MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD MEETINGS 1992 - 1993

DATE	LOCATION
APRIL 7, 1992	CUTLER SCHOOL, WEST SWANZEY
APRIL 21, 1992	RICHMOND VETERANS HALL
MAY 5, 1992	EMERSON SCHOOL, FITZWILLIAM
MAY 19, 1992	MONADNOCK REGIONAL HIGH SCHOOL
JUNE 2, 1992	TROY ELEMENTARY
JUNE 16, 1992	MONADNOCK REGIONAL HIGH SCHOOL
JULY 21, 1992	MONADNOCK REGIONAL HIGH SCHOOL
AUGUST 18, 1992	MONADNOCK REGIONAL HIGH SCHOOL
SEPTEMBER 1, 1992	SURRY ELEMENTARY
SEPTEMBER 15, 1992	SULLIVAN ELEMENTARY
OCTOBER 6, 1992	ROXBURY TOWN HALL
OCTOBER 20, 1992	GILSUM ELEMENTARY SCHOOL
NOVEMBER 3, 1992	WYMAN HOUSE, SWANZEY CENTER
NOVEMBER 17, 1992	MONADNOCK REGIONAL HIGH SCHOOL
DECEMBER 1, 1992	WYMAN HOUSE - *BUDGET SESSION*
DECEMBER 15, 1992	MONADNOCK REGIONAL HIGH SCHOOL
JANUARY 5, 1993	MONADNOCK REGIONAL HIGH SCHOOL
JANUARY 19, 1993	MONADNOCK REGIONAL HIGH SCHOOL
FEBRUARY 2, 1993	MONADNOCK REGIONAL HIGH SCHOOL
FEBRUARY 16, 1993	MT. CAESAR, SWANZEY CENTER
MARCH 2, 1993	MONADNOCK REGIONAL HIGH SCHOOL
MARCH 6, 1993	*ANNUAL MEETING - MRHS*
MARCH 16, 1993	MONADNOCK REGIONAL HIGH SCHOOL

March 17,1992

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
Janurary 7, 1992

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 the District's funding formula.
   b. Review cost of Sabbatical Leave for Nancy Lines.
   c. Proposal for Managed Health Care.
   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

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: January 2, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

3a. A report will be presented concerning the past and present funding formula for the district. Sullivan Selectmen have requested the Board review and consider restructuring the funding formula. Their request is to return to the past funding formula. A prediction will be made concerning the affect of the tax assessment change for the eight towns.

3c. David Mousette and I have met on two occasions with Blue Cross/Blue Shield representatives for discussion of a three year planned Managed Health Care Program. The plan is attached for your review.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, JANUARY 7, 1991, MRHS LIBRARY

Present: J.Carnie, J.Fallon, W.Wright, J.Young, D.Keating, L.Barrett, B.Ballou, G.White, T.Britton; absent: B.Hamill. Also present: Dr.Wheeler, K.Hewitt, J.Menton, N.Evans, D.Mousette, D.Stockwell.
Vice-Chairman Wright opened the meeting at 7:30 p.m.

Consent Agenda
G.White MOVED: that the minutes of December 17 be approved as presented; second by L.Barrett. J.Carnie asked that the motion to include a middle school on the warrant be corrected as follows: J.Carnie voted against the proposal; G.White voted in favor of it. The minutes as corrected was VOTED: 8-0-0-2.

W.Wright noted the letter received from T.Britton resigning as chairman of the Board. L.Barrett MOVED: to accept the resignation with regret; second by J.Young. VOTED: 8-0-0-2. B.Ballou arrived at this time. J.Carnie MOVED: that W.Wright become chairman until the March meeting; second by G.White. VOTED: 9-0-0-1. L.Barrett MOVED: that T.Britton become the vice-chairman until the March meeting; second by J.Carnie. VOTED: 9-0-0-1.

There were no reimbursement requests or Board reports.

Citizen Concerns
William Pine from Fitzwilliam asked that the neighborhood schools be kept in Troy and Fitzwilliam and presented petitions to Chairman Wright containing approximately 700 signatures of citizens who supported the plan. Restructuring is not an option the people will accept and the decision should be recinded. Increased transportation time was discussed. It was noted that kindergarten children from Surry and Sullivan are transported to Gilsum. It was felt that restructuring should not be an economically-driven decision, and education should be considered before sports; take money from sports if necessary. J.Young indicated that the Board wants the best for all children.. L.Sicotte indicated that there is a $70,000. increase in the SAU budget. L.Barrett explained that increase and what is involved. She indicated that even though you are advocates for children you have to be conscious of budget increases and go to the March meeting and vote. J.Carnie explained why the decision was made, and that the Board has to be responsive to the entire district. He explained the pupil-teacher ratio and busing in the district. It was noted that Cutler and Mt.Caesar were already restructured. T.Britton opposed the plan due to the lack of public hearings. J.Fallon opposed it because he supports neighborhood schools and the people in the community. D.Keating is opposed because politically it was not right, and he explained how the budget was cut. W.Wright was opposed because of the need to talk more to the community. B.Ballou explained his concern; the selectmen want level funding, and the Board is trying to hold the budget at a 4% increase.

W.Wright explained the procedure for recinding the motion. J.Fallon MOVED: that restructuring be put on the agenda for discussion this evening; second by J.Young. The roll call vote was 7-2-0-1 with G.White and B.Ballou dissenting. J.Fallon MOVED: that the Board recind the decision to restructure; second by J.Young. The roll call vote was 8-1-0-1 with B.Ballou dissenting. Discussion followed regarding where to find the $125,000.00 in the budget. T.Britton indicated that if multi-grading were done, only $25,000.00 would have to be found.

K.Hewitt explained how multi-grading would affect both schools. L.Barrett MOVED: to recind the motion made on December 17 not to multi-grade; second by G.White. VOTED:9-0-0-1. J.Fallon MOVED: to multi-grade Troy and Fitzwilliam as proposed by the administration; second by T.Britton. The roll call vote was 9-0-0-1. G.White MOVED: to deduct $25,000.00 from the budget for Otter Lake Conservation School. The motion died for lack of a second. L.Barrett suggested that Dr.Wheeler meet with the administration to find the money. W.Wright encouraged the people to attend the budget committee meetings and asked that the budget not be cut.

Other School Board Business

J.Menton distributed and explained a Summary of Assessments showing how the Sullivan proposal would affect each town. A brief discussion followed. It was recommended that the Sullivan proposal be placed on the warrant by petition. Dr.Wheeler indicated that he is meeting with Attorney Prigge on January 27 to review the warrant set-up.

Dr.Wheeler passed out information on a recent sabbatical leave by Nancy Lines and explained the cost to the district. She will present an oral and written report to the Board in February

Dr.Wheeler described the different aspects of the Health Managed Care Program from B.C.-B.S. and the cost to the district if it sponsored it. J.Carnie opposed the concept of the district sponsoring the program and felt the cost should be borne by the teachers. He also sees it as a bargaining item. B.Ballou agreed. The intent of the program is to control premium cost.

J.Young MOVED: that Lunch Program Voucher #2685-#2699 dated 1/7/92 for $8,752.40, Payroll #13 dated 12/27/91 for $316,897.67 and Payorder Checks #2634-#2683 dated 1/6/92 for $80,317.73 be approved; second by B.Ballou. VOTED: 9-0-0-1.

The Board adjourned at 10:05 p.m.

Respectfully submitted,

Ken Hewitt

January 2, 1992

William Wheeler
Gilsum, NH 03448

Dear Bill:

I'm writing to let you know that I am resigning as Chairman of the Monadnock Regional School Board. For a number of reasons I feel I can no longer perform in this capacity.

These reasons stem from our recent budget decisions. As you know I was strongly against the restructuring program for Troy and Fitzwilliam in 1992-1993. As a Board member I have become accustomed to both winning and losing votes and I understand there will always be more issues to be voted on. However, the magnitude of the restructuring program and the cavalier approach the Board followed was a distinct vote of "no confidence" in my leadership as Chairman. Also, as Chairman, it would be my responsibility to defend our budget before the district voters. I have always considered this a challenging task - a task I would be uncomfortable with since I am not in agreement with a major budget issue.

As Chairman I have tried to think of the district as a district - not eight competing towns. As an example, I have gone out of my way not to draw attention to the unequal student/teacher ratios we have in the district because I felt the existing situation suited the towns involved. The vote over the restructuring proposal clearly indicates I have not been successful in my efforts. Despite the fact that the three Board members from the two affected towns were against the proposal, five of the six remaining Board members ignored their concerns. I agree that $125,000 is a lot of money but there was no reason not to wait (as we had agreed upon earlier) until a later date to take the savings. Not only as Chairman, but also as a Board representative from Troy I am angered at this lack of respect for these two towns representatives and the lack of concern displayed for the 470 children and their parents whom will be affected.

This whole exercise reeks of what I and the public dislike about boards - arbitrary decisions affecting a great many people with no public discussion (there was <u>none</u> on this specific proposal). A decision was made behind "closed doors."

I had thought that my anger of that evening would subside and it has. It has been replaced by the understanding that it is no longer appropriate for me to continue as Chairman from the Boards viewpoint and from my personal viewpoint.

Sincerely,

Thomas E. Britton

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Hinsdale School District **Monadnock Regional School District** **Winchester School District**

Dr. William V. Wheeler - Superintendent

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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: January 15, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

The agenda is limited in number and depth. Therefore, movement may be possible on the POLICY MANUAL. Setting of times, efforts, responsibilities and such.

You have a copy of the Health Managed Care report. A discussion is needed on the topic and at some time in the future a decision will be needed.

I was hoping to have the calendar prepared to send but not is the case. The real issue will be centered on the start of school for students. One of the goals which we should focus on is become more in tune with Keene, or they more in tune with us. This year we have eight days of difference for CVC students.

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
January 21, 1992

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 Managed Health Care proposal.
   b. Presentation of a 1992-1993 school calendar.
   c. Action on the manifests.
   d. 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. Investigation of employee charges.
   b. Litigation matter pending before the District.

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, JANUARY 21, 1992, MRHS LIBRARY

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

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

Consent Agenda
G.White MOVED: that the minutes of January 7 be approved as presented; second by J.Young. VOTED: 8-0-0-2.

G.White MOVED: approval of reimbursement requests for Adrienne Noel-$65.00, Cheryl Burroughs-$65.00 and Kathleen Nonkin-$430.05; second by L.Barrett. VOTED: 8-0-0-2. B.Ballou arrived at this time.

Dr.Wheeler announced that Ray Dunn has been named Technology Teacher of the Year in N.H.

Dr.Wheeler noted the new format of the School Board News and commented on the latest Legislative Bulletin. T.Britton arrived at this time.

D.Keating discussed the NHSBA Conference topic on year-round schools and noted a possible change in the RSA's. Dr.Wheeler explained the concept of "charter schools". A brief discussion followed.

B.Hamill reported on the budget committee meeting. The committee wishes to separate teachers' salaries and benefits into a separate article, and also to level fund the budget. There is a sentiment to reduce the budget. J.Fallon and J.Carnie agreed. It was felt that there is a need to discuss the Sanborn Case and what the legal rights are. Information on the Sanborn Case was distributed. Discussion followed. L.Barrett explained that the previous contract with the association cannot be altered. The schedule of meetings with the selectmen and budget information was distributed.

K.Hewitt noted that filing for school board has to be between January 22 and January 31. Four school board seats and seven budget committee seats are open.

Citizen Concerns
Barbara Waldron indicated that driver education should be self-paid by the students. She also asked if the Board has considered buying buildings of shut-down businesses at a reduced cost. Dr.Wheeler felt that it was not practical or educational at this time. He also noted that you have to meet state standards even if you build your own building.

Other School Board Business
Dr.Wheeler discussed the Health Care proposal. Money is in the budget for 1992-1993 for the first year of the three year plan. Presently, 60% of the teaching staff contribute to the health plan. W.Wright felt that the district can't do it this year, and we will have to look to the future. L.Barrett felt the program is worthwhile and could save the district money. L.Barrett MOVED: that the Board continue to work on the program; second by B.Hamill. VOTED: 9-1-0-0 with

J.Carnie dissenting.

Dr.Wheeler passed out the proposed school calendar. This year the district missed eight days at CVC due to calendar differences with Keene. In 1992-1993 the vacation days will be the same as Keene. This item will be on the Board agenda in February.

B.Hamill MOVED: approval of Lunch Program Voucher #2834-#2836 dated 1/21/92 for $6,834.05, Payroll #14 dated 1/10/92 for $398,929.79 and Payorder Checks #2725-#2832 dated 1/17/92 for $212,586.73; second by G.White. VOTED: 10-0-0-0.

Information on public meetings and warrants was distributed to the Board. W.Wright suggested postponing discussion of the policy manual at this time. G.White suggested doing it on a Saturday. B.Ballou suggested a Tuesday evening with no other items on the agenda. T.Britton commented on the budget and feels the budget is fine with a 4% increase.

G.White MOVED: that the Board go into executive session for the purpose of investigation of employee charges and pending litigation; second by B.Hamill. The roll call vote was unanimous.

Executive Session

A brief discussion was held regarding allegations against an employee of the district.

A copy of the litigation filed with the Supreme Court on charges by the district against the Town of Gilsum and the Department of Human Services was reviewed by Dr.Wheeler. He explained the three issues involved.

The Board adjourned at 9:10 p.m.

Respectfully submitted,

Ken Hewitt

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, JANUARY 7, 1991, MRHS LIBRARY

Present: J.Carnie, J.Fallon, W.Wright, J.Young, D.Keating, L.Barrett, B.Ballou, G.White, T.Britton; absent: B.Hamill. Also present: Dr.Wheeler, K.Hewitt, J.Menton, N.Evans, D.Mousette, D.Stockwell.
Vice-Chairman Wright opened the meeting at 7:30 p.m.

Consent Agenda
G.White MOVED: that the minutes of December 17 be approved as presented; second by L.Barrett. J.Carnie asked that the motion to include a middle school on the warrant be corrected as follows: J.Carnie voted against the proposal; G.White voted in favor of it. The minutes as corrected was VOTED: 8-0-0-2.

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There were no reimbursement requests or Board reports.

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William Pine from Fitzwilliam asked that the neighborhood schools be kept in Troy and Fitzwilliam and presented petitions to Chairman Wright containing approximately 700 signatures of citizens who supported the plan. Restructuring is not an option the people will accept and the decision should be recinded. Increased transportation time was discussed. It was noted that kindergarten children from Surry and Sullivan are transported to Gilsum. It was felt that restructuring should not be an economically-driven decision, and education should be considered before sports; take money from sports if necessary. J.Young indicated that the Board wants the best for all children.. L.Sicotte indicated that there is a $70,000. increase in the SAU budget. L.Barrett explained that increase and what is involved. She indicated that even though you are advocates for children you have to be conscious of budget increases and go to the March meeting and vote. J.Carnie explained why the decision was made, and that the Board has to be responsive to the entire district. He explained the pupil-teacher ratio and busing in the district. It was noted that Cutler and Mt.Caesar were already restructured. T.Britton opposed the plan due to the lack of public hearings. J.Fallon opposed it because he supports neighborhood schools and the people in the community. D.Keating is opposed because politically it was not right, and he explained how the budget was cut. W.Wright was opposed because of the need to talk more to the community. B.Ballou explained his concern; the selectmen want level funding, and the Board is trying to hold the budget at a 4% increase.

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Other School Board Business

J.Menton distributed and explained a Summary of Assessments showing how the Sullivan proposal would affect each town. A brief discussion followed. It was recommended that the Sullivan proposal be placed on the warrant by petition. Dr.Wheeler indicated that he is meeting with Attorney Prigge on January 27 to review the warrant set-up.

Dr.Wheeler passed out information on a recent sabbatical leave by Nancy Lines and explained the cost to the district. She will present an oral and written report to the Board in February

Dr.Wheeler described the different aspects of the Health Managed Care Program from B.C.-B.S. and the cost to the district if it sponsored it. J.Carnie opposed the concept of the district sponsoring the program and felt the cost should be borne by the teachers. He also sees it as a bargaining item. B.Ballou agreed. The intent of the program is to control premium cost.

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The Board adjourned at 10:05 p.m.

Respectfully submitted,

Ken Hewitt

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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: January 28, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

1.c.1) Just thought you may be interested in the article dealing with school financing in the Out-Back or Toto's Land.

3a. Last meeting I presented the school calendar reflecting the SAU #29 calendar. After the meeting I sent a copy of the calendar to the SAU #29 Superintendent. He quickly called to say that was not the calendar approved by the Keene Board. The one which is attached reflects the Keene Board's calendar for next year with the exception of teacher workshop days, the opening day of school for 8-12 grades, and the PTC day for elementary school when the 7-12 grades are in session.

3b. Questions continue to surface concerning the movement to vote on a separate article for staff salaries and benefits. The Budget Committee struggled with the issue last night. Confusion exists, at least in my mind, over 1) including all staff salaries and benefits in the Article, 2) if it is all included within the Article and the Article is defeated and there are increased employer costs, such as retirement contribution will the district willfully break the law or will we willfully violate the vote of the district patrons? Laura's question is the best one: if we fail to approve a new contract, does the old contract remain in force until such time as agreement is reached on a new contract? Other obvious questions arise: do we vote on the contract change or the budgeted amount which is anticipated to change, what would happen, as remote as the thought may be, that the separate Article passes and the general fund Article fails?

3c. Somethings do not proceed according to the plan. Have you ever noticed that? My plan was to present a clear, concise community opinion on the National Goals and the "Student Expected Outcomes". Instead I have an opinion poll which was returned by less than eight percent of the possible. Even with that disclaimer plans go forth, sometimes seemingly under their own force. This is the second district wide survey conducted since I have been here. The good new is that we have a significant increase in returns from this one compared to the last one. The bad news is that it still is not very good.

So the plan goes forward. I will share this with you and others: primarily the schools' staffs, parents, patrons and the Business/ed group. A measure of success will be reached if ten percent listen. One good thing, I will never know for sure so I can form any conclusion I wish on the subject. Hope you enjoy the reading!

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
FEBRUARY 4, 1992

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
       1) 10 QUESTIONS FOR WOULD-BE ROBIN HOODS (see attachment)
       2) Presentation of sabbatical leave report by Nancy Lines.
    d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

    a. Presentation of a 1992-1993 school calendar. (see attachment)
    b. Discussion of the 1992-1993 School District Warrant. (see attachment)
    c. Presentation of "Educational Goals Report". (see attachment)
    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

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, February 4, 1992, MRHS LIBRARY

Present: J.Carnie, J.Fallon, W.Wright, D.Keating, L.Barrett, G.White; absent: B.Ballou, T.Britton, B.Hamill, J.Young. Also present: Dr.Wheeler, K.Hewitt, D.Stockwell, J.Menton, D.Mousette, D.Bell
Chairman Wright opened the meeting at 7:30 p.m.

Consent Agenda
G.White MOVED: that the minutes of January 21 be approved as presented; second by J.Carnie. VOTED: 6-0-0-4.

L.Barrett MOVED: approval of reimbursement requests for : Tom Stewart-$473.10, Ray Dunn-$460.00 and Steven Morse-$535.00; second by G.White. VOTED: 6-0-0-4.

Dr.Wheeler mentioned the "Would Be Robin Hood" article distributed to Board members, the collaborative bargaining meeting on March 13 and gave an update on retirement fund legislation; the increase for the employer is up 25%.

Nancy Lines presented a sabbatical leave report. She visited 13 schools in New England and as a result changes have been made at MRHS. Examples are a broader background is now available and the required health credit is now available through a Home Ec. course. She noted that she encountered different personalities at the different schools especially the middle schools. She is now involved in writing the Home Ec. curriculum guide. D.Keating asked what was the real benefit to the sabbatical leave. Nancy indicated she was able to focus on programs and curriculum.

D.Keating reported on the study of vocational education by the Advisory Committee at the CVC. Seventeen different recommendations have been made . Currently, the program is 20 years old. Course outlines are available in each guidance department, and there is more parent involvement. The CVC is now called the Cheshire Center for Science and Technology. The committee has checked transportation schedules; all grades are now involved. For graduates one additional course is tuition-free; there are mini-courses; parents have a more active role, and there is an agreement with colleges in transferring credits. Adults are able to enroll, and there is a common calendar with all schools. The voc.ed. teachers at MRHS have met with the CVC staff. A brief discussion followed. W.Wright suggested that students go to CVC full-time.

J.Carnie reported on the budget committee meeting last night. Discussion centered around teacher contracts. J.Fallon indicated the concern was where to cut 2% that would be separate from salary and benefits. It is the intent to cover step increases and benefits; everything else would be level funded.

K.Hewitt indicated that an invitation has been extended to the Board to meet with Lamar Alexander, Secretary of Education, on Monday, February 10 at 4:30 p.m. The reception will be at the home of Robert Therrien.

Citizen Concerns
Swanzey selectmen Ken Colby and Francis Faulkner requested that they be allowed to extend town property on land owned by the school district. Their need is for a new septic system, handicapped access to the town hall and additional parking space. They would prefer a realignment of property lines rather than a lease. W.Wright indicated that it would have to be on the school warrant if such a change was made. It was indicated that if such a change were made, Swanzey would pick up the legal costs. Discussion followed. G.White suggested that a meeting be held on Saturday to review the situation.

Other School Board Business
Dr.Wheeler presented the proposed calendar. It shows a two day difference from CVC as compared with eight days this year. The Board will vote on the calendar on February 18. D.Keating expressed concern about the two day difference with CVC.

Discussion followed on warrant articles that were submitted. Bill Prigge expressed concern over the petition to separate salaries and benefits as a separate item. Discussion followed on the petition to vote for district officers at town meetings. The articles from the budget committee to isolate cost items was also discussed. Article 1 included step increases and benefits, and Article 2 was to freeze wages and benefits. J.Carnie suggested that no action be taken and that the Board go on to the next item. An opinion poll was taken on whether or not to separate salaries and benefits out. The opinion was 5-1-0-4 with W.Wright disagreeing. G.White MOVED: Article 1: to see if the Monadnock School District will vote to approve the cost items included in the collective bargaining agreement reached between the Monadnock School Board and the Monadnock District Education Association which calls for the following increase in salaries and benefits; salaries- $127,678.00 and benefits-$55,545.00 for a total of $183,223.00; second by D.Keating. J.Carnie asked that the total cost be broken into steps, benefits and negotiated salaries. The roll call vote was 5-1-0-4 with W.Wright dissenting. The Board reviewed the rest of the warrant. It was decided to put any surplus funds into the 1975 capital reserve fund.

Dr.Wheeler reported that the Emerson School has received a gift of $10,000.00 from an anonymous donor that is stipulated to be used for special education. L.Barrett MOVED: that the Board accept the gift with the conditions and stipulations; second by G.White. VOTED: 6-0-0-4.

A request was presented from Debbie Wright to keep her children in the Swanzey Schools for the rest of the year even though she has moved to Winchester. After discussion, G.White MOVED: that the request be allowed; second by J.Fallon. D.Keating MOVED to amend the motion to include that the request be approved if the children are kept in current placement; second by J.Fallon. VOTED: 6-0-0-4. The original motion was VOTED: 6-0-0-4.

Dr.Wheeler reviewed the Goals Report that was distributed to the Board.

J.Carnie MOVED: approval of Lunch Program Voucher #2976-#2986 dated 2/3/92 for $7,122.84, Payroll #15 dated 1/24/92 for $324,826.23 and Payorder Checks #2861-#2974 dated 2/4/92 for $267,616.81; second by J.Fallon. VOTED: 6-0-0-4.

J.Carnie MOVED: that the Board go into non-public session for the purpose of discussion of negotiations strategies. The roll call vote was 6-0-0-4.

Executive Session

The Board discussed negotiation strategies.

The Board adjourned at 11:00 p.m.

Respectfully submitted,

Ken Hewitt

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
FEBRUARY 18, 1992

MEETING AT

Mt. Caesar, 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. Action requested on the 1992-1993 school calendar.
    b. Action on the 1992-1993 School District Warrant. (see attachment)
    c. Action requested on the submitting of a Warrant Article dealing with the Town of Swanzey's request for school land. (see attachment)
    d. Alternative Schooling Committee Report.
    e. Action on the manifests.
    f. 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. Presentation of certified personnel contract renewal recommendations.

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 12, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

3a. To date I have had no feedback on the calendar marked "2nd copy". You received a copy of this calendar last meeting.

3b. The Warrants need to be placed in final form. A copy has been attached for your review.

3c. Glenn, Jim and Charlie met with Swanzey Town representatives on Saturday, February 8 at the Town Hall. The purpose was to survey the land which was requested by the Swanzey Selectmen at the last Board meeting. Swanzey had requested thirty feet of land on the side nearest the Wyman House. It would not be appropriate for the District to part with that parcel of land. The land behind the Town Hall could be negotiated if the Board and the voters so agreed. The Town may agree to trade certain fill to the District. The fill could be used to expand the MRHS parking lot toward the river and along Highway #32. In the past the Board has heard that the best way to expand the parking lot would be along the library side of the school and away from Highway #32. A map is attached which outlines the parcel of land. Perhaps it is more accurate than the last one I had. A decision will need to be made about the parcel of land for Warrant purposes. A related decision involves using the fill to expand the parking lot toward the river.

3d. The Alternative Schooling Report will be presented to you at the meeting. Dennis and I are meeting tomorrow to complete our version of the report. This may will be a draft report but it should provide information needed in preparing for the Annual Meeting.

5a. Lists of district assigned certified staff members recommendations for renewal of contract will be presented for your review and reaction. Action needs to be taken prior to March 31, 1992. Usually you have studied the lists between two meetings and have made a decision during the second meeting, which would be the March 3rd meeting.

February 6, 1992

Dear Mr. Hewitt,

I want to share this article with the School Board to keep you informed about the state of Gifted education in New England. You have been supportive about starting a program for gifted and talented students in our district but it is difficult to do, especially in these times of economic hardship. It is proving difficult, if not impossible, to run a program in our district without additional personnel. As the article points out, state support for these programs is essential.

It is good to see the diverse and creative activities our teachers plan for their students but I believe more opportunities are needed for our most able students. It is difficult for a teacher to address the needs of one or two while she has a whole class to teach. These children usually do well and their special needs are easily overlooked.

Parents are concerned too. At Mt. Caesar we have heard from at least four parents so far this year who have asked about their child's instruction. They are asking what we will do to meet the needs of their child, who is well beyond the average level of performance in at least one area. The answer has been that the teacher will individualize as much as possible, getting the child more advanced books to read or enrichment activities to do during math time. This is a good start but is it enough? It is important to involve these children in challenging and meaningful educational activities. As John C. Hoy says in the enclosed article, "There is an enormous danger for us in not encouraging those special sparks."

Sincerely,
Marjorie Shepardson
Reading Teacher

Copies sent to School Board members

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 7th day of March, 1992 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 ensuing year;

   Four members of the School Board - one from Gilsum, one from Sullivan, one from Surry and one from Troy to serve for the ensuing three years; and

   Seven members of the Budget Committee - one from Gilsum, one from Sullivan, one from Surry and one from Troy to serve for the ensuing three years; also, one from Richmond, one from Roxbury and one from Troy to serve for the ensuing two 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 11:00 o'clock in the forenoon at the Monadnock Regional High School to act upon the following subjects:

2. To see if the District will vote to authorize the Monadnock School Board to withdraw One Hundred Nineteen Thousand One Hundred Thirty-two Dollars ($119,132) from the Capital Reserve Fund, created under Article 5 of the 1975 Annual District Meeting of the Monadnock Regional School District for the specific purpose of replacing an oil tank and a water tank; replacing window-wall sections; replacing a tennis court, and expanding the maintenance garage facility at the Monadnock Regional High School and for replacing windows at the Emerson School.
   (Recommended by the School Board)
   (Budget Committee recommends an additional $16,300.)

3. To see if the Monadnock Regional School District will vote to approve the cost items included in the collective bargaining agreement reached between the Monadnock School Board and the Monadnock District Education Association which calls for the following increase in salaries and benefits:

YEAR	PERCENTAGE	ESTIMATED AMOUNT
1993	3.1%	$183,232.00

and, further to raise and appropriate the sum of One Hundred Eighty-three Thousand Two Hundred Thirty-two dollars ($183,232.00) for the 1993 fiscal year, which sum represents the additional costs attributable to the increase in salaries and benefits over those paid in the prior fiscal year.
(Recommended by the School Board)
(Not recommended by the Budget Committee)

4. To see if the Monadnock School District will vote to raise and appropriate the sum of Ninety-one Thousand Seven Hundred Seventy-seven dollars and no cents ($91,777.00) for the purpose of funding increases in wages and benefits for all Monadnock School District staff, except staff members covered by the collective bargaining agreement reached between the Monadnock School District and the Monadnock District Education Association.
(By Petition)
(Recommended by the School Board)
(Not recommended by the Budget Committee)

5. A. That the increase in salaries, benefits etc. for all school personnel be presented as a separate item.

   B. That the increases in the 1992-93 School District Budgets, other than in "A" above, also be presented as a single item.
   (By Petition)

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

7. To see if the District will vote to accept the provisions of RSA 198:20-b providing that any school district at an annual meeting may adopt an article authorizing indefinitely, until specific recision of such authority, the school board to apply for, accept and expend, without further action by the school district, money from a state, federal or other governmental unit or a private source which becomes available during the fiscal year.
(Recommended by the School Board)
(Recommended by the Budget Committee)

8. 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 of the fiscal year June 30, 1992, to the capital reserve fund created under Article 5 of the 1975 Annual Meeting of the Monadnock Regional School District, or take any action thereon.
(Recommended by the School Board)

9. To see if the District will review the basis for apportionment of operating costs of the District as provided for in RSA 195:8 and vote to change the formula for apportioning operating costs to 50% based on average daily membership and 50% on the basis of the ratio that the equalized valuation of each preexisting district bears to that of the Cooperative District; the change in apportionment of operating expenses to be effective with the 1992-1993 budget there being no change in the present method of apportioning the cost of capital outlay.
(By Petition)

10. To see if the voters of the District will vote to elect its District officers by separate ballot at the town election in each Town.
(By Petition)

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

Given under our hands and seals this _____day of February, 1992

_____ _____

_____ _____

_____ _____

_____ _____

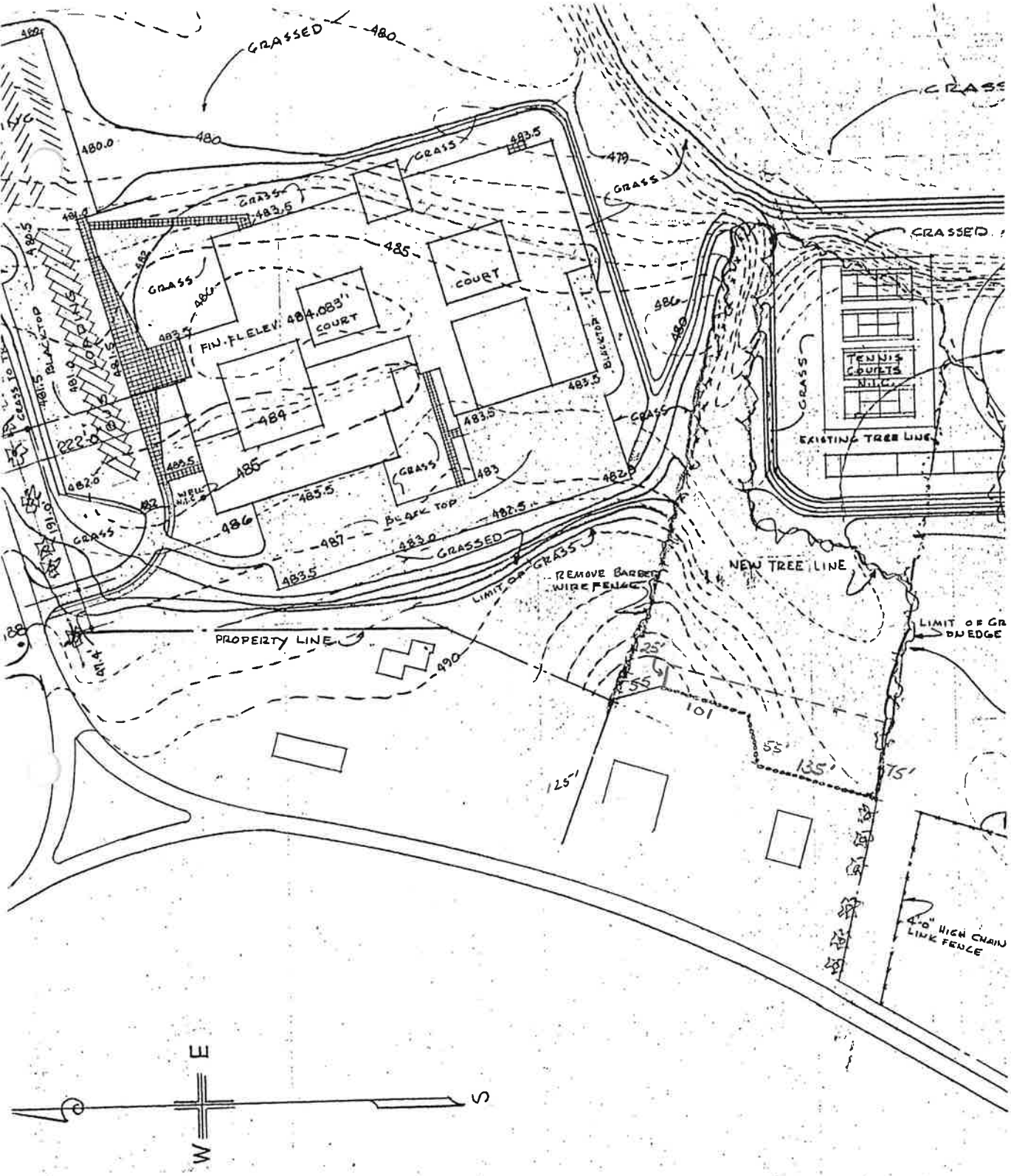
_____ _____

Monadnock Regional School Board

proposed by the Town of Swanzey

Monadnock Regional School District Meeting

To see if the District will vote to convey to the Town of Swanzey a small parcel of land abutting the Town Hall lot in Swanzey Center for the installation of a leach field and future parking area; and authorize the School Board to determine the size and shape of the parcel and the price, and to authorize the Chairman of the School Board to sign the deed when the size and shape of the land and the terms have been agreed upon.



PLOT PLAN

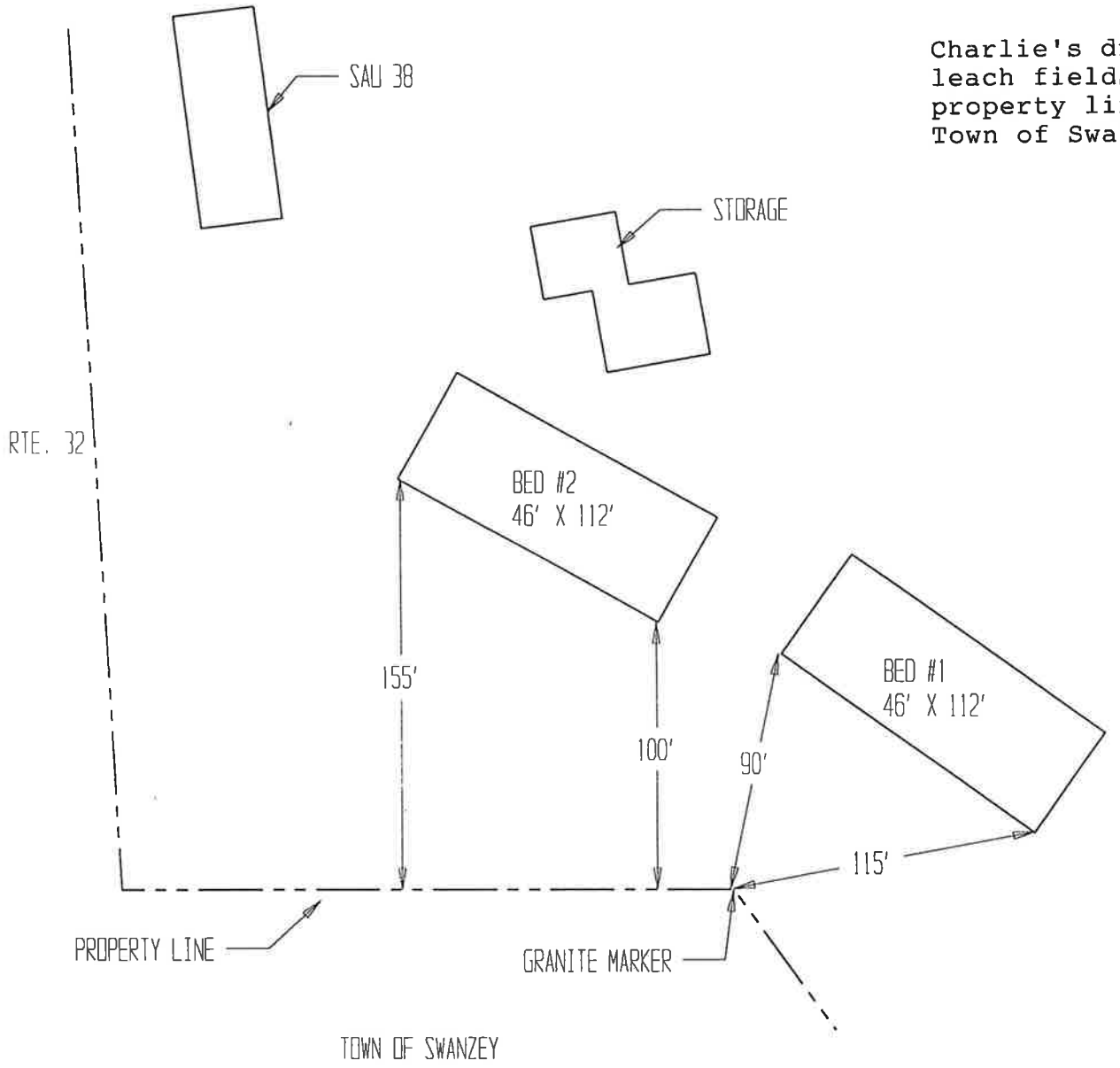
SCALE 1" = 100'-0"

CONTOURS TAKEN FROM PLAN MADE BY R.K. PIPER, SURVEYOR, KEENE, N.H DATED MARCH 1961.
ELEVATIONS BASED ON SEA LEVEL DATUM OF 1929 CONTROL FROM U.S.G.S.

EXISTING CONTOURS ARE SHOWN DOTTED.
NEW CONTOURS ARE SHOWN SOLID.

Copy of Map from School District

Charlie's drawing of leach fields in relation to property line with the Town of Swanzey



MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
March 3, 1992

MEETING AT

Monadnock Regional High School 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. Assignment of Warrant Articles to Board Members.
   b. Discussion on the Job Sharing Proposal. (Proposal was presented to Board Members at February 18, 1992 meeting)
   c. Action requested on the Chairman's request to attend the NSBA Meeting.
   d. Proposal for School Board Meetings 1992-1993 schedule.
   e. Action on the manifests.
   f. Discussion of the MRSD Policy Manual, Chapter B.

4. SUPERINTENDENT'S REPORT

   a. AASA Convention Report.

5. NON PUBLIC SESSION

   a. Presentation of certified personnel contract renewal recommendations.

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, March 3, 1992, MRHS Library

Present: J.Carnie, J.Fallon, W.Wright, D.Keating, L.Barrett, G.White, B.Ballou, B.Hamill, J.Young, T.Britton. Also present: Dr.Wheeler, K.Hewitt, J.Menton, D.Mousette, D.Bell, C.Roosa
Chairman Wright opened the meeting at 7:35 p.m.

Consent Agenda
G.White MOVED: that the minutes of February 18 be accepted as presented; second by J.Young. J.Carnie noted that the vote to approve leave for Jim Harris was 5-1-3-1, not 4-1-3-1. The minutes were approved as corrected by a vote of 9-0-1-0 with T.Britton abstaining.

G.White MOVED: reimbursement requests be approved for Beth Audette-$40.00, Maurine Henry-$65.00, Diana Elkavitch-$40.00, Elizabeth Corindia-$45.00 and Anne Killeen-$65.00; second by L.Barrett. VOTED: 10-0-0-0.

It was noted that Bill Prigge indicated that the DCYS Hearing regarding Country Acre students in Gilsum will be held March 10 at 9:30.p.m.

Citizen Concerns
Francis Faulkner, selectman from Swanzey, distributed a plot plan that showed where the Town of Swanzey would like to acquire a piece of property for a new septic system. Attorney Sam Bradley explained the town's problem, noting that since it was not on the school district warrant, it could be approved at next year's meeting. In the meantime, the district could allow the septic system to be build on a revocable license basis, and the town would assume all liability for the project. The project would also meet all state standards. G.White noted that the town is not asking for land for a parking lot at this time. He suggested trading with the town, perhaps swapping the use of the land for fill. Discussion followed. B.Hamill suggested they allow the town to go ahead with the project. L.Barrett asked if the town was willing to assume all liability for the project in the event a problem arose. Attorney Bradley indicated that the town will assume total liability. J.Carnie expressed a concern as to what trees would be eliminated. G.White MOVED: that the district enter into a lease with the town for construction of a septic system with additional area and layout for parking to be viewed by the entire Board and presented at the next district meeting. D.Keating suggested that the lawyers get together and draw up an agreement. Second to motion by B.Ballou. The motion was withdrawn. L.Barrett MOVED: that the Board authorize their attorney to draw up an agreement with Swanzey for a septic system and to present the proposal to the Board at the next meeting; second by J.Carnie. VOTED: 10-0-0-0.

Bruce McCulley from Troy indicated that he wants to organize a taxpayer's association and would like to distribute information at the district meeting on Saturday. The association would address how schools are funded. The Board agreed to allow him to distribute the information on Saturday.

Other School Board Business
The following warrant articles were assigned: #2-J.Fallon, #3-L.Barrett, #4-G.White, #5-B.Hamill, #6-T.Britton, #7-W.Wright, #8-B.Hamill, #9-D.Keating, #10-J.Young, #11-B.Prigge. B.Hamill suggested that Article #9 be taken up first. J.Carnie felt that it would be better if someone from the floor recommended the move instead of the Board. D.Keating agreed. Discussion followed. J.Young MOVED: that Article #9 be taken up prior to #2; second by B.Hamill. VOTED: 1-9-0-0 with all but B.Hamill dissenting. L.Barrett MOVED: that the school board's budget be presented in Article #6; second by J.Young. VOTED: 9-1-0-0 with J.Carnie dissenting.

Dr.Wheeler presented information on proposed budget cuts by the budget committee, also information referring to bonds, state aid, cost of retirement funding, tax assessment and selected school district costs. J.Menton distributed and explained information on determining assessments for each town and a five year coverage of the factors involved and how the 50/50 formula works. Discussion followed. Dr.Wheeler distributed information on a seven year history of foundation aid.

K.Hewitt presented information on a job-sharing proposal and suggested guidelines. He recommended that the job-sharing request be approved for the next school year. After discussion, J.Young MOVED: that the request to job-share be approved; second by B.Hamill. VOTED: 10-0-0-0.

G.White MOVED: approval of W.Wright's request to attend the NSBA Conference; second by B.Hamill. VOTED: 10-0-0-0.

The proposed schedule of Board meetings will be presented at the next meeting.

B.Hamill MOVED: approval of Lunch Program Voucher #3209-#3220 dated 3/3/92 for $2,414.89, Payroll #18 dated 3/6/92 for $295,409.93, Payorder Checks #3110-#3207 dated 3/2/92 for $301,059.26 and Payorder Check #3110 dated 2/20/92 for $1,198.90; second by J.Carnie. VOTED: 10-0-0-0.

Discussion on the policy manual was postponed.

Dr.Wheeler presented a request from Joan Swett to take a non-paid leave for the 1992-1993 school year. L.Barrett MOVED: approval of the request for the 1992-1993 school year; second by B.Ballou. VOTED: 10-0-0-0.

W.Wright informed Board members of the recent illness of Kathy Roberts. She is a highly respected teacher in Fitzwilliam and has taught there since 1962.

Superintendent's Report
Dr.Wheeler reported on his attendance at the AASA Convention and highlighted sessions on student assessment and general session speakers. K.Hewitt also spoke highly of the convention.

The Board adjourned at 10:10 p.m.

Respectfully submitted,
Ken Hewitt

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 26, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

3a. It is time for the selection of Articles by board members. A meeting will be held in the Wyman House at 4:00 PM, Monday, March 2, 1992 to finalize the arrangements for the Annual Meeting. A copy of the Annual Meeting Report is enclosed for your reading enjoyment.

3b. Mr. Hewitt's Job Sharing Committee presented you with a written report at the last meeting. He is prepared to discuss the report with you. Two teachers from Cutler Elementary School have requested the opportunity to job share a classroom next year. The teachers are Elizabeth Baker and Anne Anderson. A response to their request at the earliest possible opportunity would be appreciated. Sequencing the events: if you make a decision at this meeting an administrative proposal concerning contracts would be made at the next meeting.

3c. I believe Mr. Wright wishes to discuss this matter with you. As you know sometimes I miss the hints or directions but even I know the third time is a strike out.

3d. A schedule for next year's School Board meetings is attached. Usually you take action on the calendar at the Board's reorganization meeting, which would be the March 17, 1992 meeting.

4a. Mr. Hewitt and I attended the American Association of School Administrators Convention over the past weekend. My two areas of concentration was assessment and quality management. Some of the main speakers were outstanding. Jonathan Kozol recently researched and authored *Savage Inequalities,*. A text on the disparities between the have and have not districts. Charlayne Hunter-Gault was one of two black students who entered the University of Georgia for the first time thirty-one years ago and is now a journalist on the MacNeil-Lehrer News Hour. Peter Senge is a systems expert doing research at MIT. Of great interest was Robert Fulgrum, you may remember him as the author of *All I Really Need to Know I Learned in Kindergarten*. Conspicuous in their absence were National and State politicians. Lamar Alexander was originally on the program and then was not.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, February 18, 1992, Mt. Caesar

Present: J.Carnie, J.Fallon, W.Wright, D.Keating, L.Barrett, G.White, B.Ballou, B.Hamill, J.Young; absent: T.Britton. Also present: Dr.Wheeler, K.Hewitt, D.Stockwell, J.Menton, L.DeCoste, D.Bell
Chairman Wright opened the meeting at 7:40 p.m.

Consent Agenda
J.Carnie MOVED: that the minutes of January 21 be approved as presented; second by G.White. D.Keating noted that reimbursement for Steven Morse was $500.00 not $535.00. VOTED: 9-0-0-1 as amended.

G.White MOVED: approval of reimbursement requests for Cheryl Burrows-$40.00, Lucinda Lowell-$65.00; second by B.Ballou. VOTED: 9-0-0-1.

Job-sharing guidelines were distributed to the Board. K.Hewitt and G.White explained the job-sharing request. This item will be on the next agenda.

An article on gifted education was distributed to the Board by Marge Shepardson.

A copy of Paw Prints was distributed to the Board. It is an elementary physical educational newsletter sent home with every student. The printing is done through Steve Houle and his classes at the high school.

There were no committee reports.

Citizen Concerns
None at this time.

Other School Board Business
Dr.Wheeler reviewed the proposed calendar for 1992-1993. L.Barrett MOVED: that the calendar be accepted as presented; second by G.White. VOTED: 9-0-0-1.

Discussion followed on the proposed school warrant. Article 2 included $16,300. more as recommended by the budget committee. G.White MOVED: that the $16,300. be added to the article; second by J.Young. J.Menton explained that the guarantee of capital improvements was only a judgment call. It is possible that the entire capital reserve project could come under review since it is itemizing items of low cost. The article could be amended from the floor to put into the regular budget. The motion was withdrawn. D.Keating suggested leaving Article 2 as recommended by the Board. G.White MOVED: to put the $16,300 in a separate article and list the expenditures as recommended by the budget committee; second by D.Keating. VOTED: 3-6-0 1. with J.Young, B.Ballou, J.Carnie, J.Fallon, L.Barrett and B.Hamill dissenting. B.Hamill MOVED: that the Board accept the recommendation of the budget committee with the footnotes as added. VOTED: 9-0-0-1. B.Ballou MOVED: that Article 3 be accepted as presented; second by J.Carnie. VOTED: 8-1-0-1 with D.Keating dissenting. L.Barrett MOVED: to put Article 4 in the warrant as recommended by the Board; second by B.Hamill. VOTED: 8-1-0-1 with D.Keating dissenting. Discussion followed on other proposed articles.

Dr.Wheeler explained the request from Swanzey selectmen to increase land acquisition to expand the parking lot. They would like one-third of an acre. It was noted that their proposal has changed since the meeting last Saturday. After discussion G.White and J.Carnie recommended that the Board do nothing for one year. B.Ballou agreed. There was general consensus of the Board on that decision.

D.Keating gave a written report on alternative schooling. He indicated that no one plan meets the needs of the students at this time. Dr.Wheeler and W.Wright thanked the committee for their work on the study and felt it should be made available to the public. It should also be highlighted in the school news. Dr.Wheeler asked the Board to accept the report. L.Barrett indicated that she has taken pictures of the portables, has their cost and the number of students involved. She is willing to share that information with voters prior to the district meeting. D.Keating is also willing to discuss alternative schooling with citizens prior to the meeting. G.White MOVED: that the report on alternative schooling be accepted; second by B.Ballou. VOTED: 9-0-0-1.

J.Carnie MOVED: approval of Lunch Program Voucher #3007-#3018 dated 2/17/92 for $19,046.59, Payroll #16 dated 2/7/92 for $305,596.23, Payroll #17 dated 2/21/92 for $316,121.52 and Payorder Checks #3019-#3088 dated 2/18/92; second by G.White. VOTED: 9-0-0-1.

B.Ballou MOVED: to approve a request from Kathy Hammond for a personal leave on April 29 and 30 to accompany her husband on a trip. This would be without pay. Second by J.Young. VOTED: 9-0-0-1. G.White MOVED: approval of maternity leave for Kathy Wichland after using her remaining sick leave. She would return on 2/1/93. Second by J.Fallon. VOTED: 9-0-0-1. B.Ballou MOVED: that a request from Jim Harris to leave school on June 12 to accept a conference offer be approved. This leave would be granted with pay. Second by G.White. VOTED: 4-1-3-1 with W.Wright dissenting and J.Fallon, J.Carnie and J.Young abstaining.

W.Wright asked that the NSBA Convention be placed on the next agenda. G.White left at this time.

L.Barrett MOVED: that the Board go into executive session for the purpose of certified personnel renewal and a request for a tuition waiver. Second by J.Fallon. The roll call vote was 8-0-0-2.

Executive Session

G.White returned. J.Young MOVED: approval of a tuition waiver for Issac and Alexander Rice as long as they remain in current placement. The father has recently been granted custody. Second by G.White. MOVED: 9-0-0-1.

Dr.Wheeler asked that all teachers be offered contract renewals with the exception of three in Troy and Fitzwilliam due to a decrease in staff and two teachers at Mt.Caesar who have not indicated whether or not they will return. One teacher at the high school is not being recommended for a contract renewal. A decision will be made on March 17.

The Board adjourned at 9:45 p.m.

Respectfully submitted,

Ken Heuritt

SUBJECTS

Mrs. Anderson	Mrs. Baker
Reading	Math
Spelling	Science - Health
Language	Social Studies
Handwriting	

ISSUES

1. Duties - will be divided evenly

2. Discipline will be consistent

3. Afternoon person attends teachers meetings and relays information to the morning person.

4. LEPT meetings - one person will attend and prepare a written statement for the other, if necessary

5. We will meet weekly to integrate and coordinate the curriculum

6. Both attend first day of school

7. Both attend parent conferences

8. Both attend field trips

9. We will substitute for each other

10. Both will attend evening school functions

11. Curriculum days- each go to half

12. Option to return full-time after one year to grade 4 at Cutler School

13. Benefits- 1/2

14. Salary- 1/2

15. Supervision

18 Nov 91

JOB SHARING PROPOSAL

Dear Dr. Wheeler ~~Monadnock Regional School District Committee members~~,

We, Elizabeth Baker and Anne Anderson, request the opportunity to "job share" a fourth grade teaching position at Cutler School for the 1992-1993 school year. By "job sharing", we would share responsibility for all the functions of one full-time position. This would provide us the opportunity to maintain meaningful careers while spending more time with our families.

Based on our strengths, interests, training, and experience the curriculum would be divided as follows: Mrs. Baker - math, science, social studies; Mrs. Anderson - reading, language, spelling, handwriting.

Other responsibilities, such as parent conferences, teachers meetings, in-service training, LEPT meetings, outside duties, will be shared as well.

Good communication would be vital to the success of our program. Therefore, we would meet regularly to establish consistency in the management of our classroom. We would meet both daily to discuss student behavior, work habits, and attitudes, and weekly to coordinate curriculum. We both would be present for the morning coffee hour, open house, and the entire first day to introduce the program.

We feel that "job sharing" would provide a positive and exciting learning atmosphere for our students and is worthy of consideration. Thank you very much for the opportunity to present this proposal.

Respectfully submitted,

_____

Elizabeth Baker

_____

Anne Anderson

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*

VOL. 2 "Paw Prints" January 1992

A Quarterly Physical Education Newsletter
By: Maureen Osburn and Robert Brennan

Where does the time go?! I can't believe how fast the days, weeks, and months go by. Once again it's time for us to let all of you know what we've been up to in Physical Education since our last letter.

Grades R-2: Games and activities involving teamwork, running and tagging, avoiding and dodging, moving in general and personal space, moving in different pathways and changing speeds, locomotor skills, spatial and body awareness, and visual and auditory perception. Such activities include "Red Rover", "Squirrels In Trees", "Cat and Mouse", "Giants Cave", and "Space Chase" to name a few.

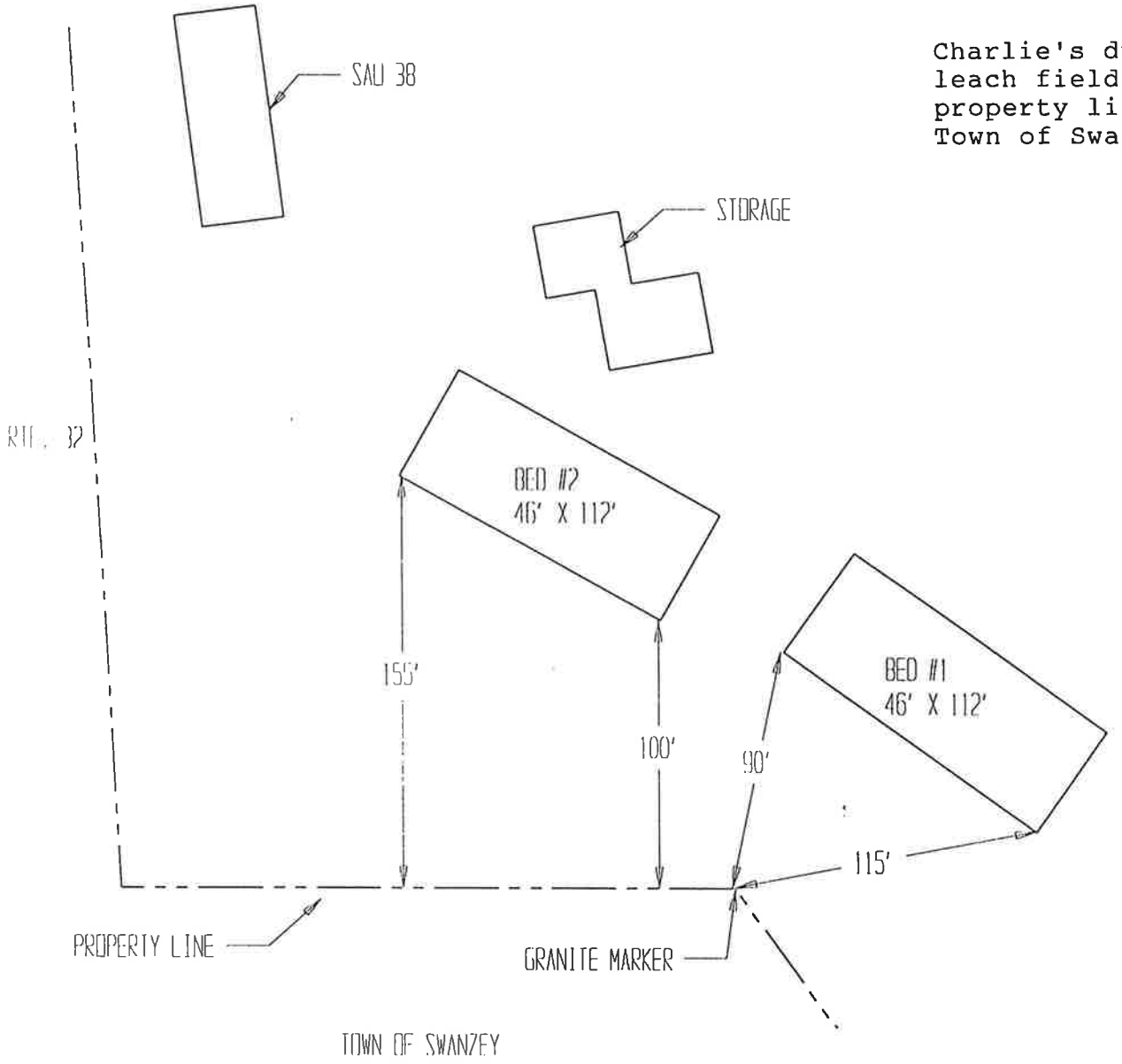
Grades 3-6: Soccer Unit with emphasis on ball control, dribbling, trapping, and passing. Prior to the holidays, we were engaged in activities involving teamwork, throwing and catching, and simple strategies.

All students were involved with the use of scooter boards. Scooter boards refine and reinforce basic skills such as dynamic balance, using both sides of the body together, controlling whole body movements, and teamwork.

We have completed three more physical fitness tests since our last letter. Those tests were sit-ups, push-ups, and standing long jump. Ask your child how they performed on each of these tests. We will be sending their results home with our next newsletter. Upcoming units are tumbling, partner and group stunts, and cooperative games.

Physical Education is an integral part of a large school community that is attempting to produce a more healthy, literate, productive, and informed American citizen. We are striving for greatness through quality Physical Education. We know that fitness is absolutely vital for healthy children and a lifestyle of wellness. We need everyone, parents, students, and educators to get involved to help improve the fitness level of our youth! Your encouragement of your child's involvement is greatly appreciated and definitely adds to the motivational climate.

Charlie's drawing of leach fields in relation to property line with the Town of Swanzey



MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
March 17, 1992

MEETING AT

Monadnock Regional High School Library, Swanzey Center

CALL TO ORDER AT 7:30 PM

1. School Board Organization (Action Required)
   Swearing in of recently elected members
   Selection of the following offices for the 1992-1993 school year.

   Chairman _____

   Vice-Chairman _____

   School District Clerk _____

   School District Treasurer _____

   Committee Appointments (see A attached 1991-1992 membership list)

2. CONSENT AGENDA

   a. Minutes of previous meeting
   b. Approval of reimbursement requests
   c. Correspondence/announcement
      1) Letter from MDEA to reopen negotiations (see B attachment)
      2) Letter sent to Budget Committee Members (see C attachment)
      3) Employee Notice on Articles 3 & 4 (see D attachment)
   d. Board committee reports

3. CITIZEN CONCERNS

4. OTHER SCHOOL BOARD BUSINESS

   a. Teachers 1992-1993 contract.
   b. Town of Swanzey's request to lease school property.
   c. Teacher request for one half time contract for 1992-1993.
      (see E attachment)
   d. Action requested on School Board Meetings 1992-1993 schedule.
   e. Action on the manifests.
   f. Discussion of the MRSD Policy Manual, Chapter B.

5. SUPERINTENDENT'S REPORT

   a. Policy Manual use.

6. NON PUBLIC SESSION

   a. Presentation of certified personnel contract renewal recommendations. (see F attachment)

7. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, March 17, 1992, MRHS Library

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

Dr.Wheeler opened the meeting at 7:30 p.m. He asked for nominations for Board Chairman. J.Carnie nominated T.Britton as chairman; second by L.Barrett. VOTED unanimously. J.Young nominated W.Wright as vice-chairman; second by J.Carnie. VOTED: unanimously. W.Wright nominated Elizabeth Massin as school district clerk; second by J.Young. VOTED: unanimously. L.Barrett nominated Arlene Perry as school district treasurer; second by W.Wright. VOTED: unanimously.

Committee assignments were discussed. J.Fallon noted that he is on the Policy Committee. L.Barrett questioned the need for a Goals Committee. The committee was eliminated. J.Fallon indicated that he is unable to make the meetings of the Staff Development Committee. G.White volunteered to replace him. G.White questioned the need of the Septic Committee and felt that the Facilities Committee could do whatever was necessary. The Septic Committee was eliminated. D.Keating suggested that a Communications Committee be established. Its purpose would be to assist the administration in providing information to the public. The committee was established with D.Keating, T.Britton and L.Barrett as members. L.Barrett felt that the Negotiations Committee should remain in place at the present time.

Consent Agenda
The minutes of March 2 were postponed until the next meeting.

G.White MOVED: approval of reimbursement requests for Tonya LaCour-$400.00 and Louise Laflamme for $98.00; second by B.Hamill. VOTED: 9-0-0-1.

The letter from the MDEA to reopen negotiations was noted.

Dr.Wheeler indicated that feedback is needed from the budget committee to eliminate any confusion that exists, and that he will meet with them. He has written a letter to them expressing his views. Mike Steere took offense to the letter since concerns were not mentioned at any meeting. Dr.Wheeler felt that it was not appropriate to discuss those concerns at a public meeting. B.Hamill indicated that this meeting should not be a forum for such discussion. W.Wright questioned the need for a budget committee since no one signs up as a candidate. Larry Sicotte felt it was illegal to have three board members on the budget committee. T.Britton indicated that they have only one vote, and any member can cast the vote. J.Carnie explained the voting process and why members were added. Discussion followed.

Citizen Concerns
Betsy O'Leary spoke against eliminating the readiness class in Troy and read her letter to the Board. She also presented a petition to the Board approving readiness and a letter from a parent. D.Mousette spoke against the need for readiness. L.DeCoste indicated that EPSF and Reading Recovery should not be part of the discussion. She supports interventions like these two. N.Evans discussed the need for two teachers in Grade 4 in Troy next year, and that the teachers

in Troy agreed with him. L.DeCoste and K.Hewitt both mentioned that research supports the elimination of readiness classes. Kathy Shanks indicated that some research also supports readiness. N.Evans felt that developmentally young children can be taken care of. Kathy Shanks read the conclusions of a study committee. W.Wright mentioned the meeting with parents who supported the elimination of readiness. T.Britton explained the budget options. He asked the administration to reevaluate the situation and for K.Hewitt to report to the Board at a later date.

John MacMaster of Swanzey asked the Board to consider a girls soccer team for next year. He will provide a report on proposed expenses at the next meeting.

J.Young asked if any plans have been made to provide sixth graders with an experience similar to Otter Lake Conservation School. K.Hewitt indicated that no plans have been made at the present time.

Other School Board Business

Gary Kinyon, an attorney for the Town of Swanzey, distributed a license agreement to the Board for their approval. He explained Swanzey's problem with the septic system. J.Carnie suggested that the two amendments not be part of the agreement. After discussion B.Hamill MOVED: that the agreement be approved excluding the two amendments pending a detailed sketch of the proposal; second by J.Young. VOTED: 9-0-0-1.

L.Barrett suggested that the Board have a non-meeting after executive session to discuss what the Board might do about negotiations. B.Hamill indicated that the Board needed some guidelines. After a brief discussion, the Board agreed to have a non-meeting.

L.Barrett MOVED: that the request by Betsy O'Leary to take a personal leave without pay the second semester of the 1992-1993 school year be approved; second by J.Fallon. VOTED: 9-0-0-1.

W.Wright MOVED: approval of the 1992-1993 School Board schedule; second by G.White. VOTED: 9-0-0-1.

B.Hamill MOVED: approval of Lunch Program Voucher #3381-#3389 dated 3/17/92 for $15,525.76 and Payorder Checks #3241-#3380 dated 3/16/92 for $216,155.71; second by G.White. VOTED: 9-0-0-1.

B.Hamill MOVED: acceptance of the policy manual as presented; second by D.Keating. After discussion the question was moved. VOTED: 8-1-0-1 with T.Britton dissenting. Motion VOTED: 3-6-0-1 with J.Fallon, L.Barrett, W.Wright, T.Britton, G.White and J.Carnie dissenting. It was decided to discuss the policies on March 31 at the Wyman House at 7 p.m.

B.Hamill MOVED: approval of maternity leave from April 27 to the end of the school year for Janet Barnard; second by J.Fallon. G.White left. VOTED: 8-0-0-2.

K.Hewitt passed out a sabbatical leave request from Chana Robbins. It will be on the agenda at the next meeting.

It was requested to place the district funding formula on the next agenda. G.White returned.

The Facilities Committee will meet at 7 p.m. at the next meeting.

L.Barrett MOVED: that the Board go into non-public session for the purpose of contract renewals and discussion of negotiations in a non-meeting; second by G.White. The roll call vote was 8-1-0-1 with J.Carnie dissenting.

Non-Public Session

W.Wright MOVED: approval of non-renewal for Melvin Leclair; second by G.White. VOTED: 7-0-2-1 with J.Carnie and J.Young abstaining. Board members received a copy of staff members to be renominated. W.Wright MOVED: to rehire all recommended staff members; second by G.White. VOTED: 9-0-0-1.

The Board went into non-meeting to discuss negotiations.

The Board adjourned at 10:40 p.m.

Respectfully submitted,

Ken Hewitt

CUTLER SCHOOL
P. O. Box 628
31 South Winchester Street
West Swanzey, New Hampshire 03469
Telephone (603) 352-3383

David W. Bell, Principal
Mark Pride, Counselor

Lisa Fisk, Secretary
Beverly Soderberg, Nurse

27 March 1992

Dr. Wheeler:

The Monadnock elementary and secondary administrators request the opportunity to address the Finance Committee of the School Board at 7:00 P.M. April 7th at Cutler School.

It is our intention to request the Board provide 100% membership in BC/BS, as in all previous contractual agreements with us. We are not asking for increases in salaries for 1992-93, but do not wish to absorb loses inherent in rate increases. We estimate that such increases could total between $5,000 $7,000. If you think it would be helpful to communicate this request ahead of time to the board, feel free to include it in the mailing. We will be there on the 7th to discuss the matter. Thank you for your help.

Dave
David W. Bell

NON-PUBLIC SESSION

The law permits the Board to go into a non-public session for one or more of five matters.

(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 negotiation 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.

A sixth exemption exists which may be added by the local board is:

(6) Matter where information contained in a student record will be referred to.

Also excluded from the definition of "meeting" are the following.

(7) Strategy or negotiations with respect to collective bargaining; or

(8) Consultation with legal counsel.

Source: School Law Journal, New Hampshire School Boards Association, March, 1992 pp. 15 &16.

March 7, 1992

Mr. Winston Wright
School Board Chairman

Dear Mr. Wright.

As a result of the Annual School District meeting, the Monadnock District Teachers Association would like you to know that we are prepared to return to the negotiations table. During the following week we will hold an association meeting and then the negotiations team will be ready to meet with you at your earliest convenience.

Sincerely,

Marie D. Szymcik
Susan E. Bobbin

Marie D. Szymcik
Susan E. Bobbin
Co-Presidents, MDEA

February 19, 1992

To: Norman Evans
Principal, Troy Elementary School

From: Betsy O'Leary

Dear Norman,

I request the position of kindergarten teacher for the first semester of the coming school year (1992-93). I would like to fill in for Kelly Wichland's maternity leave. I would then like a leave of absence for the remainder of the year, returning to my position as first grade teacher in September of 1993.

After eighteen years of teaching, raising two young children, being on several committees and investing myself in the S.I.P. Program, I need some time to regenerate my creative and professional energies and enthusiasm. I plan to spend part of this time visiting innovative primary classrooms and reading literature that relates to my profession.

My request is contingent upon two things--receiving full pay and benefits for the semester that I work (not substitutes' pay) and returning to my first grade position in the fall of 1993. I realize that I would not receive any pay for the leave of absence.

Thank you for considering this request.

Sincerely,

Betsy O'Leary

Betsy O'Leary

Three teacher positions were eliminated from the Troy and Fitzwilliam Schools. Adminsitratively we planned for each teacher to be placed within another position in the district. The following chart displays how we recommend to have that happen.

Name	Present status	1992-1993 assignment
Kathy Woodbury	5 & 6 Gilsum	Northern Schools Reading
Marilyn Jarvis	1 & 2 Surry	Retirement
Yonnie Houpis	3 Troy	Retirement
Anne Anderson &	4 Cutler	
Elizabeth Baker	Maternity Leave	Job Sharing 4 Cutler
Pam Loney	Maternity Leave	Non-contract status
Susan Bates	Maternity Leave	Non-contract status
Joan Swett	5 Cutler	Leave
Betsy O'Leary	1 Troy	1/2 Kdg. Troy - 1/2 leave
Kelly Wichland	Kdg. Troy	1/2 Maternity leave-1/2Kdg.
Jean Williams	*Readiness Troy	2 Troy
Bill Parkman	5 Troy	@5 Troy
Phyllis Smith	2 Troy	1 Troy
Lori Martin	4 Emerson	5 Cutler
Kathy Nonken	2 Mt. Caesar	2 Mt. Caesar
Louise LaFlamme	1 Mt. Caesar	1 Mt. Caesar

* Pending School Board Action on Administrative Request
@ Transfer of another teacher in Troy will make this possible
Teachers who were not on original superintendent's recommendation for contract renewal

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
April 7, 1992

MEETING AT

Cutler Elementary School, West Swanzey

7:00 PM **Finance Committee Meeting** (see attachment)
and, **Facilities Committee Meeting**

CALL TO ORDER AT 7:30 PM

2. CONSENT AGENDA

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

3. CITIZEN CONCERNS

4. OTHER SCHOOL BOARD BUSINESS

   a. Discussion: Parent request to form female soccer program at MRHS.
   b. Presentation of Committee report on a teacher's request for a Sabbatical Leave.
   c. Structure MRSD Funding Formula Committee.
   d. Discussion: Non-Public Sessions of the Board. (see attachment)
   e. Discussion and delination of issues in front of the Board at this time.
   f. Recommendation for action on eliminating the Readiness Program in Troy. (see attachment)
   g. Action on the manifests.

5. SUPERINTENDENT'S REPORT

   a. What I learned by meeting with the Budget Committee.
   b. Budget Summary 1992-1993 (see attachment)

6. NON PUBLIC SESSION

   a. Personnel Contract Negotiations

7. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, April 7, 1992, Cutler School

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

Consent Agenda
G.White MOVED: that the minutes of March 17 be approved as presented; second by W.Wright. L.Barrett noted that the word "exhibits" should be in place of "amendments" regarding the request by the Swanzey selectmen. VOTED: 7-0-0-3. G.White MOVED: that the minutes of March 3 be approved as presented; second by W.Wright. VOTED: 6-0-1-3 with D.Keating abstaining.

G.White MOVED: approval of reimbursement requests for Marge Shepardson- $60.00, Joanne Marchand-$98.00, Diana Elkavitch-$98.00 and Elizabeth Corindia-$95.00; second by L.Barrett. VOTED: 7-0-0-3.

Dr.Wheeler noted that the State Board of Education is meeting in Keene April 8 at 9 p.m. He read a letter from a parent in Fitzwilliam who praised Elaine Merrifield and other staff members for their support of the students at the Dover Elementary Music Festival. A letter was also read congratulating Phil Crotto and members of the MRHS Band for their concert on March 14.

D.Keating reported on a meeting at the Voc.Ed.Center that centered on working with the legislature on tuition reimbursement. On April 13 the CVC Regional Advisory Committee will meet at Fall Mt. to identify problems and concerns regarding the CVC which include declining enrollment and looking at alternatives. D.Stockwell indicated that MRHS students will attend CVC after lunch instead of in the morning. A brief discussion followed.

The Facilities Committee had met to discuss the future direction of the district in terms of building programs.

D.Keating reported that the principals met with the Finance Committee to discuss payment of full benefits. The request has been taken under advisement.

Citizen Concerns
None at this time.

Other School Board Business
K.Hewitt presented a committee report on a sabbatical leave request by Chana Robbins for the second half of the 1992-1993 school year. The committee recommended approval. G.White MOVED: that the leave be granted; second by L.Barrett. VOTED: 6-1-0-3 with J.Carnie dissenting.

T.Britton discussed the Funding Formula Committee and indicated that he would ask town selectmen to appoint a representative from each town. Discussion followed. T.Britton and G.White will represent the Board.

Dr.Wheeler reviewed the requirements necessary for going into a non-public session.

T.Britton indicated that important issues presented to the Board should continually be discussed until they are resolved. The following issues were mentioned: Gifted and Talented, Computer Technology, Policy Committee, Transportation, Curriculum, Teacher Negotiations, Swanzey Lease, Special Education, Alternative Schooling and Student Imput on MRHS.

L.DeCoste explained why readiness was eliminated at Mt.Caesar and what alternative programs are being used. K.Hewitt reviewed the seven reasons presented to the Board for eliminating readiness at Troy. He indicated that research can be found to support readiness, but many studies have not found it effective. Programs were mentioned that are being used in some of the district schools, and that teachers are encouraged to participate in them. There are also insufficient funds in the budget to support the program, D.Bell explained his feeling for not supporting readiness and indicated that it did not appear effective. N.Evans felt that if the schools and teachers planned carefully, the needs of children could be met. D.Mousette explained alternative teaching methods such as the thematic approach that could be used. Dr.Wheeler indicated that he was told that "children were falling through the cracks" without the program but when asked to have evidence shown to him, he has received no response. He also mentioned that the district has an At-Risk Program. After a brief discussion, the concensus of the Board was to remain with their original decision to eliminate the readiness program in Troy.

W.Wright MOVED: approval of Lunch Program Voucher #3560-#3571 dated 4/7/92 for $4,796.53, Payroll dated 4/3/92 for $362,208.47 and Payorder Checks #3438-#3558 dated 4/6/92 for $183,470.04; second by J.Carnie. VOTED: 7-0-0-3..

Superintendent's Report

Dr.Wheeler presented notes on his meeting with the budget committee. He indicated the following questions need to be addressed: "What do the taxpayers want of the schools?" and What is the taxpayers responsibility for the product? Process?". He also explained the Commitment to Excellence, Student Achievement Continuum and Business Ed. Goal #5. J.Carnie indicated that three board members still attend the meetings. T.Britton indicated that perhaps it should be more formalized, but that the board should stay with it. Discussion followed on the organization of the committee.

J.Menton distributed and explained the 1992-1993 budget summary. G.White expressed concern about cutting parts of the budget that affects students. There will be a financial update at the next meeting. J.Menton also explained Health Benefits Funding. The district is a member of the N.H. Municipal Trust.

G.White MOVED: that the Board go into non-public session for the purpose of Personnel Contract Negotiations; second by W.Wright. The roll call vote was unanimous.

Non-Public Session

The Board discussed Personnel Contract Negotiations.

The Board adjourned at 9:30 p.m.

Respectfully submitted,

Ken Hewitt

MONADNOCK REGIONAL SCHOOL BOARD
TOPICS FOR DISCUSSION

1. GIFTED AND TALENTED

2. COMPUTER TECHNOLOGY

3. POLICY COMMITTEE

4. TRANSPORTATION-FEEDER BUSES

5. CURRICULUM DEVELOPMENT

6. TEACHER NEGOTIATIONS

7. TOWN OF SWANZEY LEASE

8. UPDATE-SPECIAL EDUCATION

9. ALTERNATIVE SCHOOLING

10. STUDENT IMPUT ON MRHS

11. FACILITIES DEVELOPMENT

12. PUBLIC RELATIONS

13. AT-RISK REPORT

4/14/92

MONADNOCK REGIONAL SCHOOL BOARD
TOPICS FOR DISCUSSION

1. GIFTED AND TALENTED

2. COMPUTER TECHNOLOGY

3. POLICY COMMITTEE

4. TRANSPORTATION-FEEDER BUSES

5. CURRICULUM DEVELOPMENT

6. TEACHER NEGOTIATIONS

7. TOWN OF SWANZEY LEASE

8. UPDATE-SPECIAL EDUCATION

9. ALTERNATIVE SCHOOLING

10. STUDENT IMPUT ON MRHS

11. FACILITIES DEVELOPMENT

12. PUBLIC RELATIONS

13. AT-RISK REPORT

4/14/92

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 15, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

One of those great common days for Americans, one in which we all sigh and muse, "how in the world am I going to pay that?" Thank god for things like car washes in Wyoming. I don't know what I would do if I were ever in a business that made money.

1c.1) This is the list of topics which Ken and I recorded from the last meeting. It is presented with the idea that you would add, delete or modify any of list.

3a. Ken is attempting to contact the parent who attended the Board meeting of a month ago. No success to this point but he will continue to try. As you know, there is no money in the budget for this program nor do we have the facilities to add the program at MRHS. Obviously, if such a program is added, financial and spacial considerations would have to be made. It is a program which we have administratively considered for the past few years and perhaps longer than that. An argument may be presented to provide equality of programs under Article IX. It is not clear whether that means if one sex has three programs that we must offer three programs to the other sex or if it means simply that we must offer activity programs at the same time for both. This is an issue which has gone to court. What I am saying is that the judicial response is not as clear as some would like for it to be. The program would provide more options for some students. It may as well distract from present programs by drawing athletic competitors away.

3c. The attachment is a beginning on structuring the committee and it includes notes which I made from Mr. Britton's comments pertaining to its purpose. The Board should react and finalize the committee with a charge for action, when a completed report would be presented to the Board.

3d. This seems self explanatory. It is a followup to my comments presented at the last Board meeting concerning the need of the administrators to cut additional items from the 1992-1993 budget. I will try to respond to any concerns you have.

4a. Mr. Keating, Mr. Stockwell and I attended the Cheshire Center for Science and Technology (CVC) meeting held in Fall Mountain High School, on

Wednesday, April 13, 1992. Positive action has resulted from a committee directed by Chuck Larracey. A fifteen point recommendation report will be extended to you at the meeting with my comments and any which Dennis or Dan wish to make. The bottom line is that something is happening in an apparent positive vain. A rousing chorus may be just around the corner.

4b. Mr. Menton will discuss the financial statement during the meeting and he or I will attempt to properly respond any concerns you have. It is looking good at this moment. Knock on wood! If you have a lucky rabbit's foot keep it handy as well.

For School Board Members only

Non-public Session

Mrs. Barrett reports that the Board's Negotiation and Teacher's Negotiation Committees have agreed to a proposed contract. The Board will be asked to take action on the proposed contract. If you react positively, a strategy and procedure will need to be decided on to approach a Special District Meeting. I have visited with Mr. Prigge on the matter and he is proceeding with describing the action and timeline necessary to deal with the issue. I have asked him to construct a procedure which would complete the process prior to June 30, 1992.

A break out of the costs is attached for your review. The report displays data pertaining to the Bargaining Unit, Non-bargaining Unit, and other employees. For the purpose of information I asked John to place a 2.5 % pay increase for "other employees". You will need to decide on the nature of the amount of money and how it may be presented to the voters. Mr. Prigge thought that it may very well be presented in the same terms and manner as was used in presenting Articles 3 & 4 at the Annual District Meeting. He is also concerned with the time selected for the meeting.

MONADNOCK REGIONAL SCHOOL DISTRICT

FUNDING FORMULA COMMITTEE

1992-1993

Charge:

Study and predict the impact any funding formula change would have on the several Towns served by Monadnock Regional School District.

Report:

To be submitted to the School Board, Towns' Selectmen, and general public no later than _____.

Structure:

Two School Board members

Tom Britton, Chairman
Glenn White

One Representative from each Town selected by the Selectmen's Office

Fitzwilliam _____

Gilsum _____

Richmond _____

Roxbury _____

Sullivan _____

Surry _____

Swanzey _____

Troy _____

MONADNOCK REGIONAL SCHOOL DISTRICT

TEACHER SUPERVISION SURVEY

REPORT

Spring, 1992

By: Dr. Bill Wheeler

Principals distributed a "Teacher Supervision Survey" for each MRSD teacher. The survey's instructions directed the teacher to return the survey to the principal's office prior to April 15, 1992. The district has a total of 66 elementary teachers and 61 secondary teachers. Forty three elementary teachers returned the survey for a return of 65%. Twenty eight secondary teachers returned the survey for a return of 46%.

Information and directions for completion of the survey are provided below as well as the questions asked and data reporting survey results. A *comments* section was included for narrative responses. Several teachers did comment. The narrative responses are presented by elementary teacher comments and secondary teacher comments. At this time no conclusions or summary are presented. Such may occur following a review by the administrators.

SURVEY DIRECTIONS

The purpose of supervision is the improvement of instruction. Supervision, while including formal classroom observations, is not restricted to that technique of information gathering. It may involve individual or group conferences with the principal or supervisor, collaboration with other teachers, or independent study, as well as other approaches.

The district administrators are interested in determining the effectiveness of the supervision model which has been in place the last two years. To help us in the evaluation process please respond to the survey below. Add any comments you wish to make about the supervision program in the space provided.

SURVEY RESULTS

Check one: 43 elementary teacher 28 secondary teacher

Elementary teacher responses are reported in the number before the / and secondary teacher responses are reported after the /.

The percentage of elementary teacher responses to each question is reported in the number before the / and the percentage of secondary teacher responses is reported after the /. Percentages were computed by dividing the number of responses for each choice by the total number of responses for all choices for each question. Percentages may not add to 100% due to rounding of numbers, every number above a .5 was rounded up to the next whole number and every number below a .49 was rounded down to the next whole number.

1) Do you find the present supervision model meaningful in your pursuit to improve instruction?

YES	SO-SO	NO
30/10 70%/36%	10/12 23%/43%	3/4 7%/14%

2) For those of you who had worked under the previous model, do you the find the present system better?

YES	SO-SO	NO
30/10 77%/40%	4/6 10%/24%	5/9 13%/36%

3) Do you find the number of classroom observations adequate?

YES	SO-SO	NO
25/20 63%/77%	8/3 20%/12%	7/3 18%/12%

4) Do you favor reviewing the present supervision model to provide for greater assistance in improving instruction?

YES	SO-SO	NO
15/9 37%/43%	3/3 7%/14%	23/9 56%/43%

Narrative Comments: Teacher comments were not edited or changed other than by applying the computer spellchecker.

Italics: refers to survey questions and was not a part of teacher comments.

Elementary Teacher Comments

present supervision model - better in theory than the old one but hasn't yet been worked out.

It's difficult to separate the supervision aspects from the yearly evaluation. I do like the glows and grows better than the old checklist. It's more positive.

classroom observations - But I know that if I chose another option I could better tailor it.

I took part in a Collaborative supervision model with one other teacher this year. I found this a very effective and non-threatening way to improve instruction. Because it was non-threatening, constructive criticism as well as positive reinforcement, flowed more freely. Because we were interested in the same area. We had some good discussions that produced good ideas. I would do it again.

Would like more peer observations as well as principal observations.

This is a more worthwhile and beneficial system!

I do believe that principal should be in and out of a teachers classroom. Not for long periods of time but in and out after our's is. . .

I think the current system helps to identify and help very weak teachers. One very weak teacher hurts us all in the eyes of the community.

classroom observations - in some cases more observations are necessary.

The responsibility for improvement is right where it should be, with this model, with the person who wants to improve, much more effective. We are our own best critics.

I feel that as many different officials as can be brought into the classroom should be. Currently, only the principle(pal) observes. Other educational leaders should do this.

I think we need to see it in place for awhile to see if it is effective.

Works well for me - I'm comfortable with my choices and the input I have.

I feel this new model places more responsibility on me for improvement rather than on the principal to try and improve me.

Secondary Teacher Comments

There seems no better way of offering suggestion than actually observing the teacher in action. I'm not sure cursory observations made walking through the halls and listening at doors are adequate, fair, or credible, if such actions are being done.

For me personally there was little change from the former supervision model to the present.

The overall supervision model is quite flexible and provides an excellent framework for instruction improvement. The implementation of the model needs great deal more work.

Keep the present supervision model and follow it to the letter.

classroom observation - depends upon the teachers amount of experience.

I do not feel that the methods we use for supervision are useful. I feel that teachers new to the district or just starting a career teaching require guidance they do not receive. I feel the supervision should not be a part of the evaluation process there by allowing it to be guided learning experience. I would like to see peer/team/mentor type assistance for supervision and then perhaps have dept. chairs evaluate.

I like being able to choose 3 areas to work on for the school year.

A great deal more paperwork than is necessary for the same end result as before the supervision model was in place. Very similar to staff development and therefore confusing to do both.

I question how effective the new supervision model is. Does it identify those teachers who need help? If it does, can it improve instruction? I question these for several reasons:

1. Identification of teachers;
   a. When classroom visits are preplanned, then the best lesson is taught and the best behavior is observed. What value is that?
   b. Since classroom visits are the easiest tool to use, are they the only tool? There are many other reliable sources for judging the effectiveness of a teacher. Are they used? (I haven't seen them)

2. Results of supervision;
   a. How effective is supervision? When teachers are found lacking, how effective is remediation? If remediation fails, are there workable methods in place for termination (methods that can withstand legal intervention?)? My concern here is for the identification and improvement (?) of those people who currently are not good teachers/role models for the children.
   b. Collaboration is an excellent way to see good teaching at work. Right now, we at the high school are so compartmentalized that we never get into other people's

classrooms. Can this be facilitated? Also useful would be visiting classrooms of other schools where you don't know the people.

I believe that all first year teachers (to this district) should be placed under the clinical supervision category. New teachers need close supervision to become acclamated to the school, rules, students, etc. I believe there should be more administrative observations, formal or informal, in the classrooms, of teachers and their presentations. Administrators need to know more about what an average day is like for teachers; the difficulties and confrontations with students and the accomplishments in a well received lesson.

classroom observations - by the chairperson

1. Subjective number grades are meaningless with no comments and/or suggestions. Further the opportunity for observation (except by the chairperson) is limited.

2. Under #2 the present system makes alternatives for observation extremely difficult (collaboration for example).

The new model offers options. I have continued to be evaluated under the basic observation model. I believe that using some of the options may be beneficial to other teachers. I'm not sure either model is overly helpful.

April 16, 1992

To: Daniel Stockwell
From: John Woodbury
Re: Ski Team Championship Jackets

Dear Mr. Stockwell,

The MRHS Cross Country ski team needs money to purchase their Championship jackets.

The total amount needed for 14 jackets is $994.00.

The Booster Club has agreed to give $40.00 per jacket to any student on a championship team for a total of $560.00.

The amount needed to offset that balance is $434.00.

We would appreciate anything that could be done before asking the skiers to pay the balance themselves. The team has not received new jackets for the past few years, even though they have won their division championships during that time period.

Thank you.

John Woodbury

John Woodbury
Cross-country Ski Coach

Dr. Wheeler,
- Can we get this on the agenda for the next meeting?
- May and the superintendent's report.

Thanks,
Don

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
April 21, 1992

MEETING AT

Richmond Veterans Hall, Richmond, NH

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) MRSD School Board "Topics for Discussion" (see attachment)
   d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

   a. Discussion: Parent request to form female soccer program at MRHS.
   b. Review SAU #38 May 6, 1992 agenda.
   c. Structure MRSD Funding Formula Committee. (see attachment)
   d. Cuts from Administrative Budget to comply with 1992-1993 Approved District Budget. (see attachment)
   e. Action on the manifests.

4. SUPERINTENDENT'S REPORT

   a. CVC report on action.
   b. 1991-1992 Monthly Financial Statement - expenditures and revenues.

5. NON PUBLIC SESSION

   a. Personnel Contract Negotiations
   b. Superintendent's evaluation

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, April 21, 1992

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

T. Britton called the meeting to order at 7:50 p.m. and announced there was no quorum and only informational matters on the agenda would be discussed.

CONSENT AGENDA

Dr. Wheeler distributed information regarding the New Hampshire School Board Association's questionnaire. It was requested that this matter be placed on the School Board's next agenda.

Dr. Wheeler notified the Board that James Harris, teacher and Scott Stepenuck, student were recognized as semifinalist by the Westinghouse Science Foundation as participants in the National Science Service Talent Search.

"Topics for Discussions", a list of Board projects was reviewed. No changes or additions were discussed.

Dr. Wheeler reviewed a number of major items contained in the Report of The Cheshire Vocational Center Advisory Committee. He noted that the recommendation for students to be able to take at the Center an academic course required for graduation will take effect in September of '92. He also noted that the Center will be recognizing certain technical courses as meeting the academic requirements for graduation. This is a practice already in place at the Monadnock High School.

CITIZENS CONCERNS - None

OTHER SCHOOL BOARD BUSINESS

Regarding the establishment of a girls soccer program, Mr. John MacMaster of Swanzey has identified a student population of approximately one hundred students, grades 5 thru 10. A person has expressed a willingness to coach. He described the program as being intramural with no need for busing. He was advised that the Board would need more information from the school principals before making a decision. Mr. MacMaster expressed hope that the program would be approved by September.

Dr. Wheeler confirmed the May 6th meeting of the SAU # 38 School Board. Future staffing recommendations were discussed.

The formation of the proposed Funding Formula Committee was discussed. T. Britton, Committee Chairman, will be advising the selectmen as to the purpose and membership of the committee.

Final administrative budget cuts for the 1992-1993 school year were reviewed by the Board. Concern was expressed for the reduction of teaching supplies, particularly library books, and elementary field trips.

J. Menton reviewed the Monthly Financial Statement dated 4/7/92. He identified a number of prior year deficit items and described some steps taken to prevent similar deficits for the current year. The report projected an appropriation balance of an estimated $20,000 and a revenue surplus due from Catastrophic Aid of an estimated $45,000.

The Board adjourned at 9:30 p.m.

Respectfully submitted,

John M. Menton

John M. Menton

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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: April 29, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

The meeting at Richmond permitted us to have a wonderful discussion about certain topics as witnessed by the Minutes, I'm not sure that is the right nomenclature for the written word, but lacking a better one at this time it will have to do. The items on the agenda which required/desired Board action are once again presented to you.

The school year is rapidly coming to a close. It has been a good year for a vast majority of students and staff in MRSD. You have witnessed some of the correspondence received by my office concerning the performance of some of our staff members and students. I'm sure that you are aware of many more positive feedback statements. Along with these statements are certain complaints or questions concerning issues which have not gone so well. I hope that as individuals and as a total school district we have addressed those issues. Sometimes there appear not to be ready answers or solutions. Certain expectations of others of the schools are not the same as ours or for that matter the same as other people associated with the schools. It is the balance between what the several people or groups of people expect and what we are capable or willing to deliver that seems to create some of the dissatisfaction with the schools. The solution is apparent, to me anyway, make the expectations of the schools very clear. Just like any social institution we cannot be all things to all people. But it is important that we be something to all people. That something is to provide a good, safe, healthy learning environment. It is of that environment which I speak when I say, "it has been a good year."

1c. John has lead the effort to provide a safer school environment by the establishment of a District wide Safety Committee and to have helped each principal to establish a school level Safety Committee. Their work has been very productive this year and they are anxious to share some of the happenings with you. This will provide them an opportunity to do so.

3a. Hold over from previous meetings. At the Richmond meeting some of the Board members asked Mr. Mc Master for certain additional information. If the information is available the Board should deal with the subject prior to the end of this school year.

3b. Hold over from the last meeting. If you have concerns or directions for the SAU Board Members this would be a time to express them. As I mentioned last time I

sometimes am in a quandary as to with whom I should be addressing certain issues, whether with the MRSD Board or the SAU Board and in which order. I can say that it has never been a problem for anyone else, so maybe I should just leave it at that.

3c. The attached letter seems self-explanatory.

3d. A questionnaire was circulated last meeting. Some of the questions require the Board's consensus. Therefore, it is on the agenda.

4a. A survey was conducted addressing the District's Teacher Supervision Model. The report has been shared with administrators. A copy of the report is attached for your review. I will be prepared to discuss the report or any issues involving the performance of the model to this date. Additionally I will discuss some hopes and plans for the future in the realm of teacher supervision.

5a.&b. Please refer to the notes from the last handout.

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
May 5, 1992

MEETING AT

Emerson Elementary School, Fitzwilliam

7:00 PM **Facilities Committee Meeting** (see attached notes)

CALL TO ORDER AT 7:30 PM

1. CONSENT AGENDA

   a. Minutes of previous meeting
   b. Approval of reimbursement requests
   c. Correspondence/announcement
      1) Safety Education Committee Report - John Menton, et.el.
   d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

   a. Discussion: Parent request to form female soccer program at MRHS.
   b. Review SAU #38 May 6, 1992 agenda.
   c. Action desired on request for partial funding of Championship Jacket awards for MRHS's Cross Country Ski Team. (see attachment)
   d. NHSBA Questionnaire to be completed.
   e. Action on the manifests.

4. SUPERINTENDENT'S REPORT

   a. Supervision Model report. (see attachment)

5. NON PUBLIC SESSION

   a. Personnel Contract Negotiations
   b. Superintendent's evaluation

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, May 5, 1992, Fitzwilliam Elementary School

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

Vice-Chairman W.Wright opened the meeting at 7:50 p.m.

Consent Agenda
G.White MOVED: that the minutes of April 7 be approved as presented; second by J.Young. VOTED: 6-0-0-4.

G.White MOVED: approval of course reimbursements for Deborah Stavseth-$40.00, Patricia Leinster-$200.00 and James Bardis-$40.00; second by J.Young. VOTED: 6-0-0-4.

J.Menton introduced members of the Safety Committee and distributed a Safety Kit. He explained the origin of the committee, the contents of the Safety Kit and priorities for establishing work requests. He noted that committees like this blend well with SIP programs. He also mentioned related publications. Anita Monether explained how the schools concentrate on safety needs. Carol Simonds described programs regarding playgrounds and fire safety and the use of work requests. Polly King explained the use of safety inspection sheets and how helpful it is when students and staff are involved. B.Ballou arrived at this time. A brief discussion followed.

Dr.Wheeler noted that D.Keating and he attended a meeting on communication. He also reported on the Task Force Report on School Boards.

W.Wright noted that Janis Balke will represent the northeast on the NSBA Executive Board.

J.Carnie indicated that the Facilities Committee met and discussed the need for action by the Board for future direction. Dr.Wheeler indicated that architect Roy Banwell will meet with the Board on May 19. A brief discussion followed.

Citizen Concerns
None at this time.

Other School Board Business
There was no update on the proposed female soccer program. Dr.Wheeler mentioned the need for additional playing fields. W.Wright suggested that Paul Breckell and Dan Stockwell assess the need. D.Bell mentioned that no space is available at Brown Memorial Field..

Dr.Wheeler explained the SAU agenda. L.Barrett arrived at this time. J.Carnie felt that the meeting should be held in a school facility and MOVED: that SAU meetings be held in a school facility; second by G.White. VOTED: 7-0-1-2 with L.Barrett abstaining.

W.Wright indicated that the Board should approve the request for $434.00 to help pay for jackets for the championship cross country ski team. J.Young MOVED: that the Board contribute $434.00 for the jackets; second by G.White. J.Menton indicated that they will find the money in the high school account. VOTED: 7-1-0-2 with B.Ballou dissenting.

Dr.Wheeler passed out the NHSBA questionnaire and explained the reason for it.

B.Hamill MOVED: approval of Lunch Program Voucher #3778-#3785 dated 5/5/92 for $7,526.87, Payroll dated 5/1/92 for $295,517.64 and Payorder Checks #3692-#3776 dated 5/4/92 for $193,461.96; second by J.Carnie. VOTED: 8-0-0-2.

Superintendent's Report
Dr.Wheeler explained the supervision model and the results of the teacher survey.

K.Hewitt suggested that board members visit the rain forest in the building that was constructed by the staff and students and noted that it was extremely well done.

J.Young MOVED: that the Board go into non-public session for the purpose of contract negotiations, possible litigation regarding tile floors and superintendent evaluation; second by L.Barrett. The roll call vote was 8-0-0-2.

Non-Public Session

L.Barrett gave an update on the proposed contract for 1992-1993 and future appropriations for teachers. The step increase and benefits will be approximately $103,977.00 to be proposed at a special school district meeting. Discussion followed on the special school district meeting and the proposals for certified and non-bargaining unit staff members.

Discussion followed on the tile floors at the high school and Mt.Caesar. The tiles have lifted again and if not corrected, litigation may be in order. The approximately cost to carpet the floors would be $20,000.00.

The superintendent's evaluation was briefly discussed. Dr.Wheeler distributed a list of committees with which he is involved.

The roll call vote to return to open session was 8-0-0-2.

Open Session

B.Ballou MOVED: that the Board present a package of $60,470.00 for non-bargaining unit employees and support staff at a special school district meeting; second by B.Hamill. L.Barrett and G.White favored just the benefit increase. Discussion followed. The roll call vote was 4-4-0-2 with L.Barrett, J.Fallon, G.White and J.Young dissenting. The motion was defeated.
L.Barrett MOVED: that the district fund benefits of $21,554.00 for non-bargaining unit employees and support staff. The roll call vote was 7-0-1-2 with B.Ballou abstaining.

L.Barrett MOVED: that a special school district meeting be held on June 23, 1992, with an appropriate petition to the Superior Court for the purpose of raising money for the negotiated teachers contract and non-bargaining employees and support staff. The roll call vote was 8-0-0-2.

The Board adjourned at 10:05 p.m.

Respectfully submitted,

Ken Heuritt

proposed by the Town of Swanzey

Monadnock Regional School District Meeting

To see if the District will vote to convey to the Town of Swanzey a small parcel of land abutting the Town Hall lot in Swanzey Center for the installation of a leach field and future parking area; and authorize the School Board to determine the size and shape of the parcel and the price, and to authorize the Chairman of the School Board to sign the deed when the size and shape of the land and the terms have been agreed upon.

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
May 19, 1992

MEETING AT

Monadnock Regional High School, Swanzey Center

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) Hot Lunch Report - Don Swensen.
    d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

    a. Discussion: Parent request to form female soccer program at MRHS.
    b. Discussion of facilities problem and program.
    c. Action on the manifests.

4. SUPERINTENDENT'S REPORT

    a. MRSD's thirteith year - 1962-1992.

5. NON PUBLIC SESSION

    a. Personnel Contract Negotiations
    b. Superintendent's evaluation
    c. Personnel Matter

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, May 19, 1992, MRHS Library

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

Chairman Britton opened the meeting at 7:40 p.m. and recommended that the Board go into a non public session to deal with a personnel matter. G.White MOVED: that the Board go into non-public session; second by D.Keating. The roll call vote was 9-0-0-1. The Board returned to public session at 7:55 p.m.

Consent Agenda
G.White MOVED: that the minutes of May 5 be approved as presented; second by L.Barrett. VOTED: 8-0-1-1 with D.Keating abstaining.

G.White MOVED: approval of course reimbursements for Sally Fiorillo-$227.00, Mary Fosher-$134.00, Chana Robbins-$423.10, Louise Laflamme-$99.00, Jean Williams-$85.00, Valerie Gill-$98.00, Elizabeth Reid-$98.00; second by D.Keating. VOTED: 9-0-0-1.

The school lunch report will be presented in June.

J.Carnie requested that all future meeting agendas be available to the public.

D.Keating mentioned an oversight by the prom committee: Board members are invited to the senior prom.

Dr.Wheeler distributed a report by the Task Force

T.Britton explained the need to appoint two people to the sick leave bank committee. B.Hamill and B.Ballou were appointed with B.Ballou as chairman.

Citizen Concerns
None at this time.

Other School Board Business
Dr.Wheeler distributed information and a recommendation on the proposed female soccer program. T.Britton indicated that it seemed like a fair approach. There will be no financial impact in 1992-1993. D.Stockwell indicated that lack of locker space is a problem, and that the coach would need to be paid. Discussion followed. W.Wright MOVED: that the Board authorize the athletic department to begin the program and to inform the Board if costs are involved.

Dr.Wheeler distributed space concerns at Mt.Caesar prepared by L.DeCoste. D.Keating discussed the Facilities Committee concerns. There is the possible need of another portable unit, and perhaps the one in Troy could be used.. L.DeCoste explained the increased kindergarten enrollment and what alternatives exist. Discussion followed. T.Britton explained the need for a proposal to be presented to the public. G.White indicated that the Board needs a plan as well as

an alternative. Roy Banwell, architect, indicated that the information is available on the proposals, and that this is a good time to build as costs are low. He also indicated that the Alphabet classrooms are not a permanent solution. Mike Neylan commented on the lack of space and the need for two facilities. The use of the courtyards at MRHS for classroom space was also discussed. T.Britton suggested that the Facilities Committee meet and review all alternatives and present a plan to the Board in October.

W.Wright MOVED: approval of Lunch Program Voucher #3903-#3912 dated 5/19/92 for $10,028.65, Payroll #23 dated 5/15/92 for $381,923.89 and Payorder Checks #3807-#3902 dated 5/18/92 for $243,497.49; second by J.Young. VOTED:9-0-0-1. J.Carnie asked for information regarding the cost of the SAU dinner.

Dr.Wheeler passed out a revised special school district meeting calendar. After a brief discussion W.Wright MOVED: that the Board accept the revision; second by J.Young. VOTED: 9-0-0-1.

J.Menton passed out the revised BC-BS costs and explained the reason for the decrease. Discussion followed on the two special articles and the proposed costs.

Superintendent's Report

Dr.Wheeler noted that this is the 30th year the district has been in existence and showed the Board the Keene Sentinel which highlighted the opening of the school in 1962. D.Keating and L.Barrett will form a committee to determine what events should take place.

J.Menton distributed information on the lighting audit and future savings. The payback for the cost will be in 5.9 years or less. Discussion followed on whether or not to put the project out to bid. It was noted that the work would have to be done this summer or wait until next year. The consensus of the Board was to go with LighTec, Inc. B.Ballou MOVED: that the project go out to public bid; second by J.Carnie. VOTED: 0-9-0-1 with all members dissenting.

W.Wright MOVED: that the Board pay K.Hewitt a stipend of $1200.00 for recording minutes of school board meetings during the year; second by G.White. VOTED: 9-0-0-1.

The Board adjourned at 10:10 p.m.

Respectfully submitted,

Ken Hewitt

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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 28, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

1.c.2) A special publication of "Paw Prints" has been published to expand on bridging the gap between sixth and seventh grade movement. I thought you would be interesting in having the opportunity of reading it and responding during the meeting.

3.a. Mt. Caesar's problems were presented during the discussion held last meeting. The short range solutions are to lease/purchase an Alphabet, Inc. structure, move the Gelco Modular from Troy or live with the present conditions for another year. If we knew how long the short range plan was needed the decision would be easier. Not knowing the future of bonding the district to build facilities presents us with the opportunity to decide based on what is best for the students involved. Now having said that what is the best solution for the students? My feeling is that we need four classrooms at the present time to expand library, resource room, early childhood educational opportunities (Wilcox) and meeting anticipated kindergarten enrollments. The Troy modular addresses half of those problems. A four room Alphabet structure addresses the problem. An eight room Alphabet structure addresses the problem plus relieves us of the other four Gelco modulars on sight.

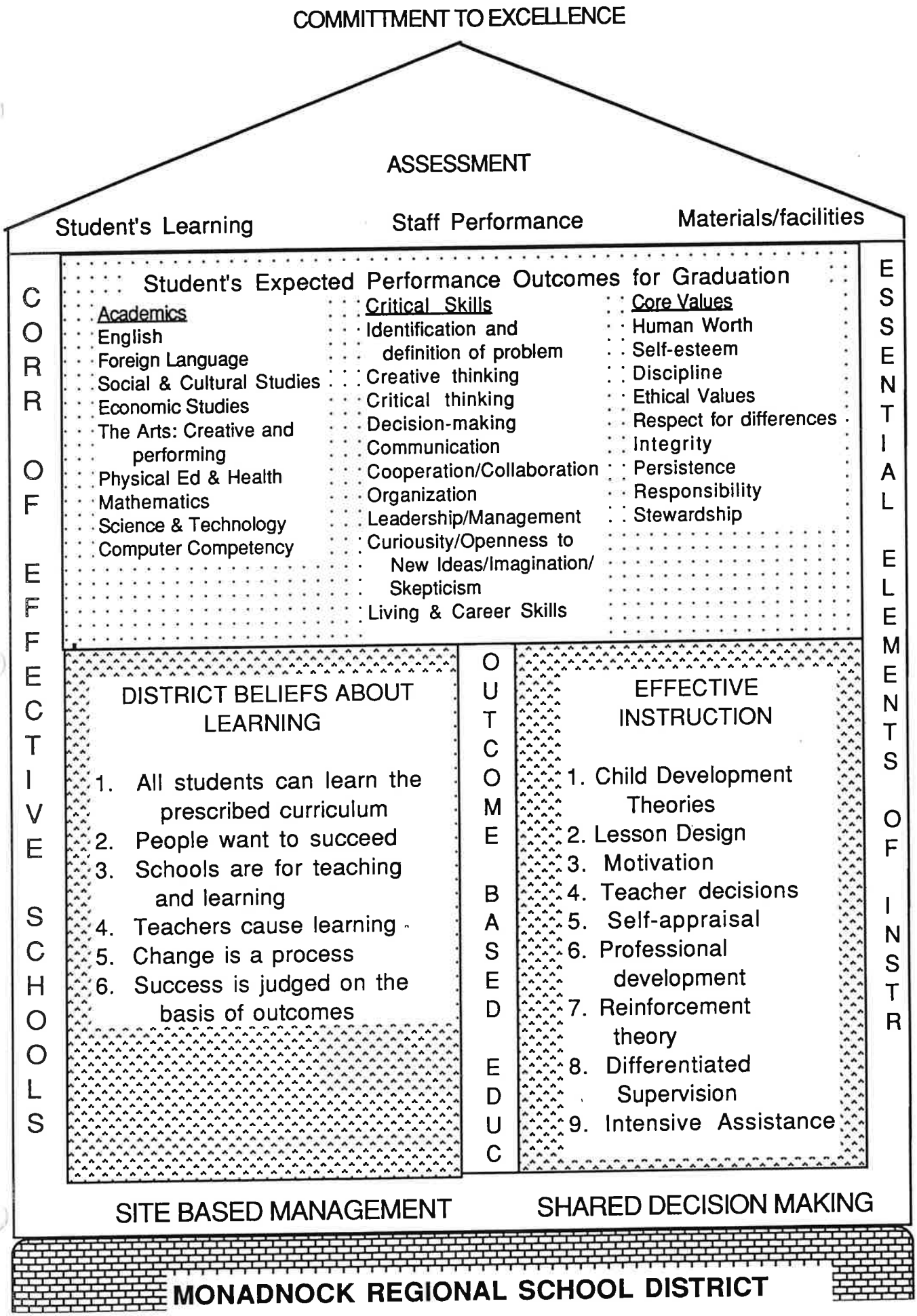
The cost is another issue. With State reimbursement for the Alphabet structures the lease/purchase cost is lower than our present contracted lease with Gelco, per classroom. Moving the Gelco modular from Troy is the least costly option. The operations cost is considerably higher for the Gelco modulars than for the Alphabet structures. Both are movable.

The appearance of the Alphabet structures surpasses the Gelco modulars. One of the critical questions which remains with me is, how large of a student population do we wish for Mt. Caesar? The permanent structure is designed for approximately one hundred students less than are presently enrolled. Less than a ten percent increase in population pushes the school past the five hundred student enrollment figure. The core facilities are inadequate at the present time. It is difficult to predict with accuracy what affect these decisions will have on the voters.

It is not an easy decision to make!

3b. Mr. Prigge notified me this morning that the Court Hearing to consider our petition for a Special District Meeting has been set for 1:30 PM, Tuesday, June 2, 1992.

4.a. I must admit a bit of prejudice about the "School House" model. In an attempt to justify this prejudice I wish to discuss the Correlates of Effective Schools, which is the left hand pillar of the building. I will attempt to describe and define what the schools and district have been doing and plan to do in the future regarding the correlates.


COMMITTMENT TO EXCELLENCE
ASSESSMENT
Student's Learning
Staff Performance
Materials/facilities
CORR OF EFFECTIVE SCHOOLS
ESSENTIAL ELEMENTS OF INSTR
Student's Expected Performance Outcomes for Graduation
Academics
English
Foreign Language
Social & Cultural Studies
Economic Studies
The Arts: Creative and performing
Physical Ed & Health
Mathematics
Science & Technology
Computer Competency
Critical Skills
Identification and definition of problem
Creative thinking
Critical thinking
Decision-making
Communication
Cooperation/Collaboration
Organization
Leadership/Management
Curiousity/Openness to New Ideas/Imagination/ Skepticism
Living & Career Skills
Core Values
Human Worth
Self-esteem
Discipline
Ethical Values
Respect for differences
Integrity
Persistence
Responsibility
Stewardship
DISTRICT BELIEFS ABOUT LEARNING
1. All students can learn the prescribed curriculum
2. People want to succeed
3. Schools are for teaching and learning
4. Teachers cause learning
5. Change is a process
6. Success is judged on the basis of outcomes
OUTCOME BASED EDUC
EFFECTIVE INSTRUCTION
1. Child Development Theories
2. Lesson Design
3. Motivation
4. Teacher decisions
5. Self-appraisal
6. Professional development
7. Reinforcement theory
8. Differentiated Supervision
9. Intensive Assistance
SITE BASED MANAGEMENT
SHARED DECISION MAKING
MONADNOCK REGIONAL SCHOOL DISTRICT

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
June 2, 1992

MEETING AT

Troy Elementary School, Troy

6:30 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) Hot Lunch Report - Don Swensen.
      2) Paw Prints copy for the sixth graders. (see attachment)
   d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

   a. A decision is requested related to the Mt. Caesar Facilities problem.
   b. Special District Meeting.
   c. Action on the manifests.

4. SUPERINTENDENT'S REPORT

   a. Effective Schools - what do we know about what we are doing? Working from the "School House Model" tells us something. (see attachment)

5. NON PUBLIC SESSION

   a. Personnel Contract Negotiations
   b. Superintendent's evaluation

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, June 2, 1992, Troy Elementary School

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

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

Consent Agenda
J.Carnie MOVED: that the minutes of May 19 be approved as presented; second by L.Barrett. VOTED: 7-0-0-3. B.Ballou arrived at this time.

G.White MOVED: approval of course reimbursements for Norma Skadeland-$500.00, Susan Scuito-$85.00 and $406.00, Diane Nichols-$406.00 and Jim Harris-$420.00; second by L.Barrett. VOTED: 8-0-0-2.

Don Swensen distributed and explained the school lunch report for this year and noted the changes in procedures. Lunch prices are expected to be the same next year; there will be no wage increases. He indicated that the replacement of equipment is very expensive. He will attend a computer conference in California this summer at state expense. The expenses for 1990-91 and 1991-92 were compared. The goals for the program next year were also mentioned.

A copy of PAW PRINTS was distributed to the Board, and its purpose was explained. This issue is devoted to the incoming seventh graders.

Invitations to the Elementary Band Concert were given to the Board.

Dr.Wheeler distributed a report on state legislation prepared by Paul Krohne.

T.Britton reported on a letter from the Industrial Arts Department citing the students who won state awards. The Board expressed pleasure on the performance of the department.

D.Keating indicated that the Facilities Committee did meet. No decisions have been made at this time.

Citizen Concerns
None at this time.

Other School Board Business
The building situation at Mt.Caesar was discussed. D.Keating suggested the Gelco portable in Troy be moved to Mt.Caesar. Four rooms are needed, but only two will be available and will be used for the Wilcox students and a kindergarten class. T.Britton indicated that he was not happy with the Gelco concept and that the district needs a long-term plan. J.Carnie said he hoped that could be built into the budget next year. A brief discussion followed. D.Keating MOVED: that the Board authorize the administration to move the portable from Troy to Mt.Caesar; second by L.Barrett. VOTED: 8-0-0-2.

Dr.Wheeler noted that the request has been sent to the court for a special district meeting and that a decision will be forthcoming.

D.Keating MOVED: approval of Lunch Program Voucher #4021-#4029 dated 6/2/92 for $2084.89, Payroll #P.P.24 dated 5/29/92, Payorder Checks #3936-#3937 dated 5/29/92 for $1454.59 and Payorder Checks #3938-#4020 dated 6/1/92 for $179,548.51; second by G.White. VOTED: 7-0-1-2 with W.Wright abstaining.

G.White MOVED: that the Board accept the resignation of Kathleen Hamon; second by L.Barrett. VOTED: 8-0-0-2.

L.Barrett MOVED: that the Board approve the nomination of Thomas Basos to replace Kathleen Hamon; second by G.White. VOTED: 8-0-0-2.

Superintendent's Report

Dr.Wheeler explained the process a state committee, of which he is a member, is going through in looking at education and family values over the last three decades up to the present. The committee is also brainstorming about the functions of the state department. It is felt that the state needs to do more research, an assessment of quality education and a description of the functions of the state board. A concern was also expressed regarding the distribution of state funding which they feel is currently inadequate.

J.Menton apologized to the Board for submitting irrelevant information to the Board at the last meeting regarding the bidding process. A brief discussion followed. B.Ballou indicated that more time is needed in reviewing proposals.

G.White MOVED: that the Board go into Non-Public Session for the purpose of contract negotiations and superintendent evaluation; second by D.Keating. VOTED: 8-0-0-2

Non-Public Session

T.Britton indicated that the Board needs to look at alternative health care programs. L.Barrett agreed and explained the changes that have been made in health services at the Keene Clinic. She has met with representatives from the clinic and the teachers union to discuss different plans. Dr.Wheeler indicated that a comparison of health plans can be made available. Discussion followed.

The Board discussed evaluation of the superintendent.

The Board adjourned at 9:30 p.m.

Respectfully submitted,

Ken Hewitt

MONADNOCK REGIONAL SCHOOL DISTRICT FOOD SERVICE
633 OLD HOMESTEAD HIGHWAY
E SWANZEY NH 03446
PHONE: 352-0912

JUNE 2, 1992

TO THE MEMBERS OF THE MONADNOCK REGIONAL SCHOOL BOARD:

ATTACHED IS A BRIEF SUMMARY OF THE SCHOOL FOOD SERVICE ACTIVITIES OVER THE CURRENT SCHOOL YEAR OF 1991 - '92 ALONG WITH THE MEAL COUNTS BROKEN DOWN BY SCHOOLS FOR THE MONTHS OF SEPT '91 THROUGH APRIL 30, 1992.

THERE IS ALSO A LIST OF THE GOALS I HAVE SET FOR THE UPCOMING SCHOOL YEAR 1992 - '93.

I HAVE FOUND THIS SCHOOL YEAR TO BE PARTICULARLY CHALLENGING WITH A BRAND NEW COMPUTER SYSTEM GOING ON LINE AS WELL AS TRYING TO SATISFY THE STUDENTS WHILE AT THE SAME TIME SERVING NUTRITIONALLY SOUND MEALS AND STAYING WITHIN THE GUIDLINES SET FORTH BY THE USDA AND THE STATE.

YOU WILL NOTE THAT WE DO NOT PLAN TO ASK FOR AN INCREASE IN THE COST OF LUNCHES TO THE STUDENTS AT THIS TIME FOR THE UPCOMING YEAR. WITHOUT RAISING SALARIES FOR THE COMING YEAR WE HOPE TO BE ABLE TO MAINTAIN THE CURRENT PRICES. HOWEVER THIS COULD CHANGE OVER THE YEAR IF THE FOOD AND REPAIR COSTS ESCALATE.

I ANTICIPATE AN EXCITING YEAR AHEAD WITH MANY OF THE BUGS BEING WORKED OUT OF THE COMPUTER SYSTEM AND A MUCH SMOOTHER SERVING SITUATION AT THE HIGH SCHOOL.

RESPECTFULLY YOURS,

Don Swenson

DON SWENSON
FOOD SERVICE DIRECTOR

JUNE 2, 1992

THIS YEAR:

COMPUTER SYSTEM IS IN PLACE. THERE HAVE BEEN NUMEROUS PROBLEMS TO OVERCOME. THIS WILL BE A GREAT SYSTEM ONCE ALL THE BUGS ARE WORKED OUT. ON JUNE 27TH MYSELF AND ANOTHER FOOD SERVICE PERSON ARE FLYING TO LOS ANGLES FOR A SNAP SYSTEMS COMPUTER CONFERENCE. THIS IS A 3 DAY CONFERENCE WITH THE EXPENSES BEING PAID BY THE STATE DEPARTMENT OF EDUCATION BUREAU OF FOOD AND NUTRITION SERVICES.

COST OF EQUIPMENT REPAIR HAS BEEN HIGH. THERE HAVE BEEN FREQUENT BREAKDOWNS ESPECIALLY IN THE FREEZER AND REFRIGERATOR AREAS.

MEAL NUMBERS AT THE HIGH SCHOOL HAVE STAYED FAIRLY CONSISTENT, HOWEVER THERE ARE MANY STUDENTS ESPECIALLY IN THE FREE AND REDUCED CATAGORY NOT BUYING LUNCHES. WE HAVE GREATLY ELIMENATED THE CONGESTION AND WAITING TIME IN THE SERVING AREA AND CHECKOUT LINES. THIS WAS ACCOMPLISHED BY REARRANGING THE AREA. THE STUDENTS ARE PLEASED WITH THIS CHANGE. FOR AWHILE WE ALL BUT STOPPED SELLING SNACK FOODS IN HOPES THAT THE MEAL COUNTS THEMSELVES WOULD RISE. THIS WAS NOT THE CASE. STUDENTS WHO NORMALLY BOUGHT SNACK ITEMS DIDN'T BUY ANYTHING AT ALL. THIS DID NOT FOSTER A GOOD RELATIONSHIP BETWEEN STUDENTS AND THE FOOD SERVICE. STUDENTS WANTED TO BE ABLE TO BUY FOOD ITEMS OTHER THAN LUNCH. AS A RESULT WE HAVE BEGUN TO RE-INTRODUCE SOME SNACK ITEMS.

THE ELEMENTARY SCHOOL NUMBERS REMAIN STRONG WITH ONLY THE SULLIVAN SCHOOL SHOWING A DECREASE IN LUNCH PARTICIPATION.
HOWEVER THERE ARE STILL MANY STUDENTS NOT PARTICIPATING IN THE LUNCH PROGRAM IN ALL OF THE SCHOOLS.

THE BREAKFAST PROGRAM AT THE CUTLER SCHOOL HAS BEEN GROWING THIS YEAR. THERE ARE A FEW STUDENTS FROM MT CAESAR SCHOOL PARTICIPATING IN THE CUTLER SCHOOL'S BREAKFAST AS THEY AWAIT THE SCHOOL BUS. THERE HAVE ALSO BEEN SOME INQUIRES BY PARENTS OF THE POSSIBILITY OF HAVING A BREAKFAST PROGRAM AT THE OTHER ELEMENTARY SCHOOLS.

MEAL COUNTS FROM SEPTEMBER 3, 1991 - APRIL 30, 1992

M.R.H.S.

BREAKFAST: TOTAL PAID 4469 TOTAL REDUCED: 2853 TOTAL FREE: 4201
AVERAGE DAILY PAID: 31; REDUCED: 4; FREE: 29

LUNCH: TOTAL PAID: 31757 TOTAL REDUCED: 2853 TOTAL FREE: 8588
AVERAGE DAILY PAID: 221; REDUCED: 20; FREE: 60;
NUMBER OF STAFF: 8

MOUNT CAESAR:

LUNCH: TOTAL PAID 26137 REDUCED: 2613; FREE: 5168
AVERAGE DAILY PAID: 182; REDUCED: 18; FREE: 36
NUMBER OF STAFF: 3

CUTLER:

BREAKFAST: TOTAL PAID: 1702; REDUCED: 362; FREE: 1693
AVERAGE DAILY PAID: 12 REDUCED: 3 FREE: 12

LUNCH: TOTAL PAID: 22745; REDUCED: 2070; FREE: 3874
AVERAGE DAILY PAID: 158; REDUCED: 14; FREE: 27
NUMBER OF STAFF: 2

TROY:

LUNCH: TOTAL PAID: 14408; REDUCED: 2485; FREE: 5489
AVERAGE DAILY PAID: 100; REDUCED: 17; FREE: 38
NUMBER OF STAFF 2

EMERSON:

LUNCH: TOTAL PAID: 10730; REDUCED: 2335; FREE: 2532
AVERAGE DAILY PAID: 75; REDUCED: 16; FREE: 18
NUMBER OF STAFF: 2

SURRY:

LUNCH: TOTAL PAID: 5423; REDUCED: 35; FREE: 1040
AVERAGE DAILY PAID: ~~5423~~ 36 REDUCED: (JUST BEGUN TO HAVE REDUCED CHILDREN) NO AVERAGE FREE: 7
NUMBER OF STAFF: 1

GILSUM:

LUNCH: TOTAL PAID: 4699 REDUCED: 302; FREE: 1146
AVERAGE DAILY PAID: 33; REDUCED: 2; FREE: 8
NUMBER OF STAFF: 1

SULLIVAN:

LUNCH: TOTAL PAID: 3582; REDUCED: 4; FREE: 645
AVERAGE DAILY PAID: 25; REDUCED: 4; FREE: 11
NUMBER OF STAFF: 1

TOTAL AVERAGE NUMBER OF LUNCHES SERVED IN THE DISTRICT TO PARTICIPATING STUDENTS EACH DAY IS: 1126.

MONADNOCK REGIONAL SCHOOL DISTRICT
FOOD SERVICES - COMPARISON '91 EXPENSES TO '92 EXPENSES
MAY 30, 1992

ACCOUNT # DESCRIPTION	90-91 EXPENDITURE	91-92 YEAR-TO-DATE	91-92 ANTICIP EXP	91-92 VARIANCE
SALARIES	$188,737	$180,402	$197,148	$8,411
BENEFITS	$57,518	$53,854	$58,727	$1,209
PROF. SER.	$4,199	$5,129	$5,129	$930
CONTRACTED SER.	$23	$1,386	$1,386	$1,363
TRAVEL	$684	$1,001	$1,001	$317
SUPPLIES GEN.	$11,583	$7,545	$8,200	($3,383)
SUPPLIES FOOD	$215,997	$166,392	$186,392	($29,605)
SUPPLIES ADMIN.	$1,023	$1,648	$1,700	$677
NEW EQUIPMENT	$15,274	$7,263	$7,263	($8,011)
REPLM'T EQUIP.	$0	$0	$0	$0
DUES & FEES	$0	$0	$0	$0
TOTAL	$495,038	$424,620	$466,946	($28,092)

GOALS FOR NEXT YEAR:

1. PERFECT THE EXISTING COMPUTER PROGRAM.

2. RESTRUCTURE STAFFING OF THE HIGH SCHOOL FACILITY

3. ASSUME THE DISTRIBUTION OF SUPPLIES FROM THE HIGH SCHOOL TO THE ELEMENTARY SCHOOL AND TAKE OVER ALL THE RECEIVING DUTIES OF THE FOOD SERVICE CURRENTLY BEING PERFORMED BY THE MAINTENANCE DEPT.

4. EXPLORE AND POSSIBLY MAKE USE OF GOVERNMENT VOLUNTEER AND TRAINING PROGRAMS.

5. RESEARCH THE FEASABILITY OF IMPLEMENTING A BREAKFAST PROGRAM AT THE ELEMENTARY SCHOOLS NOT ALREADY SERVING BREAKFAST.

6. PROVIDE THE MUCH NEEDED STEAM TABLES, FREEZER, AND REFRIGERATOR AT THE EMERSON ELEMENTARY SCHOOL.

7. WORK ON GETTING THE SCHOOL KITCHENS IN COMPLIENCE WITH THE STATE HEALTH REQUIREMENT. THE DISTRICT MAINTAINENCE DEPT. IS NEEDED TO ACCOMPLISH THIS.

8. TO NOT INCREASE THE COST OF LUNCHES TO STUDENTS UNLESS IT BECOMES ABSOLUTELY NECESSARY.

MONADNOCK REGIONAL SCHOOL BOARD
TOPICS FOR DISCUSSION

1. GIFTED AND TALENTED

2. COMPUTER TECHNOLOGY

3. POLICY COMMITTEE

4. TRANSPORTATION-FEEDER BUSES

5. CURRICULUM DEVELOPMENT

6. TEACHER NEGOTIATIONS

7. TOWN OF SWANZEY LEASE

8. UPDATE-SPECIAL EDUCATION

9. ALTERNATIVE SCHOOLING

10. STUDENT IMPUT ON MRHS

11. FACILITIES DEVELOPMENT

12. PUBLIC RELATIONS

13. AT-RISK REPORT

4/14/92

MONADNOCK REGIONAL HIGH SCHOOL
FEMALE SOCCER PROGRAM PROPOSAL
May 19, 1992

by: Dan Stockwell, Paul Breckell and Dr. Bill Wheeler

Introduction:

Mr. McMaster approached the school board to request that a female soccer program be initiated at MRHS. He and his daughter presented the names of approximately 100 students who wished to participate in the sport. The board asked for an administrative reaction to the proposal. This paper forms the basis for our reaction.

Purpose of MRHS's Sports Program:

To provide the greatest number of students with an opportunity to grow physically, intellectually, and socially. Sports programs provide the opportunity for experiencing cooperative efforts in competition.

Reaction to Female Soccer Program Proposal:

We are in favor of such a program in MRHS. The school will have approximately 1100 students enrolled for the 1992-1993 school year. Many of the students have participated in community level soccer programs. It seems logical that they should have an opportunity to continue the activity in a interscholastic setting.

Reservations About Initiating the Program:

1. We do not have adequate outdoor facilities for our present fall programs. This problem should be addressed with or without female soccer. We suggest that the district clear timbered land behind Mt. Caesar Elementary School for two additional play fields. A review of the estimated costs for such a venture is being prepared.

2. Time to prepare for interscholastic competition for the 1992-1993 school year. Obviously the program is not presently budgeted. We suggest that MRHS initiate an intramural program to begin and expand into interscholastic competition as early as the 1993-1994 school year.

3. Will the school be able to support both a competitive field hockey program and a competitive soccer program? History presents the fact that the school experienced such an activity when male soccer was initiated. Football and male soccer coexist at this time.

Recommendation:

a. MRHS initiate an intramural female soccer program in 1992-1993. The program would need to be coordinated with the local community programs which exist at this time. Be prepared to fund an interscholastic program in 1993-1994.

b. Trees be cleared and fields prepared on school property behind Mt. Caesar Elementary school. With the intent of using the fields during the 1993-1994 school year.

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: May 13, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

As you notice by the agenda the open meeting has few topics. I imagine that a short meeting would be alright. You people have had an extraordinarily productive year and it would be well to celebrate by having one meeting which did not go into the wee hours.

3a. We will have a comment to make regarding this item. As you know, the request was postured by a parent; therefore, we thought that the parent was pursuing it to the conclusion. That apparently is not so.

3b. Roy Banwell, architect, will be present to discuss the problem presented by the number of students and the building restrictions experienced in the district. Discussion thus far, at the board level, is that a bond should be presented to the voters in March to build a school house. Alternative plans should be prepared to address certain issues if the bond fails and the disposition of the present modular classrooms. The discussion should proceed to action. The facilities committee is meeting prior to the agenda meeting to discuss and possibly formulate a recommendation for the board.

4a. The district received students thirty years ago. I will revisit that date and you should think about what we may do to celebrate the occasion. Perhaps some form of recognition at the Special District Meeting, etc., assuming there will be a meeting.

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

To: Monadnock Regional School District Board Members
Date: June 10, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

1.c.1) The AT-RISK Manual is completed but not yet copy ready. It will be following the presentation to you and a review and possible revision of some parts at the high school level. Ken Hewitt, the district's counselors, administrators and teachers have had input into the formation of the document with most of the work being completed by Mr. Hewitt and the counselors.

1.c.2) Numerous questions about the facilities caused me to think that a quick reference to the highlight areas could be generated, so it has. The reference was generated using data from our own studies and Doug Brown's Facility Study which was completed in 1988.

3a. A classified employee petitioned to me to use one of the emergency days provided under district policy for a personal day. That request was denied. She wishes to petition the board to change the policy from three emergency days to two emergency days and one personal day for classified personnel.

3b. Approval has been granted to hold the Special District Meeting on July 14, 1992. You will need to decide on presentation format. The high school will be set the same as in the past unless you wish differently. We should review the calendar for pertinent dates.

MONADNOCK REGIONAL SCHOOL DISTRICT
FACILITIES REVIEW

Spring, 1992

Dr. Bill Wheeler

CAPACITY: is computed by dividing the square footage (sf) of a classroom by 30 (standard sf per student). Therefore, if a classroom has 900 sf thirty students are the capacity of the room. Policy in the district is to assign 20 students to K-3 classes and 25 students to 4-8 grade classrooms. So the policy capacity is less than the stated capacity.

Modulars are not considered in the stated capacity.

SF presented represents instructional assigned areas, not all of the building.

Stated student capacity is 2462. Policy student capacity is 2140.

ENROLLMENT: is a projected 1992-1993 total representing students presently enrolled plus anticipated kindergartners.

Enrollment in 1992-1993 will be 2588.

State guidelines predict that a building is operating efficiently when it reaches 80% of capacity.

Using either stated capacity or policy capacity of classrooms indicates that we will be at 105 % to 121% of capacity.

Twelve modular classrooms relieve some of the classroom burden at Mt. Caesar, Emerson, and Cutler Elementary Schools.

PROBLEMS/CONCERNS: addresses some of the issues which seem most critical.

SCHOOL	CAPACITY	ENROLLMENT	PROBLEMS/CONCERNS
MT. CAESAR	368 student cap 13,870 sf 4 modulars 15 classrooms	467	guidance office is small and inadequate library is located in the hall kitchen is small and inadequate support staff located in closets and storage areas no small meeting room
CUTLER	270 student cap 8,793 sf 6 modulars 9 classrooms	392	kitchen and cafeteria are small and inadequate library is small and difficult to access 2.5 acres of ground, no room to expand the facility bathrooms by the modulars are small and inadequate parking, bus pickups and deliveries, automobile movement occur in the same area - therefore it is dangerous
TROY	319 student cap 11,352 sf 12 classrooms	246	several classrooms are under 700 sf in space music room is small and lacks a proper fire exit ad offices are small and lack a small meeting room kitchen is small and inadequate guidance office is located in a storage closet reading room is located in a locker room
EMERSON	259 student cap 9,708 sf 2 modulars 9 classrooms	213	kitchen is small and inadequate cafeteria is small and lacks proper emergency exit outdoor driving area needs to be resurfaced library is small, poorly equipped, and inadequate office areas are small
SURRY	78 2,386 sf (3 clr)	60	no cafeterias or multi-purpose rooms available
GILSUM	133 5,092 sf (5 clr)	81	
SULLIVAN	85 2,772 sf (3 clr)	60	
MRHS	950 55,065 sf 48 classrooms	1069	seven classrooms are needed/two should be science equipped one gymnasium is needed library is small and inadequate equipped Art rooms, music rooms, shops are small and inadequate heating and electrical need to be updated/improved

Cutler School
P.O. Box 628
West Swanzey, NH 03469
June 1, 1992

Dr. William Wheeler
Superintendent
Monadnock Regional School District
600 Old Homestead Highway
East Swanzey, NH 03446

Dear Dr. Wheeler:

It came to my attention, when I discovered I had to take a non-paid day to see my son graduate from College, that a change in our benefits should be looked at.

Presently we have only sick days and emergency days. I would like to request a change of one of the three emergency days to a personal day. There are times when a leave request does not fit as an emergency, as it is personal, and should be considered as a paid day.

Thank you for your concern.

Sincerely,

Joan L. Polishan
Chapter I Tutor

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
June 16, 1992

MEETING AT

MRHS Library, Swanzey Center

6:30 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) K-12 AT-RISK Manual proposal for your information.
      2) Quick reference to the facilities issue facing the district. (see attachment)
   d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

   a. Request from a classified employee for a review of emergency days and possible use of one emergency day for personal use. (see attachment)
   b. Special District Meeting.
   c. Nomination of staff members.
   d. Action on the manifests.

4. SUPERINTENDENT'S REPORT

   a. Effective Schools - what do we know about what we are doing? Working from the "School House Model" tells us something. (refer to last meetings attachment)

5. NON PUBLIC SESSION

   a. Personnel 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: June25, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

The agenda which was presented for the June 16, 1992 meeting will be same for this meeting.

1.c.1) The AT-RISK Manual is completed but not yet copy ready. It will be following the presentation to you and a review and possible revision of some parts at the high school level. Ken Hewitt, the district's counselors, administrators and teachers have had input into the formation of the document with most of the work being completed by Mr. Hewitt and the counselors.

1.c.2) Numerous questions about the facilities caused me to think that a quick reference to the highlight areas could be generated, so it has. The reference was generated using data from our own studies and Doug Brown's Facility Study which was completed in 1988.

3a. A classified employee petitioned to me to use one of the emergency days provided under district policy for a personal day. That request was denied. She wishes to petition the board to change the policy from three emergency days to two emergency days and one personal day for classified personnel.

3b. Approval has been granted to hold the Special District Meeting on July 14, 1992. You will need to decide on presentation format. The high school will be set the same as in the past unless you wish differently. We should review the calendar for pertinent dates.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, July 14, 1992, MRHS Teachers Lounge

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

Chairman Britton opened the meeting at 5:35 p.m.

Consent Agenda

G.White MOVED: that the minutes of June 2 be approved as presented; second by B.Hamill. VOTED: 4-0-2-4 with J.Carnie and W.Wright abstaining.

Citizen Concerns

The Sullivan School parents presented and explained a layout design for new playground equipment to be installed by the Sullivan PTO. After a brief discussion, W.Wright MOVED: that the Board grant permission to install the equipment; second by G.White. VOTED: 6-0-0-4.

Doug Smith requested that the Board appropriate $1550.00 for 25 jackets (@$60.00) for members of the boys state championship track team. G.White MOVED: that the Board appropriate $1550.00 for the jackets; second by W.Wright. VOTED: 6-0-0-4.

Dr.Wheeler read a request from D.Stockwell to provide 16 state championship jackets for the boys baseball team at a total cost of $1152 (@$72.00). G.White MOVED: that the Board appropriate $1152.00 for the jackets; second by B.Hamill. VOTED: 6-0-0-4. J.Carnie suggested that all jackets be purchased at the same time for better pricing. B.Hamill recommended that money be included in the budget for such items in the future.

Other School Board Business

Dr.Wheeler read a request from a classified employee asking that one of three emergency days be considered a personal day. After discussion L.Barrett MOVED: that one emergency day can be used as a personal day; second by B.Hamill. VOTED: 6-0-0-4.

A request from Judie Raye was read asking that her daughter be allowed to attend MRHS. The parents would pay tuition. B.Hamill MOVED: that the request be granted; second by L.Barrett. VOTED: 6-0-0-4.

A request was read from Patricia Kelley asking that her letter of resignation be changed to a leave of absence for the 1992-1993 school year. B.Hamill MOVED: approval of the request; second by L.Barrett. VOTED: 6-0-0-4..

A letter from Pat Houghton was read indicating that she is retiring as school nurse at MRHS. B.Hamill MOVED: acceptance of the resignation; second by G.White. VOTED: 6-0-0-4.

Superintendent's Report

Dr.Wheeler nominated the following staff members:
Gail Wrigley, English teacher, $32,136.00. B.Hamill MOVED: approval; second by L.Barrett. VOTED: 6-0-0-4.

Dan Arseneau, Gilsum-Grades 5-6, $25,968.00. B.Hamill MOVED: approval; second by G.White. VOTED: 6-0-0-4.

Cynthia Bull, mathematics teacher, $24,734.00. G.White MOVED: approval; second by B.Hamill. VOTED: 6-0-0-4.

Ileana Howley de Munne, Spanish teacher(3 classes), $15,187.00. B.Hamill MOVED: approval; second by L.Barrett. VOTED: 6-0-0-4.

Sue Glimenakis, Cutler, $34,604.00. G.White MOVED: approval; second by B.Hamill. VOTED: 6-0-0-4.

J.Carnie asked that Board members receive background information on candidates prior to their nomination at a Board meeting.

L.Barrett MOVED: that the June manifests be approved; second by G.White. VOTED: 6-0-0-4.

G.White MOVED: that three Board members sign and approve manifests over the summer; second by L.Barrett. VOTED: 6-0-0-4.

W.Wright noted that Bob Forsten is the new employee in the SAU office working in special education.

The Board adjourned at 6:15 p.m.

Respectfully submitted,

Ken Heuett

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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: July 16, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

The sun is shining.

3.a. The vote of the members present at Tuesday's meeting was clear. It, among other issues, instructed us not to ask them for any help in resolving the issue of teacher contract negotiations. It would appear that current individual contracts will apply to the 1992-1993 school year. Of issue with our office is what would you direct us to do with Blue Cross/Blue Shield contracts and Delta Dental contracts?

Blue Cross/Blue Shield has been changed to include the Managed Care package. It applies to all MRSD employee participants. The dilemma is whether or not we should or even can change to last year's health program. Mr. Menton will have an answer from BC/BS by Tuesday night, hopefully. If we return to last year's program it could cost the district over $34,000. That was the budgeted savings to include the managed care package in this year's program.

The board could ask the teachers to open negotiations to resolve this issue. Obviously, the decision could be to stay with the managed care package or go back to last year's program.

Delta Dental payments increase by approximately $4,500. This is a payment which the district is obligated to pay due to the continuance of last year's contract.

So we either are in need of approximately $4,500 or approximately $39,000 to pay for employee benefits. What directions do you have for us on this issue?

MONADNOCK REGIONAL SCHOOL DISTRICT
FACILITIES REVIEW

Spring, 1992

Dr. Bill Wheeler

CAPACITY: is computed by dividing the square footage (sf) of a classroom by 30 (standard sf per student). Therefore, if a classroom has 900 sf thirty students are the capacity of the room. Policy in the district is to assign 20 students to K-3 classes and 25 students to 4-8 grade classrooms. So the policy capacity is less than the stated capacity.

Modulars are not considered in the stated capacity.

SF presented represents instructional assigned areas, not all of the building.

Stated student capacity is 2462. Policy student capacity is 2140.

ENROLLMENT: is a projected 1992-1993 total representing students presently enrolled plus anticipated kindergartners.

Enrollment in 1992-1993 will be 2588.

State guidelines predict that a building is operating efficiently when it reaches 80% of capacity.

Using either stated capacity or policy capacity of classrooms indicates that we will be at 105 % to 121% of capacity.

Twelve modular classrooms relieve some of the classroom burden at Mt. Caesar, Emerson, and Cutler Elementary Schools.

PROBLEMS/CONCERNS: addresses some of the issues which seem most critical.

SCHOOL	CAPACITY	ENROLLMENT	PROBLEMS/CONCERNS
MT. CAESAR	368 student cap 13,870 sf 4 modulars 15 classrooms	467	guidance office is small and inadequate library is located in the hall kitchen is small and inadequate support staff located in closets and storage areas no small meeting room
CUTLER	270 student cap 8,793 sf 6 modulars 9 classrooms	392	kitchen and cafeteria are small and inadequate library is small and difficult to access 2.5 acres of ground, no room to expand the facility bathrooms by the modulars are small and inadequate parking, bus pickups and deliveries, automobile movement occur in the same area - therefore it is dangerous
TROY	319 student cap 11,352 sf 12 classrooms	246	several classrooms are under 700 sf in space music room is small and lacks a proper fire exit ad offices are small and lack a small meeting room kitchen is small and inadequate guidance office is located in a storage closet reading room is located in a locker room
EMERSON	259 student cap 9,708 sf 2 modulars 9 classrooms	213	kitchen is small and inadequate cafeteria is small and lacks proper emergency exit outdoor driving area needs to be resurfaced library is small, poorly equipped, and inadequate office areas are small
SURRY	78 2,386 sf (3 clr)	60	no cafeterias or multi-purpose rooms available
GILSUM	133 5,092 sf (5 clr)	81	
SULLIVAN	85 2,772 sf (3 clr)	60	
MRHS	950 55,065 sf 48 classrooms	1069	seven classrooms are needed/two should be science equipped one gymnasium is needed library is small and inadequate equipped Art rooms, music rooms, shops are small and inadequate heating and electrical need to be updated/improved

MONADNOCK REGIONAL SCHOOL DISTRICT
SPECIAL SCHOOL DISTRICT MEETING
JULY 14, 1992

The Special School District Meeting was held in the gymnasium of Monadnock Regional High School on Tuesday, July 14, 1992. Moderator William Prigge called the business meeting to order at 7:05 p.m. He explained the procedures necessary to conduct the meeting and announced that he had received a petition requesting a paper ballot for both Articles 1 and 2.

Tom Britton MOVED: that both articles be put on the floor and discussed. The motion received a second. Mr. Prigge read the two articles upon request.

Judy Lefebvre asked if it were possible to postpone either article indefinitely. Mr.Prigge indicated that it depended on the voters present. She MOVED: that Article 1 be postponed indefinitely. It was seconded. The vote was cast in the affirmative.

Tom Britton explained the reasons for the motions and the need for discussion. George Devina from Troy indicated that there is not a need for discussion and that the articles are way out of line. Tom Britton explained the reason for holding a special meeting and why the budget is up only 2.1%.

Roy Longever from Fitzwilliam moved the question to stop discussion. The motion received a second and was voted in the affirmative. Bruce McCulley from Troy asked when the question can be taken up again. Mr. Prigge indicated that the question can be raised at any time after the meeting is over.

Larry Sicotte from Swanzey MOVED: that Article 2 be indefinitely postponed. The motion received a second. Mike Neylan from Roxbury suggested that each article be voted on separately.

Laura Barrett explained the New Hampshire laws , the reasons for negotiations and how the money would be spent. She also indicated the Board's obligation to bring the issue to the public. Judy Lefebvre indicated that the public is saying no. Jim Lefebvre from Swanzey indicated that it is wrong to come back any time you want.

Robert Nolan from Fitzwilliam MOVED: that the articles be amended so that they cannot be brought up again until next March. The motion received a second and was voted in the affirmative. Jim Lefebvre moved the question. The motion received a second and was voted in the affirmative.

Mr.Prigge explained that there were two ballots: Article 1 would be yellow and Article 2 would be blue.

The results of the vote on Article 1 were 468 YES and 236 NO.
The results of the vote on Article 2 were 461 YES and 237 NO.

Moderator Prigge adjourned the meeting at 8:45 p.m.

Respectfully submitted,

Kenneth G.Hewitt

Kenneth G.Hewitt-Acting Clerk
Monadnock Regional School District

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
July 21, 1992

MEETING AT

MRHS Library, Swanzey Center

6:30 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) K-12 AT-RISK Manual proposal for your information.
      2) Quick reference to the facilities issue facing the district. (see attachment)
      3) K-12 Curriculum Report (to be handed out at the meeting)
   d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

   a. Discussion of results of Special District Meeting and directions for the district administration.
   b. Nomination of staff members.
   c. Action on the manifests.

4. SUPERINTENDENT'S REPORT

   a. Effective Schools - what do we know about what we are doing? Working from the "School House Model" tells us something. (refer to last meetings attachment)

5. NON PUBLIC SESSION

   a. Personnel Contract Negotiations

6. ADJOURNMENT

SCHOOL ADMINISTRATIVE UNIT NO. 38

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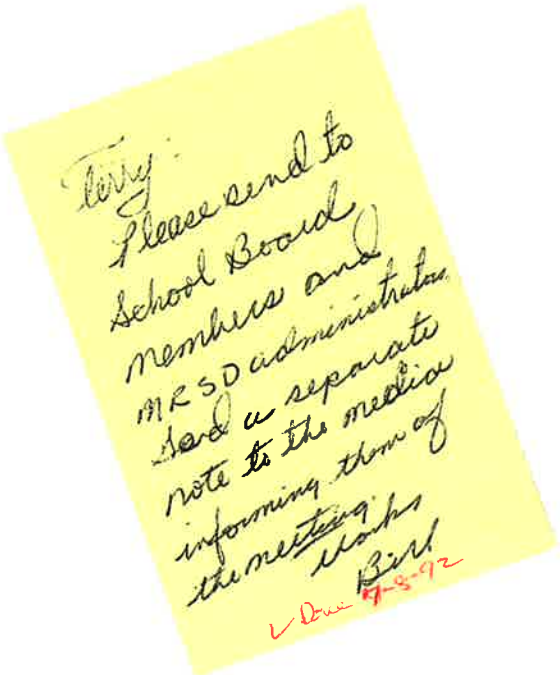
Richard T. McCarthy, *Assistant Superintendent*
Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: July 8, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

I apologize to the school board and specifically Tom, for my mistake which was made concerning the board meeting. Five members said they could attend the board meeting. I was convinced that Tom Britton was in China. Therefore, in conversation with Bill Hamill on Monday night, in my mind the only board officer in the district at the time, the meeting was postponed. Last night Tom called at 7:35 P.M. wondering where everyone was. Obviously, my assumptions about his being in China were wrong. Never mind my reasons for believing that he was in China for they were based on faulty thinking.

A meeting has been called for 5:30 P.M., Tuesday, July 14, 1992 prior to the Special District Meeting. A dinner will be provided and we will meet in the MRHS library. The Special District Meeting will convene at 7:00 P.M. Our next regularly scheduled meeting is July 21, 1992.

The same agenda will be followed as was presented for last night's meeting.



MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, July 21, 1992, MRHS Cafeteria

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

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

Consent Agenda
G.White MOVED: that the minutes of June 14 be approved as presented; second by B.Hamill. VOTED: 8-0-0-2.

B.Hamill MOVED: approval of reimbursement requests for Steve Houle- $300.00, Rita Blackadar-$95.00, Kevin Heaney-$400.00; second by D.Keating. VOTED: 8-0-0-2. J.Fallon arrived at this time.

K.Hewitt distributed the At-Risk Handbook and explained how it was created. He noted the differences between the high school and the elementary schools regarding concerns and procedures. The goal is to have the final version completed by early fall. This item will be on the August 18 agenda.

Dr.Wheeler explained the facilities review which analyzed enrollment and space concerns in each of the schools.

He noted that a legislative summary is available and will purchase copies for Board members. Information regarding invocations at school graduations and the U.S. Supreme Court Decision was distributed. The School Law Journal was also distributed, and an index will be made available to Board members. The NHSAA Response to America 2000 was passed out and discussed. Dr.Wheeler noted the difference between strategies and goals which doesn't match the year 2000 but the year 2010. The third grade Language Arts Assessment for the 1993-1994 school year was given to Board members.

Dr.Wheeler noted that he has been attending a workshop on Character and Citizenship Education at KSC. The Board is invited to attend a session at Morrison Hall on Monday, July 27 from 7-9 p.m. Six staff members are also attending.

L.Barrett indicated that she received a letter from Steve Streeter indicating a desire to see a non voting student on the Board. This item will be on the agenda in September.

D.Keating indicated that the Facilities Committee had met and will report to the Board at a later date.

Citizen Concerns
None at this time.

Other School Board Business
Discussion was held on the Special School District Meeting. W.Wright felt that the teachers should come to the Board with any request. B.Hamill indicated that the Board should informally

contact the association. J.Menton indicated that there is no choice but to convert back to the original health plan, and he explained why the managed-care program was not acceptable. The cost to the district for the original plan is $39,000.00. Discussion followed on where the money could be found. G.White indicated that he does not want to eliminate a teacher and would rather the money come from athletics. L.Barrett felt the Board should contact the teachers on this issue. W.Wright MOVED: that the Board contact the association to discuss health programs. The motion was withdrawn. L.BARRETT MOVED: that the Board reopen negotiations with the teachers; second by B.Hamill. Discussion followed. VOTED: 6-3-0-1 with J.Carnie, B.Ballou and W.Wright dissenting.

B.Ballou MOVED: approval of paternity leave for Andrew Harrison from November 2 to November 27; second by L.Barrett. VOTED: 9-0-0-1.

B.Hamill MOVED: approval of Payroll #14 dated 7/10/92 for $121,265.32 and Payorder Checks #4314-#4425 dated 7/21/92 for $203,979.82; second by B.Ballou. VOTED: 9-0-0-1.

Superintendent's Report

Dr.Wheeler discussed the following topics with the Board: Effective Schools, major institutions and their primary purpose, basic belief statements of schools, the School House-Commitment to Excellence, Correlates of Effective Schools and monitoring of student progress. He distributed a curriculum report to the Board. He also expressed his desire to visit the eight towns and meet with parents to discuss parental concerns and to share materials with them. Discussion followed.

B.Hamill MOVED: that the Board go into Non-Public Session for the purpose of Personnel Contract Negotiations. The roll call vote was 9-0-0-1.

Non-Public Session

The Board discussed negotiations. L.Barrett felt the Board should meet with the association. T.Britton will write a letter to the association asking to meet informally with them regarding health care programs. The meeting will be Monday evening, August 3.

The Board adjourned at 9:45 p.m.

Respectfully submitted,

Ken Hewitt

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Kenneth R. Dassau, *Director of Special Services*

To: Monadnock Regional School District Board Members
Date: August 12, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

1.c.1) The workshop provides us with an opportunity of updating our AIDS information. This fall will witness the inclusion of a Health Committee in the curriculum structure. In the past Health was a part of the Science Curriculum Committee. Due to the increasing need for a specific curriculum on issues such as drug, alcohol and tobacco, self worth, personal hygiene, at-risk behaviors, HIV/AIDS, and environmentally induced problems to human health we determined that a separate committee should address the discipline.

1.c.2) The agenda reflects that "Win-Win" bargaining will be a feature of the workshop, as well as, bargaining health insurance benefits. Anyone who is interested in participating needs to make a decision rather quickly so we may register.

3.a. Minimum standards have been a hot media topic lately. The issue seems to focus on the State Board's desire to remove certain of the standards and in the words, "allow for greater local control of education." After meeting with SAU administrators I drafted a letter to the State Board, it is attached for your review. I also chaired a committee for the NHSAA which drafted a letter which was sent to the State Board, it is attached for your review. Also, you will find a summary of the standards which will be changed as presented by the NHSBA. The MRSD Administrative Team has reviewed the proposed standards and have reacted similarly, if a change is to take place then why not coordinate the reduction of standards with the institution of a new assessment program focused on student performance outcomes? We have had no formal response from the State Board. Three hearings have been set to allow the public an opportunity to address the proposal.

3.b. A decision was made by the NHSBA's Executive Council to disassociate with CEFS-UNH. They voted to move their office to Concord. Dick Goodman submitted his resignation as NHSBA's executive secretary. The council has hired Paul Krone to be the executive secretary. All of this is scheduled of occur on July 1, 1993. NHSAA needs to make a decision as to whether they will continue association with CEFS-UNH, move to Concord with the NHSBA (your executive council has invited the NHSAA to do so) or become independent.

3.c. Ken will lead a discussion on the AT-RISK Handbook. You were presented with the document at the last meeting. Please bring it with you.

4.a. Part of my effective schools presentation included a handout of the Curriculum Report from the Curriculum Coordinating Team. I would like to discuss some of the material which is covered in the document. You probably have questions or comments which you wish to make on the subject. Therefore, it seems appropriate that we deal with this during the superintendent's report.

5.b. The supreme court has made its decision. Mr. Prigge will be present to discuss the issues with the Board. He will try to answer any question which you have. Also, you may need to provide more direction to us on the consequences following this court action.

NEW HAMPSHIRE SCHOOL ADMINISTRATORS ASSOCIATION

11 Morrill Hall
DURHAM, NEW HAMPSHIRE 03824
TELEPHONE (603) 862-1384

TO: All Members

FROM: Dick Goodman

DATE: July 27, 1992

RE: WOW! WHAT A SPECIAL OPPORTUNITY IS COMING TO US!

On November 18-19, NHSAA will sponsor an OUTSTANDING 1 and 1/2 day workshop on "Teens and AIDS: Increasingly Vulnerable" co-sponsored by AASA-NSBA.

EACH SCHOOL DISTRICT IS ELIGIBLE FOR REIMBURSEMENT OF UP TO $300 IF you send a team that includes the superintendent (and/or assistant in multi-district SAUs), a school board member, and **at least** one additional person.

The $300 can be used to reimburse the following expenses:

1. $50 per person registration
2. meals
3. travel
4. hotel (the workshop will be at the Clarion in Nashua, which is giving us a $65 per room rate, plus tax, single or double occupancy).

Outstanding workshop presenters include:

1. Len Tritsch, 18 year health specialist from Oregon who has put on over 100 AIDS prevention education workshops.
2. Brenda Greene from NSBA who has done much training on building community support, media relations, policy development.
3. Don Iverson, Professor of Family Medicine, U. of Colorado, who has done much research on adolescent behaviors.

SAVE THE DATES! LINE UP YOUR TEAM!

Watch the September mail for brochures and registration forms!

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Kenneth R. Dassau, *Director of Special Services*

July 8, 1992

State Board of Education
c/o Charles H. Marston, Commissioner
101 Pleasant Street
Concord, New Hampshire 03301

Dear Board Members:

Ref: Proposed School Approval Minimum Standards draft

Appearances would lead one to conclude that the State Board seems to be on a two track path. One path apparently is pursuing student outcomes and the other path is changing the current school standards. In SAU #38, we administrators support both paths. We have questions about both, however.

Recently we received copies of the third grade assessment document. Several curriculum and administrative committees working in the districts and schools need to have the opportunity to react to the proposal. It is our understanding that the intent is to assess third graders in the Spring of 1993. The sixth and tenth grade assessments would follow within the next year. Although the timeline and certain of the expected outcomes are questionable, we agree with the intent. As you know, school districts provide precious little time and effort to staff workshops. It is my belief that considerable staff time will be required to review the assessment documents for meaning and then to adapt curriculum and local assessment to meet the expectations presented. Add that parents and patrons should have an opportunity to participate and the process extends.

For all intents and purposes the vast majority of SAU #38 administrators, boards, and staffs believe in the outcome-based movement. We believe that assessment is partner to instruction. Assessment of the learner is the most critical element in describing the next learner task. Assessment is not an isolated event which is determined at some point in time and used to portray achievement. It seems that the State Board is still intent on making it such, ignoring any demographics which may cause differences, and reporting the results. The public needs to know how students are doing and thus how schools are doing. What happened to the Governor's Task Force on Education "Expected Performance Outcomes" statement? Why is there not an apparent alignment between the outcomes prescribed in that document and the third grade assessment document? Do you intend on letting the

assessment document drive the curriculum as Chairperson Thayer exclaimed in the State Board meeting held in Keene?

The other track is removing of standards. Certain of the standards have been removed: we are concerned with the decision to propose the removal of certain standards and just as concerned with the decision to maintain certain standards. Our confusion is apparently the distancing of the two tracks. Is the State Board's intent to hold local districts accountable for something described in the assessment documents while at the same time having standards for subject content and time limits, referring to example of Ed. 306.02 Curriculum (c)(2) 2. Minimum Yearly Instructional Time Requirements, Junior High School (grades 7 and 8? The intent is confusing if not contradictory.

We have great concern over what local districts are expected to do with the Staff Ratio Requirements changing, staff requirements being removed, class size limits removed, an apparent purging of the libraries both in staff and collections while at the same time adding character and citizenship instruction with specific directions on how, who must be involved, and what is to be taught. Certain of the standards seem not to be standards at all but statements of general educational platitudes; for example: Ed 306.02 Curriculum (c)(1) f. Music. The music program shall provide systematic instruction which develops children's sensitivity to music as an expression of self and culture. Children shall be given experiences which include, but are not limited to, listening, creating, and performing. What is the standard? The district presently employs a certified music teacher to serve a certain number of students. Are the proposed stantards allowing districts to employ whomever they wish to teach music? Is the State Department of Education going to certify employment in school level instruction, or may local districts pursue other paths to teach students certain curriculum?

I am sure as you have worked on these, they make more sense to you. Please help us to understand your reasons for pursuing the course you have with these two very critical issues in education.

Thank you for taking the time to consider our concerns.

Sincerely yours:

Bill Wheeler, Ed. D.

New Hampshire School Boards Association

Legislative Bulletin

Dr. Richard Goodman
Executive Director

Dr. Paul Krohne
Assoc. Exec. Dir.

No. 20

14 Fayette Street, Concord, NH 03301 (603) 228-2061 July 27, 1992

STATE BOARD OF EDUCATION PROPOSES MAJOR CHANGES IN MINIMUM STANDARDS

The State Board of Education has begun the formal rulemaking process leading to major changes in the current minimum standards for all elementary, middle/junior high, and high schools. The proposal, as submitted for rulemaking, was first made public last month as the State Board initiated three public information sessions on the proposals. Most recently, over 400 people jammed Exeter Junior High School to offer major objections and opposition to the proposals.

In summary, the proposed new minimum standards:

1. are less descriptive in policy development areas such as student safety where current rules offer specific direction for local policy development. The proposed rules simply direct local boards to develop policy with no criteria or "policy content" being offered;

2. eliminate minimum standards in such things as (a) student teacher ratios, (b) class size limits, (c) Driver Education as a high school unit requirement, (d) library collection requirements, (e) a separate safety plan, (f) self-evaluation process, (g) different talent provisions, (h) teacher course load and, (i) some space requirements;

3. adds a broad and comprehensive requirement for Character and Citizenship Education.

The rulemaking process includes the requirement that "official" public hearings be held (not to be confused with the informal public information sessions we just completed). The official public hearings (all scheduled to run from 7:00 pm to 9:00 pm) are currently planned for:

- September 9, 1992 Salem High School
- September 15, 1992 Plymouth High School
- September 17, 1992 Concord High School

(over)

NEW HAMPSHIRE SCHOOL ADMINISTRATORS ASSOCIATION

11 Morrill Hall
DURHAM, NEW HAMPSHIRE 03824
TELEPHONE (603) 862-1384

July 22, 1992

Dear Members of the State Board of Education:

I am writing to you on behalf of the New Hampshire School Administrators Association (NHSAA) to express our views on the proposed minimum standards.

We believe that standards require constant review, assessment for effectiveness, and when appropriate, revision. Therefore, we concur with the efforts of the State Board to address the current approval standards. We concur that an effort is needed to format the three approval standards (Elementary, Middle/Junior High School, and High School) into a single approval standard for all schools and all students in New Hampshire.

While we applaud the State Board for its efforts to address the standards we wish to question the procedure, the perceived motivation for action, and the consequences of such action. This document will address each question briefly.

Our major concerns are your plans to eliminate current standards before new ones are in place and the need for more of the constituents to be involved in the review of the current standards. Also, we believe any actions changing the approval standards should be coordinated with the efforts to

provide output standards (assessment). Without such coordination we predict several conflicts will arise which will be more difficult to remedy after the fact. We are concerned with the Rule Making Process which would call for final action in November, 1992. This timeline precludes proper input from teachers, principals, parents, school boards, business people and patrons. We believe a similar format to that which has been used in the past to review the approval standards should be applied to this process.

The motivation to change minimum standards should be to improve educational opportunities for all New Hampshire students. Relying more heavily on local support and control will tend to extend the disparity of educational opportunity which now exists between the rich and poor school districts within the State. We believe that the change should address, directly, the recommendations in the "Governor's Task Force On Education" report of December, 1990. Your actions may lead to the perception that the State Board is changing the standards in order to remove the State from funding certain parts of education's mandates as are presently stated in the approval standards.

The consequences of State Board action should be the normalization of educational opportunity for all students. We believe that students born and residing in rich or poor school districts are members of the whole New Hampshire society. If one suffers because of the action all will be touched.

We predict that your actions will widen the gap between rich and poor school districts' educational opportunities. We also predict that the approval standards as drafted will, in those districts which lack the means or the will, provide a greater opportunity to underfund education by increasing class size, by removing existing programs and/or not instituting needed programs such as elementary counseling, library services, or kindergarten. If your plan is

approved, it will preclude future Boards from reconsidering the standards because of the constitutional amendment requiring the state to pay for mandates.

We believe that state standards should be based on sound educational research. If the standards are to change we would request serious thought be given to incorporating National Goal #1 "all students being prepared to start school" and that kindergarten be mandated by the State. We believe that the "Governor's Task Force On Education Student Performance Outcomes" should be included in the standards. We believe that the State Board should incorporate and listen to the opinions of the constituents within the State who are stakeholders in education: parents, teachers, school board members, principals, business people, administrators, and other patrons before a final decision is made.

Thank you for this opportunity to be heard.

Sincerely,

Dick Steudle

Richard Steudle
President

cc: NH News Media
Commissioner Marston
Senator George Disnard
Representative Pat Skinner

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

August 13, 1992

Following are the new employees in the MRSD

Mrs. Joyce Morgenthau, who is replacing Patricia Houghton as Monadnock High School nurse. She is a 1974 graduate of New England Baptist Hospital School of Nursing, Boston, Massachusetts.

Mrs. Kristen Stewart, who is replacing Patricia Kelley at Mt. Caesar School. She attended the University of New Hampshire from 1982 to 1984. She then attended Keene State College and graduated in 1986.

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
August 18, 1992

MEETING AT

MRHS Library, Swanzey Center

6:30 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) "Teens and AIDS: Increasingly Vulnerable" workshop. (see attachment)
      2) "Preparing for Bargaining" workshop, Sept. 11&12
   d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

   a. Discussion of State Board's position on minimum standards. (see attachments)
   b. Discussion and reaction to NSBA's recent dicision to move their offices to Concord.
   c. At-Risk Program review and questions.
   d. Nomination of staff members.
   e. Action on the manifests.

4. SUPERINTENDENT'S REPORT

   a. Discussion of the Curriculum Report.

5. NON PUBLIC SESSION

   a. Personnel Contract Negotiations
   b. Litigation, Supreme Court's decision on Gilsum/DCYS case.

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, August 18, 1992, MRHS Library

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

Acting Chairman J.Carnie opened the meeting at 7:40 p.m.

Consent Agenda

G.White MOVED: that the minutes of July 21 be approved as presented; second by D.Keating. VOTED: 6-0-0-4.

B.Ballou MOVED: approval of reimbursement for Jim Harris-$56.40, Raylene Rust-$160.00, Steven Streeter-$500.00; second by G.White. VOTED:6-0-0-4.

Dr.Wheeler noted the following workshops: "Teens and AIDS: Increasingly Vulnerable", to be held on November 18 and 19, and "Preparing for Bargaining" to be held September 11 and 12.

A schedule of meetings to be held in each community was distributed. The meetings will begin in October. Dr.Wheeler explained the purpose of the meetings. He discussed the Claremont law suit and the Superior Court's decision which stated that the state does not have to fund education. A brief discussion followed.

The legislative summary and copies of the Law Journal Index were distributed.

There were no Board committee reports.

Citizen Concerns

D.Bell passed out a letter explaining a proposal for raising money for a multi-purpose room at Cutler School. Discussion followed. G.White MOVED: that D.Bell investigate the possibility and report back to the Board; second by B.Ballou. J.Carnie expressed his reservations about the proposal and explained the conflict with the facilities committee in regard to the middle school. G.White suggested that the Board get the information needed and then make a decision. VOTED: 5-0-1-4 with J.Carnie abstaining.

Other School Board Business

Dr.Wheeler explained his position on the proposed minimun standards and also of a NHSAA subcommittee of which he was chairman. He felt that the state has to coordinate the standards and assessment and expressed a concern about changes in class size and numbers of students needed for specialists. J.Carnie indicated that he likes the concept of local control and explained his position on the minimum standards. Discussion followed.

Dr.Wheeler explained that the NHSBA will move to Concord and will become disassociated with CEFS. The secretary of NHSBA has also resigned.

K.Hewitt discussed the At-Risk Handbook and indicated that the district is currently meeting the objectives set by a state committee for at-risk children. D.Keating raised some questions about the contents of a student's folder. He suggested that parents receive more up-dates from the

schools on their children's progress. Generally, the Board agreed that there should be more communication with parents.

G.White MOVED: approval of nominations: Kristen Stewart-Mt.Caesar, $30,902.00, Joyce Morgenthau-Nurse at MRHS, $21,460.00; second by J.Young. VOTED: 6-0-0-4.

J.Young MOVED: approval of Lunch Program Voucher #4612-#4617 dated 8/17/92 for $1,326.68, Payroll #4 dated 8/19/92 for $98,121.03 and Payorder Checks #4490-4611 dated 8/18/92 for $244,121.40; second by G.White. VOTED: 6-0-0-4.

Dr.Wheeler read a request from Stan Taylor who is living in Keene and is asking for a waiver of tuition for his son who will begin Grade 9 at Monadnock. After discussion, G.White MOVED: that a tuition waiver be granted for one year or less based on the court decision of the pending divorce of the parents, second by J.Young. VOTED: 6-0-0-4.

D.Keating asked if a funding formula committee had been formed. Not at this time. He also asked if changes had to be made in the buildings to accommodate the handicapped. The administration explained the changes that have been made in each of the schools. The question was raised as to the district's liability with athletic equipment and whether the equipment is up to standards. J.Menton explained the function of the Safety Committee and the job of the Director of Athletics.

Superintendent's Report

Dr.Wheeler distributed the Curriculum Report. He then described the committee structure of the disciplines, what is expected of them and the progress each committee has made. He noted what will happen in the future and said that curriculum building does not end. He felt that a better job has to be done in determining how well students are doing. He shared the schedule for the four curriculum days for this year. J.Carnie explained a concern expressed to him by a parent about the progress made by a particular class. Dr.Wheeler described the testing program that was used and the problems created. A discussion followed.

J.Menton asked that the MS25 be signed. He distributed and explained the Annual Financial Report, the Balance Sheet and the Food Service Report. A discussion followed, and Dr.Wheeler and J.Menton answered questions from the Board.

G.White MOVED: that the Board go into Non-Public Session for the purpose of Personnel Contract Negotiations and Litigation regarding the Gilsum case; second by J.Young. The roll call vote was unanimous.

Non-Public Session

J.Carnie summarized the meeting of the negotiating team with the teachers' team. He explained the concern expressed by the teachers over the curriculum days. Notes taken by L.Barrett at the meeting were distributed. A discussion followed.

Dr.Wheeler explained the court decision on the Gilsum/DCYS case and its implications for the district.

The Board adjourned at 10:30 p.m.

Respectfully submitted,

Ken Hewitt

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
September 1, 1992

MEETING AT

Surry Elementary School, Surry

6:30 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. School Board's representation on the Budget Committee. (see attachment)
    b. Set agenda for Town visits with parents and patrons.
    c. Nomination of staff members.
    d. Action on the manifests.

4. SUPERINTENDENT'S REPORT

    a. Discussion of the opening of school.

5. NON PUBLIC SESSION

    a. Personnel Contract Negotiations

6. ADJOURNMENT

Community/School Relations

Purpose:

To discuss schooling issues with parents in the several towns served by Monadnock Regional School District.

Goals:

1. To gain opinions and insights of some parents about present conditions and direction for improvement in the school district.
2. To explain and describe events in the schools and district.

Strategy:

A. Establish a schedule to visit one town each month.

B. Invite twenty parents to the meeting.

C. Have the Board member(s) from the town, the principal(s) and superintendent in attendance at the meeting.

D. Record the comments made at each meeting - a building level secretary or aide could be provided to do this.

E. Compile data and information gained from the meetings for a report to the district.

Schedule: Meet on the second Tuesday of each month at 7:00 p.m.

DATE	TOWN	PLACE
October 13, 1992	Fitzwilliam	Emerson School
October 27, 1992	Troy	Troy School
November 10, 1992	Richmond	Veterans Hall
November 24, 1992	Roxbury	Roxbury Town Hall
January 12, 1993	Sullivan	Sullivan School
January 26, 1993	Gilsum	Gilsum School
February 9, 1993	Surry	Surry School
February 23, 1993	Swanzey	Mt. Caesar School

September 18, 1992

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 30, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

I have continually been told how well this school year opened and how well students are doing. That's wonderful! As I have viewed the list of goals which the board and administrators had for last year it seems that progress was achieved on several of them. We need to revisit those goals and state a set of goals for this year. I think one of the highlights for comments was recently made by my wife, Kathy, as we drove into the parking lot and eventually into the school house at Troy. She said, "something is different about this building, what is it?" It was the first time in about a year and one half that she had been in the school and she noticed a positive difference. Sometimes, as we view things more closely and more often we do not notice the positive changes which occur so it is nice to hear from others about those changes. Of course not all things are going as well as I would like and to that end I will continue to work, but it is also important to mark the signposts of achievement. Something that is all too often forgotten.

3.a. We had visited on this topic in the past. Mr. Streeter, student council advisor and several students will be in attendance to discuss this proposal with you. It may be a question of how formal you wish to be in structuring or as basic as whether or not you wish to enjoin the proposal positively.

3.b. In the past you have advised your representative, Mr. Ballou, on the proposed resolutions.

3.c. Of the twelve chapters you agreed to review three of the chapters and have the administrators propose action on the other nine. The administrators are prepared to recommend action on chapters A,C,E,F,G,I,J,K, and L. How would you like to proceed?

4.a. I would like to share some research documents with you concerning the status of education in the United States. The documents were compiled by David C. Berliner of Arizona State University and the SANDIA Institute. They are a compilation of the most recent research efforts in describing what has and is happening in education. I found them most interesting and am hoping that you will also.

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, September 2, 1992, Surry Elem. School

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

Consent Agenda
G.White MOVED: approval of the minutes of August 18 as presented; second by J.Carnie. VOTED: 5-0-3-2 with W.Wright, T.Britton and L.Barrett abstaining.

D.Keating MOVED: reimbursement approval for Robert Fleming-$397.95, Wayne Bartels-$160.00, Robert Galloway-$412.30, Deborah Stavseth-$100.00 and Judith Lundahl-$236.50; second by L.Barrett. VOTED: 9-0-0-1.

Dr.Wheeler read a letter from Marian Bedard thanking the Board for the gift she received for 30 years of service.

L.Barrett reported on the meeting of the Facilities Committee. She discussed the direction the district should go in the next year. The committee is considering a middle school proposal but is also looking at other alternatives. Four portables will be needed at the high school. Current construction costs are running around $60.00 a square foot. The total cost is about $80.00 a square foot. The committee will come back with firm recommendations at a later date.

Citizen Concerns
None at this time.

Other School Board Business
T.Britton discussed Bill Prigge's suggestion that the Board have one voting representative on the budget committee with two alternates. After discussion J.Carnie MOVED: that the budget committee have one Board representative and two alternates, each of whom could take the place of the representative if he/she is absent; second by G.White. VOTED: 9-0-0-1. T.Britton named B.Hamill the representative, J.Carnie the first alternate and J.Fallon the second alternate.

Dr.Wheeler discussed the proposed town visits with citizens and inquired about issues to be discussed as well as specific ones in each town. T.Britton discussed the time frame for the presentation and discussion at the meetings. Dr.Wheeler mentioned how the 20 parents would be selected and the principal's involvement. Discussion followed on the make-up of the group. The first meeting will be in Fitzwilliam on October 13.

There were no nominations at this time. J.Carnie suggested nominations be discussed in non-public session.

B.Hamill MOVED: approval of Payorder Checks #4630-4733 dated 9/1/92 for $226,511.66; second by L.Barrett. VOTED: 9-0-0-1.

Superintendent's Report

Dr.Wheeler reported on the opening of school and the four curriculum days. He indicated that the Math Committee completed its work, the Science and Social Studies Committees made a great deal of progress, and the Health and Wellness groups are now one committee. The Character and Citizenship Committee has a plan to implement their program, and the Unique and Innovative Committee met with the media to discuss ways to let the public know what is happening in the schools. He felt that it was a productive four days. A survey will be given to each staff member to evaluate the four days. The principals all indicated that the opening of school went very smoothly.

D.Mousette mentioned the new playground being built in Sullivan by volunteers.

The Board adjourned at 8:40 p.m.

Respectfully submitted,

Ken Hewitt

P R O P O S A L

To: The Monadnock Regional School District School Board

From: Steve Streeter,
Advisor to the MRHS Student Council

Matt Berard,
President of the MRHS Student Council

Date: Sept. 29, 1992

Re: Student Membership on the school board

The Student Council organization of Monadnock Regional High School being the governing body of the junior high and high school feel that there should be one or two representatives that sit as members of the MRSD School Board. It is not our intention that these persons be voting members or take part in any personnel matters, instead, it is felt that these students might be able to bring student input to the board especially on matters that relate directly to them.

Student Council members are usually involved in several other activities as well as jobs outside of school and all are concerned with their academic standing. With this in mind, it is suggested that two (2) members of the student council sit on the board so that one might alternate with the other if both can not be in attendance.

Student Council members are very concerned with the future of its school and would like to be an added voice to the membership of the board. We are certain that this arrangement could be beneficial to both the Council and the MRSD School Board.

The following students have expressed an interest to serve in this capacity:

Matt Berard--Student Council President

Deana Lewis--Student Council Representative

NEW HAMPSHIRE SCHOOL ADMINISTRATORS ASSOCIATION

11 Morrill Hall
DURHAM, NEW HAMPSHIRE 03824
TELEPHONE (603) 862-1384

September 23, 1992

To: New Hampshire Superintendents

From: Dean Michener

Subject: Highest Attainable Teacher Salary

Several SAU Administrators have contacted me requesting information on the highest possible salary a teacher can earn within each school district of the state. The desire is to ascertain what salary is possible based on the highest track on the salary schedule, including any longevity provisions. This figure would NOT include any extra pay, such as Department Heads earn, or extra stipends for extracurricular duties; only salary determined by the highest track and step on the salary schedule, plus any longevity provision.

Please take a moment to indicate below the highest attainable salary for each district within your SAU based upon highest track at maximum step with maximum longevity.

School District	Highest Teacher Salary Attainable for 1992-93
Hinsdale	35,140
Monadnock Regional	41,478
Winchester	33,348

SAU# 38

Superintendent Dr. William V. Wheeler
(or designee)

Please return to: Dean Michener, 5 Morrill Hall, UNH, Durham, NH 03824

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September 18, 1992

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From: Dr. Bill Wheeler

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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: August 26, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

The agenda seems to be rather short, as is normal at the beginning of school.

3.a. This is the response from Mr. Prigge concerning our question of board resprentation on the budget committee. The letter seems to be explicit enough. The board will need to react to its contents in accord with appointing/selecting representatives to serve on the budget committee.

3.b. We have a need to outline what we expect to share with parents and patrons at the eight Town meetings. Questions may surface as to varying the content for each Town. Suggestions will be appreciated.

GOODNOW, ARWE, AYER & PRIGGE
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
45 ROXBURY STREET
P. O. BOX 505
KEENE, NEW HAMPSHIRE 03431-0505

TELEPHONE (603) 352-0222
FAX (603) 352-5571

FRANCIS H. AYER
JOHN S. GOODNOW
WILLIAM N. PRIGGE

JOSEPH S. HOPPOCK
SUSAN K. WOLTERBEEK
TIMOTHY M. FRAZIER

JOHN R. GOODNOW
(1931-1972)

KENNETH J. ARWE
(1943-1987)

Only board members got this

William V. Wheeler, Ed.D.
Superintendent of Schools
SAU #38
600 Old Homestead Highway
East Swanzey, N.H. 03446

RE: Budget Committee

Dear Bill:

This follows your letter of June 18, 1992 concerning the School Board's representative to the Budget Committee. Although you did not specify what vote the Budget Committee took, you're correspondence indicated that the choice of the Board's member to the Budget Committee should or would be determined by the Budget Committee and not the Board. I advised you informally by telephone that I did not think that was correct. This letter will confirm that opinion.

RSA 32:2 and 32:3 deal with the formation and staffing of a budget committee. There is a provision under the statutes for appointment by the moderator or election at large. Even where there is the election of members at large, in the event of a vacancy on the committee, it is filled on a temporary basis by the moderator until the next annual meeting.

The significance of the provisions concerning appointment or election of members at large is that these terms, under the statute, do not apply to budget committee members appointed by a Board of Selectmen, a School Board or a Board of Commissioners of a Village District.

As I read the statute, the appropriate board chooses its own representative to the budget committee. It may also choose an alternate board member to serve on the budget committee and it appears that the alternate board member has the same authority as the chosen board member in the event that the chosen board member cannot make a particular meeting. In other words, the alternate board member can vote in the usual member's place. Board members of the budget committee are chosen to hold office for one year or until their successors are qualified.

In summary, it would be my opinion that the Budget Committee has no authority to deal with how a board representative to the Committee is chosen. As a practical matter, the Board's representative can only have one vote at any meeting, although there is obviously no limitation on the number of Board members who can attend a Budget Committee meeting.

I believe this answers your three questions raised in your letter of June 18, however, in the event that the answer to the last question is not clear, I don't think that the Board can appoint three members to the Budget Committee and have them cast one vote. It appears that one member and one alternate should be chosen. Although the statute does not specifically permit it, I suppose you could have a second alternate to cast a vote in the event that the primary member and first alternate are unavailable to vote.

Please let me know if you have any questions.

Very truly yours,

William N. Prigge

WNP/psb

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

To: Monadnock Regional School District Board Members
Date: September 9, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

3a. The facilities committee met on September 8, 1992 to discuss facility options. They will report and recommend those options to you.

3b. The teachers selected not to act on the issue of changing the BC/BS program. Therefore, we are planning to maintain the JY plan for MRSD employees. That plan requires an expenditure of money which was unbudgeted. Mr. Menton has massaged the employee changes and contractual changes from our current budget to provide you with information about changes which you could make to cover the BC/BS unbudgeted amount. This is a much better budget than last year's budget. This occurred because we have had so many fewer changes than was applied last year, as well as, being a better prepared document from the school level through the March vote. I certainly have a far greater confidence that all of the anticipated expenses are properly accounted for and properly placed in the budget.

4a. The NHSAA has presented a position paper on the proposed state board's "School Approval Minimum Standards". A copy of the position paper is attached for your review. I have played an active role in proclaiming concerns about the process, change in standards, and the failure of the standards to address key educational issues in the state. Being as how I was the person who drafted the NHSAA's position paper my views are rather clearly expressed.

My mother passed away yesterday. I fly to South Dakota tomorrow, Thursday, and plan on returning on Monday. My flight has not been booked at this moment so I am not sure of the return. If I am not there for the meeting please assume that it was an unintentional absence. Ken and John are well prepared in my absence.

NEW HAMPSHIRE SCHOOL ADMINISTRATOR ASSOCIATION
INSTRUCTIONAL TRENDS COMMITTEE REPORT
September 4, 1992

Position Paper on:
New Hampshire State School Board's "School Approval Minimum Standards" draft

Approved by:

NHSAA Executive Board

"I measure the progress as a social order by our willingness to advance the equity interests of the least among us."

-- Ron Edmonds

Reference: Rulemaking Notice Form, Notice Number 92-143, Rule Number Ed 306,307,308

Introduction

A standard, as described by dictionary, is anything taken as a basis of comparison; model; or rule. One may say that a standard provides quality or quantity to a substance. Education requires standards as do other institutions. A shift or change of standards requires considerable thought and communication among stakeholders. What appears to the stakeholders to be arbitrary or capricious changes on the part of the rulers is generally met with resistance and suspicion. We believe that this is so with the state board's current efforts to alter the "School Approval Minimum Standards" as described in the June 24, 1992 publication on the subject.

It is our intent to work with the state board and Commissioner of Education on reviewing, assessing the effectiveness of current standards, and recommending revisions which predictably improve educational opportunities for all New Hampshire students. Toward this goal we submit the following position paper for your review.

Our position will be expressed in three areas of concern: 1) the process used by the state board to propose changes to the school standards as outlined in "School Approval Minimum Standards" draft, June 24, 1992; 2) specific concerns with the changes which are proposed in the document mentioned above; and 3) addressing areas which should be considered for addition as a school approval minimum standard.

Process

We are concerned with the position which argues that this is a local control issue versus state control. We believe that a proper balance should be maintained between that which is most efficiently/effectively handled at the local level and that which is more appropriately handled at the state level. Discussion should center on what is best

for all students in all schools. Approximately one third of all students move between districts during the time they enter school and graduation; therefore, there are universal and generally accepted standards which shall apply to all students. Those standards should be regularly evaluated to determine whether or not they are doing what the stakeholders want. It is this evaluation process which concerns us as we consider the proposed changes. We believe the stakeholders should have been involved in the review and the recommending of change. We believe that the changes should be in concert with assessment of learner outcomes. We predict that certain standards, which remain in the proposed changes, will be in conflict with certain learner outcomes; while other proposed standards may be discarded without the benefit of being replaced by learner outcomes. We believe that quality education systems properly use both inputs and outputs to measure effectiveness.

We are concerned with the lack of a state plan for education. We volunteer to assist a task force to design such a plan. We believe that the six national goals and New Hampshire's "Student Performance Outcomes" should form the basis for such a plan. We believe that a timeline which extends to the year 2000 be adopted for movement on the state plan for education. We believe that a proper plan would include standards and guidelines for all schools. We believe that educators, parents, business representatives, school board members, patrons and politicos should be involved in designing the plan. We believe that the plan should and can be in place within the current school year.

Specific concerns with document

We are concerned with the lack of reference to the six national goals in the proposed standards. The first national goal addresses the issue of child readiness for school. We believe that a standard should be established which expresses what that means. The second national goal addresses high school graduation rates. We believe that a standard should be established which expresses what we expect in New Hampshire. We realize that a current assessment of student achievement will be in place at the third, sixth, and tenth grades to measure performance outcomes in English, mathematics, science, history and geography, which is part of the third national goal. We believe that the remainder of the third goal's statement should be expressed in what we expect from students in New Hampshire. We believe that the fourth goal should be imbedded within goal three and that we should create a vision statement to be used with the standards document which proclaims that we will be the best schools in the nation and the world. We believe that schools should be involved in the process of creating a more literate American adult. This should be accomplished by reviewing the current statements about 1-12 schools to include a commitment to life long learner opportunities. The sixth goal speaks of drugs and violence in the schools. We believe that a study should be completed which addresses this issue. The study should include current conditions, causes of problems, and a plan to address the problems.

We are concerned with the lack of direct reference to the "Student Performance Outcomes" as described in the Governor's Task Force on Education or the Business and Industry Association's document on "What Should They Be Able To Do?" in the proposed school approval standards. Both documents identify several academic outcomes, critical skills, and core values as desired student outcomes. We believe that such identified student outcomes should be a part of the standards as reflected in the assessment of

student achievement. We predict that to develop changes in school approval standards without concern for future assessment standards is creating a situation which will be difficult to effect properly.

We are concerned that as certain of the input standards, such as class size ratio (Ed 306.0, (d)(4)(i)), are removed certain school districts will find it more difficult to maintain educationally sound teacher/student ratios in the classrooms. We cite the Wales community in Massachusetts as an example of what some communities may be tempted to do in order to contain property taxes. Again we refer to the local control and state control issue. We believe that the state does and should have a responsibility to provide minimum school standards which promote and support sound educational principles. Ferguson's research reports that, class size in excess of eighteen students per classroom teacher causes district academic achievement to fall, about ten to twenty percent of a standard deviation per addtional student over eighteen. (Ferguson, R. F., Paying for Public Education: New evidence on how and why money matters. Harvard Journal on Legislation. 28. 465-498. 1991)

Addressing Other Areas

We are concerned with the absence of a standard which would address the concept of a child being ready for school. In this context we believe that a standard should be included in the proposed approval standards which would expand mandatory schooling to include kindergarten (Ed 306.01(d)(4)(J)), change the permissive word "may" with the directive word "shall" and delete the second sentence which begins with the phrase, "If a public kindergarten program is provided." We believe this would benefit, most directly, the concept of child readiness for school. As state standards presently proclaim that schooling shall be offered from grades one through twelve and that students must attend from grade one until graduation or their sixteenth birthday, so should proposed standards include what current research proclaims as an important beginning of school. To argue against mandatory kindergarten is to argue against the state mandating school attendance in its entirety. For if one rationalizes that mandatory kindergarten is not founded on sound research, then one must conclude that all mandatory attendance is not founded on sound research. Such folly argues for ignorance.

We are concerned that certain disciplines are not included in the standards or student assessment program: for instance, computer literacy and, broadly speaking, technology. We agree with current thought emerging from business and industry representatives that all students in order to secure future employment in a world class business will need to possess computer literacy and technology skills far beyond what a vast majority of adults possess. It is critical and should be addressed in the standards and the assessment program. Not to address such critical needs is to demean their importance.

We are concerned that proposed changes were initiated by assumptions and prejudice rather than sound educational research and practice. Referring to class size: considerable research has been completed concerning student/teacher ratios as it relates to effective learning. Research of this nature would not support current efforts to remove this standard, particularly as it applies to elementary grades. We believe that decisions concerning standards should be founded on sound educational research.

Conclusions

1. The State Board should reestablish a timeline for review of current school approval standards which would encourage stakeholder input.

2. The State Board should base revision of the standards based on sound educational research and effective practice.

3. The State Board should coordinate the revision of current standards with the assessment program.

4. The six national goals and the State's "Student Performance Outcomes" should be considered for inclusion in the proposed standards and/or the assessment program.

5. The State Board should lead an effort to provide a state plan for education which would include a vision statement, list of goals and stated expected learner outcomes for the year 2000.

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
September 15, 1992

MEETING AT

Sullivan Elementary School, Sullivan

6:30 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. Decision requested on facilities question. Facility committee recommendations.
   b. Report and decision on funding BC/BS employee costs for 1992-1993 fiscal year. (see attachment)
   c. Request your approval of MRSD's participation in the New Hampshire Workers' Compensation Fund. John Menton will report on this issue.
   d. Action on the manifests.

4. SUPERINTENDENT'S REPORT

   a. Discussion of NHSAA's Position Paper on the proposed state boards change to "School Approval Minimum Standards". (see attachment)

5. NON PUBLIC SESSION

   a. Personnel Contract Negotiations
   b. Nomination of staff members.

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, September 15, 1992, Sullivan School

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

Consent Agenda
G.White MOVED: approval of the minutes of September 2 as presented; second by D.Keating. VOTED: 8-0-0-2.

There were no reimbursement requests.

Dr.Wheeler read a letter from Kathy Roberts thanking the Board for her gift after 30 years of service in the district. K.Hewitt also thanked the Board publicly for his 30 year gift.

Debra Brnger invited members of the Board to visit her "open kindergarten class" at the Emerson School.

Beth Audette invited the Board to any one of three presentations on space explorations that will be given to Grades 5-8 at the high school on September 25.

A list of committee assignments was distributed.

School enrollments on the first day of school was distributed. A concern was expressed regarding the high school next year as it will see an increase of about 70 more students.

The proposed NHSBA resolutions was distributed.

Citizen Concerns
Larry Sicotte asked about the progress on the change in electrical works in the schools. J.Menton indicated that it has not been started as there was a delay in obtaining the materials. The contract will be signed this week. Sicotte felt that the proposed change should be put out to bid. J.Menton explained the process used in obtaining the proposed cost.

Matt Burke asked if the formula committee had been initiated. T.Britton indicated that it will begin shortly.

D.Mousette commented on the new playground at the Sullivan School and thanked the volunteers for their effort. B.Ballou arrived at this time.

Other School Board Business
K.Hewitt read a request from Paula Baldwin asking for personal days December 21 and 22. He recommended denial by the Board since the request would be in violation of the Agreement. G.White MOVED: that the request be denied; second by B.Ballou. VOTED: 9-0-0-1.

He also read a request by Sue Armstrong for a personal day on October 15 to attend a

commencement ceremony. K.Hewitt recommended approval by the Board. G.White MOVED: that the request be approved; second by L.Barrett. VOTED: 9-0-0-1.

D.Keating reported on the Facilities Committee meeting. They are recommending a middle school for Grades 6-8 with a separate wing for 5th graders from Swanzey, Richmond and Roxbury. This would open up space at Mt.Caesar and Cutler. The wing could be expanded at a later date, and the core facilities would be built for more students. A contingency plan would be to revert back to an alternative like an extended school year. The committee has talked with a market advisor. Roy Banwell could be hired for $5000.00 to do the drawings and the budget for the proposal. The total cost would be about $81.00 a sq.ft. Four portable classrooms will be needed at the high school next year or created in the courtyards with a bubble. After discussion, D.Keating MOVED: that the committee be allowed to put together a proposal for a middle school to be presented at the district meeting; second by G.White. VOTED: 9-0-0-1.

J.Menton explained the Salaries and Benefits Expenditures noting that B.C.-B.S will increase by $38,000.00 this year, but this increase will be offset by a balance in salaries. He also discussed the N.H. Workers Compensation Fund and recommended the district join. The potential of job risk divides employees into sub-groups under this plan. B.Ballou left at this time. G.White MOVED: that the district join the plan; second by J.Young. VOTED: 8-0-0-2.

J.Carnie MOVED: approval of Lunch Program Voucher #4906-#4923 dated 9/15/92 for $7849.50, Payroll #5 dated 9/4/92 for $276,186.33 and Payorder Checks #4752-#4905 dated 9/14/92 for $172,320.83; second by G.White. VOTED: 8-0-0-2. B.Ballou returned at this time.

J.Fallon reported on a meeting on bargaining procedures.

W.Wright indicated that the junior high program has too many study halls and asked why. D.Stockwell indicated that there is little flexibility since there is 100% room usage almost every period. There may be a maximum of three study halls, and they may be consecutive periods which presents a problem. W.Wright asked that they work on a solution to the problem. L.Barrett asked that problems like this be presented to the facilities committee.

Superintendent's Report

Dr.Wheeler explained the NHSAA position paper on school standards and explained the procedure being used to review the standards. The state school board wishes to change 38 of the standards. He discussed research studies regarding class size and kindergarten. The state board will make a decision on September 24. Discussion followed. B.Ballou asked if the Board should submit a letter to the state board. J.Carnie said he would support Dr.Wheeler's document. B.Ballou MOVED: that the Board draft a document to be sent to the state board supporting the NHSAA position paper and not supporting the proposed changes in the standards; second by G.White. VOTED: 9-0-0-1.

G.White MOVED: that the Board go into non-public session for the purpose of personnel contract negotiations and litigation; second by W.Wright. The roll call vote was unanimous.

Non-Public Session

J.Menton indicated he met with Attorney Prigge on Gilsum's assessment which is about

$38,000.00. The DRA is unsure how to collect the money from Gilsum at this time.

L.Barrett indicated that she has not heard from the association about opening negotiations.

The Board adjourned at 9:30 p.m.

Respectfully submitted,

Ken Heuritt

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
October 6, 1992

MEETING AT

Roxbury Town Hall, Roxbury

6:30 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) 1992-1993 MRSD "Fact Sheet"
      2) Community meeting schedule revised (see attachment)
   d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

   a. Request by the MRHS Student Council to post members on the MRSD School Board. (see attachment)
   b. Discussion and decisions on the NHSBA resolutions. (a handout at the last board meeting)
   c. Movement is needed in completing the three chapters of the "Proposed MRSD Policy Manual". (please bring your copies)
   d. Action on the manifests.

4. SUPERINTENDENT'S REPORT

   a. Some thoughts on two recent research reports on the condition of education in the United States.

5. NON PUBLIC SESSION

   a. Personnel Contract Negotiations
   b. Nomination of staff members.

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, October 6, 1992, Roxbury Town Hall

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

Consent Agenda
G.White MOVED: approval of the minutes of September 15 as presented; second by J. Young VOTED: 9-0-0-1.

G.White MOVED: approval of reimbursement requests for Judy Boufford-$98.00, Marie Szymcik-$60.00 and Sue Norton-$448.00; second by D.Keating. VOTED: 9-0-0-1.

The MRSD fact sheet was distributed

Dr.Wheeler commented on the revised community meeting schedule. W.Wright indicated that the meetings were open to the general public.

Dr.Wheeler distributed a poem to the Board on "Meetin' Day".

There were no Board committee reports.

Citizen Concerns
None at this time.

Other School Board Business
Steve Streeter, student council advisor, proposed that students have a voice on the Board in limited ways. A representative would not have a vote but could be involved in discussions and present student concerns. T.Britton arrived at this time. D.Keating felt that anyone on the council could attend and bring issues to the Board if the chairman agrees. D.Stockwell indicated the agenda items could be reviewed by the principal first and then follow the chain of command. Dr.Wheeler felt the role of the Board should be discussed with the council. D.Keating MOVED: that the Board authorize a member of the student council to sit on the Board as a non-voting representative; second by G.White. VOTED: 10-0-0-0.

The NHSBA Resolutions were briefly discussed. B.Ballou will represent the Board at the association meeting. J.Young MOVED: that the Board allow B.Ballou to vote on the resolutions using his best judgment; second by J.Fallon. VOTED: 8-0-2-0 with B.Hamill and J.Carnie abstaining.

The proposed policy manual was discussed. Dr.Wheeler indicated that the administration has reviewed them and would recommend their acceptance. L.Barrett MOVED: that the Board accept those sections recommended by the administration; second by G.White. D.Keating MOVED: that the motion be amended to accept the entire policy manual; second by B.Hamill. T.Britton said he was opposed to the amendment since it is the Board's position to set policies for the district. B.Ballou agreed that it is the Board's job to develop policies. The vote on the amendment was 3-7-0-0 with T.Britton, B.Ballou, L.Barrett, G.White, J.Fallon, J.Carnie and W.Wright

dissenting. The vote on the original motion was 9-1-0-0 with J.Carnie dissenting. D.Keating suggested that the finance and negotiating committees review the finance and personnel policies and that a presentation be made at the November 17 meeting. The full Board will do Section B. B.Ballou MOVED: that the Board meet on November 7 to discuss Section B; second by T.Britton. J.Carnie strongly suggested that the Board discuss the policies at a regular Board meeting and certainly not on a Saturday. The vote on the motion was 7-3-0-0 with W.Wright, J.Carnie and J.Young dissenting.

B.Hamill MOVED: approval of Lunch Program Voucher#4960-#4972 dated 10/5/92 for $14,558.38, Payroll #6 dated 9/16/92 for $304,326.60, Payroll #7 dated 9/30/92 for $311,836.43 and Payorder Checks #4973-#5172 dated 10/6/92 for $600,997.10; second by G.White. VOTED: 10-0-0-0.

W.Wright expressed a concern about the Emerson playground and has discussed it with the PTO in regard to safety. He showed pictures of the damage to the support beams and asked that the maintenance department dismantle it. T.Britton MOVED: that the administration arrange to remove the play equipment; second by J.Young. D.Keating felt that the playground should be handicapped accessible. The vote was 10-0-0-0. W.Wright asked K.Hewitt to contact the PTO and the highway department. J.Menton discussed the district's liability in accepting gifts such as equipment.

D.Bell presented a proposal on building a multi-purpose room at Cutler School and addressed the concerns expressed by the Board at an earlier meeting. J.Young MOVED: that permission be given to form a committee to determine what steps need to be taken to investigate concerns before collecting any funds; second by G.White. J.Carnie expressed a concern about district-wide goals and how this project applies. T.Britton agreed and felt these issues should be brought before the district for discussion. D.Keating moved the question. VOTED: 7-1-2-0 with W.Wright dissenting and T.Britton and J.Carnie abstaining.

W.Wright asked T.Britton about the formula committee. T.Britton distributed a letter he wrote to the selectmen of each town requesting the name of someone to serve on the committee.

J.Menton distributed and commented briefly on the auditor's report and explained the procedures used. He also distributed the ADM adjustment from the state after the court decision on the Gilsum case. He mentioned that a formal vote on a lease contract for proposed electrical work is needed from the Board. B.Hamill MOVED: to authorize the administration to enter into a five year lease agreement-to-buy, with KeyCorp Leasing as lessor for the purpose of financing the electrical upgrading program at MRHS, Cutler School, Emerson School, Troy School, Mt.Caesar School and the Wyman House; second by T.Britton. VOTED: 10-0-0-0.

Dr.Wheeler presented a request from Paula Baldwin for a special unpaid day on Tuesday, December 22 to be used for family travel. G.White MOVED: that the request be approved; second by B.Hamill. VOTED: 10-0-0-0.

A student council representative asked if a student member of the Board could make a motion. W.Wright indicated that it was not possible since a student could not vote. Dr.Wheeler suggested looking at different models in other communities. A student representative will receive information prior to a meeting that is not of a confidential nature.

Superintendent's Report

Dr.Wheeler distributed and discussed two research reports on the condition of education in the United States. He explained different parts which included intelligence, test scores, money issues, International comparisons of student achievement and high school and college completion information.

L.Barrett indicated that she has not received any requests from the teachers association in regard to the negotiated contract.

The Board adjourned at 9:45 p.m.

Respectfully submitted,

Ken Hewitt

SCHOOL ADMINISTRATIVE UNIT NO. 38
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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: October 14, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

No one has yet fully realized the wealth of sympathy, kindness and generosity hidden in the soul of a child. The effort of every true education should be to unlock that treasure...

Emma Goldman

We are committed to creating **schools of excellence**. How many students are expected to be excellent? Do we expect each teaching moment to be excellent? Do we expect excellence from each decision made? Do we expect excellent use of all resources? Do we expect an excellent truth from those we work with and those who work against us? Many times I ask myself such questions. My goal is to search for answers. My mission is to resolve problems which confront us. This only happens by working with others. As a school district, are we better, worse or the same as in the past? What factors do we look at to determine the answer? Student achievements! How well are students doing? Do we treasure a kinder and gentler student?

Agenda:

3a. This topic was presented at last week's meeting by Mr. Menton. The Auditor's Report is an attempt to communicate to you and public that the business/financial affairs of the district are being handled properly or, heaven forbid, improperly. There are bottom lines which are important. But of greater importance is the report on the nature of propriety with which those people who you hire to handle the business/financial affairs of the district are doing at handling those affairs. In other words is the money being spent on those things which you intended by function and object? Are proper procedures for handling revenue and expenditures being practiced? Can you assure the public that no shenanigans are going on? My answer to all three questions is yes. And the bottom line looks pretty good, too.

3b. The convention will be held this weekend. Bob and I will be in attendance at parts of the convention. Bob will report on board resolutions and I will do what ever it is I do with my information.

3c. It is time to review options concerning Mr. Hewitt's leaving the ship. What do you suggest or direct me to do?

3d. A view into the dimensions of the SAU Agenda. An explanation will be provided on current budget conditions and impacts on the 1993-1994 budget.

4a. Just following your directions.

5a. The MDEA wishes to open negotiations for the 1992-1993 and 1993-1994 employment contract.

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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: SAU #38 School Board Members
Date: October 13, 1992
Topic: Agenda for November board meeting
From: Dr. Bill Wheeler

Business meeting to be held at the Fitzwilliam Inn, Fitzwilliam, NH at 7:30 PM preceeded by dinner at 6:00 PM.

1. Approval of minutes for the May 6, 1992 meeting.

2. Discussion regarding an administrative recommendation of a job description and procedure to hire an assistant superintendent to replace Mr. Hewitt. (see attachment)

3. Presentation of the 1993-1994 SAU #38 proposed budget. (see attachment)

4. Non-public session.

5. Adjournment

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
October 20, 1992

MEETING AT

Gilsum Elementary School, Gilsum

6:30 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. Discussion of MRSD Auditor's Report. (handed out at the last board meeting)
    b. Decisions and Discussion of the NHSBA resolutions following the state convention. Report by Bob Ballou
    c. Suggestions for replacing Ken Hewitt as Board Minute Man.
    d. Discussion of the SAU Agenda. (see attachments)
    e. Action on the manifests.

4. SUPERINTENDENT'S REPORT

    a. Board's choice.

5. NON PUBLIC SESSION

    a. Personnel Contract Negotiations
    b. Nomination of staff members.

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, October 20, 1992, Gilsum Elementary School

PRESENT: T.Britton, L.Barrett, J.Carnie, J.Young, G.White, B.Hamill, student council representative Justin Tatro; absent: F.Fallon, W.Wright, B.Ballou, D.Keating. Also present: Dr.Wheeler, K.Hewitt, J.Menton, D.Bell, D.Mousette, C.Roosa.

Consent Agenda
G.White MOVED: approval of the minutes of October 6 as presented; second by L.Barrett. VOTED: 6-0-0-4.

G.White MOVED: approval of reimbursement requests for Nancy Frazier-$89.00, Richard Trottier-$60.00, Bill O'Connell-$98.00, Anne Killeen-$500.00, Kim Mitchell-$89.00, Phyllis Smith-$98.00; second by B.Hamill. VOTED: 6-0-0-4.

J.Menton commented on a letter from the Fitzwilliam School Study Committee on withdrawal from the district and indicated that he has provided them with the appropriate state statutes. He also received a letter from the Swanzey selectmen that indicated they are withholding part of their September payment. He received a phone call from the Richmond selectmen indicating that they will make no payment until December since they do not wish to borrow money. He feels there is a pattern developing, and money needs to be held in reserve. Discussion followed. B.Hamill asked if Swanzey is concerned about their septic problem. T.Britton would like the towns to address the district directly. Dr.Wheeler indicated that they can meet payroll but are concerned about other bills. T.Britton suggested that a meeting be set up with district selectmen. G.White recommended that the Board let it ride for a meeting or two. The Board agreed.

Dr.Wheeler distributed a report on town apportionment and explained the effect of Country Acres on the Town of Gilsum. He also read a letter from Tufts University recognizing Phil Crotto as a special teacher.

There were no Board committee reports.

Citizen Concerns
Larry Sicotte commented on the scheduling problem at the high school which causes too many study periods per week. He feels the teaching load is not equal and wants an independent auditor to evaluate the high school. Justin Tatro explained his situation and noted that electives have been cut, and few choices can be made. L.Barrett explained the capacity recommended by the state. B.Hamill indicated that to present this argument to sell a middle school is ridiculous. T.Britton explained the limitations with which we have to work. L.Sicotte said that it is not an overcrowding problem but rather a mismanagement problem. J.Carnie said he would like to have W.Wright involved in the discussion since he has received several phone calls. L.Sicotte mentioned another district where his daughter attended school and noted that they did not have this problem. T.Britton asked if he could provide basic facts about the school that could compare it with Monadnock. The answer was no.

Mark and Katherine Brosseau read a letter they sent to David Mousette expressing their concern

about children walking up the hill after the school bus drops them off. No one is assigned to the bus stop. D.Mousette explained his position and what has been done. Discussion followed. The Brosseaus said that the bus does not arrive until 9:10. G.White questioned the ability of the drivers to supervise students after they are dropped on school property. J.Young felt that arriving at 9:10 is not acceptable. J.Menton indicated that the safety committee will discuss it. T.Britton would like it done as soon as possible. J.Carnie would like it on the next agenda and indicated that the Board should have a policy for all schools

Other School Board Business
T.Britton indicated that the Board will meet on November 3 which is election day.

J.Menton commented briefly on the auditor's report. L.Barrett mentioned the surplus and indicated that the Board should monitor the surplus or deficit more closely especially if unexpected purchases have to be made. J.Menton indicted that championship jackets acquired last year were purchased from the surplus.

Dr.Wheeler indicted that all of the NHSBA's resolutions passed and all those submitted by petition failed.

A brief discussion was held on who would replace K.Hewitt in taking Board minutes. G.White suggested that J.Menton do it. The suggestion was approved.

The role description of the asst. supt. and the SAU budget were discussed as well as the apportioning of the cost of the Wyman House. No changes were made in the proposed plans. J.Carnie expressed a concern that SAU meetings should be held within the district. Discussion followed. J.Carnie MOVED: that the cost of the SAU meeting be presented to the Board; second by G.White. VOTED: 6-0-0-4. The cost of the meeting will be presented at the November 17 meeting.

L.Barrett MOVED: that the Board approve Lunch Program Voucher #5192-%5198 dated 10/19/92 for $9,182.48, Payroll #8 dated 10/16/92 for $312,052.08 and Payorder Checks #5199-#5307 dated 10/20/92 for $280,551.36; second by J.Young. VOTED: 6-0-0-4.

Superintendent's Report
A brief discussion was held regarding policy development.

T.Britton reported on a letter from the teachers' association to reopen negotiations. The negotiations committee will appoint a chairperson. T.Britton appointed J.Fallon as a member of the committee.

The Board adjourned at 9:55 p.m.

Respectfully submitted,

Ken Hewitt

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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: October 28, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

> Many things we need can wait,
> the child cannot. Now is the time
> his bones are being formed,
> his blood is being made, his mind is being
> developed. To him we cannot say tomorrow,
> his name is today.
>
> -- Gabriela Mistral, Chilean Poet

Agenda notes:

3a. A meeting was held in Gilsum to address the issue brought to the board at your last meeting. A copy of the results is attached for your review. From a preliminary review of current practice in the district: students are all received from busses onto school property, all school property has supervisors assigned to outside duty prior to school and after school, the bus receiving areas for Gilsum, Emerson, and Surry are separated from the major playground areas by the school building. The issue presented concerns that of student supervision outside of the school building. In almost all instances playgrounds have nooks, crannies, and parts which are not always under the view of an assigned adult supervisor. Each school does have a set of policies and procedures to address this issue.

3b. We have not reviewed our goals for this year. At one time, I believe, that a comment was made at a board meeting that they could remain the same as last year. However, it would be best if we officially acted on them. So I submit them for your review and action at this time. Number three seems to have been accomplished. The rest seem to be on going. Do you wish to add to the list?

3c. Sometimes we can receive a financial benefit by prepaying certain bills or we avoid paying a penalty for early payment. In the process presently being used that savings is sometimes jeopardized by waiting for administrative and board action. Mr. Menton wishes to submit a proposal to you concerning how this issue may be more efficiently handled. He wishes to have the privilege of presenting it to you at the meeting, at which time he will have a handout and oral presentation to make. Obviously, you may do with the recommendation what you wish.

3d. If we have time would the committees wish to meet on each of the chapters or would the board like to address the chapter on governance? It seems as though we may be able to conclude the business of the board at a reasonably early hour and it may afford you the opportunity of addressing this issue without calling a separate meeting.

4a. Used for 3d, not a movie but the item above.

office
ROUTE 10
GILSUM, NH 03448
(603) 352-2226

GILSUM

The Northern Schools are committed to fostering every child's self-esteem, love for life-long learning, and respect for others and their environment.

DAVID MOUSETTE, Principal
CYNDI DEJNAK, Secretary

September 16, 1992

Dear Gilsum Recreation Committee,

In a joint venture with the community and the school we would like to design and erect a playground apparatus for everyone to enjoy. On behalf of the Gilsum Elementary School and its Parent Teacher Club, I am asking for your moral and financial support. We estimate the cost to be approximately $3500.00. We know how supportive your organization has been in the past in developing and implementing programs for the youths of Gilsum.

Any suggestions and/or support your organization is willing to provide, would be greatly appreciated.

Sincerely,

David J. Mousette

DAVID MOUSETTE, Principal
CYNDI DEJNAK, Secretary

office
ROUTE 10
GILSUM, NH 03448
(603) 352-2226

GILSUM

The Northern Schools are committed to fostering every child's self-esteem, love for life-long learning, and respect for others and their environment.

October 26, 1992

Dear Gilsum Recreation Committee,

On behalf of the entire Gilsum School staff and student body, I wish to thank you so very much for your very generous donation. This amount of money will certainly ensure the total construction of a playground apparatus.

Throughout the winter months we will be organizing the volunteers and designing the project. By late spring, we intend to be fully involved and will work throughout the summer months until completion. Our new playground will be ready and waiting for our students in September of 1993.

Again, thank you very much. We remain open to any suggestions your committee may have.

Sincerely,

David J. Mousette

David J. Mousette

TOWN OF FITZWILLIAM, NEW HAMPSHIRE
03447

September 28, 1992

Mr. John Menton, Business Manager
Monadnock Regional School District
600 Old Homestead Highway
East Swanzey, NH 03446

Re: Costs for Withdrawal from District - Town of Fitzwilliam

Dear Mr. Menton,

I am writing to you on behalf of the Fitzwilliam School Committee. In accordance with Article 28 of the 1992 Warrant for the Annual Meeting of the Town of Fitzwilliam, the Board of Selectmen formed this committee to study the feasibility of withdrawing from the Monadnock Regional School District.

In order to fulfill its charge, the Fitzwilliam School Committee will need some information from your office. Although we realize withdrawal from the District would be a lengthy process, we would appreciate you computing the withdrawal costs to the Town of Fitzwilliam as of June 30, 1993. Please take into consideration and itemize such factors as:

a) the estimated current value of each building and all land owned by the District;
b) the value of each building and all land at the time the District was formed or at the time acquired by the District;
c) Fitzwilliam's interest in each; and
d) any other information you feel would be relevant.

While the final figures would reflect any negotiated agreement reached between the Town and the District, any information you can provide at this time will be greatly appreciated.

Thank you for your prompt attention to this matter. In order to meet our obligation to the voters of Fitzwilliam, we will need this information no later than October 30, 1992.

Very Truly Yours,

Mary Crooke

Mary A. Crooke

Fitzwilliam School Comm.
Town of Fitzwilliam

/mac
cc: MRSD School Board

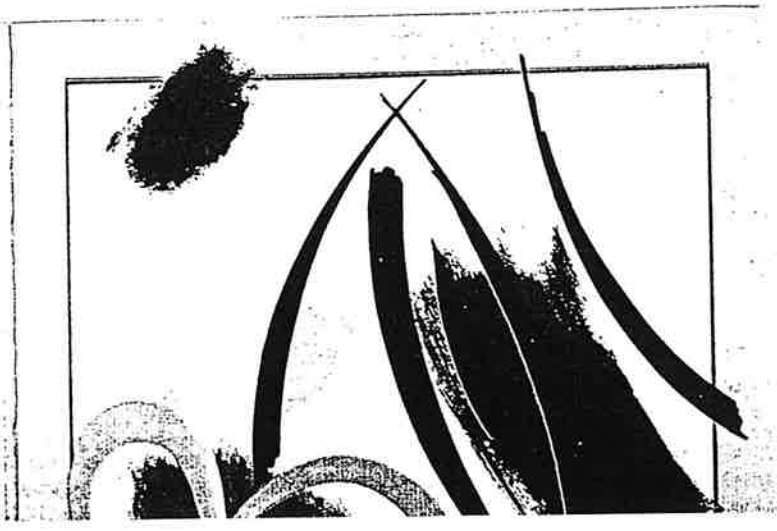
Dear Mr. Stockwell,

Last Saturday morning my husband, a Teacher friend of ours and I went to the Pub for breakfast. We were about the only ones beside the Woodstock football team.

I wanted to tell you, what a great group of young men you have at your school. They were so quiet and well behaved - you would never know so many were there. You can be proud of these young men. Each is a credit to your school. It made me proud to have been on the staff at M.R.H.S (7 years ago)

Just couldn't resist telling you about these young people. They are great.

Sincerely,
Norma Walker



Printed on Re

office
ROUTE 10
GILSUM, NH 03448
(603) 352-2226

GILSUM

The Northern Schools are committed to fostering every child's self-esteem, love for life-long learning, and respect for others and their environment.

DAVID MOUSETTE, Principal
CYNDI DEJNAK, Secretary

To: Ken Hewitt
From: David J. Mousette
Date: October 27, 1992
Re: Dropping off of Sullivan Kdgn. Students @ Gilsum School

Mr. Hewitt,

Thank you for meeting with Mrs. Brosseau, Mrs. Alexander, Mrs. Simonds (Safety Committee Representative), and me this morning. The concerns expressed and suggestions made for improving the situation, I feel, were very helpful.

The amicable solutions of 1) having the feeder bus drive up the hill to drop off the Sullivan Kdgn. students, and 2) posting signs at the bottom of the driveway stating (NO UNAUTHORIZED VEHICLES ALLOWED BETWEEN THE HOURS OF 8:30-9:15 AM and 2:45-3:15 PM) will help alleviate the situation.

I have already contacted Bruce Saari (Safety Director for Cheshire Transportation Co.) to implement this change effective tomorrow (10/28/92). The signs will be ordered and installed by MRSD maintenance personnel as soon as they arrive.

If, in the future, other reasonable changes need to be made, the appropriate people will be contacted.

Sincerely,

David J. Mousette

cc: Mr. & Mrs. Brosseau
Mr. & Mrs. Alexander
Mrs. Simonds

MONADNOCK REGIONAL SCHOOL DISTRICT
GOALS FOR 1991-1992

1. CONTINUE DEVELOPMENT OF THE BUILDING MASTER PLAN

2. CONTINUE TO UPGRADE ELEMENTARY LIBRARIES

3. IMPLEMENT A KINDERGARTEN - 12 AT RISK PROGRAM

4. DEVELOP/IMPLEMENT A SCHOOL EXCELLENCE PROGRAM IN EACH SCHOOL

5. CONTINUE TO IMPROVE THE BUILDING MAINTENANCE AND CUSTODIAL CARE PROGRAM WHICH WILL UPGRADE THE APPEARANCE AND LONGEVITY OF DISTRICT SCHOOL BUILDINGS

6. DEVELOP/IMPLEMENT COMPUTER/TECHNOLOGY INTO THE EDUCATIONAL PROGRAM, ADMINISTRATION, AND MAINTENANCE OF THE DISTRICT'S BUSINESS

7. IMPROVE COMMUNICATIONS WITH THE COMMUNITIES

8. ASSESS THE EFFICIENCY AND EFFECTIVENESS OF THE SPECIAL EDUCATION PROGRAM WITH CONSIDERATION OF WORKING WITH OTHER AGENCIES AND EXAMINE ALTERNATIVE PROGRAMS.

9. DEVELOP AN OUTCOME BASED CURRICULUM PROGRAM

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
November 3, 1992

MEETING AT

Wyman House, 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
        1) Letter from Norma Walker about behavior of MRSD Students (see attachment)
        2) Gilsum Recreation support of the school playground (see attachment)
        3) Letter from Fitzwilliam School Study Committee (see attachment)
    d. Board committee reports

2. CITIZEN CONCERNS

3. OTHER SCHOOL BOARD BUSINESS

    a. Report on the safety of kindergarten students arriving at Gilsum. (see attachment)
    b. Review of MRSD Goals. (see attachment)
    c. Proposal for payment of bills.
    d, Policy manual review.
    e. Action on the manifests.

4. SUPERINTENDENT'S REPORT

    a. Board's choice.

5. NON PUBLIC SESSION

    a. Personnel Contract Negotiations
    b. Nomination of staff members.

6. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, November 3, 1992, Wyman House

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

Consent Agenda
G.White MOVED: approval of the minutes of October 6 as presented; second by L.Barrett. VOTED: 6-0-2-2 with D.Keating and W.Wright abstaining.

B.Ballou MOVED: approval of reimbursement requests for Emily Stone-$89.00, Lori Evans-$99.00 and Nancy Gagne-$89.00; second by G.White. VOTED: 8-0-0-2.

A letter from Norma Walker was mentioned complimenting the behavior of the Monadnock football team. A letter from the Gilsum Recreation Committee indicated that they would donate $3500.00 for the Gilsum playground. D.Mousette complimented the town for their generosity. A letter from the Fitzwilliam School Study Committee asked for information regarding withdrawal from the district. J.Menton explained the financial aspects of withdrawal. B.Hamill noted that it is a lot of work to put the facts together, noting a previous request from Surry. A brief discussion followed. W.Wright indicated the issue came up because of possible changes in the district cost formula.

Dr.Wheeler distributed the N.H. Trust Fund Report

D.Keating reported on the Regional Advisory Committee noting the increase in enrollment at CVC. Busing, the calendar and acceptance of credits by colleges are still problems to be dealt with. A marketing plan is in place and is going well. Dr.Wheeler discussed the curriculum.

D.Keating reported on the Facilities Committee mentioning the principals and a communication plan which would identify citizens in each town and what their responsibilities would be regarding the building program.

W.Wright suggested that Student Council Concerns be placed on the agenda.

Citizen Concerns
None at this time.

Other School Board Business
K.Hewitt reported on the safety of kindergarten children arriving in Gilsum and explained what they have tried to do. D.Mousette and he have met with parents and a member of the safety committee. He also distributed a letter from the safety director at Cheshire Trans. It is now being proposed that the vans stop at the bottom of the hill preventing access to vehicles going up the hill and remaining there until the children reach the top of the hill. L.Barrett did not feel that safety was a problem with children going up the hill. D.Mousette distributed a letter from the Gilsum P.T.O. which indicated that they agreed with the new solution. B.Hamill felt that it was a good compromise. The Board agreed.

Dr.Wheeler distributed the District Goals for discussion. B.Hamill MOVED: that the goals be accepted with the exception of #3; second by J.Carnie. After a brief discussion, the Board VOTED: 8-0-0-2.

J.Menton distributed a paper regarding payment of bills in advance of school board approval in order to save money or avoid penalty charges. Such bills would be given to the Board at the next meeting for their approval. The plan would be reviewed by the Board annually. B.Ballou suggested that two Board signatures be signed for approval and then approved by the Board at their next meeting making such action part of the minutes. G.White MOVED: that bills may be paid in advance with the signatures of two Board members, providing that a separate manifest be presented to the Board following the issue of a payment voucher and accompanied by a copy of the request for payment; second by D.Keating. VOTED: 8-0-0-2. D.Keating asked if there were other cost-saving opportunities in which the district could get involved. That question will be reviewed at a future meeting.

W.Wright recommended that the policy manual review be postponed.

J.Carnie MOVED: approval of Lunch Program Voucher #5458-#5467 dated 11/4/92 for $2,032.97, Payroll #9 dated 10/30/92 for $307,978.17, Payorder Checks #5308 dated 10/27/92 for $4,467.20 and Payorder Checks #5328-#5457 dated 11/3/92 for $164,402.68; second by B.Ballou. VOTED: 8-0-0-2.

Dr.Wheeler distributed the Reinvest in America Proclamation to the Board. This item will be on the next agenda.

L.Barrett MOVED: that a letter be written to the field hockey team complimenting them on their undefeated season; second by B.Hamill. B.Hamill MOVED: that the motion be amended to purchase sweatshirts for the team; second by D.Keating. VOTED: 8-0-0-2.

B.Hamill asked the administration to look into purchasing a new American and state flag for the pole by the tennis courts.

L.Barrett indicated that the negotiating committee will meet on November 9 with the teachers association.

J.Carnie MOVED: that the Board go into non-public session for the purpose of litigation, personnel contract and nominations; second by B.Hamill. VOTED: 8-0-0-2.

Superintendent's Report
None at this time

Non-Public Session

Dr.Wheeler indicated that a civil suit will be filed against a parent who disrupted a classroom and used profanity in front of students.

The litigation against Loney Construction was discussed. Dr.Wheeler recommended that he write a letter to them through Attorney Prigge indicating that litigation will not be pursued but that

the $6500.00 owed them will be withheld. After discussion B.Hamill MOVED: approval of the recommendation; second by B.Ballou. VOTED: 7-0-1-2 with J.Carnie abstaining.

L.Barrett talked about contract negotiations without involving a consultant. She is pleased with the approach Monadnock has used recently. At the first session with the teachers, she hopes the discussion will concentrate on the interests of the teachers, the Board and the public. Discussion followed.

Dr.Wheeler distributed the latest issue of CEFS and information on Addressing the Health Insurance Issue.

The Board adjourned at 9:20 p.m.

Respectfully submitted,

Ken Heuritt

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 12,1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

This is being done in a bit of a hurry, so the notes may be more sketchy than usual. Hold the applause!

4a. What you asked for.

4b. Chapters B and D were reviewed on Saturday, November 7 and are included for your option and choice on disposition.

4c. I am not sure how you wish to proceed on review of this chapter so it is included for the same reason as 4b.

4d. This article was handed out at the last meeting.

5a. Attached for your information is a copy of the notes from the first "Child Abuse Group" meeting. As you witness the members who were invited and those who attended considerable attention is generated over a more unified effort to address the problems which we are observing in some of our young people. This effort is just to inform you of an attempt to more adequately address the problem.

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: Child Abuse Group
Date: November 10, 1992
Topic: Notes from Nov. 9, meeting

Meeting held in the Wyman House, by MRHS at 5:00 PM, Monday, November 9, 1992.

Present:

name	job	place
Deborah Reynolds	Police Officer	Swanzey
Lorna Watkins	HS Guidance Counselor	MRHS
Melanie Zwolinsh	HS Guidance Counselor	Fall Mountain HS
Amy Jenkins	School Nurse	Fall Mountain HS
Arthur Moyer	HS Guidance Counselor	Fall Mountain HS
Ken Jue	Associate Director	Monadnock Fam Ser
Bill Wheeler	Superintendent	SAU #38

Others invited:

name	job	place	reason
Dick Foote	Office State Patrolman	Keene Region	conflict with other meeting
Leo Corriveau	Superintendent	SAU #60	sent representatives
Phil McCormack	Superintendent	SAU #29	wrong Wyman House
Dorothy Blicker	Director	DCYS	Saw duplication of effort
David Park	County Attorney	Cheshire County	no response
Lars Olgren	Police Chief	Swanzey	sent representative

A response will be made to Dorothy and David to solicit their participation in the future.

During the one hour meeting four questions were discussed. Notes will characterize the **question** and the fundamental parts of discussion.

#1 What is our common concern?

a. Violence in society, home and dating.
b. Abuse/neglect in the home.

c. School referrals to DCYS
   1) Reporting obligation - DCYS procedure not responsive to all incidence requiring a report (concern with legal and emotional ramifications).
   2) Communication, reaction, and responsibility to, from and with DCYS.

d. Record keeping - data/information regarding incidence, magnitude, kind, and outcomes of intervention.

e. Perceived disruption of the family as social unit. Cause expressed, basic fabric of focus on self. (comment - some coúnselors hear from one or more of the parents, "I can't/won't deal with this now because I have my own problems."

f. Legal and financial obligation. Who's responsible for what and how well is each performing?

#2 Would we perform better for more people working in concert?

Yes! With DCYS and court system. Sometimes we are in adverserial positions when we desire to be in advocacy positions to better provide services to those in need.

Invite Conval and Jaffrey/Rindge representatives to the next meeting. Need a network to better work in concert.

#3 What form would we take to work in concert more efficiently?

A short discussion was held on this topic. General conscientious was that we need to keep the lead group relatively small and branch out by tasks to include others. Initial group size in the 10-15 range.

#4 What is our next step?

Contact DCYS and District Court with our concerns for the young people who are being abused for discussion on how we may have a more positive affect on the problem.

Continue to meet.

Next meeting to be held in Wyman House, by MRHS, at 4:00 PM, Wednesday, December 2, 1992.

Please advise Terry Stepanuck, SAU #38 Administrative Secretary, whether or not you can attend.

Respectfully submitted: Bill Wheeler

B

SCHOOL ADMINISTRATIVE UNIT #38

Title: Assistant Superintendent, Director of Instruction

Qualifications:

1. Master's degree
2. Three years' successful teaching experience
3. Three years' successful administrative experience
4. Such other qualifications as the Board shall find appropriate and acceptable

Reports to: Superintendent

Supervises: *Monadnock Regional School District*
Curriculum and instructional programs, Federal programs (except Special Education and Chapter 1), personnel, and staff development.

Job Goal: To provide leadership in the development of curriculum and instruction programs within the district which causes each of the schools to become an "Effective School", manage the Federal Programs so they better serve the needs of the students, provide leadership in development of the personnel program and lead the staff development program.

Performance Responsibilities:

1. Provides staff leadership in accomplishing educational goals/ objectives of schools within the district.

2. Coordinates school staffs' efforts with curriculum development.

3. Works with principals and school committees in organizing and coordinating grade level, department level, and school level curriculum meetings to affect horizontal and vertical articulation.

4. Proposes and plans meetings which present educational programs to the Board, parent groups, and other interested parties in the district.

5. Coordinates communications involving curriculum guides for use by the staffs.

6. Establishes and maintains a library of curriculum guides and aids for the staffs' use.

7. Coordinates the selection of instructional materials with school committees.

8. Establishes, monitors, and reports on the achievements of students in relation to the educational program expectations.

9. Assists and advises in budget development as pertains to curriculum and instruction, personnel, Federal Programs, and staff development.

10. Coordinates and interprets teacher supervision programs.

11. Coordinates and supervises in-service programs related to the instructional program.

12. Leads, coordinates, and directs all Federally funded programs, except special education and Chapter 1.

13. Acts as the SAU representative to the SAU #38 Staff Development Committee.

14. Responsible for the establishment of a personnel department for SAU #38, directs and monitors the departments activities.

Terms of Employment: Twelve month year. Salary and work year to be established by the SAU #38 Board.

Approved by: _____ Date __/__/__

Reviewed and agreed to by _____ Date __/__/__
(Incumbent)

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
November 17, 1992

MEETING AT

Monadnock Regional High School 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. STUDENT COUNCIL CONCERNS

4. OTHER SCHOOL BOARD BUSINESS

    a. Cost of SAU meeting.
    b. Discussion for inclusion of Chapters B and D in MRSD Policy Manual.
    c. Policy manual review of Chapter G - Personnel.
    d, Discussion of Article "Reinvest in America".
    e. Action on the manifests.

5. SUPERINTENDENT'S REPORT

    a. Introduction of "Child Abuse Group" concept and plan. (see attachment)

6. NON PUBLIC SESSION

    a. Personnel Contract Negotiations
    b. Nomination of staff members.

7. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, November 17, 1992, MRHS Library

PRESENT: L.Barrett, J.Carnie, G.White, B.Hamill, W.Wright, B.Ballou, D.Keating, T.Britton, J.Young, student council representative Justin Tetreault; absent: J.Fallon. Also present: Dr.Wheeler, K.Hewitt, J.Menton, D.Mousette, C.Roosa.

Consent Agenda
J.Carnie MOVED: approval of the minutes of November 3 as presented; second by B.Hamill. VOTED: 9-0-0-1.

T.Britton suggested the Board move to Citizen Concerns at this time.

Citizen Concerns
D.Mousette explained the procedure being used in dropping off the kindergarten children in Gilsum. Driving the van up the hill appeared to be an unsafe practice so the van now blocks the driveway until the children reach the top of the hill. Signs will be posted, and a walkway has been painted. Mrs Brosseau was concerned that there was no policy regarding children when they left the bus. L.Barrett explained the function of the safety committee, and that the present procedure seemed very safe. J.Young did not feel that there is a problem and feels good about the present procedure. K.Hewitt indicated that he was there one morning behind the van and observed the procedure which he felt was safe. Carol Simonds indicated that she felt the procedure was very safe. T.Britton indicated satisfaction with what has been done. W.Wright recommended that the safety committee, D.Mousette and K.Hewitt review the solution periodically.

Shawn Howard requested that he be allowed to complete his senior year at Monadnock tuition-free since he is now living in Keene with his father. He has his own transportation. J.Young MOVED: that Shawn Howard be allowed to finish his senior year at Monadnock tuition-free; second by W.Wright. VOTED: 9-0-0-1.

G.White MOVED: approval of reimbursement requests for Jim Harris-$400.00 and Jean Minnich-$89.00; second by B.Ballou. VOTED: 9-0-0-1.

D.Keating presented a request from parents that video cameras be used on the school buses. Dr.Wheeler distributed the foundation aid figures for 1993-1994. T.Britton mentioned that the Board has an invitation from the field hockey team to join them for supper on Sunday evening, and they also thanked the Board for the sweatshirts. G.White indicated that the staff development committee has had a busy schedule.

Student Council Concerns
Justin Tetreault attended a leadership conference and thanked the Board for payment of one-half of the transportation costs.

Other School Board Business
Dr.Wheeler distributed an expense sheet on the recent SAU meeting. He indicated that the new budget is up 5%, and that the assessment is down 7%. A new computer system will be on the

next agenda.

T.Britton indicated that the Board met on Saturday and reviewed Chapters B and D of the policy manual and made necessary changes. W.Wright would like to see the changes on Chapter G-Personnel. This chapter will be reviewed on December 5 from 9-11 a.m. at the Wyman House.

W.Wright MOVED: that the Board endorse the position paper, "Reinvest in America" and send it to the NSBA; second by J.Young. VOTED: 9-0-0-1.

B.Hamill MOVED: approval of Lunch Program Voucher #5487-#5495 dated 11/16/92 for $25,783.70, Payroll #10 dated 11/13/92 for $315,108.64 and Payorder Checks #5496-#5608 dated 11/17/92 for $278,617.53; second by G.White. VOTED: 9-0-0-1.

The 1993-1994 proposed budget was distributed to the Board. Dr.Wheeler presented an update of budget history. J.Menton explained the format of the budget which will be discussed at the budget session on November 21.

B.Hamill commented on a letter to the editor in the Keene Sentinel about courses not being offered at MRHS. He felt that students should be aware that with Board approval, they could take courses elsewhere at district expense.

W.Wright commented on the lack of time to eat in the high school cafeteria. B.Ballou indicated that many students buy tickets daily which takes more time. Don Swensen will be asked to look into it. J.Young said that the quality of food is not as good as in the past.

Superintendent's Report

Dr.Wheeler reported on the Child Abuse Group and how the plan was organized.

T.Britton introduced the facilities committee report and indicated that it is necessary for the Board to establish goals and procedures at this time in preparation for the district meeting. J.Carnie suggested that the issue be put on the table now. The Board approved the concept of a middle school on September 15. D.Keating asked that the committee be allowed to proceed. B.Ballou MOVED: that the facilities committee be empowered to bring the proposal to the Board and get information to the public; second by B.Hamill. Discussion followed. B.Hamill moved the question. VOTED: 8-1-0-1 with D.Keating dissenting. The motion was VOTED: 9-0-0-1.

G.White MOVED: that the Board go into non-public session for the purpose of contract negotiations; second by W.Wright. the roll call vote was 9-0-0-1.

Non-Public Session

L.Barrett reported on a meeting with the teachers. The teachers presented a proposal which Laura outlined including the cost for step increases and B.C.-B.S. Discussion followed. B.Hamill mentioned the teachers' reaction to the proposed change in B.C.-B.S and noted that they hope to stay with the original plan.

The Board adjourned at 9:55 p.m.

Respectfully submitted,

Ken Merritt

SCHOOL ADMINISTRATIVE UNIT NO. 38

SWANZEY CENTER
600 Old Homestead Highway
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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: November 25, 1992
Topic: Notes on Agenda Items
From: Dr. Bill Wheeler

Communities working together to educate our youth so
teachers may better teach and students may better learn.

1c. Recently the New Hampshire Alliance for Effective Schools asked if I would write an article for their "Network News" publication. I did. A copy is attached for your reading pleasure as well as a copy of statements made by a parent, student, teacher, school board member and principal. Also, I have included a copy of six school leadership skills identified by LEADership Center, University of New Hampshire. This subject was discussed at our most recent SAU administrators meeting and will be a focus of leadership training in the future.

4a. A computer purchase is recommended for the SAU office. The reason is to improve the efficiency and effectiveness of how we serve the three districts. The present system does not do what we wish to have done. The limitation is in how we manipulate fiscal matters. A new system would provide us with the opportunity of networking all of the schools served by the SAU. John, SAU board representatives and I will discuss the matter further during the meeting.

4b. Two descriptions are presented for consideration. The focus is on curriculum and instruction on both. The difference is that description "A" provides for future service to Hinsdale and Winchester to assist them with meeting student assessment directives and "B" just serves Monadnock.

4c. $$$$$ will be discussed, hopefully with the consideration of educational programs for students. As you know, from Saturday's workshop and my message that a menu is presented for discussion and decision. This board meeting has always (since my arrival at least) focused on the budget.

My hope is that you had a pleasant thanksgiving

A PROPOSAL

FOR

QUALITY MANAGEMENT

SCHOOL ADMINISTRATIVE UNIT #38

NOVEMBER 4, 1992

A GROWING NEED

The SAU Office has gone just about as far as it can with the existing computer software and hardware systems. The 1984 version of the Gemini software used by the SAU was developed on the basis of the most traditional fundamentals of accounting principles. As a result, the potential for any upgrading or enhancements are limited, almost non-existing and too costly to market on a profitable basis. Likewise, the computer hardware and its configuration is also severely limited. New technology is far cheaper to purchase than any attempt to upgrade the existing hardware.

To meet the growing needs of the business office and the demands to integrate many areas of management and curriculum information to satisfy a wide range of requirements, the SAU #38 Administration is proposing the following:

* A COMPUTER HARDWARE SYSTEM that represents the best of tomorrow's technology, promising a long, productive life and a sound investment for the future.

* A COMPUTER HARDWARE SYSTEM that has the capacity, speed and power to integrate within itself at any one time, the maximum of users and applications without any discernible loss in time and efficiency.

Continuing with an emphasis on SOFTWARE SYSTEMS ,

the Administration is proposing:

* State-of-the-art SOFTWARE SYSTEMS to handle school administrative tasks such as payroll, financial accounting, budgeting, personnel management, student management and student assessment applications.

* SOFTWARE SYSTEMS that allow individual Districts and schools to keep multiple years' data on-line and at their finger tips.

* SOFTWARE SYSTEMS that can interface with other systems as well as integrate data from multiple sources giving administration an unparalleled access to the Districts' data and total District operations.

* SUPPORT SERVICE which includes technology assistance, central support, training and custom programming.

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
December 1, 1992

MEETING AT

Wyman House, 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
        1) Facilities report (see attachment)

2. CITIZEN CONCERNS

3. STUDENT COUNCIL CONCERNS

4. OTHER SCHOOL BOARD BUSINESS

    a. Computer proposal for SAU #38. (see attachment)
    b. Descriptions of SAU #38 Assistant Supeintendent. (see attachment)
    c. Budget review.
    d. Action on the manifests.

5. SUPERINTENDENT'S REPORT

    a. Budget review

6. NON PUBLIC SESSION

    a. Personnel Contract Negotiations
    b. Nomination of staff members.

7. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, December 1, 1992, Wyman House

PRESENT: L.Barrett, J.Carnie, G.White, J.Fallon, W.Wright, B.Ballou, T.Britton, J.Young, student council representative Justin Tetreault; absent: B.Hamill, D.Keating. Also present: Dr.Wheeler, K.Hewitt, J.Menton, D.Mousette, C.Roosa, L.DeCoste, D.Bell, D.Stockwell, A.Putz, D.Gagne.

Chairman Britton convened the meeting at 7:45 p.m.

Consent Agenda
B.Ballou MOVED: approval of the minutes of November 17 as presented; second by G.White VOTED: 5-0-1-4 with J.Fallon abstaining.

G.White MOVED: Approval of course reimbursements for Paul Breckell-$35.00, Cindy LaPointe $45.00 and Bob Brennan-$140.00; second by B.Ballou. VOTED: 6-0-0-4.

K.Hewitt distributed the **K-12 At-Risk Handbook**. This item will be on the next agenda. L.Barrett, J.Carnie and Justin Tetreault arrived at this time.

L.Barrett reported on the Communications Committee meeting. The committee discussed ways to get information on the middle school out to the public. The next meeting will be December 16 at 7 p.m.

Citizen Concerns
None at this time

Student Council Concerns
None at this time

Other School Board Business
L.Barrett MOVED: approval of Lunch Program Voucher #5722-#5731 dated 12/2/92 for $3207.28, Payroll #11 dated 11/25/92 for $319,058.46 and Payorder Checks #5629-#5721 dated 12/1/92 for $159,481.56; second by J.Fallon. VOTED: 8-0-0-2.

K.Hewitt explained the new voting procedures for election of school board offices. Voting will now take place in each of the towns at regular town meetings.

The computer proposal for SAU #38 was discussed. W.Wright highly recommended the up-dated proposal. J.Menton explained the funding for the program which the SAU Board will decide on 12/7/92. J.Carnie was opposed to using money from the salary account to finance it and indicated that it should be proposed for next year's budget. J.Menton felt comfortable doing it this year or next year. T.Britton expressed a willingness to make an exception at this time. G.White MOVED: that the proposal be supported and purchased now; second by W.Wright. J.Carnie felt that such a precedent would be bad and hoped there would be no support for it. Discussion followed. Dr.Wheeler explained why the asst. supt.'s position would not be filled until July, mainly due to a better opportunity to find someone at that time than now. B.Ballou

MOVED the question; second by W.Wright. VOTED: 6-1-1-2 with J.Carnie dissenting and L.Barrett abstaining.

Dr.Wheeler described the asst. supt.'s role Descriptions A + B. There appeared to be opposition from Hinsdale and Winchester on Description A. W.Wright indicated we should go with Description B. T.Britton agreed.

L.Barrett reported on the Facilities Committee report. The proposal is for a 90,000 s.f. middle school at a cost of 7.2 million. W.Wright MOVED: that this item be put on the agenda for tonight; second by B.Ballou. VOTED: 8-0-0-2. L.Barrett MOVED: that the Board hire the architect to draw up the plans for a 720 pupil school for 7.2 million.; second by J.Carnie. It was explained how the total cost was determined. Discussion followed. W.Wright indicated that all 5th graders should attend the new school and not just Swanzey. G.White expressed a concern that the facility might not be large enough and in particular the core facilities. J.Menton explained the level principle funding. The motion was voted: 8-0-0-2.

The Board reviewed the 1993-1994 budget proposal. C.Roosa discussed the heating problem at Mt.Caesar. It would cost approximately $250,000.00 to eliminate steam heat at the facility. W.Wright suggested paying for it out of the capital reserve fund. Discussion followed regarding the budget. W.Wright MOVED: that the administration come in with a 4% increase in the operational budget and a maximum increase of 6% which would include staff increases; Second by J.Young. VOTED: 8-0-0-2. The next budget session will be on December 15 at 5:30 p.m. prior to the regular Board meeting.

B.Ballou MOVED: that the Board go into non-public session for the purpose of negotiations; second by G.White. the roll call vote was 8-0-0-2.

Superintendent's Report

Non-Public Session

L.Barrett and J.Carnie led the discussion on teacher negotiations. No decisions were made at this time.

The Board adjourned at 10:40 p.m.

Respectfully submitted,

Ken Hewitt

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 10, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

Just think we could be permanent residents of Somalia. Thinking of that don't we have a lot to be thankful for.

The meeting will begin with a two hour workshop on the budget.

4a. Jim Harris has been very busy with his professional growth. He has been very successful in bringing back the training and skills which he has acquired, added them to his teaching repertoire, but he has also bought other things back to the district. He will tell us of his experiences over the past couple of years.

4b. The AT-Risk Handbook was presented to you during the last meeting. You wished to have the opportunity to review it and then to discuss it at this meeting.

4c. It's cut and shoot time. The finals on the budget quiz. If you were riding a bucking bronco you would be telling the gate keeper to "let er rip". It's the final countdown. I've probably already said too much about this.

MONADNOCK REGIONAL SCHOOL DISTRICT
SCHOOL BOARD AGENDA
December 15, 1992

MEETING AT

Monadnock Regional High School, Swanzey Center

Board workshop on the 1993-1994 district budget at 5:30 PM

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. STUDENT COUNCIL CONCERNS

4. OTHER SCHOOL BOARD BUSINESS

    a. Presentation of current activities by Jim Harris.
    b. Discussion of At-Risk Handbook
    c. Budget approval.
    d. Action on the manifests.

5. SUPERINTENDENT'S REPORT

    a. Holiday Cheer! Not the kind you are thinking

6. NON PUBLIC SESSION

    a. Personnel Contract Negotiations
    b. Nomination of staff members.

7. ADJOURNMENT

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, December 15, 1992, MRHS Library

The Board held a budget session from 5:30-7:30.

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

PRESENT: L.Barrett, J.Carnie, G.White, J.Fallon, W.Wright, B.Ballou, T.Britton, J.Young, student council representative- Justin Tetreault, D.Keating; absent: B.Hamill. Also present: Dr.Wheeler, K.Hewitt, J.Menton.

Consent Agenda
G.White MOVED: approval of the minutes of December 1 as presented; second by B.Ballou. VOTED: 7-0-1-2 with D.Keating abstaining.

G.White MOVED: Approval of course reimbursements for Maureen Osburn-$116.35, Rick Trottier-$95.00, Rita Blackador-$100.00 and Jane Johnson-$64.00; second by J.Carnie. VOTED: 8-0-0-2.

The latest NSBA Journal was briefly discussed. The Board asked W.Wright to complete the NSBA questionnaire. An Impasse Resolution workshop will be held at the Ramada Inn in Concord on 1/13/93; J.Fallon is planning to attend.

D.Keating mentioned that the Facilities Committee is meeting at MRHS on December 16. J.Menton distributed information on Critical Issues regarding the building proposal, debt history of the district, space needs and other information. A discussion followed.

Citizen Concerns
None at this time

Student Council Concerns
Justin Tetreault thanked the Board for permitting him to be involved in the budget-building process.

Other School Board Business
Jim Harris reported on the Track Fellowship he received and the workshop he attended this past summer. He shared the paper he wrote with the Board. He will be making available an Internet Program with the science and math teachers at MRHS at no cost. He indicated that he has received two other grants and will spend the next three summers at the University of Wisconsin. He was thanked by the Board.

A brief discussion was held on the newly revised At-Risk Handbook. J.Young commented on the number of resources that are available.

Discussion followed on the 1993-1994 budget. The original budget was $14,284,251.00. The deducts are $679,257.00 and the revised budget is $13,604,994.00 or an increase of 2.7% or

$358,284.00. W.Wright arrived at this time. Salary and benefits are $257,000.00 for a total increase of $615,284.00 or 4.6%. T.Britton recommended and increase of $480,000.00 or an increase of 3.6% for a total budget of $13,726,710.00. J.Young moved: that the budget for 1993-1994 be $13,726,710.00; second by B.Ballou. VOTED: 9-0-0-1. The Board discussed taking $250,000.00 from the Capital Reserve Fund to replace the boilers at Mt.Caesar. J.Carnie expressed a concern about the bid/quote process and felt that the Board should make the final decision on the purchase of the boilers. The procedure was agreed to by the Board.

L.Barrett MOVED: approval of Lunch Program Voucher #5773-#5779 dated 12/14/92 for $17,696.05, Payroll #12 dated 12/9/92 for $350,516.62 and Payorder Checks #5780-#5882 dated 12/15/92 for $179,137.31; second by J.Carnie. VOTED: 9-0-0-1.

Dr.Wheeler gave each Board member a plaque and distributed a history of Monadnock's ADM.

Superintendent's Report

L.Barrett MOVED: that the Board go into non-public session for the purpose of contract negotiations; second by W.Wright. VOTED: 9-0-0-1

Non-Public Session

L.Barrett discussed the latest contract negotiations with the teachers. Items being considered by the teachers are their paying 10% of Blue Cross-Blue Shield with the district paying 90% and the four curriculum days of which three days will be district-wide curriculum days, and the fourth curriculum day will be held in the individual schools. Discussion followed.

The Board adjourned at 9:50 p.m.

Respectfully submitted,

Ken Hewitt

SCHOOL ADMINISTRATIVE UNIT NO. 38
SWANZEY CENTER
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East Swanzey, New Hampshire 03446
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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: December 29, 1992
Topic: Discussion of the Board's Agenda items
From: Dr. Bill Wheeler

4a. The Swanzey Selectmen will be present to visit with you concerning their sewer and parking lot problem. Other than the attached document they have not discussed this subject with this office.

4b. The document from Arpiar G. Saunders is self explanatory. As you witness, the request is to provide continued support for the court effort.

5a. Preparations for the district meeting should commence in earnest. One may anticipate a large turnout for the meeting. If so, what preparations would best provide for the flow of the meeting? Several options may be open for the board on setup and operation.

Shaheen, Cappiello, Stein & Gordon

Professional Association
Attorneys at Law

William H. Shaheen
Daniel M. Cappiello
Dorothy M. Bickford
Eugene A. DiMariano, Jr.
D. Michael Noonan *
Karyn P. Forbes *
Dover Office

* also admitted in Maine

Robert A. Stein
Steven M. Gordon
Andru H. Volinsky
Michael J. Sheehan
Peter G. Callaghan
Of Counsel:
Arpiar G. Saunders, Jr.
Concord Office

December 4, 1992

RE: New Hampshire Supreme Court Notice of Appeal

Dear Friend:

As you are probably aware, Judge Manias of the Merrimack County Superior Court denied our Motion for Reconsideration of his August opinion in which he dismissed the Petition.

Enclosed with this letter is a copy of the specific questions that we have asked the New Hampshire Supreme Court to consider in a Notice of Appeal. It is our belief that the Court will exercise its discretionary authority and accept the Appeal. We are uncertain which issues the Court will ultimately accept, but it is likely that if they accept the Appeal, all of the issues will be able to be addressed.

In addition to filing the Notice of Appeal, we have also filed a Motion to Recuse Judge Thayer from sitting on the Appeal due to the fact that his spouse, Judith Thayer, the chairperson of the State Board of Education, is a named Respondent. It is anticipated that Judge Thayer will recuse himself. On occasion, the Court has designated a Superior Court Justice to sit in the chair of a recused Supreme Court Judge. On other occasions the matter is heard by four justices rather than five. Given the importance of the questions presented by this litigation, it is possible that a fifth judge will be designated.

The Court will take at least a month and possibly two to act on the Notice of Appeal. If the Court accepts the Appeal, it will establish a briefing schedule for the parties as well as a tentative oral argument date. We will continue to keep you apprised of all developments. If you have any questions please feel free to call.

Your continued interest in and support of this important school finance litigation is very much appreciated.

Very truly yours,

Arpiar G. Saunders, Jr.

AGS/sls
Enclosure

One Barberry Lane • P.O. Box 2159 • Concord, New Hampshire 03302-2159
Telephone: (603) 228-1109 • in NH (800) 427-1109 • FAX: (603) 228-5326

SPECIFIC QUESTIONS TO BE RAISED ON APPEAL

1. Whether the court erred in granting the Respondents' Motion to Dismiss, thereby dismissing all of Petitioners' claims raised in their Petition for Injunctive Relief and Declaratory Judgment (hereafter, the Petition) and in particular:

A. Whether the Court erred in dismissing Counts I and II of the Petition by finding that Pt. 2, Art. 83 of the New Hampshire Constitution is "hortatory, not mandatory" (Order of August 13, 1992 at 10) and "fails to set forth any standards by which the Court may identify such a duty [to equitably and adequately fund public schools] and determine whether the defendants (sic) have breached that duty." (Id. at 8).

B. Whether the court erred in dismissing Count III of the Petition by ruling that Count III could not stand absent a finding that Pt. II, Art. 83 of the New Hampshire Constitution created a duty to adequately finance and equitably spread educational opportunity and by ruling that no duty of this nature exists.

C. Whether the court erred in dismissing Count IV and Count V of the Petition by characterizing the Petition as one in which the Petitioners requested that the court find a fundamental right to an "equal" education when the Petitioners instead asserted that "public" education (Petition at ¶17) is a fundamental right, the provision of which is thereby subject to strict scrutiny under an equal protection analysis.

D. Whether the court erred in dismissing Count IV and Count V of the Petition by making a factual determination that there is

> no basis for finding an interference with fundamental rights where only relative differences in spending levels were involved and where -- as is true in the present case -- no charge fairly could be made that the system fails to provide each child with an opportunity to acquire the minimal skills necessary for the enjoyment of the rights of speech and a full participation in the political process.

(Order of August 13, 1992 at 14, quoting San Antonio Independent School District v. Rodriquez, 411 U.S. 1, 37 (1973)) said finding being contrary to the factual assertions made by Petitioners, together with all the reasonable inferences to be drawn therefrom. (See, e.g., Petition at ¶¶ 40 and 42.)

E. Whether the court erred in dismissing Counts III and V based upon the factual finding that there is not an 8% cap on the foundation aid formula, RSA ch. 198:27-33.

F. Whether the court erred in dismissing Count VI of the Petition because the court erroneously ruled that the property taxes imposed upon Petitioner property taxpayers pursuant to state statute do not violate the requirement of Pt. II, Art. 5 of the New Hampshire Constitution that all taxes be proportional and reasonable.

2. Whether the court erred in denying Petitioners' Motion to Reconsider, Allow Supplementation of the Record, and to Withdraw Portions of the Order dated August 13, 1992 (hereafter, Motion to Reconsider), thereby maintaining its dismissal of Petitioners' case, and in particular:

A. Whether the court erred in denying Petitioners' Motion to Reconsider the dismissal of Count III and V by finding that CountS III and V were properly dismissed because they were premised upon an erroneous allegation of fact (Order of November 2, 1992 at 1, emphasis supplied.)

B. Whether the court erred by refusing Petitioner's request to reconsider, allow supplementation of the record, and to withdraw portions of its order dated August 13, 1992, after it dismissed Counts I through V of Petitioners' claims based upon issues which were not raised by Respondents in their Motion to Dismiss, were not briefed by either party, and were not the subject of full and fair argument at the hearing held on the Motion to Dismiss.

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

To: Monadnock Regional School
District School Board
From: Elizabeth Fox, Administrative Assistant
Date: December 28, 1992

The Selectmen of Swanzey and Town Counsel Homer S. Bradley, Jr. are scheduled to meet with the Board on January 5, 1993 to continue discussions with the School Board regarding acquisition by the Town of Swanzey of land to the rear of the Swanzey Town Hall.

The land which the Town wishes to join to the Town Hall lot includes the site of the Town Hall septic system. The Town would also establish on this parcel additional parking to the rear of the Town Hall which would provide parking for the Town facilities and improve the handicapped accessibility of the Town Hall. The parking lot would also be available for use by the public attending school functions and would reduce the problems created by the public parking in the fire lane to the rear of the library during school athletic events.

Attachment 1 is a map showing the Town Hall, Mt. Caesar Union Library and School District's properties. The property which the Town would like to join to the Town Hall lot is shown on the map in green and is less than one half acre in size.

Attachment 1

Critical Skills:

Staff members realized the shifting role of schools from the "Back To Basics" movement toward students learning critical skills. The district has several teachers and administrators who have attended an Antioch College of New England summer workshop on the subject and feel that the district has made progress on the skills program during the past few years. The district has adopted a student's critical skill development goal which parallels the "outcomes" very closely.

Core Values:

Many staff members expressed concern that we were expanding into the family and religious institutions by including the Core Values as "Student Performance Outcomes". Most realized that they are important but believe that the statement would hold schools responsible for the students learning the listed "Core Values". A great amount of community involvement would be needed to incorporate all of the "outcomes" into the present curriculum.

General Comments:

Many staff members expressed concern about the availability of resources to accomplish this change in schools' responsibilities. Resources most mentioned were time (extended school year and/or days), financial support, and staff training.

Many staff members are willing to participate in the process of movement toward the national goals and Student Performance Outcomes.

Survey

A survey instrument replicating the six national goals and the "Student Performance Outcomes" was designed. A pilot instrument was sent to twenty elementary and twenty secondary teachers in the Monadnock Regional School District. In response to the returned surveys, questions were rephrased in an attempt to more accurately elicit an opinion on the responsibility of the district to be involved in describing/defining the national goals and "Student Performance Outcomes".

A survey was sent to each elementary staff member (approximately 120), to each secondary staff member (approximately 90), to each board member (10), and to approximately 600 parents and others. Staff members and board members were instructed to return the survey to the Superintendent's Office through the school mail. Parents and others were randomly selected. The district sent a "Fact Sheet" to each post box in September, 1991. Approximately 6000 patrons received the mailing.

One in ten of the mailings contained a survey instrument with directions for completion and returning. No return postage or envelope was provided.

A scale of 1-4 was provided for opinions. The scale descriptors for the National Goals section were: 1) Enthusiastically Involved, 2) Partially Involved, 3) Not Involved, or 4) No Opinion. The scale descriptors for the State's "Student Performance Outcomes" section were: 1) Clearly the District's responsibility, 2) Shared responsibility, 3) Not responsible, or 4) No Opinion.

No predictions or hypotheses were created for the purpose of this report.

No attempt was made to provide a statistical analysis for this report.

SURVEY RESULTS

Twenty two elementary staff members returned surveys. Twenty three secondary staff members returned surveys. One Board member returned a survey. Four parents returned surveys. Sixteen others returned surveys.

Approximately 830 surveys were provided and 66 were returned, for less than a eight percent return.

National Educational Goals:

The respondents rated the several National Goals as follows in numerical ascending order by goal:

Goal #3	1.40
Goal #2	1.50
Goal #6	1.50
Goal #1	1.67
Goal #4	1.72
Goal #5	1.73

New Hampshire's "Student Performance Outcomes":

The respondents rated the several "Student Performance Outcomes" as follows in numerical ascending order by area:

Academic

English	1.39
Science and Technology	1.43
Foreign Language	1.53

EDUCATION GOALS REPORT

MONADNOCK REGIONAL SCHOOL DISTRICT

Winter, 1992

By: Dr. Bill Wheeler

Introduction

The President and Governor's Conference held in Charlottesville in 1989 created six educational goals for the nation. They are:

1. **By the year 2000, all children will enter school ready to learn.**

2. **By the year 2000, the high school graduation rate will increase to at least 90 percent.**

3. **By the year 2000, American students will leave grades four, eight and twelve having demonstrated competency in challenging subject matter including English, mathematics, science, history and geography; and every school in America will ensure that all students learn to use their minds well, so they may be prepared for responsible citizenship, further learning, and productive employment in our modern economy.**

4. **By the year 2000, U.S. Students will be first in the world in science and mathematics achievement.**

5. **By the year 2000, every adult American will be literate and will possess the knowledge and skills necessary to compete in a global economy and exercise the rights and responsibilities of citizenship.**

6. **By the year 2000, every school in America will be free of drugs and violence and will offer a disciplined environment conducive to learning.**

New Hampshire Governor's Task Force defined "Student Performance Outcomes" in December, 1990. They are:

A. <u>Academic</u>
   1. English
   2. Foreign Language
   3. Social and Cultural Studies
   4. Economic Studies
   5. The Arts:Creative and Performing
   6. Physical Development and Health
   7. Mathematics
   8. Science and Technology

B. Critical Skills

9. Identification and Definition of Problems
10. Creative Thinking
11. Critical Thinking
12. Decision Making
13. Communication
14. Cooperation/Collaboration
15. Organization
16. Leadership/Management
17. Curiosity/Openness to New Ideas/ Imagination/Skepticism
18. Living and Career Skills

C. Core Values

19. Human Worth
20. Self Esteem
21. Discipline
22. Ethical Values
23. Respect for Differences
24. Integrity
25. Persistence
26. Responsibility
27. Stewardship

Monadnock Regional School District has established educational goals, adopted seven correlates of an "Effective School", established "Basic Beliefs of Teaching and Learning" and are actively defining "District Curriculum Goals" toward a student outcome based program. Nine discipline teams comprised of teachers and administrators meet to describe the K-12 curriculum, establish guidelines for grade/course level teachers, and produce an assessment program.

Two questions were apparent from reviewing the National Goals, the State's "Student Performance Outcomes" and the work of the Monadnock Regional School District: 1) How closely aligned were the products and 2) What opinion did the members of Monadnock Regional School District have on our involvement in the National Goals and/or the State's "Student Performance Outcomes?"

An attempt was made to correlate the National Goals, the State's "Student Performance Outcomes" and the efforts of the Monadnock Regional School District. A document was created titled, "Educational Goals" (Appendix A).

Addressing the second question, I shared the document, "Educational Goals" with each district staff member and School Board members in the spring of 1991. Following the document distribution I visited each of the schools and with the School

Board. A section of this report addresses the responses of the groups. In addition I constructed a survey instrument to gain the opinions of elementary staff members, secondary school staff members, parents, Board, and others (Appendix B).

Staff Opinions

Voluntary staff meetings were held at each of the District's seven schools. Each staff member had an opportunity to voice an opinion on each of the six national goals and each of the State's "Student Performance Outcomes". Each meeting began with a discussion of the national goals and then moved to the State's "Student Performance Outcomes". What follows is a sample of the comments made by the staff at those meetings. Almost all elementary teachers and more than half of the secondary teachers attended the meetings and participated in the discussion. Several other staff members did attend and participate in the meetings.

Selected Discussion Comments:

National Goals

Goal #1:

> Most discussion centered on the meaning of the goal statement "will start school ready to learn."
> Comments were made that, "we assume they are all ready to learn", "how will parents be informed of what is expected?", "who will tell a parent what it means to be a parent?", "this goal seems to be addressed to the schools when it should be addressed to the parents", "change the entry requirements from chronological to developmental and/or mental age", "should we work towards incorporating a three through five public school experience for more students than presently served?"

Goal #2:

> Monadnock Regional High School has achieved a graduation rate of greater than 90% for the past two years. With approximately 680 nine through twelve graders, ten dropped out during the 1989-1990 school year and fifteen dropped out during the 1990-1991, a projected 92.6% retention rate.

Goal #3:

> Too many students arrive at the school house door poorly equipped to meet the academics, social, emotional, and physical demands. In schools all students can succeed in learning the prescribed curriculum. The variable is the time put into the learning task. Most staff members expressed a feeling that students arrive at different learning levels and

generally they remain at that comparable level with regards to other students. At-Risk students generated the greatest conversation followed closely by comments about the more severily handicapped or disabled.

Goal #4:

Of the six goals, this seemed the least critical to the staffs. Elementary staffs were concerned more about the meaning of being "number one in the world in Math and Science", while secondary staff members were more concerned with the validity of the data presented in past reports on the subject. Most questions and comments centered on the test structure, the composition of the groups tested, and the reporting format.

Goal #5:

Most questions and concerns involved the level of District involvement in this goal. "Why would or should public education accept this role or responsibility?" "We do have the expertise to help with certain adult learned skills."

Goal #6:

Most comments reflected the belief that schools are a microcosm of society, and that drugs and alcohol will only be totally eliminated from the schools when it is eliminated from society. Recent drug/alcohol/tobacco educational programs delivered by teachers in the schools seems to have had a positive effect on the usage by youth.

New Hampshire's "Student Performance Outcomes"

Due to time constraints fewer comments were made on the specifics of the "outcomes".

Academic:

All staff members seemed to accept the responsibility for the development, implementation and assessing of progress towards the Academic Outcomes. Questions and concerns were expressed on who else (parents/public/business) should be involved in the process. A concern was also expressed that the descriptors were either incomplete or inaccurately stated (such as English). Our definition would delineate the subject into reading, writing, listening, and speaking. This is also confusing when related to the Critical Skill of *Communication*.

Social and Cultural Studies ---------- 1.62
Economic Studies ---------- 1.63
Mathematics ---------- 1.67
The Arts: Creative and Performing ---------- 1.79
Physical Development and Health ---------- 2.01

Critical Skills

Identification and Definition of Problems ------- 1.71
Critical Thinking ---------- 1.73
Creative Thinking ---------- 1.74
Organization ---------- 1.83
Cooperation/Collaboration ---------- 1.84
Communication ---------- 1.86
Decision Making ---------- 1.89
Living and Career Skills ---------- 1.91
Curiosity/Openness to New Ideas/Imagination/
Skepticism ---------- 1.94
Leadership/management ---------- 1.97

Core Values

Human Worth ---------- 1.98
Self-esteem ---------- 2.00
Discipline ---------- 2.00
Respect for Differences ---------- 2.00
Responsibility ---------- 2.00
Stewardship ---------- 2.02
Integrity ---------- 2.03
Persistence ---------- 2.03
Ethical Values ---------- 2.09

Due to the limitation of the number of some group's returns, no attempt was made to compare one group's responses to that of other groups.

Conclusions

1. National Goal #3 was rated as the one which the district should be most involved in accomplishing as it tends to be supported by the responses to the "Student Performance Outcomes" ratings.
2. Ratings indicate that the district should be Enthusiastically Involved or Partially Involved in the six national goals.
3. The percentage of returns casts doubts as to the validity of the ratings.
4 A fault existed in either the survey design, distribution, collection, or the attitude of the groups. The parents, Board and others provided a very

poor return. With 600 surveys being sent to the parents and others and 20 being returned indicates a serious communication problem.

5. Of the approximately 210 elementary and secondary staff surveys, 45 were returned.
6. The greatest area response range was in the Academic Outcomes with *English* rated at 1.39 and *Physical Development and Health* rated at 2.01.
7. Ratings indicate that the district should be more responsible for six of the academic outcomes than for any other outcomes.
8. All Critical Skill Outcomes were rated above the Academic Outcomes of *The Arts: Creative and Performing* and *Physical Development and Health*.
9. Student performance outcome ratings indicated that the district has either a clear responsibility for involvement or partial involvement in defining/describing the outcome.

SUMMARY

A small numerical and percentage return of the survey reduces the useful information and its meaning to the district. One should use the ratings recalling the limitation that less than eight percent of surveys were returned. Indications are that the survey was faulted in some form creating a device which was difficult to interpret or complete. Another problem seemed to be in adding one survey to every tenth mailing to the parents/patrons. Verbal reports from some indicates that they did not receive the mailing. Not providing for a better method of returning the survey seems to have bothered some potential respondents. And finally one may conclude that people were apathetic about the issue. Other excuses may be made for such a poor showing of returns.

EDUCATIONAL GOALS

NATIONAL GOALS FOR EDUCATION

FEBRUARY 26, 1990

President & Governors Conference in Charlottesville

"Our people must be as knowledgeable, as well-trained, as competent, and as inventive as those in any other nation."

"We must become a nation which values education and learning."

"We must recognize that every child can learn. . ."

"Sweeping, fundamental changes in our education system must be made."

"This is not the responsibility of educators alone, however."

"The first step is to establish ambitious national educational goals."

1. By the year 2000, all children in America will start school ready to learn.

2. By the year 2000, the high school graduation rate will increase to at least 90 percent.

3. By the year 2000, American students will leave grades four, eight and twelve having demonstrated competency in challenging subject matter including, English, mathematics, science, history and

GOVERNOR'S TASK FORCE ON EDUCATION

NEW HAMPSHIRE, DECEMBER 1990

"The Task Force should defining the core areas of knowledge, the core skills and the core values that children should have studies and mastered by graduation."

"Our future propriety as a state and nation depends on our ability to provide the work force with well-trained and educated citizens..."

"For years our public education system, which was modeled for an industrial age, served us well." "As we prepare to move into the twenty-first century, our public schools have not yet adapted to the new realities of the twentieth century."

"Those of us who are not educators must actively support education and take a leadership role in helping educators implement the many changes that must be made."

"The Governor's Task Force on Education believes that it is essential to begin immediately to develop a vision, mission statement and strategic plan."

The Dilemma

"It is unfortunately true that the system's current performance -- in quantity and quality -- is far from adequate."

MONADNOCK REGIONAL SCHOOL DISTRICT

JANUARY, 1991

COMMITMENT TO EXCELLENCE

School Board Goals

1. Continue Development of Building Master Plan

2. Continue to Upgrade Elementary Libraries

3. Develop a Kindergarten - 12 At-Risk 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. Improve Elements of Computer/ Technology Programs

7. Improve Communications with Communities

8. Assessment of Special Education Programs, Cooperation with other agencies, Examine Alternative Programs

9. Develop an Outcome Based Curriculum Program

APPENDIX A

NATIONAL GOALS FOR EDUCATION

geography, and every school in America will ensure that all students learn to use their minds well, so they may be prepared for responsible citizenship, further learning, and productive employment in our modern economy.

4. By the year 2000, U.S. students will be first in the world in science and mathematics achievement.

5. By the year 2000, every adult American will be literate and will possess the knowledge and skills necessary to compete in a global economy and exercise the rights and responsibilities of citizenship.

6. By the year 2000, every school in America will be free of drugs and violence and will offer disciplined environment conducive to learning.

Necessary Changes and Restructuring

"These goals are ambitious, . . . However, they cannot be achieved by our education system as it is present constituted."

The Preschool Years: "American homes must be places of learning,. . . "

The School Years: "Schools must be able to educate effectively all children when they arrive at the school house door . . ."
". . . reorienting schools so they focus on results, not on procedures; giving each school's principal and teachers the discretion to make more

GOVERNOR'S TASK FORCE ON EDUCATION

Fundamental Restructuring

"We must direct our attention to providing a system of education that produces results by adjusting to individual learning styles and that focuses on the student's accomplishments.

"New Hampshire must not lose another generation of learners... of children sacrificed because of neglect. We cannot afford to delay any longer."

Recommendations

1. Establish a set of expected student performance outcomes with a system of assessment.

2. Reorganize the current administrative structure and recognize the importance of teachers.

3. Build strong community constituencies and coalitions with dynamic leadership.

4. Give every child in New Hampshire the best possible opportunity to succeed in life.

Implementation

✓ Develop a strong statewide leadership coalition.

✓ Establish a mission statement and strategic plan.

✓ Develop accurate statistics.

MONADNOCK REGIONAL SCHOOL DISTRICT

Correlates of An Effective School

1. Clear School Mission
2. Safe and Orderly Environment
3. Principals as the Instructional Leader
4. Well Defined Learner Tasks with Time Spent Learning Those Tasks
5. There are High Expectations for Success
6. There is Frequent Monitoring of Student Progress
7. Home/School Relations are Important and Developed

Basic Beliefs of Teaching and Learning

1. All students can learn the prescribed curriculum
2. People want to succeed
3. Schools are for Teaching and Learning
4. Teachers cause Learning
5. Change is a Process
6. Success is Judged on the Basis of Outcomes

Educational Goals

1. Provide a diversified curriculum based on needs of individuals.
2. Stimulate within students an aesthetic curious and appreciation of the arts.
3. Provide students with the opportunities to develop basic values and knowledge that will enable them to function as effective citizens.
4. Develop with students an appreciation of our diverse culture and a respect for all people.

NATIONAL GOALS FOR EDUCATION

decisions... giving parents more responsibility for their children's education through magnet schools, public school choice, and the strategies. ..Creating powerful incentives for performance and improvement."

Assessment

National education goals will be meaningless unless progress toward meeting them is measured accurately and adequately... "

"First, what students need to know must be defined."

"Second, . . . It must be determined whether they know it."

"Third, measurements must be accurate, comparable, appropriate, and constructive."

A Challenge

These educational goals are the beginning, not the end, of the process.

GOVERNOR'S TASK FORCE ON EDUCATION

- ✓ Develop explicit funding and cost control plans.
- ✓ Delegate responsibility to the educational community.

Student Performance Outcomes

Academic

I. English
   - Reading and Literature
   - Language
   - Writing
   - Oral Communication

II. Foreign Language
III. Social and Cultural Studies
IV. Economic Studies
V. The Arts:Creative and Performing
VI. Physical Development and Health
VII. Mathematics
VIII. Science and Technology

Critical Skills

I. Identification and Definition of Problems
II. Creative Thinking
III. Critical Thinking
IV. Decision making
V. Communication
VI. Cooperation/Collaboration
VII. Organization
VIII. Leadership/Management
IX. Curiosity/Openness to New Ideas/ Imagination/Skepticism
X. Living and Career Skills

MONADNOCK REGIONAL SCHOOL DISTRICT

5. Develop within students a respect for themselves and others in order to promote self-reliance and harmony in each segment of society.
6. Challenge the students and encourage a lifelong appreciation of learning and striving for excellence.
7. Provide students with fundamental skills in the areas of communication and computation.
8. Provide students with skills and experience which will allow them to access information from libraries and computers.
9. Provide the students the opportunities to learn the skills necessary for developing good mental and physical health.
10. Encourage input into the educational process from students, teachers, parents and the community.
11. Assist the individual in career exploration, planning and preparation.

District Curriculum Goals Of Emphasis

Cognitive:

1. Improve the Student's basic skills in reading, writing and mathematics.
2. Develop more extensively than now evident, the critical thinking skills of all students.
3. Develop the students' skills to access information and to use the information

GOVERNOR'S TASK FORCE ON EDUCATION

Core Values

I. Human Worth
II. Self Esteem
III. Discipline
IV. Ethical Values
V. Respect for Difference
VI. Integrity
VII. Persistence
VIII. Responsibility
IX. Stewardship

MONADNOCK REGIONAL SCHOOL DISTRICT

Affective:

1. Develop within the students' a respect for themselves and others.
2. Challenge students to an appreciation of learning and striving for excellence.

Discipline Goals

Vocational/Technology

Cognitive:

1. Improve the students' basic skills in reading, writing and mathematics with emphasis on practical applications.
2. Develop more extensively the critical thinking skills of all students by presenting students with hands-on experience in practical problem solving.
3. Develop the students' skills to access information and to use the information accurately.
4. Identify individual learning styles and apply students' strengths to their given disciplines.
5. Present appropriate information to enable students to make informed decisions concerning their future higher education and/or the workplace.

Affective:

1. Develop an appreciation for the worth of craftsmanship in all areas of life.
2. Develop a positive work ethic.
3. Develop a respect for the dignity inherent in all forms of work.
4. Develop in the students a respect for themselves and others in order to promote harmony in society.

MONADNOCK REGIONAL SCHOOL DISTRICT

MONADNOCK REGIONAL SCHOOL DISTRICT

Language Arts

Cognitive:

1. To develop/improve communication skills (reading, writing, speaking, listening).
2. To improve critical thinking skills.
3. To read proficiently for practical application.

Affective:

1. To read profitably in order to stimulate an aesthetic curiosity appreciation.
2. To use language confidently and effectively in defining student's won roles in society.
3. To appreciate and respect the view of others.
4. To instill and support a positive attitude towards learning.

Science

Cognitive:

To Develop and Expand Students:

1. Understanding and application of key concepts and principles of science.
2. Awareness of natural world and recognition of its diversity and unity.
3. Knowledge of the interdependence of science, mathematics and technology.
4. Critical and creative thinking skills.

Affective:

To Develop the Students:

1. Appreciation of Science, mathematics and technology as human endeavors and therefore having strengths and weaknesses.
2. Positive attitude towards learning and understanding science.
3. Appreciation of scientific knowledge and ways of thinking for individual and social skills.

Social Studies

Cognitive:

1. To acquire a factual base for the understanding of Social Studies.
2. To develop the critical skills for understanding and interpreting the eight major Social Studies Concepts.
3. To develop an awareness of current events and their effect on themselves, the world and the future.

Affective:

1. To develop a reasoned basis for patriotism and to foster an appreciation of the nations' cultural heritage.
2. To develop an appreciation and respect for individual and cultural differences.
3. To prepare the students for responsible citizenship.

Mathematics

Cognitive:

1. To master entry level math skills in sequential format.
2. To become problem solvers.
3. To learn to reason mathematically.

Affective:

1. To learn to value and appreciate mathematics.
2. To become confident in mathematical ability.
3. To be able to communicate mathematically.

Fine and Performing Arts

Cognitive:

1. Improve basic knowledge of Fine and Performing Arts.
2. Develop critical and technical skills.

Affective:

1. Enhance creativeness.
2. Encourage appreciation.
3. Promote responsibility and cooperation.
4. Foster positive identity.

Physical Education

Cognitive:

1. To provide each student with the opportunity to develop and maintain a suitable level of physical fitness commensurate with his/her individual needs.
2. To structure the programs so that each student can become competent in management of his/her body and acquire useful physical skills.
3. To provide each student the opportunity to acquire skills and habits to develop a high degree of awareness regarding safety for self and for others.
4. To develop opportunities for each student to participate in the decision making process through individual and cooperative physical activity.

Affective:

1. To encourage the simple ability to have fun and take part freely and joyously in physical activities.
2. To provide each student with the opportunity to acquire desireable social standards and ethical concepts.
3. To create an interest in every student to engage in life long wholesome leisure activities.
4. To develop within students a respect for themselves and others by encouraging a positive self-concept and an effective self-

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*

EDUCATIONAL GOALS SURVEY

Dear Survey Respondent:

Your opinion is valued! Please take your time and effort to complete the attached survey. The survey is designed to obtain your opinion on a national and state paper describing educational goals and student performance goals. The *President's and Governors' Conference,* held two years ago, described six educational goals for the nation. The first part of the survey asks for your opinion on each of the six goals. You are asked to think about the role which Monadnock Regional School District should play in accomplishing each of the goals for the district. The second part of the survey asks for you to think about the district's involvement in describing/ defining the*Governor's Task Force on Education* desired Student Performance Outcomes as presented to the Governor in 1990.

When you have completed the survey please return it to:

SAU #38 Superintendent's Office
600 Old Homestead Highway
East Swanzey, New Hampshire 03446

THANK YOU FOR THE ASSISTANCE.

Dr. Bill Wheeler

EDUCATIONAL GOALS SURVEY

Monadnock Regional School District
Conducted by SAU #38 Office

The purpose of this survey is to gain your opinion of stated educational goals and student outcomes for the Nation and New Hampshire.

Please ✓ the most appropriate response.

✓ ONE: Elementary Staff __; Secondary Staff __; Parent __; Board __; Other __

✓ YOUR OPINION ON EACH ITEM USING A SCALE OF 1-4:
1) Enthusiastically Involved, 2) Partially Involved, 3) Not Involved, or 4) No Opinion

SHOULD THE DISTRICT BE INVOLVED IN ACCOMPLISHING THE *PRESIDENT'S AND GOVERNORS'* PROCLAIMED NATIONAL GOALS ON EDUCATION

National Goals on Education	1	2	3	4
1. By the year 2000, all children in America will start school ready to learn.	☐	☐	☐	☐
2. By the year 2000, the high school graduation rate will increase to a least 90 percent.	☐	☐	☐	☐
3. By the year 2000, American students will leave grades four, eight and twelve having demonstrated competency in challenging subject matter including, English, mathematics science, history and geography, and every school in America will ensure that all students learn to use their minds well, so they may be prepared for responsible citizenship, further learning, and productive employment in our modern society.	☐	☐	☐	☐
4. By the year 2000, U.S. Students will be first in the world in science and mathematics achievement.	☐	☐	☐	☐
5. By the year 2000, every adult American will be literate and will possess the knowledge and skills necessary to compete in a global economy and exercise the rights and responsibilities of citizenship.	☐	☐	☐	☐
6. By the year 2000, every school in America will be free of drugs and violence and will offer disciplined environment conducive to learning.	☐	☐	☐	☐

✓ YOUR OPINION ON EACH OF THE FOLLOWING ON A SCALE OF 1-4:
1) Enthusiastically Involved, 2) Partially Involved, 3) Not Involved, or
4) No Opinion

SHOULD THE DISTRICT BE INVOLVED IN DESCRIBING/DEFINING THE *GOVERNORS' TASK FORCE ON EDUCATION* STUDENT PERFORMANCE OUTCOMES

Student Performance Outcomes	1	2	3	4
A. Academic				
1. English				
2. Foreign Language				
3. Social and Cultural Studies				
4. Economic Studies				
5. The Arts:Creative and Performing				
6. Physical Development and Health				
7. Mathematics				
8. Science and Technology				
B. Critical Skills				
9. Identification and Definition of Problems				
10. Creative Thinking				
11. Critical Thinking				
12. Decision Making				
13. Communication				
14. Cooperation/Collaboration				
15. Organization				
16. Leadership/Management				
17. Curiosity/Openness to New Ideas/ Imagination/Skepticism				
18. Living and Career Skills				
C. Core Values				
19. Human Worth				
20. Self Esteem				
21. Discipline				
22. Ethical Values				
23. Respect for Differences				
24. Integrity				
25. Persistence				
26. Responsibility				
27. Stewardship				

Please return: *SAU #38 Office, 600 Old Homestead Highway, E. Swanzey, NH 03446*

Monadnock Regional School District

Faculty Curriculum Survey Report

Winter, 1992

by: Dr. Bill Wheeler

Introduction:

Monadnock Regional School District's faculty began reviewing the K-12 curriculum four years ago. A Curriculum Coordinating Team (CCT) was created to direct the review. Teachers and administrators were represented on the CCT. One teacher was selected from the Northern Schools, one from Troy/Emerson, one from Mt. Caesar, one from Cutler and two from Monadnock Regional High School. Two administrators were selected by the administrative team. Ken Hewitt was the communicator and Bill Wheeler was the chairman, both representing SAU #38.

Different opinions, stated in honest articulate expressions, are a strength of any system. So it is with curriculum. Curriculum is a vibrant, every changing area of any school district. To develop a quality curriculum, a constant review of what is being presented and what should be presented is required. The past four years have provided MRSD's staff with that opportunity. As one may imagine, opinions have varied; however, consensus has been gained on many critical issues in all of the disciplines.

Staff opinions about what has happened and what should happen are very important. This report addresses the eight questions and an open ended question asked of all staff members at the conclusion of the 1992 fall workshops. Surveys were presented at each school, returned to the principals' offices and then to the SAU office.

Results:

Approximately 165 staff members had the opportunity of completing the survey. Of that number 122 responses were calculated for this report. This was a 74 percent response. Participants could mark any one of three responses for each of the eight questions. Participants could express their opinion by marking either a: 1 - better, 2 - about the same, or 3 - worse (Appendix A). Added for report purposes is a category called No Response (NR). It accommodates the number of participants who choose not to mark one of the three given values.

Each participant had an opportunity to express an opinion by completing the statement, "I believe that." Responses are reported as positive, negative, or neither (meaning they contain both a positive and negative comment or they are valued as neither positive or negative). The author judged each response and decided the most appropriate category for each.

Data from Table 1 indicates that more participants felt that curriculum was better in five of the eight areas surveyed, and that the curriculum was about the same in three of the eight areas surveyed. Averaging the eight areas indicates that 48.6 percent of the participants felt curriculum was better because of the curriculum planning meetings, 41.9 percent felt that curriculum was about the same, 1.3 percent felt curriculum was worse, and 8.2 percent had no response. Number of participant responses are displayed in each column.

The five areas in which participants thought the curriculum was "better", from highest to a lower rating are:

		1	2	3	NR	Ave
2.	K-12 curriculum discipline guidelines are	80	34	0	8	1.3
3.	My understanding of what is expected of students at other grade levels is	75	39	2	6	1.37
5.	Direction for curriculum improvement as compared to five years ago is	73	32	3	15	1.36
8.	Overall the district's curriculum structure is	71	38	0	13	1.35
1.	Expectations for each student's learning are	58	56	2	6	1.52

The five areas in which participants thought the curriculum was "about the same" from lowest to highest ratings are:

		1	2	3	NR	Ave
4.	In meeting described curriculum expectations, as compared to five years ago, students are doing	30	73	2	17	1.73
6.	Assessment and recording of student performance is	43	70	2	7	1.64
7.	Implementation of curriculum change is	45	67	2	8	1.62

Table 1

Rating Scale **1** - better; **2** - about the same; **3** - worse; **NR** - No Response; **Ave** - Mean of responses except NR

		1	2	3	NR	Ave
1.	Expectations for each student's learning are	58	56	2	6	1.52
2.	K-12 curriculum discipline guidelines are	80	34	0	8	1.3
3.	My understanding of what is expected of students at other grade levels is	75	39	2	6	1.37
4.	In meeting described curriculum expectations, as compared to five years ago, students are doing	30	73	2	17	1.73
5.	Direction for curriculum improvement as compared to five years ago is	73	32	3	15	1.36
6.	Assessment and recording of student performance is	43	70	2	7	1.64
7.	Implementation of curriculum change is	45	67	2	8	1.62
8.	Overall the district's curriculum structure is	71	38	0	13	1.35

PARTICIPANT COMMENTS

Participant comments are placed in categories labeled positive, negative or neither. Participants made 65 comments in response to the open ended section of the survey. Twenty one comments were valued as being positive, 38 comments were valued as being negative, and eight were valued as being neither. Comments were not edited.

POSITIVE

This is the first time I have attended the curriculum development meetings. I found them helpful in understanding the curriculum intended to be taught and the learning students are expected to accomplish.

The workshop days have been useful, however, 1/2 days would boost the moral, energy and productivity of the group. Seeing a 1:00 p.m. deadline is more appealing than a 3:00 p.m. day.

The meetings on curriculum are important and have accomplished many things. As we all work through these changes, I hope to see students begin to make marked improvement in the classroom. I have not seen this happen yet!

We are heading in the right direction.

This has been interesting for a lot of reasons. One of the most valuable was meeting with teachers from other schools and other levels. If we do finish, I hope we can continue to do that somehow.

it is in good shape

The district-wide student expectations unify curriculum between schools. In addition the expectations for pre and post grades is very helpful.

Curriculum development needs to be on going and ever continuing and must be done by the people who will be working with the curriculum.

I also like days in August. I need to do this apart from regular year and stay with it.

These 4 curriculum days are very worthwhile. If for no better reason, they allow us the time to communicate with each other. I wish they could be structured to meet everyone's needs, but I also feel that is impossible.

I liked exchanging ideas with other teachers in the district who teach the same grade level as I. I liked having all of the workshop days together. When there is a lot of time between the workshop days I feel the subject matter has become cold.

These days are productive for those who involve themselves and frustrating for those who don't. They are extremely valuable and need to be maintained. We are a long way from being done. More detail and coaching might be in order though.

The workshops have been useful as an opportunity for a K-12 continuum to be developed and as a chance to communicate with the elementary teachers. I think that we should be nearly done with this for at least a while - maybe one more year is sufficient.

Some curriculum days should be set aside for grade level review and sharing of ideas. i.e. all grade 3 teachers meet together and discuss grade 3 etc. I feel this would be worthwhile.

Many things have changed in the last 4 years, I believe for the better. I'm not a classroom teacher and it's hard for me to judge #1 and 4 above. Once new assessment tools are in place we should have a more concrete idea of how students are doing on the described curriculum. I liked it better when curriculum days were 2-2.

K-6 curriculum development has been improved. Gr 7-12 curriculum was already in order in many cases. Assessment needs work in K-12.

More work is accomplished when groups working are small in number and have teachers from each level. I must admit as a science teacher that science has gone well because Norma is familiar with writing curriculum and takes the initiative to decide which direction to go - always okaying everyone.

This is a valuable process especially when we start considering how to make the curriculum more meaningful for the students. Sometimes, though, it seems we keep rehashing what we're already doing - even though it doesn't work.

I feel much better informed of what is going on at other levels, particularly at the elementary level.

Curriculum days are valuable. It is important to have meaningful activities for all teachers and definite assignments until a project is finished so that elementary teachers are not shuffled so much.

Once the curriculum is implemented schools should give feedback to each specific committee agreeing or disagreeing with each curriculum objective

NEGATIVE

These days are a waste of my professional time. Curriculum can be developed during department meetings including elementary schools. Whole days are not efficient AT ALL

4 days in a row for curriculum development establishes a situation for curriculum burn-out and, consequently, the time is not used as affectively as it could be.

Smaller, tighter structure would benefit the process.

Curriculum days should be in the a.m. with afternoons in your own classroom. These should be spread out - 2 days before school begins, 2 days later on. Curriculum days should be voluntary whereby those teachers attending would receive staff development credit.

Curriculum Development could be more effectively done by a smaller group of teachers instead of <u>all</u> teachers.

Overall the concept has been helpful. However, too much time was spent on this! Four days in a row at the end of the summer is far more time than we needed.

Organization seemed lacking in some groups (problem seemed to be in the large K-12 groups) Two separate 2 days workshops would be better!

Need better coordination of the meeting agenda. There was a great deal of confusion, on the part of teachers, as to what to do and who was meeting. Some groups were so split up to form the science & math groups that they couldn't function unless they went about the building and pulled people they needed.

The use of 1/2 days might promote a better overall acceptance of the time spent!

Science, Math, English & Social Studies are admittedly important curriculum areas. It's hard to convince elementary teachers that my area is important when they were constantly pulled out of our committee.

The number of curriculum days should be reduced - more is needed to work in classrooms before starts, especially those who teach 7th grade.

These days have been and will be helpful but I wish something could be done about wasted time and something could be done about the communication gap. Too much time is wasted. Breaks are way too long!

Teachers would get more out of workshops/curriculum groups if they could choose 1 committee and stay with it. All of the groups got so fragmented that it became very frustrating to complete anything.

Many changes put forth in the social studies curriculum were not implemented. These changes require new books and this may be the reason. However, more effort to implement these changes would be appreciated.

I find these days extremely frustrating - partly because our leadership seems unclear as to what we are doing and then we end up having to do things over again because we didn't do what they wanted in the form they wanted but didn't tell us. I really feel a certain group (possibly professionals) should be hired to do the to do the curriculum instead of involving the whole staff. I feel stressed out and unenthused already It was hardly a "celebration".

Some committees have finished. Wasted time. Time needed to work in classrooms before school starts.

The way curriculum changes are being made, i.e. in long day after day workshops is counter-productive because teacher morale suffers

If we must do curriculum days, then spread them out more during the year.

Lack of direction from the top on down seems to have resulted in large amounts of wasted time.

Very vague in what is being asked!

The workshops are superficial in intent. These goals have been implemented every year regardless of the make-work we are currently engaged in. These workshops could be satisfactorily completed in one or two days!

* in need of uniformity

Two days together is sufficient. Four days looses focus.

Smaller, mandatory committees working on a rotating service basis would achieve more. Currently, the committees are too large and very cumbersome. Interest grouping of students works, why not interest grouping of committees?

The work being done could require less time to do!

Although curriculum guidelines may be more defined in writing at this time, children are still being taught the same subjects, topics, etc. as before. Use of time during these days were not always effective, efficient or stimulating. More intensive work is necessary over shorter periods of time.

The amount of time spent on curriculum is entirely too long. We could accomplish more quality work in a shorter amount of time. There was an awful lot of wasted time in our group and we were the focus.

5 workshop days are not needed!! Sitting in meetings for days is useless!! and causes burnout and a lot of negativeness

We need more long term goals to where we are heading. The reasoning is good but the structure is poor.

One curriculum should be totally completed before another is started. All teachers K-12 should be working during curriculum day, not just k-6 because 7-12 can do their work during year.

We need more training, sample curricula, workshops on what is expected. Assessment seems to be the current area of need. LET US NOT RE-INVENT THE WHEEL.

The workshops have not had the desired effects. There will be no real change in schools until the administration learns to trust teachers decisions. I have found little willingness in the administration to make real effective changes. I also believe that guidance has too much power in deciding what courses will be taught. Sometimes I

think our course structure meets the needs of guidance and its master schedule rather than the needs of the students.

Curriculum meetings lack direction. The chairpeople don't seem to know what is expected. We spent 2 of the days this year "looking at" what we completed in January - a total waste of time! The days drag out and drag down rather than inspire and uplift. I would like to see curriculum work be conducted in the a.m. and keep the afternoons free for teachers to prepare their rooms and plans for the opening of school. I don't feel settled and ready for the 1st day. I don't feel the excitement of getting ready that I did before these days were instituted.

Smaller commitees should develop district curricula. This work should be accomplished during the summer and those professionals should be compensated financially. The entire staff has too many workshops.

I am all in favor of district wide meetings and small group discussions of relevant topics to teaching. However, the curriculum workshops days have been beating a dead horse into the ground. It would be much better to consider curriculum every 10-12 years and rework it then. Why not bring in a speaker or two each year on 1+ - topic and then structure a day to discuss these ideas. This topic would change from year to year. Having 2 speakers each year would be particularly interesting since they could have opposing ideas. District-wide communication is good. The workshop days could be so much more valuable.

My focus is limited to the groups I worked with and that I have not seen the end results to the 4 years yet. It is frustrating that Elem. teachers continue to be reassigned & various H.S. disciplines have been done for a few years and not required to join another committee. We are all professionals - yet some teachers have certainly had more free time than others.

The general purpose is good, but the structure/time needs revamping. There are too many days & people kill/time as a result. Perhaps cutting out a couple days would be helpful. Also, maybe have an assignment given out to staff to work on particular ideas and meet again in 4-6 weeks to go over it - by scheduling a workshop then. I haven't been here long enough to know what it was like 5 years ago.

NEITHER

I'd suggest the days be spread during the year - maybe do 1/2 hour in beginning - give more time for elementary teachers to be in their rooms.

The usefulness of the days is at its max. We have almost finished with continuum. Perhaps a change is due! My opinion is to stop the days with next negotiation/contract (k-6 New) 7-12 existed already.

If we are to continue with the 4 curriculum days in the next few years, I hope that the high school could use their days for working on the upcoming 10 year evaluation.

Small groups more efficient should look into hiring professionals to set up curriculum in standard form once groups have set up curriculum.

We could condense the workshops, leaving time for stimulating speakers like Ted Sharp.

The idea behind the days is good. The organization needs work!

A core of teachers could be hired during the summer to work on curriculum development.
When we work in small groups with people willing to say "Yes grade 5 should cover..." we accomplish much more than we do in a group of 20 or so. We are progressing, it is just frustrating to flounder in a large group doing and redoing the same thing.

Summmary

Approximately three of every four persons presented with a survey participated. The five questions (#1, 2, 3, 5 & 8) perceived as being "better", in general, referred to how participants rated the development of curriculum structure and describing expectations for students. The three questions (4, 6 & 7) perceived as being "about the same", in general, referred to assessment, implementation and students meeting described curriculum expectations.

Comments reflect, but do not parrellel, the quantified ratings for the eight questions. In reviewing the comments it seemed the number of negative comments far exceeded the number of positive comments and comments valued as being neither. The responses judged by someone else may be valued differently.

The staff seemed split on the structure of the curriculum days. In the four years we have used four contiguous days twice; two days at one time and two days at another time once; and three days at one time and one day at another time once.

Considerable comment was made of being more efficient or effective in the use of the curriculum days. Those who like the four days together felt they were productive and helpful: those who did not like the four days together felt that their time could be better spent, at least in part, in doing something other than the meetings they attended. Some feel that the workshop days are a waste of their time. Although the survey was not disaggregated according to assignment, the comments reflect that some of the large groups performed their tasks in a more efficient and effective manner. Some comments reflect the feeling that elementary teachers are responsible for attendance at more than one discipline's meetings while they feel some secondary teachers have not been involved in curriculum planning during all of the days provided. Some comments, apparently made by secondary teachers, indicate that they feel their curriculum was in place and that it was a matter of the elementary curriculum being modified to meet the secondary curriculum.

Some comments addressed the need to be more explicit or directive in combining the efforts of all disciplines and staff assignments. Some spoke of lack of direction, vagueness, lack of leadership from the top down, and administrations failure to trust teachers. Some thought that smaller groups meeting at some other time could accomplish more in a shorter period of time, others appreciated the opportunity to exchange ideas. Some thought that the days had accomplished a unification of curriculum between schools. Some ideas for the future are to use more of the time for grade level meetings, instructional improvement workshops, and assessment of student learning. Some thoughts were presented to keep the groups smaller and create more efficiency in that manner.

Others opinions are very valuable. Readers of this report have the opportunity to understand the varing opinions to stimulate thought, but most important, to stimulate action.

Author's personal note:

Observing changes which occur around us on a regular basis causes me to conclude that curriculum work is never completed. This observance assumes a relationship between what is taught in the schools and the world around us. Agreement may be reached, a document may be produced, and a plan devised to implement the change; however, as soon as change is implemented a dialectical process begins. The process is well described by: thesis -- antithesis -> thesis -- antithesis -> thesis. Professionals need to carry on the dialogue which leads to conclusions about the next best step. Students deserve our best thoughts and efforts on curriculum design. In my opinion many MRSD professionals have given their best thoughts and efforts. Unfortunately, some see it otherwise and that is their right.

APPENDIX A

MONADNOCK REGIONAL SCHOOL DISTRICT

SURVEY OF CURRICULUM DEVELOPMENT

This marks the fourth year of district K-12 curriculum development meetings. Curriculum development should enhance the opportunities for students to learn more completely that which we prescribe. This survey should help in expressing how well you think the district's K-12 curriculum development has progressed and where you wish for it to go.

A three part scale will be used to provide you the opportunity of expressing your opinion on several questions. An open comment option is posed at the end for any additional statements/ suggestions which you wish to make.

Please √ one response for each statement.

Rating Scale **1** - better; **2** - about the same; **3** - worse;

		1	**2**	**3**
1.	Expectations for each student's learning are	__	__	__
2.	K-12 curriculum discipline guidelines are	__	__	__
3.	My understanding of what is expected of students at other grade levels is	__	__	__
4.	In meeting described curriculum expectations, as compared to five years ago, students are doing	__	__	__
5.	Direction for curriculum improvement as compared to five years ago is	__	__	__
6.	Assessment and recording of student performance is	__	__	__
7.	Implementation of curriculum change is	__	__	__
8.	Overall the district's curriculum structure is	__	__	__

I believe that: _____

_____

_____

_____

MONADNOCK REGIONAL SCHOOL DISTRICT

MINUTES: Monadnock Regional School Board, December 15, 1992, MRHS Library

The Board held a budget session from 5:30-7:30.

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

PRESENT: L.Barrett, J.Carnie, G.White, J.Fallon, W.Wright, B.Ballou, T.Britton, J.Young, student council representative- Justin Tetreault, D.Keating; absent: B.Hamill. Also present: Dr.Wheeler, K.Hewitt, J.Menton.

Consent Agenda
G.White MOVED: approval of the minutes of December 1 as presented; second by B.Ballou. VOTED: 7-0-1-2 with D.Keating abstaining.

G.White MOVED: Approval of course reimbursements for Maureen Osburn-$116.35, Rick Trottier-$95.00, Rita Blackador-$100.00 and Jane Johnson-$64.00; second by J.Carnie. VOTED: 8-0-0-2.

The latest NSBA Journal was briefly discussed. The Board asked W.Wright to complete the NSBA questionnaire. An Impasse Resolution workshop will be held at the Ramada Inn in Concord on 1/13/93; J.Fallon is planning to attend.

D.Keating mentioned that the Facilities Committee is meeting at MRHS on December 16. J.Menton distributed information on Critical Issues regarding the building proposal, debt history of the district, space needs and other information. A discussion followed.

Citizen Concerns
None at this time

Student Council Concerns
Justin Tetreault thanked the Board for permitting him to be involved in the budget-building process.

Other School Board Business
Jim Harris reported on the Track Fellowship he received and the workshop he attended this past summer. He shared the paper he wrote with the Board. He will be making available an Internet Program with the science and math teachers at MRHS at no cost. He indicated that he has received two other grants and will spend the next three summers at the University of Wisconsin. He was thanked by the Board.

A brief discussion was held on the newly revised At-Risk Handbook. J.Young commented on the number of resources that are available.

Discussion followed on the 1993-1994 budget. The original budget was $14,284,251.00. The deducts are $679,257.00 and the revised budget is $13,604,994.00 or an increase of 2.7% or

$358,284.00. W.Wright arrived at this time. Salary and benefits are $257,000.00 for a total increase of $615,284.00 or 4.6%. T.Britton recommended and increase of $480,000.00 or an increase of 3.6% for a total budget of $13,726,710.00. J.Young moved: that the budget for 1993-1994 be $13,726,710.00; second by B.Ballou. VOTED: 9-0-0-1. The Board discussed taking $250,000.00 from the Capital Reserve Fund to replace the boilers at Mt.Caesar. J.Carnie expressed a concern about the bid/quote process and felt that the Board should make the final decision on the purchase of the boilers. The procedure was agreed to by the Board.

L.Barrett MOVED: approval of Lunch Program Voucher #5773-#5779 dated 12/14/92 for $17,696.05, Payroll #12 dated 12/9/92 for $350,516.62 and Payorder Checks #5780-#5882 dated 12/15/92 for $179,137.31; second by J.Carnie. VOTED: 9-0-0-1.

Dr.Wheeler gave each Board member a plaque and distributed a history of Monadnock's ADM.

Superintendent's Report

L.Barrett MOVED: that the Board go into non-public session for the purpose of contract negotiations; second by W.Wright. VOTED: 9-0-0-1

Non-Public Session

L.Barrett discussed the latest contract negotiations with the teachers. Items being considered by the teachers are their paying 10% of Blue Cross-Blue Shield with the district paying 90% and the four curriculum days of which three days will be district-wide curriculum days, and the fourth curriculum day will be held in the individual schools. Discussion followed.

The Board adjourned at 9:50 p.m.

Respectfully submitted,
Ken Hewitt