

**MINUTES OF MEETING  
BARTLETT SCHOOL BOARD  
Josiah Bartlett School Library  
December 8, 2009**

1. **Call to Order:**

The Bartlett School Board met at 7:00 p.m. Present were: Vicki Harlow, Michael Murphy, Nancy Kelemen, Rob Clark, Dan Perley, Dr. Carl Nelson and Joe Voci. There were three members of public/staff present.
2. **Approve Minutes (11-3-09): Motion by Mr. Clark, second by Mr. Murphy, to approve the Minutes of the Nov. 3<sup>rd</sup> meeting as circulated. Motion carried by unanimous vote.**
3. **Presentation of School Programs/FYI Items:** None.
4. **Public Comments:** None.
5. **Old Business:** None.
6. **Instructional Issues:** None.
7. **Consider Personnel Actions:**
  - A. **Accept Resignation of Lorri Upton – Motion by Mr. Clark, second by Ms. Kelemen, that the Board accept with regret the resignation of Lorri Upton as Reading Assistant. Motion carried by unanimous vote, with the Board wishing her well.**
  - B. **Election of Carol Weeks as Part-time Instructional Aide – Motion by Ms. Kelemen, second by Mr. Perley, that the Board approve election of Carol Weeks as Part-time Instructional Aide effective 1/4/10. Motion carried by unanimous vote.**
  - C. **Election of Hallie Fall as 2:1 Special Ed. Aide – Mr. Perley inquired as to whether this is a new position and was advised it is. Motion by Mr. Perley, second by Mr. Murphy, that the Board approve election of Hallie Fall as 2:1 Sp. Ed. Aide for the 2009-10 school year. Motion carried by unanimous vote.**
  - D. **Consider Request for Sabbatical Leave by Margaret McAllister – Since this involved a personnel issue, decision was made to address it in non public session.**
8. **Business Affairs:**
  - A. **2009-10 Budget Status Report – FYI – Report provided; Dr. Nelson commented the District is “still alright.”**

**B. Consider First Draft of 2010-11 Proposed Budget –**

Ms. Harlow questioned increase in Health Insurance/Administrative Secretary and was told this person was previously on a waiver. She then questioned increase in water account. There was comment that this may be due to increased hand washing; Mr. Voci explained accounts for water, electricity and fuel are averaged over most recent years. He stated also when they did the retrofit they had a choice of paying back the cost and decrease bills, but decided to pay it back on the fast track – all savings are going toward the retrofit. He stated at the end of seven years they will save \$17,000 in electrical costs.

Dr. Nelson reported there is an increase in the budget of 1.56%, or \$114,603. He noted this budget contains the Evergreen legislation settlement with regard to the teacher contract – it is zero within this year.

Dr. Nelson noted there is a 27.4% increase in health insurance which is what is projected for Bartlett.

The budget shows a reduction of almost \$400,000 in Special Education expenses; there is an increase in high school tuition of \$103,000 (which is about the amount of the increase in the budget) due to number of students increasing by 8 to 10. He said the remainder of the budget is self-explanatory; it does not include the sabbatical leave request which was made tonight. Regular High School Tuition is operating costs - \$103,000; the other is Bartlett's share of the bond based on equalized valuation. Total high school tuition increase is \$140,386.

Mr. Clark said he feels that overall Mr. Voci has kept a “sharp pencil” and commended the budget personnel and Mr. Voci as the team leader.

Ms. Harlow questioned whether the \$30,000 increase in health insurance is because it went up in percentage. Dr. Nelson stated it is also because people who were taking waivers previously are not taking them now, which is the case pretty much across the SAU. Mr. Perley noted in looking at our policy on reimbursement for the health waiver, when it first started it was free, now that insurance costs for families are higher, it might be worth looking at encouraging someone to take the waiver – we are still saving something. He suggested looking into it to see if people would opt for it. Dr. Nelson noted even with the 27% increase in health insurance, the dollar rate is less in Bartlett because of experience of the population and different grouping. He pointed out there is a clause in the contract stating the Board will pay 80% of the lowest cost plan which has been beneficial in saving money.

**Motion was made by Mr. Murphy, seconded by Mr. Perley, that the Board adopt the proposed budget at \$7,667,216 and bring it forward to the budget hearing.**

Mr. Clark questioned Evergreen legislation. Dr. Nelson said it is equivalent to \$90,613; the \$90,000 is in there regardless whether the contract gets approved or

not – you are required to carry on the payment plan that is in your contract. He commented that Mr. Perley made an excellent point at the annual meeting to inform everyone that this would be contained in the contracts in the future. Mr. Clark stated this Evergreen law is only in effect until the next contract is signed. Dr. Nelson said the District would still have to pay the teachers at whatever agreement the salary rate is. Ms. Kelemen noted this is always going to be a line item from now on.

Ms. Harlow questioned new equipment/grounds - \$800, and was told it is new crossing lights to replace the blinking lights presently in place. Ms. Harlow questioned adding two aides. Mr. Voci stated one was just voted on tonight, the other is a reimbursable aide for a foster child.

**Mr. Murphy's motion carried by unanimous vote.**

**C. Consider First Draft of Warrant Articles –**

Article 1 – Budget - \$7,667,216

Article 2 – Collective bargaining agreement between Bartlett School Board and Bartlett Education Association. Dr. Nelson stated in the first year it shows an estimated increase of \$0, in the second year there is an increase of \$9,738. One of the provisions is to make available to new teachers \$1,000 payback for student loans for the first five years. The second year increases the salary schedule by \$500 in each cell. He stated that will be the point at which Evergreen will click in. The draft warrant has been sent to DRA for review.

Article 3 – Technology Program - \$14,000 – continues technology plan in place.

Article 4 – Replace roof above the cafeteria - \$38,500. – Note was made that the area to be replaced is 18 years old; there are two sections remaining to be done. Mr. Perley noted the \$38,500 will be withdrawn from the Capital Reserve Fund so it is a net zero and will have no effect on taxes. Dr. Nelson reported there is currently \$107,000 in the maintenance reserve fund.

Article 5 – Purchase of a new school bus - \$94,500. It was noted cost of buses has increased about \$10,000 because of new emissions control requirement. Passage of this article will authorize withdrawal of \$30,000 from the school bus reserve fund, leaving \$64,500 to be raised by taxation. Dr. Nelson said word has been received that National Forest funds will not be forthcoming this year. Presently the bus reserve fund has a balance of \$86,000.

Article 6 – 3-year tuition contract with Hart's Location for their K-8 students to attend JBES. It will include the same funding structure as the contract with Jackson.

**Motion was made by Mr. Clark, seconded by Ms. Kelemen, that the Board approve the Warrant as presented and that it be brought forward to the budget hearing. Carried by unanimous vote.**

**9. Administrators' Reports:**

**A. Principal** – Mr. Voci announced that Friday, Dec. 11, will be the first activities night for grades 6-8, to be conducted by Bartlett Police Dept., the Rec Dept. and the School, and will include students from Jackson. There is a \$3.00 charge, however, no one will be refused entry for lack of funds. Two ping pong tables, two foosball tables, and an air hockey game have been purchased. Another event has been planned for January – an extreme video night. It is hoped that a grant will be written to provide for having one of these events a month in the future.

The winter concerts are planned for 1:30 and 6 p.m. on Dec. 21<sup>st</sup>. Mr. Voci reported the Veteran's Day Assembly was an awesome event with a great deal of enthusiasm. A teacher workshop day was held on Nov. 10<sup>th</sup> with most of the staff involved in technology training. A "Strings Night" was held on Dec. 3<sup>rd</sup> with students from Bartlett, Jackson, and Mt. Top Music.

Mr. Voci reported that JBES was awarded a \$10,000 Technology Mini-grant by the State's Enhancing Education Through Technology Program. The team wrote the grant with the express desire of infusing technology into our music dept., with an eye toward connection to the math curriculum.

**B. Superintendent**

Dr. Nelson announced there will be an SAU Board meeting on Dec. 10<sup>th</sup> at Conway El at 6:30 p.m. and will be a budget hearing. He stated revised copies of the budget have been Emailed to everyone because when he estimated the health insurance rates they were at 5.75% - that came in at a guaranteed maximum with a 1% discount. The budget will still increase slightly, but shares to the District will still be negative. Bartlett will pay about \$4,000 less than the previous year.

**10. Board Member Issues – Board Discussion:**

**A. Committee Reports** – Ms. Kelemen reported the Facilities Committee met in Oct. and reviewed the five year plan. The Joint Loss Management Committee met. The Calendar Committee had a successful meeting on Dec. 7<sup>th</sup>, changed just a few things, and it is being sent to the SAU Board. She reported she attended the Career and Technical Advisory Board meeting at which it was announced that the adult education program has 230 students enrolled. She noted the projects the kids do in Career/Tech are very interesting - they are presently working to design a bridge to the Mineral Spring gazebo.

There was some discussion as to the offering of an SAT preparedness course; however, Dr. Nelson noted that the course does not last long enough – it is only

five weeks, so if it is to be considered as a course, there is the question of what to do for the remaining weeks?

Ms. Harlow reported the SAU 9 Executive Board met and was “thrilled” to learn that Dr. Nelson is willing to remain in his position for an additional year.

**B. Consider Change in Date for School District Meeting – Motion was made by Mr. Clark, seconded by Ms. Kelemen and carried by unanimous vote, that the annual District meeting be held on March 16<sup>th</sup>.**

The budget hearing is scheduled for Feb. 2, 2010.

**C. Consider Appointment of Leslie Mallett as School District Clerk Pro Tempore – Motion by Ms. Kelemen, second by Mr. Murphy, that Leslie Mallett be appointed Clerk Pro Tempore for the School District. Carried by unanimous vote.**

**D. Vacancy in Position of Moderator** – It was announced that Norman Head has agreed to serve as Moderator for the 2010 annual District meeting.

**E. Consider Approval of BEA Memorandum of Agreement** – Non public session.

- 11. Public Comments:** Lloyd Jones questioned with regard to the 27.4% increase in health insurance, whether there has been any movement toward a deductible. Dr. Nelson stated that dollar-wise, the plan approved is cheaper because Bartlett has a clause in the contract that says they will pay 80% of the lower cost plan - if there is a lower rate for a comparable plan, the Board would go to that. Mr. Jones questioned whether they have discussed the \$500 deductible plan adopted by Conway. Mr. Perley stated that ended up being more expensive because of the language we carry for the lowest cost plan.

Mr. Jones questioned with regard to the Evergreen legislation in place whether there is any incentive to negotiate contracts. Ms. Harlow noted that was part of the argument. Mr. Clark said there is always a chance for an improved contract. Mr. Perley said there is the question that, for instance, if you have a current contract with a starting salary of \$28,000, should in ten years that still be \$28,000? Dr. Nelson said the legislation says the payment plan that is in place will remain in place - with the current salary schedule a person would move down the schedule, i.e. if he/she were at Bachelor Step 1 at \$28,000, then the next year move to Bachelor Step 2, it would be \$29,500. If a person were at \$62,500, they would add \$2700 to the \$62,500; if they are off the salary schedule, there is a payment plan. Mr. Perley stated it is important also to consider it is percentages, not dollars - it will be an annual increase for perpetuity unless the contract is renegotiated.

Mr. Jones questioned whether there is a cap on how far we can afford to go for teachers' salaries? Is there a cap for our town? Mr. Perley said do the math on

where the person started, to get to, for instance, \$90,000. Mr. Voci stated the question would be “how long do you want your good people to stay?” Dr. Nelson added there is also the question of how competitive you want to be when you are hiring people. Mr. Perley commented that even from even last year’s school meeting there was the question of “why aren’t we paying the more tenured teachers more?” He said his perception is, there are limits for everything, but we have to consider what an excellent teacher gets for a reward.

Mr. Jones questioned the success of the vending machine, how it is working. Mr. Voci reported it is unbelievable, they are now going through to see what the kids are eating – it is all healthy stuff, not junk. Mr. Clark said he likes it because if a kid wants a snack after school prior to an activity it is available.

- 12. Non Public Session – At 7:55 p.m. Motion was made by Ms. Kelemen, seconded by Mr. Murphy and carried by unanimous roll call vote, that the Board adjourn to non public session under RSA 91-A: 3, II.**

Nonpublic Session Minutes

1. The Board discussed a personnel issue regarding a request for a sabbatical leave.
2. The Bartlett School Board Negotiating Team answered questions regarding the proposed BEA contract.

**A motion to return to Public Session was made by Rob Clark, seconded by Dan Perley, and passed unanimously.**

**A motion was made by Rob Clark, seconded by Dan Perley, to approve the sabbatical leave request of Margaret McAllister without compensation in accordance with Section F of Article 19. The motion passed 5-0-0.**

**A motion was made by Rob Clark, seconded by Nancy Kelemen, to approve the BEA contract as presented. The motion passed 5-0-0.**

**A motion to adjourn was made by Nancy Kelemen, seconded by Dan Perley, and passed unanimously.**

Respectfully submitted,

Gail T. Carrier, Recording Secretary