Selectmen’s Introduction

The Board of Selectmen is pleased to provide this sample ballot and informational pamphlet to assist voters in making up their minds on the important questions appearing on the Official Ballot for the Second Session of the 2021 Town Meeting. Voting on the Official Ballot will take place on Tuesday, March 8, 2022 between the hours of 7:00 AM and 7:00 PM at the Weare Middle School.

In the pamphlet you will find each article reprinted as it will appear on the ballot. Article one is to elect officials. Articles two is the zoning amendment of which the details can be obtained through the Land Use Department or Town Clerk’s Office during regular business hours. Articles three through twenty-four are followed by the Board of Selectmen’s recommendation, the estimated tax impact, and an explanation of the purpose of the article. Immediately following the purpose statement for each article you will find a recommendation from the Finance Committee on articles that have a financial impact.

Tax impacts are estimated for each article to give you an idea of the cost of the article for 2022 based on some estimates, largely the Town’s net assessed valuation (NAV). To figure the tax impacts you divide the cost stated by $1,259,803 (the NAV) and you will get the estimated tax impact for that article per $1,000 assessment. Example (Article 4): $62,377 divided by $1,259,803 = $0.049 cents per $1,000. For a $350,000 you would take the $0.049 and multiply it by $350 = $17.33 (increase).

The Board of Selectmen and Town employees appreciate your continued support and participation. Additional information may be requested at the Selectmen’s office at 529-7535. Specific questions regarding either the Weare or John Stark school ballot should be addressed to the SAU 24 office at 428-3269.

Weare Finance Committee Report

This report contains the recommendations from the Finance Committee on warrant articles presented by the town and two accompanying school districts that have a financial impact on taxpayers. The Committee has worked closely with town and school district officials to understand and assess the operational and financial impact of the proposed warrant articles. If voters follow these recommendations, the anticipated 2022 tax rate for the town and school portions (excluding state and county) would be $17.08, an increase of 14.9% over last year. This means a property assessed at $350,000, could
see an increase of $776 in their annual tax bill. This and the tables below present a worst case scenario.

While this would represent a significant increase in taxes, it should also be noted that the town and schools have conservative revenue projections. If revenues exceed these projections, the tax impact will be reduced. In addition, the Board of Selectmen has the ability to use money from the town fund balance to reduce the tax rate. Also, any surplus in both school budgets automatically goes to reduce taxes the following year. The previous five year average of funds returned to reduce taxes is $1,138,493 (Town $245,000, Weare Schools $502,962, Stark $390,531). Although there can be no guarantee on the amount to be returned, using the recent average returns could reduce the below projected tax impact by $0.90 or $316 on a $350,000 property.

The following table outlines the tax impact if all articles are approved, if all articles are rejected, and if the Finance Committee recommendations are approved. In all cases State and County Taxes have not been included, which in 2021 added $1.46 and $0.88 to the tax rate respectively.

<table>
<thead>
<tr>
<th>Comparison Table</th>
<th>2022 Estimated Tax Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Town</td>
</tr>
<tr>
<td>All warrant articles rejected</td>
<td>$3.00</td>
</tr>
<tr>
<td>All warrant articles approved</td>
<td>$3.86</td>
</tr>
<tr>
<td>Recommended</td>
<td>$3.84</td>
</tr>
<tr>
<td>2020 Tax Rate</td>
<td>$3.04</td>
</tr>
</tbody>
</table>

* = These totals exclude the State and County Taxes, which in 2021 added $1.46 and $0.88 to the tax rate.

** = Using the last 5 years of average returns from the town and schools that were used to reduce taxes, the $776 could be reduced by as much as $316.

---

**TOWN BALLOT**

**ARTICLE 1**

To choose all necessary Town Officers for the ensuing year. (By official ballot)
FOR SELECTMAN
Three Year Term
Vote for One
Kevin J. Cahill
Kyle Parker

FOR TOWN CLARK
Three Year Term
Vote for One
Maureen Billodeau
John (Jack) Meaney

FOR TOWN MODERATOR
Two Year Term
Vote for One
Jonathan Morton

FOR TREASURER
Three Year Term
Vote for One
Tina Connor

FOR SUPERVISOR OF CHECKLIST
Six Year Term
Vote for One
Nancy A. Christian
Jessica Kallipolites

FOR LIBRARY TRUSTEE
Three Year Term
Vote for One
Gina Green

FOR TRUSTEE OF TRUST FUNDS
Three Year Term
Vote for One
Lynda A. Fiala

FOR TRUSTEES OF TRUST FUNDS
Two Year Term
Vote for One
Beverly C. Cotton

FOR CEMETERY TRUSTEE
Three Year Term
Vote for One

ARTICLE 2
Are you in favor of the adoption of Amendment No. 1 to the Town of Weare Zoning Ordinance as proposed by the Planning Board as follows: Amend section 3.4.2 regarding non-conforming uses to remove the authority of the zoning board of adjustment to allow the resumption of a non-conforming use which has been discontinued for 2 years or longer. (Recommended by the Planning Board)

ARTICLE 3
Shall the Town raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling Seven Million Four Hundred Sixty -Four Thousand Nine Hundred Ninety -Three Dollars ($7,464,993)? Should this article be defeated, the default budget shall be Seven Million Two Hundred Twenty-Seven Thousand Nine Hundred Eighty -Three Dollars ($7,227,983), which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only.

Recommended by the Board of Selectmen
Estimated Tax Impact = $3.19

PURPOSE: The proposed budget represents a 3.28% increase over the voter approved operating budget. In 2022, we continue to see State mandated NH Retirement Contribution increases, as well as the voter approved Police CBA pay increases, along with the rising cost of fuel and salt costs. The majority of the $237,010 increase is shared between the Police, Highway and...
FOR SELECTMAN
Three Year Term
Vote for One

Kevin J. Cahill
Kyle Parker

FOR TOWN CLARK
Three Year Term
Vote for One
Maureen Billodeau
John (Jack) Meaney

FOR TOWN MODERATOR
Two Year Term
Vote for One
Jonathan Morton

FOR TREASURER
Three Year Term
Vote for One
Tina Connor

FOR SUPERVISOR OF CHECKLIST
Six Year Term
Vote for One
Nancy A. Christian
Jessica Kallipolites

FOR LIBRARY TRUSTEE
Three Year Term
Vote for One
Gina Green

FOR TRUSTEE OF TRUST FUNDS
Three Year Term
Vote for One
Lynda A. Fiala

FOR TRUSTEE OF TRUST FUNDS
Two Year Term
Vote for One
Beverly C. Cotton

FOR CEMETERY TRUSTEE
Two Year Term
Vote for One

FOR CEMETERY TRUSTEE
Three Year Term
Vote for One

FOR BOARD OF FIRE-WARDS
NON-MEMBER FIRE DEPARTMENT
Three Year Term
Vote for One
Killian Donnelly
Gina Green

FOR BOARD OF FIRE-WARDS
MEMBER FIRE DEPARTMENT
Three Year Term
Vote for One

ARTICLE 2
Are you in favor of the adoption of Amendment No. 1 to the Town of Weare Zoning Ordinance as proposed by the Planning Board as follows: Amend section 3.4.2 regarding non-conforming uses to remove the authority of the zoning board of adjustment to allow the resumption of a non-conforming use which has been discontinued for 2 years or longer. (Recommended by the Planning Board)

ARTICLE 3
Shall the Town raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling Seven Million Four Hundred Sixty-Four Thousand Nine Hundred Ninety-Three Dollars ($7,464,993)? Should this article be defeated, the default budget shall be Seven Million Two Hundred Twenty-Seven Thousand Nine Hundred Eighty-Three Dollars ($7,227,983), which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only.

Recommended by the Board of Selectmen
Estimated Tax Impact = $3.19

PURPOSE: The proposed budget represents a 3.28% increase over the voter approved operating budget. In 2022, we continue to see State mandated NH Retirement Contribution increases, as well as the voter approved Police CBA pay increases, along with the rising cost of fuel and salt costs. The majority of the $237,010 increase is shared between the Police, Highway and
Transfer Station. The Police have underfunded programs such as the Tasers, body worn cameras and ballistic equipment also have no maintenance or replacement plan accountability. The Transfer Station has seen hauling increase from 2 trips per week to 3 trips per week as well as hazardous waste day cost increases. The Highway has seen a $30 per ton salt increase as well as adding funds for guardrails and calcium chloride for the gravel roads in the summer.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 8-1) The Committee supports the proposed budget, which is a 4.6% increase over the current year. The default is a 1.3% increase. The $237,000 difference between the proposed and default budget results in about a $66 tax increase on a $350,000 property. The majority of the $237,000 difference ($182,000) is in the Highway and Transfer Station budgets. With high inflation, the Committee wanted to ensure these critical services to the town have sufficient funds for repairs, parts, trash removal, fuel, sand and salt. Approving the proposed budget will also more accurately align budget line items with expenditures.

ARTICLE 4
Shall the Town raise and appropriate the sum of Sixty-Two Thousand Three Hundred Seventy-Seven Dollars ($62,377) to be used for raises for non-union Town and Library personnel? If approved, this addition would become part of the annual budget.

Recommended by the Board of Selectmen
Estimated Tax Impact = $0.05

PURPOSE: This article represents a 3% pay increase for all non-union, seasonal, part time, per diem, and full time employees. 63% of this warrant article is going to first responders.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 9-0) Noting current inflation, the Committee supports a three (3) percent increase for these employees. The Committee expressed concern about recent difficulty in hiring and retention at the junior and entry levels. Warrant articles such as Article 5 and 6 this year, and with Parks/Rec and Public Works in previous years have resulted in a piecemeal approach. The Committee encourages the town to look at adjusting this article in the future to consider setting a higher rate for employees and a lower rate for supervisors.

ARTICLE 5
Shall the Town raise and appropriate the sum of Six Thousand Forty Seven Dollars ($6,047) to cover the cost of increasing the hourly wages for the Weare Public Library Staff by One Dollar ($1) for each employee? This represents wages, payroll taxes, and New Hampshire System contributions for nine (9)
months. If approved, this addition would become part of the annual budget with an estimated annual cost of Eight Thousand Sixty Dollars ($8,060).

Recommended by the Board of Selectmen
Estimated Tax Impact = $0.01

PURPOSE: This article is similar to the warrant article brought forward by the DPW in 2019. To adjust the wages of the staff by $1.00 per hour. This does not include the Library Director.

FINANCE COMMITTEE RECOMMENDATION:
(RECOMMENDED 7-2) This raise is in addition to the three percent raise in Article 4. The Committee supports an additional $1/hour raise for library staff who are currently paid less than their counterparts in many towns throughout the state. Current pay for seven of eight library staff ranges from approximately $11/hr. to $16/hr.

ARTICLE 6
Shall the Town raise and appropriate the sum of Three Thousand Sixty-Four Dollars ($3,064) to cover the cost of increasing the hourly wages for the Parks & Recreation Staff by One Dollar ($1) for each employee? This represents wages and payroll taxes for one (1) year. If approved, this addition would become part of the annual budget.

Recommended by the Board of Selectmen
Estimated Tax Impact = $0.01

PURPOSE: This article provides an additional $1.00 to the current hourly rate in hopes of getting employees to work so the park can be open.

FINANCE COMMITTEE RECOMMENDATION:
(RECOMMENDED 7-2) This raise is in addition to the three percent raise in Article 4. Part-time Parks/Rec positions have traditionally been hard to fill. A similar article passed last year, but it only provided partial relief. This provides an additional $1/hour all staff.

ARTICLE 7
Shall the Town raise and appropriate the sum of Ninety-One Thousand One Hundred Three Dollars ($91,103) to hire two (2) full-time Firefighter/EMTs? This represents the wages, taxes, and benefits for twenty-five (25) weeks, and certain one-time expenses. If approved, the Fire Department Operating Budget will be reduced by Ninety-One Thousand One Hundred Three Dollars ($91,103); and this addition would become part of the annual operating budget with an estimated annual cost of One Hundred Eighty Thousand Seven Hundred Dollars ($180,700).
PURPOSE: This is the final year of the four-year plan to convert part-time and per diem positions to full-time status.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 8-1) The Committee supports this article which will add two (2) full-time EMT/FF, completing the four-year plan of having eight (8) full time EMT/FF positions in the Fire Dept. This will provide a more stable, uniformly-trained workforce, avoiding the uncertainties of depending on per diem staffing.

ARTICLE 8
Shall the Town raise and appropriate the sum of Three Hundred Fifty Thousand Dollars ($350,000) for the purchase to replace one (1) fully-equipped ambulance for the Fire Rescue Department with said funds to come from the Fire Department Equipment and Vehicle Special Revenue Fund? Recommended by the Board of Selectmen Estimated Tax Impact = $0.00

PURPOSE: This replaces a 2009 GMA 2 wheel drive with 85,000 miles (12 years old). In the past 6 years the Town has spent over $20,000 in repairs/maintenance. A new ambulance will gain a patient loading system saving on possible back strains.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 9-0) Approving this article will result in replacement of one of our two ambulances, a 2009 GMC, which is nearing the end of its service life, with less reliability, increased maintenance, and downtime. There is no tax impact. The Fire Department Special Revenue Fund has a sufficient balance and will be used for the purchase. Annual ambulance reimbursements and the remaining balance in the Fund are projected to be adequate for future planned major apparatus procurements.

ARTICLE 9
To see if the Town will vote to join the Capital Area Mutual Aid Fire Compact. The Capital Area Mutual Aid Fire Compact is a District Fire Mutual Aid System established under NH RSA 154:30-a. Membership will convey to the Town of Weare and the Weare Fire Rescue Department all rights and responsibilities contained in that statute and by the Capital Area Mutual Aid Fire Compact by-laws; and further to raise and appropriate the sum of Twenty-One Thousand Sixty Dollars ($21,060) for the purpose of the membership for one (1) quarter in
fiscal year 2022? If approved, the Fire Department Operating Budget will be reduced by Eleven Thousand One Hundred Fifty-Two Dollars ($11,152); and this addition would become part of the annual operating budget with an estimated annual cost of Eighty-Four Thousand Two Hundred Thirty-Seven Dollars ($84,237).

Recommemded by the Board of Selectmen
Estimated Tax Impact = $0.02

PURPOSE: The current public safety radio system is inadequate to meet the needs of the community without requiring a complete and expensive rebuild. Approving the Fire to join the Capital Area Mutual Aid Fire Compact will avoid a large capital expenditure as well as future repairs/maintenance. It will provide immediate improvement in the Fire Communication quality.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 9-0) The Committee agrees that this move will provide the Fire Department a better, more reliable, and more cost-effective communications support system. We will use Capital Area’s infrastructure (e.g. towers, dispatch), which they maintain. The Committee believes this move will be more cost-effective in the long term, as we’ll avoid any larger capital improvements in our existing communications infrastructure related to Fire. Additional support services, not currently provided through Goffstown dispatch, are also provided by Capital Area. The Committee notes the recurring $84,000 annual cost for Capital Area will be partially offset by an approximate $40,000 reduction in cancelling the current contracted services.

ARTICLE 10
Shall the Town raise and appropriate the sum of Seventy-One Thousand Thirteen Dollars ($71,013) for the purchase of one (1) fully equipped front line police cruiser? This would replace a vehicle that has already retired.

Recommemded by the Board of Selectmen
Estimated Tax Impact= $0.06

PURPOSE: The Police Department is authorized for 8 fleet vehicles; 7 Police and 1 ACO. There are currently 7 fleet vehicles as a Police Department vehicles was disposed of in 2019 and not replaced.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 7-2) The Committee supports this article to replace a cruiser which has previously been placed out of service and sold for scrap. The current fleet has four (4) Dodge Chargers and a Tahoe for patrol. The Chief uses our 2013 Explorer. The current situation is undesirable, as it requires using a marked patrol
vehicle for administrative needs, such as going to court and transferring evidence to an out-of-town storage facility. Approving this article would move the new vehicle into patrol and remove Weare PD markings from a Charger, which would then be used for administrative needs. Ensuring the full availability of five patrol vehicles will also provide the Chief more flexibility in patrol, now that the department has a full complement of officers.

**ARTICLE 11**
Shall the Town raise and appropriate the sum of Five Thousand Dollars ($5,000) for the purchase of three (3) skate park features?

*Recommended by the Board of Selectmen*

Estimated Tax Impact= $0.01

**FINANCE COMMITTEE RECOMMENDATION:**

(RECOMMENDED 5-4) Parks and Rec has identified features requiring replacement at the skate board park in the center of town. A majority on the Committee supported the article, noting limited resources in the Parks-Rec operating budget and the article’s very small impact on taxes. The minority opinion of the Committee supported replacing these features through alternative sourcing, such donated equipment from the private sector.

**ARTICLE 12**
Shall we adopt the provisions of RSA 31:95-c to restrict Fifty Percent (50%) of Recyclable Revenues to expenditures for the purpose of Transfer Station Equipment and Capital Projects? Such revenues and expenditures shall be accounted for in a special revenue fund to be known as the Transfer Station Recyclable Special Revenue Fund, separate from the general fund. Any surplus in said fund shall not be deemed part of the general fund accumulated surplus and shall be expended only after a vote by the legislative body to appropriate a specific amount from said fund for a specific purpose related to the purpose of the fund or source of revenue.

*Recommended by the Board of Selectmen*

**PURPOSE:** This article would create an account where 50% of the revenue generated by recyclables can be set aside. These funds would be used directly for Transfer Station equipment/upgrades only after a vote at Town meeting.
FINANCE COMMITTEE RECOMMENDATION:  
(RECOMMENDED 8-1)  Currently all revenues from recyclables at the Transfer Station go into the General Fund. Approval of this article will allow fifty (50) percent of those revenues to go into a special revenue fund, which can then be used to help fund future needs in equipment and facility upgrades. A similar fund has been effective for the Fire department using ambulance revenues for equipment and apparatus needs. The Committee supports this approach of targeting revenues to directly support the facility generating that revenue.

ARTICLE 13  
Shall the Town raise and appropriate the sum of Two Hundred Sixty Thousand Dollars ($260,000) for the purpose of purchasing a new fully equipped 10-wheel plow truck for the Highway Department? The entire Two Hundred Sixty Thousand Dollars ($260,000) will be withdrawn from the unreserved fund balance.  
Recommended by the Board of Selectmen  
Estimated Tax Impact= $0.00

PURPOSE: The plan is to replace one truck a year. Last year this article failed. The Town is in need of 2 trucks this year. The negative vote resulting in the necessity to purchase two trucks in 2022. The result of a no vote last year cost $30,000 more this year for a truck. The repairs for the truck intended to be replaced cost over $10,000 in repairs in 2021 alone.

FINANCE COMMITTEE RECOMMENDATION:  
(RECOMMENDED 6-3)  The town needs to replace two plow trucks. It has a 2004 and a 2005 rusting Volvo 6-wheeler plow truck, both of which require high maintenance and have well in excess of 10,000 hours and 135,000 miles. This article will allow replacement of one of the two. The town is still feeling the effects of not purchasing any plow trucks for six consecutive years from 2009 to 2014, and then again in 2021. This 10-wheeler is the replacement vehicle of choice because of its 50 percent increased load capacity, allowing for more efficient operation of winter plowing, sanding and year-round gravel hauling. This will allow a “catch-up” for the vehicle that was needed, but not purchased last year. There is sufficient funding in the Unreserved Fund Balance to purchase this truck.

ARTICLE 14  
Shall the Town raise and appropriate the sum of Two Hundred Sixty Thousand Dollars ($260,000) to be added to the previously established Highway Truck and Equipment Replacement Capital Reserve Fund for the purpose of purchasing a new fully equipped 10-wheel plow truck for the Highway Department?  
Recommended by the Board of Selectmen
PURPOSE: This article for this second truck would get the Town back on the rotation schedule set out years ago. This truck is being asked for through taxation. If both of these trucks are approved they will still need to plow for the winter of 2022 because of the delays in getting vehicles and equipment.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 9-0) The town needs to replace two plow trucks. Article 13 will replace the first; This Article 14 will replace the second. The relative justification for this purchase is cited in Article 13 above, with the only difference between the two being the funding source. Article 13 will be funded by the Unreserved Fund Balance and Article 14 will raise funds through taxation. Even if both articles are approved and the trucks are purchased, supply chain issues are likely to delay delivery until next year, making it all the more urgent for approval this year.

ARTICLE 15
Shall the Town raise and appropriate the sum of Ninety-Five Thousand Dollars ($95,000) to be added to the previously established Highway Truck and Equipment Capital Reserve Fund for the purpose of replacing one (1) fully-equipped medium duty highway vehicle?

Recommended by Board of Selectmen
Estimated Tax Impact = $0.08

PURPOSE: There is $40,000 already in the Capital Reserve Fund that will be used to offset the cost of this truck. These medium trucks are used daily, in both summer and winter operations. A recent vehicle fire has taken it out of commission, causing employees to use personal vehicles for pickup and delivery of parts.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 9-0) Approval of this article will add sufficient funding to the Highway Truck and Equipment Replacement Capital Reserve Fund. This funding, coupled with $40,000 currently in the Fund will give the Highway Department sufficient funds to replace a 2009 medium duty vehicle, which was used for lighter and more restrictive road and plow work unsuitable for the larger fleet. The 2009 truck had been slated for replacement this year due to age, condition, and expensive repairs. It has since been taken out of service early due to a vehicle fire.

ARTICLE 16
Shall the Town raise and appropriate the sum of Five Hundred Seventy-Five Thousand Dollars ($575,000)
for road reconstruction and resurfacing of roads with up to Two Hundred Eighty Thousand, Nine Hundred Two Dollars ($280,902) anticipated to be received from the State of New Hampshire Highway Block Grant (pursuant to RSA 235) and the remaining balance of approximately Two Hundred Ninety-Four Thousand, Ninety-Eight Dollars ($294,098) to be raised by taxation and added to the previously established Road Reconstruction Capital Reserve Fund?

**Recommended by Board of Selectmen**

Estimated Tax Impact = $0.23

**PURPOSE:** This is the yearly article to perform the annual road reconstruction and still be able to continue the preservation plan that was implemented with the road bond in 2019. This year the article is being increased due to inflation of fuel and other petroleum costs.

**FINANCE COMMITTEE RECOMMENDATION:**

*RECOMMENDED 9-0* The 2019 Road Reconstruction Bond provided critically needed resources to reverse the deteriorating condition of town roads. The town is now in a much better position to target recurring resources on maintaining roads before they require a complete and costly restoration. The increased amount over last year’s article is reflective of increased costs for materials used in road maintenance. State reimbursement is expected to provide just under 50 percent of the total cost.

**ARTICLE 17**

To see if the Town will vote to establish a Master Plan Update Capital Reserve Fund under the provisions of RSA 35:1 to begin funding the update of the master plan and to raise and appropriate the sum of Twenty Thousand Dollars ($20,000) to be placed in this fund. Further, to name the Board of Selectmen as agents to expend from said fund.

**Recommended by the Board of Selectmen**

Estimated Tax Impact = $0.02

**PURPOSE:** The Master Plan was last updated in 2005. This is the first installment of a three year plan. It is the duty of the Planning Board to prepare and amend a master plan to guide growth and development of the municipality. The Master Plan acts as a guide for the future.

**FINANCE COMMITTEE RECOMMENDATION:**

*NOT RECOMMENDED 5-3-1* This article would establish a Capital Reserve Fund to update the Town Master Plan; it would also provide the first of three years of funding to support updating our current plan which is from 2005. The Committee majority believes there are
more critical funding priorities this year. Committee members in the minority believe having a current Master Plan is a useful tool for the Planning Board and that upgrading the Master Plan is overdue, considering the changes in the town over the past 15 years.

**ARTICLE 18**
Shall the Town raise and appropriate the sum of Ten Thousand Dollars ($10,000) for cemetery improvements and fund this appropriation by authorizing the withdrawal of said sum from Cemetery Trust Funds Cy Pres Account?

*Recommended by the Board of Selectmen*

Estimated Tax Impact = $0.00

**PURPOSE:** This is an annual request that pays for repairs and damages to stone walls, fencing and boundary markers.

**FINANCE COMMITTEE RECOMMENDATION:**
*(RECOMMENDED 9-0)* These funds are used to maintain the interior of town cemeteries. This is funded through withdrawal from the Cemetery Trust and has no tax impact.

**ARTICLE 19**
Shall the Town raise and appropriate the sum of Thirty Thousand Dollars ($30,000) to allow the Conservation Commission to secure contracted services with a Licensed Forester for forestry services including plan updates, harvest layout, layout trails, harvest management, forest inventory, invasive species control and other related services, and to allow the Conservation Commission to contract or purchase materials or services for maintenance and upkeep of town forests and fund this appropriation by authorizing the withdrawal of that sum from the Town Forest Account?

*Recommended by the Board of Selectmen*

Estimated Tax Impact = $0.00

**PURPOSE:** This is an annual request to contract a licensed forester for the Town. This is funded out of the Town Forest Fund so there is no tax impact.

**FINANCE COMMITTEE RECOMMENDATION:**
*(RECOMMENDED 9-0)* The Committee supports the contracting of professional services to manage and ensure the best use of the town’s forests. The Town Forest Account has an approximate current balance of $48,000, which is sufficient to fund this article. Therefore, there is no tax impact.

**ARTICLE 20**
Shall the Town designate town owned parcel map 401, lot 117 containing 31.94 acres as Conservation
more critical funding priorities this year. Committee members in the minority believe having a current Master Plan is a useful tool for the Planning Board and that upgrading the Master Plan is overdue, considering the changes in the town over the past 15 years.

ARTICLE 18
Shall the Town raise and appropriate the sum of Ten Thousand Dollars ($10,000) for cemetery improvements and fund this appropriation by authorizing the withdrawal of said sum from Cemetery Trust Funds Cy Pres Account?

Recommended by the Board of Selectmen

PURPOSE: This is an annual request that pays for repairs and damages to stone walls, fencing and boundary markers.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 9-0)
These funds are used to maintain the interior of town cemeteries. This is funded through withdrawal from the Cemetery Trust and has no tax impact.

ARTICLE 19
Shall the Town raise and appropriate the sum of Thirty Thousand Dollars ($30,000) to allow the Conservation Commission to secure contracted services with a Licensed Forester for forestry services including plan updates, harvest layout, layout trails, harvest management, forest inventory, invasive species control and other related services, and to allow the Conservation Commission to contract or purchase materials or services for maintenance and upkeep of town forests and fund this appropriation by authorizing the withdrawal of that sum from the Town Forest Account?

Recommended by the Board of Selectmen

PURPOSE: This is an annual request to contract a licensed forester for the Town. This is funded out of the Town Forest Fund so there is no tax impact.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 9-0)
The Committee supports the contracting of professional services to manage and ensure the best use of the town's forests. The Town Forest Account has an approximate current balance of $48,000, which is sufficient to fund this article. Therefore, there is no tax impact.

ARTICLE 20
Shall the Town designate town owned parcel map 401, lot 117 containing 31.94 acres as Conservation Land to be managed by the Weare Conservation Commission?

Recommended by the Board of Selectmen

PURPOSE: This property was taken by tax deed in 2016. The lot connects to 6 contiguous lots of land currently managed by the Weare Conservation Commission.

ARTICLE 21
Shall the Town adopt the provisions of RSA 72:28-b, All Veterans’ Tax Credit? If adopted, the credit will be available to any resident, or the spouse or surviving spouse of any resident, who (1) served not less than 90 days on active service in the armed forces of the United States and was honorably discharged or an officer honorably separated from services is not eligible for receiving a credit under RSA 72:28 or RSA 72:35. If adopted, the credit granted will be Five Hundred Dollars ($500), the same as the veterans’ tax credit adopted by the Town under RSA 72:28.

Recommended by Board of Selectmen

PURPOSE: This article came to fruition after a few applications were denied based on a resident not serving in a qualified war or conflict or not having a required metal to earn the Standard Veteran’s Credit. The State recently adopted this All Veteran’s Credit to allow more residents to benefit of this credit. This article would extend the benefit to all Weare residents as well.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 9-0) Under RSA 72:28 the current $500 annual tax credit is limited to those veterans who served during war or period of armed conflict. It is based strictly on WHEN you served, regardless of whether you were actually in combat or a war zone. This article would extend the exemption to anyone who honorably served and otherwise meets the criteria. The Committee supports this article based on one simple principle – when you sign up to serve, you have put your life on the line for your country, not knowing what the future holds. The Committee believes the tax impact will be minimal.

ARTICLE 22
Shall the Town modify the provisions of RSA 72:39-a for elderly exemption for property tax in the Town of Weare, based on assessed value, for qualified taxpayers, to be as follows: for a person 65 years of age up to 74 years of age, increase the exemption from $70,000 to $90,000; for a person 75 years of age up to 79 years of age, increase the exemption from $90,000 to $120,000; for a person 80 years of age or older, increase the exemption from $300,000 to
$400,000. To qualify, the person must have been a New Hampshire resident for at least 3 consecutive years, own the real estate individually or jointly, or if the real estate is owned by such person’s spouse, they must have been married to each other for at least 5 consecutive years. In addition, the taxpayer must have a net income of not more than $33,000 or; if married, a combined net income of less than $44,000; and own net assets not in excess of $80,000 excluding the value of the person’s residence.

**Recommended by Board of Selectmen**

**PURPOSE:** During the revaluation in 2021, the property assessed values increased between 40%-60%. This article would increase the exemptions approximately 30%, which is an effort to keep the elderly available to stay on their own, while in their own house.

**FINANCE COMMITTEE RECOMMENDATION:** (RECOMMENDED 8-1). Approving this warrant article will make adjustments to the current exemption program to bring it in line with the recent town wide property revaluation. Last year, senior citizens who qualify for the program saw their tax bills disproportionately increase, as the entire increase in valuation was taxed. This would proportionately increase the exemption to reduce any undue tax burden on our most effected senior population, many of whom rely on fixed incomes. The Committee believes the tax impact will be minimal.

**ARTICLE 23**

Shall the Town delegate the duties and responsibilities of the cemetery trustees to the Board of Selectmen? If approved, the delegation shall take effect 90 days after adoption and shall continue until rescinded by vote of Town meeting.

**Recommended by Board of Selectmen**

Estimated Tax Impact= $0.00

**PURPOSE:** Due to existing vacant, unfilled elected positions, the Town may assign the duties of the Cemetery Trustees to the Board, per RSA 289:6. This is an essential duty of the Town.

**ARTICLE 24**

To see if the town will vote to reinstate the Ethics Committee abolished in 2014, with members to be elected by vote of the town beginning in 2023 for terms of office as set forth in the Code of Ethics adopted by the Town in 2006. The Code of Ethics is available on the Town website.

**Recommended by Board of Selectmen**

**PURPOSE:** This article would reinstate the Ethics Committee, which requires a vote of the town.
WEARE SCHOOL DISTRICT
2022 SCHOOL WARRANT
To choose by nonpartisan ballot, the following School District Officers.

FOR SCHOOL BOARD MEMBER
Three Year Term

Vote for not more than one
Brent Dickinson
Alyssa Small

FOR SCHOOL BOARD MEMBER
One Year Term

Vote for not more than one
Toni Parker
William Politt

FOR SCHOOL DISTRICT MODERATOR
Three Year Term

Vote for not more than one
Write-In

ARTICLE 1
Shall the Weare School District receive the reports of agents, auditors, committees and officers chosen, as printed in the Annual Report? (Majority vote required.)

ARTICLE 2
Shall the Weare School District set the salaries of the School Board and the compensation for any other officers of the District as printed in the 2022-2023 Budget, or take any other action in relation thereto? (THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (The 2022-2023 amount is included in Warrant Article 3, the operating budget.) (Majority vote required.)

ARTICLE 3
Shall the Weare School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling $17,287,816 (Seventeen Million Two Hundred Eighty-Seven Thousand Eight Hundred Sixteen Dollars)? Should this article be defeated, the default budget shall be $17,122,852
(Seventeen Million One Hundred Twenty-Two Thousand Eight Hundred Fifty-Two Dollars), which is the same as last year, with certain adjustments required by previous action of the District or by law, or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (Majority vote required.)

PURPOSE: The School Board supports this budget to address the needs of Weare students. A potential 17.9% hike to healthcare premiums is the largest increase in this budget. The proposed budget contains salary increases for staff who are not part of a collective bargaining agreement, including custodians, office staff, and administrators. There is also an increase in technology lines to enable the District to implement a long-term technology plan.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 5-4) The proposed budget is 2.57% higher than the current operating budget; the default is 1.58% higher. A majority of the Committee supported the proposed budget. The $165,000 difference between the proposed and default was considered a small price to pay to ensure we are investing in our teachers and students and giving them the resources needed to improve education in Weare. The members in the minority felt the district has failed to reduce classrooms and staffing at the elementary level consistent with steady declines in student population over multiple years. These savings could have improved support for multiple teacher/staff contracts on the ballot.

ARTICLE 4
Shall the Weare School District vote to approve the cost items included in the collective bargaining agreement reached between the Weare School Board and the Weare Education Association which calls for the following increases in salaries and benefits at the current staffing levels over those paid in the prior fiscal year:

<table>
<thead>
<tr>
<th>Year</th>
<th>Estimated Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022-2023</td>
<td>$244,273 (Two Hundred Forty-Four Thousand Two Hundred Seventy-Three Dollars)</td>
</tr>
<tr>
<td>2023-2024</td>
<td>$322,433 (Three Hundred Twenty-Two Thousand, Four Hundred Thirty-Three Dollars)</td>
</tr>
</tbody>
</table>

and further raise and appropriate the sum of $244,273 (Two Hundred Forty-Four Thousand Two Hundred Seventy-Three Dollars) for the 2022-2023 fiscal year, such sum representing the additional costs attributable to the increase in salaries and
benefits over those of the appropriation at current staffing levels? (THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (This appropriation is in addition to Warrant Article 3, the operating budget.) (Majority vote required.)

PURPOSE: The School Board supports this 2-year agreement with the Weare Education Association. The wages for Weare teachers are lower than neighboring districts, which results in higher turnover. This contract is a small step towards providing more competitive salaries for our teachers.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 6-3) This is a two-year contract providing an estimated 5% increase each year. It applies to teachers across the board, including those off scale. Starting salaries would increase from $38,675 to $40,435; average salaries would increase from $50,400 to $55,800. There is also a new contract provision for the district to pay 50% of health care premiums for up to 2 teachers per year, who have 20 years in the district and retire early at age 55 or older. This new benefit would remain in effect until age 65 or ten years whichever is less. The total cost of the contract after two years is projected to be $810,979 more than it is today. The expected impact on a $350,000 property in Weare would be $157 added to the recurring tax bill after 2 years. The Committee supports the contract and believes the increases are necessary to support hiring and retention.

ARTICLE 5
Shall the Weare School District vote to approve the cost items included in the collective bargaining agreement reached between the Weare School Board and the Weare Education Support Staff which calls for the following increases in salaries and benefits at the current staffing levels over those paid in the prior fiscal year:

<table>
<thead>
<tr>
<th>Year</th>
<th>Estimated Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022-2023</td>
<td>$90,150 (Ninety Thousand, One Hundred Fifty Dollars)</td>
</tr>
</tbody>
</table>

and further raise and appropriate the sum of $90,150 (Ninety Thousand One Hundred Fifty Dollars) for the 2022-2023 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits over those of the appropriation at current staffing levels? (THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (This appropriation is in addition to Warrant Article 3, the operating budget.) (Majority vote required.)
PURPOSE: The Board supports this 1-year contract with the Weare Educational Support Staff. This contract brings the hourly wage of support staff more in line with current employment conditions and will make the District more competitive in attracting and retaining staff.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 9-0) The Weare Schools support staff is not eligible for retirement or employer paid health insurance. The $90,150 cost for the article will increase starting pay for a para II from $13.47 to $14.91; with average pay for paras increasing from $14.05 to $15.25. The Committee supports this one-year contract, and feel it is needed to address severe hiring and retention issues among this employee group.

ARTICLE 6
Shall the Weare School District vote to raise and appropriate the sum of $227,029 (Two Hundred Twenty-Two Thousand Twenty-Nine Dollars) for the expansion of the current kindergarten program to a full-day program for the Fall of 2022. (Revenue in the amount of $246,133 (Two Hundred Forty-Six Thousand One Hundred Thirty-Three Dollars) is projected from the adequacy funding to offset this amount. (THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (This appropriation is in addition to Warrant Article 3, the operating budget). (Majority vote required).

PURPOSE: The School Board supports full-day kindergarten. Weare is one of a handful of New Hampshire communities that does not offer a full-day program. This appropriation would be offset by a projected $246,133 in adequacy funding. Additionally, full-day programming will result in a decrease in transportation costs, as it allows for the discontinuation of the state-mandated mid-day kindergarten bus run.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 6-3) The district has done a good job of meeting its original task of formulating a strategy to pass full-day kindergarten. They have presented a program which will save money in the near-term because of increased State reimbursement for full vs half-day students and the elimination of midday bus runs. Actual savings will be dependent on the number of full day students and the number of classrooms. There is currently space available at the elementary school to accommodate the program without sacrificing dedicated music and art rooms. The Committee therefore is supportive of this initiative. It will bring Weare in line with the vast majority of NH communities in offering a full day program. The Committee at the same time, cautions the taxpayers not to be too focused on short term savings. The initial savings achieved are expected
to decline as salary/benefit costs for added staff will likely increase at a higher rate than state reimbursement and transportation costs. Additionally, using up to five (5) classrooms for kindergarten will reduce future space flexibility.

**ARTICLE 7**
Shall the district permit and encourage open inquiry and honest discussion of the social and political movements in United States history from 1607 to the present? (Majority vote required.)

---

**JOHN STARK REGIONAL SCHOOL DISTRICT**
**2022 SCHOOL WARRANT**
To choose by nonpartisan ballot, the following School District Officers.

**FOR SCHOOL BOARD MEMBER**
1 Henniker Resident
1 Weare Resident
Three Year Term

Vote for not more than two
Jill Dagenais (Weare)
Zachary S. Lawson (Henniker)

**FOR SCHOOL DISTRICT MODERATOR**
One Year Term

Vote for not more than one
Write-In

**ARTICLE 1**
Shall the John Stark School District receive the reports of agents, auditors, committees and officers chosen, as printed in the Annual Report? (Majority vote required.)

**ARTICLE 2**
Shall the John Stark School District set the salaries of the School Board and the compensation for any other officers of the District as printed in the 2022-2023 Budget, or take any other action in relation thereto? (THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (The 2022-2023 amount is included in Warrant Article 3, the operating budget.) (Majority vote required.)
ARTICLE 3
Shall the John Stark School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling $14,292,743 (Fourteen Million Two Hundred Ninety-Two Thousand Seven Hundred Forty-Three Dollars)? Should this article be defeated, the default budget shall be $14,292,743 (Fourteen Million Two Hundred Ninety-Two Thousand Seven Hundred Forty-Three Dollars), which is the same as last year, with certain adjustments required by previous action of the District or by law, or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (Majority vote required.)

PURPOSE: The School Board supports this article which reflects a decrease of $207,985 (-1.43%) from the current year’s budget. While healthcare premiums are projected to increase by 17.9%, the increases are offset in this budget by reductions in staffing and student services.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 9-0) The School District has proposed a budget which is the same as the default. Both represent a 1.43% decrease from the current budget. The decreasing budget is consistent with the reduced student population. The long-term trend has seen a declining student population from 875 in 2008, to 668 in 2017, to 587 in 2021. The Committee believes the district has done a good job of controlling annual operating budgets.

ARTICLE 4
Shall the John Stark School District vote to approve the cost items included in the collective bargaining agreement reached between the John Stark Regional School Board and the John Stark Teachers’ Association which calls for the following increases in salaries and benefits at the current staffing levels over those paid in the prior fiscal year:

<table>
<thead>
<tr>
<th>Year</th>
<th>Estimated Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022-2023</td>
<td>$204,770 (Two Hundred Four Thousand Seven Hundred Seventy Dollars)</td>
</tr>
<tr>
<td>2023-2024</td>
<td>$185,923 (One Hundred Eighty-Five Thousand Nine Hundred Twenty-Three Dollars)</td>
</tr>
<tr>
<td>2024-2025</td>
<td>$190,367 (One Hundred Ninety Thousand Three Hundred Sixty-Seven Dollars)</td>
</tr>
</tbody>
</table>

(THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (This appropriation is in addition to Warrant Article 3, the operating budget.) (Majority vote required.)
ARTICLE 3
Shall the John Stark School District raise and appropriate as an operating budget, not including appropriations by special articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling $14,292,743 (Fourteen Million Two Hundred Ninety-Two Thousand Seven Hundred Forty-Three Dollars)? Should this article be defeated, the default budget shall be $14,292,743 (Fourteen Million Two Hundred Ninety-Two Thousand Seven Hundred Forty-Three Dollars), which is the same as last year, with certain adjustments required by previous action of the District or by law, or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (Majority vote required.)

PURPOSE: The School Board supports this 3-year contract with the John Stark Teachers’ Association. This agreement is a necessary step to remain competitive with the salaries and benefits of neighboring districts.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 6-3) This is a three-year contract averaging between 4.2% to 4.31% increases each year. The costs are shared between Henniker and Weare based proportionately on student residence and town property assessments. Using a 72.5% share for Weare, the total cost of the contract after three years will be $852,512 more than it is today. The expected tax impact on a $350,000 property in Weare would be $117 added to the recurring tax bill after 3 years. The average teacher salary at Stark would increase from $57,329 to $63,978. The Committee supports this contract and believes the increases are needed to stay competitive with other school districts in hiring and retention:

ARTICLE 4
Shall the John Stark School District vote to approve the cost items included in the collective bargaining agreement reached between the John Stark Regional School Board and the John Stark Teachers’ Association which calls for the following increases in salaries and benefits at the current staffing levels over those paid in the prior fiscal year:

<table>
<thead>
<tr>
<th>Year</th>
<th>Estimated Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022-2023</td>
<td>$204,770 (Two Hundred Four Thousand Seven Hundred Seventy Dollars)</td>
</tr>
<tr>
<td>2023-2024</td>
<td>$185,923 (One Hundred Eighty-Five Thousand Nine Hundred Twenty-Three Dollars)</td>
</tr>
<tr>
<td>2024-2025</td>
<td>$190,367 (One Hundred Ninety Thousand Three Hundred Sixty-Seven Dollars)</td>
</tr>
</tbody>
</table>

and further raise and appropriate the sum of $204,770 (Two Hundred Four Thousand Seven Hundred Seventy Dollars) for the 2022-2023 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits over those of the appropriation at current staffing levels? (THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (This appropriation is in addition to Warrant Article 3, the operating budget.) (Majority vote required.)

PURPOSE: The School Board supports this 3-year contract with the John Stark Teachers’ Association. This agreement is a necessary step to remain competitive with the salaries and benefits of neighboring districts.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 6-3) This is a three-year contract averaging between 4.2% to 4.31% increases each year. The costs are shared between Henniker and Weare based proportionately on student residence and town property assessments. Using a 72.5% share for Weare, the total cost of the contract after three years will be $852,512 more than it is today. The expected tax impact on a $350,000 property in Weare would be $117 added to the recurring tax bill after 3 years. The average teacher salary at Stark would increase from $57,329 to $63,978. The Committee supports this contract and believes the increases are needed to stay competitive with other school districts in hiring and retention:

ARTICLE 5
Shall the John Stark School District vote to approve the cost items included in the collective bargaining agreement reached between the John Stark School Board and the John Stark Support Personnel Association which calls for the following increases in salaries and benefits at the current staffing levels over those paid in the prior fiscal year:

<table>
<thead>
<tr>
<th>Year</th>
<th>Estimated Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022-2023</td>
<td>$101,864 (One Hundred One Thousand Eight Hundred Sixty-Four Dollars)</td>
</tr>
<tr>
<td>2023-2024</td>
<td>$25,850 (Twenty-Five Thousand Eight Hundred Fifty Dollars)</td>
</tr>
</tbody>
</table>

and further raise and appropriate the sum of $101,864 (One Hundred One Thousand Eight Hundred Sixty-Four Dollars) for the school year 2022-2023, such sum representing the additional costs attributable to the increase in salaries and benefits over those of the appropriation at current staffing levels? (THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (This appropriation is in addition to Warrant Article 3, the operating budget.) (Majority vote required.)

ARTICLE 5
Shall the John Stark School District vote to approve the cost items included in the collective bargaining agreement reached between the John Stark School Board and the John Stark Support Personnel Association which calls for the following increases in salaries and benefits at the current staffing levels over those paid in the prior fiscal year:

<table>
<thead>
<tr>
<th>Year</th>
<th>Estimated Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022-2023</td>
<td>$101,864 (One Hundred One Thousand Eight Hundred Sixty-Four Dollars)</td>
</tr>
<tr>
<td>2023-2024</td>
<td>$25,850 (Twenty-Five Thousand Eight Hundred Fifty Dollars)</td>
</tr>
</tbody>
</table>

and further raise and appropriate the sum of $101,864 (One Hundred One Thousand Eight Hundred Sixty-Four Dollars) for the school year 2022-2023, such sum representing the additional costs attributable to the increase in salaries and benefits over those of the appropriation at current staffing levels? (THIS WARRANT ARTICLE IS SUPPORTED BY THE SCHOOL BOARD.) (This appropriation is in addition to Warrant Article 3, the operating budget.) (Majority vote required.)
PURPOSE: The School Board supports this 2-year contract with the John Stark Support Personnel Association. The focus of this agreement is to offer more competitive wages to attract and retain support staff.

FINANCE COMMITTEE RECOMMENDATION: (RECOMMENDED 9-0). This is a two-year contract with an emphasis on year one hourly rates. The district moved to establish a competitive wage for positions which have been historically difficult to fill. Year one increases of 8% for Office Staff and Paras and 13% for Food Service and Janitors are designed to address that specific issue. Year two would add a 2% increase. The total cost of the contract apportioned for Weare after two years is projected to be $166,444 more than today. The expected tax impact on a $350,000 property in Weare would be $46 added to the recurring tax bill after two years. The Committee supports this as a focused approach to solve the specific problem of non-competitive starting pay.

VOTING GUIDE

**Town Warrant**

<table>
<thead>
<tr>
<th>Article</th>
<th>Y</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Weare School District**

<table>
<thead>
<tr>
<th>Article</th>
<th>Y</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**John Stark Regional School District**

<table>
<thead>
<tr>
<th>Article</th>
<th>Y</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>