

**MINUTES OF THE
HANOVER SCHOOL DISTRICT ANNUAL MEETING
HANOVER HIGH SCHOOL AUDITORIUM
February 28, 2019**

Moderator Jonathan Edwards called the meeting to order at 5:05 p.m. on Thursday, February 28, 2018, in the Hanover High School Auditorium. Present were School Board members Carey Callaghan, Bruce Duncan, Rick Johnson, Kelly McConnell (Chair), Dan Rockmore and David Sobel (Vice-Chair); Administrators Jay Badams, Director of Student Services Lisa Marie Arroyo; Jamie Teague, Business Administrator, and nine members of the public.

The moderator recognized Hanover Chair Kelly McConnell, who introduced the members of the Hanover School Board. Superintendent Jay Badams introduced members of the Administration and the chair of the Hanover Finance Committee and other members of the audience.

Moderator Edwards reviewed the history and structure of the Hanover School District and the meeting process, explaining that the meeting consisted of two phases: the discussion phase (this meeting), and the voting phase, which will take place Tuesday, March 5, from 7:00 a.m. until 7:00 p.m. in the Hanover High School Gymnasium in Hanover. Moderator Edwards read the Warrant and noted that the Warrant was duly posted in Hanover, New Hampshire on Feb 7th by Kate O'Connor in five locations. He read the meeting guidelines, then began the business of the meeting by reading the first article.

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

Moderator Edwards read the positions up for election and the names of the candidates running for each position. No public comment was offered.

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.

Bruce Duncan presented this article, noting that the fund was set up in 1917. Each year the school makes proposals for funding. The Board allocates a set amount for this. \$40,000 is the prudent recommendation. No public comment was offered.

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.

Kelly McConnell presented the article. There will be 29 fewer 6th graders than this year, but the class after that will have a projected increase of 30 students. The article is intended to increase the fund the level out the swings from year to year when population fluctuates. It will add 4 cents to the tax rate per thousand dollars.

Kari Assmus, Chair of the Hanover Finance Committee, noted that this year the Committee has researched and prepared to comment on several warrant articles, not just the Budget article. The 6th grade tuition figure has been a volatile line item. This year there is a

significant decrease, but it could increase by \$600,000 the following year. This provides some context for the public. The proposed amount is not the full amount, but it will help reduce the impact next year. It's a minimal contribution. The Finance Committee voted unanimously to support the article.

ARTICLE 4: Shall the District determine and fix the salaries of School District Officers as follows: School Board members \$700 per member (Board Chair and extra \$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 (\$7,3799) to fund these salaries?

Rick Johnson presented the article, saying there hasn't been a change in several years. The Board Chair and Treasurer receive small raises. No public comment was offered.

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

Year	Estimate Increase over status quo budget
2019-2020	\$66,215
2020-2021	\$142,149
2021-2022	\$137,314

and further, shall the District raise and appropriate the sum of Sixth-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.

Carey Callaghan introduced the article. Everyone pays attention to the headline: what is the base salary increase. That's the increase that they will see. That's far from the only element in compensation. Health care costs are a big item. Union figure is smaller year one, owing to a change in plans. That switch yielded first year savings. Importantly, going toward sharing, there is a step up in employee co-pay. Capped early retirement at three years per school. Hanover School Board approved it unanimously. Achieved the goal of a three-year financial profile taking in total compensation. Three-year cost includes contract and non-contract items. Thank you to HEA and members for all they do. The partnership is much appreciated.

Kari Assmus noted that the Finance Committee spent some time studying this article. They voted unanimously to approve it. Statewide comparisons: First-year teachers earn slightly less than the top ten elsewhere. Over the years, progress has been made. They looked at our average compensation compared to top ten districts. We are in the middle of this group, not way ahead. Finance Committee takes a long term view. This fair to both the staff and the community.

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.

Year	Estimate Increase over status quo budget
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.

David Sobel presented this article. Support Staff Association negotiated in a very constructive manner, recognizing the climate. Earlier this year we signed a MOU with the support staff addressing new issues. These figures are for Hanover only. Year One of health care shows a savings, owing to a projected change. The switch yielded year one savings and is a high quality plan. Better, more cost effective. Step up in employee co-pay. Important changes in leave policy. Grievance policy revised. All details can be found on the SAU web site.

*Moderator Edwards noted that in the evolution of putting a warrant together, there was an article added. That resulted in a typographical error, in Note one, the reference in article six actually refers to article seven.

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? The sum does not include the funds appropriated in any of the other articles. The School Board recommends this appropriation.

Dan Rockmore presented this article, with the aid of an outstanding slide show which is available on line. The budget process begins in September. Many Board and staff individuals are involved. They are in constant consultation with the Finance Committee.

Business Administrator Jamie Teague took over the narration of several slides

Kari Assmus spoke on behalf of the Hanover Finance Committee. One of the main concerns was for property owners whose value had increased due to revaluation. Median home is now closer to \$570,000. Total increase is \$235 per median home. That's a significant increase. She noted in her Letter to the Editor of the Valley News that all of the articles deserve support, but there are always some concerns going forward. Kari thanks everyone who was

part of the process. Hoping for more work earlier, bigger picture view to avoid January situation where reductions are needed.

Dan Rockmore thanked Kari and the Finance Committee. Dan talked about increase. We are basically neutral except for contracted items. We are committed to serve every child. That's what we wrestled with, trying to meet budget needs and giving every child a fair share of attention and ability to become a learner. Specials are actually quite important. Special may not be the best term. They do integral things. When we add teachers, we have to add support. Special Education is going up across the country. Whether it's a tailwind or a headwind, we are very comfortable with the staffing, and that's where the increases are. We made decisions not to do some infrastructure.

Board Chair Kelly McConnell thanked the Finance Committee. Many are here tonight, many attended most meetings. Ray School administration did a diligent job in the budget process. They made some cuts. Everyone in the process has played their role tremendously well. They are fighting for their vision for the school, with the help and cooperation of everyone. Budget Committee has done a great job representing the taxpayer. Board attempts to reconcile all of the input.

Harold Frost of Etna apologized for missing the meeting last year. His question this year: (he's not on the Finance Committee this year) He noticed that the budget depends on the number of students. Two years ago there was a lot of discussion of school choice. Rich people have always had school choice. How many Hanover kids do not attend the Ray School, and why? Have there been any answers generated? Will you undertake to find the answer? Superintendent Jay Badams promised to take this under advisement and prepare and answer. Kelly McConnell thanked Harold for the question. School administrators do ask families why they are going elsewhere. We are projecting an increase. Most schools are declining. We are thrilled to have the staffing and program that attracts families.

Moderator Jonathan Edwards thanked the Finance Committee for their time and help.

ARTICLE 8: Shall the district vote to appropriate up to One Hundred Thousand Dollars (\$100,000) to be added to the Hanover School District 6th Grade Tuition 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 2019-2020). No amounts to be raised from taxation. The School Board recommends this article.

Kelly McConnell introduced the article. If there is year-end unassigned money, it will be assigned to the fund if we are over \$200,000 to help offset future variations in the 6th grade. This costs the taxpayers nothing additional. Kari Assmus spoke and noted that The Finance Committee voted unanimously to support this article. This does cost the taxpayers in the sense that it would otherwise go to reduce the tax burden.

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

Kari Assmus rose to thank retiring Board members Bruce Duncan, Jona Roberts, and Carey Callaghan.

There being no other business, the meeting adjourned at 6:47 p.m.

Results of Australian Balloting on March 5, 2019

Article 1 (Record of Election of Officers)

Moderator: Jonathan Edwards (422) Two seats available, each for 3-year terms:
Clerk: Robert L. Grabill (12) Benjamin Keeney (366)
Treasurer: Daniel Stannard (377) Jonathan S. Hunt (385)_

Article 2 (Use \$40,000 of the Bridgman Fund)

Yes: 435 No: 36 Blanks: 7

Article 3 (Contribute to the 6th Grade Tuition Fund)

Yes: 400 No: 66 Blanks: 12

Article 4 (Salaries of School District officers)

Yes: 421 No: 39 Blanks: 18

Article 5 (Approve Teacher salaries and benefits)

Yes: 387 No: 77 Blanks: 14

Article 6 (Approve Support Staff salaries and benefits)

Yes: 409 No: 60 Blanks: 9

Article 7 (Raise \$14, 353,745 for school budget)

Yes: 393 No: 75 Blanks: 10

Article 8 (\$100,000 for 6th Grade Tuition Fund from year-end balance)

Yes: 411 No: 58 Blanks: 9

I hereby certify this to be a true and accurate report of the proceedings of the meeting of February 28, 2019, and results of voting held on March 5, 2019.

Respectfully submitted,



Robert L. Grabill
District Clerk

