

## Hanover School District

### THE BERNICE A. RAY SCHOOL

**Mission:** The Ray School provides a nurturing and inclusive learning community that inspires excellence.

**Vision:** To be One Ray, focused on empowering students to dream, create, think critically, and contribute to the greater good.

### HANOVER SCHOOL BOARD

Antonia Barry  
Kimberly Hartmann  
Richard Johnson  
Benjamin Keeney, *Chair*  
Kelly McConnell, *Vice Chair*  
Deborah Bacon Nelson  
Tara Velozo

### Want more in depth information?

Visit the SAU70 website Budgets page for the most up to date information and FY2025 Budget Books with Exhibits. All Districts are listed, just look up the District you'd like to review.



## Warrant for the 2024 Annual Meeting of the Hanover School District

**ARTICLE 1:** To elect by written ballot for one-year terms a moderator, a clerk, and a treasurer; and three (3) School Board members for three-year terms.

*The positions noted above are voted on annually. The names of the candidates are as follows: School Board—Kelly Fender McConnell, Deborah H. Bacon Nelson, Marcela Di Blasi, and Anastasia Rodzianko; Moderator—Tom Csartari; District Clerk—Rob Grabill; and Treasurer—Daniel Stannard. Writing in candidates is optional. School board members elected to the Hanover School District will also serve as the Hanover representatives on the Dresden and SAU 70 School Boards.*

**ARTICLE 2:** Shall the District appropriate the sum of Seventy-Five Thousand Dollars (\$75,000) from the Don S. Bridgman Fund during the 2024-2025 fiscal year in order to afford additional advantages to the students of the District not provided by taxes?

**The School Board recommends this appropriation.**

**NOTE 1.** In his will dated January 20, 1917, Don S. Bridgman left a portion of his estate to what is now the Hanover School District. These monies are known as the Bridgman Fund and are currently invested to provide a stream of income for years to come. Expenditures from the fund are used for projects that would not be covered in the school's regular operating budget. Monies are taken only from the Bridgman Trust Fund, so this appropriation has no effect on the tax rate.

*This is an increase of \$35,000 from the prior year. The increase was made possible by stronger investment returns and lower prior year fund utilization. The school community, including members of the public, may apply to use Bridgman funds for the education of Hanover students. Please contact the Ray School administration for application details.*

**ARTICLE 3:** Shall the District determine and fix the salaries of School District Officers as follows: School Board members \$1,000 per member with additional \$300 for School Board Chair; School District Treasurer \$1,994; School District Clerk \$300; and School District Moderator \$300, in accordance with RSA 194:10, and further raise and appropriate the sum of Nine Thousand, Eight Hundred and Ninety-Four Dollars (\$9,894) to fund these salaries?

**The School Board recommends this appropriation.**

*This article requests \$1,000 as the salary for School Board members, the stipend represents an increase of \$300 over last year. School Board member stipends have not been adjusted in over 10 years; this adjustment is commensurate with cumulative inflation. The salaries for School District Clerk and Moderator have been increased by \$150 each to \$300 and there is a small increase for the Treasurer position. This article's effect on the tax rate is negligible.*

**ARTICLE 4:** Shall the District vote to approve the cost items in the three (3) year collective bargaining agreement reached between the Hanover Education Association and the Hanover School Board, which calls for the following increases in salaries and benefits:

Year	Estimated Increase over status quo budget
2024-2025	\$408,763
2025-2026	405,287
2026-2027	262,558

and further, shall the District raise and appropriate the sum of Four Hundred Eight Thousand, Seven Hundred and Sixty-three Dollars (\$408,763), such sum representing the estimated increase in teaching staff salaries and benefits for the 2024-25 fiscal year brought about by this collective bargaining agreement (majority vote required)?

**The School Board recommends this article and appropriation.**

**NOTE 1.** The sum necessary to pay the so-called status quo salaries and benefits for teaching staff if this article is defeated is included in the operating budget in Article 5.

**NOTE 2.** A favorable vote on this article shall be considered the approval of the cost items in all three (3) years of the proposed collective bargaining agreement.

*The details of the agreement can be reviewed on Board-Docs in the November 8, 2023 Hanover School Board Meeting under Item 9.B. The agreement includes clarifying language surrounding the parameters for Unpaid Leave and Employment Beyond the Normal School Year. The cost of living increases are 5% [2024-25], 4% [2025-26, and 2% [2026-27]. The prior year cost of living increases under the current contract have been 2% per year. The addition of Hanover's portion of the assessment will result in a \$.15 increase on the projected tax rate.*

**ARTICLE 5:** Shall the District raise and appropriate the amount of Fifteen Million, One Hundred Forty-Seven Thousand, Sixty-Five Dollars (\$15,147,065) for the support of schools, for the payment of salaries for teachers and other school employees, and School District officials and agents, and for the payment of the statutory obligations of the District for the 2024-2025 fiscal year? This sum does not include the funds appropriated in any of the other articles.

**The School Board recommends this appropriation.**

*The Hanover District budget expenditures are planned to increase 3.1% with all warrant articles included. When combined with all the warrant articles proposed in Hanover and Dresden plus the state education tax, the tax rate is projected to be 2.66% higher than 2023-24. The Hanover Budget was ratified at the Hanover School Board Budget Hearing on January 10, 2024. The most up to date details for the 2024-25 proposed budget can be reviewed in the Hanover Budget Book with Exhibits on the SAU70 District website at [www.sau70.org](http://www.sau70.org) on the Business & Finance Dept. page under the Budgets section.*

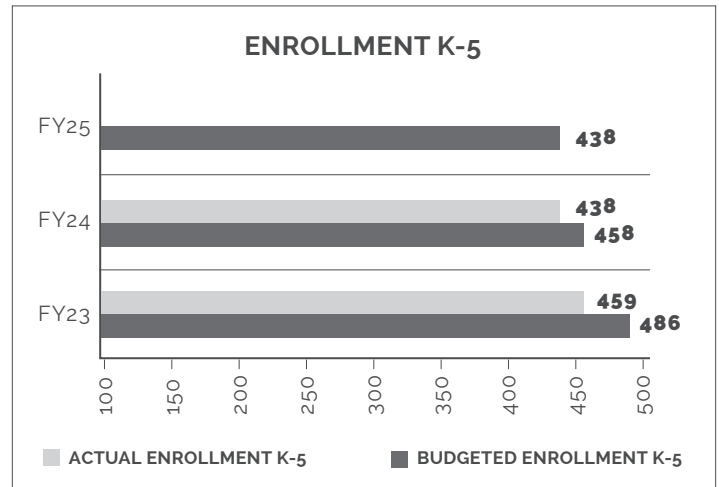
**ARTICLE 6:** Shall the district vote to appropriate up to One Hundred Thousand Dollars (\$100,000) to be added to the School Buildings Maintenance Expendable Trust Fund previously established in 2001, with said funds to come solely from any year-end unassigned general fund balance over and above \$1,351,650?

**The School Board recommends this appropriation.**

*Should the Hanover District have additional surplus beyond current tax projections, then the district requests authorization to support the reserve fund for*

*building maintenance projects as the current balance is \$160,341 and construction costs have faced inflationary pressures. This article will not increase the tax rate projection as the surplus from funds already raised in 2023-2024 will be directed into the reserve fund for future use.*

**ARTICLE 7:** To transact any non-substantive business that may legally come before the discussion phase of the Annual meeting to be held on Thursday, February 29 at 5:00 pm in the Hanover High School Auditorium.

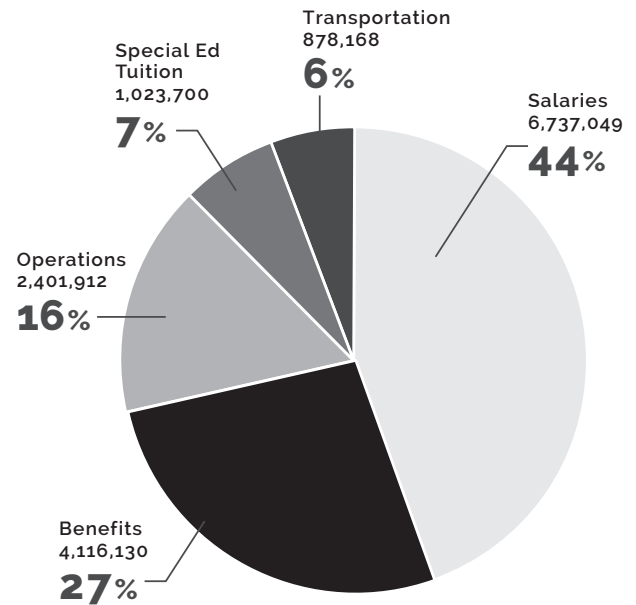


BUDGET OUTLINE	BUDGET 2023-24	BUDGET 2024-25	\$CHG	%CHG
<b>RAY SCHOOL (PRE K-5 ONLY)</b>				
Regular Instruction	\$6,346,343	\$6,219,886	(\$126,457)	-1.99%
Special Education	2,946,578	3,072,618	126,040	4.28%
English Second Language	386,463	392,312	5,849	1.51%
Guidance & Health	385,359	415,197	29,838	7.74%
Curriculum & Profess Develop	115,827	123,022	7,195	6.21%
Library Services	233,065	241,746	8,681	3.72%
School Administration	1,196,513	1,320,496	123,983	10.36%
Maint, Cust, Grnds	814,918	791,520	(23,398)	-2.87%
Pupil Transportation	872,311	878,168	5,857	0.67%
<b>SUBTOTAL RAY OPERATING</b>	<b>\$13,297,377</b>	<b>\$13,454,965</b>	<b>\$157,588</b>	<b>1.19%</b>
Site & Building Impvts	128,000	257,500	129,500	101.17%
Debt Service	391,694	406,694	15,000	3.83%
Interfund Transfers Out	154,100	14,100	(140,000)	-90.85%
<b>TOTAL IN-DISTRICT EXPENSE</b>	<b>\$13,971,171</b>	<b>\$14,133,259</b>	<b>\$162,088</b>	<b>1.16%</b>
Spec Ed Tuition Exp	1,296,500	1,023,700	(272,800)	-21.04%
<b>TOTAL DISTRICT BUDGET ARTICLES #3 &amp; #5</b>	<b>\$15,267,671</b>	<b>\$15,156,959</b>	<b>(\$110,712)</b>	<b>-0.73%</b>
Plus Special Articles, #2 & #6		175,000		
Plus Collective Bargaining #4		408,763		
<b>HANOVER BUDGET (incl articles)</b>	<b>\$15,267,671</b>	<b>\$15,740,722</b>	<b>\$473,051</b>	<b>3.10%</b>
Tax Rate (incl all Hanover articles & Dresden base)	\$11.27	\$11.37	\$0.10	0.89%
Tax Rate (incl all articles for both Districts)	\$11.27	\$11.57	\$0.30	2.66%

**THE HANOVER FINANCE COMMITTEE (HFC)** is an appointed Town Committee composed of Hanover residents HFC is charged with reviewing the Town's financial matters and providing guidance to Town officials, the Hanover School Board (HSB) and Town residents.

During public meetings on January 4 and 11, 2024 the Hanover Finance Committee voted unanimously to support the proposed FY25 Hanover School Budget of \$15,147,065. (Article 5), and new salaries for district officials (Article 3). HFC also voted unanimously to support a new collective bargaining agreement with teachers and other certified staff (Article 4 at an additional cost of \$408,763). Their full letter of support can be found in the District's Annual Report on the district's website at [www.sau70.org](http://www.sau70.org).

## Hanover FY25 Budget



### BUDGETED STAFF (RAY SCHOOL)

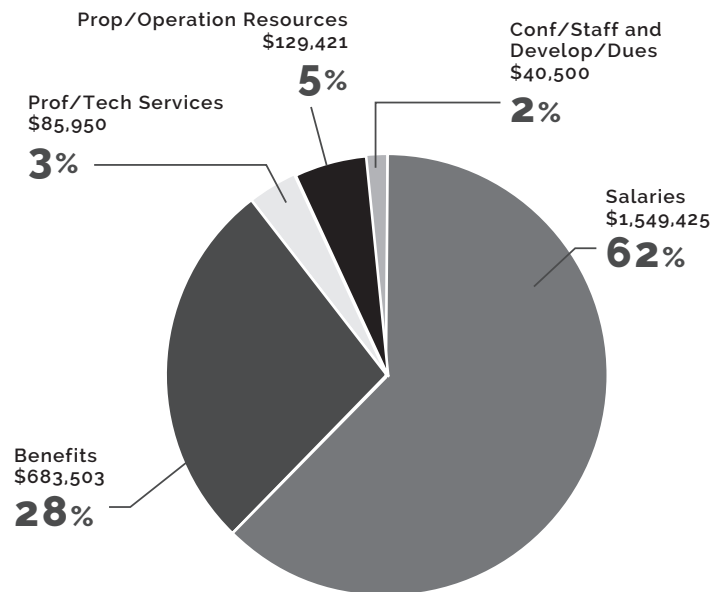
	FY24	FY25	%CHG
Classroom Teachers	26.0	26.0	0.0%
Art, Music, PE, Specials Teachers	10.8	10.6	-1.9%
Special Ed Certified Staff	13.8	12.6	-8.7%
Other Certified Staff: Administration & Instructional Coach	2.0	3.0	50.0%
Ed Assistants	34.0	30.9	-9.2%
Other Staff	18.1	19.3	6.6%
<b>TOTAL STAFF FTEs</b>	<b>104.7</b>	<b>102.3</b>	<b>-2.2%</b>

## SAU 70 FY25 Budget Information

Taken together, the Hanover, Norwich, and Dresden School Districts receive administrative services from School Administrative Unit #70, an umbrella organization formed under New Hampshire state law.

SAU70 provides services in the following departmental areas: superintendent's services, special education case management, technology support, accounting services, grants management oversight, human resource services and transportation coordination. The Supervisory Union's budget is increasing by \$260,432 which is being offset by a projected increase in fund balance of \$60,833 for an assessment increase of \$199,600 or 9.6%. The assessments are shared via a predetermined formula for the three member Districts and are already included in the Hanover, Dresden and Norwich budgets as built. The SAU 70 Budget was ratified by the SAU Board on November 28, 2023. Details of the SAU budget can be found at: <https://www.sau70.org/school-boards>. The SAU budget is not voted separately by district voters.

## SAU 70 FY25 Budget



SAU 70 FTEs	FY24	FY25	%CHG
<b>Superintendent's Office</b>			
Certified	2.00	2.00	0.0%
Other	1.00	1.00	0.0%
<b>Business/Finance Office</b>			
Certified	2.00	1.65	-17.5%
Other	2.00	2.00	0.0%
<b>Technology Dept</b>	4.00	5.00	25.0%
<b>Student Services Dept</b>			
Certified	2.00	2.00	0.0%
Other	1.00	1.00	0.0%
<b>Human Resources Dept</b>	3.00	3.00	0.0%
<b>TOTAL FTEs</b>	<b>17.00</b>	<b>17.65</b>	<b>3.8%</b>

DISTRICT ASSESSMENTS	2023-24	2024-25	B-B Inc/Dec
Dresden School District	\$1,237,487	\$1,303,140	\$65,653
Hanover School District	532,464	587,580	55,116
Norwich School District	317,575	396,406	78,831
<b>SUBTOTAL</b>	<b>\$2,087,526</b>	<b>\$2,287,126</b>	<b>\$199,600</b>

# Dresden School District

## DRESDEN SCHOOL BOARD

Antonia Barry  
Lisa Christie  
Michael Costa  
Kimberly Hartmann

Richard Johnson, *Chair*  
Benjamin Keeney  
Kelly McConnell  
Deborah Bacon Nelson

Neil Odell, *Vice Chair*  
Garrett Palm  
Lily Trajman  
Tara Velozo

## HANOVER HIGH SCHOOL

Hanover High School is an active learning community that provides broad academic and co-curricular programs. We engage students' minds, hearts and voices so that they become educated, caring and responsible adults. All students are given the opportunity to use their

- minds to pursue excellence, academic challenge and personal success
- hearts to respect and care for the emotional and physical well-being of themselves and others, and for the environment.
- voices to contribute to the democratic process and the common good.

## RICHMOND MIDDLE SCHOOL

Our mission is to inspire students to build the skills and compassion necessary to succeed in a complex world and, as they move toward greater independence, empower them to examine the impact their actions have on themselves, others, and the environment.

- For this school community to thrive, teachers, staff, parents, and students will work together to:
- Communicate effectively in a variety of ways
- Think critically and creatively to identify and solve a range of problems
- Contribute positively to the classroom, school, and broader community by
  - Participating in decision making
  - Valuing diversity
  - Taking responsibility for their own actions
  - Resolving conflicts peacefully

## Warrant for the 2024 Annual Meeting of the Dresden School District

**ARTICLE 1:** To elect by written ballot for one-year terms a Moderator, a Clerk, a Treasurer; an auditor for a two-year term and an Auditor for a one-year term.

*The positions noted above are voted on annually. The names of the candidates are as follows: Moderator—Tom Csatari; District Clerk—Carole Bibeau; and Treasurer—Cheryl Lindberg. The auditor positions are no longer actively used as the State of NH requires formal audits to be conducted annually.*

**ARTICLE 2:** Shall the District determine and fix the salaries of School District officers as follows: School Board members \$1,000 per member with additional \$300 for School Board Chair; School District Treasurer \$2,670; School District Clerk \$500; and School District Moderator \$300 in accordance with Article V-A of the NH/VT Interstate School Compact, and further raise and appropriate the amount of Fifteen Thousand, Seven Hundred, Seventy Dollars (\$15,770) to fund these salaries?

**The School Board recommends this article.**

*This article requests \$1,000 as the salary for School Board members, the stipend represents an increase of \$300 over last year. School Board member stipends have not been adjusted in over 10 years; this adjustment is commensurate with cumulative inflation. The salary for Moderator has been increased by \$150 to \$300 and there is a small increase for the Treasurer position. The Clerks stipend was increased a few years ago. This article's effect on the tax rate is negligible.*

**ARTICLE 3:** Shall the District vote to approve the cost items in the three (3) year collective bargaining agreement reached between the Hanover Education Association and the Dresden School Board, which calls for the following increases in salaries and benefits:

Year	Estimated Increase over status quo budget
2024-2025	\$791,970
2025-2026	716,680
2026-2027	467,930

and further, shall the District raise and appropriate the sum of Seven Hundred Ninety-One Thousand,

Nine Hundred and Seventy Dollars (\$791,970), such sum representing the estimated increase in teaching staff salaries and benefits for the 2024-25 fiscal year brought about by this collective bargaining agreement (majority vote required)?

**The School Board recommends this article and appropriation.**

**NOTE 1.** The sum necessary to pay the so-called status quo salaries and benefits for teaching staff if this article is defeated is included in the operating budget in Article 5.

**NOTE 2.** A favorable vote on this article shall be considered the approval of the cost items in all three (3) years of the proposed collective bargaining agreement.

*The details of the agreement can be reviewed on Board-Docs in the November 14, 2023 Dresden School Board Meeting under Item 10.B. The agreement includes clarifying language surrounding the parameters for Unpaid Leave and Employment Beyond the Normal School Year. The cost of living increases are 5% [2024-25], 4% [2025-26, and 2% [2026-27]. The prior year cost of living increases under the current contract have been 2% per year. Hanover's portion of the assessment will result in a \$0.20 increase on the projected tax rate.*

**ARTICLE 4:** Shall the District raise and appropriate the amount of Thirty Million, Two Hundred Fifty Thousand, and Five Hundred Nineteen Dollars (\$30,250,519), for the support of schools, for the payment of salaries for the teachers and other school employees, school district officials, and agents, and for the payment of the statutory obligations of the District for the 2024-25 fiscal year? This sum does not include the sums appropriated in any of the other articles.

**The School Board recommends this article.**

*The exhibits report the three categories of expenditures in the proposed Dresden budget. The three budget categories are Hanover High School, Richmond Middle School and District Wide (administrative, support and debt services). The Dresden District budget expenditures are planned to decrease 0.26% with all warrant*

Warrant for the 2024 Annual Meeting of the Dresden School District  
(continued)

articles included. When combined with all warrant articles proposed in Hanover and Dresden, plus the state education tax, the Hanover tax rate is projected to increase by 2.66%. The Dresden Budget was ratified at the Dresden School Board Budget Hearing on January 9, 2024. The most up to date details for the 2024-25 proposed budget can be reviewed in the Dresden Budget Book with Exhibits on the SAU70 District website at [www.sau70.org](http://www.sau70.org).

[sau70.org](http://www.sau70.org) on the Business & Finance Dept. page under the Budgets section.

**ARTICLE 5:** To transact any non-substantive business that may legally come before the discussion phase of the Annual meeting to be held on Thursday, February 29 at 7:00 pm in the Hanover High School Auditorium.

**HANOVER FINANCE COMMITTEE**

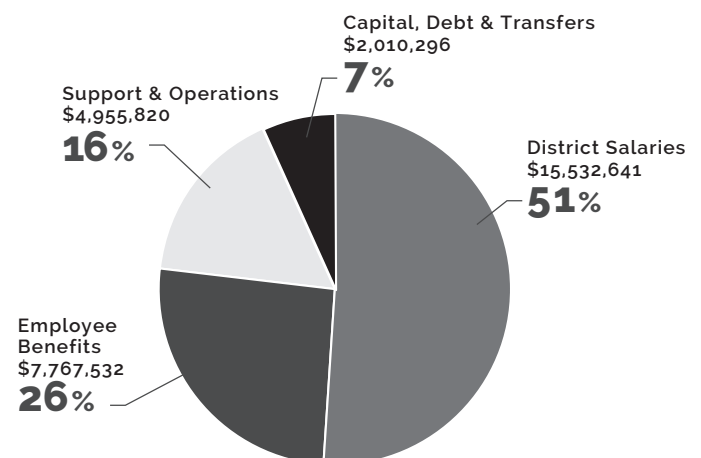
During public meetings on January 4 and 11, 2024, the Hanover Finance Committee voted unanimously to support the proposed FY25 Dresden School District Budget of \$30,250,519 (Article 4), new salaries for district officials (Article 2), and the collective bargaining agreement with teachers and other certified staff (Article 3, at a cost of \$791,970). With the last payment of the 2003 construction bond having now been made, the FY25 budget shows a dramatic decrease in debt service payments of \$2,002,292. After all costs are factored in, the Dresden budget will decrease by \$80,207 (-.3%). The Committee's full letter of support can be found in the District's Annual Report on the district's website at [www.sau70.org](http://www.sau70.org).

EXPENSES	RICHMOND MIDDLE		HANOVER HIGH	
	FY25 BGT	INCR (DECR)	FY25 BGT	INCR (DECR)
Regular Instruction	\$4,689,795	\$38,069	\$7,960,090	\$371,090
Technology	324,977	53,128	524,764	39,570
Special Education	1,769,951	(5,305)	2,033,524	79,655
Vocational Education	n/a	n/a	135,000	0.00
Co-Curricular/Athletics	41,791	(7,347)	1,132,135	27,685
Student Support Services	462,862	9,503	1,391,771	50,772
Staff Support Services	312,797	3,250	588,845	4,435
School Administration	760,161	101,030	1,861,747	92,830
Operation & Maint of Plant	678,539	26,377	1,238,532	64,652
Transportation	63,900	8,400	212,116	9,576
Site & Bldg Improvements	168,400	138,900	152,300	(43,700)
Interfund Transfer Out	21,600	(3,400)	57,600	0.00
<b>TOTALS</b>	<b>\$9,294,773</b>	<b>\$362,605</b>	<b>\$17,288,424</b>	<b>\$696,565</b>
Percent of Change		4.06%		4.20%

EXPENSES	DISTRICT WIDE	
	FY25 BGT	INCR (DECR)
Coord of Volunteers	\$12,092	(\$1,000)
Comp Tech	5,000	500
School Board Services	52,782	(12,987)
Supt Services	1,305,765	65,653
Bldg Maintenance	681,287	3,009
Debt Service	1,610,396	(2,002,292)
<b>TOTALS</b>	<b>\$3,667,322</b>	<b>(\$1,947,117)</b>
Percent of Change		-34.68%
<b>TOTALS RECAP</b>		
District Wide	\$3,667,322	(\$1,947,117)
Richmond Middle	\$9,294,773	\$362,605
Hanover High	\$17,288,424	\$696,565
<b>TOTALS</b>	<b>\$30,250,519</b>	<b>(\$887,947)</b>
Percent of Change		-2.85%
Article 2: Board/Officers Sal	\$15,770	\$15,770
Article 3: Hanover Ed Assoc	\$791,970	\$791,970
<b>TOTALS</b>	<b>\$31,058,259</b>	<b>(\$80,207)</b>
Percent of Change		-0.26%

ENROLLMENT & STAFFING	RICHMOND MIDDLE		HANOVER HIGH	
	FY25	%CHG	FY25	%CHG
<b>Budgeted Enrollments</b>	<b>365</b>	<b>2.53%</b>	<b>1,043</b>	<b>1.9%</b>
Teachers FTEs	46.7	0.00%	75.31	-0.1%
Other Staff FTEs	26.8	-0.56%	49.69	-1.8%
<b>Total Staff FTEs</b>	<b>73.45</b>	<b>-0.20%</b>	<b>125.00</b>	<b>-0.8%</b>
DISTRICT WIDE FTEs: Admin 2.0 (no change); Maintenance Techs 4.0 (no change)				

**Dresden FY25 Budget**





Hanover School District  
 c/o School Admin Unit #70  
 41 Lebanon Street  
 Hanover, NH 03755

NON-PROFIT ORG  
 U.S. POSTAGE PD.  
 PERMIT #48  
 HANOVER, NH 03755

\*\*\*\*\*ECRWSSDDM\*\*\*\*

**DON'T FORGET  
 TO VOTE!**  
**Tuesday, March 5th**  
**7am—7pm**  
**Hanover High School**

**Residential Customer**

The Hanover and Dresden School District Budget proposals support the strategic plan of SAU 70 with the following overarching goals:

**ACADEMIC GOAL**

To provide curriculum, instruction, and assessments that are rigorous, engaging, and equitable for all learners across the SAU70 School Districts.

**STUDENT SUPPORT GOAL**

To provide instruction, co- and extra-curricular programs, professional development and other forms of support, that include social emotional learning, mental and physical health and wellness, and community-building.

**FACILITIES GOAL**

To provide facilities, grounds, and environment that are sustainable, fiscally responsible, and that enhance our curricular and extracurricular goals for each student to achieve success.

**ORGANIZATIONAL GOAL**

To ensure that the leadership, governance, financial, and administrative functions of the organization support the attainment of the academic, student support, and facility goals established in this Plan.

**Meet Your  
 School Districts**

**JOIN US!**

**Thursday, February 29, 2024, at 5:00  
 and 7:00 P.M., Hanover High School  
 Auditorium for the Discussion Phase**

of the Hanover and Dresden School Districts Annual Meetings. A virtual option will be available to attend via Zoom link and the information will be shared via the SAU70 District website at SAU70.org.

**VOTING!**

**Tuesday, March 5, 2024, from 7:00  
 A.M. to 7:00 P.M. in the Hanover High  
 School Gymnasium in Hanover, NH**

(for Hanover voters) and in **Tracy Hall in  
 Norwich, VT** (for Norwich voters).

*Absentee ballots will be available ahead  
 of the in-person voting date.*