

SOUHEGAN COOPERATIVE SCHOOL DISTRICT



SOUHEGAN COOPERATIVE SCHOOL DISTRICT DELIBERATIVE SESSION 2020

Amherst and Mont Vernon, New Hampshire RULES OF ORDER



SPECIAL RULES OF ORDER PURSUANT TO EMERGENCY ORDER 83

- 1. These Special Rules of Order have been adopted by the Moderator to ensure public health and safety during the declared pandemic and apply only to the Souhegan Cooperative School District 2021 Deliberative Session.
- 2. The Deliberative Session will be held with all participants social distancing and wearing proper face coverings throughout the meeting.
- 3. The theater will be ventilated with ambient air to reduce exposure to potential virus particles.
- 4. Any individual who wishes to participate, but does not agree to wear a mask in the meeting room, will be directed to a separate room in the building reserved for non-mask wearing participants. The room will have a video feed of the meeting and an assistant moderator to manage voting by the registered voters in attendance.
- 5. The Deliberative Session is being broadcast via Zoom and the public is invited to observe the proceedings in real-time or via streaming/rebroadcast.
- 6. There are no provisions in the RSA's or the Governor's Executive Orders to allow remote voting, thus, only registered voters in attendance will be eligible to vote on the warrant articles.

RULES OF ORDER



- 1. Smoking is prohibited on school property.
- 2. Every resident who wishes to vote must have checked in with the Supervisors of the Checklist outside the auditorium door and have a color-coded ID dot visible on their clothing.
- 3. Each voter will be given a color-coded note card. At the call for any votes required, please hold up your card and indicate your aye or nay vote, respectively.
- 4. This meeting is subject to the state Right to Know law (RSA 91-A) and as such we are required to maintain a complete and accurate record of all actions of the meeting. To ensure the accuracy of the record, each speaker is required to begin any and all comments by stating their name and address. Each member of the meeting making a motion must begin by stating their name and address and each member seconding a motion must do the same. This procedure will enable the moderator and clerk to maintain an accurate record and for viewers of the live or recorded broadcast to follow the actions of the meeting.
- 5. There are two microphones on the floor no speaking from your seat, please. **Please remember to get close to the microphone** and state your NAME & ADDRESS. Either microphone may be used to discuss the article and/or to amend the articles, call the question, etc.
- 6. All motions must be presented in writing to the Moderator and must include the name and address of the voter making the motion.
- 7. The moderator will not accept amendments to amendments. The meeting will vote on one amendment at a time. All amendments must be submitted in writing.
- 8. There will be a three minute time limit to state your opinion at the microphone.

RULES OF ORDER (Cont.)



- 9. The Moderator will recognize District employees who might not be residents to speak on matters of their expertise at the request of the Board. All other non-residents may only speak with the consent of the body.
- 10. No one may speak a second time until all who wish to speak a FIRST time have done so.
- 11. Any Motion from the floor to call the question......will be recognized ONLY after those at the microphone at the time of motion have had their turn to speak...or if they wish, of their own volition, to relinquish the right to speak.
- 12. If there is an approved request for a vote by secret ballot (RSA 40:4-a), voters will proceed to the lobby. The voter will then present the Assistant Moderator on duty with the voter card given to them when they initially checked in. The Assistant Moderator will provide a ballot and mark the voter card to indicate that the voter has received a ballot. The voter will then vote and deposit the paper ballot in the voting box and return to their seat. This same procedure will be followed for each secret ballot vote taken during the evening.
- 13. At the close of discussion and voting for each warrant article, the moderator will put the warrant on the ballot and accept a motion to "Restrict Reconsideration of the WORDING of that article". This is for your protection. After you restrict reconsideration, should someone request reconsideration at a later hour of an article whose wording was previously approved, it cannot come up again.
- 14. The moderator will ask the meeting to revisit "Where we are" insofar as finishing the agenda at 10:45pm and based on the will of the body, accept a motion to recess or continue until completion.

ELECTION OF OFFICERS



Article 1. Election of Officers (voting by official ballot June 8, 2021)

"To the following school district offices:

a.To choose one (1) school board member for the ensuing three (3) years:"



WE ARE A TOP-NOTCH SCHOOL SYSTEM

Academics Mastery Education Financially



NEASC ACCREDITATION



"71% of students, 92% of staff, and 78% of parents agree... expectations are challenging."

"One of the great strengths of the Souhegan school community is its core values and the impressive impact of its core values and beliefs about learning."

"91% of students agree the school's core values and beliefs are actively reflected in the school culture."

"The curriculum at Souhegan... strongly emphasizes depth of understanding and application of knowledge through inquiry and problem-solving, higher-order thinking, cross-disciplinary learning, authentic learning opportunities... and ethical use of technology."

http://bit.ly/neasc-2019

SAT Results Reading & Writing



Reading and Writing SAT Results - Fall 2020			
	Mean Score	Percent Meeting Grade 11 Benchmark (460)	Percent Meeting Grade 12 Benchmark (College and Career Ready) (480)
Souhegan	581	95%	90%
New Hampshire	529	Not Reported	69%

SAT Results Mathematics



Mathematics SAT Results - 2020			
	Mean Score	Percent Meeting Grade 11 Benchmark (510)	Percent Meeting Grade 12 Benchmark (College and Career Ready) (530)
Souhegan	563	74%	68%
New Hampshire	513	Not Reported	44%

Athletic Student Success

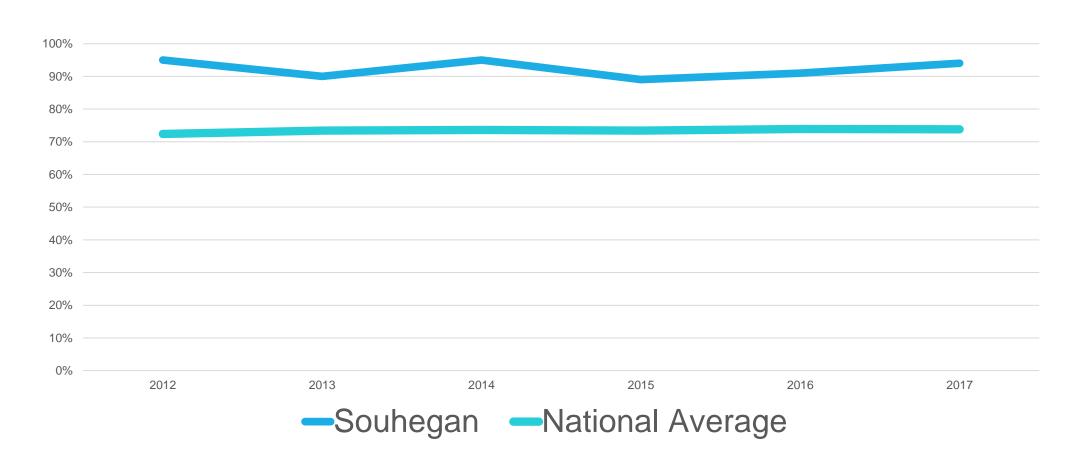


→ 633 Total Participating Athletes

Fall Sports	Winter Sports	Spring Sports
Cross Country	Alpine Skiing	Baseball
Field Hockey	Basketball (Girls & Boys)	Lacrosse (Girls & Boys)
Football	Bowling	Tennis (Girls & Boys)
Golf	Gymnastics	Track & Field
Soccer (Girls & Boys)	Ice Hockey (Girls & Boys)	Softball
Spirit	Indoor Track	Volleyball (Boys)
Volleyball (Girls)	Nordic Skiing	
	Swimming	
	Wrestling	

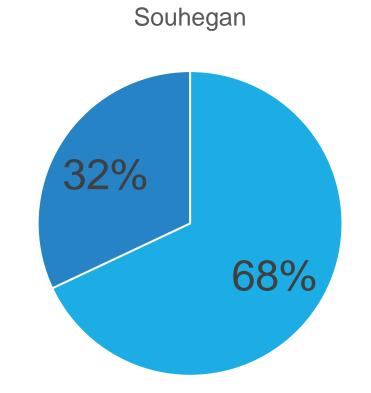
FIRST YEAR COLLEGE PERSISTENCE



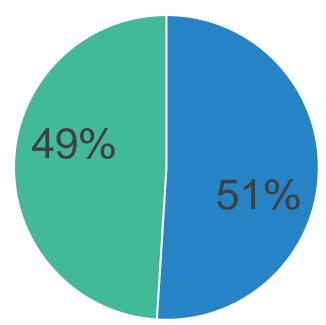


COLLEGE COMPLETION RATES – CLASS OF 2012



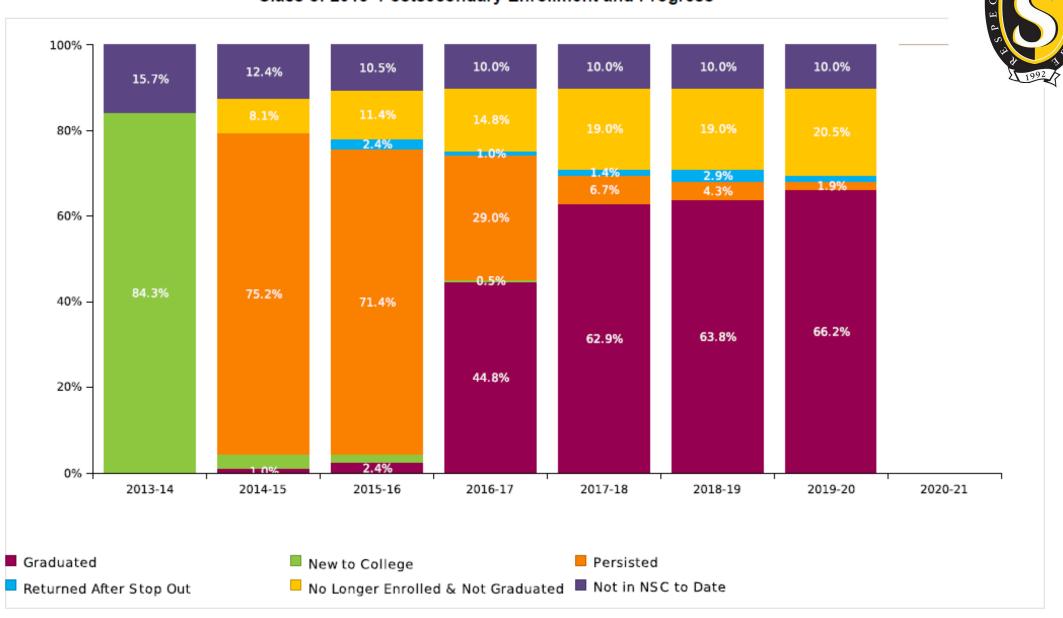






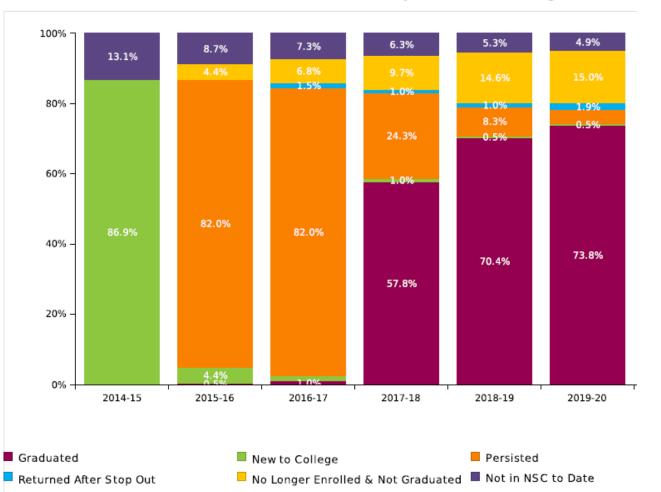
* National Student Clearinghouse Six-Year College Completion Rates for Class of 2012, Public Non-Charter Schools Low Minority/High Income Schools

Class of 2013 Postsecondary Enrollment and Progress

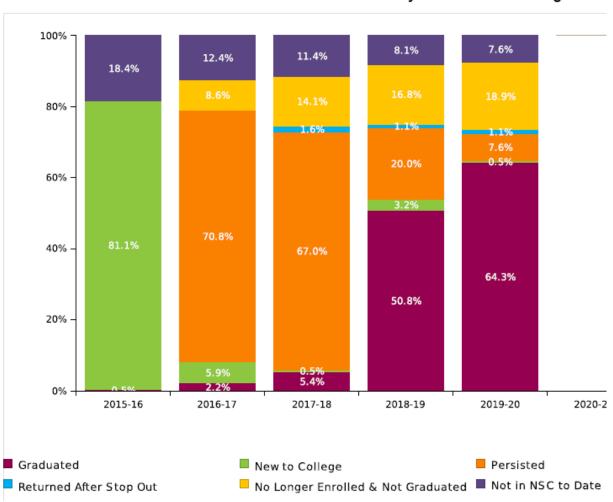


TRUST COUR A 1992

Class of 2014 Postsecondary Enrollment and Progress



Class of 2015 Postsecondary Enrollment and Progress



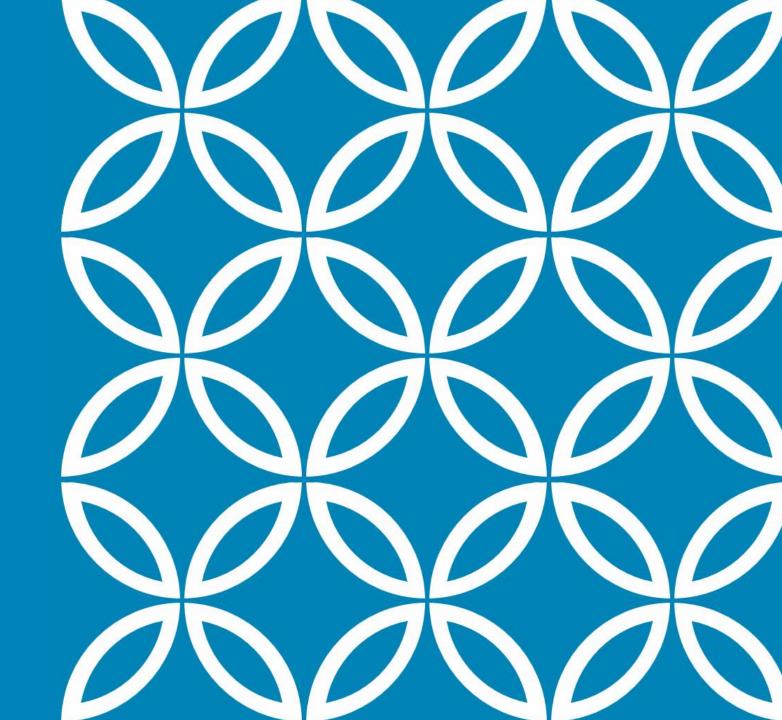


WHERE ARE WE GOING?



PERSONALIZED LEARNING PATHWAY FOR EVERY STUDENT





Top 15 Skills for 2025



1	Analytical thinking and innovation
2	Active learning and learning strategies
3	Complex problem-solving
4	Critical thinking and analysis
5	Creativity, originality and initiative
6	Leadership and social influence
7	Technology use, monitoring and control
8	Technology design and programming

9	Resilience, stress tolerance and flexibility
10	Reasoning, problem-solving and ideation
11	Emotional intelligence
12	Troubleshooting and user experience
13	Service orientation
14	Systems analysis and evaluation
15	Persuasion and negotiation

Source

Future of Jobs Survey 2020, World Economic Forum.

The Jobs Landscape in 2022



emerging roles, global change by 2022

declining

roles,

global

change

by 2022



75 Million

Top 10 Emerging

- 1. Data Analysts and Scientists
- 2. Al and Machine Learning Specialists
- 3. General and Operations Managers
- 4. Software and Applications Developers and Analysts
- 5. Sales and Marketing Professionals
- 6. Big Data Specialists
- 7. Digital Transformation Specialists
- 8. New Technology Specialists
- 9. Organisational Development Specialists
- 10. Information Technology Services

Top 10 Declining

- Data Entry Clerks
- 2. Accounting, Bookkeeping and Payroll Clerks
- 3. Administrative and Executive Secretaries
- 4. Assembly and Factory Workers
- 5. Client Information and Customer Service Workers
- 6. Business Services and Administration Managers
- 7. Accountants and Auditors
- 8. Material-Recording and Stock-Keeping Clerks
- 9. General and Operations Managers
- 10. Postal Service Clerks



HOW ARE WE GOING TO DO IT?

- Mastery Learning
- Anchoring Adult for Every Student
- > A Challenge for Every Student
- An Affordable Next Step

MAIN OBJECTIVE

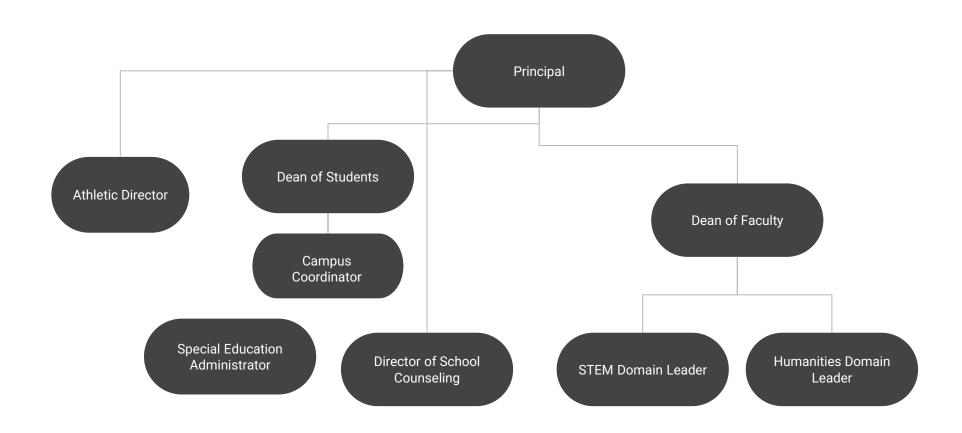


To ensure that the master schedule, administrative organization and staff structure fosters:

- Collaboration
- Teacher agency
- Student agency



SHS Proposed Leadership Structure - FY22





FY22 BUDGET

Pim Grondstra Stephanie Grund





SUMMARY

Budget Goals:

- Pass a budget that supports our continued strategic efforts
- 2. Implement School leadership restructure plan
- 3. Support school facility improvements
- Upgrade school entrance for improved security
- 4. Support the 20-year capital maintenance plan
- 5. Support first year of turf field replacement plan

Warrant Articles:

Budget:

\$19,772,103 (Default: \$19,396,334)

Capital Maintenance Plan:

- School Maintenance Expendable Trust Fund \$163,000

Turf Field Replacement Plan:

 Recreation Revolving fund up to \$85,000 from unassigned fund balance

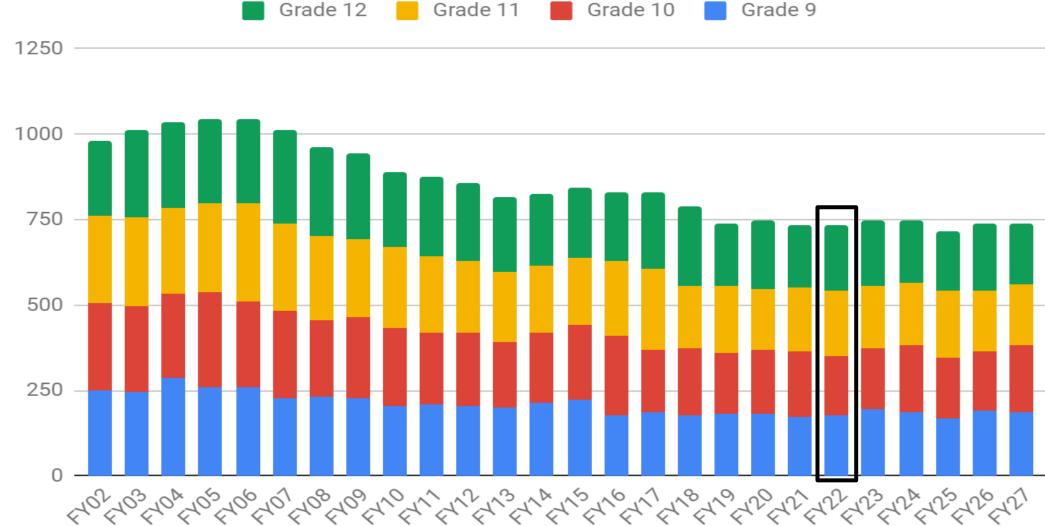




FY21 Approved:		FY22 Proposed:		
Operating Budget	\$18,676,509	Operating Budget	\$19,772,103	5.9% Incr.
Capital Reserve	\$ 100,000	Capital Reserve	\$ 163,000	
		Revolving Fund	\$ 85,000	
		-Turf Field		
Total	\$18 , 776 , 509	Total	\$20,020,103	

ENROLLMENT: STABILIZED





CROSS-BOARD BUDGET COLLABORATION



- Timing of Staffing Agreements
- Facility Planning & Resource Allocation
 - Master Project Plan
 - Funding Plan
 - Joint Facilities Advisory Committee
- Student Programs & Support
 - Individualized Education
- Curriculum Cycle
- School Board Meeting Schedule and Presentations



OPERATING BUDGET

Article 2.

"Shall the Souhegan Cooperative School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling nineteen million seven hundred seventy-two thousand one hundred three dollars (\$19,772,103)? Should this article be defeated, the default budget shall be nineteen million three hundred ninety-six thousand three hundred thirty-four dollars (\$19,396,334) which is the same as last year, with certain adjustments required by previous action of the Souhegan Cooperative School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40: 13, X and XVI, to take up the issue of a revised operating budget only?"

Majority vote required.





Article 2.

Recommended by the Souhegan Cooperative School Board (7-0)

Recommended by the Souhegan Cooperative School District Advisory Finance Committee (5-1)

Estimated tax impact of passing this article is:

\$0.34 per thousand for Amherst and

-\$0.03 per thousand for Mont Vernon.

Estimated tax impact of not passing this article is:

\$0.16 per thousand for Amherst and

-\$0.22 per thousand for Mont Vernon.



BUDGET BY FINANCE CATEGORY

AFC Sub-Committee	FY21 Budget	FY22 School Board Proposed Budget	\$ Change from FY21 to FY22	% Change from FY21 to FY22
Administration	\$2,746,955	\$2,856,752	\$109,797	4.00%
Athletics	\$729,623	\$754,355	\$24,732	3.39%
Curriculum	\$7,188,539	\$7,580,497	\$391,958	5.45%
Facilities	\$1,465,481	\$1,683,508	\$218,027	14.88%
Food/Transportation	\$1,209,405	\$1,219,698	\$10,293	0.85%
Special Education	\$4,534,779	\$4,886,512	\$351,733	7.76%
Technology	\$801,727	\$790,781	-\$10,946	-1.37%
Grand Total	\$18,676,509	\$19,772,103	\$1,095,594	5.87%



Cross-Category Budget Drivers

NH Retirement System increase in rates for teachers and non-teacher

- •Teachers: 18% Increase or \$210,667 (FY21 17.8% to FY22 21.02%)
- •Non-Teachers: 25% Increase or \$97,280 (FY21 11.17% to FY22 14.06%)

Health and Dental Insurance

- Health Insurance maximum increase of 6.3% or \$107,224
- Dental Insurance has no increase in rate

PPC Contract

•2nd Year of 4-year contract increase in FY22 of \$206,626



Category-Specific Budget Drivers

Administration (\$109,797 or 4.00% Increase):

* Principal's review of structure to support teachers and Strategic Vision

Athletics (\$24,732 or 3.39% Increase):

- * NHRS Increase
- * NHIAA Fees

Curriculum (\$391,958 or 5.45% Increase):

- * 2nd Year of PPC Agreement (\$206,626 increase)
- * Goal to continue offering variety of courses to all students
- * Goal to continue work toward Individual Education Plans for students
- * Continued investment in Professional Development to be able to offer AP and Dual Enrollment Courses and to continue *practices of individualized student learning
 - * Principal's review of structure to support teachers and Strategic Vision



Facilities (\$218,027 or 14.88% Increase):

- * Identified repairs for FY22 of \$98,000
- * New Director of Facilities continuing to repair and maintain building and mechanical systems
- * Locker Replacement

Food Service/Transportation (\$10,293 or .85% Increase):

* New bus contract

Special Education (\$351,733 or 7.76% Increase):

- * Added 2 FTE
- * Budget reviewed yearly for services required to support students on IEP and 504 plans

Technology (\$10,946 or 1.37% Decrease):

* 1:1 Laptop Program



SOUHEGAN CPP VS STATE AVG

Enrollment, CPP and State Average



Costs Removed in CPP Calculation

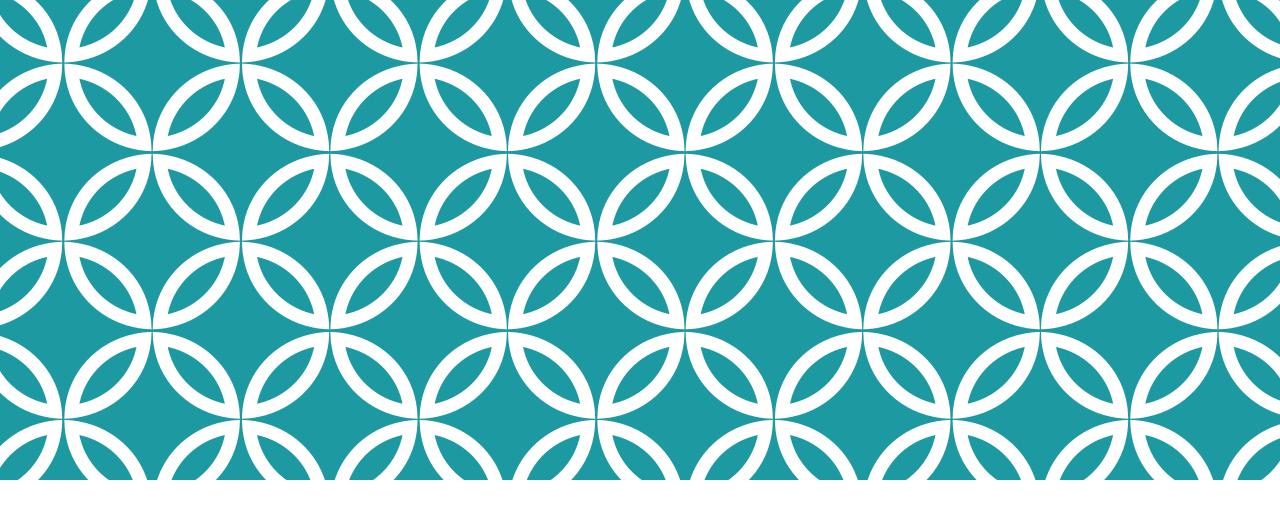


- Food Service Revenue
- Transportation
- Tuition paid to other schools SPED and CTE
- Summer Programs
- Bonding Construction Costs



COVID Funding and Related Expenses

	Revenue	Related Expenses
ESSER I	\$13,730	Transportation Contract
SPSRF #1	\$149,600	\$79k - HVAC \$26K - Custodial support \$15k - Cleaning supplies \$12k - classroom tech equipment \$9k - Nurse & Classroom supplies \$5k - Security Equipment
ESSER II	\$54,607	Waiting on DOE approval
EO #38	\$417,329	\$118k - HVAC \$24k - Temporary custodial staff \$5k - PPE & Cleaning supplies \$2k - Furniture



BUDGET CALCULATIONS

Stephanie Grund



DEFAULT BUDGET CALCULATION



FY21 Budget (all articles)	\$18,776,509	
NHRS Rate Increase	307,940	1.6%
Salaries per Agreement	206,626	1.1%
Special Education Expenses	327,987	1.7%
Other Employee Benefits	49,555	0.3%
Special Education Transportation	76,000	0.4%
Grant Fund	10,250	0.1%
SAU Apportionment	10,795	0.1%
Food Service Fund	-26,946	-0.1%
Regular Education Transportation	-33,235	-0.2%
Remove One-Time Items	-50,000	-0.3%
Remove Special Warrant Article	-100,000	-0.5%
Bond Principal & Interest Reduction	-159,147	-0.8%
Total Changes	<u>619,825</u>	3.3%
FY22 Default Budget	\$19,396,334	

PROPOSED BUDGET CALCULATION



FY22 Default Budget	\$19,396,334	
Locker replacement for locker rooms	75,000	0.4%
Main Entrance Renovation	250,000	1.3%
Facility Related Expenditures	98,213	0.5%
Technology Plan	13,848	0.1%
Other	<u>-61,292</u>	-0.3%
Total Changes	<u>375,769</u>	2.0%
FY22 Proposed	19,772,103	5.3%



FY22 BUDGET

Advisory Finance Committee





CAPITAL MAINTENANCE PLAN

John Glover



CAPITAL MAINTENANCE PLAN WARRANT ARTICLE



Article 3.

"Shall the Souhegan Cooperative School District raise and appropriate the sum of one hundred sixty-three thousand dollars (\$163,000) to be added to the Souhegan School Maintenance Expendable Trust Fund previously established in March 2005?"

Majority vote required

CAPITAL MAINTENANCE PLAN SUPPORT AND TAX IMPACT



Article 3.

Recommended by the Souhegan Cooperative School Board (7-0)

Recommended by the Souhegan Cooperative School District Advisory Finance Committee (6-0)

Estimated tax impact of passing this article is:

\$0.08 per thousand for Amherst and

\$0.08 per thousand for Mont Vernon

CAPITAL MAINTENANCE PLAN SUMMARY



What we have done:

- Completed a comprehensive Capital Needs Assessment for both the Souhegan and Amherst School Districts
- Established a Year-by-Year Plan for the assessed capital needs projects over the next 20 years
- Determined the annual funding required to execute these projects with a consistent tax impact
- Limited annual tax impacts between Souhegan & Amhers to approximately \$650K total (increasing with the CPI)
- Established a Joint Facilities Advisory Committee (Souhegan & Amherst) to help coordinate projects implementation
- Employed skilled tradespersons to keep existing facilities in good condition and identify when replacements are warranted

What we are proposing:

- Continued annual Warrant Article to fund the School Maintenance Expendable Trust Fund (ETF) for these projects
- Complete projects each year in accordance with the Capital Needs Assessment and Year-by-Year Plan
- Adjust implementation as needed based on state of systems to be replaced, emergency repairs, and related factors

CAPITAL MAINTENANCE PLAN 10-YEAR PROJECTS OUTLOOK



	TBD	FY21	FY22*	FY23	FY24	FY25	FY26	FY27	FY28	FY29	FY30	
Operating Budget (Preventative maintenance plan)		\$1,585,481	\$1,433,508									
* Proposed - includes \$75k for locker replacement		0.1,000,100	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,									
Turf Field Replacement (Installed Nov. 2016)								\$340,000 -				
,								\$550,000				
Anticipated life cycle 10 - 12 years												
Priority Capital Improvements Plan (Priority projects p	oulled from Souh	egan 2.0)										
Renovation to secure main entrance			\$250,000									
Locker replacement for boys and girls locker rooms*			See above									
Science labs; fund renovation for one of 3 labs			\$425,000									
Reassess timing of renovation of other 2 labs	\$750,000 -											
	\$850,000 total											
Projects funded by School Maintenance Expenable	Trust Fund (On-											Contributions Total
Expendable Trust Yearly Contribution		\$100,000.00		\$26,260.00	\$84,785.00				-	\$211,579.00		\$1,134,320.00
Expendable Trust Yearly Starting Balance		\$351,528.22	\$514,528.22	\$288,888.22	\$373,673.22	\$277,530.22	\$308,517.22	\$321,479.22	\$434,889.22	\$613,848.22	\$757,644.22	
Crack-Fill and Sealcoat			\$71,800									
Stadium Seating			\$11,474									
Split DX Air Conditioning			\$6,885									
Exhaust Fans			\$12,294									
Emergency Lights			\$2,973									
Smoke/Fire Detection			\$99,985									
Exterior Walls - Brick			\$9,881									
Roof Deck			\$9,289									
Radio Systems			\$27,319									
Classroom Furniture					\$121,724							
Exterior Walls - Metal Panels						\$11,666						
Track and Field							\$44,044					
Crack-Fill and Sealcoat								\$83,236				
Radio Systems									\$32,620			
Controls BMS										\$26,207		
DHW Generation										\$740		
Cafe and Stage Floors										\$30,580		
Radio Systems										\$25,487		
												10 Year Project Plan Total
Project Plan Yearly Total		\$0	\$251,900	\$0						\$83,014		\$628,204
Expendable Trust Yearly Ending Balance		\$351,528.22	\$262,628.22	\$288,888.22	\$251,949.22	\$265,864.22	\$264,473.22	\$238,243.22	\$402,269.22	\$530,834.22	\$757,644.22	

CAPITAL MAINTENANCE PLAN 5-YEAR PROJECTS PLAN



School	Project	FY21	FY22	FY23	FY24	FY25	FY26
SHS	Exp. Trust Contribution	\$100,000.00	\$163,000.00	\$ 26,260.00	\$ 84,785.00	\$ 25,581.00	\$ 42,653.00
SHS	Exp. Trust Starting Balance	\$351,528.22	\$514,528.22	\$288,888.22	\$ 373,673.22	\$ 277,530.22	\$ 308,517.22
SHS	Crack-Fill and Sealcoat		\$71,800				
SHS	Stadium Seating		\$11,474				
SHS	Split DX Air Conditioning		\$6,885				
SHS	Exhaust Fans		\$12,294				
SHS	Emergency Lights		\$2,973				
SHS	Smoke/Fire Detection		\$99,985				
SHS	Exterior Walls - Brick		\$9,881				
SHS	Roof Deck		\$9,289				
SHS	Radio Systems		\$27,319				
SHS	Classroom Furniture				\$121,724		
SHS	Exterior Walls - Metal Panels					\$11,666	
SHS	Track and Field						\$44,044
SHS	Crack-Fill and Sealcoat						
SHS	Radio Systems						
SHS	Controls BMS						
SHS	DHW Generation						
SHS	Cafe and Stage Floors						
SHS	Radio Systems						
SHS	Total	\$0	\$251,900	\$0	\$121,724	\$11,666	\$44,044



CAPITAL MAINTENANCE PLAN

Advisory Finance Committee





TURF FIELD REPLACEMENT

John Glover



TURF FIELD REPLACEMENT WARRANT ARTICLE



Article 4.

"Shall the Souhegan Cooperative School District raise and appropriate the sum of up to eighty-five thousand dollars (\$85,000) to be added to the Souhegan Recreation Revolving Fund previously established in March 2016. This sum to come from the June 30, 2021 unassigned fund balance available for transfer on July 1, 2021. No amount to be raised from new taxation."

Majority vote required

TURF FIELD REPLACEMENT SUPPORT AND TAX IMPACT



Article 4.

Recommended by the Souhegan Cooperative School Board (7-0)

Recommended by the Souhegan Cooperative School District Advisory Finance Committee (6-0)

Estimated tax impact of passing this article is:

\$0.00 per thousand for Amherst and

\$0.00 per thousand for Mont Vernon

Estimated tax impact of not passing this article is:

- -\$0.04 per thousand for Amherst and
- -\$0.04 per thousand for Mont Vernon

TURF FIELD REPLACEMENT PLAN



History of Turf Field

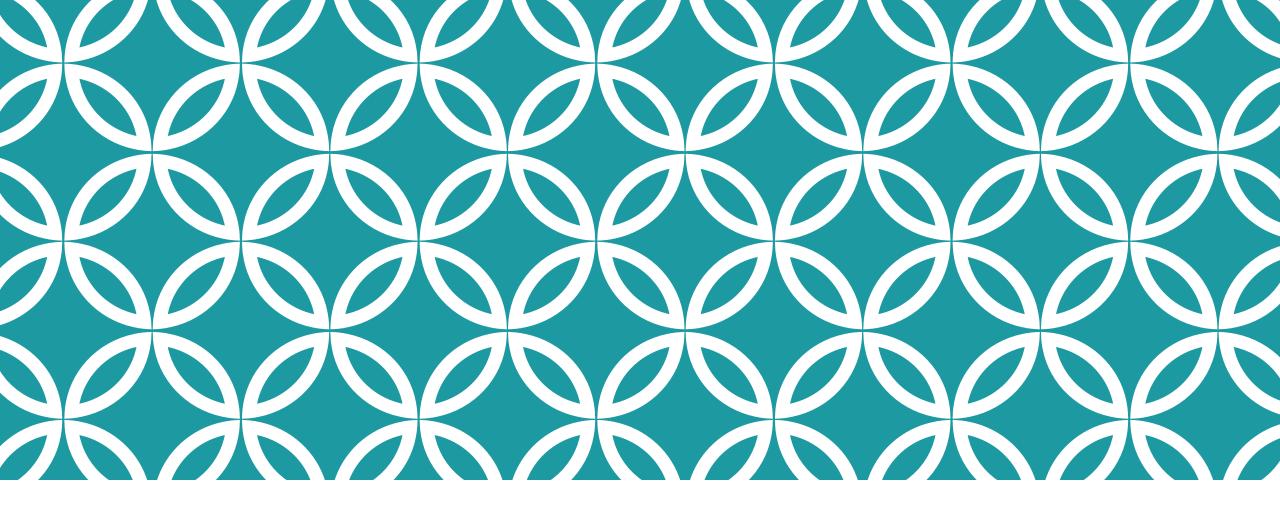
- ➤ Installed in 2016 with a 10-year useful life expectancy
- > Funded by private donation / fundraising campaign
- \triangleright Estimated replacement cost then \cong \$800,000

Current Conditions

- ➤ Highly used by multiple athletic and other events
- > Little to no annual maintenance costs, especially compared to grass fields
- > Revenue generated by 85% of rental fees and fundraising
- \triangleright Current balance of Revolving Fund savings account \cong \$60,000

Replacement Plan

- Useful life now 5 years => replacement plan protects this investment
- \triangleright Estimated replacement cost now \cong \$350-550k => significant decrease since 2016
- > FY22 => add \$85,000 from unassigned fund balance to Revolving Fund
- > Future => add to Revolving Fund based on firm costs and fund balance



TURF FIELD REPLACEMENT

Advisory Finance Committee





REVENUE, TAX IMPACT & THE BALLOT

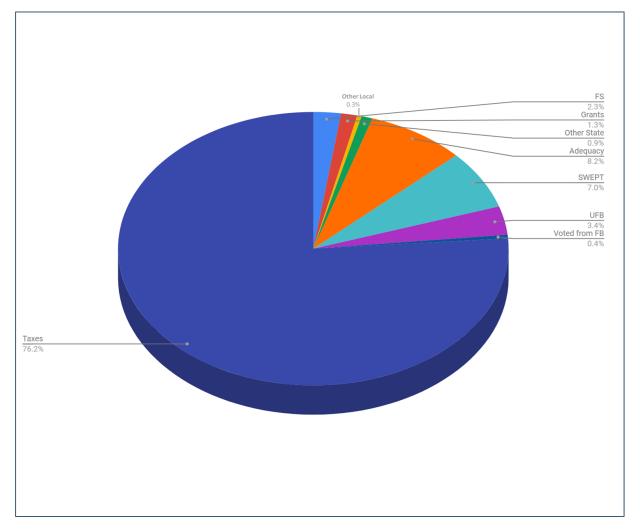
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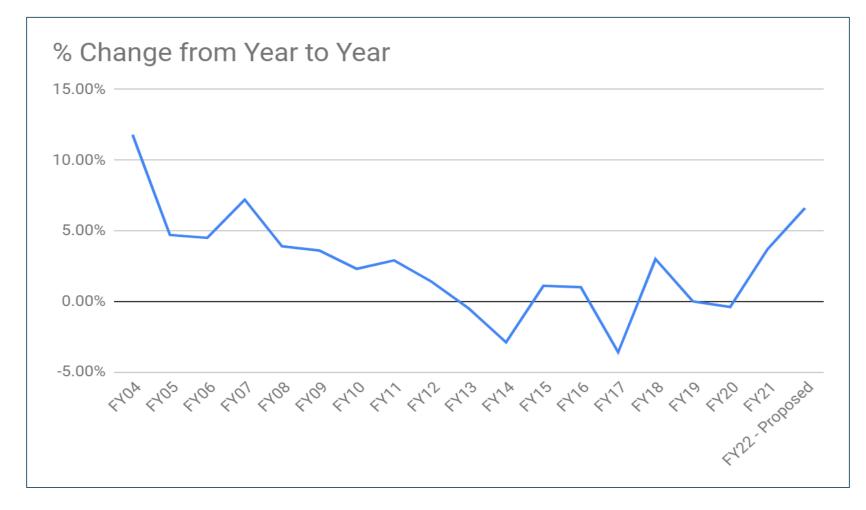


Revenue Summary		
Raised in Taxes	\$1 <i>5</i> ,2 <i>55</i> ,5 <i>5</i> 8	76.1%
State Adequacy		
Grant	\$1,633,077	8.2%
Statewide Education		
Property Tax	\$1,391,764	7.0%
Food Service	\$456,986	2.3%
Voted from Fund		
Balance	\$85,000	0.4%
Est. Unreserved Fund		
Balance	\$675,000	3.4%
Grants	\$267,250	1.3%
Other State	\$182,300	0.9%
Other Local	\$73,168	0.4%
Total	\$20,030,103	100.0%



FY04 to FY22 Total Appropriations

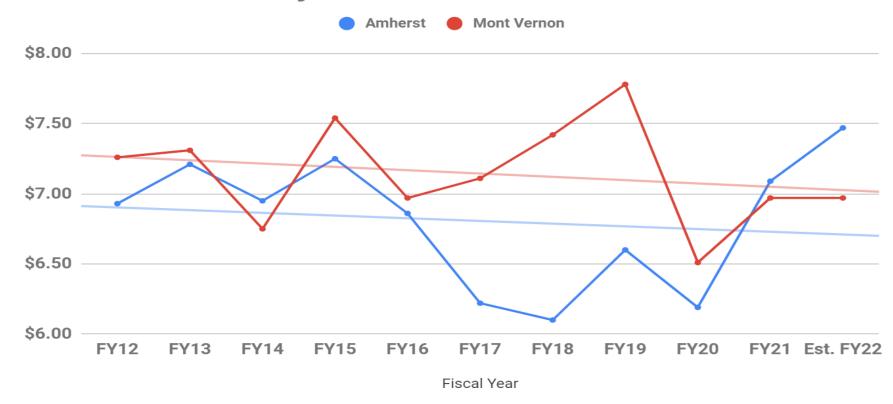




TAX RATES: 10 YEARS

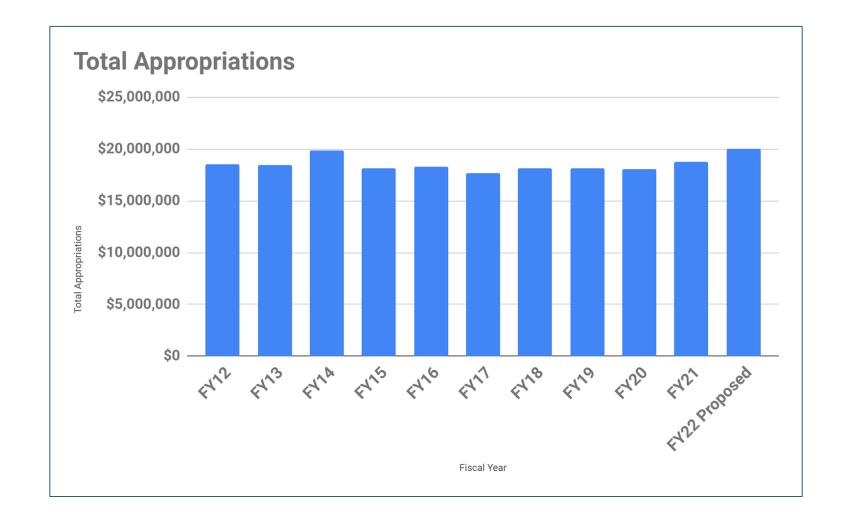


Tax Rate History



BUDGET CHANGE: 11 YEARS





ESTIMATED TAX RATE IMPACT



<u>Per \$1,000</u>	<u>Amherst</u>	<u>Mont Vernon</u>
Operating Budget	\$0.34	-\$0.03
School Maintenance Exp. Trust Fund	\$0.08	\$0.08
Recreation Revolving Fund (Turf Field)	\$0.00	\$0.00
Total	<u>\$0.42</u>	<u>\$0.05</u>

ON THE BALLOT



<u>Article</u>	<u>Purpose</u>	<u>Amount</u>
2	Operating Budget	\$19,772,103
3	School Maintenance Exp. Trust Fund	\$163,000
4	Recreation Revolving Fund (Turf Field)	\$85,000
<u>Total</u>		<u>\$20,020,103</u>

Thank you for your involvement!



Voting June 8