band director.

W. Wright asked the administration to clarify the number of signatures necessary to put an article in the warrant and the deadline for filing articles.

Citizen Concerns

None at this time.

Other School Board Business

Cheryl Burrows described the process used in being part of the N.H. Comprehensive Guidance and Counseling Program. The program is based on competencies, student outcomes and the changing role of counselors. A K-12 plan is required by the summer of 1991. She explained the four components of the program and distributed a needs assessment to be completed by the Board. Also explained was the time and task analysis. She mentioned that a drug-free grant of approximately \$20,000.00 was approved by the state. T. Britton indicated that the district does need a K-12 program. D. Stockwell indicated that the program should start at the elementary level and then include Grades 7-12. Libby Corindia stated that she heartily supports the program and the preventive, pro-active aspects of it.

John Loeb explained the costs of transportation to the district from Cheshire Transportation. He said the costs are very close to the national average. He noted that 16.1% of the total miles driven by Cheshire are for Monadnock, and that 15.1% of their total revenue is from Monadnock. Monadnock is paying \$0.10 less per mile than their other customers. They have had a 4-6% profit over the years. Terry Palmer distributed information on current costs and explained what constitutes each part of the cost, emphasizing their concern over safety factors and providing equipment that exceeds current standards. Susan Lapolice explained the handicapped-special needs routes and what factors were used in setting the routes and providing

training for personnel. John Loeb indicated that in determining costs, they use the C.P.I.(Consumer Price Index) as a guide. J. Carnie said that he would like to see proposed cost reductions. Discussion followed. T. Britton said he would like to explore more of the transportation issue in the future.

Discussion focused on the proposals of the Master Plan Committee. B. Ballou feels that the public should be told that we need a junior high school but that the Board cannot support it at this time. It was noted that the proposal for a junior high was by petition. Mike Neylan and Dr. Wheeler explained the position of the committee. Budget estimates were distributed. A rough sketch of the proposed elementary school was displayed. Katie Whittum expressed a concern about land acquisition for the school, and noted that the district should secure the land with a binder subject to district approval at the March meeting. Dr. Wheeler will ask the owner what would be required to do this. T. Britton noted that the drawing needs to be upgraded by the architects. The question was raised about getting information out to the public. Suggestions included sending out a flyer, having a forum at the high school and letting the public know that several portables would be eliminated. W. Wright noted that a hearing would be necessary if a bond issue is proposed. J. Carnie indicated that an approval on money to be taken from the capital reserve would also have to be voted. He also suggested having a hearing in Richmond and consideration to be given to Fitzwilliam students living near the town line to attend the new school. A hearing will be held on February 4 at the high school for both the budget and the bond issue.

L. Barrett MOVED: that Payroll #14 dated January 10, 1991, for \$384,336.29 be approved; second by G. White. VOTED: 9-0-0-1.

Discussion followed on the 1991-1992 school calendar. The final draft will be presented to the Board at the next meeting.

Superintendent's Report

Dr. Wheeler explained the report, What They Should Be Able to Do, from the Business and Industry Association of N. H. This group would like to have a dialogue with the schools to explain their position. W. Wright indicated that the schools should do more P.R. to let the public know what is happening in the schools. A meeting is planned with the administrators in April.

J. Carnie MOVED: that the meeting be adjourned; second by W. W. VOTED: 9-0-0-1.

The Board adjourned at 10:15.

Respectfully submitted,



**MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA
February 5, 1991**

MEETING AT

Mt. Caesar School, Swanzey Center

7:00 PM Finance Committee Meeting

CALL TO ORDER 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcements
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Setting the 1991-1992 school calendar. (see attached)
- b. Approving Warrant Articles for the March 2, 1991 Annual District Meeting. (see attached)
- c. Report on the elementary school facility proposal.
- d. Proposal for restructuring the Emerson and Troy Elementary Schools. (see attached)
- e. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. National, State and Monadnock Goals paper.

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation

6. ADJOURNMENT

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Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District School Board Members
Date: January 30, 1991
Topic: Notes on Agenda Topics
From: Dr. Bill Wheeler

The Finance Committee will meet at 7:00 PM. The principals wish to discuss budget items with you. I will provide you with information concerning the financing of the elementary school bond proposal.

- 3a. Reactions from the administrative team, Association, and Curriculum Coordinating Team have been incorporated into next year's school calendar.
- 3b. The Budget Committee has approved of the budget as you had presented it to them. Other articles impact on the Warrant. A copy is attached for your review.
- 3c. A pamphlet explaining the elementary school facility will be ready for the Bond and Budget Hearing on February 4. Any discussions needed following that meeting may be cleared up at this time. The pamphlet is not yet prepared in that the Master Plan Committee completed their work last night.
- 3d. Mr. Evans and Mr. Hewitt have met with faculty and community in Fitzwilliam. A meeting will be held with the Troy faculty next week (week of Feb. 4) and the community is scheduled to meet on February 11.
- 4a. I have compiled a report on the National, State and Monadnock educational goals. This is an attempt on my part to align the goals in a horizontal fashion to determine the sense of the rhetoric. I shared the report with the CCT members last night. I will be sharing it with principals and plan to discuss the issues with faculty members before the end of the school year. We need to explain more completely what we expect students to learn in each of the disciplines and across discipline lines. "Learner Outcomes" are not as easy to describe as I would like. Some want to determine if the student can find the right sum of 2+2 and I want to describe it in terms of addition. One is content and one is process. The result will most likely be a blend of the two. Students really do need to do both. It is clear, however, that we are on the right tract in clearly stating learner expectations. Also, we are in search of measurement and assessment tools to determine student achievement in the areas of writing, higher level thinking skills, and problem solving.

STATE OF NEW HAMPSHIRE
SCHOOL WARRANT
MONADNOCK REGIONAL SCHOOL DISTRICT

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

You are hereby notified to meet at the Monadnock Regional High School, Swanzey Center, New Hampshire on Saturday the 2nd day of March, 1991 at 10:00 o'clock in the forenoon to bring in your votes for the election of the following officials:

1. A moderator for the coming year;

Three members of the School Board, one from Fitzwilliam, one from Richmond and one from Swanzey to serve for the ensuing three years; and

Three members of the Budget Committee, one from Fitzwilliam, one from Richmond and one from Swanzey to serve for the ensuing three years.

Polls will open at 10:00 o'clock in the forenoon and close not earlier than 2:00 o'clock in the afternoon, or at such later time as shall be authorized by the vote of the District.

You are hereby further notified to meet at 1:00 o'clock in the afternoon at the Monadnock Regional High School to act upon the following subjects:

2. To see if the District will appropriate the sum of Three Million One Hundred Thirteen Thousand Dollars (\$3,113,000) for the construction of a K-6 elementary school in the vicinity of Richmond and East Swanzey, for the purchase of equipment of lasting character in connection therewith, and the original equipping and furnishing of said school; to authorize the Monadnock School Board to raise this appropriation by borrowing Three Million One Hundred Thirteen Thousand Dollars (\$3,113,000) under the Municipal Finance Act, provided that any income derived from the temporary investments of bond or note proceeds, but not to exceed One Hundred Ninty Thousand Dollars (\$190,000), shall be spent for the project in addition to the foregoing appropriation; and to authorize the School Board to contract for and expend any federal and state aid available for the project and to take any action necessary to carry out the project.
(By ballot. Two-thirds favorable vote required)
(Recommended by the Budget Committee)

3. To see if the District will appropriate the sum of Six Million Two Hundred Thousand Dollars (\$6,200,000) for the construction of a new Junior High School (Grades 7 & 8) in Swanzey on property presently owned by the Monadnock School District, the purchase of equipment of lasting character in connection therewith, and the original equipping and furnishing of said school; to authorize the Monadnock School Board to raise this appropriation by borrowing Six Million Two Hundred Thousand Dollars (\$6,200,000) under the Municipal Finance Act; and to authorize the Monadnock School Board to contract for and expend any federal and state aid available for the project and to take all other action necessary action to carry out the project.
(By Petition)
(By ballot. Two-thirds favorable vote required)
4. To see if the District will vote to authorize the Monadnock School Board to withdraw Ninety Thousand Six Hundred Thirty-five Dollars (\$90,635) from the Capital Reserve Fund, created under Article 5 of the 1975 Annual District Meeting of the Monadnock School District, for the specific purpose of installing a chairlift and expanding office spaces in the Cutler School; installing additional fire safety systems, adding to the parking area and replacing a tennis court at the Monadnock Regional High School and constructing a playground area at the Gilsum School.
(Recommended by the Budget Committee)
5. To see if the voters of the District will vote to raise and appropriate the sum of five thousand dollars (\$5000) for the purpose of helping other New Hampshire School Districts in a court challenge of New Hampshire's method of funding public education through nearly total reliance on local property taxes. (By Petition)
6. To see if the District will vote to establish a Capital Reserve Fund under the provisions of RSA 35:1 for the purpose of land acquisition for a future school site and to authorize the School Board to transfer a sum not to exceed One Hundred Fifty-five Thousand Dollars (\$155,000) of its unencumbered surplus funds, if any, at the end of the fiscal year June 30, 1991 to this fund, furthermore designate the School Board as the agent to expend.
(Recommended by the Budget Committee)

7. To see if the District will appropriate the sum of \$357,000 to cover the first year expenses of an Educational Voucher Plan, beginning September 1, 1991, and annually thereafter, any parent or guardian of the Monadnock Regional School District who pays all or any part of the actual expenses of any public or non-public school which legally fulfills the State of New Hampshire compulsory attendance laws (for any grade 1 through 12 District resident student), shall be eligible to receive an Educational Voucher Payment from the School District in an amount equivalent to the amount actually spent by such parent or guardian up to, but not to exceed 50 percent of the average cost per pupil of the District public schools for the previous school budget year, subject to the following conditions of eligibility:

CONDITIONS FOR ELIGIBILITY

1. Individuals seeking an Educational Voucher Payment must provide the Monadnock Regional School District the following information:
 - (a) The name and address of the student whose school expenses have been paid.
 - (b) Proof that the student is a resident of the Monadnock Regional School District.
 - (c) Proof of actual educational expense payment(s).
2. The term "actual educational expense" shall mean and include:
 - (a) Tuition for public school students who attend public school(s) outside their resident school district.
 - (b) Tuition for instruction provided by a school and/or private tutor to students who are physically unable to attend classes at such school.
 - (c) Textbooks and other instructional materials and/or equipment used in a school teaching only those subjects legally and commonly taught in this state, not to include instructional books and materials used in the teaching of religious tenets, doctrines of worship, the purpose of which is to inculcate such tenets, doctrines or worship. (By Petition)
8. 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.

9. 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, in accordance with the provisions of RSA 198:20, or take any action thereon.
10. To see if the District will vote to authorize the School Board of the Monadnock School District to use any of its unencumbered surplus funds remaining on hand, following the action of the voters on Article 6 contained therein, at the end of the fiscal year June 30, 1991, to reduce the District Assessment for the 1991 - 1992 budget.
11. To see if the school district will vote to authorize the School Board to release to Catherine E. Cronin and Marc Delgreco their heirs, successors, and assigns, by quitclaim deed, all right, title and interest the school district may have in and to property owned by Catherine E. Cronin and Marc Delgreco situated on the easterly side of West Hill Road, said property being more particularly described in deed of Charles Pagen et al to Cathrine E. Cronin et al, dated August 24, 1990 and recorded with Cheshire County Registry of deeds in Book 1347, Page 641. (By Petition)
12. That the Monadnock Regional School District set aside the sum of \$1,500.00 (fifteen hundred dollars) each year for the addition and replacement of band uniforms, the monies to be used at the discretion of the band director. (By Petition)
13. To listen to opinions of a purely advisory nature regarding the conduct of school affairs for the ensuing school year.

Given under our hands and seals this 4th day of February, 1991

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Monadnock Regional School Board

OPTIONS REVIEWED AT PARENTS' MEETING ON JANUARY 18, 1991

With the exception of Option #6, none of the other options provided a long-range solution to the concerns of increasing enrollments and costs. Option #6 has been outlined showing advantages and disadvantages if the schools are restructured.

OPTION #1 Split Grades 2 and 3 into a multi-grade organization. One class would have students of both grades together.

OPTION #2 Three way split of all 2nd and 3rd grade classes. All of these classes would have students of two grades together and would increase to other grades each year.

OPTION #3 Send the sixth graders to Troy. While freeing a teacher in Fitzwilliam, it would increase the student/teacher ratio in Troy.

OPTION #4 Combine Grades 5 and 6 at the Emerson School. This would eliminate the multi-grade proposal for Grades 2 and 3.

OPTION #5 Use monies in the capital reserve to lease another portable classroom. A portable classroom must be leased for a three year period. This option would not eliminate the need for an additional teacher.

OPTION #6 Restructure both the Troy and Emerson Schools. See following page for advantages and disadvantages.

ADVANTAGES OF RESTRUCTURING EMERSON AND TROY

More flexibility in grouping students of the same age at both schools

Free up three rooms at the Troy School

Greater variety of library books at both schools for its age group

Greater use of gym for intermediate students at Troy

Eliminate the portable classrooms in Troy-increase playground space

School activities would center around one age group-intermediate,primary

Would save money due to fewer staff members needed

Easier transition to junior high for a larger number of students coming from the same school

Kindergartens remain at both schools especially due to loss of mid-day busing

Greater sharing of materials, equipment, ideas, etc. at each school

Budget process at each school would be easier since the focus would be on a limited age group

Class sizes would be at the optimum as recommended by state standards

DISADVANTAGES OF RESTRUCTURING EMERSON AND TROY

Transportation would be increased at both schools

Neighborhood school concept would receive less emphasis

[illegible]

Troy currently has 15 classrooms including two in the portable. In 1992-93, the portable will be eliminated. Two additional classrooms will still be available.

Mrs Decoste :

Jun 9, 1994

I'm writing to ask that choir remain in the same school even though we moved from 57 Baschill Rd. Swaney to 39 oak ~~street~~ Circle Winchester line. (though Court orders that were signed yesterday in Keene, I have to keep them in Swaney school. Because of my Divorce). the boys have gone through so many changes that it really would not be in there best interest to change schools. and I can transport them to and from school. Christopher just got settled in and really seems to be doing well.

Mrs Coten

To the Swansey School Board

I have recently moved from the Swansey District to Rt 10 this is now under the Winchester school system. I am asking permission to let Anita and Alana Boulay finish the school year at Mt Ceasar.

I have had to separate from my husband due to ~~a~~ uncontrollable circumstances. The atmosphere was not good for the children. I think they need the stability of staying in school where they are right now. I am not a person against changes, I just don't think too many major changes to quick are that good for you.

I do not know what the future will bring for my husband and myself but if we do reconcile they would be in Swansey anyway. I know that if things stay as they

are by September I will have to enroll them in Winchester schools. I know I am responsible for thier transportation.

Having had to start over again by myself with 3 children has needless to say been a trying experience. I am trying to make the best decisions possible for my children. I do hope the school board will grant this request till the end of the school year.

Thank You

Terese Boulay

Monadnock Regional School District
School Board
Wyman House
Swanzey Center NH 03452
February 12, 1991

School Board:

The budget committee feels that the 1991-92 budget as presented to us reflects an effort to keep increases that the school board can control to a minimum. The teachers and administrators salaries and benefits seems to be an area that should be addressed to light of todays economic situation.

The budget committee strongly recommends that the school board encourage teachers and administrators to enter into a discussion regarding limiting contracted wage increases for 1991-92 fiscal year.

A limited wage increase may make the possibility of the proposed 1991-92 budget being passed more realistic. This action will possibly avoid a budget reduction at the district meeting on March 2, 1991.

Sincerely,

David Adams, Chairman

Monadnock Regional School
District Budget Committee

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, Hearing on Bond Issues, February 4, 1991
MRHS Auditorium. Present: W. Wright, G. White, L. Barrett, B. Hamill, B. Ballou
J. Carnie. Also present: Dr. Wheeler, K. Hewitt, J. Menton, D. Stockwell, D. Bell,
L. DeCoste.

In the absence of the chairman, Vice-Chairman W. Wright opened the hearing on the bond issues at 8:45 p.m. He briefly defined the two bond issues, \$3,113,000.00 for an elementary school and \$6,200,000.00 for a junior high school(submitted by petition).

Mike Neylan, Chairman of the Master Plan Committee, discussed the committee's original recommendation for a jr. hi. school but supported the Board's position for the elementary school. The portable classrooms were discussed; the district does not receive state aid for them. They would be eliminated if a new school were built. Sketches of the new school were displayed. Dr. Wheeler explained the debt tax increase, the cost with state aid and with no aid, school operating costs and projected enrollments. Discussion followed. Stillman Rogers, an abutter to the site for the new school voiced opposition to the site selection. Dr. Wheeler explained the reason for selecting the property in Richmond. George Blais, a realtor from Richmond, felt that the Board should not limit themselves to one site but should have options available. He would have liked to have been involved in working with the Board in the beginning. J. Carnie explained why the school should be in the northern section of Richmond and the problems with the Fish Hatchery Road. Dr. Wheeler, the Board and Mike Neylan answered questions from the audience. Many comments were made regarding the economic times and that teachers' raises should be reduced or eliminated for the next school year. Discussion continued.

B Hamill explained the proposal for a junior high school. A brief discussion followed.

The hearing ended at 10:15 p.m.



MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, February 5, 1991, Mt. Caesar School

PRESENT: W.Wright, J.Carnie, L.Barrett, J.Fallon, G.White, D.Keating, B.Hamill, J.Young;
absent: T.Britton, B.Ballou. Also present: Dr.Wheeler, K.Hewitt, J.Menton,
D.Stockwell, A.Putz, L.DeCoste, D.Mousette, D.Bell, N.Evans

In the absence of the chairman, Vice-Chairman W. Wright opened the meeting at 7:30 p.m.

Consent Agenda

G. White MOVED: approval of the minutes of January 15 as presented; second by J. Fallon.
VOTED: 8-0-0-2.

G. White MOVED: approval of reimbursement requests for Nancy Lines-\$450.00, C. Burrows-\$40.00; second by L. Barrett. VOTED: 8-0-0-2.

Dr. Wheeler distributed a newsletter from MRHS. He also noted that T. Britton and he will meet with the town's selectmen in Swanzey on February 12. All Board members are invited.

There were no Board committee reports.

Citizen Concerns

J. Carnie requested that the Master Plan Committee meet in Richmond prior to the district meeting to discuss the new elementary school.

Other School Board Business

Dr. Wheeler noted that on the proposed calendar Dr. Martin Luther King's birthday will be celebrated on the 20th of January, not the 13th. J. Young MOVED: approval of the proposed calendar as amended; second by G. White. VOTED: 8-0-0-2.

J. Menton explained the process used in putting the school warrant together and noted that the budget committee still has to make its decision on the budget. Each article has been reviewed by the school attorney. J. Carnie asked why money can't be taken from the capital reserve fund to purchase land without stating an amount of money. J. Menton indicated that you have to identify the sum of money and the source. The capital reserve fund established in 1975 cannot be amended. Discussion followed. B. Hamill asked if there will be a surplus this year. J. Menton noted that earnings on interest, fuel costs and the \$50,000.00. allocated for land acquisition that was not spent could contribute to a surplus. It was noted that the surplus can also restore cuts that have been made. A question of legality on Article #7 was raised. Since that is an article by petition, the wording cannot be changed. L. Barrett asked that on Article #5, the words "the constitutionality" be inserted between of and New Hampshire. B. Hamill suggested starting the business meeting on March 2 in the morning since it appears it will be a long day.

J. Young MOVED: that the meeting begin at 11 a.m; second by G. White. VOTED: 7-1-0-2 with W. Wright dissenting. It was noted that separate votes would have to be taken on the two bond issues since passage or defeat of one could affect the other.

Article #3, G. White MOVED: that the Board not recommend passage; second by J. Young. VOTED: 6-2-0-2 with B. Hamill and L. Barrett dissenting

Article #4, G. White MOVED: that the Board support this article; second by J. Carnie. VOTED: 8-0-0-2..

Article #2, J. Carnie MOVED: that the Board support this article; second by J. Young. VOTED: 7-1-0-2 with B. Hamill dissenting.

Article #5, L. Barrett MOVED: that the Board support this article; second by J. Young. VOTED: 5-3-0-2 with W. Wright, J. Carnie and B. Hamill dissenting.

Article #6, G. White MOVED: that the Board support this article; second by J. Fallon. VOTED: 6-2-0-2 with J. Young and B. Hamill dissenting. G. White MOVED: that an article be added to the warrant that would allow the Board to spend the money out of the capital reserve fund; second by J. Young. VOTED: 7-1-0-2 with B. Hamill dissenting.

Article #7, G. White MOVED: that the Board not recommend passage; second by J. Carnie. G.White withdrew the motion after discussion. B. Hamill MOVED: that the Board make no recommendation; second by G. White. VOTED: 7-0-1-2 with J. Carnie abstaining.

Article #8, No motion was made on this article since no amount of money is mentioned.

Article #9, B. Hamill MOVED: that the Board support this article; second by I. Barrett. VOTED: 8-0-0-2.

Article #10, B. Hamill MOVED: that the Board support this article; second by L. Barrett. VOTED: 8-0-0-2.

Article #11, B. Hamill MOVED: that the Board support this article; second by J. Young. VOTED: 8-0-0-2.

Article #12, B. Hamill MOVED: that the Board support this article; second by J. Young. VOTED: 1-6-1-2 with J. Fallon, J. Carnie, G. White, L. Barrett, D. Keating and W. Wright dissenting and J. Young abstaining.

The Board will sign the warrant on February 12.

B. Hamill suggested that Item #D be presented before# C since parents were present to discuss this item.

K. Hewitt introduced the idea of restructuring the Troy and Fitzwilliam elementary schools, placing Grades 1-3 in Fitzwilliam and Grades 4-6 in Troy. This idea is being explored since Fitzwilliam's enrollment has grown by 68% in three years and in five years will have grown by 105%. The Board had received a three page handout on this idea prior to the meeting. K. Hewitt reviewed the enrollment figures and noted that we would be well within the state guidelines, and most classes would be at optimum class size. If the restructuring took place, an additional teacher and classroom in Fitzwilliam would not be necessary, the portable classrooms in Troy could be eliminated, four positions could also be eliminated and two extra rooms would be available in Troy.

Extra transportation would cost between \$10,000.00 and \$12,000.00. N. Evans displayed two charts showing enrollment figures. Discussion followed. Concerns were expressed by parents about children being transported to another town, and kindergarten children missing out on activities. A public meeting will be held at the Fitzwilliam Town Hall on Monday, February 11. Both Troy and Fitzwilliam citizens will be invited to attend.

Dr. Wheeler distributed the mailing on the proposed elementary school. He discussed the engineer's report and noted that 14 test pits, each one 8 to 10 feet deep have been made. The report indicated that the land is well suited for development. He reviewed the engineer's description of the property and the recommendations for drainage, water storage, wells, roads, etc.. Also explained was the bond proposal from Tucker-Anthony and from the N.H. Municipal Bond Bank. The debt tax increase and operating costs were also explained. Discussion followed.

W. Wright presented a written request from Patricia Abrams requesting early admission of her child for kindergarten. Current policy will be used to determine whether this is possible.

Dr. Wheeler distributed a proposal from the high school to set up a National Junior Honor Society. Action will be taken at the next meeting.

B. Hamill MOVED: that Lunch Program Voucher #8991-#9000 dated 2/5/91 for \$5,343.03, Lunch Program Voucher #8844-#8846 dated 1/23/91 for \$8,963.40, Payroll #15 dated 1/25/91 for \$295,530.71, Payorder Checks #8889-#8989 dated 2/4/91 for \$198,044.69 and Payorder Checks #8870-#8888 dated 2/25/91 for \$111,835.20 be approved; second by J. Carnie. VOTED: 8-0-0-2.

J. Carnie MOVED: that the next meeting be held at Mt. Caesar; second by L. Barrett. VOTED: 8-0-0-2.

J. Carnie MOVED: that the Board go into executive session for the purpose of land purchase and discussion of contract with teachers; second by L. Barrett. VOTED: 8-0-0-2.

Executive Session

Discussion was held on the purchase of property in Richmond.

Discussion was held regarding the contract the Board has with the teachers' union.

The Board adjourned at 10:45 p.m.

Respectfully submitted,

Ken Hewitt ncb

MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA
February 19 1991

MEETING AT

Mt. Caesar School, Swanzey Center

CALL TO ORDER 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcements
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Request for students, who have moved from our District, to remain in school until the end of the school year. (see attached)
- b. Report on limitations placed on Warrant Articles.
- c. Teacher special leave request.
- d. Letter from Budget Committee concerning teacher negotiated agreement. (see attached)
- e. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. National, State and Monadnock Goals paper.

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation

6. ADJOURNMENT

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: February 14, 1991
Topic: Notes on Board Agenda
From: Dr. Bill Wheeler

Just a reminder that the meeting has been rescheduled for Mt. Caesar

3a. We have two parent requests to permit their children to remain in District schools even though the parents have moved out of the district. Their letters are attached for your review. Mrs. Croteau mentions just Christopher in the letter, however, the intent is to include Joshua.

3b. The District Budget Committee did not recommend Article 2 and did not take action on Article 3. The voters at the District Meeting vote on the Budget Committee's recommended budget. The amount may only be increased by 10 percent. The elementary school proposal and the junior high school proposal singularly exceeds the 10 percent increase. Therefore, a favorable vote would not be funded. The question was presented to the Department of Revenue and Mr. Prigge and their position is that Article 2 and 3 can not be funded by District voter action. That presents several options which I can think of at this time:
1) Postpone action on the article(s), 2) Vote on the articles, and 3) Recess action and initiate the procedure again.

Bill Prigge will be in attendance at the meeting to provide legal advice concerning the issue.

3c. Paula Baldwin is requesting that the Board grant one day of Special Leave. Our records do in fact reflect that she has received approval for unpaid leaves in the past. It was in violation of the negotiated agreement for me to do so. I have no explanation for the action in the past.

3d. The budget committee recommends the budget of \$13,035,762 to the District voters. They also sent a letter to the Board concerning the teacher negotiated agreement. A copy of that letter is attached for your review.

4a. We will try it once again. It is a wonderful document!

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, February 19, 1991
Mt. Caesar School

PRESENT: B. Ballou, L. Barrett, T. Britton, J. Carnie, J. Fallon, B. Hamill
D. Keating and W. Wright; absent, G. White and J. Young. Also
present were Dr. Wheeler, J. Menton, D. Bell, L. DeCoste, A. Putz,
N. Evans, D. Mousette and Wm. Prigge, school board attorney.

T. Britton, Chairman called the meeting to order at 7:35 pm

CONSENT AGENDA

B. Ballou MOVED: approval of the minutes of February 5, 1991 as presented;
seconded by L. Barrett. VOTED: 8-0-0-2.

L. Barrett MOVED: approval of a reimbursement request from Rita Blackadar
for \$186.; seconded by J. Carnie. VOTED: 8-0-0-2.

Dr. Wheeler informed the Board of workshops and conferences to be scheduled
in the near future by the New Hampshire School Boards' Association.
Dr. Wheeler also read a letter from Dan Stockwell, Principal to Alan Putz,
Assistant Principal commending him for taking life saving action in the
cafeteria on a student choking on his food.

D. Keating reported that the Alternative School Committee held its first
meeting on February 1st with nine members in attendance. J. Carnie
requested that he be provided minutes of the Finance Committee Meeting of
February 5th. A verbal report of that meeting was given by D. Keating and
that no action was taken by the Committee. Discussion followed regarding
the procedures for reporting activities and recommendations of Board
committees.

CITIZENS CONCERNS - None at this time.

OTHER SCHOOL BOARD BUSINESS

B. Hamill MOVED: To approve the request from two parents who are no longer
school district residents for their children to continue to attend the Mt.
Caesar School and Cutler School; seconded by L. Barrett, W. Wright AMENDED:
the motion that the approval be subject to the parents providing
transportation at no cost to the District and continuing good attendance;
seconded by J. Carnie. B. Hamill accepted the amendment and the motion was
VOTED 8-0-0-2.

B. Prigge answered questions of the Board and discussed matters regarding the Budget Committee's decision not to recommend either bond issue on the March 2nd school district warrant. Issues discussed included, but not limited to, the legality of the Budget Committee's meetings, composition of a quorum, the authority of the Budget Committee to prevent a vote on petitioned articles and the rescheduling of the Budget Committee hearing and the annual meeting. T. Britton asked that the Board members focus on the Board's options - 1. vote to pass over, 2. to vote as warned or 3. to postpone any action. L. Barrett MOVED: that the School Board proceed with the warrant as printed; seconded by B. Ballou. The Board further discussed the merit and procedure for voting on the non-recommended bond issue articles. The Board reached a consensus that a straw vote would be requested, and that the public would be informed of such in advance of the March 2nd meeting. T. Britton called for a vote on the motion.
VOTED: 7-1-0-2.

Assignments for presenting articles at District meeting were as follows:

BOARD MEMEBR	ARTICLE	BOARD MEMBER	ARTICLE
-----	-----	-----	-----
T. Britton	2	W. Wright	8
T. Britton	3	T. Britton	9
G. White	4	J. Fallon	10
L. Barrett	5	B. Hamill	11
J. Carnie	6	L. Barrett	12
J. Carnie	7	D. Keating	13
		B. Ballou	14

Dr. Wheeler presented a request from Paula Baldwin to be granted an un-paid leave on February 15, 1991. B. Ballou MOVED: the request be approved; seconded by L. Barrett. VOTED: 8-0-0-2.

The Board noted receipt of the Budget Committee's letter with regard to opening salary negotiations with the teachers' association.

L. Barrett MOVED: the approval of the manifest as presented; seconded by B. Ballou. VOTED: 8-0-0-2. Approved was Lunch Program voucher for \$28,460.95; Payroll #16, \$388,400.82 and Payorder dated Feb. 15, 1991, \$232,609.42.

SUPERINTENDENT'S REPORT

Dr. Wheeler presented a paper on "Educational Goals". The paper identified National, State And Monadnock educational goals by comparison. The discussion centered on goals which the District has not addressed at this time. The question postured was what role the District wishes to take in supporting the national and state goals. Dr. Wheeler stated that the paper would be used in discussion meetings with each of the schools' staff this school year. A sense of the professional opinion on the goals will be gained from this process and eventually shared with the Board. It is planned that the District would then make a position statement on the national and state educational goals. The paper was received as an excellent document and Dr. Wheeler was commended for his efforts.

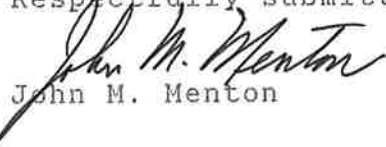
W. Wright MOVED: the Board go into executive session to discuss the topics of land acquisition and current litigation; seconded by J. Carnie. VOTED: by roll call 8-0-0-2.

The purchase of property in Richmond and East Swanzey was discussed.

Litigation proceedings regarding the recovery of tuition fees were discussed.

The Board returned to open session and adjourned at 10:30 pm.

Respectfully submitted,



John M. Menton

SCHOOL ADMINISTRATIVE UNIT NO. 38

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Kenneth R. Dassau, *Director of Special Services*

TO: ALL MRSD SCHOOL BOARD MEMBERS
FROM: DR. WHEELER
RE: MRSD ANNUAL SCHOOL BOARD MEETING
DATE: FEBRUARY 26, 1991

THERE WILL BE A SCHOOL BOARD MEETING BEFORE THE DISTRICT MEETING AT 10:00 AM
SATURDAY, MARCH 2, 1991, MRHS LIBRARY.

AGENDA:

REVIEW OF THE DISTRICT 1991-1992 BUDGET
REVIEW OF THE DISTRICT WARRANT

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District School Board Members
Date: February 26, 1991
Topic: School Board Meeting prior to the Annual Meeting
From: Dr. Bill Wheeler

Mr. Britton, Board Chairman, has called a meeting of the School Board to take place at 10:00 AM, Saturday, March 2, 1991 in the MRHS Library.

Agenda: Review the 1991-1992 budget and School District Warrant.

Information:

1. As of this moment, legislation is on the Governor's Desk to revise downward the employer contribution to the teacher and non-teacher retirement fund. Teacher contribution was computed at 4.05 % of gross wages and non-teacher contribution was computed at 7.12 % of gross wages. Legislation causes teacher contributions to be computed at 1.5385 % and non-teacher contribution to be computed at 2.51 %. Factoring the change causes a reduction in the District's contribution to the New Hampshire Retirement Fund of \$200,000. Apparent choices for the school board are to: 1) reduce the budget by a similar amount by amending the Budget Committee's recommended \$13,126,397, 2) reinstate line item cuts made in the budget, or 3) a combination of 1 and 2.

Also: The Governor submitted a educational budget to the legislature which proposed a Foundation Aid funding of \$47,188,312. At current estimates Sweepstakes would provide between \$41,000,000 to \$42,000,000 of that total with the remainder from the General Fund. It is premature to anticipate what the legislature will do. District revenues are proposed using the \$38,000,000 Foundation Aid figure. Using the current Sweepstakes number (presented Friday, February 22 at the Commissioner's Superintendents meeting) we may predict that Foundation Aid for 1991-1992 will not be less than \$42,000,000. The amount of State Revenue to the District will increase. The increase will be between \$80,000 and \$164,000. Current Assessment will decrease a corresponding amount.

Changes: (see attached) PROPOSED REVENUES

Option #1: removes the \$200,000 from the expenditure budget

Option #2: adds the \$163,670 fully funded Foundation Aid

Option #3: combines Option #1 and Option #2

2. I move that the District will appropriate the sum of Three Million One Hundred Thirteen Thousand Dollars (\$3,113,000) for the construction of a K-6 elementary school in the vicinity of Richmond and East Swanzey, for the purchase of equipment of lasting character in connection therewith, and the original equipping and furnishing of said school; to authorize the Monadnock School Board to raise this appropriation by borrowing Three Million One Hundred Thirteen Thousand Dollars (\$3,113,000) under the Municipal Finance Act, provided that any income derived from the temporary investments of bond or note proceeds, but not to exceed One Hundred Ninety Thousand Dollars (\$190,000), shall be spent for the project in addition to the foregoing appropriation; and to authorize the School Board to contract for and expend any federal and state aid available for the project and to take any action necessary to carry out the project.

(By ballot. Two-thirds favorable vote required)

(Recommended by the School Board)

(Not Recommended by the Budget Committee)

3. I move that the District will appropriate the sum of Six Million Two Hundred Thousand Dollars (\$6,200,000) for the construction of a new Junior High School (Grades 7 & 8) in Swanzey on property presently owned by the Monadnock School District, the purchase of equipment of lasting character in connection therewith, and the original equipping and furnishing of said school; to authorize the Monadnock School Board to raise this appropriation by borrowing Six Million Two Hundred Thousand Dollars (\$6,200,000) under the Municipal Finance Act; and to authorize the Monadnock School Board to contract for and expend any federal and state aid available for the project and to take all other action necessary action to carry out the project.

(By Petition)

(By ballot, Two-thirds favorable vote required.)

(Not recommended by the School Board)

(Not recommended by the Budget Committee)

4. I move that the District will vote to authorize the Monadnock School Board to withdraw Ninety Thousand Six Hundred Thirty-five Dollars (\$90,635) from the Capital Reserve Fund, created under Article 5 of the 1975 Annual District Meeting of the Monadnock School District, for the specific purpose of installing a chairlift and expanding office spaces in the Cutler School; installing additional fire safety systems, adding to the parking area and replacing a tennis court at the Monadnock Regional High School and constructing a playground area at the Gilsum School.
(Recommended by the School Board)
(Recommended by the Budget Committee)

5. I move that the District will vote to raise and appropriate the sum of five thousand dollars (\$5000) for the purpose of helping other New Hampshire School Districts in a court challenge of the constitutionality of New Hampshire's method of funding public education through nearly total reliance on local property taxes.
(By Petition)
(Recommended by the School Board)

6. I move that the District will vote to establish a Capital Reserve Fund under the provisions of RSA 35:1 for the purpose of land acquisition for a future school site and to authorize the School Board to transfer a sum not to exceed One Hundred Fifty-five Thousand Dollars (\$155,000) of its unencumbered surplus funds, if any, at the end of the fiscal year June 30, 1991 to this fund, furthermore designate the School Board as the agent to expend.
(Recommended by the School Board)
(Not recommended by the Budget Committee)

J. Carnie

7. I move that the District will vote to authorize the Monadnock School Board to withdraw One Hundred Fifty-five Thousand Dollars (\$155,000) from the Capital Reserve Fund established for the purpose of land acquisition set forth in Article 6, contained within this school warrant.
(Recommended by the School Board)
(Not recommended by the Budget Committee)

8. I move that the District will appropriate the sum of \$357,000 to cover the first year expenses of an Educational Voucher Plan, beginning September 1, 1991, and annually thereafter, any parent or guardian of the Monadnock Regional School District who pays all or any part of the actual expenses of any public or non-public school which legally fulfills the State of New Hampshire compulsory attendance laws (for any grade 1 through 12 District resident student), shall be eligible to receive an Educational Voucher Payment from the School District in an amount equivalent to the amount actually spent by such parent or guardian up to, but not to exceed 50 percent of the average cost per pupil of the District public schools for the previous school budget year, subject to the following conditions of eligibility:

CONDITIONS FOR ELIGIBILITY

1. Individuals seeking an Educational Voucher Payment must provide the Monadnock Regional School District the following information:
 - (a) The name and address of the student whose school expenses have been paid.
 - (b) Proof that the student is a resident of the Monadnock Regional School District.
 - (c) Proof of actual educational expense payment(s).
2. The term "actual educational expense" shall mean and include:
 - (a) Tuition for public school students who attend public school(s) outside their resident school district.
 - (b) Tuition for instruction provided by a school and/or private tutor to students who are physically unable to attend classes at such school.
 - (c) Textbooks and other instructional materials and/or equipment used in a school teaching only those subjects legally and commonly taught in this state, not to include instructional books and materials used in the teaching of religious tenets, doctrines of worship, the purpose of which is to inculcate such tenets, doctrines or worship. (By Petition)

T. Britton

9. I move that the District will vote to raise and appropriate the sum of \$ _____ 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.
(Recommended by the Budget Committee with a letter to the School Board)

10. I move that 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, in accordance with the provisions of RSA 198:20-b, or take any action thereon.
(Recommended by the School Board)

11. I move that the District will vote to authorize the School Board of the Monadnock School District to use any of its unencumbered surplus funds remaining on hand, following the action of the voters on Article 6 contained therein, at the end of the fiscal year June 30, 1991, to reduce the District Assessment for the 1991 - 1992 budget.
(Recommended by the School Board)

12. I move that the school district will vote to authorize the School Board to release to Catherine E. Cronin and Marc Delgreco their heirs, successors, and assigns, by quitclaim deed, all right, title and interest the school district may have in and to property owned by Catherine E. Cronin and Marc Delgreco situated on the easterly side of West Hill Road, said property being more particularly described in deed of Charles Pagen et al to Catherine E. Cronin et al, dated August 24, 1990 and recorded with Cheshire County Registry of deeds in Book 1347, Page 641. (By Petition)
(Recommended by the School Board)

13. I move that the Monadnock Regional School District set aside the sum of \$1,500.00 (fifteen hundred dollars) each year for the addition and replacement of band uniforms, the monies to be used at the discretion of the band director.
(By Petition)
(Not recommended by the School Board)

14. I move that the District listen to opinions of a purely advisory nature regarding the conduct of school affairs for the ensuing school year.

MONADNOCK REGIONAL SCHOOL DISTRICT

ELEMENTARY BUDGET CUTS

FUNCTION	AMOUNT	SUBJECT-SCHOOL CODE
Music	\$4000.00	1112-741-8 \$2000.00
		1112-742-8 \$2000.00
Field Trips	\$10,000.00	2550-514-9
Kindergarten Mid-Day Transportation	\$66,955.00	2550-510-9
Consultant Services	\$2500.00	2400-300-2
Library Aides	\$9541.00	2222-115-8
	\$12,581.00	
	\$7000.00	
Library Books	\$17,074.00	2222-630-1-7
Equipment	\$6000.00	2223-741-6 \$500.00
		2223-742-5 \$500.00
		2223-742-6 \$500.00
		2223-742-7 \$1300.00
		1115-741-5 \$100.00
		1115-741-7 \$100.00
		1126-741-5 \$500.00
		1126-741-6 \$500.00
		1126-741-7 \$500.00
		2400-742-6 \$1500.00
Copier	\$6000.00	2400-741-1
TOTAL	\$141,651.00	8% increase
Otter Lake Conservation School	\$19,000.00	1126-303-8
Reading Improvement Teachers	\$70,000.00	1100-110-8 from 2-5-6-7
Teacher Retirement Mid-year(Jarvis)	\$8000.00	1100-110-5
TOTAL	\$97,000.00	
	<u>\$141,651.00</u>	
	\$238,651.00	6% increase

MONADNOCK REGIONAL SCHOOL DISTRICT

MUSIC-New equipment including risers and a saxophone have been deleted

FIELD TRIPS-All field trips have been eliminated. They included trips to Fort #4, Sturbridge Village, Boston Museum of Science, Worcester Science Museum, etc. All are extremely worthwhile and reinforce what is taught in the classroom. It is possible that PTO's may provide funds for some trips.

KINDERGARTEN TRANSPORTATION: Mid-day transportation for kindergarten students has been eliminated. Morning kindergarteners will have to be picked up at noontime by parents, and afternoon kindergarteners will have to be brought to school by parents. Regular transportation routes will bring them to school in the morning and take them home in the afternoon. This is not an uncommon practice in many school districts since kindergarten is not mandated by the state.

CONSULTANT SERVICES:These funds were to continue to provide consultant services to Cutler School which is now leaving the SIP program. The teachers and principal at Cutler have developed a strong leadership team after three years in the SIP program and are making plans to continue the process next year with or without consultant services.

LIBRARY AIDES: All library aides have been eliminated. Media services is the one area where we do not currently meet state standards, and although these positions provide important services, it is felt that the loss would be less than other services that are provided. In another year a media generalist will be requested.

LIBRARY BOOKS: All library books for 1991-1992 have been deleted. Although the number of volumes in each school currently does not meet standards, it is felt that this deletion would impact less on the regular education program.

EQUIPMENT: All the new equipment and replacement of equipment requested by the northern schools has been eliminated. Present equipment will continue to be used and repaired when necessary. Most of these funds were for new equipment such as computers for the libraries, laminating machines, etc.

COPIER: A new copier for Mt. Caesar has been deleted. Although this would greatly improve the quality of the notices, etc., that are sent home with students, it is felt that this purchase could be delayed another year. It is also much more expensive to maintain the present copier than a newer model.

OTTER LAKE CONSERVATION SCHOOL: This would be a real loss to the district, not just for the natural science skills and knowledge children learn and the hands-on activities provided them but for the socialization skills they acquire prior to entering the seventh grade.

READING IMPROVEMENT TEACHERS: The reading teacher in the northern schools would replace a first year teacher in Gilsum, and the reading teacher at Cutler School would go into the new sixth grade position. The elimination of these two reading teachers would directly affect the instructional program and increase the burden on the classroom teacher. The reading teacher works with at-risk children and provides the learning of skills necessary to be successful in school.

TEACHER RETIREMENT MID-YEAR: Since this request has already been made and approved by the Board, it will not have an additional impact on the educational programs.P

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: February 27, 1991
Topic: Notes on Board Agenda Items
From: Dr. Bill Wheeler

4.a. Several discussions have been held at the Commissioner's meeting concerning the topic of surveying the behavior of New Hampshire Youth. Concern has been expressed about questions which are asked in the survey, whether or not they are appropriate, how valid would the results be, and is this the role of the schools to become involved in this type of data/information gathering. The state feels the survey results will be very important. They will help make decisions concerning teacher training and assist the Department in providing technical assistance statewide.

Monadnock Regional High School was randomly selected to participate in the survey. They need a response from the district as to whether or not we wish to be involved. A Department representative advised me that most of the districts so selected have responded positively to becoming involved in the survey. Mr. Stockwell and I have reviewed and discussed the instrument and the procedure. We will address the procedure at the meeting. We wish not to participate in the survey. We would like to share our feelings with you at the meeting.

4.b. Not knowing what the results of the Annual Meeting will be at this time I feel the need to provide an item on the agenda which will permit the Board to discuss and if necessary give administrators direction.

4.c. This is self-explanatory with one exception: I changed the meetings between Gilsum and Cutler. We have anticipated the need for a modular at Cutler next school year. Recent changes at the school have afforded us the opportunity of modifying the attic, and the basement room which would negate our need for the modular. It is important, in my mind, that the Board have an opportunity to witness the changes and make a decision concerning the modular lease. The April 2, 1991 meeting at Cutler would afford you that opportunity.

6.b. Certified staff nominations will be presented by list. This is for your information with action requested at the March 19, 1991 meeting. Principals will be available to discuss any questions or concerns which you may have.

6.c. The date of April 1, 1991, 9:00 AM has been set for a Superior Court hearing of the Gilsum Town Selectmen v. Monadnock Regional School District and New Hampshire Department of Child and Youth Services issue. I plan on being in attendance at the hearing.

January 27, 1991

Hannah Barrett
126 Route 12A
Surry, NH 03431

Dr. Wheeler, Superintendent
Wyman House
East Swanzey, NH 03446

Dear Dr. Wheeler:

I would like to request that I be placed on the agenda for the March 5 School Board meeting to address the following:

The Keene Lions Club 1991 yearly project is to the starting up of a Teen Night Club. They have asked the other service clubs in the area to join them in establishing such a Teen Club. As a Student Rotarian I also have been asked to participate, and to give input as a teenager, and possible attendant of a Teen Night Club.

I am a member of the Publicity and Community Relations Subcommittee. We feel that it is our job to make sure the community is aware that such a project is being looked into and to seek advice and suggestions from members of the community, young and old. I would like to ask each School Board member to complete the attached questionnaire. I am only asking for your honest opinions of the attached 12 questions.

Respectfully yours,

Hannah Barrett
Student Rotarian, M.R.H.S.

c.c. Mr. Stockwell, Principal

Possible Questions For Adult Groups

1. What do you think of the idea of a Youth Night Club?
2. Do you think such a place is needed and would be beneficial to our community?
3. Do you think the kids would come?
4. What type of activities should be offered?
5. Where should it be located?
6. What hours and days of the week should it be open?
7. Should it be used for activities besides dances?
8. What should be the age limits and mixes (junior high and senior high kids)?
9. What types of rules and security would you expect or suggest?
10. Do you have any concerns about this project?
11. Do you have any other suggestions?
12. Would you be willing to provide financial or other types of resources for this project?

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, March 2, 1991, M.R.H.S. Library

PRESENT: T. Britton, L. Barrett, B. Hamill, W. Wright, J. Carnie, J. Young, J. Fallon
B. Ballou, G. White, D. Keating. Also present: Dr. Wheeler, J. Menton, K. Hewitt.

Chairman Britton opened the meeting at 10:10 a.m.

Two items were discussed: one dealt with the \$200,000.00 increase in retirement; the second item dealt with the increase in Foundation Aid which could be as high as \$163,000.00 or approximately one-half that amount. The option open to the Board was to put items back into the budget or to reduce the budget to be presented to the public. J. Menton distributed information regarding the financial impact on the budget. Three options were discussed. T. Britton felt that \$280,000.00 was a realistic figure. G. White MOVED: That the Board accept Option #3; second by J. Carnie. This option would reduce the budget by \$200,000.00 and potential revenue would increase by \$80,000.00. Discussion followed. VOTED: 10-0-0-0.

W. Wright MOVED: that the Board go into executive session to discuss land acquisition; second by D. Keating. The roll call vote was 10-0-0-0. Dr. Wheeler explained a proposal on the acquisition of land. B. Ballou MOVED: that the amount of money for land acquisition be reduced; second by L. Barrett. J. Carnie indicated that the motion reduces the Board's options to purchase other property. Discussion followed. VOTED: 1-9-0-0 with T. Britton, L. Barrett, B. Hamill, J. Carnie, J. Fallon, J. Young, D. Keating, G. White and W. Wright dissenting.

The Board adjourned at 10:50 a.m.

Respectfully submitted,



MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA
MARCH 5, 1991

MEETING AT
MRHS, SWANZEY CENTER

Finance Committee Meeting at 7:00 PM

CALL TO ORDER 7:30 PM

1. School Board Organization (Action Required)
Selection of the following offices for the 1991-1992 school year:

Chairman _____

Vice-Chairman _____

School District Clerk _____

School District Treasurer _____

Committee Appointments

2. CONSENT AGENDA
 - a. Minutes of previous meeting
 - b. Approval of reimbursement requests
 - c. Correspondence/announcements
 - d. Board committee reports
3. CITIZEN CONCERNS
4. OTHER SCHOOL BOARD BUSINESS
 - a. Proposal from Health and Human Services to conduct "Youth Risk Behavior Survey" of MRHS students. (see attached)
 - b. Report on action taken at the Annual Meeting.
 - c. Proposal for 1991-1992 School Board Meeting Calendar. (see attached)
 - d. Action on the manifests.
5. SUPERINTENDENT'S REPORT
 - a. Pot Pouri (in other words I Don't Know at this moment)
6. EXECUTIVE SESSION
 - a. Staff resignations
 - b. Staff nominations
 - c. Pending Litigation
7. ADJOURNMENT

**PLEASE
POST**



MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, March 5, 1991, MRHS Library

PRESENT: W.Wright, J.Carnie, L.Barrett, J.Fallon, T.Britton, D.Keating, B.Ballou, J.Young;
absent: B.Hamill, G.White, Also present: Dr.Wheeler, K.Hewitt, J.Menton,
D.Stockwell, A.Putz, L.DeCoste, D.Mousette, D.Bell, N.Evans

Dr. Wheeler opened the meeting at 7:40 p.m. He administered the oath of office to W.Wright and J.Carnie. Nominations for school board offices were made. L.Barrett nominated T.Britton for Board Chairman; second by D.Keating. The vote was unanimous. J.Carnie nominated W.Wright for Vice-Chairman; second by D.Keating. The vote was unanimous. W.Wright nominated Elizabeth Massin for school district clerk; second by J.Carnie. The vote was unanimous. B.Ballou arrived at this time. W.Wright nominated Arlene Perry for school district treasurer; second by J.Fallon. The vote was unanimous.

T. Britton indicated that he had received a sick bank request. B.Ballou volunteered to be on the committee with B.Hamill and two association members.

Committee appointments were discussed. J.Carnie indicated that he would like to see changes in assignments especially on the negotiations, SAU and budget committees. J.Young arrived at this time. B.Ballou felt that after serving on a committee for two years, a change should be made. A list of committees was distributed. Discussion followed. J.Carnie suggested that the budget committee should follow certain procedures. The Municipal Budget Act regulations will be sent to all members.

Consent Agenda

J.Carnie MOVED: that the minutes of February 19, 1991, be approved as presented; second by J.Fallon. VOTED: 8-0-0-2. W.Wright MOVED: that the minutes of March 2, 1991, be approved as presented; second by J.Carnie. VOTED: 8-0-0-2.

J.Young MOVED: reimbursement requests approval for Jackie Cleary-\$175.00, Maureen Osborn-\$35.00, Maureen Osborn-\$145.00, Diana Elkavitch-\$40.00, Elizabeth Corindia-\$40.00, Joyce Morel-\$98.00 and Rosemary Jablonski-\$49.00; second by D.Keating. VOTED: 8-0-0-2.

Dr. Wheeler distributed a paper describing the procedures in decision-making. J. Fallon who is on the Troy SIP committee explained the reason for it. A paper on updating school district policies was distributed. It was also noted that a video tape of the school district meeting was available.

T.Britton presented a letter to the Board from Tom Stewart, Chairman of the Business Department, thanking the Board on the way the district meeting was handled.

D.Keating reported that the Finance Committee had met to discuss a change in banking services, HMO Insurance and a change in payroll services.

Citizen Concerns

Sue Bobbin, co-president of the teachers' association, presented a letter to Board members thanking them for their support at the annual district meeting.

Hannah Barrett, a student at MRHS, and Chris Smith from the United Way discussed a proposed

Teen Center. Hannah asked the Board for any advice or suggestions they might have regarding the proposal. She explained that the purpose of the Center was to provide a place for students to meet and become involved in various activities. A brief discussion followed.

Other School Board Business

Dr. Wheeler presented the Youth Risk Behavior Survey and its purpose. He explained his reservations about the survey and his concern as to how the information will be used. D.Stockwell also expressed reservations. J.Carnie MOVED: that the district not participate in the survey; second by J.Young. VOTED: 8-0-0-2.

T.Britton indicated that the Board has to deal with administrative recommendations on budget cuts. J.Carnie proposed that the cuts be reviewed at the next meeting. J.Menton explained how the \$5000.00 for the Claremont law suit was in the budget. Article #6 was clarified. The money can only be appropriated at an annual district meeting. D.Keating asked about the future of the Master Plan Committee. T.Britton felt that the committee should continue and begin to meet again in the fall. Discussion followed regarding establishing a building fund.

J.Carnie suggested that during the April 16 meeting in Richmond, the building program should be on the agenda. Discussion followed. Dr.Wheeler noted one change in the meeting schedule- Cutler and Gilsum have changed dates. By consensus the Board agreed that the next annual meeting should remain the same.

Rick Allen presented a proposal to the Board for establishing a National Junior Honor Society. He explained its purpose and the process to be used. It would begin in May of this year. J.Carnie MOVED: that the Board approve initiating the program; second by B.Ballou. VOTED: 8-0-0-2.

W.Wright MOVED: approval of Lunch Program Voucher #9351-9359 dated 3/5/91, for \$5308.35, Payroll #9186-9204 dated 2/22/91, for \$293,956.87 and Payorder Checks #9205-9350 dated 3/4/91 for \$202,103.83; second by J.Fallon. VOTED: 8-0-0-2.

T.Britton inquired about the restructuring of the Troy and Fitzwilliam schools. J.Fallon presented a recommendation from the Troy SIP committee. It is suggested that the administration use a one year option, like a multigraded class, for 1991-1992, and that the Board establish a committee comprised of members of both communities whose purpose would be to study the options available for a long range solution to the overcrowding at Fitzwilliam and present a proposal within a year or sooner of an acceptable option. It is recommended that the committee be formed on the SIP team model representing teachers, staff, parents, community, administration and Board. J.Carnie would like to see other communities involved. Discussion followed. The above solution will be considered.

W.Wright asked to attend the NSBA convention in San Francisco with financial support from the district. J.Fallon MOVED: that the Board support attendance at the convention; second by J.Young. VOTED: 5-1-2-2 with D.Keating dissenting and B.Ballou and J.Carnie abstaining. Dr. Wheeler complimented the Board and the administration for the budget preparation and the action taken at the district meeting. He welcomed any suggestions regarding the process. T.Britton thanked J.Menton for the material presented prior to the district meeting and thanked the administration for their efforts in the budget preparation.

Dr.Wheeler indicated that a hearing will be held on April 1 regarding the Gilsum litigation and DCYS.

J.Young MOVED: that the Board go into executive session for the purpose of nominations,

personnel and a student issue; second by J.Carnie. The roll call vote was unanimous.

Executive Session

D.Stockwell recommended that Brian Blair be readmitted to MRHS tuition-free for the remainder of the school year. After discussion J.Young MOVED: approval of the recommendation; second by L.Barrett. VOTED: 8-0-0-2.

L.Barrett MOVED: that a special leave day without pay be granted to Janet Barnard; second by B.Ballou. VOTED: 8-0-0-2..

A list of teacher renominations was distributed to the Board. Discussion followed. B.Ballou MOVED: that the list of teachers be renominated; second by J.Fallon. VOTED: 8-0-0-2.

The Board adjourned at 10:15 p.m.

Respectfully submitted,



SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: March 12, 1991
Topic: Notes on Board Agenda
From: Dr. Bill Wheeler

- 3.c. This agenda item is presented in response to the discussion held during the last Board meeting concerning the Powers of the School Board and Budget Committee. I have attached RSA 32:2-5 and 195.12-a. Obviously, other RSAs may apply but I am not able to identify them at this time. It seems that 195.12-a. is vague and does not address the structure beyond the description of offices, notices, and records. Also, a copy of the Article creating the Budget Committee is attached for your review.
- 3.d. The administrative team met yesterday, Monday, to revisit the recommended cuts from the 1991-1992 budget. We discussed all issues addressed in the cuts and can only reaffirm that they are the cuts which we still support. They will create deficits in the overall education program for students in ways which we may predict but also in ways which we may not anticipate at this time. The administrators feel badly about the cuts and value the losses but they predict them to be less of a loss than other budget items at this time.
- 4.a. I will attempt to extract some of the bills and acts which influence us the greatest. I have recently sent letters to Senator Disnard concerning his perceived value of the SAU(s) and to several representatives on the topic of School Improvement Programs. If you wish for me to do anything else please advise me so.

Executive Session (to Board Members only)

Notes: 3/19/91

A representative membership from MRHS wishes to address the Board with a proposal to name the baseball field for Ed Main. They wish to visit with you concerning this issue in executive session.

Several district wide staff members were excluded from the certified staff member list acted on by the Board during the last meeting. We will ask for your action at this time.

A teacher asked for a leave of absence from the position for next year. I advised her that I could not support the leave at this time but that she could address the Board. No response has been received at this time. If a request is received prior to March 19 it may either be dealt with in Executive Session or in open session.

TO: FINANCE COMMITTEE
MONADNOCK SCHOOL BOARD

FROM: SAU #38 BUSINESS OFFICE

SUBJECT: ITEMS FOR DISCUSSION, MARCH 5TH MEETING

DATE: FEB 27, 1991

Items that we wish to discuss with the Finance Committee may also require Board Action. Therefore your input is important at this time. Some items are informational at this time.

The first item pertains to a topic we have discussed previously, a change in bank services. Recently, I met with Mr. Farmer, President of 1st New Hampshire, Keene, to discuss our growing concerns. Meanwhile, I have also been talking with Cheshire County Savings Bank who seems to be very interested and have been very aggressive. At the same time we are also discussing direct payroll deposit.

June 4-9
The second item pertains to considering another agent and insurance company for the District's property and liability insurance. Currently the District is insured through the New Hampshire School Board Insurance Trust. Again this matter was also discussed last May. Currently the District is in the third year of a three year agreement which provides an appropriate time to seek competitive bids for property and liability insurance. It was the Board that approved the Insurance Trust relationship; for any change Board approval should be requested.

HMO insurance is an item that should be of interest to all districts in the SAU. Recently personnel information on all the districts was provided to Matthew Thornton in order for them to submit a proposal. We should be hearing from them within the next two weeks. Being a personnel matter, this office would be seeking Board approval.

The last item pertains to exploring the concept of purchasing payroll services for all the districts in the SAU. I have already talked to one firm and will be visiting with at least another three. It is a service which many firms in the private sector purchase, and is worth exploring.

We think these are matters worth discussing at this time; especially since they all have financial and cost saving implications.

Donna L. Kenison
Laurel Lake Road
Fitzwilliam, N.H. 03447
585-6606
March 1, 1991

Dr. Wheeler
MRHS Superintendents Office
Swanzey, N.H.

Dear Dr. Wheeler:

Effective March 1, 1991 my daughter Melissa Taylor who is a senior at Monadnock Regional High School will no longer be living in the school district but wishes to continue attending Monadnock so that she can graduate with her class in June.

I would like to make arrangements to pay tuition to the Monadnock School District so that Melissa may continue attending.

I understand that there will be a school board meeting on Tuesday night and this is a matter for the school board to handle. I would appreciate hearing from you at your convenience.

Sincerely,

Donna L. Kenison

Donna L. Kenison

THE STATE OF NEW HAMPSHIRE

SCHOOL WARRANT

MONADNOCK REGIONAL SCHOOL DISTRICT

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

You are hereby notified to meet in the Monadnock Regional High School on the 17th day of March, 1979, at 10:00 o'clock in the forenoon to bring in your votes for the election of the following officials:

1. A moderator for one year.

Two auditors for one year.

Three members of the School Board, one from Fitzwilliam, one from Richmond, and one from Swanzeay, each to serve for three years.

One member of the School Board from Gilsom to serve for one year.

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

6. to see if the district will vote to authorize the School Board of the Monadnock Regional School District to transfer any of its unencumbered surplus funds, if any, remaining on hand at the end of the fiscal year June 30, 1979, to the capital reserve fund created under Article 5 of the 1975 annual meeting of the Monadnock Regional School District.

7. (by petition) to see if the district will vote to establish a budget committee as specified in New Hampshire Revised Statutes Annotated 195:12-A of the Cooperative School Law.

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

32:2 Budget Committee. The budget committee shall consist of 3, 6, 9 or 12 members-at-large as the meeting adopting the provisions hereof shall by vote determine, and one member chosen by the school board of each school district wholly within said town, and one member of the board of commissioners of each village district wholly within said town to be designated by said board, and one member of the board of selectmen to be designated by said board. The members-at-large may either be appointed by the moderator or elected by the town meeting as any annual meeting may by vote determine under a proper article in the warrant for said meeting; provided, however, the members-at-large shall have domiciles in said town at time of election or appointment and provided, further, that no selectman, town manager, member of the school board, village district commissioner or a full-time employee of the town, village district, school district or other associated agency shall serve as a member-at-large. One of said members-at-large shall be elected by the budget committee as chairman. If said members-at-large are elected at the town meeting it shall be by majority vote by ballot or acclamation of those present and voting, except as provided in RSA 32:3. Where said members-at-large are appointive such appointments shall be made within 30 days after the annual town meeting. One third of the members-at-large shall hold office for one year, 1/3 for 2 years, and 1/3 for 3 years and each year thereafter 1/3 shall be elected or appointed for a term of 3 years and until their successors are elected or appointed and qualified. Vacancies in the membership-at-large shall be filled by appointment by the moderator and such appointment shall be made within 5 days from the creation of the vacancy. Such appointees shall hold office until the next annual town meeting. The members selected by the school board, the village district commissioners and the selectmen shall hold office for one year and until their successors are qualified. A member-at-large shall cease to hold office immediately upon missing 4 consecutive scheduled or announced meetings without being excused by the chairman or when a member ceases to have a domicile in said town. Upon the happening of either occurrence, the chairman shall request the moderator to fill the vacancy.

HISTORY

Source. 1935, 9:2. RL 52:2. 1949, 228:1. 1951, 7:1. RSA 32:2. 1971, 467:1. 1977, 261:1. 1979, 410:3. 1981, 282:2, eff. Jan. 1, 1981.

Amendments—1981. Prohibited a full-time employee of the town, village district, school district or other associated agency from serving as a member-at-large.

—1979. Provided the members-at-large shall have domiciles in said town at time of election or appointment and also provided a member-at-large shall cease to hold office when a

member ceases to have a domicile in said town.

—1977. Provided that members-at-large shall be residents of said town at time of election or appointment; failure to attend 4 consecutive meetings without being excused or on becoming a nonresident the member shall cease to hold office and the chairman shall request the moderator to fill the vacancy.

—1971. Omitted property requirement for membership and provided for successive selection of members after expiration of terms.

CROSS REFERENCES

For meaning of terms "abode," "domicile" and other words of similar meaning, see note under RSA 21:6-a.

32:3 —Election of Members-at-Large. In any case where the town has adopted either the Australian or non-partisan ballot system for the election of its town officers, and the town has voted to elect members-at-large of the budget committee, said members-at-large may be elected by said official ballot system by plurality vote.

HISTORY

Source. 1951, 7:2, eff. Feb. 15, 1951.

32:4 Authority of Budget Committee. In any town which has adopted the provisions of the municipal budget law, in addition to its other duties hereunder, the budget committee shall prepare a budget for any village district or precinct wholly within the boundaries of said town. The limitations upon town appropriations, provided by this chapter, shall apply to appropriations for said districts or precincts and the commissioners of any such district or precinct shall be subject to the provisions of this chapter as other spending agencies of said town. In case of sudden and unexpected emergency the commissioners may apply to the commissioner of revenue administration for a certificate of emergency, as selectmen may do in the case of a town.

HISTORY

Source. 1943, 80:2. RSA 32:4. 1973, sioner of revenue administration" for "tax commission".

Amendments—1973. Substituted "commis-

32:5 Preparation of Budgets. -Selectmen, school boards, village district commissioners, all governmental officers, and department heads, including officers of such self sustaining departments as water, sewer, and electric departments shall prepare a statement of estimated expenses and receipts for the ensuing fiscal year and submit the same to the budget committee at such time as the budget committee shall fix. Department heads and other officers shall submit their departmental statements of estimated expenditures and receipts to their respective governing boards before submission thereof to the budget committee. All moneys appropriated by the town, school district or village district shall be stipulated in the budget on a "gross" basis, showing revenues from all sources, including grants, gifts, bequests and bond issues, as offsetting revenues to appropriations affected. Upon receipt of the foregoing estimates of expenditures and receipts, the budget committee shall confer with selectmen, school boards, village district commissioners, and other officers and departments relative to estimated costs, revenues anticipated, and services performed; and it shall be the duty of all such officers and other persons to furnish such pertinent information to the budget committee. The budget committee shall thereafter prepare budgets according to rules which shall be adopted by the commissioner of revenue administration, pursuant to RSA 541-A, relative to the required forms and information to be submitted for town expenditures, school district expenditures and village district expenditures. Such budget forms shall

include a separate column which indicates the recommended budget of the selectmen, school board or village district commissioners. It shall hold at least one public hearing on each budget, not later than 25 days before each annual or special meeting, public notice, and time of which shall be given at least 7 days in advance. After the public hearing, the budget committee shall prepare and submit to the selectmen, at least 20 days before the annual town meeting, for them to post with the town warrant, 2 copies of the budget prepared for the town, and 2 copies of other special items for purposes not included within the budget but which were requested by the selectmen, or by petition, and which the committee does not wish to recommend, but upon which the voters at the town meeting are hereby entitled to vote. It shall likewise prepare and submit to the school board, or village district commissioners, at least 20 days before said annual meetings for posting by the school board or the village district commissioners with the warrants for their respective meetings, 2 copies of a school district or village district budget to be acted upon at the school village district annual meetings, and 2 copies of other special items for purposes not included within the budget but which were requested by the members of the school board or village district commissioners, or by petition, and which the committee does not wish to recommend, but upon which the voters at the school board or village district meeting are hereby entitled to vote. The budget committee shall not insert additional purposes of expenditures in any recommended budget at or after the public hearings required in this section, without first holding one or more public hearings on supplemental budget requests for town, school district or village district expenditures.

HISTORY

Source. 1935, 9:3. RL 52:3. RSA 32:5. 1959, 78:1. 1965, 28:1. 1973, 544:8. 1977, 377:1. 1979, 71:1; 309:1. 1981, 128:4, eff. May 11, 1981.

Editor's note. "School village district" in the ninth sentence should probably read "school or village district".

Amendments—1981. The budget committee shall prepare budgets according to rules adopted by the commissioner of revenue administration pursuant to RSA 541-A.

—1979. Chapter 71 provided budget forms shall include a separate column which indicates the recommended budget of the selectmen, school board or village district commissioners.

Chapter 309 provided budget forms shall include a separate column which indicates the recommended budget of the selectmen, school board or village district commissioners; also after the public hearing, at least 20 days

before the annual meeting the budget committee shall prepare and submit the budget for posting with the warrant; and prohibited insertions in any recommended budget at or after the required public hearings without first holding one or more public hearings on supplemental budget requests.

—1977. Amended generally to provide for the preparation of budgets under the Municipal Budget Act.

—1973. Substituted "commissioner of revenue administration" for "state tax commission".

—1965. Amended section generally, adding reference for statement of estimated expenses by "department heads" and increasing the time for notice from at least "nine" to at least "fifteen" days in advance.

—1959. Extended the operation of the section to village districts.

ever it is voted to establish a budget committee, the moderator in the first instance shall appoint the members thereof except for the additional member appointed from the school board within 15 days of the vote establishing the committee. The members appointed by the moderator shall serve until the next annual meeting when the meeting shall elect their successors.

No member of the cooperative school board shall be appointed or elected to the budget committee except that the chairman of the cooperative school board shall appoint a member of the board to serve on the budget committee with all the powers and duties of any other member of the committee. After appointment or election the budget committee shall promptly organize and choose a chairman, vice chairman, and secretary. The secretary shall keep records of the proceedings of the budget committee, which shall be public records open to public inspection.

II. Such cooperative school budget committee shall have the powers and duties of the municipal budget committee under the provisions of RSA 32 in so far as the budget for the cooperative school district is concerned and in so far as RSA 32 is applicable to the cooperative school budget.

III. Such committee shall seasonably provide the cooperative school board with a sufficient number of copies of the budget prepared by it, and the same shall be posted with each copy of the warrant in the manner provided by RSA 195:13.

HISTORY

Source. 1961, 206:6. 1963, 258:10, 258:10a. 1967, 136:1, 2. 1971, 252:3. 1979, 321:4, eff. Aug. 21, 1979.

Amendments—1979. Added section catchline and deleted the last sentence in par. I.

—1971. Paragraph I: Omitted phrase "with at least one member from each pre-existing district".

—1967. Paragraph I generally amended to change number on committee and method of selection.

Paragraph II added "And in so far as RSA 32 is applicable to the cooperative school budget", omitted catchline.

—1963. Chapter 258:10 rewrote provision in paragraph I regarding size and membership of committee, eliminating former provision that membership be determined on basis of contributions for expenses.

Chapter 258:10a added paragraph III.

195:13 Meetings, Annual, Special. A meeting of every cooperative school district shall be held annually between the dates set forth in RSA 197:1 for the choice of district officers, raising and appropriating money for the support of its schools for the fiscal year beginning the next July, and for the transaction of other district business. Special meetings may be called by majority vote of the school board. A special meeting shall be held within 30 days following the receipt by the school board of petition calling for such a meeting and setting forth the subject matter upon which action is desired signed by at least 5 percent of the voters who are duly registered on the check lists of the district on the date the petition is submitted. The provisions of RSA 197, excepting the provisions of RSA 197:2, shall apply to cooperative school district meetings, except that a copy of the warrant shall be posted in a public place in each pre-existing district as well as at the place of meeting.

HISTORY

Source. 1951, 213:1, par. 11. RSA 195:11. and permitted application for the uses of the cooperative district only where the trust allows.

Amendments—1955. Required trust funds to be applied as the terms of the trust indicate,

195:11-a Capital Reserves and Cash Balances. When all the functions of a school district are to be assumed by a cooperative district the balance of any capital reserve fund established by a school district and any cash balance in the hands of the treasurer or money due the district at the time of establishment of the cooperative district less any outstanding bills or debts other than long term indebtedness which is to become the obligation of the cooperative district, shall be used as a credit against the cooperative district assessment to be raised by the pre-existing district for the first year of operation or may be spread over a period of not more than 5 years as the voters of the pre-existing school district shall determine at either any annual meeting or a special school district meeting called for that purpose prior to the establishment of the cooperative district.

HISTORY

Source. 1955, 334:2, eff. Aug. 5, 1955.

195:12 Budget. At least 30 days prior to the annual meeting, the cooperative school board shall prepare a budget for the ensuing year, after holding at least one public hearing upon a preliminary budget at some convenient place in the district, of which at least 7 days' notice shall have been given, and said budget, subsequent to its final approval by such board, shall be posted in a public place in each pre-existing district and given such other publication as the cooperative school board may determine. The provisions of RSA 32 shall not apply to a cooperative school district, except in a case where said district is composed of pre-existing districts wholly within one town, which town has adopted said budget law, or except as provided in RSA 195:12-a, II, but in such excepted cases, this section shall not apply.

HISTORY

Source. 1947, 199:9. 1951, 213:1, par. 12. 1953, 225:7. RSA 195:12. 1963, 258:9, eff. July 1, 1963.

Amendments—1963. Changed "on or before March first" to "thirty days prior to the

annual meeting"; provided for posting only after "final" approval by board and added language in last sentence beginning with the words "or except as".

195:12-a Budget Committee.

I. A cooperative school district at an annual meeting, under a proper article in the warrant, may vote to establish a budget committee and may rescind such action in a like manner. The budget committee shall have the same number of members as the cooperative district school board plus one additional member from the school board as hereinafter provided in this paragraph. The terms of office and manner of election of members shall be determined in the same manner as for the cooperative school board. When-

MONADNOCK REGIONAL SCHOOL DISTRICT

MUSIC-New equipment including risers and a saxophone have been deleted

FIELD TRIPS-All field trips have been eliminated. They included trips to Fort #4, Sturbridge Village, Boston Museum of Science, Worcester Science Museum, etc. All are extremely worthwhile and reinforce what is taught in the classroom. It is possible that PTO's may provide funds for some trips.

KINDERGARTEN TRANSPORTATION: Mid-day transportation for kindergarten students has been eliminated. Morning kindergarteners will have to be picked up at noontime by parents, and afternoon kindergarteners will have to be brought to school by parents. Regular transportation routes will bring them to school in the morning and take them home in the afternoon. This is not an uncommon practice in many school districts since kindergarten is not mandated by the state.

CONSULTANT SERVICES:These funds were to continue to provide consultant services to Cutler School which is now leaving the SIP program. The teachers and principal at Cutler have developed a strong leadership team after three years in the SIP program and are making plans to continue the process next year with or without consultant services.

LIBRARY AIDES: All library aides have been eliminated. Media services is the one area where we do not currently meet state standards, and although these positions provide important services, it is felt that the loss would be less than other services that are provided. In another year a media generalist will be requested.

LIBRARY BOOKS: All library books for 1991-1992 have been deleted. Although the number of volumes in each school currently does not meet standards, it is felt that this deletion would impact less on the regular education program.

EQUIPMENT: All the new equipment and replacement of equipment requested by the northern schools has been eliminated. Present equipment will continue to be used and repaired when necessary. Most of these funds were for new equipment such as computers for the libraries, laminating machines, etc.

COPIER: A new copier for Mt. Caesar has been deleted. Although this would greatly improve the quality of the notices, etc., that are sent home with students, it is felt that this purchase could be delayed another year. It is also much more expensive to maintain the present copier than a newer model.

OTTER LAKE CONSERVATION SCHOOL: This would be a real loss to the district, not just for the natural science skills and knowledge children learn and the hands-on activities provided them but for the socialization skills they acquire prior to entering the seventh grade.

READING IMPROVEMENT TEACHERS: The reading teacher in the northern schools would replace a first year teacher in Gilsum, and the reading teacher at Cutler School would go into the new sixth grade position. The elimination of these two reading teachers would directly affect the instructional program and increase the burden on the classroom teacher. The reading teacher works with at-risk children and provides the learning of skills necessary to be successful in school.

TEACHER RETIREMENT MID-YEAR: Since this request has already been made and approved by the Board, it will not have an additional impact on the educational programs.P

**MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA
MARCH 19, 1991**

MEETING AT

MRHS, SWANZEY CENTER

CALL TO ORDER 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcements
 - 1) Finance Committee topic sheet for March 5, 1991 meeting.
(see attached)
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Parent request to permit her daughter to attend MRHS through graduation. (see attached)
- b. School Board Committee appointments.
- c. Review of Municipal Budget Act 35:32. (see attached)
- d. Finalize action on 1991-1992 budget. (see attached)
- e. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. Report on current legislation.

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, March 19, 1991, MRHS Library

PRESENT: W.Wright, J.Carnie, L.Barrett, J.Fallon, T.Britton, B.Ballou, J.Young, B.Hamill;
absent: D.Keating, G.White, Also present: Dr.Wheeler, K.Hewitt, J.Menton,
D.Stockwell, A.Putz, L.DeCoste, D.Mousette, D.Bell, N.Evans

Dr. Wheeler administered the oath of office to Bill Hamill.
Chairman Britton opened the meeting at 7:40 p.m.

Consent Agenda

L.Barrett MOVED: that the minutes of March 5 be approved as presented; second by J.Fallon.
Dr.Wheeler asked that in the superintendent's report it be noted that he recognized J.Menton and the administrators for their efforts in preparing the budget. VOTED: 8-0-0-2.

B.Hamill MOVED: that reimbursement requests for Cheryl Burroughs-\$124.00, Adrienne Noel-\$90.00, Theresa Majoy-\$90.00 and Tom Stewart-\$423.20 be approved; second by L.Barrett.
VOTED: 8-0-0-2.

Dr.Wheeler read a letter from Troy citizens thanking Norm Evans and the kitchen staff for a recent luncheon at the school. Bill Prigge has asked if the Board had any concern regarding his dual role as moderator and Board counsel at the district meeting. No concerns were expressed. It was recognized that assistant moderator Dick Lane donated his check to the MRHS band. The Board was informed of three regional workshops that will take place.

Citizen Concerns

None at this time.

Other School Board Business

A request was made by Donna Kenison to allow her daughter to continue attending MRHS so she can graduate with her class in June. B.Hamill MOVED: that the request be approved, and that it be tuition-free; second by J.Carnie. VOTED: 8-0-0-2. Dr.Wheeler read a request from Melody Hillock asking that her son Raymond be allowed to continue schooling at Cutler School, and that her other son James be allowed to continue at MRHS. The family has moved to Hinsdale. W.Wright MOVED: that the request be approved, and that it be tuition-free; second by J.Fallon. VOTED: 8-0-0-2.

T.Britton reported on committee assignments. J.Carnie has been appointed to the Negotiations Committee, D.Keating to the CVC Advisory Committee and J.Fallon and J.Carnie as non-voting members of the Budget Committee. T.Britton will be an ex-officio member of the Negotiations Committee. All other committee assignments will remain the same.

Dr.Wheeler led a brief discussion on the implications of the Municipal Budget Act.

Dr.Wheeler reported that the administration has reviewed the budget cuts and have agreed to remain with their initial recommendations. B.Hamill shared his concern regarding the elimination of reading teachers. J.Carnie expressed his concern regarding the money for the policy manual and the new assistant principal at the high school. Discussion followed. D.Stockwell reported that the asst. principal has had a very positive impact on junior high students. Dr.Wheeler strongly supported the position for both administrative and educational reasons. J.Carnie felt that more discussion was necessary regarding the position, and he would

support it if utilized to its best benefit. J.Fallon indicated that he felt the total Board should make a commitment to review the policy manual. L.Barrett spoke strongly in favor of revising the policy manual. L.Barrett MOVED: that the Board pursue the revision of the policy manual up to a total cost of \$6000.00, and that Dr. Goodman begin as soon as possible; second by B.Ballou. VOTED: 7-1-0-2 with J.Carnie dissenting. W.Wright expressed concern about driver's ed., industrial arts and athletics. D.Stockwell explained that no sports are being eliminated, and nothing is being taken away from industrial arts, but that new equipment is not going to be purchased. J.Menton explained the bookkeeping change in driver's ed. J.Young expressed concern about Otter Lake Conservation School. Discussion followed. B.Ballou MOVED: that the budget reductions remain intact as recommended by the administration; second by L.Barrett. VOTED: 7-1-0-2 with W.Wright dissenting.

B.Hamill MOVED: that Lunch Program Voucher #9426-9437 dated March 18, 1991, for \$17,295.54, Payroll #18 dated March 7, 1991, for \$298,670.10 and Payorder Checks #9438-#9529 dated March 19,1991, for \$134,,225.46 be approved; second by J.Carnie. VOTED: 8-0-0-2..

The suggestions to study the restructuring of the Troy and Fitzwilliam Schools as presented by J.Fallon were accepted by the Board.

J.Young mentioned that Cheshire Transportation Co. has been bought by Laidlaw, a subsidiary of Canadian-American. No changes are anticipated this year.

Superintendent's Report

Dr.Wheeler briefly discussed recent legislation and the impact on finance and a proposed voucher system. He distributed educational goals to the Board and explained what will be done with them.

J.Young MOVED: that the Board go into Executive Session for the purpose of nominations, salary proposals and a personal issue; second by J.Carnie. The roll call vote was 8-0-0-2.

Executive Session

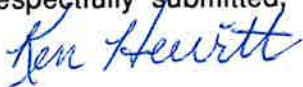
A personnel issue was discussed by the Board.

Dr.Wheeler presented a list of nominations to the Board. L.Barrett MOVED: that all nominations be accepted; second by J.Young. VOTED: 8-0-0-2.

The Board discussed administrative salaries for the next fiscal year.

The Board adjourned at 9:40 p.m.

Respectfully submitted,



MONADNOCK REGIONAL HIGH SCHOOL

COMPUTER RESOURCE ROOM

To: Mr. Daniel Stockwell

From: Douglas Scribner

Re: Amateur Radio Club

I am seeking approval for the formation of an Amateur Radio Club at MRHS. Although it is hard to estimate what the response will be, I feel it will be a success. This club would be entirely self-supporting and as a newly licensed radio amateur I would act as the groups advisor. I would like to initially hold meetings every three weeks, one afternoon per week after school, until the end of the school year.

Amateur Radio is growing in popularity in the educational field. Currently there are 1800 - 2000 schools in the US and Canada with some level of involvement in Amateur Radio. Twenty-five of these are in New Hampshire, Maine, and Vermont. Activities range from informal hobby-type clubs to formal courses built into the curriculum. Besides being a great hobby, Amateur Radio is an ongoing learning experience, encompassing the major disciplines. English skills are sharpened through written and oral communications; Math and Science are used extensively in radio wave propagation, frequency conversion, and antenna design and construction. To promote the benefits of Amateur Radio in education, there will be a workshop at the annual teachers convention in Concord this October.

I realize that it may be late in the year to start a new organization but my intent is to build a solid foundation now so that I can spend the summer soliciting equipment from the many Amateur operators in the area.

Thank you very much for your time and your consideration. I would be happy to answer any additional questions or concerns that you may have.

Prepared for

S.A.U. #38

by

**Paula C. Kennedy
Senior Account Executive
Matthew Thornton Health Plan**

March 1991

Proposed Summary of Benefits

for

S.A.U. #38

HOSPITALIZATION:	Covered in full
OFFICE VISITS:	\$5 copayment per visit
PRESCRIPTION DRUGS:	\$5 copayment per prescription includes contraceptive prescriptions
EMERGENCY ROOM:	\$25 copayment; waived if admitted
SAME DAY SURGERY:	Covered in full
MENTAL HEALTH:	Inpatient - 30 days per calendar year Outpatient - 20 hours per calendar year
SUPPLEMENTAL COVERAGE:	80% coverage after \$100 per person/\$200 per family calendar year deductible up to a per member limit of \$5,000
	<u>Supplemental Coverage Includes:</u>
	1. Durable medical equipment
	2. Orthopedic braces, crutches and prosthetic appliances
	3. First set of contact lenses after cataract removal
	4. Hearing aids for children under age 19

THE BLUES VERSUS M.T. : AN EXAMPLE FOR NON CERTIFIED STAFF

90% SCHOOL BOARD CONTRIBUTION TO M.T. - FAMILY PLAN, Full-Time

	1991 - 92 COST	1991 - 92 SCH. BRD. COST	1991 - 92 EMPLOY. COST
BC/BS	\$ 5706.63 est.	\$ 4583.64 act.	\$ 1122.99 est.
M. T.	\$ 4772.64 act.	4295.37 act.	477.27 act.
VARIANCE	\$ 933.99	\$ 288.27	\$ 645.72

85% SCHOOL BOARD CONTRIBUTION TO M.T. - FAMILY PLAN, Full-Time

	1991 - 92 COST	1991 - 92 SCH. BRD. COST	1991 - 92 EMPLOY. COST
BC/BS	\$ 5706.63 est.	\$ 4583.64 act.	\$ 1122.99 est.
M. T.	\$ 4772.64 act.	\$ 4056.75 act.	\$ 715.89 act.
VARIANCE	\$ 933.99	\$ 526.89	\$ 407.10

90% SCHOOL BOARD CONTRIBUTION TO M.T. - FAMILY PLAN, PART-TIME

	1991 - 92 COST	1991 - 92 SCH. BRD. COST	1991 - 92 EMPLOY. COST
BC/BS	\$ 5706.63 est.	\$ 3140.64 act.	\$ 2565.99 est.
M. T.	\$ 4772.64 act.	\$ 2943.10 act.	\$ 1829.54 act.
VARIANCE	\$ 933.99	\$ 197.54	\$ 736.45

85% SCHOOL BOARD CONTRIBUTION TO M.T. - FAMILY PLAN, PART-TIME

	1991 - 92 COST	1991 - 92 SCH. BRD. COST	1991 - 92 EMPLOY. COST
BC/BS	\$ 5706.63 est.	\$ 3140.64 act.	\$ 2565.99 est.
M. T.	\$ 4772.64 act.	\$ 2779.59 act.	\$ 1993.05 act.
VARIANCE	\$ 933.99	\$ 361.05	\$ 572.94

M. R. S. D 3/26/91

Date: March 21, 1991

To: Dr. William Wheeler
Ken Hewitt
Charles Roosa

From: Cutler Building Committee

Re: Recommendations for Classroom Space

The Cutler School Building Committee strongly recommends that the district purchase the double portable as requested in the 1991-92 budget approved March 2, rather than convert the cellar and attic into a classroom and library.

Reasoning: If the cellar and attic were converted as classroom space and library, it would preclude their use as areas for supplies, the art department (supplies and office), and a possible area for band lessons. Before the cellar would be suitable for classroom use, improved ventilation and lighting would be necessary. The attic needs renovations for fire safety, ventilation, and lighting. The staff recommends both areas be improved because that would upgrade current use and make them available for classroom use in the future. We are also concerned with the amount of congestion caused when a class was previously placed in the library.

Benefits of A Portable Classroom:

- Place principal, nurse, secretary and conference room in one location. This would free up areas to be used by specialists who are presently vying for space and increase communication and efficiency.
- Designated space available for Special Needs testing (validity of testing may sometimes be questionable under present system of using hallways, library...)
- Title 1 tutors could move into main building reducing wasted travel time and improving communication between student, teachers, and tutors.
- Provide more options of places to meet with parents and/or students to discuss confidential matters.
- Provide a comfortable, well ventilated classroom with natural lighting.
- Present library allows for computer workshops for students such as those given this year.
- Provide a comfortable place to hold LEPT meetings. Office space is often crowded when the whole team meets.
- Reduce the demands for using the cellar space (presently used for speech therapy, small group instruction, band, SIP meetings, student research, teacher and committee meetings, VCR use.

-Leaving the Library in the cellar this coming year allows for future needs if our enrollment continues to grow. Funding may become increasingly more difficult as a result of the economy.

cc: D. Bell

Dr. Wheeler,

The opinions expressed in this letter reflect the consensus of the entire staff. We would be grateful if you would relay our concerns to the school board. If you would like to discuss this issue, please contact us.

MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA
APRIL 2, 1991

MEETING AT
CUTLER ELEMENTARY SCHOOL, WEST SWANZEY

Finance Committee Meeting at 7:00 PM

CALL TO ORDER 7:30 PM

1. CONSENT AGENDA
 - a. Minutes of previous meeting
 - b. Approval of reimbursement requests
 - c. Correspondence/announcements
 - d. Board committee reports
2. CITIZEN CONCERNS
3. OTHER SCHOOL BOARD BUSINESS
 - a. Review the use of Cutler Elementary School's facilities.
 - b. Review the 1992-1993 budget procedure calendar. (see attached)
 - c. Presentation of proposal to establish an Amateur Radio Club at MRHS.
(see attached)
 - d. Home Schooling request submitted for Board action.
 - e. Procedural discussion on the superintendent's annual evaluation.
(see attached)
 - f. Action on the manifests.
5. SUPERINTENDENT'S REPORT
 - a. "Educational Goals" report from meetings with the faculty.
6. EXECUTIVE SESSION
 - a. Staff resignations
 - b. Staff nominations
 - c. Pending Litigation
7. ADJOURNMENT

PLEASE
POST



SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: March 27, 1991
Topic: Notes on Board Agenda
From: Dr. Bill Wheeler

- 3a. Cutler School facilities may be renovated to move the library to the attic and one classroom to the basement. The basement has been renovated at this time to provide space for the library, present use, or an additional class room. The attic is presently being used as a storage area for scholar supplies and art supplies, as well as, being used as a preparation room by the art teacher. Cutler's building committee has presented a position paper on the subject for your review and consideration. Moving the library to the attic and a classroom to the basement would cause the continued use of room #2 as a classroom, presently housing Mrs. Cleary's class and with administrative offices remaining in the present location. Not renovating the facilities would mean the addition of a module to house two classrooms. This is budgeted and planned.
- 3b. One of the major changes on the budget calendar is the submitting of the Board's budget to the budget committee by December 20, 1991. This would allow you one month to develop your budget. This schedule was presented to Mr. Adams. He liked it. Budget committee meeting dates are also included in this calendar, which is an addition.
- 3c. This request is presented to the board in anticipation of the formation of a club which would provide other clubs the opportunity of entering the high school. The courts have declared that schools permitting such clubs may not exclude other requests prejudicially. Boards have excluded other clubs once they have approved certain clubs without being prosecuted. The topic is commonly referred to as "open forum" meetings. We do not have a policy addressing the subject directly.
- 3d. The request is being presented to the Board at this time because of a change in the status of the student's ability to comply with compulsory attendance. Ken will explain more completely upon your request.
- 3e. An evaluation form is enclosed for you to review and for your input as to it's use in my annual evaluation of performance.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, April 2, 1991, Cutler School

PRESENT: W.Wright, J.Carnie, L.Barrett, J.Fallon, B.Ballou, J.Young, B.Hamill, D.Keating, G.White; absent: T. Britton, Also present: Dr.Wheeler, K.Hewitt, J.Menton, D.Stockwell, L.DeCoste, D.Mousette, D.Bell

In the absence of the chairman, W.Wright opened the meeting at 7:40 p.m.

Consent Agenda

J.Carnie MOVED: that the minutes of March 19 be approved as presented; second by B.Hamill.

VOTED: 8-0-0-2.

G.White MOVED: that reimbursement requests be approved for Sue Bobbin-\$35.00, Kathy Woodbury-\$25.00, Adrienne Noel- \$95.00, Richard Trottier-\$29.00, \$29.00, \$29.00, Marian Eckhart-\$37.50; second by L.Barrett. VOTED: 8-0-0-2.

No correspondence or announcements at this time.

D.Keating reported that the finance committee is considering a change in property and liability insurance and a change in banking services. G.White indicated that the transportation committee has met and has raised questions regarding current services.

Citizen Concerns

None at this time.

Other School Board Business

B.Ballou arrived at this time.

Linda Frazier requested Board approval for a home-schooling program for her grandson for whom she has legal custody. She explained the program to the Board. Discussion followed on the new state regulations. K.Hewitt indicated that Mrs.Frazier would have to fulfill all the requirements before the administration would recommend approval. She has agreed to do that. G.White MOVED: that the home-schooling be approved provided that all policies are met; second by J.Young. VOTED: 9-0-0-1.

D.Bell introduced the Cutler building committee. The Board toured the building. Discussion followed on whether to lease another portable classroom or to convert the attic and basement into classrooms. D.Bell indicated that he would prefer another portable. K. Hewitt indicated that the Board might want to look at other alternatives. B.Hamill MOVED: that the Board authorize the leasing of another double modular; second by G.White. VOTED: 8-1-0-1 with J.Young dissenting. He indicated that the Board should look at restructuring the schools at a future meeting. This will be done the first meeting in May.

Dr. Wheeler presented the 1992-1993 budget calendar. Discussion followed. J.Carnie felt that the schedule was tight for the Board.

Doug Scribner presented a proposal for an Amateur Radio Club. It will be a self-supporting program. D.Stockwell recommended its approval. J.Young MOVED: that the proposal be approved; second by B.Ballou. VOTED: 9-0-0-1.

Dr.Wheeler presented the superintendent's evaluation which would be the same as last year but with written comments added. The evaluations will be mailed to T.Britton and presented at the next meeting

B.Hamill MOVED: approval of Lunch Program Voucher #9559-#9568 dated 4/2/91 for \$5150.28, Payroll #19 9531--9557 dated 3/21/91 for \$375,089.40 and Payorder Checks #9621-#9628 dated 4/1/91 for \$81,851.45; second by J.Carnie. VOTED: 9-0-0-1.

Discussion followed regarding the April 16th meeting in Richmond.

Dr.Wheeler discussed the meetings with each school faculty on educational goals. Two issues evolved from the discussions. One issue was "Ready for School"; a larger percentage of children are not ready for various reasons. The second issue was "What Literacy Is". There was general agreement that there is a need to improve basic skills. He indicated that there were a lot of positive responses, and he will develop a position statement and plan to take the first step. D.Keating questioned how and when to start. Discussion followed on the grading system. The progress of the curriculum committees was noted.

D.Keating MOVED: that the Board go into executive session for the purpose of nominations, extended leaves and litigation; second by J.Young. VOTED: 9-0-0-1.

Executive Session

J.Young MOVED: that a maternity leave request for the next school year for Suzanne Bates be approved; second by G.White. VOTED: 9-0-0-1. J.Young MOVED: that a maternity leave request for the next school year for Pam Loney be approved; second by G.White. VOTED: 9-0-0-1.

B.Hamill MOVED: approval of Doug Gagne as asst.principal at the high school; second by L.Barrett. VOTED: 9-0-0-1.

L.Barrett MOVED: approval of James Neill as guidance counselor at the high school; second by B.Hamill. VOTED: 9-0-0-1.

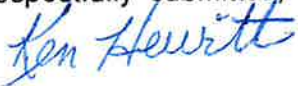
L.Barrett MOVED: approval of Judy Raye as a math teacher at the high school; second by G.White. VOTED: 9-0-0-1.

Dr.Wheeler discussed the pending litigation involving the town of Gilsum and DCYS and the hearing that was recently held in court.

Administrative salaries were discussed.

The Board adjourned at 10:15 p.m.

Respectfully submitted,



SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: April 10, 1991
Topic: Notes on April 16, 1991 agenda
From: Dr. Bill Wheeler

- 3a. A public discussion will be held addressing the issue of acquiring property and constructing elementary facilities in the East Swanzey/Richmond Area.

Executive Session:

You will find my recommendations for administrator salaries for 1991-1992 attached. The format is similar to that used last year. I trust that it is self-explanatory.

You will be dealing with data and information concerning the superintendent's performance.

Monadnock Regional School District

Recommendations for 1991-1992 Principals/Directors' Salaries

By: Dr. Bill Wheeler

April 16, 1991

By Board action, an amount of money, equaling \$21,236 or 6.5 percent increase from 1990-1991, was set aside for increasing principals' salaries. A total of 7.5 percent was included to increase salaries and benefits for principals. I recommend that principals 1991-1992 salaries be placed as the column (Proposed Salary) represents below.

I recommend granting performance pay for:

1. \$500 Norm Evans leading Troy's "School Improvement Program."
2. \$300 David Mousette for coordinating the school improvement program in the Northern Schools.

\$21,236 minus \$800, described above, leaves \$20,436 to be additionally used for principals' salary raises. I recommend that one-half of the money, \$10,218 be divided evenly amount the principals (\$value) and that one-half be divided by a percentage of their present salary (%value). Adding the two or three values (\$raise) to the (Present Salary) equals my recommendation for Principals' (Proposed Salary) for 1991-1992.

<u>Name</u>	<u>Present Salary</u>	<u>\$value</u>	<u>+</u>	<u>%value</u>	<u>+</u>	<u>Performance</u>	<u>= \$raise</u>	<u>Proposed salary</u>
Norm Evans	\$ 49,742	1,460		1,545		500	3,505	\$ 53,247
Lil DeCoste	47,150	1,460		1,465			2,925	50,075
David Bell	47,726	1,460		1,483			2,943	50,669
David Mousette	46,010	1,460		1,430		300	3,190	49,200
Dan Stockwell	54,708	1,460		1,700			3,160	57,868
Alan Putz	45,478	1,460		1,413			2,873	48,351
Doug Gagne	<u>\$ 38,000</u>	<u>1,460</u>		<u>1,181</u>		<u>—</u>	<u>2,640</u>	<u>40,640</u>
TOTALS	\$328,814	\$10,218		\$10,218		\$800	\$21,236	\$350,050

JAMES-PAUL NEILL

P.O. Box 78
Charlestown, NH 03603
(603) 826-3677

April 10, 1991

Mr. Daniel E. Stockwell, Principal
Monadnock Regional High School
580 Old Homestead Highway
East Swanzey, New Hampshire 03446

Dear Mr. Stockwell,

The purpose of this letter is to inform you that I am no longer interested in the guidance counselor position for which I had applied.

I appreciate having had the opportunity to meet with you and Mary Caldwell. Thank you for your time and consideration.

Very truly yours,



James-Paul Neill

**MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA
April 16, 1991**

**MEETING AT
RICHMOND VETERANS HALL**

CALL TO ORDER 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Discussion of proposed elementary school in the East Swanzey/
Richmond area.
- b. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. No report.

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation

6. ADJOURNMENT



MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA

May 7, 1991

MEETING AT

Emerson Elementary School, Fitzwilliam

7:00 Facilities Committee Meeting (Laurie Barrett, James Carnie, Dennis Keating)

CALL TO ORDER 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting - *no minutes from 4/16 - no quorum*
- b. Approval of reimbursement requests
- c. Correspondence/announcement
 - 1) Board Signatures on Deed Without Covenants, Troy.
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Patron's request to abandon district sponsored Baccalaureate Service and to remove invocation and benediction from Commencement. (See Letter Attached)
- b. Request from Fitzwilliam to name a nature trail through school property after Claire Drake (retired teacher).
- c. Recommendation and action requested on assigning Fitzwilliam sixth graders to Troy Elementary School for the 1991-1992 school year.
- d. Request from Mr. and Mrs. Dennis Rhodes that their children remain at Mt. Caesar for the remainder of the year.
- e. Report on "Project Graduation" by Alan Putz.
- f. Recommended changes in the MRHS Parent-Student Handbook. Dan Stockwell will address this issue with you.
- g. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. Update on State's Student Assessment plans.

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation

6. ADJOURNMENT

PLEASE
POST



MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, May 7, 1991, Fitzwilliam Elementary School

PRESENT: W.Wright, J.Carnie, L.Barrett, J.Fallon, B.Ballou, J.Young, B.Hamill, D.Keating, G.White; absent: T. Britton, Also present: Dr.Wheeler, K.Hewitt, J.Menton, D.Stockwell, L.DeCoste, D.Mousette, D.Bell, N.Evans

In the absence of the chairman, W.Wright opened the meeting at 7:40 p.m.

Consent Agenda

Due to the lack of a quorum at the April 16 meeting in Richmond, no minutes were recorded. A lengthy discussion was held on the proposed elementary school in the Richmond-East Swanzey area.

G.White MOVED: that reimbursement requests be approved for Brenda Kelly-\$300.00, Rosemary Jablonski-\$15.00, Richard Trottier-\$98.00, Beth Audette-\$37.50, Mary Fay-\$38.00, Beth Tom-\$65.00, Kathy Nonken-\$55.00, Diana Elkavitch-\$345.00 and James Harris-\$400.00; second by L.Barrett. VOTED: 9-0-0-1. It was noted that James Harris has been accepted at the U.of California and has been awarded a scholarship.

The Board signed the Deed Without Covenants regarding land in Troy.

Dr.Wheeler mentioned the article in the Boston Globe regarding the S.I.P. program noting that it mentioned Cutler School. A CVC meeting will be held on May 20 at 7 p.m. at M.R.H.S. The Elementary Counseling Needs Assessment Program was distributed to Board members

G.White noted that the Transportation Committee will meet May 15. J.Carnie indicated that the Facilities Committee met to review the modulars. W.Wright said that the Troy-Fitzwilliam facilities committee will meet May 21. D.Keating indicated that the Alternative School Committee will meet May 8 at the Wyman House.

Citizen Concerns

Larry Sicotte expressed a concern that R-rated movies had been shown at the high school

Other School Board Business

Dr.Wheeler introduced the issue of separation of church and state regarding baccalaureate. He cited current court cases and shared an article on the issue which appeared in the N.Y.Times. A request was made from B.J. and Peter Nielsen to alter the graduation ceremony for seniors. Joe Smith, senior class advisor suggested that the students organize the baccalaureate outside of the school. B.J. Nielsen read a statement regarding separation of church and state as related to graduation. Louis Showers from Surry indicated that religious freedom can constitute part of graduation. A petition signed by 140 citizens supporting baccalaureate was presented to the Board. W.Wright noted that he received the petition. D.Stockwell explained the service and his position on it. Several students presented positive views on the service and indicated that it should continue. Arpad Toth expressed his views in opposition to the service. J.Carnie indicated that if the service is voluntary, is not on school time and is on a charge basis, then there is no problem. G.White MOVED: that the baccalaureate services be held as in the past on a voluntary basis for this school year; second by B.Hamill. After discussion G.White withdrew the motion.

L.Barrett MOVED: that MRSD not sponsor a baccalaureate service; second by J.Fallon. VOTED: 8-0-1-1 with J.Carnie abstaining. L.Barrett MOVED: that organized prayer be eliminated from all school-sponsored functions; second by J.Fallon. J.Carnie MOVED: to table the motion until we receive a clarification from our attorney; second by B.Ballou. VOTED: 7-2-0-1 with J.Fallon and L.Barrett dissenting.

N.Evans requested that the Board name a newly designed nature trail in Fitzwilliam be named after retired teacher Claire Drake. B.Hamill MOVED: that the request be approved; second by G.White. VOTED: 9-0-0-1. Dan Leary and the Town Recreation Committee developed the trail.

N.Evans explained the meetings held with parents and teachers to handle the overcrowding at the Emerson School. He recommended that the solution be to send next year's sixth graders to Troy. This would solve the problem for one year only. J.Young MOVED: that the recommendation be accepted; second by F.Fallon. VOTED: 9-0-0-1.

Dr.Wheeler read a letter from Mr.and Mrs.Dennis Rhodes requesting that their children remain at Mt.Caesar for the remainder of the school year even though they have moved to Keene. G.White MOVED: that the request be approved; second by B.Ballou. VOTED: 9-0-0-1.

Revisions to the high school parent-student handbook were distributed to the Board. D.Stockwell explained how the revisions were made. He also explained the new smoking regulations. B.Ballou MOVED: that the changes be approved; second by G.White. VOTED: 9-0-0-1.

B.Hamill MOVED: that manifests be approved as presented; second by J.Young. VOTED: 9-0-0-1. These include: Lunch Program Voucher #9656-#9662 dated 4/12/91 for \$16,911.13, Payroll #20 dated 4/4/91 dated \$331,765.66, Payorder Checks #9664-\$9700 dated 4/15/91 for \$145,457.78, Lunch Program Voucher #9915-#9933 dated 5/7/91 for \$14,210.35, Payroll #21 dated 4/17/91 for \$350,904.43, Payroll #22 dated 5/1/91 for \$361,272.18 and Payorder Checks #9751-#9917 dated 5/6/91 for \$341,761.62.

Superintendent's Report

Dr.Wheeler discussed student assessment plans and his involvement on a state committee. He distributed a chart outlining committee responsibilities. He also discussed the role of business and industry in education and what might occur in the future.

J.Young MOVED: that the Board go into executive session for the purpose of nominations, a tuition request, resignations and administrative salaries; second by B.Hamill. The roll call vote was unanimous.

May 7, 1991

Executive Session

The Board discussed a parental request to pay tuition for their son. The administration will research the proposal and provide a recommendation to the Board at the next meeting.

L.Barrett MOVED: that maternity leave until January 27, 1992 for Barbara Arguin be approved; second by D.Keating. VOTED: 9-0-0-1.

J.Carnie MOVED: that a letter of resignation from Nancy Jacobs be accepted; second by G.White. VOTED: 9-0-0-1. J.Carnie MOVED: that a letter of resignation from Joanne Stroshine be accepted; second by J. Young. VOTED: 9-0-0-1. J.Young MOVED: that the Board accept a letter of resignation from James Neill; second by G. White. VOTED: 9-0-0-1.

L.Barrett MOVED: that the nomination of Andrew Harrison as a social studies teacher be approved; second by J.Young. VOTED: 9-0-0-1.

B.Ballou MOVED: that the nomination of Richard Trottier as a teacher at Cutler School be approved; second by J.Carnie. VOTED: 8-0-1-1 with G.White abstaining.

G.White MOVED: that the nomination of Janet Fiderio as a 1/2 time kindergarten teacher at Mt.Caesar be approved; second by J.Carnie. VOTED: 9-0-0-1.

J.Young MOVED: that administrative salaries as proposed by Dr.Wheeler be approved; second by B.Ballou. VOTED: 9-0-0-1.

The Board adjourned at 11:15 p.m.

Respectfully submitted,



SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
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East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District School Board Members
Date: May 1, 1991
Topic: Notes on Agenda Items
From: Dr. Bill Wheeler

- 3a. BJ and Dr. Peter A. Nielsen, Swanzey residents, are requesting that the District alter the graduation ceremony for MRHS seniors. They claim that the inclusion of Baccalaureate and an invocation and benediction at Commencement is a violation of the First Amendment. Lemon v. Kurtzman described court law dealing with the State/Religion Issue. Three tests are described in that case which determine whether sponsored State events violate the First Amendment. They are: 1) The State may not do anything which inhibits a religion, 2) The State may not do anything which promotes religion, and 3) The State may not form entangling alliances with religion.

The argument used in claims about Baccalaureate is that it violates 2) of the test. In other words it promotes Christianity. The federal district court ruled on a case brought by a father and son against a Rhode Island school district stated, "That benediction or invocation delivered by clergy at a public high school graduation ceremony violate the establishment clause of the First Amendment. Applying the three-part test for religions establishment, the court found that the second part of the test is clearly violated in that the practice advances religion. The activities create a symbolic union between the state and religious practice; the reference to a deity necessarily implicates religion in a school-sponsored activity." (Weisman v. Lee, 728 F. Supp. 68 (D. R.I. 1990).

Mr. Stockwell is in the final phases of planning the 1991 graduation ceremony. Although, you have not had the necessary time to consider this issue it would be most helpful to make a decision as quickly as possible.

- 3c. Mr. Evans has structured a recommendation concerning the assignment of Fitzwilliam students for next year. Six options (which were presented to you at an earlier meeting) were reviewed and studied by community and staff members. The one recommendation which seems to most adequately address the problem for one year is to assign six grade students from Fitzwilliam to the Troy Elementary School. Mr. Evans will more completely discuss this issue with you during the meeting.
- 3d. Mr. and Mrs. Rhodes moved to Keene in the middle of April. Their petition follows closely with several others which you have dealt with this year and that is to allow their children to remain in school at Mt. Caesar until the end of this school year.
- 4a. This is just an attempt to keep you informed about my actions at the state level in student assessment and paths which are being taken to address this issue by others.

12 Partridgeberry Lane
Swansey, NH 03469
4/21/91

Mr. Daniel Stockwell
Principal
Monadnock Regional High School
Swansey, NH 03469

Dear Mr. Stockwell:

We are the parents of a graduating senior. It has come to our attention that a school-sponsored "baccalaureate" is planned as part of graduation week and will be held at M.R.H.S. on June 9, 1991. A baccalaureate is defined as a religious ceremony or sermon delivered to a graduating class at commencement. Is such an event really planned for our school district? Will awards and honours be presented at this baccalaureate? Are students expected to attend? And will it be a predominately Christian ceremony?

The First Amendment of the United States Constitution specifies "freedom of religion", and this has traditionally been interpreted by the courts at all levels, and especially by the Supreme Court, to mean a separation of church and state, as I'm sure you are aware. School-sponsored religious events, paid for with taxpayer monies (no matter how small an actual amount that may be), are therefore inappropriate.

Keene State College has, as of this year, done away with its baccalaureate service, and the Keene School District did away with theirs several years ago. They also eliminated all invocations and benedictions at all school functions. I have enclosed two editorials from the Keene Sentinel which discuss the Keene School District's decision to end religious activities in their schools.

We are requesting that Monadnock Regional School District also abandon its religious ties, and specifically, that a baccalaureate ceremony not be held this year as a school-sponsored event, on school grounds. We would also like to request that all invocations and benedictions be eliminated from all Monadnock Regional School District functions.

If an area church wishes to hold a baccalaureate for the graduating class, and wishes to bear all expenses, then that would be entirely appropriate. It is NOT appropriate for the school district to sponsor such an event.

We respectfully request a prompt reply to this inquiry. Thank you.

Sincerely,

BJ Nielsen
Dr. Peter A. Nielsen

cc: Dr. William Wheeler, Superintendent

Kenneth D. Bergman

The issue of religion in Keene schools

I am writing to you, a school board member, to object to the inclusion of religious messages and prayers in school-sponsored ceremonies. It is inappropriate for the Keene School District to sponsor such religious activities, and I urge you to vote to terminate such practices immediately.

This issue resulted from the explicitly Christian invocation and benediction given at the Keene Junior High School commencement, which naturally alienated and distressed a Jewish family whose son was graduated that day (and probably many other observers and participants who have not been so bold as the plaintiffs).

I am in complete sympathy with their complaint about this unnecessary entanglement of church and state. I am a local taxpayer, the parent of two small children, a strong supporter of the local school system and of public education in general, and (although it is irrelevant to my argument) of Christian background. I have no desire to squelch the extra-curricular practice of religion, the objective study of religion in the classroom, or the private or spontaneous expressions of religious students. I wish only to see the board show true respect for this community and for Constitutional principles by abolishing behavior that is incompatible with the true diversity of belief and disbelief among its constituents.

This diversity in ethnicity, religion and ideology has resulted in part from the recent economic growth and present vitality of Keene. The homogeneity and traditionalism of past decades have yielded to a more cosmopolitan lifestyle, with many immigrants from beyond the Monadnock Region joining our community and traffic with other parts of the country growing more extensive each year.

These new residents, whose culture or accents may seem exotic to natives of this area,

have provided some of our schools' most outstanding students and parent supporters. Many Keene families, some long established, some newly arrived, are secular in outlook, with agnostic or atheistic leanings. No particular group has a monopoly on excellence in public education, and all of these people have contributed in some way to the progress of our community and to the tax revenues of the Keene School District. The school board must serve *all* of these people, and not just those with the most familiar theologies.

In the past, when confronted by school-sponsored religious activity, those who were offended have remained silent, resentful of oppressive traditions but fearful of public hostility to their point of

In the past, when confronted by school-sponsored religious activity, those who were offended have remained silent.

view. As the community has matured, however, your constituency has begun to demand more sophisticated consideration and more careful policy-making. Just as we must work to end the ethnic slurs and racial derogations that one still hears on the streets of Keene, uttered by people who naively believe that no one within hearing could possibly be offended, so we must work to eliminate the role of the schools as symbolic sponsors of religious orthodoxy. Can you imagine how bizarre and intimidating these school-sponsored prayers must seem to a reflective individual from another part of the world, especially the Orient, who have come to live in Keene, expecting to enjoy the much vaunted religious liberty guaranteed by the Constitution?

In view of the cultural diversity that enriches American life, we

must recognize that harmonious community life requires a respect for the opinions of other people. A civilized coexistence, in which the beliefs and rituals of all people may be secure, requires that when people are divided in their deepest convictions, no one be forced to genuflect to the beliefs of another.

Hence, our Constitution requires that the state not become an instrument for the promotion of religion. Regardless of our personal certainty that our own religion teaches the true doctrine, we must behave as though other people have also received such inspired truth, even if their beliefs seem very peculiar. The best way to do this is to follow the Constitutional precept of separate functions for church and state, thus curbing our impulse to foist our own doctrines on others. Whatever our personal convictions, we temper our actions in order to promote social harmony and a respect for the democratic state.

Some individuals have suggested that the schools invite clergy of all faiths and sects to participate in school events, rotating the pulpit among them. This proposal fails on two counts: first, it establishes a system that would founder on disputes over a proper distribution of invitations; second, it shows an arrogant disregard for the sincere beliefs of those who wish to be free of all religion. Imagine the degree of public consternation if a body of secular humanists, having been certified as religious by the fundamentalist right, were to claim its turn at the podium, or if a militant atheist were to file suit for an opportunity to give a unique benediction. It is not in the board's interest to encourage such divisive contests. Both this suggested policy and the present traditional policy leave the board open to serious and costly legal challenges, not to mention paralyzing notoriety.

The Keene Sentinel quoted several board members collectively as supporting religious exercises

during public school ceremonies on the grounds that "they are 'traditionalists' who hate to do away with time-honored rituals." I want to emphasize that this appeal to the traditional is evasive and inadequate. It may be accurate to describe the ritual as traditional or time-honored, and these board members may well have described their own sentiments accurately, but the statements attributed to them are clearly *irrelevant* to the issue before the board — namely, the *fairness and legality* of such rituals.

Perhaps board members who cannot address the issue directly, providing the public a logical justification for their position, should abstain from voting until they have developed more relevant arguments. Certainly, this is no time to abandon the pattern of thorough and thoughtful scrutiny which has typified most recent board decisions.

I have recently returned from a part of the world where governments promote established religions and barely tolerate those who adhere to minority traditions. Upon my return to America, I felt overwhelming relief to be back in a country in which, at least in principle, the people and their state must tolerate differences in faith and ideology. Our president has been urging us to privatize many government functions: I can think of no function more suitable for privatization than the practice of religion. Let us disengage the schools from the promotion of religion. If our students and their families or clergy desire a religious commemoration of public school passage, let such observances be made in privately sponsored baccalaureate services, at which attendance is not compulsory.

Kenneth D. Bergman is a biology professor at Keene State College. The views expressed in this article, which is excerpted from a letter sent to members of the Keene Board of Education, are his own. An editorial on this subject appears today

Does it reflect the American character?

The Keene Sentinel

OPINION PAGE

Edited by Guy MacMillin

Keene, New Hampshire

Established in 1799

Editorial

God in school

The Keene Board of Education acted wisely last week when it barred religious-oriented invocations and benedictions at public school functions.

The board moved after a Jewish couple objected to references to "our Lord, Jesus Christ" at their son's Keene Junior High School graduation exercises in June. Background on the policy change, and an eloquent argument supporting it, are set forth on this page today in excerpts from a letter sent to board members.

Two points, raised during the board's debate, deserve comment: one, that most invocations are generally so short they shouldn't bother anyone and, two, that this matter ought to be put to the public to decide by majority vote.

On the first point, brevity begs the issue. It can take but a single word — the name of a deity — to offend some people in a community gathering. That includes people who believe sincerely that a Supreme Being does not exist and others who believe that one exists, all right, but not with the same name and traditions and associations as the one invoked publicly on their behalf.

As for the suggestion that the public vote on allowing religious-oriented statements at public functions, it overlooks an important American tradition: While the majority does hold sway in shaping our government and laws, many of the rules the majority adopts — and some of the amendments to the Constitution we are celebrating this month — were written specifically to protect minorities from majority will on matters just like this one.

Here is a point that Robert Bork, the Supreme Court nominee, unfortunately takes rather casually. Judge Bork sees a need for more religion in schools, regardless of any minority viewpoints. Similarly, a couple of current presidential candidates who pledge they'd put God back in the schools.

The first place for God — for those who believe in God — is in the heart, not at the start and finish of a public school function. Given the rich variety of religion in this country, schools should offer courses in comparative religion, but that's different from putting a particular God on the school's public address system.

Jeff MacNelly



Kenneth D. Bergmar

The issue o

I am writing to you, a school board member, to object to the inclusion of religious messages and prayers in school-sponsored ceremonies. It is inappropriate for the Keene School District to sponsor such religious activities, and I urge you to vote to terminate such practices immediately.

This issue resulted from the explicitly Christian invocation and benediction given at the Keene Junior High School commencement, which naturally alienated and distressed a Jewish family whose son was graduated that day (and probably many other observers and participants who have not been so bold as the plaintiffs).

I am in complete sympathy

Executive Session

1. Action is requested on a teacher's petition for maternity leave for the 1991-1992 school year.
2. Action is requested on teachers' contracts for the 1991-1992 school year.
3. Hopefully I will have a report on Court action concerning the April 1, 1991 hearing with DCYS. As of this morning the judge had not rendered a decision.
4. Mr. Stockwell will address the contract which was offered to James Neill to perform as a MRHS guidance counselor next year.
5. Establish Principals/Directors' 1991-1992 salaries.
5. The Board Members are asked to review and compile the superintendent's evaluation.

Supreme Court to Take Fresh Look At Disputed Church-State Boundary

By LINDA GREENHOUSE

Special to The New York Times

WASHINGTON, March 18 — The Supreme Court opened the door today to a fresh look at the constitutional boundary between church and state by agreeing to decide whether public school graduation ceremonies can include prayers that mention God.

The case is an appeal by the Providence, R.I., school board from a ruling by two lower Federal courts, which held that a rabbi's invocation and benediction at a middle school graduation two years ago amounted to an official endorsement of religion prohibited by the establishment clause of the First Amendment.

In reaching that conclusion, the lower courts applied a Supreme Court precedent that for the past 20 years has provided the framework for analyzing church-state questions like aid to parochial schools and Christmas displays on public property.

The Providence School Committee is directly attacking that 1971 precedent, *Lemon v. Kurtzman*, with the aid of the Bush Administration, which filed a brief asking the Court to hear the appeal. The case will be argued next fall. The committee and the Administration are asking for a framework of analysis that would focus on whether anyone who does not choose to participate in the practice at issue feels coerced.

Three-Part Test on Issues

Now, under *Lemon v. Kurtzman*, a Government practice or policy that is challenged as an unconstitutional "establishment" of religion must survive analysis under a three-part test: it

A Precedent Under Fire

The Supreme Court has a three-part test for analyzing whether a governmental policy or practice amounts to an unconstitutional "establishment" of religion. The test was set in *Lemon v. Kurtzman* in 1971.

To pass constitutional muster, in the words of Warren E. Burger, then the Chief Justice:

- The practice "must have a secular purpose."

- "Its principal or primary effect must be one that neither advances nor inhibits religion."

- It must not foster an "excessive entanglement" with religion.

The Bush Administration wants a new test asking whether anyone who does not choose to participate in the practice at issue feels coerced.

down an appeal by an Arkansas school district that for more than 50 years had permitted community volunteers to teach Bible classes to elementary school children whose parents approved their participation.

The practice was declared unconstitutional by a Federal district judge in Arkansas and by the United States Court of Appeals for the Eighth Circuit. The Gravette, Ark., school board appealed to the Supreme Court on the ground that the Bible stories were non-sectarian and served the "secular purpose" of teaching moral values. Without comment, the Court refused to hear the appeal, *Human v. Doe*, No. 90-1193.

But there is little doubt about the Court's interest in re-examining other aspects of church-state doctrine. Two years ago, dissenting from a decision that declared unconstitutional the display of a Nativity scene in a Pittsburgh courthouse, Justice Anthony M. Kennedy said that the majority opinion reflected "an unjustified hostility toward religion" and that "substantial revision of our establishment clause doctrine may be in order."

Unknown Souter Factor

Justice Kennedy's dissenting opinion was joined by three other Justices: Chief Justice William H. Rehnquist and Justices Byron R. White and Antonin Scalia. Justice William J. Brennan Jr., a member of the 5-to-4 majority in the Pittsburgh case, has since been succeeded by Justice David H. Souter.

At his confirmation hearing before the Senate Judiciary Committee last September, Justice Souter, then a Federal appeals court judge,

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Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: May 15, 1991
Topic: Notes on Board Agenda
From: Dr. Bill Wheeler

- 1c. Mr. Stockwell has a report to share on the incidence reported by Mr. Sicotti at the last Board meeting.
- 3a. Ann Anderson is requesting that you grant her 1/2 day of special leave. Her request form is attached for your review.
- 3b. Mr. Menton will present a proposal to change banks. Problems which we have experienced with First New Hampshire Banks have been presented to the MRSD Finance Committee and to the SAU #38 Board. The proposal is to change to the Cheshire County Savings Bank. The three districts need to concur on the change before it may be made. Hinsdale and Winchester Boards are reviewing the value of the move.

We the undersigned support the Baccalaureate Services and Invocation benediction at the graduation services held in the Monadnock Regional School District. This has been a tradition of Monadnock High School since it opened it's doors. If this program is to be done away with, it should be decided by the people of the school district at a district meeting and not before.

Name	Address
1. Vernon M. McFarland	South Rd. Sullivan, NH
2. Gordon M. Farland	South Rd. Sullivan NH
3. Philip K. Quinn	HCR 33 BOX 220 (SOUTH RD.) SULLIVAN, NH
4. Susan E. Quinn	HCR 33 BOX 220 SOUTH RD. Sullivan
5. William W. Brodin	HCR 33 BOX 222 South Rd Sullivan
6. Grace Brodin	HCR 33 Box 222 South Rd Sullivan
7. Amy Adams	5 Rust Way N. Swanzey N.H.
8. Det. Bedaw	5 Rust Way N. Swanzey NH
9. Bill Rogers	West Hill Troy NH.
10. Paul V. Hawkins	1 STARKEY AVE TROY N.H.
11. Samuel A. Satchell	Key, dist. =
12. Thomas Keith	South St Troy N.H.
13. Peggy Smith	187 Forest Ave. W. Swanzey, NH 03469
14. Eugene Warner	9 Flat Roof Mill Rd. East Swanzey
15. Robert M. Warner	" "
16. Dan Pantier	Box 555 W Swanzey NH
17. Doreen Hubbard	Joslin Road Sunny
18. David Hubbard	Joslin Road Sunny
19. Linda Heath	South St. Troy
20. Nancy Hammond	1 Starkey Avenue, Troy
21. Herbert Capron	Old Hamstead Hwy N Swanzey, N.H.
22. Ben Byrnes	Sunny Ham Rd. Sunny
23. William J. Hasbrouck	Marlons Rd. Gilsen N.H.
24. Virginia Lang	35 Spring St. West Swanzey, NH
25. Edith Lang	Box 555 W Swanzey NH
26. Dave Robinson	West Hill Rd Troy NH
27. Anne Beaman	West Hill Rd Troy NH.
28. Gillespie Rogers	West Hill Rd. Troy N.H.
29. Peter B. Schauffler	E. Swanzey N.H.
30. Wendy M. Balles	South Rd Sullivan
31. John Ball	South Rd Sullivan
32. Barbara Pignone	South Rd Sullivan
33. Glen Hunt	197 Forest Ave West Swanzey N.H.
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	Name	Address
1)	1 Jane G. Holland	1 Sunny Day Rd. Surry NH 03431
	2 Mildred Doanden	19 School St Keene, NH 03431
	3 Mary J. Adams	645 Hannah Rd. Keene, NH 03431
	4 James J. Adams	Old Concord Rd. E. Keene, NH 03431
	5 Carlita Jackson	Helm Box Alden NH 03605
2)	6 Kenneth W. Smith	Concord Rd. Surry, NH
3)	7 Beulah M. Smith	Surry, NH
	8 Betty M. Webb	5 Starling St. Keene, NH 03431
	9 Susan Adams	40 Bullamut Dr. Keene, NH 03431
	10 Bruce Adams	416 Bullamut Dr. Keene, NH 03431
4)	11 Wm. W. Clark	679 Old Mt. Aspley Rd. Surry 03431
5)	12 Shirley Felt	RT. 8, 26 Sylvan Way N. Swaney, N.H. 03431
6)	13 Lenore Swanson	19 Village Road, Surry, N.H. 03431
7)	14 Rev. Fourn Showers	19 Village Road, Surry, NH 03431
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	Name	Address
1	Dino Casali	7 James Hill Dr. Keene
2	Miriam F Macdonald	141 George St Keene
3	Maip F. Pratt	RT 10 MARLOW, N.H.
4	Joyce & Roland Caslon	Milsum NH
5	Dorothy Pratt	Marlow NH
6	Robert Mum	E Sullivan NH
7	Kristal Hopkins	Alstead NH
8	Thy B. Hendrick	Henniker NH
9	Marian Stiner	West Swanzey N.H.
10	Roy Leach	Keene N.H.
11	Don Rodella	84 Pond Rd. Swanzey, N.H.
12	Joyce Kraft	Gilsum NH
13	Harry Hardwick	Henniker, N.H.
14	Judy Hardwick	Henniker, N.H.
15	John F. Macdonald	Keene
16	John F. Macdonald	RED-1 Box 199 Westmoreland NH
17	Wynne Crompton	RRI Box 109A FROY NH
18	Mary Manwaring	15 Frost Ave. Marlborough NH
19	Virginia Clark	679 Old Wiscasset Rd. Swanzey NH
20	Ruth E. Macdonald	Box 107 Ball Hill Rd. Keene, N.H. 03402
21	Gina Figgel	26 Sullivan Way - N. Swanzey
22	Paul Magoon	212 Old Brattle Rd. Hinsdale N.H.
23	Don Malin	Box 107 LANGDON, N.H.
24	Paul E. Loap	60 Pond Rd. Swanzey N.H.
25	Paula M. Jones	60 Pond Rd. Swanzey N.H.
26	Ruth Menich	P.O. Box 744 - W Swanzey, N.H. 03469
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	Name	Address
1	<i>Joseph E. Furtu</i>	<i>N. Swanzey</i>
2	<i>David M. Hart</i>	<i>10 Sunnyside</i>
3	<i>Pat Cushing</i>	<i>at Swanzey</i>
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Name	Address
1 John Brown	199 Joslin Rd N. Swanzey
2 Gerald Babson	265 OLD MILL RD. N. SWANZEY
3 Jane Apple	199 Joslin Rd N. Swanzey
4 Marion Fild	6 Joslin Rd No Swanzey
5 Robert Babson	5 Joslin Rd. N. Swanzey
6 John Babson	5 Joslin Rd N. Swanzey
7 Emma Walden	1199 Hwy Rd. Fitzwilliam, NH
8 E. Eversley	7 Joslin Rd. Swanzey, NH
9 Thomas O. O'Brien	169 Joslin Rd. N. Swanzey
10 Mary Bories	59 South St. N. Swanzey
11 Mike Sticker	49 JOSLIN RD N Swanzey
12 Carol Sheoff	198 Ridge Rd N. Swanzey
13 Brian Wilson	60 South Hill Swanzey, NH
14 Debra M. Peters	Old Richmond Rd, E Swanzey, NH
15 Nancy Wiggins	523 Old Homestead Hwy Swanzey, NH
16 John Wiggins	523 Old Homestead Hwy, Swanzey, NH
17 Bill Yamamoto	33 Walker Hill Rd, Swanzey, NH
18 Brenda Blood	400 SAWYERS Xing Rd Swanzey, NH
19 Jean L. Shankle	30 S. Main St. Rye, NH
20 Nathaniel Haynes	RFD #1 Box 374 Fitzwilliam, N.H.
21 Gary M. Shuler	2 Hill ST, Tm, N. H.
22 David M. Ambrose	Chilton Hill Rd, Swanzey, NH
23 Meredith W. Ambrose	" " " "
24 Sherry L. Page	West Shore Rd. I. W. Swanzey, NH
25 Don Turner	Raylston Rd Fitzwilliam, NH
26 Audrey Knowlton	Box 604, West Swanzey, NH
27 Steve Zeman	Box 604 " "
28 E. Walcott A. Roche	Box 144 E. Swanzey, NH
29 Sharon Bories	10 Box 6355 Keppel, NH
30 Dean O. O'Brien	310 Old Homestead Richmond, NH
31 Wyatt P. Cushing	40 S. Grove St. W. Swanzey, NH
32 Robin Haynes	RFD #1 Box 374 Fitzwilliam, NH 03447
33 Deborah F. West	P.O. Box 702, Troy, NH 03465
34 M. B. Bories	First Hill, Troy, NH 03465
35 Margaret Myles	260 Christian Hill W Swanzey
36 John W. Nelson	260 Christian Hill W. Swanzey
37 Kathleen M. Stunk	Lansford Dr. No. Swanzey
38 Alan Nason	11 Lansford Dr. N. Swanzey, NH
39 June K. Kupper	11 Southland Pk. N. Swanzey
40 Deborah M. Cady	Lansford Dr. No. Swanzey
41 John Cady	Lansford Dr. No. Swanzey
42 Barbara Dugnette	Lansford Dr. No. Swanzey
43 Robin Dugnette	Lansford Dr. No. Swanzey
44 Edwin C. Dugnette	Ridge Rd N. Swanzey, NH
45 Joan C. Sweett	Ridge Rd, N. Swanzey, NH

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	Name	Address
1	Alon C. Collette	24 Christian Hill Rd W. Swanze
2	Ben M. Collette	24 Christian Hill Rd W. Swanze
3	Sandi Carpenter	
4	Born Oberg	40 Colver Rd, W. Swanze
5	BENJAMIN SWAN	
6	WHITNEY BILLIE	255 OLD MILL RD. N. SWANZEY
7	Janet Kenney	171 Park St, N. Swanze
8	Rev Richard A. Kenney	121 Park St N. Swanze
9	Martha Gentry	115 Park St N. Swanze
10	Enalys Fortner	113 Park St N. Swanze
11	Raymond Fortner	113 Park St N. Swanze
12	David White	11 Maple St N. Swanze N.H.
13	George J. White	12 Maple St N. Swanze N.H.
14	Paul J. White	12 Park St N. Swanze N.H.
15	Margaret Wilson	17 Park St N. Swanze N.H.
16	Richard Sullivan	17 Park St N. Swanze N.H. 03431
17	Del Chubb	5 Park St N. Swanze 03431
18	Shirley Whitney	1 Park St N. Swanze 03431
19	Peter McGowan	1 Park St N. Swanze 03431
20	Mrs. Dolores Allen	298 Old Mill Rd, N. Swanze 03431
21	Ken Stanton	Dunsmuir Stanton
22	Mrs. Stanton C. Dunsmuir	Mt.
23	Mrs. Christine J. Dunsmuir	Swanney Court Rd, North Swanze N.H. 03431
24	Wesley Beahon	265 Old Mill Rd N. Swanze
25	Mike Thelme	HALL HILL RD E SWANZEY
26	M. Patch	98 Suburban Acres N. Swanze N.H.
27	L.P. Racine	37 Suburban Acres N. Swanze N.H. 03431
28	D. Gabbey	Parkway Rd, N. Swanze N.H. 03431
29	T. Davis	Parkway Rd, N. Swanze N.H. 03431
30	S. W. Fisk	N. SWANZEY 03431
31	Jack Gammell	N. Swanze
32	Jeff M. Wynn	Keene N. Swanze 03431
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4-8-91

Dear, Mrs Decoste and
members of the school board,

On April 15th we
are moving to Keene and
because it is so close to
the end of the year, we would
like your permission to keep
Carie + Chrystal at Mt. Caesar
instead of transferring them
to a Keene school.

We are willing to
provide their transportation,
so that wouldn't be a
problem.

Thank-You.

Mr. + Mrs Dennis Rhoades Jr.

Haney:
Write a letter
advising them of
Board action.
Bill

Accepted:

School Board

5/7/91

SCHOOL ADMINISTRATIVE UNIT NO. 38

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Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

May 16, 1991

Cheryl Chambers
P.O. Box 148
Swanzey, New Hampshire 03469

Dear Ms. Chambers:

This letter will address the subject of Jeff's attendance at Monadnock Regional High School next school year. Your letter addressed the issue of Jeff's success. That is very important to me. However, I am also superintendent for the Winchester Schools. I know that they have an excellent program. In reality it would be more like Cutler due to the number of students enrolled.

Your request will be decided by the Monadnock Regional School District Board. I will present your letter to them at their regular meeting in MRHS Library beginning at 7:30 PM, Tuesday, May 21, 1991. You are welcome to attend and I would encourage you to do so. You may meet with them in executive session (without the public being present) or you may present your request to them during their open session. The choice is yours. If you wish not to be present or are unable to attend I will present your request to them.

You reference a move to Sullivan while Jeff was in fifth grade. That move was within Monadnock Regional School District, therefore, no tuition waiver or fee was needed. Your current request involves Monadnock and Winchester School Districts. The Board needs to decide first on whether or not to permit Jeff to attend MRHS. Secondly, if they agree to let him attend, whether or not tuition would be charged. My assumption is that if Jeff is allowed to attend MRHS and a tuition is requested by the Board that the Winchester School Board would not pay for his attendance in MRSD.

If I may be of help to you please let me know.

Sincerely yours:


Bill Wheeler, Ed. D.

5-14-91

Dear Dr. ~~Wells~~ Wheller

I would like to have Special Permission for Jeff Payno to go to Manook High School next year. Jeff is a Special Learning Center Child who started out in Swanzy in 5th grade. We moved to Sullivan in the middle of the year they gave me permission to let Jeff stay there. We have now moved to Winchested just over the line. Jeff has improved 100% on his Social Behavior Skills. We have also had his IEP meeting for Manook School so he is already enrolled there. We feel he is a Risk Child because of his age of dropping out of school. He is looking forward to going there with his friends. He is also signed up for the Learning Center.

Mr. Bell at Colter School said you may call & talk to him and Mrs. Gibson at the School if you would like to. Also Jeff's Baby Sitter is in Swanzy Grace Ford for I am a working mom.

Thanks
Cheryl Chambers
PO Box 148
Swanzy, NH 03469

PS:

Could you please let me know as soon as possible. So I can let Mr. Bell know.

MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA
May 21, 1991

MEETING AT

Monadnock Regional High School Library

CALL TO ORDER 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
 - 1) Report on movies shown at MRHS - Mr. Stockwell
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Teacher's request for a Special Leave.
- b. Changing of bank accounts from one bank to another. Action requested.
- c. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. Year-end schedule of events.

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, May 21, 1991, MRHS Library

PRESENT: W.Wright, J.Carnie, L.Barrett, B.Ballou, J.Young, B.Hamill, D.Keating, G.White
T.Britton absent: J.Fallon. Also present: Dr.Wheeler, K.Hewitt, J.Menton,
D.Stockwell, L.DeCoste, D.Mousette, D.Bell, N.Evans

Chairman Britton opened the meeting at 7:30 p.m.

Consent Agenda

B.Ballou MOVED: that the minutes of May 7 be accepted as presented; second by J.Young. VOTED: 9-0-0-1. J.Carnie noted that he voted on the motion regarding the baccalaureate service at the high school as reported in the minutes and not as reported in the Sentinel that he did not vote.

G.White MOVED: that a reimbursement request for Diane Nichols for \$345.00 be approved; second by B.Ballou. VOTED: 9-0-0-1.

A letter from Jerry Kuhn was distributed noting the achievements of MRHS students at the N.H. Technology Festival.

The NSBA convention will be in April of 1992. Programs may be submitted if desired.

Invitations to the Elementary Band Concert were distributed. It will be held in Troy on June 12.

D.Stockwell read a statement from Mrs. Fay regarding the showing of a movie at the high school. Reasons for showing the film about terrorism were explained and supported by him.

D.Keating reported that the Alternative Education Committee is evaluating available plans but no one concept has been accepted as of yet.

T.Britton reported on the CVC meeting which included a presentation on the facility by the director and a report on projects by students. The committee will look into issues dealing with time spent traveling, transportation, etc. D.Keating volunteered to serve on the committee.

Citizen Concerns

Larry Sicotte expressed a concern about the showing of movies at the high school and indicated that they should not be shown again. A brief discussion followed.

Other School Board Business

B.Ballou MOVED: that Anne Anderson be granted a one-half day special leave due to a family emergency; second by B.Hamill. VOTED: 9-0-0-1.

J.Menton explained the reasons for changing to another bank to handle school business. Winchester and Hinsdale have already approved the change. He is concerned with services and costs. Cheshire County Savings Bank will be the new bank, and there will be no charge for checks or any other bank fees. G.White MOVED: approval of the change; second by B.Ballou. VOTED: 8-0-1-1 with J.Carnie abstaining.

B.Hamill MOVED: approval of Lunch Program Voucher #10049-#10051 dated May 21, 1991 for \$5644.35, Payroll #23 dated May 17, 1991 for \$287,941.87 and Payorder Checks #9952-#10048 dated May 20, 1991 for \$268,845.48; second by J.Young. VOTED: 9-0-0-1

W.Wright MOVED: that K.Hewitt be paid \$1200.00 for secretarial work for the Board; second by G.White. VOTED: 9-0-0-1.

Superintendent's Report

Dr.Wheeler presented the end of the year schedule noting that there was one snow day this year. D.Stockwell mentioned the Scholastic Award Assembly to be held June 12, the Drama Club production to be held June 24-25 and noted that the N.H.Junior Honor Society was held last week.

G.White MOVED: that the Board go into executive session for the purpose of maternity leave requests, a tuition exemption and a nomination; second by D.Keating. The roll call vote was unanimous.

Executive Session

Dr.Wheeler presented a request from a parent who has moved to Winchester and would like to send her son to MRHS next year. B.Ballou MOVED: approval if the parents are willing to pay tuition which would include any special education costs and transportation; second by J.Young. After discussion B.Ballou withdrew his motion, and the issue will be acted upon at the next meeting.

G.White MOVED: approval of maternity leave for the 1991-1992 school year for Elizabeth Baker; second by J.Young. VOTED: 9-0-0-1.

B.Hamill MOVED: approval of maternity leave for the 1991-1992 school year for Elizabeth Bland; second by L.Barrett. VOTED: 9-0-0-1.

Dr.Wheeler nominated Phyllis Smith for the Grade 2 position in Troy. B.Hamill MOVED: approval of the nomination; second by L.Barrett. VOTED: 9-0-0-1.

A recent request for tuition payment to Community Christian School was denied by the administration following a review of the situation.

The Board discussed evaluation of the superintendent of schools.

The Board adjourned at 9:15 p.m.

Respectfully submitted,



SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

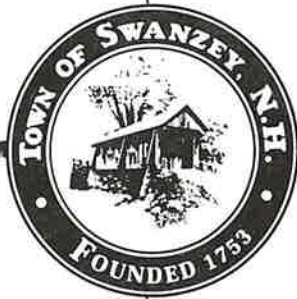
Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School Board Members
Date: May 30, 1991
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

- 3a. No U.S. Supreme Court decision has been rendered in the Weisman v. Lee case involving prayers at commencement exercises in Rhode Island. Mr. Prigge has advised that the best practice is to wait action on that decision. It seems as though some people are expecting a Board decision prior to MRHS's Commencement on June 15. My feeling at this time is that it is more prudent to heed the advice of waiting on the U.S. Supreme Court's decision. The Board, obviously, has the power to approve or deny activities in the schools. Action on this case may be one way and the Court's ruling may be the other way. If you are clear on which way you will act, disregarding the Court's ruling, then a decision would seem prudent.
- 3b. Cutler Elementary School had requested and have received a gift from the Walker Foundation to continue their activities initiated by SIP. This was the amount of money which was originally requested in the budget. It was cut from the final budget. I believe that it is just one example of what a school may accomplish when they work together to effect excellence.
- 3c. Mr. Stockwell will present the Individual Education Plan Diploma for your consideration. A decision is not requested at this time.
- 4a. Sometimes, in the course of human events, questions arise which cause one to ponder the course of human events. Such a course is the seemingly staunch belief that the majority rules. That is only true in a case of vote on issues which are placed before the majority. Some would wish to survey people and declare that others who make decisions heed the survey results. In the case of education law there is a hierarchy to be followed. This course sometimes is difficult to chart. But an attempt will be made to do so. As you know, law is not a science, as it is intended to provide a structural framework for society it does serve that purpose. You and I, people who make decisions need to visit that structural framework from time to time and if we disagree with the structure of substance prepare to change it. It is in that sense that I wish to discuss this issue with you.



TOWN OF SWANZEY

P.O. BOX 9

EAST SWANZEY, N.H. 03446-0009

SELECTMEN
352-5143

ACCOUNTING
352-7411

ASSESSORS
352-5143

CLERK
352-7411

FIRE—Ctr.
352-4574
East
352-0698
West
352-0411

HEALTH
352-5143

HIGHWAY
352-7116

PLANNING
352-5143

POLICE
352-2869

SEWER
352-5143

TAX COLLECTOR
352-5143

WELFARE
352-5143

May 22, 1991

Monadnock Regional School Board
600 Old Homestead Highway
East Swansey, NH 03446

Dear Board Members:

At a recent meeting of the Selectmen of the Town of Swansey, we discussed our concerns regarding the issue of continuation of the Baccalaureate Services at Monadnock Regional High School.

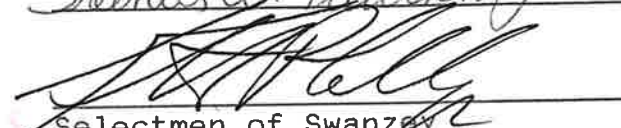
We consider it unfortunate that the service will not be held as it has been in former years. The history of this service is long and we regret that the Board has decided it cannot continue to sponsor it. We believe that a important tradition of the town has been eliminated.

We note that the State and Federal government still open with prayers and that the pledge of allegiance still contains the phrase "Under God".

We also wish to applaud the students and faculty advisor for their willingness to step in and make provisions for the service's continuation.

Sincerely,




Selectmen of Swansey

The Walker Foundation
P. O. Box 614
Hollis, New Hampshire 03049
May 29, 1991

Mr. David W. Bell, Principal
Cutler Elementary School
P. O. Box 628
West Swanzey, New Hampshire 03469

Dear Mr Bell:

On behalf of the Trustees of the Walker Foundation, I am pleased to inform you that your grant proposal of February 28, 1991, supplemented by your letter of March 14, 1991, was approved at the Trustees' Meeting of May 9, 1991. Enclosed is our check for \$2,500. which will be used for program audits, teacher training, and the development of alternative assessment measures. We understand that this grant furthers your participation in the SIP, and that you seek funds to match the Walker Foundation grant from the Putnam Foundation.

As part of this grant, we expect you will prepare a brief report to be submitted to the Walker Foundation by May 1992. This report should describe how useful you perceive the effort to have been; we are particularly interested in progress you may make with alternative assessment.

Congratulations. As before, we wish you success and look forward to hearing from you.

Sincerely,



Barbara C. Sampson, Trustee

cc: Joan D. Wheeler, Trustee

RETURN RECEIPT: One signed copy of this letter should be returned to the Walker Foundation indicating your receipt of the funds and your agreement to use the grant only as described in your proposal of February 28, 1991.

Signature:

David W. Bell

Date:

5/29/91

Title:

Principal

Monadnock Regional High School

PROPOSAL FOR

AN

INDIVIDUALIZED EDUCATION PLAN

DIPLOMA

**Board of Education
Approved:**

Date

PROPOSED POLICY

Recognizing that some students have educational needs and abilities which are significantly different from the norm, it is proposed that the Monadnock Regional School District grant a diploma to students who meet requirements established by the Special Education Evaluation/Placement Team (SEE/PT), outlined in an Individual Education Plan (IEP). The Monadnock Regional School District recognizes the need to make provisions for reasonable and equitable treatment of all educationally handicapped students in meeting graduation requirements. In such cases, the student will successfully complete a program of study designed to meet the graduation requirements as adapted to accommodate the individual's learning style and ability. This diploma will be called the **INDIVIDUAL EDUCATION PLAN DIPLOMA**.

THE PROGRAM AND HOW IT WOULD WORK

The basic theory underlying the Individual Education Plan Diploma is to provide recognition for successful completion of an IEP program as determined by the Special Education Evaluation/Placement Team of the Monadnock Regional High School. The IEP Diploma provides an option to the regular diploma when it is determined by the SEE/PT that a Monadnock Regional High School student is educationally handicapped and that his/her program has been individualized to meet the student's educational needs. The student will be eligible for all privileges and will participate in all graduation ceremonies.

This diploma option is available to students who by virtue of their educational handicap are unable to complete all components of the content in the mainstreamed courses for a full credit in order to earn the 19 and 3/4 credits of approved credits required by the Monadnock Regional School District and the State of New Hampshire.

The SEE/PT determines when an educationally handicapped student has met all the requirements of his IEP and that it is appropriate for the student to receive his/her diploma.

The District will continue to expect that the majority of students with handicapping conditions will receive educational programs which result in the completion of traditional diploma requirements. Therefore, an important determination in the annual review process for students with handicapping conditions is whether the anticipated outcome of the secondary program is a traditional diploma or the IEP diploma. The decision should be considered as early as possible in order to ensure that students receive access to the required courses. The policy must include an option for an IEP student to "escape" the IEP diploma program and pursue a traditional diploma. The possibility of taking longer than the customary four years to complete the requirements for a traditional program may exist if the student were to show marked improvement and switch from an IEP Diploma to the traditional.

Promotions are to be based on the successful completion of expectations outlined in the IEP. In order to achieve sophomore class status, a student would need to have acquired a minimum of 4 credits; junior class status need a minimum of 9 and senior class status a minimum of 15. Successful completion of courses determined by the SEE/PT, outlined in the IEP as necessary and appropriate for

the student would result in credit being granted. The total of 19-3/4 required credits need not be in the subject areas specified in the states standards for high school graduation.

The option of pursuing an IEP diploma should initially be discussed when the student is entering ninth grade. (The traditional time to begin accumulating credits, meeting the state mandated guidelines for receiving a diploma.) The Special Education Evaluation/Placement Team would determine if undertaking a traditional diploma is appropriate. The parent must sign specifically agreeing to an IEP Diploma. This decision would then need to be reviewed annually. The opportunity to convert to a traditional program is provided for each student.

The SEE/PT would then devise, through the IEP, a program that needs to be met during that school year. Included in the IEP is a designation of goals and objectives the student is to attain proficiency in, the level of proficiency expected, and alternative testing strategies, if needed. The individual plan covers a range of learning areas that meets the stated philosophy of the school and yet does not limit the student's ability to succeed in a given area.

Annually, the SEE/PT is mandated to review the determined need for continuation of the IEP Diploma, and the classes to be taken within the mainstreamed environment, within a resource room setting and at the vocational center. The option of participating in a work/study situation is also a part of an appropriate plan.

As with all coded students, guidelines stated in the student handbook pertaining to classroom behavior, discipline and attendance need to be discussed and possibly modified. It is recommended that the Assistant Principal, because of his focus on disciplinary action and attendance, continue to be an active member of any SEE/PT in the discussion of an alternative diploma program.

MONITORING OF THE PROGRAM

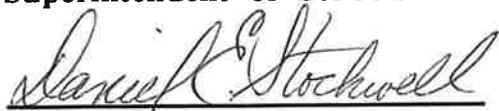
To ensure that a student is allowed to move from one program to another, teachers need to provide two sets of grades. One to be based on the traditional grading system and the standards established for the mainstreamed population. The second set of grades, as determined by the IEP, need to be based on the student's specific performance. These grades will be Pass/Fail. If at any point it is determined that the student has made sufficient growth to attempt to qualify for a standard diploma, credit will be granted for courses completed with a passing grade in the traditional grading system.

THE DIPLOMA ITSELF

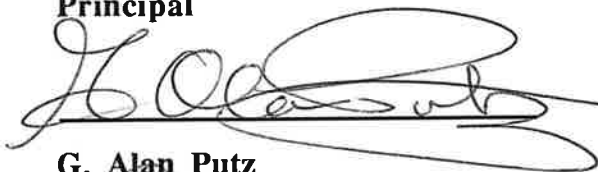
The IEP diploma must be clearly annotated to indicate that the award is based on the student's successful achievement of the educational goals specified in the student's current individualized education program as recommended by the SEE/PT. See attached copies of diploma samples presented to Monadnock Regional High School students.

This proposal has been reviewed by the following and is fully supported as a program for encouraging designated at-risk students to remain in school for completion of their high school education. The implementation of this program will open doors to many school activities from which they are currently restricted by failing to meet academic requirements. This program provides motivation for increased educational productivity.

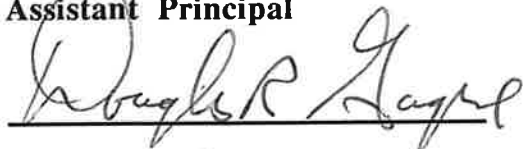
Dr. William Wheeler
Superintendent of Schools



Daniel E. Stockwell
Principal



G. Alan Putz
Assistant Principal



Douglas R. Gagne
Assistant Principal



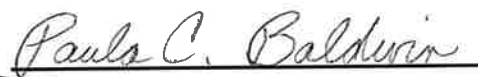
Mary Caldwell
Director of Guidance



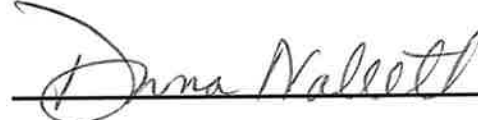
Kenneth Dassau
SAU Spec. Ed. Director



Deborah Snyder
Resource Room Teacher



Paula Baldwin
Resource Room Teacher



Donna Nallett
Assoc. School Psychologist



J.W. Magee
Assoc. School Psychologist

Monadnock Regional High School



This is to certify that

has satisfactorily completed the requirements for graduation and
is therefore entitled to this

Diploma

Given under our hands Nineteen hundred ninety-one

James E. B. B.
Chairman of School Board

Dr. William V. Wheeler
Superintendent
David C. Wheelwell
Principal

Monadnock Regional High School



This is to certify that

has satisfactorily completed the Course of Study prescribed for an Individualized Education Plan for Graduation from this School and is therefore awarded this

Diploma

Given under our hands Nineteen hundred ninety-one

Thomas E. Biddle
Chairman of School Board

D. Wiggall V. Wheeler
Superintendent
David C. Wheelwell
Principal

MONADNOCK REGIONAL SCHOOL DISTRICT

GOALS FOR 1990/1991

1. CONTINUE DEVELOPMENT OF BUILDING MASTER PLAN
2. CONTINUE TO UPGRADE ELEMENTARY LIBRARIES
3. DEVELOP A KINDERGARTEN - 12 AT RISK PROGRAM
(DROP - OUT PREVENTION PROGRAM)
4. SCHOOL EXCELLENCE PROGRAM IN EACH SCHOOL
5. ESTABLISH A BUILDING MAINTENANCE AND CUSTODIAL
CARE PROGRAM WHICH WOULD UPGRADE THE APPEARANCE
AND LONGEVITY OF DISTRICT SCHOOL BUILDINGS
6. COMPUTER/TECHNOLOGY
7. IMPROVE COMMUNICATIONS WITH THE COMMUNITIES
8. ASSESSMENT OF SPECIAL EDUCATION PROGRAMS,
COOPERATION WITH OTHER AGENCIES, EXAMINE
ALTERNATIVE PROGRAMS
9. DEVELOP AN OUTCOME BASED CURRICULUM PROGRAM

**MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA
JUNE 4, 1991**

MEETING AT

Troy Elementary School, Troy, NH

Finance Committee Meeting - 7:00 PM

CALL TO ORDER 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
 - 1) Planning Workshop Topics for NHSBA's 1991-1992 year.
 - 2) Proposed resolutions for NHSBA consideration.
 - 3) Letter from the Swanzezy Selectmen. (see attachment)
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Discussion on the issue of Invocation and Benediction at the Commencement exercise.
- b. Walker Foundation's donation to Cutler Elementary School. (see attached)
- c. Proposal for inclusion of for an Individualized Education Plan Diploma. (see attachment) Mr. Stockwell will report on the issue.
- d. Set a goal setting workshop date. (1990-1991 goals attached)
- e. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. Let's discuss the Hierarchy of Education Law.

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, June 4, 1991, Troy Elementary School

PRESENT: W.Wright, J.Carnie, L.Barrett, B.Ballou, J.Young, B.Hamill, G.White, J.Fallon
absent: T.Britton, D.Keating. Also present: Dr.Wheeler, K.Hewitt, J.Menton,
D.Stockwell, L.DeCoste, D.Mousette, D.Bell, N.Evans

Vice-chairman W.Wright opened the meeting at 7:30 p.m.

Consent Agenda

J.Carnie MOVED: that the minutes of May 21 be approved as presented; second by B.Hamill.

VOTED: 6-0-0-4.

B.Ballou MOVED: approval of course reimbursement for Tonya LeCour-\$483.25 (pre-payment), Patricia Leinster--\$191.87, Stephen Gray-\$430.70, Norma Skadeland-\$397.70; second by B.Hamill. VOTED: 6-0-0-4.

Dr.Wheeler asked Board members to submit ideas for workshops and proposed resolutions to the NHSBA. A letter was received from Swanzey selectmen disagreeing with the Board's position on the baccalaureate service at the high school. G.White arrived at this time. It was noted that the dedication of the Claire Drake Nature Trail will be held Sunday at 2 p.m. A letter was received from Jackie Cleary supporting the Board's position on the baccalaureate service. W.Wright noted he received a letter from the Swanzey Police Department regarding violations of the safety code at the high school. This item will be addressed at the next meeting J.Fallon indicated that the Troy-Fitzwilliam study committee has met to review the overcrowding at Emerson, previous history of enrollments and possible options. The target date is November 4, 1991.

Citizen Concerns

None at this time.

Other School Board Business

Dr.Wheeler reviewed a letter on the commencement from Attorney Prigge. The question arose as to whether this item should be discussed in open session. J.Carnie indicated he requested the letter prior to the meeting. J.Carnie MOVED: that the tabled motion of May 7 be put back on the floor. The motion was that organized prayer be eliminated from all school-sponsored functions; second by B.Ballou. VOTED: 7-0-0-3. B.Ballou MOVED: that action be taken on the motion; second by G.White. J.Carnie indicated that the district should continue with what has been tradition until the U.S. Supreme Court makes a judgment. Discussion followed. The roll call vote was 0-6-1-3 with G.White, B.Ballou, J.Young, J.Carnie, B.Hamill and W.Wright dissenting and J.Fallon abstaining. The motion was defeated, and what has been tradition shall continue.

D.Bell reported that Cutler School received a \$2500.00 grant from the Walker Foundation and explained how it will be used. He also indicated that the B.I.A. reported that 91% of the parents who returned a recent survey felt that improvement has been made at the school, and they strongly support the School Improvement Program.

D.Stockwell explained the Individualized Education Plan Diploma for students on IEP's. It would allow students to become involved in other activities such as sports. A student on the plan would be graded pass-fail. Such a plan would help at-risk students. Discussion followed regarding state standards. B.Hamill MOVED: that the plan be approved; second by G.White. VOTED: 7-0-0-3.

The Board meeting on July 16 will begin at 7 p.m. to allow discussion on setting goals.

B.Hamill MOVED: that Lunch Program Voucher #10148-10158 dated 6/4/91 for \$5751.58, Payroll #24 dated 6/31/91 for \$306,476.00 and Payorder Checks #10074-10146 dated 6/3/91 for \$221,768.87 be approved; second by J.Fallon. VOTED: 7-0-0-3.

Dr.Wheeler indicated that he has had no response from the parent who requested a tuition waiver.

L.DeCoste explained the need to increase the one-half time kindergarten teacher at Mt.Caesar to a full-time position. One hundred and eight students are now enrolled. K.Hewitt indicated that the increase in salary can be found due to replacements for teachers on maternity leave next year. G.White MOVED: that the recommendation be approved; second by J.Young. J.Carnie asked that a better way of projecting student enrollments be used. L.Barrett arrived at this time. Dr.Wheeler explained the process currently being used. A brief discussion followed. VOTED: 8-0-0-2.

G.White MOVED: that Linda Faulkner be approved as district deputy treasurer as recommended by Arlene Perry; second by J.Young. VOTED: 8-0-0-2.

L.Barrett MOVED: that the Board hear information regarding cost comparisons for insurance; second by G.White. VOTED: 8-0-0-2. J.Menton passed out cost comparisons from six different companies and explained how they were determined. Discussion followed. This item will be on the next agenda for action to be taken by the Board.

J.Fallon representing the SIP committee in Troy distributed a draft of a mission statement for the Troy Elementary School.

Superintendent's Report

Dr.Wheeler made a presentation on the Hierarchy of Education Law beginning with the federal government and going down to the local school boards.

G.White MOVED: that the Board go into executive session for the purpose of nominations and resignations; second by J.Fallon. The roll call vote was unanimous.

Executive Session

Dr.Wheeler reported that Janet Fiderio returned her contract unsigned.

B.Ballou MOVED: that the nomination of Carroll Tolman as an English teacher be approved; second by G.White. VOTED: 8-0-0-2.

L.Barrett MOVED: to accept the resignation of Judy Raye as a math teacher; second by B.Hamill. VOTED: 8-0-0-2.

The Board adjourned at 9:40 p.m.

Respectfully submitted,



136 Eaton Road
Swanzey, New Hampshire 03469
June 4, 1991

Mr. Daniel E. Stockwell, Principal
Monadnock Regional High School
580 Old Homestead Highway
East Swanzey, New Hampshire 03446

Dear Mr. Stockwell,

For personal reasons, it is with regret that I must resign my position as mathematics teacher for the 1991-1992 school year.

As I mentioned to you, I have enjoyed teaching at Monadnock for the past six months. I have been especially pleased to observe the positive changes that have occurred through your direction. I regret that I will not be able to be a part of the MRHS community as a faculty member, but will always be willing to lend support as a parent.

Sincerely,


Judith K. Raye

JKR/

file
Board action:
Bill W. Hahn
6/4/91

June 4, 1991

Ken:

Here's Janet Fiderio's unsigned contract. She doesn't feel she is as effective with young children as she would like to be. I have to admire her for realizing that and not accepting the position just to ~~have~~ have a job.

LH

LH

*received
June 4, 1991
Dr. Bill Wheeler*

file

June 4, 1991

TO: Monadnock Regional School Board

FROM: Arlene Perry, Treasurer

Please approve as Deputy Treasurer:

Lynda Faulkner, Swanzey Center, NH

*Board approved - Bill White
6/4/91*

file

May 31, 1991

Dear Members of the Monadnock School Board,

I write to express my support for your recent decision to re-evaluate the Baccalaureate Service and have it be privately sponsored.

It may not be a popular position, but I believe that you, as leaders of our community, have made a correct choice.

As educators, it is our responsibility to help our students recognize and accept the diversity that exists within our community. We cannot do that if we make assumptions that all people, or at least all "good" people, share similar religious or spiritual views.

Although many feel that students are being denied their "right" to pray, the opposite is true. Since real prayer is a spiritual communication, students may pray at any time in school. But it is a very different thing for schools to lead or sponsor prayers or prayer services. It is dangerous to teach our children that there is only one way to look at the world. This leads to the intolerance which we have already seen in reaction to your own decision and the similar decision at Keene State College.

Again, I appreciate the courage you have shown in taking an unpopular position and applaud your effort to lead our community toward a greater understanding and tolerance for our differences.

Sincerely,

Jacqueline Chary
Cutler School - 6th grade

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School Board Members
Date: June 12, 1991
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

3a. Mr. Menton presented a two page document which provided information on insuring the District's property. A decision is requested regarding the topic. Mr. Menton is able to provide more information if you request so at the meeting or before.

4a. Mr. Menton provided a analysis of the 1990-1991 district budget to the administrative team for final spending decisions. It seems that you would be interested in reviewing that analysis as well. Therefore, he will provide you with that opportunity. As in the past, the budget is very close. It is in the black. As we approach the end of the school year opportunity for unforeseen and unpredicted expenses are reduced. The analysis is of the expenditure budget not the revenue budget. The revenue budget is the less volatile of the two and generally is very close to our earlier predictions. Administratively, we have controlled expenses over the past two months by requesting purchase orders for those items which directly impact on student activities. Most of the need for adjustments in the spending patterns occurred because of recent special education expenses which were unanticipated.

The question of Board purchases for State Championship teams was addressed by one board member. This report should provide you with information concerning that decision.

3b. Mr. Stockwell will address the issues concerning any variances noted in following safety codes at MRHS.

**MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA
JUNE 18, 1991**

MEETING AT

MRHS Library

Finance Committee Meeting - 7:00 PM

CALL TO ORDER 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Action requested on property insurance proposal. Mr. Menton
- b. Concerns with Safety Codes at MRHS. A report by Mr. Stockwell
- c. Request for additional Foreign Language position at MRHS. (see attachment)
- d. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. Mr. Menton will report on the 1990-1991 MRSD Budget.

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Personnel concern
- d. Pending Litigation

6. ADJOURNMENT

**PLEASE
POST**



Executive Session:

Linda Denico wishes to present a complaint to the Board. She has chosen to do so in executive session. I have asked to have Bill Prigge, Ken Hewitt, and John Menton present during the session. Mr. Prigge will meet with you prior to Mrs. Denico's presentation. Mr. Hewitt will record the complaint. Mr. Menton supervises the program in question.

Mrs. Denico was terminated from employment with the district this spring. She wishes to visit with you about the termination. She worked in the Hot Lunch Program.

Mrs. Denico was advised, by me, that she could file a grievance with the board. A grievance would establish you as a judgement board with the opportunity of legal counsel for both sides, a recorder, and a decision made by you in the matter. She chose not to do that.

A time was not set for her. My advise was that the Board sometimes set the time, for an executive session, at the beginning of the regular meeting to accommodate people present at the meeting. So she will be there at 7:30 PM and prepared to stay until the end of the meeting if that is your wish.

The intentional vagueness of the this report is designed to assure the anonymity of the Board in the hearing of the complaint. If you desire any information or reporting following the complaint we will supply what is requested.

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

TO: MRSD SCHOOL BOARD MEMBERS

FROM: MRSD ADMINISTRATORS

DATE: JUNE 12, 1991

The administration request that it be authorized to pay the District's year-to-date accounts prior to June 30, 1991, over the signatures of a least three school board members.

The administration also requests that it be authorized to pay the District's accounts for the months of July and August in the same manner.



MONADNOCK REGIONAL HIGH SCHOOL
580 Old Homestead Highway East Swanzey, NH 03446 (603)-352-6575



G. Alan Putz
Assistant Principal

Daniel E. Stockwell
Principal

Mary Caldwell
Guidance Director

June 12, 1991

To: Monadnock Regional School Board
From: Daniel E. Stockwell, Principal
Re: Request for Additional Staff for 1991-92

It is requested that the Monadnock Regional School Board approve the hiring of a part-time foreign language teacher to accomodate an unanticipated increase in student requests for foreign language.

Two additional periods of instruction are necessary to reduce the anticipated teacher/pupil ratios to acceptable numbers as determined by state standards. State standards restrict class size to a maximum of 30 students.

Without the additional teacher, the anticipated enrollments will result in the following class sizes for 1991-92:

	French I	French I	French II	French II	French III	French IV
French Teacher	34	36	24	29	29	7
	Spanish I	Span I	Span II	Span II	Span III	Span IV
Spanish Teacher	35	33	14	12	17	8

In addition to being over loaded in two classes, both teachers are responsible for six periods of instruction where as the normal teaching assignment is five periods of instruction.

The addition of the part-time teacher would result in the following teaching assignments.

	French I	Spanish I
Part-Time Teacher	24	23

	French I	French I	French II	French II	French III	French IV
French Teacher	23	23	24	29	29	7
	Span I	Span I	Span II	Span II	Span III	Span IV
Spanish Teacher	22	23	14	12	17	8

Approximate cost for the salary would be:

$\$24,000$ (base salary) X $1/188$ days X $1/7$ periods/day X 2.33 periods/day X 180 days

$\$7,988.57/\text{year}$ Salary Plus $\$958.62$ (benefits 12%) = $\$8,947.20$

If the decision is made not to find an additional part-time teacher, some students will be denied access to a foreign language in order to meet State Department of Education Minimum Standards for Approved High Schools.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, June 18, 1991, MRHS Library

PRESENT: W.Wright, J.Carnie, L.Barrett, B.Ballou, G.White, T.Britton, D.Keating.
absent: J.Young, J.Fallon, B.Hamill Also present: K.Hewitt, J.Menton,
D.Stockwell, L.DeCoste, D.Mousette, D.Bell

Vice-chairman W.Wright opened the meeting at 7:40 p.m.

Consent Agenda

J.Carnie MOVED: that the minutes of June 4 be approved as presented; second by G.White.
VOTED: 5-0-1-4 with D.Keating abstaining.

G.White MOVED: that the following reimbursement requests be approved; second by J.Carnie:
Kelly Wichland-\$350.00, Tom Stewart-\$450.00, Deborah Snyder-\$400.00, Mark Pride-\$139.75, Paula Baldwin-\$65.00, Elizabeth Bland-\$399.25, Marge Shepardson-\$100.00, Jerry Appell-\$225.00. VOTED: 6-0-0-4.

J.Carnie expressed concern about the article in the Keene Sentinel on graduation. He felt that it was harmful to the Board, and the Sentinel should retract the article. W.Wright said that the issue will be discussed under Item 3e

There were no correspondence or announcements.

G.White indicated that the Transportation Committee hopes to present a report to the Board at the next meeting. W.Wright said that the Troy-Fitzwilliam restructuring committee met last week, and their next meeting will be September 12. T.Britton arrived at this time.

Citizen Concerns

None at this time.

Other School Board Business

D.Stockwell explained the concerns expressed about the violations of safety codes at the high school. He indicated that all the concerns have been corrected except for some vinyl siding in the cafeteria. A major concern about the safety codes involved the number of outside groups that use the building.

J.Menton explained the insurance analysis involving six different companies. The successful bidder would like a three year contract. J.Menton indicated that Commercial Union Insurance would save the district about \$14,000.00. W.Wright MOVED: that the Board approve Commercial Union as the district's insurance company; second by G.White. VOTED: 7-0-0-3.
J.Menton also indicated that he appreciated the work Massin Insurance Company did.

D.Stockwell reported on the need for an additional half-time foreign language teacher and the desire to meet state standards. The cost would be \$8947.00. He also indicated where he felt the additional money could come from. G.White MOVED: approval of an additional half-time foreign language teacher; second by B.Ballou. VOTED: 7-0-0-3.

L.Barrett MOVED: that the Board approve Lunch Program Voucher #10193-#10198 dated 6/17/91 for \$16,471.43, Payroll #25 dated 6/14/91 for \$304,189.35 and Payorder Checks #10200-##10283 dated 6/18/91 for \$51,819.46; second by D.Keating. VOTED: 7-0-0-3.

Discussion followed on the article in the Sentinel regarding graduation. T.Britton explained what he had done in an attempt to clarify the issues and determine the background of the article. J.Carnie felt that the Sentinel should issue a formal retraction of the article. Bill Prigge explained what background he knew. J.Carnie MOVED: to ask the Sentinel for a formal retraction; second by B.Ballou. VOTED: 7-0-0-3. T.Britton will make the formal request.

Superintendent's Report

J.Menton reported on the 1990-1991 district budget and indicated the deficits and surpluses highlighting outstanding ones. \$3574.00 is the unencumbered balance. The budget is still subject to an audit. One concern was what to do with monies withheld by Gilsum which amounts to about \$90,000.00. J.Carnie does not feel that the other towns should have to pick up the costs. This item will be discussed in executive session.

D.Keating inquired as to whether or not the band uniforms were paid for. J.Menton indicated that they were. W.Wright asked about the high school band playing in different towns and who pays for it. D.Stockwell will look into it.

K.Hewitt requested that the office be authorized to pay all accounts over the summer. W.Wright MOVED: that the request be granted over the signatures of two of three Board members who are B.Hamill, B.Ballou and T.Britton; second by G.White. VOTED: 7-0-0-3..

J.Carnie MOVED: that the Board go into executive session for the purpose of a personnel issue and pending litigation; second by B.Ballou. The roll call vote was unanimous.

Executive Session

The Board heard a complaint from Linda Denico and Evelyn Brooks.

Discussion followed regarding pending litigation with the Town of Gilsum.

J.Carnie MOVED: that the Board return to open session; second by D.Keating. VOTED: 7-0-0-3.

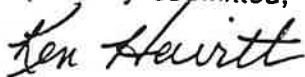
Open Session

D.Keating MOVED: that Attorney Prigge inform Linda Denico and Evelyn Brooks that a formal hearing will be held on July 16 at 7 p.m.; second by J.Carnie VOTED: 7-0-0-3.

J.Carnie MOVED: that DCYS be billed for the students at Country Acres; second by B.Ballou. VOTED: 7-0-0-3.

The Board adjourned at 10:05 p.m.

Respectfully submitted,





New Hampshire School Boards Association

Legislative Bulletin

Dr. Richard Goodman
Executive Director

Dr. Paul Krohne
Assoc. Exec. Dir.

No. 10

14 Fayette Street, Concord, NH 03301

(603) 228-2061

July 2, 1991

STATE BUDGET FINALLY ADOPTED EDUCATION FUNDING HOLDS UP DURING DEBATE

We were down to the wire. With only days before the fiscal year was to end, the House and Senate adopted a compromise budget for the next biennium of over \$3.9 billion. The Governor signed the budget bill on Friday, June 28 bringing to a close one of the most intense political budget battles we have seen in recent history. Needless to say the stakes were high, the pressures and uncertainties grew by the hour, and the final outcome emerging very, very late in the game. The last week before adjournment was a week of highs and lows as House and Senate Conferees on the Budget wrestled over major obstacles preventing final closure on the bill. Just to give you an example of "one day at the State House" in the closing days:

- The Governor advised department heads to prepare to shut down state government on July 1;
- The state's bond rating was dropped by the major bonding authority in the United States;
- The budget conference committee was scheduled for three meetings, none of which took place;
- The House minority leader resigned from the conference committee;
- A loophole in the federal medicare regulations was "discovered" which allows for New Hampshire to qualify for an additional \$117 million of federal dollars; ...and on Tuesday.

Final budget numbers for schools will be described in great detail in the upcoming Legislative Summary. In general numbers, however, we offer the following:

	School Year 1990 - 1991	School Year 1991 - 1992
Revenue Sharing	\$51,400,000	\$51,400,000
Contrary to several versions offered during final budget deliberations, the full amount as appropriated will be distributed in a normal fashion to cities and towns with no "delay in payment" schemes as was seriously considered and proposed by both the House and Senate.		

• •

Foundation Aid

\$47,118,312

\$47,118,312

To reach this funding level, the Legislature inserted \$4,818,312 of state General Funds back into the Foundation Aid formula.

••

Building Aid

\$12,800,000

\$15,300,000

This amount will "fully fund" the Building Aid Formula for next year, according to estimates of the Department of Education, assuring that school districts will receive the full entitlement from the State for School Building Aid.

••

Special Education**Catastrophic Aid**

\$ 8,700,000

\$ 8,000,000

and

Vocational Education**Tuition/Transportation**

\$ 3,800,000

\$ 3,500,000

Both of these amounts are estimates since actual figures for "full funding" levels will not be known until late fall. They will, however, be very close as "full funding" was the intended level.

••

School Improvement**Project**

\$ 450,000

\$ 450,000

Despite strong opposition to the program from the State Board of Education, the Project was level funded for the next two school years. To make it clear that the Legislature did not support the State Board's position, a further amendment was adopted stating, "...the commissioner shall have exclusive authority over expenditures of funds appropriated for the school improvement program."

••

CIVIL RIGHTS DAY SIGNED INTO LAW

The third Monday of each January will be designated as New Hampshire Civil Rights Day beginning in 1992. The bill eliminates the traditionally celebrated New Hampshire Fast Day held previously on the fourth Monday in April. Civil Rights day coincides with celebrations in other states designated to observe a Martin Luther King holiday on this same day. Whether or not schools are open on Civil Rights Day is left to local discretion.

School Dropout Language Delayed

As part of the language of the Comprehensive Literacy and Dropout Prevention Bill of 1989, school boards were required to adopt minimum level of student competencies which must be demonstrated prior to a 16 or 17 year old leaving school as a "dropout". The effective date of this requirement as been delayed to July 1, 1992.

June 22, 1991

READING RECOVERY TRAINING

This year I was trained as a Reading Recovery teacher. The school district and I made a three-year commitment to continue with the program and now that I know how involved the training is, I can see why that stipulation was made.

Our training took place in Concord at the Kimball Elementary School. We started with one week of classes in August, from 8-1:00 or more every day. By then we knew how to pre-test children in our own schools including the use of a running record. Then we had class once a week for both the fall and spring semesters, earning six college credits through UNH. The class was 3:30-6:30 PM so I was allowed to leave school early that day in order to arrive on time.

Class time started with "Behind the Glass". Each week two teachers in the class were responsible for bringing one of their students and doing a demonstration lesson behind a one-way mirror. The rest of the class and our teacher leader, Ann Fontaine, sat on the other side and simultaneously observed/discussed the lesson. Afterwards we went to our classroom to offer comments and suggestions for those two teachers who gave lessons. Then we spent time discussing problems that had arisen either in the lessons or in our own lessons during the week, and helping each other toward possible solutions. We also discussed the textbooks and assigned readings.

Each week we were responsible for updating the four student graphs showing their progress. We had weekly reading assignments and had to write regularly in a journal, which was turned in about once a month. Each semester we had to write one major paper, a comparison study of our students. We also had a couple of short writing assignments. Most importantly, we were teaching four Reading Recovery students a day in our own schools as half of our regular job.

In the fall I got names from the kindergarten teachers of this year's first graders who might be at risk for learning to read. The Reading Recovery program is intended to service the bottom 20% of the first grade class, so I had 20 names. I screened 12 students (I didn't have time to do all twenty), then with Ann Fontaine's help I selected four students to work with. These students had a half-hour lesson every day in addition to reading time in their own classrooms.

By the end of the year three of these four were discontinued as well as one other student who had Reading Recovery at Franklin School and finished at Mt. Caesar. I was working with a sixth student when the year ended.

There were frustrations for me this first year. As I reflect on how the year went, I think part of the difficulty was learning to teach a new way after doing it "my way" for years. I've often tried new things in the past but haven't had to stick exactly to a list of do's and don'ts. At times it was frustrating to be told I wasn't using the right words or I should have tried the technique on p. 74. While it is true that we follow the lead of the child in this program and each teacher must decide what is the best thing

to do next, only certain tried and proven techniques are acceptable to draw from; only certain words are to be used in presenting the techniques because they have been proven effective and we do not have a minute to spare if we are going to accelerate the child as quickly as possible.

Each thirty-minute lesson should incorporate four parts: familiar reading, running record of yesterday's book, story writing, and introduction of a new book. The books that the teacher chooses and the mini-lessons along the way are tailored to each child, and all except the new book must be decided during the lesson based on what the child does or doesn't do. Refinement of this decision-making process is a large part of the training and that's why the training is best done over a long period of time.

I think another part of the frustration this year arose from the children I worked with. There were some behavior issues such as inability to attend or lack of effort that sometimes hampered my efforts to teach. In the past I have not worked much with first graders and I have not usually seen a child every day. Perhaps for both these reasons I was cautious about "turning off" the child and was too lenient in the beginning of the year. As the year progressed I learned how to improve.

One change that we (NH teachers) will make next year is to start with students who already know their alphabet. Those of us who worked with students who didn't know their letters found we made very slow progress at first. It would be a better use of our time to take such students later in the year when they had more to work with.

The student that I started in the spring fits the above category. He spent time in the classroom and in Chapter I learning the letters and learning more about reading. He did extremely well in the six weeks we had together. I'm confident that part of this success is due to his readiness, part to his motivation and part is due to my growing understanding of how to use this program to its full potential. I have great hopes that next year will go this well for all my students.

In conclusion, this was a tiring year for me but I have learned a lot. I am more excited than ever about the potential of Reading Recovery. I have seen it work. I believe for some children it has prevented years of frustration and trying to "keep up" with the rest of their class. I hope that soon Mt. Caesar will be able to serve the entire 20% of the first grade with this program.

Marjorie Shepardson
Reading Recovery Teacher

MONADNOCK REGIONAL SCHOOL BOARD
SCHOOL BOARD AGENDA

July 16, 1991

MEETING AT

MRHS Library

7:00 Hearing on Personnel Matter

CALL TO ORDER FOLLOWING HEARING

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
 - 1) NHSBA School Law Journal (Handout)
 - 2) Legislative Bulletin (See attachment)
 - 3) Reading Recovery Training report, Marge Shepardson.
(See attachment)
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Track Season Report - Bob Brennan
- b. District goal setting with the administrators
- c. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. It was splendid in Wyoming but it is better to be home.

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Personnel concern
- d. Pending Litigation

6. ADJOURNMENT

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School Board Members
Date: July 10, 1991
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

- 3a. Mr. Brennan wishes to report to you concerning the 1991 Husky Track Season. He will discuss the mechanics employed in training, who did what during the season, and the results. They have been extraordinarily successful in the sport so I thought it would be interesting for Bob to discuss the reasons with us.
- 3b. Last year we selected several of the goals from the previous year and then added a few more. If this procedure is alright then we may proceed directly into the process of selecting the goals for the 1991-1992 school year. As we discuss each of the 1990-1991 goals an oral update of achievement/failure may be provided.
- 4a. It was a wonderful trip to Wyoming. As all trips proceed, it was good to go and it was good to be back home. The whole country was just abundant with growth. If the price of food goes up during bad times and droughts then it should plummet this fall. As I had occasion to read local papers and listen to radio stations along the way schools and schooling are very much in the news. Unfortunately the news is not good. Concerns expressed sounded very familiar - taxes are not being collected in sufficient quantity to pay for the programs in place, teachers are being laid off, school boards are being sued for failure to provide an equitable education for all, politicians are taking credit for any successes and pointing fingers at others for anything less, and the list goes on. By the same token outstanding students were being recognized for their achievements, businesses were excited about being involved in educational matters, School Boards were taking a more active role in holding schools accountable for education, teachers and administrators were focusing on becoming more productive, and the list goes on.
It truly is a great time!

Executive Session:

Mr. Prigge advised me that Ms. Denico and Ms. Brooks wish to have a formal hearing with you; therefore, the need to meet at 7:00 PM. They have the option of attending with counsel. I have asked Mr. Prigge if they have a written grievance to which we may respond. They should prove the grievance and propose correction. Mr. Prigge will act as advisor to the Board. Administrators have the option of attending with counsel, also. Either side may ask for testimony from others. A record will be kept of the proceedings. The record will be in note form and an audio recording.

At this time I am not clear on their request to hold this hearing in an executive session or whether they desire to hold it in public.

**MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
September 17, 1991**

MEETING AT

Sullivan Elementary School

CALL TO ORDER AT 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. End of year Financial Summary report - John Menton.
- b. Food Service fiscal report - John Menton. (see attachment)
- c. Discussion of Sabbatical Leave Policy (see attachment) and past practices.
- d. Discussion of School Board Resolutions. (see attachment)
- e. Proposal for MRHS Golf Team Program - Alan Putz. (see attached)
- f. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. Discuss directions and structure of the Master Plan Committee.

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation

6. ADJOURNMENT

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School Board Members
Date: September 12, 1991
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

- 3a. John presented you with a copy of the MS 25 (year end report to the State) during the last meeting. This discussion will focus on the particulars of that report. Of special interest are the factors related to the relationship of budgeted expenditures and revenues and actual expenditures and revenues.
- 3b. John presented a report to the finance committee concerning the plight of the Food Service Fund. You decided based on that report to increase the price of lunches for children and adults. John will discuss the causes of the deficit spending pattern in the Food Service Fund and what modifications have or will be made to correct the problem.
- 3c. Last year, 1990-1991, the Board approved a Sabbatical Leave for the second semester at full pay for Nancy Lines. The Board approved a Sabbatical Leave for the second semester of the 1988-1989 school year for John Goodrich at full pay. In the recent past the Board has approved a semester of Sabbatical Leave at full pay for Norma Wyman and Bob Forsten.
- 3d. The NHSBA business meeting is scheduled to be held in Laconia on Saturday, October 5, 1991. In the past the Board has discussed each of the resolutions to advise their representative.
- 4a. A District goal is to continue with the Master Plan Committee. You need to provide direction on structure and function of the committee. Presently the committee has a plan which calls for a three phases. The first phase was to provide for a seven and eighth grade junior high school. Phase two was to construct an elementary school in the East Swanzey/Richmond area. And, phase three was to provide for the facility modification at each of the existing elementary schools. The plan prescribed this to occur over a three year period. Obviously, the time schedule has been eroded. The architect has developed three facility plans for the district. One for a 5-8 middle school. One for a 7-8 junior high school. And, one for a 350 student elementary school. Student enrollments suggest a overall flattening of student growth, as witnessed by the lower five grades. Greater concern is provided for the Richmond/ Roxbury/ Swanzey elementary schools and MRHS. Of continued concern is the support

areas of libraries, lunchrooms, activity rooms, students in closets, locker rooms and storerooms. Also, of concern, is whether or not our buildings meet state standards (educationally and safety). At some point we need to view the Alphabet Structure portable building at Cutler and determine the practical purpose of such structures in the District. The Board is not due to visit Cutler until the Spring. Perhaps one of the meetings at the Northern Schools could be changed to allow you that opportunity.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, Sullivan Elementary School, 9/17/91

PRESENT: T.Britton, J.Carnie, L.Barrett, G.White, J.Fallon, W.Wright, B.Ballou, B.Hamill, D. Keating, J.Young. Also present: Dr.Wheeler, K.Hewitt, J.Menton, D. Stockwell, A.Putz, L.DeCoste, D.Bell, D.Mousette

Chairman Britton opened the meeting at 7:40 p.m.

Consent Agenda

G.White MOVED: approval of the minutes of 9/3/91 as presented; second by J.Fallon. VOTED: 6-0-2-2 with D.Keating and J.Young abstaining.

B.Ballou MOVED: approval of reimbursement requests for Doug Gagne -\$500.00, D.Gagne - \$400.00, Susan Sciuto-\$24.25, Joanne Crowder-\$335.00, Jean Williams-\$50.00, Joan Soucy-\$455.00; second by D.Keating. VOTED: 8-0-0-2.

Dr.Wheeler presented a note of thanks from Marion Eckhard for the support given to her in her recent berevement. J.Carnie and W.Wright arrived at this time.

An assessment workshop will be held in Merrimack. A regional meeting of the NHSBA will be in Keene in December. Dr.Wheeler, D.Keating and B.Ballou will attend the fall conference. A policy manual workshop will be held October 8 at 7 p.m.

There were no Board committee reports.

Citizen Concerns

L.DeCoste presented a request from the Swanzey P.T.O. to conduct a fundraiser to support activities at Cutler and Mt.Caesar. L.Barrett MOVED: approval of the request; second by J.Young. VOTED: 10-0-0-0.

A concern was expressed about the increases in school lunches and milk. It was felt that the price of milk was too high. J.Menton explained that the increase in the price of milk is for recess or additional milk at lunch, but he will compare costs as requested.

Other School Board Business

J.Menton distributed and explained the end of the year financial summary report and reviewed the reasons for surpluses and deficits in different accounts. He shared a concern about long-term substitutes and the cost and felt more should be added to that account. He also reviewed the special education and transportation accounts.

J.Menton explained the Food Service Fiscal Report. The reason for the increase in school lunches is to put the program in the black with two months expenses at the end of the year as is recommended by the state. An attempt will be made to reduce labor costs and benefits. Dr.Wheeler discussed the time factor for lunches at the high school. J.Carnie expressed a concern about where the reductions would come from.

He also asked about the actual cost for milk. J.Menton will provide this information. The possibility of using an outside vender was briefly discussed. B.Hamill felt that nothing should be done at this time until the problem of overcrowding at the high school is resolved. The lunch program will be on the agenda October 2.

The sabbatical leave policy was discussed. J.Carnie inquired as to the date the program was actually adopted. After discussion B.Ballou MOVED: that the sabbatical leave policy and regulations be adopted; second by W.Wright. The motion was withdrawn as the item will be researched and placed on the next agenda.

The Board voted on the NHSBA Resolutions. Resolutions 1,2,3, 6,7,8,10, 11, 12, 13 were approved by voice vote. Number 4 was approved by a roll call vote of 6-4; number 5 was defeated by a roll call vote of 5-5. Number 9 was defeated by a voice vote. Proposed resolutions 1 and 2, and resolutions proposed by the Raymond and Winnacunnet school boards were defeated. Proposed resolution Number 3 was approved.

A.Putz proposed the initiation of a golf team at the high school. He explained how the proposal would work, and the cost would be \$550.00 for a coach's salary. After a brief discussion, G.White MOVED: that the program be piloted this year to determine the interest but with no district cost; second by B.Hamill. VOTED: 8-1-1-0 with B.Ballou dissenting and L.Barrett abstaining.

B.Ballou MOVED: approval of Lunch Program Voucher #154-#1547 dated 9/16/91 for \$9677.48, Payroll #5 dated 9/6/91 for \$292,920.37, Payroll #6 dated 9/20/91 for \$336,655.38 and Payorder Checks #1549-#1631 dated 9/17/91 for \$220,088.08; second by G.White. VOTED: 10-0-0-0.

Superintendent's Report

Dr.Wheeler asked the Board for direction for the Master Plan Committee. J.Young felt that it was an exercise in futility. D.Keating suggested activating the Building Committee. T.Britton would like to discuss the Richmond-Swanzey School with the public as there is no equity in leasing the portables. Discussion followed. B.Ballou suggested that the Board find five to eight dedicated people to work on the committee. T.Britton suggested that it be handled internally by the Facilities Committee. J.Carnie felt that last year's proposal was a good one.

The policy manual was discussed, and it was recommended that all Board members read it prior to the October 1 meeting.

J.Menton discussed the alphabet module, and that there is a lease-purchase agreement that can be signed by the Board. The cost of the module would be reduced by 55% state aid and would be purchased in five years. The October 8 meeting will be held at Cutler School so that the module may be seen by Board members.

B.Hamill MOVED: that the Board go into executive session for the purpose of contracts and negotiation; second by B.Ballou. The roll call vote was 10-0-0-0.

Executive Session

J.Young MOVED: that the following contracts be approved: Charlie Roosa-\$41,192.00, Pat Houghton-\$22,657.00, Beverly Soderberg-\$22,657.00, Carol Parkman-\$22,132.00 and Donald Swenson-\$29,627.00; second by B.Ballou. VOTED: 10-0-0-0..

The Master Contract was discussed

The Board adjourned at 10:50 p.m.

Respectfully submitted,



MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
October 1, 1991

MEETING AT

Roxbury Town Hall

7:00 PM Negotiations Committee meeting

CALL TO ORDER AT 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
 - 1) Presentation of "Wellness" program.
Leigh Hanson, BC/BS rep.
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Report on 1991-1992 Town Tax Assessment - John Menton.
- b. Report on the District's Gifted Education Program. Rick Allen
- c. Decision requested concerning the "Use of the Troy Gym" proposal from Norman Evans.
- d. Findings on the Sabbatical Leave Policy - Ken Hewitt.
- e. Discussion of the MRSD Policy Manual - Policy Committee.
- f. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. My activity with the NHSAA Executive Counsel.

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation
- d. Teacher Contract Negotiations

6. ADJOURNMENT

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: September 25, 1991
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

- 1c. David Mousette has agreed to chair a District Committee who's goal is to develop a employee wellness program. A discussion will be directed by Leigh Hanson, BC/BS representative on this topic. This is for your information, as well as others in attendance at the meeting. It is a part of the medical cost containment discussion which the SAU Board and you pursued during the most recent budget cycle. It does go beyond cost containment. As you probably know, BC/BS has been aggressive in educating consumers of medical services for a period of years. It should provide the district with an opportunity of exploring what benefits may be reaped from such a program.
- 3a. We have received a report from the DRA concerning the Towns' Tax Assessment. The good news is that Catastrophic Aid is approximately \$45,000 greater than budgeted and that Foundation Aid is approximately \$160,000 greater than presented to the voters in March. These two adjustments cause the tax assessment to grow less than the percentage of growth which we thought at the time of presentation during the March meeting.
- 3b. Rick Allen wishes to visit with you concerning the status of the District's Gifted program. The plan which was approved by the Board two and one half years ago has suffered from budget woes. A semblance of the program remains with some students progressing better due to the efforts of the several teachers involved in participating schools.
- 3c. This proposal was presented to you at the last meeting. Norman will discuss the reasons for this proposal at the meeting. In essence they deal with the failure of participating groups accepting responsibility for clean up and for damage done to the property when the facilities are being supervised by one or more of the community groups.
- 4a. I serve on two New Hampshire School Administrators Association committees: 1) Task Force on Student Assessment and 2) Instructional Trends Committee. Also, at the present time I am the Chairman for the Southwesterners Association of School Administrators. I have been asked to relinquish the Southwesterners' Chair and serve on the NHSAA Executive Council. This change

would provide an opportunity to move through the chairs of the association and within three to five years a possibility of being President of the NHSAA. I'm not sure what amount of time this would require through the years, or if fate were such, to be President. It obviously, would require some time greater than I am now expending on State educational affairs. If you are opposed to my doing this please let me know.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, Roxbury Town Hall, October 1, 1991

PRESENT: J.Carnie, L.Barrett, G.White, J.Fallon, W.Wright, B.Ballou, B.Hamill, J.Young
Absent: T.Britton, D.Keating. Also present: Dr.Wheeler, K.Hewitt, J.Menton,
D. Stockwell, L.DeCoste, D.Bell, D.Mousette

Vice-Chairman W.Wright opened the meeting at 7:45 p.m.

Consent Agenda

G.White MOVED: that the minutes of September 17 be approved; second by B.Ballou. VOTED:8-0-0-2.

B.Hamill MOVED: approval of reimbursement requests for Lori Martin-\$30.00, Gary Kornfield-\$200.00 and \$107.72, Gerald Kuhn-\$390.10; second by L.Barrett. VOTED:8-0-0-2.

Dr.Wheeler distributed a fact sheet for the district. A survey on national goals and student outcomes will be mailed to one in every ten residents of the district. The Granite State Leader was reviewed.

The negotiating committee has met and will meet with the teachers next week.

L.Barrett discussed the law conference she attended last week and the changes in the right-to-know law and executive session. The minutes for these sessions have to be more specific in the reasons for such sessions.

Citizen Concerns

None at this time.

Other School Board Business

J.Menton distributed the 1991-1992 tax assessment and the figures used to set tax rates. The tax increase for the district is 3.37%. He explained the revenues and credits to the district and expressed a concern about the budget this year and increased expenditures in some accounts that might result in a deficit. Dr.Wheeler explained what the administration is doing to control expenditures. Substitute teachers appear to be a major problem. B.Hamill asked that the administration come to the Board for direction if there is a possible deficit..

Rick Allen reported on the gifted education program. Grades 4-8 were serviced in 1990-91. The program is affected due to the loss of two reading teachers at the elementary level. Ten students were serviced at the high school. The problem is coordinating student's time with those teachers who can work with them, especially at the elementary level. The staff is very supportive. J.Carnie asked if the district has to provide programs for exceptional students. Dr.Wheeler indicated not by federal law. Discussion followed. The general concensus was that money should be budgeted for such a program.

N.Evans asked that a fund be established to pay for repairs to the Troy gymnasium. The gym users would make a \$50.00 deposit which could be increased if repairs became more costly. If no damage occurred, the deposit would be returned at the end of the year. W.Wright suggested that better supervision is needed. L.Barrett MOVED: approval of the plan; second by G.White. VOTED: 8-0-0-2.

K.Hewitt reported that the MRSB on November 21, 1966, approved the proposed Sabbatical Leave Policy, and a copy of the policy is available. J.Carnie MOVED: that the policy be abolished. The motion died for lack of a second. He explained that the policy was costing excessive amounts of money, and that there is no longer a need for the policy. B.Hamill disagreed and felt the policy should remain intact. L.Barrett and W.Wright both felt the policy is worthwhile. Discussion followed. The Policy Committee will discuss the issue at a later date.

L.Barrett indicated that she was not sure how to proceed with the proposed policy manual. The Board will meet with Dick Goodman on October 8 at 7 p.m.

B.Hamill MOVED: that Lunch Program Voucher #1831-#1837 dated 10/1/91 for \$3490.27, Payroll #7 dated 10/2/91 for \$327,795.07 and Payorder Checks #1653-#1830 dated 9/30/91 for \$283,131.42 be approved; second by J.Young. VOTED:8-0-0-2. J.Menton explained that the payroll for Friday is on the manifest due to a vastly improved payroll program.

Superintendent's Report

Dr.Wheeler explained the state activities in which he is involved and asked for comments from the Board. L.Barrett felt that it was good to receive recognition for the district.

The Board adjourned at 9:35 p.m.

Respectfully submitted,

THE RIGHT TO KNOW LAW

A PRIMER FOR NEW HAMPSHIRE SCHOOL BOARD MEMBERS

(UPDATED TO REFLECT THE 1/1/92 AMENDMENTS)

Prepared by Theodore Comstock, Esq.

NHSBA Director of Legal and Labor Relations Services

I. WHAT IS THE RIGHT TO KNOW LAW?

The Right to Know Law is formally referenced as "Access to Public Records and Meetings," and is found in the New Hampshire Revised Statutes Annotated at Chapter 91-A. The purpose of this statute is to increase public access to governmental proceedings, specifically including various "meetings" of a school board.

The Preamble to the Right to Know law provides:

Openness in the conduct of public business is essential to a democratic society. *The purpose of this chapter is to ensure both the greatest possible public access to the actions, discussions and records of all public bodies, and their accountability to the people.*

In accord with this Preamble, and the various provisions of the statute, our courts have consistently favored greater, not lesser, disclosure by governmental bodies.

II. HOW/WHEN DOES IT APPLY TO SCHOOL BOARDS?

GENERALLY

R.S.A. 91-A. applies to a "meeting" of the school board (or any committee, sub-committee or subordinate body thereof, or advisory committee thereto). A school board holds a "meeting" subject to the statute when (1) a quorum of the membership of the school board is convened, and (2) the purpose of the meeting is to discuss or act upon a matter or matters over which the board has supervision, control, jurisdiction or advisory power.

DOES THE DEFINITION OF "MEETING" APPLY IN ALL CONTEXTS?

NO. The statute provides that **chance or social meetings, consultation with legal counsel, and strategy sessions or negotiations with respect to collective bargaining** are not included within the statutory definition of "meeting." In these contexts, a school board need not give public notice nor keep minutes.

CHANCE OR SOCIAL GATHERINGS

The statute makes clear (See RSA 91-A:2 I.(a)) that chance or social gatherings do not come within the definition of "meeting." However, in order that these gatherings preserve their "nonmeeting" status, they must be neither planned nor intended for the purpose of discussing matters relating to official business, nor can any decisions be reached. Such social gatherings may not be called for the purpose of discussing school business nor be used to circumvent the spirit of the statute.

Courts will interpret chance or social gatherings very narrowly. For example, if members of a school board routinely "gather" over breakfast or lunch to discuss school related business, such meetings will not be protected by the "non-meeting" exclusion for chance or social gatherings.

STRATEGY OR NEGOTIATIONS WITH RESPECT TO COLLECTIVE BARGAINING

The statute makes clear (see RSA 91-A:2 I. (b)) that strategy or negotiations with respect to collective bargaining are not considered "meetings" for purposes of the statute. See also *Appeal of Town of Exeter*, 126 NH 685 (1985).

The word "strategy" encompasses such areas as discussions over bargaining parameters, timing of proposals and counterproposals, responding to union proposals, and other matters germane to the bargaining process.

The phrase "negotiations" encompasses the actual process of bargaining between the school board and the union(s). Thus, there is no statutory requirement that the school board give advance notice of bargaining sessions to the public, nor is it necessary that bargaining sessions be held in public. However, the bargaining parties may mutually agree to hold negotiations sessions in public.

CONSULTATION WITH LEGAL COUNSEL

The statute makes clear (See RSA 91-A:2I.(b) that consultation with legal counsel is not considered a "meeting" within the coverage and requirements of the statute. See also *Society for Protection of New Hampshire Forests v. WSPCC*, 115 N.H. 192 (1975).

III. WHAT MUST A SCHOOL BOARD DO WHEN A "MEETING" FALLS UNDER THE STATUTE?

When the statute covers a meeting of the board, three basic requirements must be fulfilled:

- (A) *Proper notice* of the meeting must be given;
- (B) *Proper procedures* must be followed during the meeting;
- (C) *Proper minutes* must be kept of the meeting, and made available for public inspection within the statutorily prescribed time frame.

A. WHAT CONSTITUTES PROPER NOTICE?

A school board must give notice of the *time and place* of any meeting (including nonpublic sessions). If a school board votes to go into nonpublic session during an open meeting, the notice for the open meeting will suffice.

The notice requirement of the statute may be met in either of the following ways:

(a) By posting the time and place of the meeting in *two appropriate places* (e.g. places where people are likely to see the notice, such as the location where the checklists or town warrants are routinely posted) a *minimum of twenty-four (24) hours*, excluding Sundays and holidays, in advance of the meeting; OR

(b) By *printing the notice of time and place* of the meeting in a *newspaper of general circulation* in the city or town at least *twenty-four (24) hours in advance of the meeting*, excluding Sundays and holidays.

NOTICE - EMERGENCY MEETING

In emergency situations (a situation where immediate undelayed action is deemed to be imperative by the chairperson or presiding officer of the body), the regular methods of notice may be modified. In an emergency situation, the school board must use diligent efforts to provide notice. Examples of such efforts are notice via radio, posting of notice,

and/or notification by telephone of individuals that are known to be interested in the subject of the emergency meeting.

The minutes of the emergency meeting *must clearly spell out the need* which necessitated the emergency meeting.

(B) WHAT ARE THE PROPER PROCEDURES THAT MUST BE FOLLOWED?

Any person may attend an open meeting. "Person" is not limited to an individual being a resident and/or voter in the school district.

Any person may record, film, or videotape an open meeting.

(C) WHAT CONSTITUTES PROPER MINUTES?

A school board must keep minutes of all public meetings. At a minimum, these minutes must include (1) names of the school board members present, (2) persons appearing before the school board, (3) votes to enter nonpublic sessions, (4) brief description of subject matters discussed, and (5) any final decisions reached. See RSA 91-A:2 II.

Minutes are a permanent part of a school board's records, must be open to public inspection within 144 hours of the meeting, and shall be kept in custody at the school district's regular office or place of business in an accessible place.

The right to inspect the minutes includes the right to copy (during regular business hours) all notes, materials, tapes, or other sources used by the school board in compiling the minutes of the meeting.

MAY THE SCHOOL DISTRICT CHARGE FOR COPIES OF THE MINUTES?

YES. If a photocopying machine or other device maintained for use by the school district is used by the district to copy the public record or document requested, the person requesting the copy may be charged the actual cost of providing the copy.

IV. ARE THERE EXCEPTIONS TO THE RULE THAT ALL MEETINGS OF A SCHOOL BOARD BE HELD IN OPEN SESSION?

YES. The statute provides that a school board may meet privately in certain **limited** circumstances. As referenced previously, meetings with legal counsel, chance/social gatherings, and meetings regarding strategies or negotiations with respect to collective bargaining are not covered by the statute.

In addition, the statute currently recognizes two forms of executive sessions, i.e. sessions where the public may be legally excluded. The two types of executive sessions are: (1) Executive sessions for deliberation only (**NOTE THAT A RECENT AMENDMENT TO RSA 91-A, WHICH BECOMES EFFECTIVE 1/1/92, WILL ELIMINATE THIS TYPE OF EXECUTIVE SESSION**), and (2) Executive sessions that fall within one of the six statutorily specified exceptions to open meetings (See RSA 91-A:3 II. (a) - (f).

Due to the elimination of the deliberation only executive session, effective 1/1/92, only the second type of executive session will be discussed.

EXECUTIVE SESSIONS (to be changed to NONPUBLIC SESSIONS) THAT FALL WITHIN ONE OF THE EXCEPTIONS TO OPEN MEETINGS SET FORTH IN THE STATUTE

Note that under the new amendment to the Right To Know Law, the term executive session will be changed to nonpublic session.

If a school board wishes to receive information and/or make decisions outside of a public meeting, it must do so in a nonpublic session. Specific procedures must be followed by a school board relative to a nonpublic session.

How does a school board properly enter a nonpublic session?

(1) *A motion must be made on the record in open session, which must state on its face the specific statutory exemption which is relied upon as foundation for the nonpublic session. Note that a motion which specifies only the general subject matter for the nonpublic session is not sufficient.*

(2) The vote on any such motion shall be *by roll call*.

(3) The vote on any such motion shall *require the affirmative vote of the majority of school board members present*.

What are the allowable reasons for a nonpublic session?

Only the following matters shall be considered or acted upon in nonpublic session:

(1) The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected requests an open meeting.

(2) The hiring of any person as a public employee.

(3) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting.

(4) Consideration of the acquisition, sale or lease of property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.

(5) Consideration or negotiations of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.

(6) Consideration of applications by the adult parole board under RSA 651-A.

What may a school board do in nonpublic session?

A school board may accept information, evidence, testimony and take final official action, but all discussions held and decisions made during nonpublic session shall be confined to the matters set out in the motion.

Is a school board required to keep minutes of a nonpublic session?

YES. Minutes of proceedings in nonpublic session shall be kept. Under the amendment to RSA 91-A which will be effective 1/1/92, the minutes must not only include any decision that is reached in said session, but also must include recording of the "proceedings." While it is unclear at this point as to how extensive these minutes must be, it appears that a safe course of action would be to include in the minutes the same type of detail (e.g. an **outline** of the discussion) that is required of minutes of a public session. See III C. above.

Minutes of nonpublic sessions must be available for inspection within seventy-two (72) hours of the nonpublic session, unless, by recorded vote, 2/3

of the board members present believe that divulgence of the information likely would affect adversely the reputation of any person other than a member of the body or agency itself, or would (2) render the proposed action ineffective. In the event of such circumstances, information may be withheld until, in the opinion of a majority of the members, the aforesaid circumstances no longer apply.

V. **WHAT SANCTIONS DOES A SCHOOL BOARD/SCHOOL BOARD MEMBER FACE FOR A VIOLATION OF THE STATUTE?**

A. **Injunctive Relief**

If a school board violates the statute, a citizen(s) may proceed directly to superior court for injunctive relief, e.g. get an order to hold the meeting in public, to release certain records.

B. **Attorneys' Fees and Costs**

The statute provides that reasonable attorneys' fees and costs incurred in a lawsuit brought by a person to enforce the statute may be awarded, provided that the court finds that such a lawsuit was necessary to make information available or to make a proceeding open to the public.

The school board is liable for attorneys' fees only when the court finds that the board, or a member of the board, knew or should have known that the conduct engaged in was a violation of the statute.

May Attorneys' Fees Be Awarded Against An Individual School Board Member?

YES. While this is a rare remedy, in any case where attorneys' fees are awarded under the statute upon a finding that a school board member, employee or other official of the school district has acted in bad faith, the court may award such fees personally against such school board member, employee, or other official.

May a court invalidate a school board action, when said action was taken in violation of the statute?

YES. While the statute does not specifically provide such a remedy, the New Hampshire Supreme Court has ruled that the courts do have this power. This power has been exercised in some cases, but not others. The Supreme Court has shown an inclination to invalidate improper official action when that action adversely affects the rights of an individual citizen. In other cases, where the public was not adversely affected, the Court has not generally invalidated the improper board action.

October 3, 1991

To: School Board
Monadnock Regional School District
Swanzey, N.H.

From: Diana S. Elkavitch
School Counselor
Mt. Caesar School

Re: Request to use accumulated sick leave for family illness

On September 14, 1991 I traveled out-of-state to be available to my mother during her surgery for cancer. Her condition after the procedure and the lack of other relatives required that I be present longer than I anticipated. I hereby request to use 4 days of my accumulated sick leave to cover my absence from Mt. Caesar. Thank you for your consideration.

Sincerely,

Diana Stanton Elkavitch

Diana Stanton Elkavitch

**MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
October 15, 1991**

MEETING AT

Gilsum Elementary School

CALL TO ORDER AT 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
 - 1) Presentation of "Wellness" program.
Leigh Hanson, BC/BS rep.
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Action requested on a teacher's Special Leave Request.
(see attached)
- b. Report on the District's Food Service Program. Don Swenson,
Director
- c. Discussion of the use of modular classrooms.
- d. Alternative Schooling preliminary report. Dennis Keating &
committee members.
- e. Discussion of the MRSD Policy Manual, Chapter B.
- f. Action on the manifests.

4. SUPERINTENDENT'S REPORT

- a. Sharing of the report on the "National Educational Goals
Report."

5. EXECUTIVE SESSION

- a. Staff resignations
- b. Staff nominations
- c. Pending Litigation
- d. Teacher Contract Negotiations

6. ADJOURNMENT

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Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: October 9, 1991
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

- 1c. 1) This really is going to happen this time. Last time was just practice to see if I could convey any information concerning this topic. No, really it is evidence of the need for a mental wellness program for the superintendent. At any rate, what I said in last meetings notes, ditto.
- 3a. The letter which is attached is self-explanatory. I am not sure whether or not the teacher will be in attendance.
- 3b. Don will have handouts for you at the meeting. He will be prepared to address your questions or address concerns which you have concerning the food service program.
- 3c. This item is placed in "Board Business" by a Board member.
- 3d. The alternative schooling committee is prepared to provide you with a preliminary verbal report on how things are progressing, what has been discovered, discussed, and evaluated. Dennis presented the committee with a problem solving model which was used to value each of the plans. The committee has the responsibility of providing the Board with a written report by December 1, 1991.
- 3e. It was suggested that the Board attempt to conclude their normal business by 9:00 PM and devote one hour towards a given chapter(s) each of the subsequent meetings until the total policy manual review is completed. Upon the completion of the review all policies which were "pulled" would be reviewed for modification, inclusion, or exclusion from the MRSD Policy Manual. At this meeting I will be recommending that you take action on policies BF, BFA, BFC, BFCA (Also CHB), BFD, BFE (Also CHD), BFF, & BFG/BFGA.
- 4a. In the conservation of time a copy of recent news reports concerning the first report on the National Goals is attached for your review. If time or concerns permit I would be happy to discuss the topic during the meeting. If you feel as though I am attempting to keep this topic on the District's front burner, your right. I feel it needs to remain an educational issue, not a political issue.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, Gilsum Elementary School, October 15, 1991

PRESENT: J.Carnie, L.Barrett, G.White, J.Fallon, W.Wright, B.Ballou, J.Young, T.Britton,

Absent: B.Hamill, J.Young. Also present: Dr.Wheeler, K.Hewitt, J.Menton,
A. Putz, L.DeCoste, D.Bell, D.Mousette.

Consent Agenda

G.White MOVED: that the minutes of October 1 be approved as presented; second by L.Barrett.
VOTED: 7-0-1-2 with D.Keating abstaining.

G.White MOVED: that reimbursement requests for Paul Teitelman-\$55.00 and \$55.00,
Maureen Osborn-\$35.00 be approved; second by B.Ballou. VOTED: 8-0-0-2.

A change in the weighted vote law was distributed.

Dr.Wheeler and D.Keating discussed a letter from the Sullivan selectmen requesting that town assessments for schools be based on one-half A.D.M. and one-half equalized valuation. The present formula was adopted in 1975 which base the operating costs solely on A.D.M. The options were explained to the Board. The selectmen want action taken at the annual meeting. This item will be discussed at a future meeting.

D.Mousette introduced Leigh Hansen and Hank McGee, B.C.-B.S. representatives who outlined the benefits of the district's program. They also outlined Health Risk Management, Consumer Education, Health Risk Appraisal, books available to staff members on self-health care, and projected costs to the year 2000. A brief discussion followed.

Dr.Wheeler recapped the shooting incident that occurred at the high school and explained what the school is doing. Especially noted was the fact that D.Stockwell offered himself to the gun-bearing student so the students could be released. Parents were highly complimentary of what the school did. A.Putz explained the actions of the staff. Cheshire Trans. Co was also complimented for their cooperation. It was noted that 15-20 counselors will be available for students, staff and community on Wednesday. Discussion followed on how to show appreciation to the staff and administration. L.DeCoste also commented on the exceptional behavior of the Grades 7-12 students at Mt.Caesar and the support of the Mt.Caesar staff.

L.Barrett indicated that the negotiations committee has met.

B.Ballou reported on the NHSBA meeting. He noted that all but one resolution had passed.

Citizen Concerns

None at this time.

Other School Board Business

G.White MOVED: that the special leave request for Diana Elkavitch be approved; second by B.Ballou. VOTED: 8-0-0-2.

Don Swenson reported on the school lunch program. He distributed and explained the use of I.D.cards, reimbursement claims and a sales breakdown by schools. Discussion followed. Labor reductions were also explained which amounted to a savings of \$11,711.04. Dr.Wheeler discussed the need for more space and equipment in several schools. Don also reported on the cost of milk and procedures that have to be followed.

Dr.Wheeler led a discussion on modular classrooms. The difference between the wooden and tin structures was noted as well as the cost of heating. New Alphabet modules may be reimbursed by 55% over a five year lease-purchase agreement. T.Britton was concerned about the effect of new modules on a building program. J.Carnie expressed concern about the new modules. He claims that the Board never approved a lease-purchase agreement and shared T.Britton's concern about public opinion. Discussion followed. Dr.Wheeler did not think it required a Board vote. He agreed that some serious consideration had to be given to all the issues of the building program.. L.Barrett reviewed the history of the modules as well as the cost of purchasing them. J.Carnie would like to see a full discussion by the Board on the future of the modules.

3D and 3E were postponed until a future meeting.

W.Wright MOVED: approval of Lunch Program Voucher #1922-1930 dated 10/15/91 for \$19,842.67, Payroll #8 dated 10/18/91 for \$316,452.60 and Payorder Checks #1860-#1937 dated 10/14/91 for \$228,512.38; second by B.Ballou. VOTED: 8-0-0-2.

Superintendent's Report

Dr.Wheeler briefly mentioned the report on "National Educational Goals".

The Board adjourned at 10:30 p.m.

Respectfully submitted,



MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
November 5, 1991

MEETING AT

Monadnock Regional High School Library (Please note change)

7:00 PM Facilities Committee Meeting

CALL TO ORDER AT 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
 - 1) Communications this office received concerning Mr. Stockwell
 - 2) Rinehart Incorporated's response to Mt. Caesar
 - 3) NHSBA 1992 Legislative Handbook and Directory
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Alternative Schooling preliminary report. Dennis Keating, et.al.
- b. Action on the manifests.
- c. Discussion of the MRSD Policy Manual, Chapter B.

4. SUPERINTENDENT'S REPORT

- a. To be used on Policy Manual review.

5. NON PUBLIC SESSION

- a. Staff resignations (early retirement notification)
- b. Pending Litigation (Gilsum/DCYS Lawsuit)
- c. Teacher Contract Negotiations (Discussion of proposal and progress)

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, MRHS Library, November 5, 1991

PRESENT: J.Carnie, L.Barrett, W.Wright, B.Ballou, J.Young, T.Britton, B.Hamill, J.Young.

Absent: G.White, J.Fallon, Also present: Dr.Wheeler, K.Hewitt, J.Menton,
L.DeCoste, D.Bell, D.Mousette, N.Evans, D.Stockwell, D.Gagne.

Consent Agenda

L.Barrett MOVED: that the minutes of October 15 be approved; second by D.Keating.

B.Hamill MOVED: approval of reimbursement request for Audrey Carparelli-\$20.00; second by W.Wright. VOTED: 8-0-0-2.

Dr.Wheeler indicated that he received letters from the Swanzey selectmen and the NHSBA complimenting D.Stockwell on the way the gun incident was handled at the high school. A letter was received from Lynn Rumba complimenting the high school on its well-planned Open House. A letter was also received from Rinehart Incorporated complimenting the principal and staff at Mt.Caesar for its programs for at-risk children and developmental education.

A copy of the Legislative Handbook was given to the Board.

A letter was received from town selectmen regarding their thoughts on the upcoming budget. The Board indicated that they are welcome to attend any Board meeting.

L.Barrett indicated that the Facilities Committee will discuss three options at their next meeting. D.Keating reported that at a recent meeting of the CVC, discussion was held on how to increase enrollment in vocational education. Options are being considered. T.Britton indicated that the SAU meeting will be November 6, and that he will be unable to attend. A report will be given at a later meeting.

The budget workshop is set for November 23.

Citizen Concerns

Larry Sicotte expressed a concern about the cost of the portables at Cutler School. He asked if the Board has looked at the possibility of a permanent building. A brief discussion followed. L.Barrett, T.Britton and W.Wright all indicated that the public has been made aware of cost comparisons on several occasions.

Dennis Poirier, a selectman in Troy, indicated that Troy has \$419,000.00 in unpaid taxes, and money is not available for school payments. Taxes will increase by 7.2% this year. He asked the Board to keep costs down since the towns need relief now. T.Britton asked if the selectmen are working through the Municipal Assoc. to receive help? L.Barrett suggested that the selectmen come to Board meetings before the budget hearings. Troy is ranked 4th in taxes in Cheshire County. J.Carnie said it is important that Dennis be recognized for coming to the meeting.

J.Carnie asked that the discussion return to the modulars. He asked that the minutes of September 17 indicate "... that the modules may be reduced by 55% state aid." rather than would be reduced. Confirmation of that has not been received as of this time.

Other School Board Business

D.Keating gave a report on alternative schooling. The committee looked at five different plans which included year-round schools, split sessions, tuition students out-of-district, extending the school day and reducing the educational program. He explained the matrix with assigned values to the characteristics of schools in each plan. Plans two and three received the highest values. They did not look at reducing the educational program since it would have a negative effect on the students, or the building program. Discussion followed. A future report will be presented sometime after December 1. Dr.Wheeler said that there are no year-round schools in New England. The committee has looked at research on schools nation-wide.

B.Hamill MOVED: approval of Lunch Program Voucher #2159-2172 dated 11/5/91 for \$17,250.05, Payroll #9 dated 11/1/91 for \$358,110.18, Payorder Checks #1985-#2157 dated 11/4/91 for \$281,547.24 and Payorder Checks #1958-#1959 dated 10/23/91 for \$550.00; second by J.Carnie. VOTED: 8-0-0-2.

B.Hamill MOVED: that the Board go into executive session for the purpose of resignations, pending litigation and contract negotiations; second by J.Carnie. VOTED: 8-0-0-2

Executive Session

A notification of retirement was submitted by Edward Main.

An oral report on the pending litigation for Gilsum/DCYS was submitted.

A discussion was held on current teacher contract negotiations.

B.Ballou MOVED: that the Board adjourn the Executive Session. Second by J.Young.
VOTED: 8-0-0-2.

The Board adjourned at 10:00 p.m.

Respectfully submitted,

Ken Hewitt

**Report to the Monadnock Regional School Board
of the Options Committee, Troy & Fitzwilliam
November 1991**

The Problem

The committee was formed to examine options that would address the overcrowding problem at the Emerson School in Fitzwilliam, and to make a recommendation to the school board of a viable solution which would meet the needs of the district's education mission, and which would be supported by the local communities.

An Emerson P.T.O. meeting on January 18, followed by two public meetings on February 11 and 25 had failed to bring to resolution what was to be done to accommodate a stable Fitzwilliam K-6 enrollment of close to 250 students in seven grades within a building which consists of nine permanent classrooms. While there was a desire to explore long-term solutions, the idea of restructuring had met with widespread and increasing criticism at the February public meetings.

The Process

The committee (total involvement, 39 people; average attendance, 19) has comprised of one school board member, principal, teachers and interested citizens, and has met seven times from May into November. In the early meetings, the committee identified and explored options to solving the problem and also generated a list of questions designed to elicit needed data for consideration. Mr. Hewitt supplied the required information at the meeting in September, and the committee agreed upon the options that continued to be viable. Two surveys were then formulated to obtain public and staff opinion in the towns of Troy and Fitzwilliam. After tallying the surveys and discussing the results (see graphs appended), the committee first decided that restructuring was not supported and should not be pursued, and then decided upon the following recommendation:

The Recommendation

There should be two courses of action to address an immediate need requiring a long-term solution:

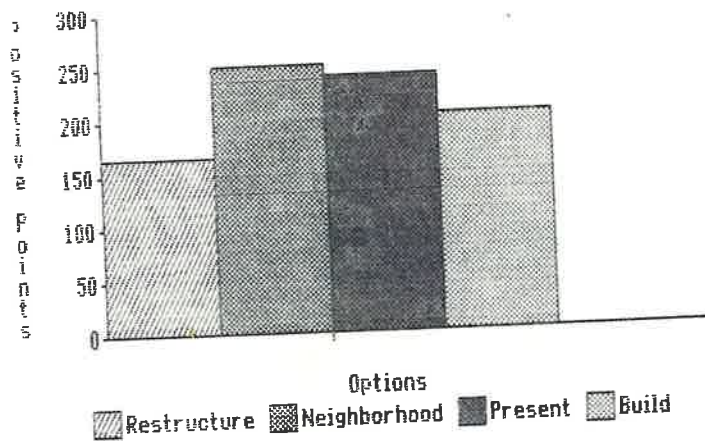
Long-term: details of a building program need to be researched* and a proposal presented to voters for approval at the March 1992 district meeting. The committee favors the creation of a 5-8 middle school to be located somewhere in Troy or Fitzwilliam. The benefits of this plan are:

- i. elimination of portable classrooms + savings on rentals and utilities
- ii. keeping grade 7 & 8 students close to home - consistent with strong support for neighborhood schools in public survey
- iii. reduction of bussing costs and time spent on the busses by students
- iv. avoiding costs of upgrading of core facilities at elementary schools if additions were to be built.
- v. alleviates crowding problem at the high school

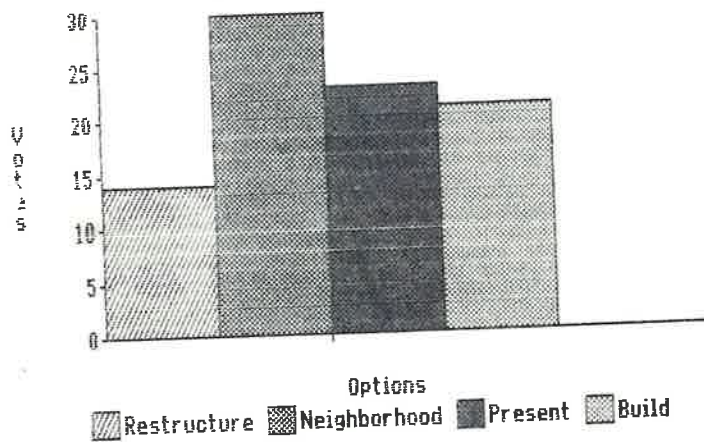
* Members of the options committee are willing to continue working with the board on such a proposal ready for district meeting.

Short-term: budget (in the operating budget) for an additional portable classroom and two additional teachers as an interim short term remedy until a long-term solution can be implemented. This is supported by survey data and is consistent with leaving core facilities marginal at best.

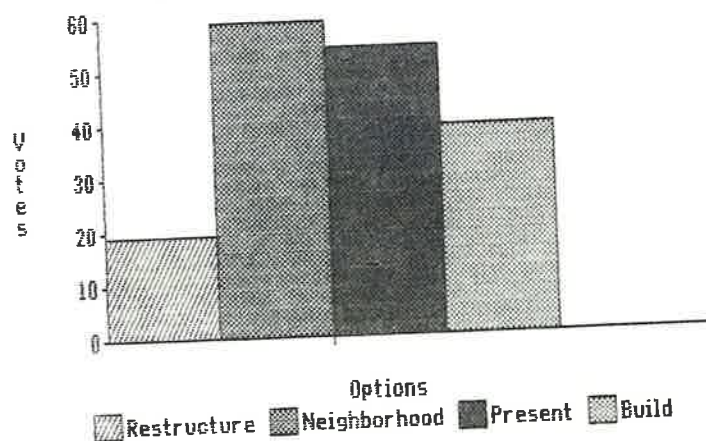
Graph #1 - Tally of Positive Voting Points
(4 pts. = 1st Choice; 3 pts. = 2nd Choice, etc.)



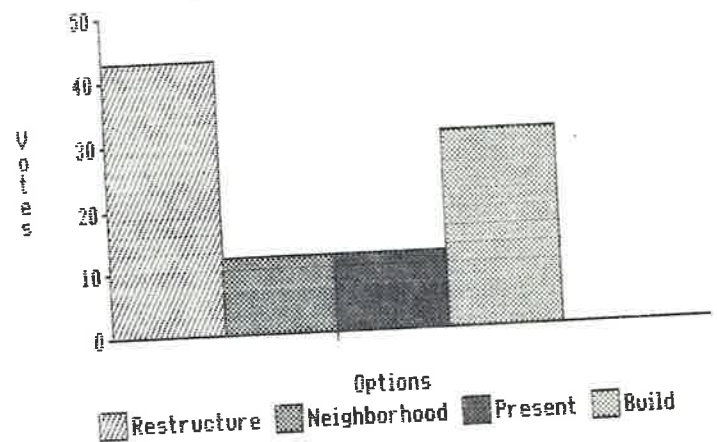
Graph #2 - 1st Place Voting
(Number of People Favoring Each Option)



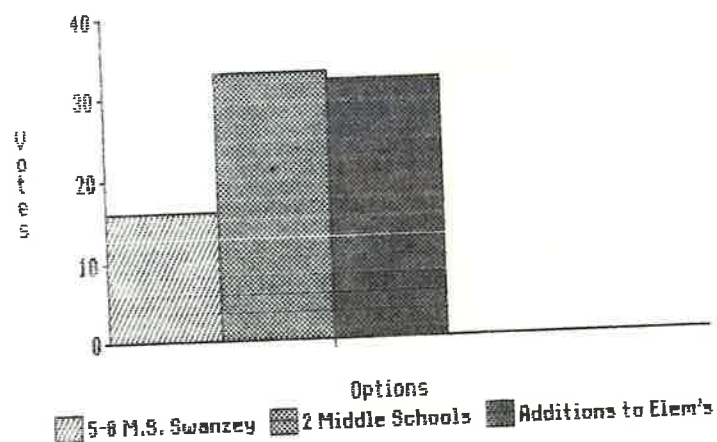
Graph #3 - 1st & 2nd Place Voting Combined
(Number Voting 1st or 2nd for Each Option)



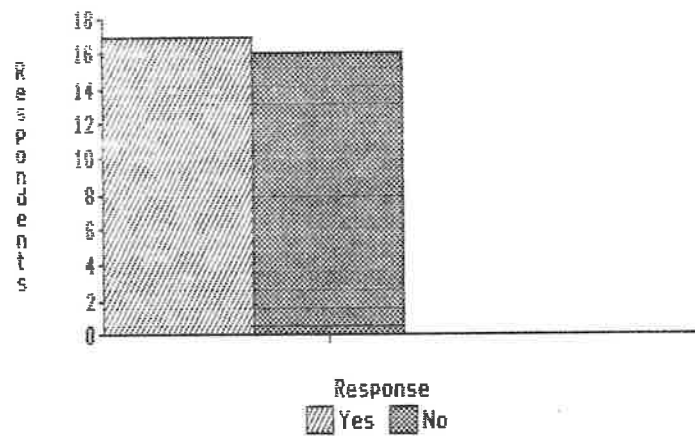
Graph #4 - 4th Place Voting
(Options Favored Least by Respondents)



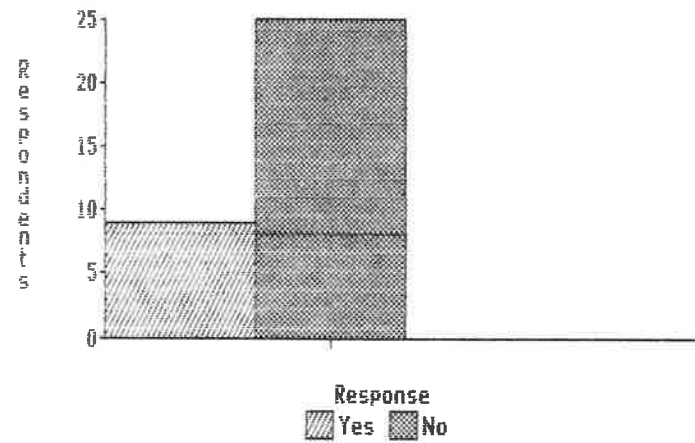
Graph #5 - Building Options



Staff Survey: Do you think the present K-6 structure can work for the next 5 years?



Staff Survey: Do you like the idea of the K-2, 3-6 division proposed?



Monadnock Regional School District **Troy-Fitzwilliam Options Committee**

Since April, a committee of parents, teachers, and interested citizens have been meeting on a regular basis to consider the feasibility of restructuring the Troy and Emerson elementary schools. This committee was formed to address the overcrowding problem at Fitzwilliam. At this point in time, the committee feels the need to survey the communities of Troy and Fitzwilliam on four possible plans for the future. We will be making a recommendation to the school board in early November, and we feel it is important to include public opinion.

Please take a few minutes to complete the survey below. Consider how the impacts of each option affect the quality of education and the costs incurred. Return boxes for the surveys are located at each school and also at Daniels Village Barn, the Troy Market, the Monadnock Bank in Troy, and the Fitzwilliam Market. Boxes will be gathered on Friday afternoon, October 11.

Survey

The Options Committee thanks you for your input.

Option	Impacts						Number 1-4 in order of preference
	Portable Units*	Teaching Ratios	Bussing*	State Reimbursement*	Staffing*	Duration	
Restructuring: Grades K-2 at Emerson Grades 3-6 at Troy	-1 at Fitz.	K: 13/1 1-6: 21/1	+\$11-13,500	N/A	-4 teachers	3yrs. min.	_____
Neighborhood Schools: Troy & Emerson would each house grades K-6	+1 at Fitz.	K: 13/1 1-6: 16/1	No change	55% of principal (\$42,576 / 5yrs.)	+2 teachers	3yrs. min.	_____
Present Situation: K-6 at Troy K-5 at Emerson Emerson Gr. 6 at Troy	No change	K: 13/1 1-6: 17/1 (31 in Gr. 5 in Troy)	No change	N/A	No change	3 yrs. min.	_____
Building Program: (Please rank 1-3 in order of preference)	Option #1 - One grade 5-8 Middle School located in Swanzy Option #2 - Two Middle Schools: grades 5-8 in Swanzy; grades 6-8 in Troy/Fitzwilliam Option #3 - Additions to district elementary schools						_____

This survey represents the preferences of ☐ a parent of a grade school age child(ren). Grade(s): _____

☐ an interested citizen

* Please note that all savings and costs stated or implied above would be spread throughout the district. We welcome your additional comments. Please use the other side if necessary.

5. What is your greatest educational reservation about the proposed change?

- a. Increased class size
- b. Availability of support staff (i.e. Readiness, Resource Room etc.)
- c. Transition between grades 2 & 3
- d. Need for full-time Principal in each school to aid in transition and plan for future.
- e. Other (please specify) _____

6. What do you see as the greatest weakness of the proposal?

- a. The multiple hassles involved in the change
- ☒ b. Diminishing of the "local school" concept in each town
- c. Proposal doesn't get rid of all the portable classrooms
- d. Success in K-3 is dependent on midday busing being reinstated for kindergartners
- e. Other (Please specify) _____

7. What do you see as the greatest strength of the proposal?

- a. It is a multi-year solution that is not dependent on a district wide vote as a building program would be.
- b. It will provide a chance for increased cooperation between the two communities. (i.e. sports teams, PTO, student friendships.etc.)
- c. It will provide a greater opportunity for sharing of teacher strengths, resources etc.
- d. Financial savings to the District might be used to reinstate services eliminated in 1991/1992 school year.
- e. Other (please specify) _____

AT WHICH SCHOOL ARE YOU EMPLOYED?

TROY

EMERSON

PLEASE RETURN COMPLETED QUESTIONNAIRE TO "OPTION'S BOX" IN THE SCHOOL SECRETARY'S OFFICE BY THURSDAY, OCTOBER 10, 1991. THANK YOU.

Emerson/Troy Staff Survey
October 1991

The Options Committee has met several times since its formation last spring. It has looked at many options for a multi-year solution to the crowding problems at Emerson. Currently we are looking at a plan which would place K-2 at Emerson, removing the portable classrooms and placing 3-6 at Troy School leaving the two portable classrooms in place. Readiness would be in Emerson. This plan would reduce teaching positions and eliminate the need for adding additional classrooms.

Any change affects all of us. Please take a few moments to fill out the following questionnaire so that we may have a more accurate feeling of the staff as to the effects of the possible restructuring.

Thank you.

1. Do you think the present K-6 structure can still work for the next five years?

☒ yes

☐ no

2. Do you feel the Options Committee has looked at all possible solutions for solving the space problems? (SEE ATTACHED SHEET FOR THOSE OPTIONS THE COMMITTEE HAS ADDRESSED)

☐ yes

☐ no

If not, which ones do you feel have not been examined?

3. Do you like the idea of the k-2, 3-6 division proposed?

☐ yes

☒ no

Why or why not?

FOR THE FOLLOWING QUESTIONS PLEASE RANK YOUR RESPONSES FROM 1 TO 5 (OR HIGHER IF YOU ADD ITEMS) WITH #1 BEING YOUR HIGHEST CONCERN, #5 BEING YOUR LESSER CONCERN. IF YOU FEEL STRONGLY ABOUT ITEMS YOU MAY GIVE MORE THAN ONE THE SAME RANKING.

4. What is your greatest personal reservation about the proposed change?

- a. Job security
- b. Change in family/childcare schedules
- c. Possibility of teaching a different grade
- d. Possibility of teaching in a different school
- e. Increased class size
- f. Other (Please specify) _____

WEIGHTED VOTE

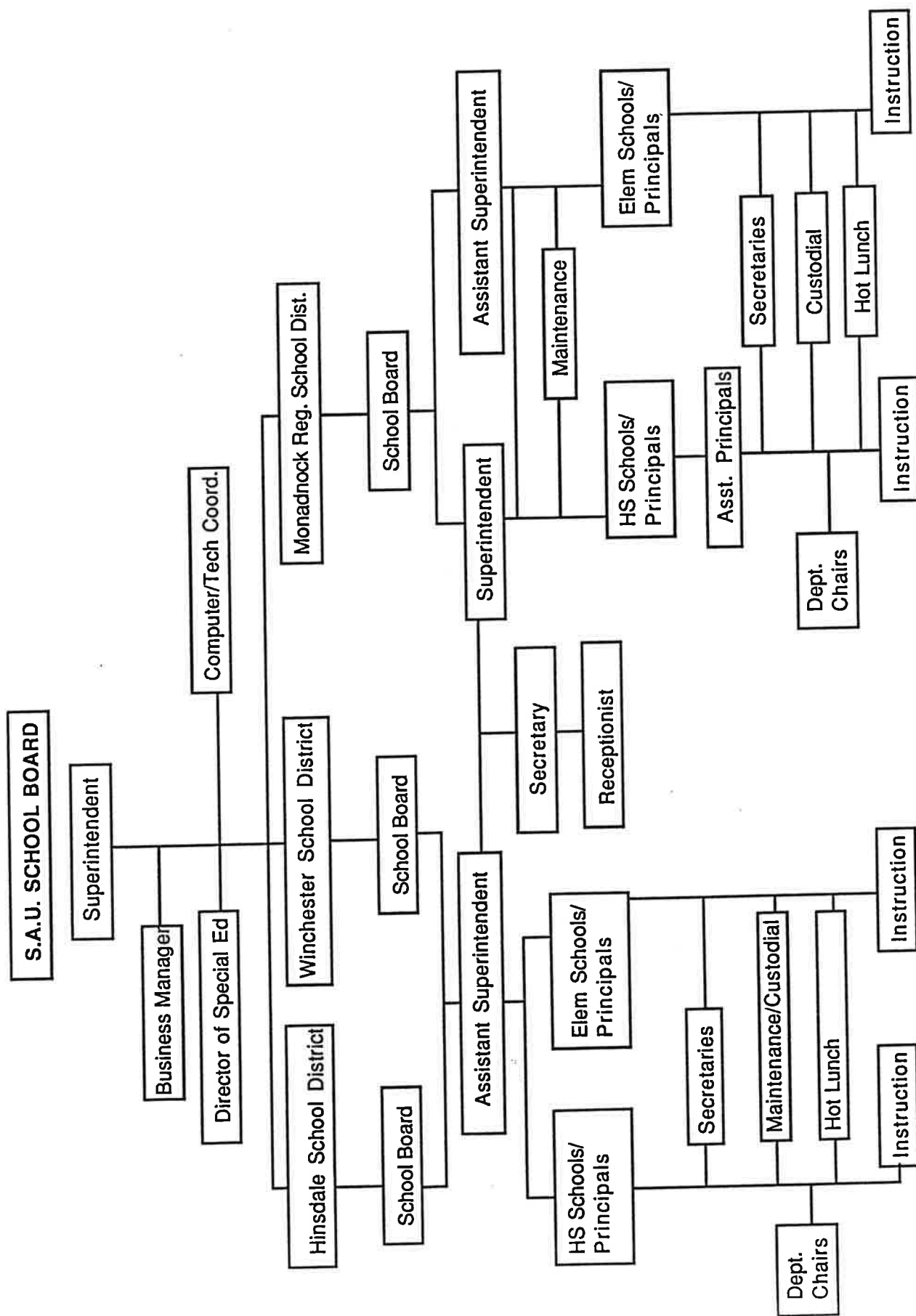
SAU #38

1991-1992

RSA 189:46 Weighted Vote. In all votes regarding school administrative unit affairs, including organizing of such unit school board and selection of officers, each district shall be entitled to one vote for each 16 pupils residing in that district and enrolled in schools under the administrative unit. A balance of 8 or more students shall entitle that district to an additional vote. Less than 8 students would have no net effect on a district's vote. Enrollments shall be based on the average daily membership, as determined by the department of education's General Fall Report for the current school year. Weighted votes shall only be used upon the demand of a majority of the members of any board present and voting in the school administrative unit. The school board members present at a school administrative unit school board meeting shall be entitled to cast the entire number of votes assigned to their school districts, provided that each representative present shall be entitled to a proportionate share of the total to be cast as provided in RSA 189:45.

<u>District</u>	<u>*ADM 1989-1990</u>	<u>District votes</u>	<u>Formula</u> each 16 students = 1 vote Each 8 or more = 1 vote
Hinsdale	636.1	40	$636.1/16 = 39.75$
Monadnock	2337.8	146	$2337.8/16 = 146.11$
Winchester	780.8	49	$780.8/16 = 48.8$

*SDE report May. 31. 1991



MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
November 19, 1991

MEETING AT

Wyman House, Swanzey Center, Second Floor (Please note change)

7:00 PM Facilities Committee Meeting

CALL TO ORDER AT 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Report from the Troy/Fitzwilliam Restructuring Committee - Jim Fallon (see attachment)
- b. Report on SAU #38 meeting. (Winston Wright, Bill Hamill, and Bill Wheeler) (see attachments)
- c. 1992-1993 MRSD Budget proposal from administration.
- d. Action on the manifests.
- e. Discussion of the MRSD Policy Manual, Chapter B.

4. SUPERINTENDENT'S REPORT

- a. To be used on Policy Manual review.

5. NON PUBLIC SESSION

- a. Staff resignations (early retirement notification)
- b. Personnel Matter (related to job performance)
- c. Teacher Contract Negotiations (Discussion of proposal and progress)

6. ADJOURNMENT

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: November 13, 1991
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

3a. Jim Fallon has worked with a group of patrons and staff members from Troy and Fitzwilliam over the past several months. The committee was created by Board Action to study the placement of elementary school students in Troy and Fitzwilliam. The attachment is a preliminary report which Jim had presented a couple of weeks ago. Jim will present a more complete report to the Board during the meeting.

3b. The SAU #38 School Board met on November 6, 1991. Items for discussion was the presentation of the 1992-1993 budget (see attached summary report), adding a special education coordinator for out-of-district placements (see attached job description), proposal to change a job description within the SAU structure (see "Director of Instruction" job description), and a Special Education report for the SAU from Ken Dassau (an oral presentation will be made on this topic). SAU #38 budget hearing and vote is set for December 2, 1991 in the Wyman House Board Room. The Spring meeting was set for May 6, 1992 in the Fitzwilliam Inn.

3c. The administration budget will be presented to Board Members with a my note addressing major changes and concerns. The Board/administrators workshop has been scheduled for 8:00 A.M., Saturday, November 23, 1991 in the Wyman House Board Room.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, Wyman House, November 19, 1991

PRESENT: J.Carnie, L.Barrett, W.Wright, B.Ballou, J.Young, T.Britton, B.Hamill, J.Young.
G.White, J.Fallon, Also present: Dr.Wheeler, K.Hewitt, J.Menton,
D.Mousette, N.Evans, D.Gagne.

Consent Agenda

J.Carnie MOVED: that the minutes of November 5 be approved; second by J.Young. VOTED: 6-0-2-2 with J.Fallon and G.White abstaining. J.Carnie asked that the minutes of November 5 include a reference to the minutes of April 2 and May 7 regarding modular classrooms.

G.White MOVED: approval of reimbursement for Cheryl Burroughs-\$55.00; second by B.Hamill. VOTED: 8-0-0-2.

It was noted that the ASBA Convention will be in Orlando, Florida this year.

Dr.Wheeler explained the B.C-B.S proposal for Health Risk Management Program and the Enhanced Managed Care Program. D.Keating arrived at this time. B.C.-B.S. will do workshops at their expense. T.Britton suggested that this item be on the agenda at the next meeting.

A letter was read from the Cutler staff thanking Charlie Roosa and his staff for the recent renovations completed there.

L.Barrett reported that the Facilities Committee discussed possible proposals to voters this year. They decided not to present a proposal this year due to the poor economy. D.Keating indicated that the Alternative School Committee will have time to finish their report.

Citizen Concerns

None at this time.

Other School Board Business

J.Fallon reported on the restructuring committee. He reviewed the process used and explained the options considered. Surveys were sent to staff and communities, and it was decided that restructuring was not an option.. The long term solution is to build a middle school for that area. A two room portable would have to be added to Fitzwilliam. K.Hewitt indicated why he was in favor of restructuring. L.Barrett asked about the use of multiple grades. N.Evans passed out a report outlining alternative plans. Other members of the committee commented. It was felt that the voters should decide at the annual meeting. B.Ballou arrived at this time. The neighborhood schools should remain intact. W.Wright indicated that level funding was requested by a Troy selectman. D.Keating thanked the committee for its work and suggested that the Board concentrate on the entire district's needs next year.. T.Britton felt the Board should look at restructuring. J.Carnie was opposed to a building program which does not include the entire district. The issue should be kept alive as an agenda item. T.Britton thanked the committee.

Dr.Wheeler reported on the recent SAU meeting. He indicated that the budget is down 1.3%. Some items were delayed for purchasing. A special ed. coordinator was included in the budget. A change in the role description of an asst. supt. was put on hold. He explained the special ed. budget. Mileage has been increased from .20 to .25. A public hearing will be held on December 2. W.Wright indicated the SAU is probably one of the most efficient in the state.

Dr.Wheeler passed out the projected deficit expenditures. He explained the process used and the unexpected expenses like long term leave, etc. The projected deficit is now \$24,769.00; however, shifts in special education occur frequently and could change that. The schedule for the budget workshop on Saturday was distributed as well as the budget committee schedule to visit towns to hear concerns. The proposed budget for 1992-1993 was distributed. Dr.Wheeler explained the budget, all notes included and staff increases. L.Barrett asked if the budget committee had the most recent information regarding the Municipal Budget Act. They have not met since last year. T.Britton asked about revenues and retirement. J.Menton explained the budget summary and budget analysis and how it was put together. Discussion followed.

B.Hamill MOVED: approval of Lunch Program Vouchure #2281-%2286 dated 11/8/91 for \$9707.54, Payroll #10-2173-2192 dated 11/15/91 for \$326,114.19 and Payorder Checks #2194-#2280 dated 11/19/91 for \$126,487.88; second by B.Ballou. VOTED: 10-0-0-0.

Discussion of the policy manual was postponed at this time.

L.Barrett requested that a committee be formed to examine a proposal on job-sharing. G.White and B.Hamill volunteered to serve on the committee. A brief discussion followed. W.Wright indicated that all groups should be represented on the committee.

W.Wright asked that the land situation in Fitzwilliam be placed on the next agenda. J.Carnie asked that the Board have a discussion on how the budget committee will act, and that this item be placed on the next agenda.

G.White MOVED: that the Board go into executive session for the purpose of personnel and negotiations; second by J.Carnie. The roll call vote was unanimous.

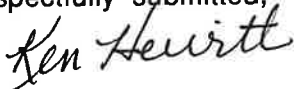
Executive Session

Dr.Wheeler introduced a personnel issue to the Board.

Teacher negotiations were discussed. Proposals are now being considered by the association.

The Board adjourned at 9:55.

Respectfully submitted,



HEALTH RISK MANAGEMENT AND CONSUMER EDUCATION PROGRAMS

MONADNOCK REGIONAL SCHOOL DISTRICT

November 18, 1991

Proposal prepared by: David Mousette and Bill Wheeler

The purpose of this proposal is to address the issue of **Health Managed Care** in Monadnock Regional School District. The following will describe a possible sequence of activities which the district could involve itself in to provide an educational program and possibly an incentive program. The efforts are to develop a more healthy and knowledgeable worker. In the process unnecessary and wasteful medical visits by the members of the Blue Cross/Blue Shield Group would decrease. It is the one phase of medical cost containment which we effect.

Monadnock Regional School District would:

1. Implement a **medical self care program** in 1992 including

Providing one hour presentations to all staff members discussing an explanation of present program coverage and presentation and discussion on Take Care of Yourself and Taking Care of Your Child.

First year costs would be

Two staff presentations at \$125 each	\$ 250
Books 290 X \$10 <u>Take Care of Yourself</u>	\$2,900
140 X \$10 <u>Taking Care of Your Child</u>	<u>\$1,400</u>
Total first year cost	<u>\$4,550</u>

2. Conduct a **health risk profile** baseline by December, 1993 - HealthScore

HealthScore provides both individuals and MRSD with an assessment of health risks for future illness and death. Some of the cost associated with the risk can be calculated predicting "Potential Future Claims" in areas which may be controllable

through life-style changes. HealthScore offers evaluation of key health indicators.

Each BC/BS subscriber would be provided with the opportunity to participate in Basic Screenings (Health Risk Appraisal and six screenings). This is essential if the subscriber wishes to participate in the health incentive program.

Screenings available

Cholesterol	\$6
Blood Pressure	\$2
Blood Glucose	\$5
Carbon Monoxide	\$2
Health Risk Appraisal	\$5
Fitness Evaluations	<u>\$12</u>
Per Participant cost	\$32

Total Estimated Group Cost (depending on number of screenings)

290 X \$32	100%	\$9,280
232 X \$32	80%	\$7,424
203 X \$32	70%	\$6,496
174 X \$32	60%	\$5,568

Budgeted for 1993-1994 school year.

3. Implementation of health risk reduction incentive program in 1994-1995 Health Incentives Program.

A Health Incentives Program provides external, material or financial motivation to employees to achieve and maintain low health risk status in selecting risk factors.

Present options include

A. "Pay-for-risk" incentives: These incentives are usually financial and are awarded for low risk or "reasonable effort" behavior in four or more risk categories such as blood pressure and cholesterol.

B. Benefits "pay for risk" incentives: These provide an increase in employer provided benefits for individuals at low risk or who make a "reasonable effort" for four or more risk categories.

Estimated cost: Time to design a "pay-for-risk" incentive program is 75 hours. 75 hours at \$50/hour = \$3,750 plus travel. This does not include the cost of the incentive program itself.

4. **Health Intervention Programs** are offered by BC/BS and are oriented toward specific health programs on the Health Risk Management "Wellness Wheel".

They are:

- | | |
|--|---------------------------------------|
| * Fitness | * Weight Management |
| * Nutrition | * Stress Management |
| * Cholesterol Education | * Back Education |
| * Workstation Ergonomics | * Repetitive Motion Injury Prevention |
| * Exercise Leadership Training | |
| * Educational Materials | * Fitness Center Design |
| * Managing for Health and Productivity | * Medical Self-care |

Cost: Programs are priced individually.

Educational information is available in the following areas:

- | | | |
|---------------------|-----------------|----------------------|
| * Alcohol | * Cancer | * Family Health |
| * Fitness | * Heart Disease | * Incentive Programs |
| * Medical Self-care | * Nutrition | * Safety |
| * Safety | * Seniors | * Smoking |
| * Stress | * Wellness | |

This information is free or at nominal cost through BC/BS.

MONADNOCK REGIONAL SCHOOL DISTRICT

1991-1992 REVIEW OF "PROJECTED DEFICIT EXPENDITURES"

November 19, 1991

by: Dr. Bill Wheeler

Administrators had an opportunity to review the 1991-1992 expenditure budget in the middle of September. Mr. Menton had prepared a report called "Projected Deficit Expenditures." He presented the report to me and I in turn shared it with district administrators.

The report indicates appropriations, encumbrances and unencumbered balances for Functions 1100 (Regular Education) and 1200 (Special Education) salaries and benefits. The results were that Function 1100 S&B reflected an appropriation of \$5,925,146, an encumbrance of \$6,029,563 and an unencumbered balance of -\$104,417. The results were that Function 1200 S&B reflected an appropriation of \$572,584, an encumbrance of \$609,665 and an unencumbered balance of -\$37,081. Also, Functions 2140 (Psychological Services), 2550 (Transportation) reflected an appropriation of \$890,337, an encumbrance of \$970,751 and an unencumbered balance of -\$80,414. Total projected deficit was \$221,912 for these lines.

This information was presented to and discussed by administrative team members. The discussion centered on two problems. One, was whether or not the data was valid. Two, was to discuss the report with staff members.

Since that time we have monitored and refined the data which makes the budget. We have included other Functions and Objects of the budget. We have reviewed current Special Education spending patterns. Our most recent report indicates, of those parts of the budget which we completely reviewed, that the deficit is \$24,769. This report was shared with the administrative team and discussed during our November meeting.

The cause for concern was placement of certain teachers in the right place, the cost of substitute teachers, and changes in participants in the benefits package. In addition when we discussed the issue with the

administrative team information concerning current costs associated with out of district students was unknown. We encumbered \$234,978, Cheshire Transportation has since reported that it will be \$169,000. A difference of \$75,000. As we have worked all of the way through the budget it seems not to be a problem area at this time. However, with the shifting of costs within Special Education reliable predictions are still premature.

Questions have been raised as to my use of this information in the manner in which I did. I hope to be able to explain it without seeming defensive. People work best when they know the most. That is one basic belief which I have. Always, one fears that someone will misuse the information and physically or emotionally do damage to someone else. Rumors are damaging in only that others allow them to be. This is another belief that I have. Making predictions about the validity of the information received is the responsibility of the receiver. Our, administrative team's collective response was to question the validity of the data/information received and refine or change it when warranted. That has been completed at this time.

I had advised you that the issue would be addressed on what discrepancies were discovered between the drafting of the budget last year and implementation of the budget this year. The following list informs you of major discrepancies. Some of them should have been corrected prior to the submitting of the final budget and some of them were unknown or it was difficult to predict their accurate cost.

1.	Addition of a 1/2 time Kindergarten Teacher	-\$12,367
2.	Teacher replacement at Cutler	+\$7,255
3.	Teacher replacement at Troy	+\$8,636
4.	Teacher replacement at Gilsum	-\$14,780
5.	District level teacher not accounted for (Teacher was on pregnancy leave last year)	-\$29,669
6.	Addition of a .4 Foreign Language teacher	-\$7,989

- | | | |
|-----|--|-----------|
| 7. | School Psychologist at MRHS unaccounted for | -\$15,500 |
| 8. | Underfunding of teacher substitute account
(due to long-term substitutes) | -\$31,400 |
| 9. | Addition of a Special Education Instructional Assistant | -\$8,500 |
| 10. | CVC transportation
(removed one bus from route) | +19,515 |
| 11. | Changes on the salary schedule | -\$11,280 |

Other changes occurred with long term teacher leaves which, due to their use of accumulated sick leave, does not cause as much of a savings as we had budgeted for. I am not sure, at this time, what the projection will be for the year on an individual basis.

The data reflects that we have more negative value than positive value change in the budget. The latest total which reflects a positive bottom line is dependent on Special Education. If no new costs are generated in this area the positive mode will prevail with present spending patterns. As I had cautioned administrators, special education costs are always soft projections. One in which we sometimes, have little control.



TOWN OF FITZWILLIAM, NEW HAMPSHIRE
03447

November 20, 1991

Mr. Norman Evans, Principal
Emerson Elementary School
Fitzwilliam, NH 03447

SUBJECT: Bill Koch League
After School Cross-Country Ski Program

Dear Mr. Evans:

The Fitzwilliam Recreation commission will be offering an after school Cross Country Ski program for Emerson School students, grades one through six. The program will be utilizing the new Clair Drake Nature/Cross Country trail system and will run, on Tuesday, Wednesday and Thursday beginning January 7 and ending February 20, from 3:15- 5PM.

Program supervisor/leadership will be carried out by three volunteer leaders each activity day. Because of the affiliation with the United States Ski Association (USSA) as the Bill Koch League, each leader is covered by a \$1 million liability policy.

A school janitor is normally on the premises at the time of each activity day, although not always. Because of this we are requesting a waiver, exempting the after School Cross-Country Ski Program from the requirement of having a school employee on the premises during all functions. In the event the full compliment of three leaders is not present, the program day will be canceled. We do not foresee this as happening and have made provisions to cover the situation should it arise.

In addition to the above dates and times we will also require access to the cafeteria area as follows:

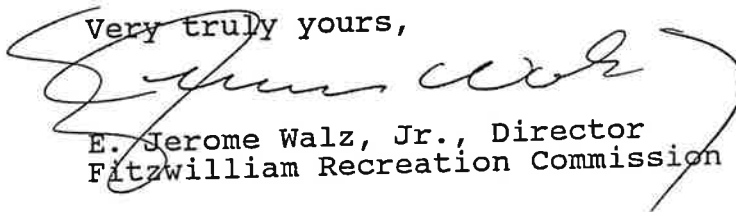
- Program Registration: Sunday, December 8, 1991, 1-3PM
- Volulnteer Orientation Day: Saturday, December 14, 1991, 9:30-11:00AM
- Fitzwilliam Winter Games: Sunday, January 19, 1992, 1-4PM
- Bill Koch Awards: Sunday, February 16, 1992, 2-4PM
- Cookout - Fun Day/Awards: Sunday, March 8, 1991, 1-3PM
- Equipment Return: Sunday, March 15, 1991, 1-3PM

Emerson School
November 19, 1991
Page 2. (cont.)

The Bill Koch After School Cross-Country Ski Program and all listed events are sponsored directly by the Fitzwilliam Recreation Commission. Lola Grab & Bill Pine will be the after school program directors. If you should have any questions concerning the program contact me at any time; (H) 242-3849, (B) 352-3812.

Thank you for your cooperation in assisting the Recreation Commission in setting up this program.

Very truly yours,



E. Jerome Walz, Jr., Director
Fitzwilliam Recreation Commission

cc: Lola Grab
Lou Thomas
Wm. Pine
Selectmen
file

N ↑

210'

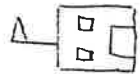
270'

Rhododendren Rd.
350'

5
11A

MRSD

MRSD



6
16A

315'

320'

2.3 acres

Bemis

700'

900'

Depot Rd.

SABBATICAL LEAVE

Nancy Lines - 1990-1991 School Year

Nancy Lines, MRHS Home Economics Teacher, was granted a Sabbatical Leave by the School Board for the second semester of the 1990-1991 school year. The purpose of the sabbatical was to concentrate work towards the achievement of a Master's Degree at Keene State College. This document reflects District costs, Nancy Lines' costs, and a list of former sabbatical participants.

District Costs:

Salary -	\$34,400 / 1/2 =	\$17,200.00
Benefits -	1/2 of yearly total -	\$3,003.00
Reimbursements -		\$406.75
Increase in Salary-		\$1,410.00
Substitute Teacher -		<u>\$12,000.00</u>
Total		\$34,019.75

Nancy Lines, if she would have taught during the semester, would have received \$20,609.75 from the district, unless one assumed that she would not have received a reimbursement. She received a salary increase of \$1,410 by moving from the BA+18 column to the MA column. The substitute teacher was a direct cost to the district because of the sabbatical leave. Obviously, the district did receive the benefit of a teacher for the semester as well as affording an opportunity for a teacher to pursue advanced training.

Prior Sabbatical Leave Participants:

Kenneth Hewitt	1969-1970
Norma Wyman	1977-1978
Bob Forsten	1987-1988
John Goodrich	1989-1990
Nancy Lines	1990-1991

TROY AND EMERSON ELEMENTARY SCHOOLS CONCERNS

Prepared by: Dr. Bill Wheeler

November 21, 1991

Opening Comments:

Options presented by the Troy/Fitzwilliam Restructuring Committee provide food for thought. Different conclusions may be extracted from the data which was collected from the public survey. There seemed not to be a good return of the survey. Of the returns no one single question seemed to be greatly favored over the others. In some instances it seemed as though the distinction was as small as one or two respondents.

It seems incumbent to provide a viable alternative to the proposal of providing another modular unit with the addition of two teachers at Emerson. Adding at Emerson, with no shift of teachers, would provide 15 teacher sections in Troy with a projected enrollment of 242 students or a student/teacher ratio of 16.1:1. Emerson would have 14 teacher sections with 218 students or a student/teacher ratio of 15.6:1. Combined the student teacher ratio would be 15.9:1. Although, it would be educationally desirable to have a ratio of this nature for K-6 classroom teachers it is incompatible to what is expected in other K-6 classrooms in the district.

One of the alternatives reviewed by the restructuring committee was to place K-2 students in Emerson and 3-6 students in Troy. Financially and educationally that plan would be advantageous. It would not be politically acceptable with Troy and Fitzwilliam residents, presumably. I say presumably because of the apparent success of the sixth grade students in the Troy School this year and the lack of a clear public opinion voiced in the survey.

Multi-grade Plan:

A plan which requires serious consideration is to provide a single grade self-contained classroom structure and a multi-grade structure for Troy and Emerson Elementary Schools. Options may be afforded the staff, students and parents. In the past, arguments have been presented for and against multi-graded classrooms. The substance of their success rests more with the instructional practices of the teacher than with any other factor. If the teacher is child centered, well organized, has a clear view of what is expected of students, understands students as learners, and

3) POLITICAL: the people of Troy and Fitzwilliam wish to maintain "neighborhood schools", according to the public survey. Educational research tends to support the concept as enhancing student learning. However, research does not support the efforts at all costs. Six other Towns are included in the Regional School District. Is it important to consider their wishes for Troy and Fitzwilliam? If so how may that political force apply to the situation? It seems not to be so cut and dried as to say that politically the best solution to the problem is to stay with self-contained classrooms, and add a modular at Emerson with two teachers. The plan to employ multi-graded classrooms supports the concept of K-6 "neighborhood schools" and does it more efficiently. The political logic of multi-graded classrooms is sound. Not everyone will agree with this plan.

Conclusion:

Multi-graded classrooms are a viable option to resolve the short term problems faced in the Troy and Fitzwilliam Elementary Schools and will provide long term options beyond single grade self-contained classrooms. Other long term facility problems have been identified by the Master Plan Committee and were addressed in PHASE III of their report which was presented in the Spring of 1991.

Structure:

Troy Elementary School:

grade	1992-1993 # students	Teachers	ratio
K	25	1 (2 sections)	12.5:1
1	35	2	17.5:1
2	40	2	20.0:1
3	42 \	3	24.7:1
	74 (1 or 2 MG)		
4	32 /		22.7:1
5	31 \	3	
	68 (1 or 2 MG)		
6	37 /	11 (12 sections)	20.2:1
Totals	242		

Emerson Elementary School:

grade	1992-1993 # students	Teachers	ratio
K	25	1 (2 sections)	12.5:1
1	32\	3	21.3:1
	64 (1 or 2 MG)		
2	32/		
3	29\	3	21.0:1
	63 (1 or 2 MG)		
4	34/		
5	33\	3	22.0:1
	66 (1 or 2 MG)		
6	33/	10 (11 sections)	19.8:1
Totals	218		

Summary

The School Board and public decide on educational programs. Within the Monadnock Regional School District consensus on issues which more appear to be "Town" matters have been most often the domain of the Town. The district has supported this concept more often than not. The issue of multi-graded classrooms versus single grade self-contained classrooms appears to be a "Town" issue. Certainly there is good reason for concern about honoring this tradition. Administratively, the inequities caused by these physical, emotional, and political decisions, are disturbing. Students should neither gain nor lose educational opportunity because of where they live. Educational opportunity varies within the present elementary structure of the grades and schools. If it is an advantage to have less of a number of students with a teacher in a single graded self-contained classroom in one school then it is also an advantage to have the same in another school. If multi-graded classrooms are a detriment to students' learning in one school then it must be a detriment to students' learning in another school.

There is no easy answer to this dilemma. Decisions should be made with concern for students' educational opportunities and for fiscal efficiency. The board, in finality, makes such decisions. In my working with you, I view my role as one of providing information, advice, and when requested, recommendations. This document provides you with information on the Troy/Emerson school issue. My intent is to share thoughts concerning the issue. It is not a compendium on the subject.

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
December 3, 1991

MEETING AT

Wyman House, Swanzey Center, Second Floor (Please note change)

CALL TO ORDER AT 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
 - a) NHSBA Regional Meeting, December 11, 1991, Keene HS
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. School Board's Budget Committee establishment of protocol and position statement(s).
- b. Report on SAU #38 Budget. (Winston Wright, Bill Hamill, and Bill Wheeler)
- c. 1992-1993 MRSD Budget discussion.
- d. Action on the manifests.
- e. Discussion of the MRSD Policy Manual, Chapter B.

4. SUPERINTENDENT'S REPORT

- a. To be used on Policy Manual review.

5. NON PUBLIC SESSION

- a. Staff resignations
- b. Personnel Matter
- c. Teacher Contract Negotiations (Discussion of proposal and progress)

6. ADJOURNMENT

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: November 25, 1991
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

Two items which you requested for this agenda are a report on "Enhanced Managed Care" with BC/BS and facilities at Fitzwilliam. In care of the length of the budget discussion and policy agenda items on this agenda I would like to delay the discussion of the two items until the December 17, 1991 meeting.

- 3a. The School Board's Budget Committee expanded from one member to three members by your action at the organizational meeting last March. It is therefore, necessary to decide on the protocol of the committee meeting with the District's Budget Committee and what board position statements should be presented to the District's Budget Committee. Just in recall, you have discussed the District Budget Committee's organization, understanding of the RSA's, and communications with the School Board.
- 3b. The SAU Board meets on Monday, December 2, 1991 to approve the 1992-1993 budget. A report will be made concerning the outcome and its effect on the MRSD's Budget.
- 3c. Data and information generated from reports and discussions requires your analysis and eventually synthesis to compile the 1992-1993 district budget. Obviously, there is an abundance of needs and wants to fulfill goals and objectives we share for the students under our care. Also, of concern, is the need to balance those needs and wants with the resources available. Decisions will be hard to make in balancing education with resources. More money does not in and of itself do a better job of educating anyone: it is nice not to have it as a barrier to educating everyone appropriately.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, Wyman House, December 3, 1991

PRESENT: J.Carnie, L.Barrett, W.Wright, B.Ballou, J.Young, T.Britton, B.Hamill, G.White, J.Fallon; absent: D.Keating. Also present: Dr.Wheeler, K.Hewitt, J.Menton, D.Bell, N.Evans.

Consent Agenda

G.White MOVED: approval of the minutes of November 19 as presented; second by L.Barrett.
VOTED: 8-0-0-2..

G.White MOVED: approval of reimbursement request for Anita Monether-\$50.00; second by J.Fallon. VOTED: 8-0-0-2.

Dr.Wheeler noted that there will be no increase in retirement this year.
An article in the School Leader on the Right-to-Know Law was mentioned.
J.Fallon and L.Barrett will attend the NHSBA Regional Meeting in Keene on December 11.

A letter from the state department indicated that MRHS meets all state standards; the elementary schools have been conditionally approved since no school meets six of the standards relating to library services, and four schools do not meet a health standard.

There were no Board committee reports.

Citizen Concerns

Mike Steere inquired if he could ask questions on the SAU budget. He also noted that at the budget hearing in Gilsum, three of the four citizens present raised questions about an increase in the budget.

Other School Board Business

T.Britton discussed the budget committee representation. Three Board members are on the committee; one person could have one vote or a mini-caucus could be held having two or three agree. It was agreed that a mini-caucus would be held with two of three members agreeing.

Dr. Wheeler reported on the SAU budget hearing. The SAU Board approved the budget. The management part of the budget was down 1.4%. Part of the budget involved the Wilcox pre-school program. Discussion followed on the ownership of Wilcox School. It was noted that Monadnock owns the SAU office and no rent is paid from other districts. J.Young commended Dr.Wheeler on keeping the budget down. J.Carnie asked about the out-of-district coordinator and what his role would be. The long-term benefit would be to provide services in the district and also monitor court-placed students to determine whether they can be kept in the district. The paper work would be done more quickly and also to determine whether the district has exhausted its resources before they are sent out-of-district. One of the goals is to be more efficient which hopefully would save money.

T.Britton indicated that the budget discussion could not include conversation on the proposed teacher contract. The current increase is \$797,637.00 or an increase of 6.18%. Discussion followed. J.Carnie asked to have an executive session so the Board would be informed of the total

picture including the teacher proposal. J.Carnie MOVED: that the Board go into executive session for that purpose; second by B.Ballou. T.Britton ruled the motion out-of-order. He then indicated that he would like to see the budget set at 5% or lower. J.Carnie challenged his decision. A roll call vote was 3-6-0-1 with T.Britton, W.Wright, L.Barrett, B.Hamill, J.Young and G.White dissenting. Further budget discussion continued. W.Wright suggested that all capital proposals be funded out of the capital reserve fund. J.Menton proposed retrofitting of electrical services at the high school which would result in a savings of 30%. The cost would be \$90,000.00. B.Hamill suggested the Board meet December 10 at 7 p.m. to review the budget. T.Britton questioned the hiring of a principal for Fitzwilliam next year. W.Wright indicated that restructuring Troy and Fitzwilliam would save money, and that the selectmen in Fitzwilliam have expressed an interest in it. He MOVED: that the budget total appropriation come in at a 4% increase; second by B.Ballou. The motion and second were then withdrawn. T.Britton asked the administration to come back with a budget increase of 4% and one of 5%. L.Barrett questioned the new golf and field hockey teams at a cost of \$4385.00. J.Young proposed deleting mid-day transportation for kindergarten. J.Carnie and G.White opposed the deletion. W.Wright suggested that the computer science increase and other equipment be looked at. L.Barrett also questioned the media generalist at this time. Dr.Wheeler distributed a budget analysis of cost center and object code.

B.Hamill MOVED: approval of Lunch Program Voucher #2421-2428 dated 12/3/91 for \$8,636.31, Payroll dated 11/25/91 and Payorder Checks #2309-#2415 dated 12/2/91 for \$137,498.90; second by B.Ballou. VOTED: 9-0-0-1.

T.Britton suggested that the Board set aside time to review the new policy manual. He also discussed a home-schooling student participating in school activities. A policy which would provide direction is needed. N.Evans explained why he refused the request. A brief discussion followed. T.Britton felt a child should be able to participate.

J.Carnie MOVED: that the Board go into executive session for the purpose of personnel matters and teacher negotiations; second by B.Ballou. The roll call vote was unanimous.

Executive Session

B.Hamill MOVED; that Tonya LaCour be granted a special leave of two days for family matters; second by G.White. VOTED: 9-0-0-1.

L.Barrett MOVED: that Anne Anderson be granted an unpaid maternity leave of 40 days. She will be gone from March 18 to the end of school. Second by J.Fallon. VOTED: 9-0-0-1.

L.Barrett explained the teacher contract negotiations. After discussion she MOVED: that the Board ratify the negotiated contract with the teachers association; second by W.Wright. VOTED: 8-1-0-1 with J.Carnie dissenting.

The Board adjourned at 10:10 p.m.

Respectfully submitted,



MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, December 10, 1991, Wyman House

Present: J.Carnie, J.Fallon, W.Wright, B.Hamill, D.Keating, L.Barrett, B.Ballou, G.White, T.Britton; absent: J.Young. Also present: Dr.Wheeler, K.Hewitt, J.Menton, N.Evans, L.DeCoste, D.Stockwell, D.Bell, C.Roosa.

The meeting opened at 7 p.m. The purpose of the meeting was to discuss the proposed 1992-1993 school district budget. Proposed deletions were discussed. Restructuring of the Troy and Fitzwilliam elementary schools was discussed at length. T.Britton and W.Wright felt that the restructuring should take place in the 1993-1994 school year after sufficient public hearings had taken place. J.Fallon was opposed to the idea of restructuring but did feel it would save the district money.

J.Carnie MOVED: that the Board go into executive session for the purpose of discussion of the negotiated contract with the teachers; second by J.Fallon. VOTED: 4-5-0-1 with L.Barrett, W.Wright, D.Keating, B.Hamill and G.White dissenting.

A handout on capital projects and electrical retrofit was distributed. C.Roosa and J.Menton explained the proposal. A handout on proposed revenues was distributed. Discussion followed.

T.Britton asked that the Board look at the current assessment increase as well as the budget increase and also review all administrative recommendations.

J.Carnie asked that Attorney Prigge review the Open Meeting Law 91A Part 3 Section 2.

W.Wright brought up the Bemis property next to the Emerson School which is for sale.

D.Keating asked about the oil and water tank replacements. C.Roosa explained. B.Hamill felt that he could support a budget increase of 6%. L.Barrett felt that she could support a 4% increase.

Mid-day kindergarten busing was discussed. Cost estimates of transporting kindergarten children to the Richmond and Roxbury town halls will be available at the next meeting.

The Board adjourned at 9 p.m.

Respectfully submitted,



New Hampshire Retirement System
"Timely Topics"

Sept. 1991

A new funding methodology might be in the offing

For the next year NHRS funding requirements will be met by using an alternative funding methodology

12/12/91

Paul:
This is the reference which I got last night. I inadvertently blamed Charlie. He had talked of this issue but had not referred to this quote. Sorry for the mix up - the correction struck me upon reading it this morning. Now what does this mean?

Bill Whelan

A new funding methodology which would tend to stabilize the erratic contribution rate for employers in the System might be in the offing. In the meantime, for the next year, while a legislative committee reviews the structure and funding of retirement plans in general, NHRS funding requirements will be met by using an alternative funding methodology.

The New Hampshire Retirement system is funded from three sources: employee contributions, employer contributions, and investment earnings.

As a percentage of pay, teachers and employees contribute 5% into the New Hampshire Retirement System; police officers and firefighters, 9.3%. The rate remains the same, from year to year, fixed by statute.

Investment earnings also produce income for the System.

Any remaining funding requirements come from employers. Their's is a variable rate which changes from year to year. In part, the employer rate varies because investment earnings vary.

Historically, NHRS funding requirements were determined by using an actuarial cost method called "frozen initial liability-entry age normal". The result has been a fairly stable year-to-year employer contribution rate. But, to a great extent, this rate stability was maintained by an unfunded liability set up in 1968 soon after the System was established. The unfunded liability was a separate employer assessment that would fund the difference between the old system benefit and the higher benefit payable under the new system. Employers who were paying off this liability over time produced a steady and substantial stream of income to the System which effectively smoothed the variability of the year-to-year employer rate. For most employers, the 20-year amortization period ended June 30, 1988. And along with it the overall smoothing effect to the employer rate.

During 1988, as well, the Group I (teacher and employee) benefit was improved (Senate Bill 327 eliminated the so-called age-65 Social Security offset), salary increases were greater than had been projected, severance pay was higher than had been anticipated, and mortality tables needed to be updated to reflect longer life expectancy.

All of these factors merged during this most recent valuation period. Overall, greater benefits would be payable by the System — and payable for a longer period of time. As in the past, generally the employer contribution rate would need to increase in order to fund additional benefits. But unlike the past, the separate unfunded accrued liability payment, which had had the effect of spreading any new benefit liability over a long term, wouldn't be there to buffer the increase.

Continued — see **Funding** on page 3

Funding — Continued from page 2

***“Budget busting”
is how many
administrators
described it***

It might not have been that the new rates would have been so high (they were still substantially lower than almost every other comparable public employee plan) but rather the dramatic rate of change from one year to the next that may have been of such concern. “Budget busting” is how many administrators described it. And, from the point of view of budget administration, certainly this was true, especially during a time when the whole region was being particularly hard hit by the economic recession.

In response, the Legislature passed House Bill 51. As a result, a new funding methodology is being used until June 30, 1992. It's called the “Aggregate Funding Method”. The effect is to spread out any System liability over a longer (and more realistic) period of time. It would do what the old methodology could no longer do.

Already its application has provided immediate relief to employers. Instead of 5.98%, the total employer rate for teachers is 2.09%; and instead of 6.94%, the employer rate for employees is 2.33%. In both instances the employer rate has increased from last year's rate, but not by nearly as much as had been projected under the old method. The rate for Group II employers has actually decreased slightly.

***For the future, the
Legislature may
decide to adopt the
methodology currently
in place or something
similar to it***

For the future, the Legislature may decide to adopt the methodology currently in place or something similar to it. The goal would be to provide for relatively level employer contribution rates over time and thus reduce the dramatic year-to-year fluctuation (both up and down) that would have occurred under the old method of funding.

Your Funds Now Earning 9¾%

***The rate has jumped
from 8% per year to
9¾%***

At its March meeting the NHRS Board of Trustees voted to link the rate of interest paid on members' accounts to the actuarially assumed long-term rate of earnings for the System as a whole. That assumed rate has been set at 9¾% since July 1, 1991 and is applicable through June 30, 1992. As a result, members' accounts are now earning interest at the rate of 9¾% per year instead of the previous 8%.

The 1¾% increase means that members will receive an additional \$17.50 for each \$1,000 that remains in the fund for one year — up from \$80.00 to \$97.50.

A member's account is made up of the member's accumulated contributions and accumulated earned interest.

**MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
December 17, 1991**

MEETING AT

MRHS Library, Swanzey Center

CALL TO ORDER AT 7:30 PM

1. CONSENT AGENDA

- a. Minutes of previous meeting
- b. Approval of reimbursement requests
- c. Correspondence/announcement
- d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

- a. Discussion of property purchase in Fitzwilliam.
- b. New Hampshire Retirement System "Timely Topics", September, 1991. (see attached)
- c. 1992-1993 MRSD Budget discussion.
- d. Action on the manifests.
- e. Discussion of the MRSD Policy Manual, Chapter B.

4. SUPERINTENDENT'S REPORT

- a. To be used on Policy Manual review.

5. NON PUBLIC SESSION

- a. Staff resignations
- b. Personnel Matter

6. ADJOURNMENT

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
East Swanzey, New Hampshire 03446
Telephone (603) 352-6955 FAX (603) 358-6708

Hinsdale School District

Monadnock Regional School District

Winchester School District

Dr. William V. Wheeler - Superintendent

Kenneth G. Hewitt, *Assistant Superintendent*
John M. Menton, *Business Manager*

Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: December 12, 1991
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

3a. Property adjacent to Emerson School is presented for possible purchase. You may choose to discuss this as a Non-public Session topic. A description will be provided at the meeting. Charlie and Norm will be prepared to discuss their perceived value of the property as it relates to the District.

3b. Shock of shocks! At the NHSBA's Regional Meeting held in Keene, we were advised by Paul Krohne, Legislative Liaison, that the employer's share of retirement may double next year. We have \$101,271 for employer's retirement contribution in the 1992-1993 budget. Paul is recommending to cover the eventuality of Legislation that we double that amount. Information which I received from the New Hampshire Retirement System's "Timely Topics", September, 1991, states, "For the next year NHRS funding requirements will be met by using an alternative funding methodology." I have copied two pages from the publication dealing with the subject. John is calling the NHRS's office and should have a response for us by meeting time. Dick Champagne, State Legislator from Keene, responding during last night's meeting that this topic will be hotly debated during the legislative session. The decision may not be made prior to the Annual Meeting.

3c. The administrative team met to discuss and make a proposal for readjusting the \$125,000 as you requested. The list is as follows:

1. Norther Schools Reading Improvement Teacher	\$48,471
2. Otterlake Camp	\$25,000
3. Elementary Field Trips	\$ 5,000
4. MRHS computers	\$ 9,000
5. Troy/Emerson Readiness Teacher	<u>\$45,000</u>
TOTAL	\$132,471

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, December 17, 1991, Wyman House

Present: J.Carnie, J.Fallon, W.Wright, B.Hamill, D.Keating, L.Barrett, B.Ballou, G.White, T.Britton; absent: J.Young. Also present: Dr.Wheeler, K.Hewitt, J.Menton, N.Evans, D.Bell, C.Roosa.

Chairman Britton opened the meeting at 7:30 p.m.

Consent Agenda

B.Hamill MOVED: that the minutes of December 3 be approved as presented; second by G.White. VOTED: 3-4-1-2 with J.Fallon, W.Wright, J.Carnie and T.Britton dissenting and D.Keating abstaining. B.Ballou arrived at this time. W.Wright MOVED: that the vote taken in executive session on December 3 be rescinded; second by B.Ballou. VOTED: 9-0-0-1. L.Barrett MOVED: that the Board ratify the tentative contract with the teachers that was presented on December 3; second by B.Hamill. VOTED: 6-2-1-1 with J.Fallon and J.Carnie dissenting and D.Keating abstaining.

G.White MOVED: approval of reimbursement for Cindy LaPointe-\$35.00; second by J.Carnie. VOTED: 9-0-0-1.

Dr.Wheeler reported on the regional meeting recently held in Keene. L.Barrett mentioned the topic of how to know legislators and get them involved. The issue was brought up that if a town cannot raise tax money, what recourse does the district have.

There were no Board committee reports.

Citizen Concerns

A parent requested that he be allowed to discuss a student request in executive session. B.Hamill MOVED: that the Board go into executive session to hear the parent's concern; second by G.White. VOTED: 9-0-0-1. After hearing the parent's request. G.White MOVED: that the student be allowed to finish his freshman year at M.R.H.S.; second by B.Ballou. VOTED: 9-0-0-1. B.Hamill MOVED: that the Board go back into open session; second by B.Ballou. VOTED: 9-0-0-1.

Other School Board Business

Dr.Wheeler mentioned that the Bemis property of 2.3 acres next to the Emerson School is for sale. N.Evans and C.Roosa discussed the suitability of the property, the steep slope of approximately 30', the fact that the soil is poor, and that there is no value of the land to the district at this time. W.Wright suggested that no action be taken at this time.

C.Roosa mentioned that the Town of Swanzey has a truck they wish to sell that the district could use. Talking with town officials, it was discussed that an additional parcel of land behind the town hall that could be used for parking could be traded for the truck. C.Roosa will look into how much land is needed by the town and the possibility of a long-term lease.

Dr.Wheeler explained a handout on an increase in the retirement system which will be about \$40,000.00 but will not be finalized by the time of the district meeting. He recommended that no change be made at this time.

J.Carnie Moved that the minutes of December 3 and December 10 be approved as revised; second by G.White. VOTED: 9-0-0-1.

N.Evans presented a request by the Town of Fitzwilliam to use part of the Emerson School for a ski team and to have an employee on duty waived when the school is used. W.Wright MOVED: that the request be approved and that the employee on duty be waived; second by J.Fallon. VOTED: 9-0-0-1.

D.Keating mentioned the warrant article proposed by the Sullivan selectmen. This will be an agenda item on January 7.

A note was received from Sue Ferguson indicating that she would like to extend her contract until 1993.

J.Menton distributed a paper on Comparison of Assessments for 1991, 1992 and estimated 1993. Discussion on the budget followed. Mid-day transportation for kindergarten students in Richmond and Roxbury will have a yearly cost of \$8100.00. Discussion was held on restructuring Troy and Fitzwilliam. T.Britton explained why he was opposed to the plan for next year. K.Hewitt distributed the latest enrollment projections for the two schools. B.Ballou MOVED: that Troy and Fitzwilliam be multi-graded as outlined; second by L.Barrett. VOTED: 2-7-0-1 with B.Hamill, G.White, D.Keating, J.Fallon, J.Carnie, T.Britton and W.Wright dissenting. W.Wright MOVED: that the budget have a maximum 4% increase on expenditures (The increase could not exceed \$515,895.00); second by G.White. VOTED: 7-2-0 1 with B.Ballou and B.Hamill dissenting. The Board reviewed the list of proposed cuts. The \$8100 for kindergarten busing was put in the budget. B.Hamill MOVED: that Troy and Fitzwilliam be restructured at a savings of \$125,000.00; second by B.Ballou. VOTED: 5-4-0-1 with D.Keating, J.Fallon, T.Britton and W.Wright dissenting. J.Carnie MOVED: that the proposed principal be eliminated; second by B.Ballou. VOTED: 9-0-0-1. J.Carnie MOVED: that the Board eliminate sabbatical leave; second by W.Wright. VOTED: 5-4-0-1 with B.Ballou, L.Barrett, T.Britton and B.Hamill dissenting. G.White MOVED: that the administration find the remaining \$5107.00 to bring the budget to a 4% increase; second by D.Keating. VOTED: 9-0-0-1. D.Keating MOVED: that the original motion on sabbatical leave be reconsidered; second by W.Wright. VOTED: 6-3-0-1 with J.Carnie, J.Fallon and G.White dissenting. The vote on reconsideration was 2-6-1-1 with T.Britton, L.Barrett, D.Keating, G.White, B.Hamill and B.Ballou dissenting and W.Wright abstaining. J.Carnie MOVED: not to take any special projects out of capital reserve. The motion died for lack of a second. W.Wright MOVED: that the paving at the high school be deleted; second by J.Carnie. VOTED: 9-0-0-1. L.Barrett MOVED: that all capital projects be included in one article. The article would be explained at the meeting. Second by J.Carnie. VOTED: 8-1-0-1 with D.Keating dissenting. B.Hamill MOVED: that an article for a new middle school proposal of \$7,000,000.00 be included in the warrant; second by G.White. VOTED: 2-7-0-1 with L.Barrett, B.Ballou, D.Keating, T.Britton, G.White, W.Wright and J.Fallon dissenting.

W.Wright MOVED: that Lunch Program Voucher %2451-#2459 dated 12/2/91 for \$16,162.62, Payroll #13 dated 12/13/91 for \$309,249.47 and Payorder Checks #2560-#2610 dated 12/12/91 for \$249,632.96 be approved; second by B.Hamill. VOTED: 9-0-0-1.

W.Wright MOVED: that the Board go into executive session for the purpose of discussing a personnel issue involving a student; second by B.Hamill. VOTED: 9-0-0-1.

The Board adjourned at 10:40 p.m.

Respectfully submitted,


HEALTH RISK MANAGEMENT AND CONSUMER EDUCATION PROGRAMS

MONADNOCK REGIONAL SCHOOL DISTRICT

November 18, 1991

Proposal prepared by: David Mousette and Bill Wheeler

The purpose of this proposal is to address the issue of **Health Managed Care** in Monadnock Regional School District. The following will describe a possible sequence of activities which the district could involve itself in to provide an educational program and possibly an incentive program. The efforts are to develop a more healthy and knowledgeable employee. In the process unnecessary and wasteful medical visits by the members of the Blue Cross/Blue Shield Group would decrease. It is the one phase of medical cost containment which we effect.

Monadnock Regional School District would:

1. Implement a **medical self care program** in 1992 including
Providing one hour presentations to all staff members discussing
an explanation of present program coverage and
Taking Care of Yourself and
Taking Care of Your Child.

First year costs would be

Two staff presentations at \$125 each	\$ 250
Books 290 X \$10 <u>Take Care of Yourself</u>	\$2,900
140 X \$10 <u>Taking Care of Your Child</u>	\$1,400
Total first year cost	<u>\$4,550</u>

2. Conduct a **health risk profile** baseline by December, 1993 -

HealthScore

HealthScore provides both individuals and MRSD with an assessment of health risks for future illness and death. Some of the cost associated with the risk can be calculated predicting "Potential Future Claims" in areas which may be controllable

through life-style changes. HealthScore offers evaluation of key health indicators.

Each BC/BS subscriber would be provided with the opportunity to participate in Basic Screenings (Health Risk Appraisal and six screenings). This is essential if the subscriber wishes to participate in the health incentive program.

Screenings available

Cholesterol	\$6
Blood Pressure	\$2
Blood Glucose	\$5
Carbon Monoxide	\$2
Health Risk Appraisal	\$5
Fitness Evaluations	\$12
Per Participant cost	\$32

Total Estimated Group Cost (depending on number of screenings)

290 X \$32	100%	\$9,280
232 X \$32	80%	\$7,424
203 X \$32	70%	\$6,496
174 X \$32	60%	\$5,568

Budgeted for 1993-1994 school year.

3. Implementation of health risk reduction incentive program in 1994-1995 Health Incentives Program.

A Health Incentives Program provides external, material or financial motivation to employees to achieve and maintain low health risk status in selecting risk factors.

Present options include

A. "Pay-for-risk" incentives: These incentives are usually financial and are awarded for low risk or "reasonable effort" behavior in four or more risk categories such as blood pressure and cholesterol.

B. Benefits "pay for risk" incentives: These provide an increase in employer provided benefits for individuals at low risk or who make a "reasonable effort" for four or more risk categories.

Estimated cost: Time to design a "pay-for-risk" incentive program is 75 hours. 75 hours at \$50/hour = \$3,750 plus travel. This does not include the cost of the incentive program itself.

4. **Health Intervention Programs** are offered by BC/BS and are oriented toward specific health programs on the Health Risk Management "Wellness Wheel".

They are:

* Fitness		* Weight Management
* Nutrition		* Stress Management
* Cholesterol Education	*	* Back Education
* Workstation Ergonomics	*	* Repetitive Motion Injury Prevention
* Exercise Leadership Training		
* Educational Materials	*	* Fitness Center Design
* Managing for Health and Productivity	*	* Medical Self-care

Cost: Programs are priced individually.

Educational information is available in the following areas:

* Alcohol	* Cancer	* Family Health	* Incentive Programs	* Safety	* Smoking
* Fitness	* Heart Disease				
* Medical Self-care	* Nutrition				
* Safety	* Seniors				
* Stress	* Wellness				

This information is free or at nominal cost through BC/BS.