



**Hanover Local School**

The inhabitants of the School District of Hanover Local School in the state of New Hampshire qualified to vote in School District affairs are hereby notified the Annual School District Meeting will be held as follows:

Date: Tuesday, March 5, 2019

Time: 7:00 am to 7:00 pm

Location: Hanover High School Gymnasium, Hanover, NH

**GOVERNING BODY CERTIFICATION**

We certify and attest that on or before February 7, 2019, a true and attested copy of this document was posted at the place of meeting and at: Rady School Elementary, Hanover High School, Hanover Town Hall, Etna Library and SAU70 website, SAU70 bulletin board. and that an original was delivered to Kate O'Connor, School District-AA to Superintendent/ Clerk.

Name	Position	Signature
Kelly McConnell	Board Chair	
David Sobel	Board Vice Chair	
Jona Roberts	Secretary	
Carey Callaghan	Board Member	
Bruce Duncan	Board Member	
Richard Johnson	Board Member	
Daniel Rockmore	Board Member	

Delivered + Posted @ above locations on February 7, 2019



**Article 1 To elect Board members and officers of the Hanover School District**

To elect by written ballot for one-year terms a moderator, a clerk, and a treasurer; and two School Board members for a three-year term.

**Article 2 To appropriate money from the Bridgman Trust Fund**

Shall the District appropriate the sum of Forty Thousand Dollars (\$40,000) from the Don S. Bridgman Fund during the 2019-2020 fiscal year in order to afford additional advantages to the students of the District not provided by taxes?

**The School Board recommends this appropriation.**

**Article 3 To raise money for the 6<sup>th</sup> Grade Tuition Reserve Fund**

Shall the District raise and appropriate the sum of Eighty-nine Thousand Five Hundred-Sixteen Dollars (\$89,516) to be added to the Hanover School District 6th Grade Tuition Fund previously established?

**The School Board recommends this appropriation.**

**Article 4 To raise and appropriate money for Board and District Officer Salaries**

Shall the District determine and fix the salaries of School District Officers as follows: School Board members \$700 per member with Board Chair receiving an additional \$300; School District Treasurer \$1,879; School District Clerk \$150; and School District Moderator \$150, in accordance with RSA 194:10, and further raise and appropriate the sum of Seven Thousand, Three Hundred Seventy-nine Dollars (\$7,379) to fund these salaries?

**The School Board recommends this appropriation.**

**Article 5 To approve a 3 year collective bargaining agreement with the teachers union**

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

<u>Year</u>	<u>Estimated Increase Over status quo budget</u>
2019-2020	\$ 66,215
2020-2021	\$142,149
2021-2022	\$137,114

and further, shall the District raise and appropriate the sum of Sixty-Six Thousand, Two Hundred Fifteen Dollars (\$66,215), such sum representing the estimated increase in teacher salaries and benefits for the 2019-2020 fiscal year brought about by this collective bargaining agreement?

**The School Board recommends this appropriation.**

NOTE 1. The sum necessary to pay the so-called status quo salaries and benefits for teachers if this article is defeated is included in the operating budget in Article 6.

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



**Article 6 To approve a 3 year collective bargaining agreement with the support staff union**

Shall the District vote to approve the cost items in the three (3) year collective bargaining agreement reached between the Hanover School Board and the Hanover Support Staff, NEA-NH, which calls for the following increases in support-staff salaries and benefits:

<u>Year</u>	<u>Estimated Increase Over status quo budget</u>
2019-2020	\$ 5,652
2020-2021	\$40,238
2021-2022	\$35,588

and further, shall the District raise and appropriate the sum of Five Thousand, Six Hundred Fifty-Two Dollars (\$5,652), such sum representing the estimated increase in support staff salaries and benefits for the 2019-2020 fiscal year brought about by this collective bargaining agreement?

**The School Board recommends this appropriation.**

NOTE 1. The sum necessary to pay the so-called status quo salaries and benefits for support staff if this article is defeated is included in the operating budget in Article 6.

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

**Article 7 To fund the General Fund budget**

Shall the District raise and appropriate the amount of Fourteen Million, Three Hundred Fifty-Three Thousand, Seven Hundred Forty-Five Dollars (\$14,353,745) for the support of schools, for the payment of salaries for teachers and other school employees, and School District officials and agents, and for the payment of the statutory obligations of the District for the 2019-2020 fiscal year? This sum does not include the funds appropriated in any of the other articles.

**The School Board recommends this appropriation.**

**Article 8 To set aside fund balance for escalating tuition costs in the 6<sup>th</sup> Grade Tuition Reserve**

Shall the school district vote to appropriate the sum of \$100,000 to be added to the Hanover School District 6th Grade Tuition Reserve Fund previously established? This sum to come from the June 30 fund balance available for transfer on July 1 in excess of \$200,000. (The first \$200,000 of the June 30 unreserved fund balance will be used to reduce the school tax rate in 2019-20). No amount to be raised from taxation.

**The School Board recommends this appropriation.**

**Article 9 To transact any non-substantive business**

To transact any non-substantive business that may legally come before the discussion phase of this meeting.



## EXPLANATIONS OF THE WARRANT ARTICLES FOR THE 2019 HANOVER SCHOOL DISTRICT ANNUAL MEETING

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

*The positions noted above are voted on annually. The names of the candidates are listed at the end of the Hanover section of this annual report. Information on each position is available in the Superintendent's office.*

**ARTICLE 2:** Shall the District appropriate the sum of Forty Thousand Dollars (\$40,000) from the Don S. Bridgman Fund during the 2019-2020 fiscal year in order to afford additional advantages to the students of the District not provided by taxes?  
The School Board recommends this appropriation.

*In his will dated January 20, 1917, Don S. Bridgman left a portion of his estate to what is now the Hanover School District. These monies are known as the Bridgman Fund and are currently invested to provide a stream of income for years to come. The balance of the Fund as of June 30, 2018 was \$1,444,962. Expenditures from the fund are used for projects that would not be covered in the school's regular operating budget. Monies are taken only from the Bridgman Trust Fund, so this appropriation has no effect on the tax rate.*

**ARTICLE 3:** Shall the District raise and appropriate the sum of Eighty-nine Thousand Five Hundred-Sixteen Dollars (\$89,516) to be added to the Hanover School District 6th Grade Tuition Fund previously established?  
The School Board recommends this appropriation.

*The 6<sup>th</sup> Grade Tuition Fund was created to help offset the variability component in the Ray School Budget due to class size changes as students transition from the Ray School 5<sup>th</sup> grade to 6<sup>th</sup> grade at the Richmond Middle School. Next year's class is projected to have 29 fewer 6th graders than usual, but the class thereafter is projected to increase by 30 students so we are proposing a transfer to the reserve of \$89,516. The balance in the fund as of 6/30/2018 was \$100,948. This article's appropriation is projected to add \$0.04 to the tax rate per \$1,000.*

**ARTICLE 4:** Shall the District determine and fix the salaries of School District Officers as follows: School Board members \$700 per member with Board Chair receiving an additional \$300; School District Treasurer \$1,879; School District Clerk \$150; and School District Moderator \$150, in accordance with RSA 194:10, and further raise and appropriate the sum of Seven Thousand, Three Hundred Seventy-nine Dollars (\$7,379) to fund these salaries?  
The School Board recommends this appropriation.

*This article requests \$700 as the salary for School Board members, the same stipend as last year with an additional \$300 for the School Board Chair. The salaries for School District Clerk and Moderator remain unchanged, there is a small increase for the Treasurer position. This article's effect on the tax rate is negligible.*

**ARTICLE 5:** Shall the District vote to approve the cost items in the three (3) year collective bargaining agreement reached between the Hanover School Board and the Hanover

Education Association, NEA-NH, which calls for the following increases in teacher salaries and benefits:

<u>Year</u>	<u>Estimated Increase Over status quo budget</u>
2019-2020	\$ 66,215
2020-2021	\$142,149
2021-2022	\$137,114

and further, shall the District raise and appropriate the sum of Sixty-Six Thousand, Two Hundred Fifteen Dollars (\$66,215), such sum representing the estimated increase in teacher salaries and benefits for the 2019-2020 fiscal year brought about by this collective bargaining agreement?

The School Board recommends this appropriation.

NOTE 1. The sum necessary to pay the so-called status quo salaries and benefits for teachers if this article is defeated is included in the operating budget in Article 7.

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

*In December, the Board and Hanover Education Association (HEA) reached a tentative agreement for the next three-year period (2020-2022). The HEA agreed to a new health plan with increased deductibles and premium costs about 20.8% less than the current plans. The base pay increases are 2.0% per year on scale; premium copays are 7%, 8% and 9%; and the early retirement benefit has new age parameters with a limited number of spots available per year. There were many language updates through out the agreement. A complete overview can be reviewed on the sau70.org website under the budget section. This article's appropriation is projected to add \$0.03 to the tax rate per \$1,000 for the 2019-20 budget year.*

**ARTICLE 6:** Shall the District vote to approve the cost items in the three (3) year collective bargaining agreement reached between the Hanover School Board and the Hanover Support Staff, NEA-NH, which calls for the following increases in support-staff salaries and benefits:

<u>Year</u>	<u>Estimated Increase Over status quo budget</u>
2019-2020	\$ 5,652
2020-2021	\$40,238
2021-2022	\$35,588

and further, shall the District raise and appropriate the sum of Five Thousand, Six Hundred Fifty-Two Dollars (\$5,652), such sum representing the estimated increase in support staff salaries and benefits for the 2019-2020 fiscal year brought about by this collective bargaining agreement?

The School Board recommends this appropriation.

NOTE 1. The sum necessary to pay the so-called status quo salaries and benefits for support staff if this article is defeated is included in the operating budget in Article 7.

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

*In December, the Board and Hanover Support Staff Association (HSSA) reached a tentative agreement for the next three-year period (2020-2022). The HSSA agreed to a new health plan with increased deductibles and premium costs about 20.8% less than the current plans. The*

base pay increases are 2.0% per year on scale and added a step 12; premium copays are 5%, 5% and 6%; grandfathering on life insurance at 17.5 hours was removed; sick leave accruals limited to 90 days down from 120; longevity beginning in year 11 was increase by \$250 per tier. There were many language updates through out the agreement. A complete overview can be reviewed on the [sau70.org](http://sau70.org) website under the budget section. This article's appropriation is projected to add \$0.002 to the tax rate per \$1,000 for the 2019-20 budget year

**ARTICLE 7:** Shall the District raise and appropriate the amount of Fourteen Million, Three Hundred Fifty-Three Thousand, Seven Hundred Forty-Five Dollars (\$14,353,745) for the support of schools, for the payment of salaries for teachers and other school employees, and School District officials and agents, and for the payment of the statutory obligations of the District for the 2019-2020 fiscal year? This sum does not include the funds appropriated in any of the other articles.

The School Board recommends this appropriation.

*Over the past several years, the Hanover School Board has looked at the budget as being composed of six sub-components: the K-5 Ray School operating budget; out-of-district Special Education placement costs; capital expense; debt service; reserve transactions; and the 6<sup>th</sup> grade tuition payment. The direct operating portion of the budget is projecting a \$450,005 increase due in large part to the addition of FTEs to accommodate a growing student population including 2 additional classroom teachers, .20 x 4 in specials like physical education, foreign language, art and music, .20 in English as Second Language teachers and 3 additional special education aides for student needs. The out-of-district placements for Special Education students and 6<sup>th</sup> grade tuition payments have typically been the most volatile, although this year both of these sections are seeing a decline in costs of (\$23,200) and (\$357,091) respectively. Capital expenditures are rising by \$25,500 to continue work on upgrading systems within the building. The increase over 2018-19 budget (including Warrant Article #4 only) is \$55,169 or 0.39%. The total increase in budget assessment for this article alone after applying projected revenues is \$339,494; projected to add \$0.15 to the tax rate per \$1,000.*

**ARTICLE 8:** Shall the school district vote to appropriate the sum of \$100,000 to be added to the Hanover School District 6th Grade Tuition Fund previously established? This sum to come from June 30 fund balance available for transfer on July 1 in excess of \$200,000. (The first \$200,000 of the June 30 unreserved fund balance will be used to reduce the school tax rate in 2019-20). No amount to be raised from taxation.

The School Board recommends this appropriation.

*The 6<sup>th</sup> Grade Tuition Fund was created to help offset the variability component in the Ray School Budget due to class size changes as students transition from the Ray School 5<sup>th</sup> grade to 6<sup>th</sup> grade at the Richmond Middle School. Next year's class has 29 fewer 6th graders than usual, but the class thereafter is projected to increase by 30 students so we are proposing an additional transfer to the reserve of up to \$100,000 to come solely from any year-end unassigned general fund balance. This article will not have an impact on the 2019-20 tax rate.*

**ARTICLE 9:** To transact any non-substantive business that may legally come before the discussion phase of this meeting.





**OFFICIAL BALLOT FOR THE  
HANOVER SCHOOL DISTRICT  
TUESDAY, MARCH 5, 2019**

Robert L. Grabill, School District Clerk

**INSTRUCTIONS TO VOTERS:**

To vote for a person whose name is printed on the ballot, fill in the oval to the right of that person's name. To vote for a person whose name is not printed on the ballot, write the person's name on the blank line in the appropriate block and fill in the oval to the right of that person's name. To vote for or against a question on the ballot, fill in the oval in the Yes or No column to the right of the question.

**ARTICLE 1:** To elect by written ballot for one-year terms a Moderator, a Clerk, and a Treasurer; and two School Board members for a three-year term.

**FOR DISTRICT MODERATOR:**  
Vote for not more than one

Jonathan Edwards

Write-In \_\_\_\_\_

**FOR DISTRICT TREASURER:**  
Vote for not more than one

Daniel Stannard

Write-In \_\_\_\_\_

**FOR DISTRICT CLERK:**  
Vote for not more than one

Write-In \_\_\_\_\_

**FOR SCHOOL BOARD (3 years)**  
Vote for not more than two

Benjamin Keeney

Jonathan S. Hunt

Write-In \_\_\_\_\_

**ARTICLE 2:** Shall the District appropriate the sum of Forty Thousand Dollars (\$40,000) from the Don S. Bridgman Fund during the 2019-2020 fiscal year in order to afford additional advantages to the students of the District not provided by taxes? (The School Board recommends this appropriation.)

Yes

No

**ARTICLE 3:** Shall the District raise and appropriate the sum of Eighty-Nine Thousand Five Hundred-Sixteen Dollars (\$89,516) to be added to the Hanover School District 6<sup>th</sup> Grade Tuition Fund previously established? (The School Board recommends this appropriation.)

Yes

No

**ARTICLE 4:** Shall the District determine and fix the salaries of School District Officers as follows: School Board members \$700 per member with Board Chair receiving an additional \$300; School District Treasurer \$1,879; School District Clerk \$150; and School District Moderator \$150, in accordance with RSA 194:10, and further raise and appropriate the sum of Seven Thousand, Three Hundred Seventy-Nine Dollars (\$7,379) to fund these salaries? (The School Board recommends this appropriation.)

Yes

No

**ARTICLE 5:** Shall the District vote to approve the cost items in the three (3) year collective bargaining agreement reached between the Hanover School Board and the Hanover Education Association, NEA-NH, which calls for the following increases in teacher salaries and benefits:

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NOTE 1. The sum necessary to pay the so-called status quo salaries and benefits for teachers if this article is defeated is included in the operating budget in Article 7.

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

Yes No

ARTICLE 6: Shall the District vote to approve the cost items in the three (3) year collective bargaining agreement reached between the Hanover School Board and the Hanover Support Staff, NEA-NH, which calls for the following increases in support-staff salaries and benefits:

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NOTE 1. The sum necessary to pay the so-called status quo salaries and benefits for support staff if this article is defeated is included in the operating budget in Article 7.

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

Yes No

ARTICLE 7: Shall the District raise and appropriate the amount of Fourteen Million, Three Hundred Fifty-Three Thousand, Seven Hundred Forty-Five Dollars (\$14,353,745) for the support of schools, for the payment of salaries for teachers and other school employees, and School District officials and agents, and for the payment of the statutory obligations of the District for the 2019-2020 fiscal year? This sum does not include the funds appropriated in any other articles. (The School Board recommends this appropriation.)

Yes No

ARTICLE 8: Shall the school district vote to appropriate the sum of \$100,000 to be added to the Hanover School District 6<sup>th</sup> Grade Tuition Fund previously established? This sum to come from June 30 fund balance available for transfer on July 1 in excess of \$200,000. (The first \$200,000 of the June 30 unreserved fund balance will be used to reduce the school tax rate in 2019-20). No amount to be raised from taxation. (The School Board recommends this appropriation.)

Yes No

ARTICLE 9: To transact any non-substantive business that may legally come before the discussion phase of this meeting.