

## **Subject: Weare Finance Committee Minutes for 5 January 16**

1. The Weare Finance Committee met at the town offices on Tuesday 5 January at 7pm. Members in attendance were Lori Davis, Matt Whitlock, Bill Anderson, Keith Erf, Peter Mennis, Stephen Wallace, Rochelle Pitkaniemi, and Gregg McDowell.

2. Business. SAU24 Superintendent Lorraine Tacconi-Moore presented the a summary of the Weare School budget and contract issues for the upcoming year. Also present were SAU24 Business Administrator Kathleen Sargent, WSB Chairman Marge Burke and WSB member Sue Morin.

a. Weare School Budget. As currently developed the proposed 2016-17 budget is \$14,620,459. The default budget is \$14,464,930 with the difference being 1.06%. The 2015-16 actual budget was 14,605,903. To summarize the proposed budget represents a very slight (one tenth of 1 percent) increase over the current budget while the default budget represents a slightly less than 1% decrease over the current budget.

b. Weare Teacher Contract. Proposal is for a 2 year contract with provisions to deter what has been a high turnover in newer teachers. Of 42 hires SAU wide last year, staff estimated 22-23 were in the Weare School District; the majority due to turnover as there were only 3 retirees. High turnover is primarily attributed to relatively low starting pay compared to surrounding districts. Six years ago starting pay was 29.7K; it is currently 30.8K. The proposed contract would increase starting pay to 35.2K. Lower turnover would reduce the hidden costs associated with training, mentoring and orienting new hires. The contract also eliminates longevity pay increases after year 1 of the contract, including those grandfathered. Blue Cross/Blue Shield (BC/BS), the most expensive health care choice, has been eliminated. This should reduce health care costs as approximately one third of the teachers are currently on BC/BS. The contract also gets rid of "compound interest" impacts of longevity pay hikes, except for those grandfathered in (about one-third are currently grandfathered). Questions from the finance committee were for additional information needed to better understand the long term financial benefit to the taxpayers., Superintendent Tacconi-Moore will provide the committee additional information on when we can expect those teachers grandfathered to be retired out of the system and the cost savings of the remaining most expensive health care plan as compared to BC/BS.

c. Weare Support Staff Contract. Proposed contract is for 3 years; this allows staggering this contract with the above teacher's contract. Contract covers approximately 50 Para 1 and Para 2 employees in the Weare School District grades 1 thru 8. Contract costs would be \$38.6K in year 1, \$37.1K in year 2, and \$30.3K in year 3. Contract would provide annual raises of 1% for Para 1s and 2-4% for Para 2s. Step increases would not be impacted; thus pay increases could be compounded. The current employee makeup is about 50/50 Para1/Para2. The difference between each is Para 2s are NH State Bd Education certified thru either 2 years of college, a state test, or a state review and approval of one's body of work. As part of the contract Paras

will be trained as instructional facilitators in either literacy or math to better facilitate student development.

3. Calender.

a. John Stark. School Board budget workshop is Wed 6 Jan at 4 at the SAU offices in Henniker. Current proposed budget is \$94K above the default but \$17K less than this year's operating budget. Workshop will be attempting to close the gap between the proposed and default budget. The Stark public hearing is scheduled for 14 Jan at 7pm in the HS library. The regular monthly school board meeting will start at 630pm (they will then break for public hearing at 7).

b. Weare School Board. Public hearing is scheduled for 12 Jan at 7pm in the WMS Library. Regular monthly school board meeting will start at 6pm (then recess for public hearing).

c. Finance Committee. Next meeting Thursday 7 Jan at 7 at the town offices. Hope to have more definitive town budget and warrant articles for review from BOS.

4. Adjournment. The meeting adjourned at 935pm.

Bill Anderson, Secretary