

Inter-Lakes School Board Special Meeting and Budget Work Session
Humiston Building – Conference Room*
103 Main Street, Meredith NH
January 24, 2023 @ 4:30 PM
**Additional Public Access via Google Meet*

MINUTES

I. CALL TO ORDER

Ms. Merrill called the meeting to order at 4:34 PM.

II. RECORD ROLL

Members Present:

Mr. Howard Cunningham
Ms. Nancy Starmer
Mr. Duncan Porter-Zuckerman
Mr. Charley Hanson (arrived at 4:37 p.m.)
Mr. Mark Billings (via Google Meet)
Ms. Lisa Merrill (via Google Meet)

Administrators Present:

Erica Pappalardo, Curriculum Coordinator
Mary Moriarty, Superintendent of Schools
Holly Vieten, ILM/HS Guidance Director
Ashley Dollof, Human Resources Director
Amanda Downing, ILM/HS Principal
Brian Swanker, Facilities Director
Elaine Dodge, Director of Student Services
Jeremy Hillger, SCS Principal
Mike Bryant, ILES Principal

Members Absent:

Mr. Craig Baker (with notice)

Others Present:

Chuck Bates, Business Consultant
Heather Bullimore, Recording Secretary

III. PLEDGE OF ALLEGIANCE

IV. PUBLIC COMMENT – *Opened at 4:35 – No comments.*

V. NEW BUSINESS

A. Collective Bargaining Agreement Between the Inter-Lakes School Board and the Inter-Lakes Education Association for 2023-2026 (Action Item) Mrs. Moriarty

In accordance with RSA 91-A:2-I, "Meeting" shall also not include: a) Strategy or negotiations with respect to collective bargaining," Mrs. Moriarty recommended a recess to allow Board members to deliberate on the proposed Collective Bargaining Agreement. Ms. Merrill called a recess at 4:39 PM.

The meeting reconvened at 4:51 in Public Session. Chair Merrill called to order.

Board Secretary Hanson summarized the contents of the ILEA/School Board Collective Bargaining Agreement.

The School Board met with Inter-Lakes Education Association several times in fall 2022. Both groups had some strong thoughts and were ultimately unable to reach agreement amongst themselves. The groups met with a mediator in December and reached an agreement.

The agreement is a three-year agreement, commencing in 2023-24 (Year 1). The subsequent years covered by the agreement are 2024-25 (Year 2) and 2025-26 (Year 3).

In Year 1, the parties agreed upon a 4% increase on base salary and an off-step increase of \$3,500; in Year 2, a 3.75% increase on base salary and an off-step increase of \$3,000; and in Year 3, a 3.5% increase on base salary and an off-step adjustment \$2,600.

The parties agreed to a stipend of \$100 for certain overnight field trips.

The Agreement reduces the number of collaborative planning blocks slightly.

Health insurance remains the same under the agreement, with the exception that if one plan is taken away, it will be changed by mutual agreement of ILEA and the School Board.

Dollar costs for each year are as follows:

- Year 1: \$555,130 (not including field trip stipend costs)
- Year 2: \$496,645
- Year 3: \$443,730

Mr. Cunningham moved, seconded by Ms. Starmer, to approve the Inter-Lakes School Board Collective Bargaining Agreement with the Inter-Lakes Education Association for 2023-2026.

Board Secretary Hanson called a Roll Call vote as follows:

YES: Mr. Cunningham; Mr. Porter-Zuckerman; Ms. Starmer; Mr. Hanson; Mr. Billings; Ms. Merrill

NO: --

The vote was unanimous.

VI. CURRENT BILLS PAYABLE

A. General Operating Expenses (Action Item) Mrs. Moriarty, Superintendent

Mr. Porter-Zuckerman moved, seconded by Mr. Cunningham, to approve the payment of bills, manifests #3021 and #3023. The vote carried 6-0.

VII. PUBLIC COMMENT – *Closed at* _____

VIII. BUDGET WORK SESSION

Mrs. Moriarty introduced Mr. Chuck Bates, who is a Business Consultant who is coming out of retirement to lend a hand with the budget. She also expressed her gratitude for Ms. Dolloff and Ms. Somma who have been instrumental in putting together the draft budget.

Mrs. Moriarty then provided an overview of the Proposed 2023-2024 Budget. *See attached overview.*

Discussion ensued regarding the Proposed Budget.

IX. PUBLIC COMMENT CLOSED: *Public Comment was closed 5:24.*

X. ANNOUNCEMENTS

A. Wednesday, February 8, 2023

Inter-Lakes School Board @ Inter-Lakes Community Auditorium (ILM/HS)

- School Board Meeting- 4:30 p.m.
- Budget Public Hearing– 6:00 p.m.

B. Tuesday, February 21, 2023

Inter-Lakes School Board @ Humiston Building – Conference Room

- Regular School Board Meeting – 6:00 p.m.

C. Thursday, March 9, 2023

Inter-Lakes School Board @ Inter-Lakes Community Auditorium (ILM/HS)

- Inter-Lakes School District Annual School District Meeting – 6:00 p.m.

XI. ADJOURNMENT (Action Item)

Mr. Billings moved, seconded by Mr. Hanson, to adjourn the meeting at 6:45 p.m. The motion carried 6-0.

Meeting adjourned at 6:45 p.m.

Respectfully submitted,

Heather Bullimore, Recording Secretary

INTER-LAKES SCHOOL DISTRICT 2023/2024 BUDGET OVERVIEW

The general fund operational budget presented \$30,657,011 has an increase of \$1,040,435 or 3.51% over the 2022/2023 voted budget of \$29,616,576.

- ❖ **Health & Dental Insurance:** The health insurance GMR (Guaranteed Maximum Rate) for 2023/2024 is an increase of 7.1%. The GMR for 2022/2023 was 7.1% and the actual rate increase was 7.1%. The dental insurance for 2023/2024 has a GMR of 1.5%. The total health and dental insurance increase for 2023/2024 is \$560,512 or an increase of 13.66%.
- ❖ **New Hampshire Retirement:** New Hampshire Retirement for Teachers for 2023/2024 has decreased from 21.02% to 19.64% and for Employees from 14.06% to 13.53%.
- ❖ **Regular Education:** Regular Education reflects a decrease of \$217,124 or a decrease of 2.19% from 2022/2023. The FTE's (Full Time Teaching Equivalents) for 2023/2024 is 75.70 FTE versus 78.10 FTE voted for 2022/2023. This represents a decrease of 2.4 FTEs for 2023/2024. This reduction is through natural attrition. In June 2023, there was a late retirement of 1.0 FTE and a low incoming kindergarten enrollment; as a result this position was not hired for 2022/2023. Additionally, in spring 2023, there was a resignation in Health and Family and Consumer Science; as a result 0.4 FTE was dispersed as micro-assignments to existing staff for the 2022/2023 school year. At the end of the 2022/2023 school year, there are three (3) eligible retirement incentives and four (4) planned retirements. One (1.0) FTE is proposed to be filled internally. This will reduce the number of classrooms at ILES from currently twenty-five (25) classrooms to twenty-four (24) classrooms.

The remaining 3.0 FTEs for retirements are proposed to be filled. Originally in the fall, there was thought that an additional 1.0 FTE from retirement could be filled internally, thus reducing ILES from twenty-five (25) classrooms to twenty-three (23) classrooms. The current needs of the students at ILES and continued efforts to recover unfinished learning due to the pandemic has prompted a request to maintain this 1.0 FTE as a regular education classroom. Therefore, this 1.0 FTE for retirement, which is at the Middle/High School, is proposed to be filled (originally, it was thought that one teaching position from ILES could be transferred to fill this opening). The remaining 2.0 FTEs are also proposed to be filled; both are elementary specialist positions. Based on the specific responsibilities and scheduling constraints associated with these positions there is not a way to reduce these positions through natural attrition.

Also notable in Regular Education is an increase between two lines (122/123) of \$48,600 plus additional fixed costs. These funds are to support twenty-one (21) Elementary and Middle/High Team Leaders for the two new Principal Advisory Councils.

Not budgeted and for consideration for use of the remaining ESSER III funds – a class size reduction teacher for Sandwich Central School’s 2023/2024 Upper Multi-Age (4/5) Class. At this time, it is predicted this class will be at twenty-four (24) students for 2023/2024. Based on the needs of the learners, reducing the class size makes sense. Additionally, for ESSER funding consideration is continuation of the Literacy Teacher support for the high school level (this is approximately \$29,000).

Also, not budgeted and for consideration of funding through use of the Health Insurance Expendable Trust – there is a need for replacement furniture throughout the School District. Small amounts are included in the budget; however, other needs have been removed to support the budget process. A suggestion: remove the remaining \$75,472 from the Health Insurance Expendable Trust and use those funds to offset this current year’s (22/23) health insurance expense and shift \$75,472 from the current budget to purchase necessary furnishings. Purchasing now provides for more time to place and receive orders and alleviates summertime pressure.

- ❖ **Special Education: *Not budgeted*** – a Special Education Coordinator position. As the School Board is aware, a new SAU #2 Director of Student Services will be starting on July 1. The current Director is willing and able to provide support during the 2023/2024 school year. This support can potentially alleviate a heavy workload for this position, allow time for the new Director to acclimate, and assist in determining what additional supports may be needed to support the coordination of special education services with regular education, particularly at Inter-Lakes Elementary School. Potentially, IDEA grant funds and carryover funds might be able to support this concept.
- ❖ **Special Education Extended School Year & Summer School:** Both of these areas are budgeted based on the actual costs from summer 2023. Special Education Extended School Year is increased by \$31,406 from the voted budget for 2022/2023 of \$56,894 or a 55.2% increase. Summer School is increased by \$17,763 from voted budget 2022/2023 of \$49,725 or a 35.72% increase.
- ❖ **Athletics:** As Middle School Football prepares to enter year four (4), the financial responsibility for the program is shifted to the School District. Also included in the Athletics budget is \$5,000 to support a new recognition program – Inter-Lakes Athletic Hall of Fame.
- ❖ **Guidance Services:** Proposed is \$125,000 to continue to support the partnership with Growing Roots. This partnership provides access to licensed mental health services for students. There are a total of twenty-five (25) seats available with half of the seats available for families with health insurance coverage and the remaining half funded through the School District. This service has become an essential component in our ability to effectively address mental health concerns for our student body. The School District was able to start this partnership with the use of carryover funds from the 2021/2022, which were approved by the School Board.
- ❖ **Technology Services:** The driver of the Technology budget is the replacement and management of access points. The replacement access points are budgeted at \$110,000. It is anticipated that

the School District will receive \$66,000 in revenue through E-rate funds to offset this expense. Additionally, proposed is shifting access point management to a purchased service in the amount of \$40,968. Additionally, although Electronic Access reflects an increase of \$16,239, not budgeted is \$27,850 for a competency recovery program and learning management system. This amount was reduced during the budgeting process with the idea that these two important products might be funded through end of year carryover funds or through remaining ESSER funds.

❖ **Facilities:**

Operation of Plant: Electricity cost is increased by \$57,186 or an increase of 43.92%, fuel oil cost is increased by \$35,718 or 40.99%, and pellet fuel cost is increased by \$9,450 or an increase of 12.77%.

Buildings & Equipment/Care of Grounds: There is \$662,000 of funds budgeted to support the Capital Improvements & Maintenance Plan. Most significant in these projects is Roof Section 10 at ILES in the amount of \$312,000. Four (4) projects totaling \$381,000 from the Capital Improvements & Maintenance Plan are recommended to be deferred.

Honeywell Lease is on year seven (7) of thirteen (13) of Phase II and refinance of Phase I, and lease amendment payment six (6) of twelve (12). Honeywell leases total \$569,362 of the proposed 2023/2024 budget.

Not budgeted is the transition of restrooms to gender neutral restrooms and renovations to the locker room spaces at the Middle/High School. Possible suggestions are to build up the expendable trust over the next four (4) years and do a multi-million dollar renovation of bathrooms and locker rooms at the Middle/High School or propose a separate multi-million dollar warrant to accomplish this over the next year. A possible interim measure for consideration: use \$125,000 from the remaining funds in the Facilities Expendable Trust to increase the number of single restrooms available to students throughout the School District. The current balance in the Facilities Expendable Trust is \$184,954; removing \$125,000 will leave \$59,954.

❖ **Transportation:** Most significant in this area is the increase from two (2) daily trips to the Huot Technical Center to three (3) trips to the Huot Technical Center. This increase in cost is \$83,139. The additional trip provides greater access to programming at the Huot Technical Center for high school students. The additional trip was supported during the 2022/2023 school year through carryover funds approved by the School Board. Other increases in this area are primarily based on contracted yearly increases. The School District is in year two (2) of a three (3) year extension with First Student.

❖ **Retirement:** There are three (3) teacher retirements budgeted at \$165,975, which is an increase of \$56,963 over the previous year. Two (2) retirements were included in the voted budget for 2022/2023.

- ❖ **Retiree Health Insurance:** Retiree health insurance has increased by \$243,464 or 20.93% from the previous year. The total amount proposed for the 2023/2024 school year is \$1,404,434. This benefit supports one hundred eighty-five (185) retirees and/or retiree spouse/dependent.

- ❖ **Non-Bargaining Salaries:** Non-bargaining salaries are budgeted at a 5% increase.

- ❖ **Collective Bargaining Agreements:** In 2023/2024 the ILSB and ILSSA Agreement will be in year three (3) of a three (3) year contract. The CBA between the ILSB and ILEA will be a separate warrant article for consideration, as a result, there are no raises factored into the proposed budget for positions covered by this CBA.