

**OFFICIAL**

**BUDGET COMMITTEE MEETING**

**Public Hearing**

**Hooksett Memorial School**

**5 Memorial Drive**

**Thursday, January 13, 2011**

**Minutes**

**CALL TO ORDER**

The meeting was called to order by Chairman M. Miville at 7:00 pm

**ATTENDANCE**

Chair M. Miville, N. Comai, K. Hughes, J. Hyde, JR Ouellette, D. Pearl, T. Lizotte and D. Argo, School Board Rep., and V. Lembo, Town Council Rep.

D. Sorel- Excused

T. Keach – arrived at 7:12 pm

**APPROVAL OF MINUTES**

**December 9, 2010**

*K. Hughes motioned to approve the minutes of December 9, 2010. Seconded by D. Pearl.*

*Vote unanimously in favor*

Corrections made no motion made.

**January 6, 2011**

*JR Ouellette motioned to approve the minutes of January 6<sup>th</sup>. Seconded by T. Lizotte.*

*Vote unanimously in favor*

***Open Public Hearing***

***Chairman M. Miville opened the public hearing at 7:08 pm***

M. Miville presented the Budget Committee's recommended School District budget of \$25,806,977.33 which is a decrease of (\$77,198.51) from the 2010-2011 budget. This is a reduction of \$242,525.75 from the School District budget proposed by the School Board.

**The Warrant Articles**

M. Miville read all the warrant articles into the record. All warrants were read into the record:

*(2) Shall the District vote to approve the cost items included in the collective bargaining agreement reached between the Hooksett School Board and the Hooksett Education Association, which calls for the following increase in salaries and benefits at the current staffing levels:*

*Year 2011 – 2012*

*Estimated Salary Increases \$ 164,969*

*Estimated FICA & Retirement Increase \$ 27,583*

*Estimated Health/Dental Insurance Savings \$(207,416)*

*Net Savings (\$14,416)*

*and further to raise and appropriate the sum of zero dollars (\$0) for the 2011-2012 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels paid in accordance with the most recent collective bargaining agreement? (Recommended by the School Board)*

*(3) Shall the District vote to approve the cost items included in the collective bargaining agreement reached between the Hooksett School Board and the Hooksett Educational Support Professionals, which calls for the following increase in salaries and benefits (FICA and retirement) at current staffing levels: Year 2011 – 2012*

*Estimated Salary Increases \$ 51,195*

*Estimated FICA & Retirement Increase \$ 9,594*

*Estimated Health/Dental Insurance Savings \$(100,597)*

*Net Savings (\$ 39,808)*

*and further to raise and appropriate the sum of zero dollars (\$0) for the 2011-2012 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 paid in the prior fiscal year? (Recommended by the School Board)*

P. Littlefield, Superintendent: The Para professionals increase is 2% with 1% going into a pool to address inconsistencies in positions.

Teachers are not getting a percentage increase but will be getting a step.

T. Keach: What is the % of the step increases on average?

D. Pearl: Since everyone got a step, you can take the total increase and divide it by the number of teachers.

D. Littlefield: The Para professionals negotiated a cost of living increase of 2%. There are also a few inconsistencies that must be corrected.

The Teachers did not receive a cost of living increase. They simply move on the salary schedule according to experience level. My position is, the value of a teacher with a Bachelor degree is \$52,000 and it takes 14 years to reach that. When you hire someone with inexperience, you pay less than the going rate and they work their way up to the full salary.

T. Keach: I know people will ask what percentage did the Budget Committee approve for the Teachers. If the teachers were eligible for a step, based upon someone that receives a competency rating, I want to give them an answer.

D. Littlefield: If we are going to be honest with people, my position would be a decrease because there is a net savings by the district due to concessions by the teachers in benefits. I will compute the % increase and submit it to Dana Argo at the School Board meeting on Tuesday. If there was no health insurance concession, there would have been another salary freeze.

B. Berk: I want to clarify, once that information is calculated because it is not based on a cola but on a salary schedule, you can't then say that every teacher is getting X amount of an increase. What you can say is based on the salary schedule for all teachers compared to the new salary schedule, here is the total.

J. Hyde: The health insurance, the teachers will still see a cost in health insurance?

D. Littlefield: The percentage they are paying in health is the same but their out of pocket cost has gone down. The plan that they will be eligible for is less than the current plan.

D. Pearl: We also need to look at the Para professionals the same. Some will get a salary adjustment and some will get 2%. Just as you caution that it will not be the same for teachers, it will be different for Para professionals.

I agreed with Phil until the step was added for the teachers that top out. We have to say some teachers are getting a salary increase and some are getting step.

D. Littlefield: You just need to be transparent and honest with the public. We DID NOT negotiate a salary increase with the teachers. Some others could translate this into a salary increase. I could say this is a 1% reduction because of the insurance. But if you look at only the steps, it is a salary increase; however this is paid for by a savings in benefits. We need to just say to the public that the Para's have received a 2% increase and we are aware of gross inequities that cannot be fixed easily.

V. Lembo: I don't think that step increases are raises. I will go back to the Council and say they got 0 and gave up a lot of concessions in health.

D. Littlefield: And that saving will go on forever. We will work with a carrier whose annual percentages are less than the previous carrier.

*(4) Shall the District vote to 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 purpose set forth therein, totaling twenty-seven million, twenty-five thousand, four hundred eighty-one dollars (\$27,025,481). Should this article be defeated, the default budget shall be twenty-seven million, sixty-two thousand, five hundred sixty-nine dollars (\$27,062,569), which is the same as last year, with certain adjustments required by previous action of the Hooksett School 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 article does not include appropriations in any other warrant articles). (Recommended by the School Board)*

Default budget for July 1, 2011 to 2012  
\$27,097,569.00

D. Littlefield will look into whether the plowing and maintenance is included the default budget.

B. Berk: I am disappointed with the way the plowing and field maintenance came forward. In general, the School Board and Administration would have been willing to sit down and discuss the issue with some advance notice.

Secondly, I want to thank the Budget Committee for going line by line. There have been committees in the past that have taken a percentage off the entire budget. I thank you for that.

Thirdly, I have from a School Board perspective, a concern with the reduction in the budget made by removing the reading and language coach.

V. Lembo: How would you prefer the town approach the school. Would you have preferred the Town Administrator come to a School Board meeting?

B. Berk: I would say a reasonable approach would have been the Town Administrator has a discussion with the Superintendent, and in turn, the Superintendent could have presented that to the School Board. That would have been a more proactive way of approaching this. This would have preserved relationships to a greater extent. I'm not saying the outcome isn't fine, but when things are not transparent and people are blindsided, it makes things difficult. I don't like reading these things first in the newspaper.

N. Comai: Why are you raising this with the Budget Committee? It should be brought up with the Town Council and the Town Administrator.

B. Berk: I just wanted it on public record with the Budget Committee that I was displeased. My criticism is not directed to the Budget Committee.

M. Miville: I suggest these concerns be raised at a Council meeting.

D. Argo: This is a public hearing on the School District Budget and she is commenting on the line.

V. Lembo: I will take your comments to the Council and I invite you to come to the Council meeting and I will introduce you. Some Councilors are concerned with this as well.

K. Hughes: As a member of the public, I was disappointed that the Language Director was cut. I think we should not have made that cut.

Chairman Miville closed the Public Hearing at 8:20 pm.

Warrant Article Votes

**#2 Collective Bargaining Agreement with the Teachers**

*(2) Shall the District vote to approve the cost items included in the collective bargaining agreement reached between the Hooksett School Board and the Hooksett Education Association, which calls for the following increase in salaries and benefits at the current staffing levels:*

*Year 2011 – 2012*

*Estimated Salary Increases \$ 164,969*

*Estimated FICA & Retirement Increase \$ 27,583*

*Estimated Health/Dental Insurance Savings \$(207,416)*

*Net Savings (\$14,416)*

*and further to raise and appropriate the sum of zero dollars (\$0) for the 2011-2012 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels paid in accordance with the most recent collective bargaining agreement? (Recommended by the School Board)*

***D. Pearl motioned to recommend Article #2 as written. Seconded by JR Ouellette  
Vote unanimously in favor***

**#3 Collective Bargaining Agreement with the Support Professionals**

*(3) Shall the District vote to approve the cost items included in the collective bargaining agreement reached between the Hooksett School Board and the Hooksett Educational Support Professionals, which calls for the following increase in salaries and benefits (FICA and retirement) at current staffing levels:*

*Year 2011 – 2012*

*Estimated Salary Increases \$ 51,195*

*Estimated FICA & Retirement Increase \$ 9,594*

*Estimated Health/Dental Insurance Savings \$(100,597)*

*Net Savings (\$ 39,808)*

*and further to raise and appropriate the sum of zero dollars (\$0) for the 2011-2012 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 paid in the prior fiscal year? (Recommended by the School Board)*

***T. Lizotte motioned to recommend Article #3 as written. Seconded by K. Hughes  
2 recused (D. Pearl and JR Ouellette)  
Vote unanimously in favor***

**#4 Operating Budget**

*(4) Shall the District vote to 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 purpose set forth therein, totaling twenty-seven million, twenty-five thousand, four hundred eighty-one dollars (\$27,025,481). Should this article be defeated, the default budget shall be twenty-seven million, sixty-two thousand, five hundred sixty-nine dollars (\$27,062,569), which is the same as last year, with certain adjustments required by previous action of the Hooksett School 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 article does not include appropriations in any other warrant articles). (Recommended by the School Board)*

***J. Hyde motioned to recommend Article #4 as written. Seconded by T. Lizotte  
Vote 9:1 motion carries***

Default is 27,097, 569

***J. Hyde motioned to accept the Default budget for \$27,097,569. Seconded by T. Lizotte.***

***Vote unanimously in favor. 1 abstained T. Keach***

**ADJOURNMENT**

***D. Pearl motioned to adjourn the meeting at 9:00 pm. Seconded by JR Ouellette  
Vote unanimously in favor***

Respectfully submitted,

Lee Ann Moynihan  
Budget Committee Secretary