

State of New Hampshire
Monadnock Regional School District (MRSD)
Warrant for 2016-2017
School Board/Budget Committee Meeting Deliberative Session Minutes
February 6, 2016

School Board Members: Barry Faulkner, Nicholas Mosher, Bob Mitchell, Joseph Smith, Pat Bauries, Phyllis Peterson, Scott Peters, Michael Blair, James Carnie, Winston Wright, Lisa Steadman, Karen Wheeler and Betty Tatro.

Budget Committee Members: Wayne Lechlinder, Neil Moriarty, Tom Parker, Wendy Martel, Kristine Goodenough, Dan Coffman, Bonnie Black and Adam Hopkins

Administration Present: L. Witte, Superintendent, L. Carey, Dir. of Curriculum and Assessment, T. Kennett, Dir. of Students Services, J. Fortson, Business Manager, N. Richardson, Dir. of Technology and Emergency Management and D. LaPointe Facilities Director,

Principals Present: M. Suarez-Mt. Caesar, A. Salzman-Cutler, K. Stone-Emerson/Troy, A. Noel-Gilsum and L. Kalloger-MSHS.

Also Present: Jim O'Shaughnessy, Attorney for the Board, William Hutwelker, Moderator and Bruce Tatro, Assistant Moderator and Swanzey Representative, M. Cloutier, School District Clerk, L. Reinhart, Administrative Assistant and L. Aivaliotis, MRSD Recording Secretary.

The Boys and Girls Scouts led the group in the Pledge of Allegiance.

W. Hutwelker recognized the teachers and the Maintenance Dept. for all their work in the District. The audience gave a round of applause.

W. Hutwelker asked the assembly if they would allow J. O'Shaughnessy, the Attorney for the Board to be allowed to speak if called upon. He is not a resident of the District. **VOTE:** Voice vote yes. **Vote passes.**

W. Hutwelker reminded people the rules for running the meeting had been handed out. He said as a point of order he will recognize the people wishing to speak, cease debate and if anyone is in line they will be allowed to speak. **MOTION:** N. Moriarty **MOVED** to agree with the process as just explained. W. Hutwelker will not read each warrant article. The articles are on the screen and in the handout. **SECOND:** T. Parker. **VOTE:** Voice vote yes. **Motion passes.**

W. Hutwelker read the beginning of the Warrant: To the inhabitants of the Cooperative School District in the Towns of Fitzwilliam, Gilsum, Richmond, Roxbury, Swanzey and Troy qualified to vote in the District Affairs:

You are hereby notified to meet at the **Monadnock Regional Middle/High School on Saturday, the 6th day of February, 2016 at 10:00 o'clock in the forenoon** for the purpose of hearing an explanation of the following subjects and to carry on any discussion or debate with respect thereto, with said subjects to be open to amendment:

NOTICE: School District Officers will be elected at the second session of the Annual Meeting of the Monadnock Regional School District on March 8th, 2016 in accordance with the statutory election procedures adopted by a vote of the District on March 11, 1996. The School District Warrant for the election of School District Officials will be posted in accordance with Revised Statutes Annotated (RSA) 40:13 in each of the District's member Towns.

The polls will be open to voters in their towns of residence on March 8th, as follows:

Fitzwilliam – Town Hall, 11 am-7pm
Gilsum – Gilsum Elementary School, 1pm-7pm
Richmond-Veterans Hall, 11am-7pm
Roxbury-Meeting House, 6:30pm-mid-meeting
Swanzy-Christian Life Fellowship Church, 8am-7pm
Troy-Samuel E. Paul Community Center 10am-7pm

MOTION: T. Mattson **MOVED** to discuss Article Seven before Article One. **SECOND:** N. Moriarty. **VOTE:** Standing vote yes-30 and Standing vote no-43. **Motion fails.**

Superintendent Witte introduced herself to the audience. She explained she has been in education for 21 years in different positions. She is thrilled to be Monadnock's Superintendent. She thanked everyone for being here.

ARTICLE ONE: Shall the Monadnock Regional School District raise and appropriate in the operating budget, not including appropriations by special warrant articles, which will be voted on separately, totaling \$31,820,000, (\$970,000 is required for federal grants and nutrition grants that are funded by separate State and Federal revenues)? Should this article be defeated, the default budget will be \$31,945,801 which is the same as last year with certain adjustments required by previous action of the Monadnock Regional School District by law; or the governing body may hold one special meeting, in accordance with Revised Statutes Annotated (RSA) 40:13, X and XVI, to take up the issue of a revised operating budget only. The School Board supports/does not support this article. The Budget Committee supports this article. (Majority vote required).

MOTION: K. Colby **MOVED** Article One to be placed on the ballot as presented. **SECOND:** N. Moriarty. **DISCUSSION:** W. Lechluder explained the Budget Committee set the Operating Budget and the Default Budget. He said the committee met with the administration and principals and came out in the middle. B. Faulkner said the Board does not support this budget. We reviewed the proposed positions and heard from the parent and staff regarding the needs that were not being met. The Board asked for an additional \$300,000.00 plus. Volunteers will make an effort to privately fund the Milling Machine and the Board placed the SRO on a separate Article. We managed to fund the Math Program through the budget with no additional funds. There are a few positions that would be a loss to the District if they were not added to the budget. The Board asked for the Modified Core Teacher, the Interventionist/principal in Gilsum and the Social Worker with a Drug/Alcohol Certification. The Board will not support this budget. **MOTION:** C. Thomas **MOVED** to amend Article One and increase the Budget by \$207,382.00 (over the default) to a total proposed budget for 2016-2017 in the amount of \$32,153,183.00 as previously proposed by the administration. **SECOND:** J. Smith. **DISCUSSION:** N. Moriarty said the default is less than that and the District will never pass it. W. Lechluder commented on the additional articles and does not believe the taxpayers will go both ways. M. Nolan commented on the decline in enrollment and asked why the Board would increase the budget. He said more money is not always the best situation. T. Mattson said J. Fortson had said we are closer to the State Average. The School Board is accomplishing the goal. Why raise more than what is needed? J. Carnie said the Finance Committee spent more

time than any other committee reviewing the budget. The committee came in with a recommendation which was \$800,000.00 less and that was voted down by people who did not spend time reviewing the budget. When the voters go to the polls they will vote it down. N. Mosher is concerned with the per pupil cost. We are not an average District. We asked the District to bring their concerns, come with solutions and we are obligated to support their concerns. B. Mitchell will support the amendment. The average cost per pupil is not an appropriate measure. We have 45% of the students with Free and Reduced Lunch and 27% of the population are Special Ed. The decline in population is 21 students across the District. W. Lechluder said a District that is spread out does not affect the cost per pupil. The transportation is a cost to the District. B. Tatro said the positions requested have been thought out. The positions are marked for specific students. She strongly supports this motion. B. Faulkner said the District is spread out with smaller schools which are less efficient and requesting more services. T. Mattson spoke of a person who will be losing his home due to high taxes. The teachers are asking for 95% of their health insurance to be paid by the District. C. Raymond said she does feel bad for the people losing their homes but we do not want to punish the students and the staff. We are doing more efficient schooling and being creative. Class size is going up. We are not teaching what we did before. There are all different teaching styles. M. Diven said it is more expensive to educate students. There are drug issues. It is a lot different than before. We need to talk to those issues in schools. We need to educate the student hands on. Heather Smith said we need to invest in the future of our community our children. S. Biddle said if you reduce the enrollment by 20 students multiple that by \$15,000.00 it is \$300,000.00. It is not trivial. The School District is pushing districts out. Every town is hurting. Seniors are getting pushed out. Some feel education was better years ago. D. Coffman said for several years the Budget Committee has come well under the proposed budget. We are receiving \$400,000.00 less in Adequacy Funding, going higher in the budget is not responsible. Lower is irresponsible, we found a medium. A full time principal in Gilsum is not a good idea now. Look at a flat year over year budget. **VOTE on amendment for a proposed budget in the amount of \$32,153,183.00: Ballot Vote: Yes-51, No-37. Motion passes. VOTE on amended motion: Voice Vote yes. Motion passes. Moderator Hutwelker declared Article One to be placed on the ballot as amended. MOTION: E. Kaplan MOVED to restrict reconsideration on Article One. SECOND: C. Raymond. VOTE: Voice Vote yes. Motion passes.**

ARTICLE TWO: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$1,100,000 for renovations, including asbestos abatement and other health and safety upgrades at the Mount Caesar Elementary School. This is a Special Warrant Article in accordance with RSA 32:3 VI. This will be a non-lapsing warrant article per RSA 32:7 and will not lapse until the maintenance projects are complete or June 30, 2019 whichever is earlier. The School Board supports this article. The Budget Committee supports this article. (Majority vote required). **MOTION: B. Faulkner MOVED Article Two to be placed on the ballot as presented. SECOND: N. Moriarty. DISCUSSION: B. Faulkner explained what is included in the renovations to the Mt. Caesar School. W. Lechluder said the Budget Committee supports this article. It is the biggest elementary school and it needs work. MOTION: N. Moriarty MOVED to amend Article Two in the amount of \$550,000.00. SECOND: S. Biddle. DISCUSSION: N. Moriarty said he does not object to the 1.1 million for the renovations but they will not spend that by the end of this year. Put the remainder in a warrant article for next year. The taxpayers have always supported the renovation articles. S. Biddle said to put it in a Trust. Spread it out. B. Faulkner gave a detailed list of the items to be done at Mt. Caesar. It was explained we need the funds for the contracts with the contractors. B. Mitchell is against the amendment. Many of the major systems are not in good shape or even the facility. J. Fortson is against this amendment. Last year we spent quite a bit of the funds. If we do not have all the funds we will have a very small window of opportunity. K. Tomer has been a staff member at Mt. Caesar for 17 years. She has yet to see improvements to the school.**

MOTION: N. Moriarty **MOVED** to call the question. **DISCUSSION:** D. Coffman is in support of the renovations. He is afraid some of the other articles may not pass due to the amounts. **VOTE to call the question:** Voice vote yes. **Motion passes.** **VOTE on amendment to reduce to \$550,000.00:** Voice vote-no. **Motion fails.** **MOTION:** N. Moriarty **MOVED** to call the question. **SECOND:** P. Shearing. **VOTE:** Voice vote-yes. **Motion passes.** **Moderator Hutwelker declared Article Two will be placed on the warrant as presented.** **MOTION:** E. Kaplan **MOVED** to restrict reconsideration of Article Two. **SECOND:** K. Goodenough. **VOTE:** Voice vote –yes. **Motion passes.**

ARTICLE THREE: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$50,000 for the continued asbestos abatement at the Middle/High School. This is a Special Warrant Article in accordance with RSA 32:3 VI. This will be a non-lapsing warrant article per RSA 32:7 and will not lapse until the maintenance projects are complete or June 30, 2019 whichever is earlier. The School Board supports this article. The Budget Committee supports this article. (Majority vote required) B. Faulkner explained this is an ongoing program. N. Moriarty said this is responsible. **MOTION:** K. Colby **MOVED** to call the question. **SECOND:** P. Shearing. **Moderator Hutwelker declared Article Three will be placed on the ballot as presented.**

ARTICLE FOUR: Shall the Monadnock Regional School District raise and appropriate the sum of \$89,500.00 to be added to the 2012 Before and After School Expendable Trust Fund created under Article #8 of the 2012-2013 Warrant? The School Board supports this article. The Budget Committee supports this article. (Majority vote required) **MOTION:** Man in audience **MOVED** Article Four to be placed on the ballot as presented. **SECOND:** W. Lechluder. **DISCUSSION:** It was commented this will support the kids in the District. W. Lechluder said the Budget Committee supports this article. **MOTION:** N. Moriarty **MOVED** to call the question. **SECOND:** P. Shearing. **Moderator Hutwelker declared Article Four will be placed on the ballot as presented.** **MOTION:** E. Kaplan **MOVED** to restrict reconsideration of Article Three and Four. **SECOND:** P. Shearing. **VOTE:** Voice vote yes. **Motion passes.**

ARTICLE FIVE: Shall the Monadnock Regional School District raise and appropriate from surplus, if any, from the budgeted fuel accounts in the 2015-2016 fiscal year, the sum of up to \$50,000.00 to be added to the Emergency Fuel Expendable Trust Fund created under Article 5 of the 2015-2016 Warrant? The School Board supports this article. The Budget Committee supports this article. (Majority vote required). **MOTION:** N. Moriarty **MOVED** Article Five to be placed on the ballot as presented. **SECOND:** P. Shearing **DISCUSSION:** J. Fortson explained the language the DRA has suggested. **The following is suggested language from DRA:** *ARTICLE FIVE: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$50,000 to be added to the Emergency Fuel Expendable Trust Fund previously established. This sum to come from the June 30, 2016 fund balance available for transfer on July 1st, 2016. No new amount to be raised from taxation. (Majority vote required).* **MOTION:** J. Carnie **MOVED** to amend Article Five with the suggested wording from the DRA. **SECOND:** L. Steadman. **VOTE on amendment:** Voice vote-yes. **Amendment passes.** **DISCUSSION:** It was explained the School Board supports this motion. **MOTION:** N. Moriarty **MOVED** to call the question. **SECOND:** P. Shearing **VOTE:** Voice vote-yes. **Motion passes.** **Moderator Hutwelker declared Article Five will be placed on the ballot as amended.** **MOTION:** E. Kaplan **MOVED** to restrict reconsideration of Article Five. **SECOND:** P. Shearing. **VOTE:** Voice vote-yes. **Motion passes.**

ARTICLE SIX: To see if the Monadnock Regional School District will vote to discontinue the 1975 Capital Reserve Fund and will transfer the funds accumulated with interest to date of withdrawal be transferred to the

Districts 2009 Building Capital Reserve. (Note: accumulated funds are approximately \$1,475.00) The School Board supports this article. The Budget Committee supports this article. (Majority vote required). J. Fortson explained the suggested wording from the DRA. **The following is suggested language for the DRA.**

ARTICLE SIX: *To see if the Monadnock Regional School District will vote to discontinue the 1975 Capital Reserve Fund. (Note: accumulated funds are approximately \$1,475.00) The School Board supports this article. The Budget Committee supports this article. (Majority vote required).* **MOTION:** L. Steadman **MOVED** to amend Article Six with the suggested wording from the DRA. **SECOND:** Man in audience. **MOTION:** N. Moriarty **MOVED** to accept Article Six as amended. **SECOND:** Man in audience. **VOTE:** Voice Vote-yes. **Motion passes. Moderator Hutwelker declared Article Six to be placed on the ballot as amended.**

ARTICLE SEVEN: To see if the Monadnock Regional School District will vote to approve the cost items included in the three-year Collective Bargaining Agreement reached between the Monadnock Regional School Board and the Monadnock District Education Association (MDEA) for the following increases in wages and benefits at the current staffing levels.

The Agreement includes provisions that change the method of employee/employer cost sharing. Currently, the District funds a health insurance pool in the amount of \$2,531,838. Going forward, the District will pay Ninety Five percent (95%) of the Anthem Blue \$20 In Patient Deductible Plan for years 1 through 3 of the contract. Any unexpended funds in the health insurance pool will be used to pay or offset the District’s share of insurance and the \$1,000 insurance opt-out increase over the three years of the contract.

The district will not pay an estimated \$76,000 for a “sixth class” at the high school if this contract passes. Since this stipend is considered a cost that we are obligated to pay under the current contract, this amount is included in the proposed operating and default budgets. As a result, if this contract passes, the operating budget would be reduced by the stipend and wage related costs.

The estimated increase in the costs for wages and benefits under the collective bargaining agreement are as follows:

Year	Estimated Increase:	
2016-17	\$200,450	Salaries (2.36% increase)
	\$ 4,000	Increase in stipend for teaching two grades
	\$ 4,000	Stipend for overnight trips
	\$ 8,000	Additional costs for professional development
	\$ 5,225	Increase for unused sick days in excess of 110 days
	\$ 1,000	Increase in stipend for class coverage
	<u>\$ 51,930</u>	Wage-driven benefits (Social Security, NHRS, etc.)
	\$274,605	Total
2017-18	\$178,410	Salaries (2.06% increase)
	<u>\$ 41,605</u>	Wage-driven benefits (Social Security, NHRS, etc.)
	\$220,015	Total
2018-19	\$ 174,910	Salaries (1.97% increase)
	<u>\$ 40,789</u>	Wage-driven benefits (Social Security, NHRS, etc.)
	\$215,699	Total

And further to raise and appropriate the sum of **\$274,605** for the 2016-17 fiscal year, such sum representing the additional cost attributable to the increase in wages and benefits over those of the appropriation at current staffing levels paid in the 2015-16 year. The School Board supports this appropriation. The Budget Committee does not support this appropriation. (Majority vote required). J. Fortson explained the suggestions being made by the DRA in regards to Article Seven. The suggestions are to remove paragraph two and paragraph three. The DRA is also suggesting stating the amount of insurance for the three years of the contract. **MOTION:** P. Shearing **MOVED** to postpone the discussion on Article Seven until later in the meeting. **SECOND:** N. Moriarty. **VOTE:** Voice vote-yes. **Motion passes.**

ARTICLE EIGHT: Shall the voters of the Monadnock Regional School District raise and appropriate the amount of \$59,645.00 for the purpose of funding a part-time School Resource Officer at the High School/Middle School? This position is in addition to the Districtwide School Security Officer which is currently funded in the operating budget. The school Board supports this appropriation. The Budget Committee does not support this appropriation. (Majority vote required) B. Faulkner explained the School Board heard from parents and the administration regarding the discipline issues, substance abuse and other events and needs. The SSO provides solutions and guidance to some of the issues. The School Board put the SRO in the budget but took it out and placed it on a separate warrant. The proposed SRO is in response to what the Board has heard. W. Lechlinder said the Budget Committee supported the SRO but the Board feels they need both the SSO and the SRO. The Budget Committee does not agree with both positions. **MOTION:** W. Martel **MOVED** to amend Article Eight to \$1.00. **SECOND:** N. Moriarty. **DISCUSSION:** W. Martel said we just made a change to the budget. If the warrant passes the Board can spend it on anything they wish. L. Steadman said once the funds are designated in an article they can only be spent for that specific purpose. **MOTION:** E. Kaplan **MOVED** to call the question. **SECOND:** P. Shearing. **VOTE:** Standing vote: yes-12 and no-62. **Motion fails.** J. O'Shaughnessy clarified the use of the funds in the SRO article. T. Mattson is opposed to the SRO. He said there is no mention of a policy for use of force or for a criminal charge. The School Board has not placed enough security or policies. We had an active gun issue at the MS/HS. The principal took care of the issue. We held our administration to a higher standard. He is not convinced we need guns. M. Nolan said we do not need a SRO. Most likely if there is an issue the SRO will not be in a different part of the school. We have an SSO and we have the teachers and personnel to take care of the situation. He said the cost is \$59,645.00 for a part time SRO. The Town of Swanzey will use the SRO the other part of the time. This has not been thought out. K. Nicholson said the SSO does not carry a gun. It is not an active officer for Swanzey. J. Smith said having a police officer in the school is a great safety and security to this building. He is sure Connecticut wished they had said that as well. P. Bauries said the SRO verses the SSO. The SRO carries a gun and the SSO does not. Our full time SSO is in place now. The SRO would be a police officer. We all want our staff and children to be safe. We value all students in the District. The SRO is employed by Swanzey and will not be utilized in the other schools in the District. We have a proposal to secure the double doors at the MSHS. The report from the administration and the SSO is the discipline issues have dropped substantially. P. Shearing said the Board is asking for a part time SRO at the MS/HS and we have a SSO in the amount of \$55,000.00 plus benefits. We are paying \$59,645.00 for the SRO and with the cost of the two positions we could have a full time SRO. N. Moriarty said the Police Chief of Swanzey made this recommendation for the part time SRO. P. Shearing said the SRO is not just a man standing in the hallways. He will be around with a gun and be most efficient. N. Moriarty said he does not like scare tactics. There has never been a SRO to stop a killing. M. Blair said the school is a bit quieter. He said the SRO and SSO are different in what they can do. The biggest threat is heroin. He would rather have the SRO here to legally handle this issue and be proactive. The problem is here. He is in

support of the motion. He is in favor of having a person at the elementary schools and the MS/HS. J. Smith thanked M. Blair for his comments. The SSO will travel to the District elementary schools and the SRO will be at the MS/HS. **Call the question. VOTE:** Voice vote-yes. **Moderator Hutwelker declared Article Eight will be placed on the ballot as presented.**

MOTION: M. Blair **MOVED** to address Article Nine and Article Ten prior to addressing Article Seven. **SECOND:** J. Smith. **DISCUSSION:** J. Smith asked to address Article Seven after the information has come back regarding Article Seven. **VOTE:** Voice vote-yes. **Motion passes.**

ARTICLE NINE: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$39,500 to perform renovations to the multimedia sound systems at each of the district's school facilities, including the Monadnock Regional Middle High School gymnasium, library, auditorium, athletic tower, and the multi-purpose rooms at Cutler, Emerson, Gilsum and Troy. The School Board supports this article. The Budget Committee supports this article. (Majority vote required) B. Faulkner and W. Lechlinder spoke in support of Article Nine. **MOTION:** K. Nicholson **MOVED** to call the question. **SECOND:** P. Shearing. **VOTE:** Voice vote-yes. **Motion passes. Moderator Hutwelker declared Article Nine to be placed on the ballot as presented. MOTION:** E. Kaplan **MOVED** to restrict reconsideration on Article Eight and Article Nine. **SECOND:** K. Nicholson. **VOTE:** Voice vote-yes. **Motion passes.**

ARTICLE TEN: Shall the Monadnock Regional School District receive and approve the reports of the agents, auditors, committees and officers chosen as printed and distributed in the Annual Report? (Majority vote required). **MOTION:** N. Moriarty **MOVED** Article Ten to be placed on the ballot as presented. **SECOND:** P. Shearing. **VOTE:** Voice vote-yes. **Motion passes. Moderator Hutwelker declared Article Ten to be placed on the ballot as presented. MOTION:** E. Kaplan **MOVED** to restrict reconsideration of Article Ten. **SECOND:** P. Shearing. **VOTE:** Voice vote-yes. **Motion passes.**

ARTICLE SEVEN: To see if the Monadnock Regional School District will vote to approve the cost items included in the three-year Collective Bargaining Agreement reached between the Monadnock Regional School Board and the Monadnock District Education Association (MDEA) for the following increases in wages and benefits at the current staffing levels.

The Agreement includes provisions that change the method of employee/employer cost sharing. Currently, the District funds a health insurance pool in the amount of \$2,531,838. Going forward, the District will pay Ninety Five percent (95%) of the Anthem Blue \$20 In Patient Deductible Plan for years 1 through 3 of the contract. Any unexpended funds in the health insurance pool will be used to pay or offset the District's share of insurance and the \$1,000 insurance opt-out increase over the three years of the contract.

The district will not pay an estimated \$76,000 for a "sixth class" at the high school if this contract passes. Since this stipend is considered a cost that we are obligated to pay under the current contract, this amount is included in the proposed operating and default budgets. As a result, if this contract passes, the operating budget would be reduced by the stipend and wage related costs.

The estimated increase in the costs for wages and benefits under the collective bargaining agreement are as follows:

Year	Estimated Increase:	
2016-17	\$200,450	Salaries (2.36% increase)
	\$ 4,000	Increase in stipend for teaching two grades
	\$ 4,000	Stipend for overnight trips
	\$ 8,000	Additional costs for professional development
	\$ 5,225	Increase for unused sick days in excess of 110 days
	\$ 1,000	Increase in stipend for class coverage
	<u>\$ 51,930</u>	Wage-driven benefits (Social Security, NHRS, etc.)
	\$274,605	Total
2017-18	\$178,410	Salaries (2.06% increase)
	<u>\$ 41,605</u>	Wage-driven benefits (Social Security, NHRS, etc.)
	\$220,015	Total
2018-19	\$ 174,910	Salaries (1.97% increase)
	<u>\$ 40,789</u>	Wage-driven benefits (Social Security, NHRS, etc.)
	\$215,699	Total

And further to raise and appropriate the sum of **\$274,605** for the 2016-17 fiscal year, such sum representing the additional cost attributable to the increase in wages and benefits over those of the appropriation at current staffing levels paid in the 2015-16 year. The School Board supports this appropriation. The Budget Committee does not support this appropriation. (Majority vote required). J. Fortson explained the suggestions being made by the DRA in regards to Article Seven. The suggestions are to remove paragraph two and paragraph three. The DRA is also suggesting stating the amount of insurance for the tree years of the contract. **MOTION:** P. Shearing **MOVED** to postpone the discussion on Article Seven until later in the meeting. **SECOND:** N. Moriarty. **VOTE:** Voice vote-yes. **Motion passes. (It is later in the meeting)** Moderator Hutwelker stated the body cannot amend Article Seven. It is a negotiated contract. E. Kaplan also said the numbers cannot be changed. J. Fortson said the amendment by the State DRA explain you need to notice the \$510,000.00 health insurance pool. It was also suggested to remove paragraph two and paragraph three. The unexpended fund balance numbers need to be stated. **The following is Article Seven as suggested by the DRA: *ARTICLE SEVEN: To see if the Monadnock Regional School District will vote to approve the cost items included in the three-year Collective Bargaining Agreement reached between the Monadnock Regional School Board and the Monadnock District Education Association (MDEA) for the following increases in wages and benefits at the current staffing levels.***

The estimated increase in the costs for wages and benefits under the collective bargaining agreement are as follows:

Year	Estimated Increase:	
2016-17	\$200,450	Salaries (2.36% increase)
	\$ 4,000	Increase in stipend for teaching two grades
	\$ 89,257*	Insurance
	\$ 4,000	Stipend for overnight trips
	\$ 8,000	Additional costs for professional development
	\$ 5,000	Increase for tuition reimbursement

\$ 1,225	<i>Increase in stipend for class coverage/substitute</i>
<u>\$ 51,930</u>	<i>Wage-driven benefits (Social Security, NHRS, etc.)</i>
\$363,862	<i>Salaries and Benefits</i>

**\$89,257 to come from the unassigned fund balance*

2017-18	\$178,410	<i>Salaries (2.06% increase)</i>
	\$175,912**	<i>Insurance</i>
	<u>\$ 41,605</u>	<i>Wage-driven benefits (Social Security, NHRS, etc.)</i>
	\$395,927	<i>Salaries and Benefits</i>

***\$175,912 to come from the unassigned fund balance*

2018-19	\$ 174,910	<i>Salaries (1.97% increase)</i>
	\$188,195***	<i>Insurance</i>
	<u>\$ 40,789</u>	<i>Wage-driven benefits (Social Security, NHRS, etc.)</i>
	\$403,894	<i>Salaries and Benefits</i>

****\$188,195 to come from the unassigned fund balance*

And further to raise and appropriate the sum of \$363,862 for the 2016-17 fiscal year, such sum representing the additional cost attributable to the increase in wages and benefits over those of the appropriation at current staffing levels paid in the 2015-16 year. Further authorize the sum of \$89,257 to come from unassigned fund balance. The School Board supports this appropriation. The Budget Committee does not support this appropriation. (Majority vote required)

J. O'Shaughnessy said the DRA's request is for the article to reflect the cost in the amendment. It needs to state "raised and appropriated" regarding the pool. **MOTION:** P. Shearing **MOVED** to accept the amendments as suggested by the DRA. **SECOND:** L. Steadman. **DISCUSSION:** B. Faulkner said the School Board voted to support this contract. The teachers are a part of a team to educate our kids. It is important to treat the teachers fairly in order to attract the best talent. He would like to commend the Negotiating Committee and the teachers. The process was long with fair results. We did not get everything we asked for and either did the teachers. We now have a fixed price on the health insurance, a shared payment and we removed troublesome language. The salary structure maintains competitive compensation which is attractive and keeps the staff we have. The contract is fair with a modest impact with just over 2% on the salaries in the first year. W. Lechluder commented the Budget Committee does not support Article Seven. We did not get this contract until the 11th hour. He commented on the \$510,000.00 for the insurance. He said we are asking a lot in the rest of the articles. This is not the time for this. J. O'Shaughnessy was asked to speak. J. Carnie was opposed to allowing him to speak because he was part of the negotiating process. **MOTION:** P. Shearing **MOVED** to allow J. O'Shaughnessy to speak on behalf of the contract. **SECOND:** N. Moriarty. **DISCUSSION:** J. Carnie said J. O'Shaughnessy is not able to give an impartial decision because he wrote and was in attendance for the proposed contract. It is unfair for him to be here. He would be subject to the PELRB. **VOTE:** Voice vote-yes. **Motion passes.** **MOTION:** N. Moriarty **MOVED** to move the funds now in the teacher's health insurance pool estimated to be \$510,000.00 on June 30, 2016 to the general fund on June 30, 2016. The estimated \$510,000.00 from the teacher's health insurance pool is to be returned to the taxpayers in the fall of 2016. **SECOND:** T. Parker. **DISCUSSION:** N. Moriarty said people are losing their homes. J. O'Shaughnessy assisted the Board with

negotiations. He did not write the article. J. Fortson and DRA wrote the article. The amendment would only affect the School Board's ability to cover the insurance costs in the contract. S. Biddle asked about the unassigned fund balance. J. Fortson explained. S. Biddle said the three years of insurance is less than the \$510,000.00 and would the rest of the \$510,000.00 go back to the taxpayers. S. Biddle commented the contract increase is over 1.1 million for the three years. He also stated the teachers will receive a 7% wage increase over the contract period. **Friendly amendment:** L. Steadman moved to remove the asterisks and the notations in the article for the amendment. N. Moriarty and T. Parker accepted the friendly amendment. J. Carnie said the original article was not voted on. You need to go back and discuss the article as amended. **N. Moriarty and T. Parker withdraw the friendly amendment and N. Moriarty and T. Parker withdraw their original motion. MOTION:** N. Moriarty **MOVED** to accept the recommendation from DRA, move the funds now in the teacher's health insurance pool estimated to be \$510,000.00 on June 30, 2016 to the general fund on June 30, 2016. The estimated \$510,000.00 from the teacher's health insurance pool to be returned to the taxpayers in the fall of 2016 and to remove the asterisk and asterisk amounts from the article. **SECOND:** T. Parker. **DISCUSSION:** John Greer of Fitzwilliam asked how the \$510,000.00 would be divided into the towns if it was returned. J. Fortson explained it is calculated by the DOE and the DRA. It is based on the daily membership and the daily equalization. The amount will offset what the District bills each town. B. Mitchell is concerned the insurance balance if unfunded will invade the operating budget to cover it. D. Coffman said this will correct a wrong. We have extra funds that need to come back to the taxpayers. L. Steadman said we cannot change the Negotiating Committee's agreement. The items are here. This information is on a signed TA. It is part of the agreement. J. O'Shaughnessy said we are not changing the agreement. We still have an obligation. Any funds at the end of the year lapse unless we put it in a fund or in the contract. We still have the funds in the contract. S. Biddle said the original article completely did not mention the \$510,000.00. The new language does. This year the taxpayers will receive \$510,000.00 back and the \$89,257.00 is the impact. J. Carnie said S. Biddle is correct. The DRA suggested the language and he suggested the number at the Public Hearing. Any information had to be presented at the Public Hearing which did not happen. Why a Budget Committee if in fact the Budget Committee is side stepped. We did not give the people the original cost. This contract at the very end was not an adequate understanding. We need to correct what is illegal. M. Nolan asked what an unassigned fund balance is. J. Fortson explained. **VOTE:** Standing vote yes-28, no-38. **Motion fails. MOTION:** P. Shearing **MOVED** Article Seven to be placed on the ballot as amended by the DRA. **SECOND:** L. Steadman. **DISCUSSION:** Moderator Hutwelker stated the State has said we are legal as opposed to what J. Carnie has said. Today we are not going to discuss if it is legal or illegal. J. Carnie said the amendment adds the insurance costs to come out of the unassigned fund balance. He said none of the numbers for the health insurance were present at the Public Hearing. He read RSA 32:V. Moderator Hutwelker said if article is incorrect we will be contacted by the DRA. J. Carnie said the DRA does not address legal issues. J. O'Shaughnessy cited RSA 32: V (b) and 40 13: IV. In his opinion it is legal. J. Carnie would respectfully disagree. M. Nolan spoke of the increases from year to year on the teacher's health insurance. He said it is ludicrous. B. Faulkner said we cannot predict the insurance rates. We negotiate with the insurance company. This is the best estimate. J. Fortson said the GMR is 7%. The figure shows the increase. M. Nolan asked about the \$4000.00 for overnight trips. B. Faulkner said all sixth grade students in the District attend the Ferry Beach Overnight Field Trip for the week. The teachers are chaperones and are away from their families. This is to compensate the teachers. M. Nolan commented on the 95% paid by the District for the teacher's health insurance and the teachers paying 5% is way out of line. He does not understand we are being let down by the School Board. We need to correct this. The 95% is way out of line. S. Biddle asked J. Fortson to explain the unassigned fund balance. J. Fortson explained. B. Mitchell is in favor of the article as amended. The \$510,000.00 was discussed in public and by the School Board and Budget Committee. The best advice is to expend the \$510,000.00 and not raise additional funds. It was explained the

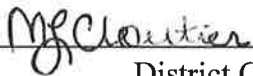
95% is for a certain driver, next year it will be 87%-13%. J. Carnie said the \$510,000.00 pool established in 2012 was to be used for the teacher's health insurance. There is nothing in the contract that says it can be carried over to future years. The funds should go back to the taxpayers. It was never presented to the taxpayers. The funds are an attempt to be used as non-lapsing. The contract says it ends on June 30, 2016. D. Coffman said we have known about the contract but not that it was a 3 year contract. He does not know what is in this contract. We cannot have an increase. Bring the next contract to the appropriate committee in the appropriate time. Put the right people on the School Board and MDEA. B. Mitchell takes great exception that any party had misrepresentation regarding this contract. The \$510,000.00 was brought up many times and the TA stated the funds coming out of the \$510,000.00 unassigned balance. L. Steadman said two really good teams took a long time on the contract and came down to the wire. She feels good about the contract and would urge the voters to support it. W. Lechlinder said we did not have enough knowledge about the contract. We are not in support of this contract. We needed this information sooner. S. Biddle called for a point of order he stated the original article did not show all the ins. costs. **MOTION:** P. Shearing **MOVED** to call the question. **SECOND:** A. Hopkins. **VOTE: Moderator Hutwelker declared Article Seven to be placed on the ballot as amended.** **MOTION:** E. Kaplan **MOVED** to restrict reconsideration of Article Seven. **SECOND:** P. Shearing. **VOTE:** Voice vote-yes. **Motion passes.**

ARTICLE ELEVEN: To listen to opinions of a purely advisory nature with regards to the conduct of school affairs for the ensuing year. (Majority vote required). M. Nolan suggested using the resources in the region. We need to be innovative. We have businesses that are willing to help. Moderator Hutwelker explained the School Board meets every other Tuesday and the Budget Committee meets on the 4th Tuesday of the month. He would encourage people to attend the meetings and run for office. **Moderator Hutwelker declared Article Eight to be placed on the ballot as presented.**

Moderator Hutwelker declared the continuation of this meeting to be on March 8, 2016 when the District will have an opportunity to vote.

By the Monadnock Regional School Board: Given under our hands and seal this 6th day of February, 2016,
Monadnock Regional School Board:

Copy of notice – Attest:



District Clerk

2-19-16

Date