

- 45 ○ Polices cover non-union personnel and troops who do not have bargaining rights;
46 however, Mr. Richard works with the board to come up with fair pieces. Both groups
47 will be moving to the higher deductible insurance plan this year.
- 48 ○ Market adjustments were made for the school nurses, yet the district is unable to hire a
49 floating nurse due to the low salary.
- 50 ● In accordance with the RSA the employer and employee make mandatory contributions to
51 the NH Retirement System. The employer contribution for teachers increases from 17.8% to
52 21.02% and for the support staff and custodians the increase is from 11.17% to 14%.
- 53 **Ms. Gilligan** advised NH Retirement System reviews the contribution amounts every 2 years.
- 54 ● Personnel reductions to the budget with the least impact on students include a half-time math
55 teacher, world language teacher, library aide and special educator at KHS. Additionally, one
56 elementary school teacher, 5 aide positions, and reduction in the substitute teaching line item.

57
58 Questions:

- 59 ➤ **Mr. Colbath** inquired if the increases in the budget based on the CBA is compounded. **Mr.**
60 **Richard** noted it is a single year increase on top of the previous years budget.
- 61 ➤ **Mr. Jost** clarified the wage increase for custodians and bus drivers took place last year. **Mr.**
62 **Richard** noted a 1-year side bar agreement was signed last year with the understanding if the
63 AFSCME CBA does not pass they could revert to prior wages.
- 64 ➤ **Mr. Donohoe** inquired how many of the AFSCME members have health insurance. **Mr.**
65 **Richard** advised all who work 32 or more hours per week are eligible for health insurance or
66 the stipend for waiving health insurance.
- 67 ➤ **Mr. Jost** inquired of the amount of the stipend and if it is consistent among the CBAs. **Mr.**
68 **Richard** advised Chair Lentini, Mr. Mosca, and Ms. Whitelaw are the negotiators from the
69 school board working diligently to bring consistency to all pieces of the agreements.
- 70 ➤ **Chair LeFebvre** inquired of what happens if the AFSCME agreement article does not pass.
71 **Mr. Richard** advised it would be devastating, they would not be able to fill current vacant
72 positions and would lose staff.
- 73 ➤ **Chair LeFebvre** inquired if the negotiating parties for the CEA are full-time teachers. **Mr.**
74 **Richard** advised the negotiating team consist of all teaching staff.
- 75 ➤ **Mr. Colbath** inquired how the market adjustments are determined. **Mr. Richard** noted
76 following the strategic plan, the district looks at comparable NH schools within a 50-mile
77 radius and 12 different school districts comparable in size and scope to SAU 9 to determine
78 the median.

79
80 FACILITIES:

- 81 ● In the binders received you will see the capital improvement projects for each school and the
82 target dates prepared by Mr. Hill.
- 83 ● The track and tennis courts at KHS are compromised and should be repaired before they
84 become significantly compromised and more expensive. The school board felt moving it to a
85 warrant article gives the voters the opportunity to say if they support it or not.
- 86 ● The window replacement project at KHS is another big-ticket item. Without a definitive
87 amount the number there is a place holder. The January 11, 2021 remote school board
88 meeting include a presentation from the architect and discussion on funding the project
89 (bond, maintenance trust fund, or add it to the budget). More information will be available
90 for the January 13, 2021 meeting.

91 Questions:

- 92 ➤ **Mr. Drinkhall** inquired if \$77,000 engineering cost had been spent and was it part of the
93 \$1.5million proposal. **Mr. Richard** noted the school board authorized an architect to be
94 hired to prepare the specifications to put out to bid. Mr. Hill noted the architect will
95 continue working through the construction phase ensure specifications are being met.
96 ➤ **Mr. Drinkhall** inquired why the districts capable maintenance staff did not they prepare
97 the specifications. **Mr. Richard** noted the maintenance staff is not qualified to develop
98 the specifications at the level to put out to bid. Specifications will be presented to the
99 school board on January 11, 2021.
100 ➤ **Mr. Colbath** inquired if the track is a liability. **Mr. Richard** advised it is not at this time
101 rather is it infrastructure. **Mr. Corbett** inquired if it is preventative work. Mr. Richard
102 noted it is and is part of the maintenance schedule.

103
104 WARRANT ARTICLES:

- 105 • Articles 2-4 are tuition agreements that are on the warrant every year for the maintenance
106 trust Funds offset by the sending towns.
107 • Article 5 is the AFSCME agreement.
108 • Article 6 is the operating budget.
109 • Article 7 is for Project SUCCEED, the afterschool program.
110 • Article 8 is the bus and heavy equipment previously the bus warrant article. This trust fund
111 allows the budget to stay level funded for anticipation of bus and equipment replacement.
112 • Article 9 is the window replacement project.
113 • Article 10 is the track and tennis court resurfacing project.

114
115 Questions:

116 **Mr. Donohoe** expressed concern for article 8, noting in his opinion it is a large spending bucket
117 and asked for average expenditures for the past 8 years. **Mr. Hill** advised busses cost \$100,000
118 and 1.5 to 2 of the 18 busses are replaced each year. Further noting, this follows the town model
119 that has been used for many years and in accordance with the strategic plan it evens off the peaks
120 and valleys on the tax rate. **Mr. Richard** noted they could provide a projected list of equipment
121 replacement going forward. **Mr. Donohoe** noted that would be helpful but would still like to see
122 what has been spent. **Chair LeFebvre** inquired of the length of a buses service. **Mr. Hill** noted
123 it is 10 years or 150,000 miles. **Mr. Drinkhall** noted his support for this article.

124
125 UNIT 2 – SPECIAL EDUCATION DISTRICT WIDE (Orange Tab)

- 126 • There is an anticipated decrease of \$208,000, however, the budget is based upon current
127 needs only. If needs increase the Sp. Ed. trust fund is used and if the needs decrease money
128 is put into the Sp. Ed. trust fund.
129 • There is an increase related to salary and benefits.
130 • OT and PT services, transportation, and tuition costs are included in the budget.
131 • Ms. Stimpson noted over the past 7-8 years a consistent 14% of the students have received sp.
132 ed. services. Out of district placements include preschool students which has increased while
133 the elementary and high school numbers have decreased indicating the district provides a
134 stable environment for students.

135
136

137 Questions:

- 138 ➤ **Mr. Jensen** asked for a rough percentage of revenue from sending towns to offset the
139 budget. **Mr. Richard** advised any services that are outside of what is typically offered is
140 paid by the district and reimbursed by the sending towns. **Ms. Stimpson** advised it is
141 \$550,000 for LEA reimbursement.
- 142 ➤ **Mr. Jost** asked for clarification for LEA. **Mr. Richard** advised it is local education
143 association. **Mr. Colbath** inquired of the State and Federal funds that offset the budget. Ms.
144 Stimpson advised \$100,000 is anticipated from the state and \$350,000 is anticipated from the
145 Federal IDEA grant.
- 146 ➤ **Mr. Colbath** asked if Conway provides sp. ed. services to students attending the charter
147 schools. **Mr. Richard** advised any sp. ed. supports for Conway students attending a charter
148 school is included in the Conway budget.

149
150 UNIT 3- KHS:

- 151 • Staff reductions include a half-time math teacher, half-time world language teacher, half-time
152 library aide, and half-time special educator. Mr. Carpenter explained two of those positions
153 were existing and two of the positions would have been new. All were removed from the
154 budget for cost saving purposes. Staff worked hard to keep the budget flat and only asked for
155 what was specifically needed to provide services to students.
- 156 • The only large increase was in salary and benefits.

157
158 Questions:

- 159 ➤ **Mr. Colbath** inquired if the increase was for salaries or benefits. **Mr. Richard** noted it was
160 salaries and statutory benefits. The health insurance premium rates increased by 7.75%
- 161 ➤ **Mr. Donohoe** inquired of the cost for dental insurance. **Mr. Hill** clarified depending on the
162 agreement employees pay 5-10% of the premium.
- 163 ➤ **Mr. Donohoe** inquired of the \$11,000 budgeted workers compensation. **Mr. Richard**
164 advised it is the total from all line items as Ms. Gilligan rolled all of them into one line item.

165
166 UNIT 4 – KMS:

- 167 • The sp. ed fluidity as well as the health insurance and retirement benefits impact the budget.
- 168 • Mr. Biche noted summer school and overall staffing increases affect the budget. (Mr. Biche
169 did not have a good connection and we were unable to hear his comments)

170
171 Questions:

- 172 ➤ **Mr. Colbath** clarified the \$300,000 on the health insurance line is a result of multiple line
173 items rolled into one. **Mr. Richard** confirmed it was.
- 174 ➤ **Mr. Colbath** asked for an update on the relationship with the Rec Center. **Mr. Richard**
175 noted the relationship has been great with increased value of the facility, good about sharing
176 classrooms, fields, and students.
- 177 ➤ **Chair LeFebvre** inquired if there is any mothballed space left at this time. Mr. Richard
178 noted the building is in full use including some luxuries for students.
- 179 ➤ **Mr. Edgerton** clarified it was previously noted KMS had room for the 6th grade. **Mr.**
180 **Richard** confirmed that is still the case as the extra rooms being utilized are conveniences
181 that would go away along with reconfiguration and possible sharing of classrooms if the 6th

- 182 grade came to KMS. **Mr. Edgerton** inquired how many students could fit. **Mr. Richard**
183 advised the building could accommodate another 100 students.
- 184 ➤ **Chair LeFebvre** clarified KHS could hold up to 1,200 students, KMS could hold up to 450
185 students, and each elementary school could hold 250 students. **Mr. Richard** confirmed those
186 numbers are accurate.
- 187 ➤ **Mr. Donohoe** inquired if the scheduled overlay for the parking lot between KMS and CES
188 would be part of the budget or a warrant article. **Mr. Hill** advised it is premature to make
189 that decision as there are multiple projects coming up that the school board will need to
190 prioritize. **Mr. Drinkhall** inquired if the parking lots would be overlaid or redone from the
191 bottom up. **Mr. Hill** advised based on the condition of the parking lot it would need to be
192 done from the bottom up.

193
194 UNITS 5-7 – ELEMENTARY SCHOOLS:

- 195 • All three schools work collaboratively to provide consistency among all 3 schools.
196 • There is one deletion of a full-time elementary school teacher. It has not been determined
197 which school it will come from due to the volatility of the enrollment with the transiency and
198 especially during the pandemic.
- 199 • **Dr. Frechette** noted they are being responsive to the shifting enrollment/ fiscally responsible
200 with staffing while maintain a strong academic and social emotional programming that is
201 provide to the kids in the community. The only increases are related to health insurance,
202 salary, and benefits.
- 203 • There is a \$60,000 maintenance rotating fund for all 3 elementary schools that is used to
204 modify the facilities and this year CES is the recipient.

205
206 Questions:

- 207 ➤ **Chair LeFebvre** inquired how much of the student turnover is related to students going to a
208 different school within the district. **Mr. Richard** advised it is difficult to determine during
209 the pandemic and the offering of school choice within the district.
- 210 ➤ **Mr. Colbath** inquired if there are moves in and out of the charter schools. **Mr. Richard**
211 noted there are approximately 24 students that moved to charter schools. That move impacts
212 the revenue from the adequacy aid and free and reduced lunch program as they are based on
213 enrollment. The lack of those revenues will have an impact on the tax rate.
- 214 ➤ **Mr. Colbath** noted approximately 25% of the students are home schooled. **Mr. Richard**
215 explained families are no longer required to provide notice to the superintendent that a
216 student will be home schooled, and the DOE does not have an accurate number of students
217 being home schooled which is a concern for all educators.
- 218 ➤ **Mr. Edgerton** inquired if there is consideration of putting the 6th grade in KMS. **Mr.**
219 **Richard** advised the school board is studying the financial impact, however, there is no plan
220 to act this year.
- 221 ➤ **Mr. Drinkhall** noted on December 16, 2020 he was provided with \$36.5 million for last
222 year's expenditures, however, the figure is noted as \$37.8 million. **Mr. Richard** clarified the
223 approved budget was \$37.8 million. **Mr. Drinkhall** noted with the inclusion of warrant
224 articles it appears there is a \$3.2 million or 8.25% increase in the overall spending which
225 during a pandemic is unconscionable. **Mr. Richard** advised the budget should be looked at
226 longitudinally over several years. Although the budget is up \$1.1 million over 2020-21

- 227 budget (which had a \$1 million decrease), it is only \$550,000 over the 2109-20 budget. the
228 decrease the year prior to that should be taken into consideration.
- 229 ➤ **Mr. Colbath** inquired how much was returned to the general fund last year. **Ms. Gilligan**
230 advised \$2,223,976 was returned to reduce taxes. **Mr. Richard** noted this could be attributed
231 to going remote in March.
- 232 ➤ **Chair LeFebvre** commented on December 9, 2020 the committee was advised all the
233 elementary school roofs were 30-years old and out of warranty. Upon reaching out to a
234 roofing contractor and with approximate specs, it was noted to replace the roof at JFS it
235 could be \$9-\$17 per square foot to replace the roof. Is there a possibility of hiring a
236 contractor to do an inspection to determine if there is a need for a full replacement? **Mr. Hill**
237 advised over the past 30 years every roof has been replaced within Conway school district,
238 which was approved by the school board, budget committee and the voters. To spend the
239 time and money patching the roof the best thing is to set up a full replacement schedule with
240 a contractor. The roofs are currently in a better position than they were 30 years ago, and the
241 project will consist of removing the rubber membrane and updated the insulation to meet
242 specifications and replacing the membrane.
- 243 ➤ **Mr. Donohoe** inquired where the trust fund balances were in the binder. **Mr. Richard** with
244 the assistance of Ms. Gilligan advised the figures were on page 79.
- 245 ➤ **Mr. Colbath** inquired of the default budget process. **Ms. Gilligan** advised she is waiting on
246 two outstanding items before calculating the default budget. **Mr. Richard** noted Ms.
247 Gilligan is removing all one-time expenses.
- 248 ➤ **Mr. Colbath** asked to have the remote participants projected onto the large screen due to the
249 difficulty of hearing them. **Mr. Richard** advised he would work on that for the next
250 meeting.
- 251 ➤ **Mr. Richard** clarified the meeting on January 13, 2021 would cover unit 8 – technology;
252 unit 9 – CTC, unit 10-district wide maintenance, and other pieces.

253
254 **Chair LeFebvre** provided the following updates to the meeting schedule:

- 255 ❖ Wednesday, February 3, 2021 is a make-up session in case of a snow day, if that meeting is
256 held it will occur at the Professional Development Center at KMS.
- 257 ❖ Wednesday, February 10, 2021 is the public hearing and will be held at the Loynd
258 Auditorium at KHS starting at 6:00 PM
- 259 ❖ Monday, March 1, 2021 the town deliberative session will be held at KHS gymnasium start
260 time TBD.
- 261 ❖ Wednesday, March 3, 2021 the school deliberative session will be held at KHS gymnasium
262 starting at 6:30 PM.
- 263 ❖ The default budget committee will meet on January 5, 2021 at the new town hall in the select
264 board meeting room.

265
266 **OLD BUSINESS:**

267 **Mr. Donohoe** moved to have Chair LeFebvre express in writing to the school board the concern
268 of the budget committee over the cost of the window replacement at KHS.

269
270 **Discussion:**

- 271 ➤ **Mr. Aughton** noted the \$1.5 million estimate is not an absolute figure as a bid has not been

- 272 ➤ received. **Mr. Donohoe** noted in his conversation with the facility staff he was advised a
273 firm figure between \$960,000 to \$980,000 was proposed in June 2020.
- 274 ➤ **Mr. Jost** expressed concern as the estimate that was received was over a year ago and there
275 will be growth in that figure. Additionally, the estimated included school district staff being
276 involved in the process. Before moving forward, it is important to make sure there is a level
277 playing field for the specifications. **Mr. Donohoe** noted per discussion with the facility
278 committee this current situation is a result of going with the lower cost product to reduce the
279 budget.
- 280 ➤ **Mr. Drinkhall** noted his understanding of the figures in June 2020 to be in the \$900,000
281 range was an actual cost provided by a local contractor including maintenance staff removing
282 old windows
- 283 ➤ **Mr. Dziejic** noted in his experience the increase in construction from last year is 30%
284 based on an increased demand in products. Additionally, the bidding process provides
285 fairness.
- 286 ➤ **Mr. Corbett** inquired if the maintenance staff could still be involved as part of the bidding
287 process. **Ms. Towle** advised once the project went out to bid it was no longer an option as
288 contractors will bid on the entire project based on the specifications.
- 289 ➤ **Ms. Leonard** commented she believes in the bidding process, which might cost more up
290 front but will be an investment that saves money in the long run.

291
292 **Mr. Colbath moved seconded by Chair LeFebvre to allow Recording Secretary Towle to**
293 **speak. Motion Carries. (13-0-0)**
294

- 295 ➤ **Mr. Jensen** inquired if it is within the purview of the budget committee to respond to a
296 proposal that has not been made yet. **Chair LeFebvre** advised the committee is authorized
297 to express concern over the possible expenditure and doing so in writing will get more
298 attention.
- 299 ➤ **Mr. Aughton** advised the school board is equally concerned over the cost of the windows;
300 however, their focus is to have safe windows installed at the right price. **Ms. Towle** further
301 explained of the concern of the school board and frustration with the processes.
- 302 ➤ **Chair LeFebvre** advised further action on the part of the budget committee will be stayed
303 pending further information. Additionally, noting the budget committee will have the
304 opportunity to vote on the warranty article.

305 **Mr. Jensen moved, seconded by Mr. Edgerton to table the motion to allow Chair LeFebvre**
306 **to write a letter of concern to the school board. Motion Carries. (13-0-0)**
307

308 NEW BUSINESS:

309 **Chair LeFebvre** expressed concern of the lack of coverage by the Conway Daily Sun and has
310 been advised their lack of presence is due to COVID concerns. Further advising there is a
311 proposed \$12 million town budget and a proposed \$41 million school budget.

312
313 **Mr. Aughton** noted he can hear everyone in the Professional Development Center where in the
314 Marshall Gymnasium he is unable to hear everybody. **Chair LeFebvre** noted he would check
315 with Superintendent Richard on the availability of the Professional Development Center.

316 PUBLIC /MEDIA QUESTIONS AND COMMENTS: None

317

318 ADJOURN:

319 **Mr. Fougere moved, seconded by Mr. Edgerton to adjourn the meeting at 8:23 PM.**

320

321 Respectfully Submitted,

322 *Lisa E. Towle,*

323 Recording Secretary

DRAFT