

**SCHOOL ADMINISTRATIVE UNIT NO. 12**  
**Office of the Superintendent of Schools**  
**Londonderry, New Hampshire 03053**

5 A concurrent meeting of the School Administrative Unit No. 12 School Board and the Londonderry School District School Board was held on **Thursday, January 5, 2017** at 7:00PM at the Londonderry Town Office, Moose Hill Conference Room, 268B Mammoth Road, Londonderry, NH. In attendance were School Board members: Ms. Ganem, Mrs. Hendricks, Mr. Lekas, Mrs. Reilly and Mr. Young. Also in attendance were Superintendent, Mr. Greenberg, Business Administrator, Mr. Curro and School Board Secretary, Lisa Muse.

In attendance from the Budget Committee: Mrs. Patton, Mr. Dalton, Mr. Warner, Mr. Hooley, and Mr. Siekmann.

15 **1. Non-Meeting/Collective Bargaining**

**2. Call To Order:** The meeting was called to order at 7:00PM by Mrs. Hendricks.

**3. Pledge of Allegiance:** The Pledge of Allegiance was led by Mrs. Boyd and Mr. Hooley.

20 **4. Questions, Announcements and Presentations**

**4.1 Filing Period for Candidates – First Day is Wednesday, January 25, 2017 and Last Day is Friday, February 3, 2017. The following positions are open:**

- **Two (2) School Board Members – 3 year term**

25 **To make arrangements to file, please contact Mrs. Mary Wing Soares, School District Clerk at (603) 247-1679. Mrs. Soares will be at the School District Office from 3:00PM to 5:00PM on Friday, February 3, 2017, for the purpose of final filing.**

It was discussed that Linda Boyd, South School Principal, was nominated by the New Hampshire Principals Association to be principal of the year. She received the Role Model of the Year Award. She was presented with a gift from the School Board.

**5. Consent Agenda: Mrs. Reilly made a motion to accept the consent agenda, Mr. Young seconded the motion. The motion passed 5-0-0.**

35 **5.1 Resignations(s):**

<b>Brittany Bellew</b>	<b>SPED Assistant</b>	<b>South School</b>
<b>Amy Deschene</b>	<b>SPED Assistant</b>	<b>South School</b>
<b>Rebecca Leupo</b>	<b>SPED Assistant</b>	<b>High School</b>
<b>Debra Peddle</b>	<b>SPED Assistant</b>	<b>South School</b>

40 **5.2 Minutes: December 6, 8, 13, and 15, 2016**

**5.3 Meetings:**

<b>January 9, 2017</b>	<b>Adult Ed Graduation</b>	<b>6:30PM</b>	<b>LHS Café</b>
<b>January 10, 2017</b>	<b>Deadline for cost items for all CBA's</b>		
	<b>Deadline for citizens' petition articles submission</b>		
<b>January 12, 2017</b>	<b>Budget Public Hearing</b>	<b>7:00PM</b>	<b>Town Offices</b>
<b>January 17, 2017</b>	<b>Regular Meeting</b>	<b>7:00PM</b>	<b>Town Offices</b>
<b>February 10, 2017</b>	<b>Deliberative Session</b>	<b>7:00PM</b>	<b>LHS Café</b>
	<b>Meeting directly after Deliberative Session</b>		<b>LHS Cafe</b>
<b>February 21, 2017</b>	<b>Regular Meeting</b>	<b>7:00PM</b>	<b>Town Offices</b>

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**6. Budget Workshop**

**6.1 Discussion of the Proposed FY18 Budget:** Mr. Greenberg mentioned that the Board had requested a list of items that would reduce the proposed budget down to what the default budget is. He mentioned that at present, the General Fund Budget is \$71,773,909 which is an increase of \$995,906 (1.41%) over the FY17 budget of \$70,778,003 and represents a local education tax rate of \$13.32 a decrease of 0.01 cents on the tax rate. The default budget of \$71,210,426 represents an increase of \$432,423 over the FY17 budget and is \$563,483 below the proposed budget. The default budget represents a 0.61% budget increase with a local educational tax rate of \$13.17 or a 0.16 cent decrease from the FY17 budget. The Board has requested a list of administrative recommendations that would reduce the proposed budget to achieve a budget equal to the default budget of \$71,210,426. He mentioned they went through the budget and items listed on the sheet are listed in priority. He mentioned that three other proposed contracts (teachers, allied and support staff) will be discussed and those salary increases would normally be included in the default budget. The custodian contract has already been approved. One recommendation would be to look at the growth we have coming and Mr. Greenberg's proposal is to take the default budget \$70,778,003 and add to that \$181,506 which would be three elementary positions and the sped ed admin added into the default budget. Then, we would reduce from the proposed budget \$308,000 so we would get to a figure that would be \$181,000 above the default budget which would be \$71,319,932 which would represent an increase of \$613,929 or .86%. Mrs. Hendricks confirmed that Mr. Greenberg had asked for four elementary teachers and he is now willing to take one out. However, if we need the fourth teacher, where will the money come from? He said we would have to assume we would pick up some money on teacher turnover or teacher retirement. It's taking a little bit of a risk, but this proposal will address the growth. Mrs. Hendricks asked if in the last 5-6 years since enrollment has been dropping how many personnel has been taken out of the budget? He mentioned in FY2006 we had 786 full time employees (FTE), in FY18 we have 651.1 full time employees. We dropped 135.2 FTE's or 17% of our staff. Mr. Greenberg reminded them again that in a normal year salary increases would normally be included in the default budget which would be an increase of \$1,032,314 so the default budget would be \$72,242,740 an increase of \$1,464,737 over the previous year's budget or a 2.06% increase in the budget at a tax rate of \$13.39 or a six cent increase over the current year. He is proposing for the Board's consideration a default + three teachers plus the sped administrator which would equal \$72,424,246 representing a tax rate of \$13.43 or a ten cent increase. Mr. Greenberg went over the reduction sheet item by item and this would cut \$381,000. Mrs. Reilly asked about the Building and Grounds line item. Mr. Curro said we would just find the \$50,000 from supplies, repairs, equipment, etc. at the discretion of the department head. The custodial position being considered is an existing position probably second shift. Mr. Greenberg tried to stay away from cutting staff. Mrs. Reilly asked about the custodian if we are adding more students does it make sense to cut a position that takes care of the building with the kids. Mr. Young asked if all contracts pass plus the \$181,000 the tax rate increase would be 10 cents per \$1000, but does not include the warrant articles. The salaries will be part of the funds that are appropriated if approved by the taxpayers. The Board by consensus sent the District away with the request of coming up with default and the counter is \$181,000 above default and his 1/5 would be to tell the District to find \$191,000 in a \$71 million budget. He felt the district can find more reductions to get to default. Mr. Greenberg mentioned that if you look at the whole list presented that represents \$563,483 and includes the three teachers and sped director.

Mr. Curro said we would have a proposed budget of \$71,391,932. If the Board agrees with what Mr. Greenberg is asking for it would read "the warrant article would read to support the proposed budget by the School Board of \$71,391,932 or the default budget of \$71,210,426. So the general tax payer would see a choice when they voted of the two numbers which are close, but one is \$181,000 higher. Mr. Young said the Board asked for a budget that matched default but the Superintendent is proposing a budget that is \$181,000 over the default. Mr. Curro said this is for discussion only. Mr. Greenberg said

January 5, 2017

the \$71,210,426 includes the \$181,506 for the new positions. Mr. Young said he would consider making a motion \$181,000 below the default.

5 ***Mr. Lekas made a motion to accept all the Superintendent's cuts listed on the sheet to bring us to the default number of \$71,210,426. Motion seconded by Mr. Young.***

10 Mrs. Reilly said we have a track record of coming below default and she figured this might be the year to go above default within reason. She would like to get it to within \$200,000 or so and let the voters decide. Mr. Greenberg said whatever the Board decides we will make it work, but he will include the net of those new positions. Mrs. Reilly felt we need some wiggle room and she would feel better to go over default this one year under the idea that if the voters felt the way she did then great – if not then fine. The reverse is if we budget for the wiggle room and we manage ourselves very effectively we always give it back to the tax payers. Ms. Ganem agreed with Mrs. Reilly. Mr. Lekas mentioned that we asked Mr. Greenberg to come back with default number and he did and he agreed if we are going to have more kids then he is not comfortable with losing a custodian, but he doesn't have a problem with most of the other items. He would be comfortable being a little bit above default.

20 Mrs. Hendricks agreed this would be the year to be over default with the growth in town and special ed students. She would like to move forward with the default + the \$181,000 and if that passes then what would the default be next year. Mr. Greenberg said the default would be the ongoing costs adjusted for contractual increase minus one-time items. He cannot give a number at this time.

25 Mr. Greenberg mentioned if we go with the default number we will include those new staff members he talked about and do work around which is necessary to provide programs and services to our student. Priorities are obviously the operating budget along with the passing of the warrant articles. 81% of budget is personnel and that is based on enrollment and need for services. Adjustment during the year might need to be made. He would like to see all the articles pass and move ahead. Mrs. Hendricks felt it's important to her that our budget be appropriate and meet all the needs of the students with programs and services but she wanted it to be created in such a way that the voting populace supports the contracts. Mr. Greenberg said that if going with the default number will help to pass all the warrant articles then it's more than worth it in his opinion.

35 Mr. Young asked how many warrant articles are in addition to the teacher contracts. There are 12 total warrant articles. The 12 includes the four contracts. There are 11 with money minus 4 contracts is seven. Mr. Young is warning everybody to expect to be a lot above default. He felt that you find the money in retirement and substitute accounts.

**Budget Committee:**

40 Mr. Hooley: He confirmed that what he is hearing is that the motion is for the proposed and default budgets to be identical. So the taxpayers have no choice and he doesn't follow it. He would like the voters to have a choice of either the \$200,000 above or \$200,000 below.

45 Mr. Siekmann felt that it doesn't hurt to put it out there and let the voters say no. At least you know the default is a sure thing. He would rather see a small amount on there than the same numbers. He thought they should go the route of default plus the \$181,000.

Mr. Greenberg said we have been below default or right at default in the past. If we go in with both the same number \$71,210,426, we can focus on the passing of the contractual warrants and then knowing we have several other warrant articles (asbestos removal, maintenance trust) and if we added up all the

January 5, 2017

money warrant articles and they pass you would wind up with a total Board budget of \$73,292,740 which represent a 2.25% increase that is with all the warrant articles and a net tax increase of 14 cents.

***Mr. Lekas rescinded his motion, but Mr. Young won't take back his second so it can't be rescinded.***

5 ***For all those in favor of the motion on the floor for a budget of \$71,210,426. Motion was defeated by a vote of 1-4-0.***

***Mr. Lekas made a motion for the budget to be \$71,150,000. Mrs. Reilly seconded the motion.***

10 Mrs. Reilly asked Mr. Lekas to explain the \$60,000+ difference. Mr. Lekas said if the public wants to vote and be frugal they can, but the superintendent has explained he can run off the default budget. Mr. Young said there was one year he asked if he made a motion to go down \$100,000 or \$300,000 and Mr. Greenberg said it would be difficult, but they could do it. He said they can do it because we are talking  
15 about a \$71 million machine. If the district needs a teacher, they will find the money for a teacher.

Ms. Ganem didn't know if she felt comfortable asking the District to deal with it when we are in a period of growth when Mr. Greenberg has given what we asked for. Mrs. Hendricks asked Mr. Lekas if he wants choices on the ballot and he said yes. Mr. Young said when the numbers are a fraction of a  
20 percent different there really isn't a choice. The choice comes from the Board working with the district staff to come up with a number.

Mrs. Patton of the Budget Committee mentioned that as a voter in this town she voted for what increased taxes the least amount. Until she sat on the Board, she had no idea how the system worked  
25 and how involved the whole process is. She thought the voters would like a choice. Mrs. Hendricks gave a brief summary to Mrs. Patton how out of district works based on the court telling us how the child will be educated. Mr. Warner asked about the budget number \$72,424,246 that included the three teachers and sped administrator. After listening to Mr. Greenberg over the years, he strongly suggests we go with the default plus the \$181,000.

30 Mary Wing Soares: She would prefer we increase the default budget choice by \$60,000 instead of decreasing it by \$60,000. Because of the downshift of costs to us from the State, we are going to pay for this because when you send your children to school the teacher will be there, but the supplies might not be there. She agreed with Mr. Warner and she does not believe the budgets are inflated from Mr.  
35 Greenberg.

Mr. Curro mentioned if you take the default budget and add the \$181,506 it equals \$71,391,932.

40 Mrs. Reilly asked Mr. Young about the concern with having a poultry amount above or below default. She mentioned that he concurred we weren't surprised with budget over default. She asked him if he was comfortable with the \$500,000 over the default. He supported the default and a major reason is because we have the seven warrant articles and the four contracts and next year we won't because there are no contracts coming up next year. Mr. Young knew by experience the room in the budget and he felt they have enough room this year in the budget to make cuts.

45 Mr. Greenberg said listening to the discussion and looking at the larger picture and what the Budget Committee said he felt that if the Board presents both numbers to be on the warrant and explained what is in the proposed budget might serve the districts best interest long term.

January 5, 2017

Mrs. Hendricks asked Mr. Greenberg if he is comfortable with a default budget of \$71,210,426 and that could meet the needs of the district. Mr. Greenberg said we will make it work. She asked if based on the motion currently on the floor of \$71,150,000 would Mr. Greenberg be comfortable and could he make that work. Mr. Greenberg said it would make life complicated. He said assuming the Board will support all the warrant articles and that the overall strategy is the budget plus the warrant articles makes the complete operating budget and that is what the focus should be. Some of the warrant articles you can't maneuver with they are for a designated purpose. Once you get the budget in aggregate you look at entire budget in context and it gives you an operations platform. The default number plus warrant articles gives you a total operating budget of \$73,292,740 which is a 2.25% increase and \$13.68 is the local ed tax rate or an increase of 14 cents. Once you add in the state ed property tax the increase would be 19 cents or 1.18%.

Mrs. Hendricks mentioned that the budget figures that will be moved forward to the hearing next week will be \$71,210,426 Default Budget presented by Mr. Greenberg and \$71,150,000 as the school board recommended budget. This figure can be altered next week and at the Deliberative Session. ***Motion passed 3-2-0 vote***

## **7. Deliberations**

**7.1 To see what action(s) the Board will take regarding the proposed contract with the AFSCME Council 93, Local 1801, Londonderry Support Staff:** Mr. Young said the Board negotiated with the support staff and they have taken their vote and the items discussed were as follows. Support staff is a total of 277 positions. They agreed to continue the current contract with changes listed as follows: Three-year contract. The salary would continue based on CPI with a minimum of 2.5% to a maximum of 4.5. 20 hour/week members may apply in writing (after May1) for additional reimbursement for courses/workshops that have been approved in advance – if the funds are still available. The District will make available \$1,000 to pay presenters for District approved and operated in-house workshop for Support Staff after hours. The staff will not be paid extra hours for the workshops. The district may implement an hourly stipend to be paid to Intensive Special Education Assistants that is in addition to any amount set forth in Appendix A (salary schedule) to reflect duties, responsibilities. Intensive Special Education Assistants shall be paid the hourly stipend pending completion of any additional training required by the job description and/or student needs. Total Cost of Warrant: YR1/\$114,779, YR2/\$117,649, YR3/\$120,590. ***Mr. Young made a motion to support the AFSCME Council 93, Local 1801 as described and move it to the public hearing. Mrs. Reilly seconded the motion.***

Mr. Greenberg mentioned at this point that you need to vote to approve the contract and then you vote to move the warrant article to the public hearing.

***Mrs. Reilly rescinded the motion.***

***Mr. Young made a motion for the School Board to support the AFSCME Council 93, Local 1801 as described. Mrs. Reilly seconded the motion. Motion passed 5-0-0***

Mr. Greenberg mentioned that we are voting to approve the contracts and then when we get to 7.5 we will work through each item on the warrant then vote to move them for the public hearing.

**7.2 To see what action(s) the Board will take regarding the proposed contract with the Londonderry Education Association (LEA) New Hampshire:** Mr. Leka mentioned that they have come to an agreement for a two-year contract. The increase would be 2.49% YR1 and YR2 2.5%. This

January 5, 2017

is on aggregate (not on steps) and automatic renewal process for collecting dues from teachers. The School District will contribute towards the cost of health insurance selected by the eligible employee based upon the cost of a 2016-2017 Point of Service Open Access Plan as listed. Create three \$1,500 stipends for the position of Jump Rope Coach at South School, North School and Matthew Thornton. Employees who opt for the rebate of \$500 in lieu of medical insurance must first show proof of coverage under another medical insurance plan other than a plan required through a state or federal health insurance exchange. Total cost of the warrant: YR1/\$790,142, YR2/\$813,560. **Mr. Lekas made a motion to approve the proposed contract with the Londonderry Education Association (LEA) New Hampshire. Mrs. Reilly seconded the motion. Motion passed 5-0-0.**

**7.3 To see what action(s) the Board will take regarding the proposed contract with the Londonderry Association of Allied Health Professionals/LEA New Hampshire:** Mrs. Reilly mentioned there are 33.9 employees in the Allied Health Program and this is a two-year contract. These employees are speech/language/occupational and specialized areas that assist children in their learning. The increase would be 2.48% YR1, 2.5% YR2; automatic renewal process for collecting dues from teachers. The School District will contribute toward the cost of health insurance selected by the eligible employees based upon the cost of a 2016-2017 Point of Service Open Access Plan as listed. Change in Tenure from 1 year to 3 years. Employees who opt for the rebate of \$500 in lieu of medical insurance must first show proof of coverage under another medical insurance plan other than a plan required through a state or federal health insurance exchange. Total cost of the warrant: YR1/\$63,921, YR2/\$66,771. **Ms. Ganem made a motion to accept the proposed contract with the Londonderry Association of Allied Health Professions/LEA New Hampshire. Mrs. Reilly seconded the motion. The motion passed 5-0-0.**

**7.4 To see what action(s) the Board will take regarding the appropriation for the General Fund Operating Budget to be forwarded to the Budget Public Hearing on January 12, 2017:**

**7.5 To see what action(s) the Board will take regarding the proposed Warrant Articles to be forwarded to the Budget Public Hearing on January 12, 2017:**

**Article 2: General Fund- Operating Budget:** Mrs. Hendricks read the article and mentioned the proposed School Board budget amount of \$71,150,000 or the default budget of \$71,210,426. **Mr. Lekas made a motion to send the article to the public hearing. Mrs. Reilly seconded the motion. The number as recommended by the School Board is \$71,150,000 and the default budget is \$71,210,426. Motion passed 5-0-0.**

**Article 3: Londonderry Education Association (LEA) Bargaining Agreement:** Mrs. Hendricks and Mrs. Reilly read the Article. **Mr. Young made a motion to forward Article 3 to the public hearing. Ms. Ganem seconded the motion. Motion passed 5-0-0.**

**Article 4: Londonderry Association of Allied Health Professionals (LAAHP) Bargaining Agreement:** Mrs. Reilly read the article. **Mr. Lekas made a motion to move article 4 to public hearing. Ms. Ganem seconded the motion. Motion passed 5-0-0.**

**Article 5: Londonderry Custodians (AFSCME Local 1801 Bargaining Agreement.** Mrs. Reilly read the article. **Ms. Ganem made a motion to move Article 5 to public hearing, Mr. Lekas seconded the motion. The motion passed 5-0-0.**

January 5, 2017

**Article 6: Londonderry Support Staff (AFSCME Local 1801 Bargaining Agreement).** Mrs. Reilly read the article. *Mr. Young made a motion to move Article 6 to public hearing. Mr. Lekas seconded the motion. Motion passed 5-0-0*

5 **Article 7: Authorization for Special Meeting on Cost Items.** Mr. Young read the article. *Mrs. Reilly made a motion to move Article 7 to public hearing, Mr. Young seconded the motion. The motion passed 5-0-0.*

10 **Article 8: School Lunch Program and Federal Fund Projects.** Mr. Young read the article. *Ms. Ganem made a motion to move Article 8 to public hearing. Mrs. Reilly seconded the motion. Motion passed 5-0-0.*

15 **Article 9: Special Article (School Buildings Maintenance Expendable Trust Fund):** Mr. Lekas read the article. *Mrs. Reilly made a motion to move Article 9 to public hearing. Ms. Ganem seconded the motion. Motion passed 5-0-0.*

20 **Article 10: Special Article – Equipment Capital Reserve Fund:** Ms. Ganem read the article. Mr. Curro mentioned the number won't change but Mr. Curro is not sure if he is going to have enough fund balance. The wording up to the sum of \$125,000 he needs to make sure it is written correctly that he can use up to fund balance. The number won't change but the wording might change. *Mrs. Reilly made a motion to move Article 10 to public hearing, Mr. Lekas seconded the motion. Motion public hearing passed 5-0-0*

25 **Article 11: Special Article (Special Education Trust Fund):** Mr. Lekas read the article. *Mrs. Reilly made the motion to move Article 11 to public hearing. Ms. Ganem seconded the motion. Motion passed 5-0-0.*

30 **Article 12: Non-Lapsing Special Article – Asbestos Removal Project.** Mr. Young read the article. Mr. Curro mentioned that this is a non-lapsing article because of the amount of work and timing of the work is why we are asking for a multi-year article. The dollar amount won't change and Mr. Zappala will get into it more. *Ms. Ganem made a motion to move Article 12 to public hearing. Mrs. Reilly seconded the motion. Motion passed 5-0-0.*

35 Mr. Greenberg gave a reminder that once the public hearing is completed the Board will assign who is going to present, motion and second at the Deliberative Session.

**8. Adjournment:** *Mr. Lekas made a motion to adjourn the meeting. Mrs. Reilly seconded the motion. Motion passed 5-0-0.*

40 Meeting adjourned at 9:15PM.

Respectfully submitted,

Lisa Muse

45 School Board Secretary