

Souhegan Cooperative School Board

Wednesday, January 10th, 2018

Public Hearing

Administrative Team: Superintendent of Schools- Peter Warburton, Adam Steel- Business Administrator, Rob Scully- Principal SHS. Meg Beauchamp- Director of Student Services, Christine Landwehrle- Director of Curriculum and Professional Development, Bruce Chakrin- Director of Technology, and Brad Freeman- Technology Department.

Souhegan Cooperative School Board- Chair- Howard Brown, Pim Grondstra, David Chen, Steve Coughlan, Amy Facey, and Jim Manning

Minute Taker: Danae Marotta

Public: Lisa Eastland- Ways and Means Committee Member, and Community Members.

I. Call to Order – Chair Howard Brown

Chair Mr. Howard Brown called the Public Hearing to order at 6:00PM.

II. Public Hearing

He then welcomed the public.

Mr. Brown noted that he is the current Board Chair and introduced the other Board Members.

Superintendent of Schools, Mr. Peter Warburton, then then introduced the Administration.

Mr. Brown reviewed Article 2 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 seventeen million, eight hundred and nine thousand, three hundred and one dollars (\$17,809,301)? Should this article be defeated, the default budget shall be seventeen million, six hundred and fifty-two thousand, eight hundred and ninety-seven dollars (\$17,652,897), 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.

He added that if this does not pass, then they will use the default budget.

He then covered the goals.

- Souhegan will be a “destination” high school. (with the reputation of a Top Public high school)

- 34 • Souhegan will make Student Success a priority. (related to outcomes, program of studies,
35 etc.)
- 36 • Souhegan will make Fiscal Discipline a priority. (related to budget and taxpayer cost)
- 37 • Souhegan will be Data Informed. (data wise, related to operations but also, related to
38 student performance and success)
- 39 • Souhegan will make smart technology investments. (mostly to enhance and implement
40 the student experience and achievement, aligned to competency based learning and
41 assessment)

42 He then covered the Key Drivers:

- 43 • Completed strategy and plan targeted for June 2018
- 44 • Enrollment trends allow for redistribution of human resources resulting in savings
- 45 • Savings in transportation: Special education and CTE transportation savings projected,
46 Reduced regular transportation buses
- 47 • Maintenance shared via contract w/ Amherst

48 He added that the plan for the Strategic Plan had been started in 2012 and is continuing.

49 He reviewed the enrollment.

50 He added that with the Operating Budget with the reductions.

- 51 • Reduce Learning Specialist (retirement) (\$112,980)
- 52 • Reduce Paraprofessional (\$ 60,592)
- 53 • Reduce Social Studies teacher (retirement)(\$114,012)

54 He noted the Operating Budget transportation:

- 55 • Special education/career and technical education (“CTE”) transportation savings of
56 \$135,000
- 57 • Regular transportation decrease of \$23,850, Reduction of buses in FY18, Addition of
58 Mont Vernon transportation options adds \$14,000
- 59 • Athletic transportation decrease of \$11,200

60 He then reviewed the Operating Budget: Executive Summary.

- 61 • Decrease of 2.0% (-\$364,885) over FY18:
- 62 Staffing reductions & grant funding: -2.9% (-\$527,866)
- 63 Transportation savings: -0.9% (-\$164,949)
- 64 Security Equipment: +0.1% (\$ 15,000)
- 65 SAU 39 Assessment: +0.1% (\$ 18,024)
- 66 Health Insurance: +0.3% (\$ 55,351)
- 67 Special Education: +0.3% (\$ 60,848)

68 Facilities Upgrades & Maintenance: +0.5% (\$ 84,831)

69 Regular Education (PPC step): +0.6% (\$ 105,115)

70 Everything Else: -0.1% (-\$ 11,239)

71 Default budget is a decrease of \$521,289 (-2.9%)

72 The difference between the default and the proposed is almost +0.9%.

73 Current year enrollment as of 10/1/2017 is 788 (approximately 800 today).

74 Projected enrollment for FY19 is 740.

75 Mr. Brown noted that you can never settle on one count. He then noted the 2.01% decrease.

76 SCSB Vice Chair, Mr. Jim Manning, then reviewed RSA 40:13 He added that if the town votes
77 the budget down they still need to keep operating, although under the default budget. He then
78 reviewed what the default budget calculation is, as, last year's budget, reduced/increased by debt
79 service, contracts and contractual, and reduced by one time expenditures contained in the
80 Operating Budget. He then explained what a one-time expenditure is.

81 He then reviewed the various items that are savings and increases.

82 He added that they are in the Strategic Planning process until June of 2018. That will guide the
83 future, he added that it will get their strategy in place. Because of that, there are things that are at
84 risk, copier, tech infrastructure, athletic stipend, grounds improvement, non-ppc salary increases.
85 He then reviewed the proposed vs the default.

86 In light of that, the Board added the pie chart. He noted that most of the budget is salaries and
87 benefits for the people they employ. He added that a lot of the things are contractual. When you
88 look at a budget there is not a lot of room in terms of controlling costs.

89 He then introduced Mr. Steve Coughlan to discuss Article #3 PPC Agreement.

90 SCSB Member Mr. Steve Coughlan then reviewed that Souhegan is not unionized, they do not
91 have a certified collective bargaining unit but a PPC. He added that last year they were on a one-
92 year agreement and are now at two-year agreement that now that needs to be approved by the
93 voters. He added that what is on the mind of the voters is how much it will cost. He added that
94 those are the projected costs if approved by the voters.

95 *Article 3. "Shall the Souhegan Cooperative School District vote to approve the costs included in*
96 *the agreement between the Souhegan Cooperative School Board and the professional and*
97 *support staff of Souhegan Cooperative High School which calls for the following increases in*
98 *salaries and benefits at current staffing levels:*

99	Fiscal Year	Estimated Increase
100	2018-2019	\$225,671
101	2019-2020	\$168,053

102

103 *and further to raise and appropriate the sum two hundred and twenty-five thousand, six hundred*
104 *and seventy-one dollars (\$225,671) for the 2018-2019 fiscal year, such sum representing the*
105 *additional costs attributable to the increase in salaries and benefits over those that would be*
106 *paid at current staffing levels?” Majority vote required.*

107 He added that it comes in professional staff and support staff. The professional staff has a base
108 salary matrix, going with the steps, and as they do things to improve professionally. they move
109 across the matrix to higher columns in the matrix. He noted that they are changing the base
110 amount which is \$1,375 for professional staff, the following year is \$1,000.

111 He added that for support staff they are looking at a 3.1% the first year then 2.2% the following
112 year. In this agreement, the biggest percentage is someone who is the lowest paid, 3.1%. He
113 added that someone at the top is already getting .78% then the best 2.2%.

114 He then discussed that they will be changing some full year classes then some half year classes.
115 He added that there are definitions on what is a full student load. He added that support staff is
116 paid hourly, and if they have snow days and holidays then some would not get a paycheck and
117 they are changing that. He noted that they have an incentive with the limit on college courses
118 now, he added that it was a fixed number and they have never hit that number and it won't
119 change the budget.

120 Finally, they had a system for retirement incentive for those that tell them they are going to
121 retire. He added that they have added an optional retirement benefit, that they would have to
122 budget for, but only for that year.

123 He then explained article 4.

124 *Article 4. “Shall the Souhegan Cooperative School District raise and appropriate one hundred*
125 *and fifty thousand dollars (\$150,000) for architectural and engineering fees to upgrade the*
126 *learning environment and to increase the energy efficiency at Souhegan High School including*
127 *the HVAC systems, lighting, building finishes, and classroom design?” Majority vote required.*

128 He added that in 2009 the Board engaged a company called Gale Associates, and in 2010 they
129 had the Gale report. He added that they wanted to be proactive with repairs. They looked at the
130 structure of the building and the Board has been working on those Gale Associates
131 recommendations. The biggest was the roof. He added that they are not finished with the
132 repaving, they broke it into 3 phases but have completed two.

133 He added that they have done things to meet the demand, they have put in the artificial turf field.
134 The purpose of this study is that education has changed and they are looking at how these
135 buildings will need to be changed for the next 25 years. He noted that they will probably will not
136 be able to do it without bonding. They had been talking about improving STEM, that is one
137 piece, but they are looking at everything. Education is louder that they used to be, there is more
138 collaboration with folding walls, and that needs to be addressed. That is what this is for the long
139 term future, so they can continue to be a modern school with changing education.

140 Cost: \$150,000 – conservative estimate

141 Purpose:

- 142 • Air quality, lighting, and acoustic separation concerns
- 143 • STEM learning environment redesign
- 144 • A&E fees ahead of project to allow for accurate cost estimation

145 Timeline:

- 146 • December, 2017 – March, 2018: Interview & select team
- 147 • March, 2018 – September, 2018: Design, engineering, & cost estimation work
- 148 • September, 2018 – March, 2019: Prepare bond issue
- 149 • March, 2019 – June, 2020: Design & initial phases
- 150 • June, 2020 – August, 2021: Construction phases

151 He then explained the Appropriation Comparison and the estimated tax impact for Mont Vernon
152 and Amherst.

153 He added that the unofficial code name for the upgrade is “Souhegan 2.0”. Chairman Mr.
154 Howard Brown will answer any questions from the public at this time.

155 The public had no questions.

156 He then asked Ms. Lisa Eastland, Ways and Means Committee Member if she would like to
157 make a statement.

158 Ms. Eastland replied, no, probably at the deliberative hearing.

159 III. Close Public Hearing

160 **Mr. Pim Grondstra motioned to close the Public Hearing at 6:38PM. Ms. Amy Facey**
161 **seconded the Motion. The vote was unanimous Motion passed.**

162 (Reconvene to SHS Main Office Conference Room)

163 **Present: Souhegan Cooperative School Board: Howard Brown, Pim Grondstra, David**
164 **Chen, Amy Facey, Steve Coughlan, Jim Manning, Dwayne Purvis (via phone)**

165 **Minutes Recorder: Pim Grondstra**

166 **Howard Brown** called the meeting to order at 7:19 P.M.

167 IV. Action Item

168 1. FY19 Warrant

169 **Discussion: Warrant articles 2, 3 and 4**

170 *Article 2. Shall the Souhegan Cooperative School District raise and appropriate as an operating*
171 *budget, not including appropriations by special warrant articles and other appropriations voted*

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 174 nine thousand, three hundred and one dollars (\$17,809,301)? Should this article be defeated,
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 183 salaries and benefits at current staffing levels:

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 193 learning environment and to increase the energy efficiency at Souhegan High School including
 194 the HVAC systems, lighting, building finishes, and classroom design?" Majority vote required.

195 Dave Chen discussed the need for Article 4 and whether or not the timing was in alignment with
 196 the strategic plan.

197 Steve Coughlan provided context around the article.

198 **Dave Chen motioned to lower the budget currently presented in Article 2 by 1.26%, or**
 199 **approximately \$225,000. Dwayne Purvis seconded the motion.**

200 Discussion ensued.

201 **The motion was defeated by 5 against and 2 for.**

202 **Steve Coughlan moved Article 2 forward to the Deliberative Session. Jim Manning**
 203 **seconded. Article 2 was moved forward by 5 for and 2 against.**

204 **Steve Coughlan moved Article 3 forward to the Deliberative Session. Jim Manning**
 205 **seconded. Article 3 was moved forward by 6 for and 1 against.**

206 **Steve Coughlan moved Article 4 forward to the Deliberative Session. Jim Manning**
 207 **seconded. Article 4 was moved forward by 6 for and 1 against.**

208 V. Non-Public Session RSA 91-A:3 II. (a) (b) (c)

209 VI. Review of Meeting/Adjourn

210 **8:00 P.M. Steve Coughlan motioned to adjourn the meeting. Seconded by Amy Facey.**

211 **Motion passed unanimously (7-0-0).**