

DUNBARTON SCHOOL DISTRICT
Dunbarton, NH 03046

Dunbarton School Board Meeting
January 4, 2012

Board members present:
Rene Ouellet
Debra Foster
Deborah Trottier
Carl Metzger
Jeff Trexler

Administration present:
Stacy Buckley, Superintendent
Carol Thibaudeau, Principal
Ray Labore, Business Administrator

Call to Order

Rene Ouellet called the meeting to order at 6:30 pm and Carol Thibaudeau led the Pledge of Allegiance.

Mr. Ouellet stated that this is a departure from our regular meeting. He stated that we filled our new business for this meeting with a forum talking about the AREA Agreement. He also stated that we have a few business items to discuss tonight as well. Covering some of these items will put us in a better spot for the January 17th school board meeting.

Approval of the School Board Meeting Minutes

This item was moved forward for discussion at the January 17, 2012 meeting.

Correspondence

None

Public Comment

None

Operations/Financials

A. Manifests and Vouchers

Debra Foster made a motion to accept the manifests in the amount of \$165,195.62. Carl Metzger seconded the motion. **VOTE: All in Favor. MOTION Passed**

B. Expenditure Report

This item was moved forward for discussion at the January 17, 2012 meeting.

Principal's Report

This report was moved forward for discussion at the January 17, 2012 meeting.

Superintendent's Report

This report was moved forward for discussion at the January 17, 2012 meeting.

PTO Report

Chanti Berube stated that there is nothing to report.

CIC Committee Report

Mr. Trexler presented. He stated that John Stevens of the Energy Committee worked with Ray Labore to put out the RFP for the lighting retrofit of the school gym and kitchen. Mr. Trexler explained that the cost will be approximately \$10,000.00.

Mr. Trexler then addressed the retro-commissioning and stated that the CIC is not sure there is enough time to do thorough research to get a firm price. He explained that Mr. Stevens has been getting budget estimates. He stated that the CIC needs to get a better handle on the scope of work. He explained that they will have better numbers at the budget hearing.

Mr. Trexler will forward the warrant articles to Mrs. Buckley before the January 17th school board meeting.

NEW BUSINESS

A. Community Forum Regarding AREA Agreement

Mr. Ouellet explained that the committee put together a spreadsheet of comparison of both Bow and Goffstown. He explained that the point of all the work done to date is to put us in a position to make well informed decisions as to where to send our students to middle school and high school. He further explained that the Board explored other Area agreements. He explained that the Board narrowed the choice down to exploring Bow. He further explained that we started to explore what Goffstown has to offer at the middle school and high school level. In addition, we are also exploring whether we can develop an Area Agreement with Bow as well as an SAU Agreement with Bow. In addition, we also explored the renewal of the Area Agreement with Goffstown.

Mrs. Foster reported on the work the Area sub-committee did in comparing the high schools and middle schools in Bow and Goffstown. She stated that we need to do a little more comparison of the two middle schools. She explained that the committee prepared a spreadsheet document which is available on the DES website. The survey results the committee assembled in September are also posted. She further explained that we still need to research Special Ed for comparison. Also, the board hasn't had a chance to visit the Goffstown schools during the day. She explained that we have to do a comparison comparing apples to apples. There was a visit of the Bow schools during the day and as such, we want to visit Goffstown as well during the day. She explained that it was very challenging to compare apples to apples using the catalogs. Mrs. Foster explained that the Area sub-committee compared honors classes, AP classes, the ratings of the schools, and club offerings at both schools. She also stated that the Area sub-committee looked at theater and what is offered in both schools.

Mrs. Foster went through the list of questions posed to both schools. She explained that we wanted to find out how the 2 schools take care of the middle of the road, unmotivated students. She stated that there were questions about integrating our students into the school population, the roles and responsibilities of the guidance counselors and also the bullying policies. She stated that we questioned extra-curricular sports and activities as well as the safety and security plans of the schools.

Mrs. Foster reported that in comparing apples to apples, there were a lot of similarities between Bow and Goffstown. She stated that Goffstown offers a lot of advanced honors courses and that

Bow does it a little bit different. As far as the reading scores, Goffstown is 87% and Bow is at 81%. Math scores are almost the same. There is a higher proficiency in writing in Bow.

The SAT scores are very similar. Math is 524 in Goffstown and 538 in Bow. There is about a 10% points difference in writing and reading between the two schools. Mrs. Foster stated that there was an improvement in Goffstown from 2010 – 2011; Goffstown shows an upward trend.

Mrs. Foster also stated that there are some differences in opportunities in clubs. Bow takes a different approach to handle 9th and 10th graders with their “Best” program.

Mrs. Foster also stated that Bow is half the size of Goffstown. There are a lot of Voc Tech classes offered at the high school in Goffstown. Bow does have an engineering course. Goffstown art options are greater because it is a bigger school. Bow has 1 art room and Goffstown has 4 art rooms.

Clem Madden commented on discipline and the incidents per 1,000. Mrs. Foster explained that one of the programs at the Goffstown middle school is called “Success”. She explained that because of the nature of the students’ disabilities, they tend to run and that they need prevention from running. The police are often there as a deterrent.

Mrs. Foster reviewed the number of incidences of bullying. She stated that Goffstown High had 15 bullying reported incidences. Stacy said the number is based on student count, not incident count. Bow middle school had 4 substantiated bullying incidences and Bow high school had 2 substantiated out of 4 bullying incidences.

Mrs. Foster also explained that Bow stated that they “envelop” the students and work with them early. Goffstown Middle school works with the students as well. In Bow, there are some efforts to keep attention on students early. In Goffstown, the guidance counselors have programs to deal with students.

The graduation rate in Bow is 93%. In Goffstown, it is an 85-86% graduation rate. Mrs. Foster presented data that Dunbarton students from 2006 – 2011 have gone on to 2-4 year colleges, Voc Tech and military training. She stated that the colleges range from Harvard, Holy Cross, to UNH.

Mrs. Foster also reported that Bow has a higher percentage going to secondary school. Goffstown is a bigger school with a larger population than Bow. According to data from NHDOE, Goffstown is in need of improvement and Bow is not. The high schools are ranked: Bow - 5th, Goffstown - 6th. The Goffstown middle school is ranked 46th and Bow middle school is 22nd.

The number of middle school students in Bow is about half as compared to Goffstown. For last year, the average class size in Bow ranged from 16 – 18 and can go to 22. In Goffstown it can range from 15 – 25 depending on the class. Bow has a campus feel to it. They have a climbing wall. Both Goffstown and Bow high schools have work out rooms. Bow has a band that marches. Same with Goffstown. There is no string program in Bow but there is one in Goffstown. There is an orchestra in Bow. Mr. Trexler stated that Goffstown has a string

orchestra as well as the band. The music program in Bow is much smaller and the chorus is much smaller. Goffstown has a vibrant music program.

Mr. Ouellet explained that the Board thought that there would be a warrant article regarding the renewal of our Agreement with Goffstown at our 2012 School District Meeting. It looked really important to compare the districts in each town because we would be forced to make a choice in March, even though we don't know if we could make an agreement with Bow. That pushing impetus to extend the agreement with Goffstown will not come before our voters in March 2012. Now it will be at the School District Meeting in 2013 when the big decision will be made. Practically, it takes the heat off the committees' agenda.

Mr. Trexler looked at the cost comparisons. He explained that the Dunbarton/Goffstown numbers are based on 2011 – 2012 and we have the complication of the rental charge, which is currently based on the value of the building that doesn't comply with the present Area Agreement. Therefore, Mr. Trexler looked at the "high" rental charge using the present numbers and the "low" rental charge which is adjusted to the last certified appraisal. He discussed the comparison of Dunbarton/Goffstown to Dunbarton/Bow costs. He explained that the Bow numbers are estimates and that there are still a lot of open questions. The bottom line in the difference we would pay to go to Bow is an additional \$281,000.00 if we use the high rental charge we are currently paying to Goffstown. Using the low rental charge the additional cost to go to Bow is \$328,000.00. Mr. Trexler cautioned that the numbers for Bow are estimates. He thinks the numbers are low and there will be additional costs to the SAU to handle a multi-district. He explained that this is the best information to date.

Carl Metzger asked if Bow included the cost of additional teachers. Mr. Trexler stated that Bow included an additional \$585,000.00 to their budget to accommodate staffing. The total Dunbarton would pay to Bow is \$2.6 million. Bow is estimating the cost to absorb our kids is about \$700,000.00.

Mr. Ouellet asked for comments from the public.

Clem Madden, Putney Road – asked if Bow is willing to negotiate. Mr. Trexler stated yes, that we would proceed with negotiations. Mr. Trexler stated that the agreement has to be acceptable by both communities. Mr. Trexler doesn't think that Bow will want to pay more per student than Dunbarton. Mr. Madden also commented that Bow would also have the additional income from Dunbarton which will affect the rate Bow pays.

Mr. Ouellet stated that he doesn't have a ton of confidence in the numbers presented by Bow. He further commented that we can't count on those numbers.

Amy Cullum, 56 Long Pond Road – questioned the Art and PE programs in Bow. She stated that the spreadsheet is not listed on the school website. Mrs. Foster stated that she will make sure the website is updated.

Jonathan Routhier, Long Pond Road – asked what the student to teacher ratio is in both districts. Mr. Ouellet stated that we will look into that.

Steve Alexakos, Samuel's Court - asked if Goffstown has more than 1 middle school. He commented that there seems to be a disparity between the high school and middle school as far as their test score standings.

Lori Wamser, Concord Stage Road – asked what the difference is between the high school being ranked 5th and the middle school being ranked 46th. Mrs. Buckley stated that the middle school is a larger middle school. She explained the steps taken in the high school to get the students to test better. Mr. Ouellet stated there was a significant bump up in the NECAP scores at the high school. Mr. Ouellet explained his experience with his daughter and stated that he never had the sense that his daughter was being taught to the test. Rather, it was how the kids were prepared for the day; how to take a test; the teachers work to develop students' interest in taking the test.

Mrs. Wamser then asked which grade is need of improvement. Mrs. Buckley stated that in the middle school we are in need of improvement with our Hispanic population and in the high school, the need of improvement is with the Special Ed population.

Mrs. Wamser then questioned the potential new bonds in Goffstown.

Fred Mullen, Stark Lane – commented that his kids are a product of the Dunbarton and Goffstown school system. He commented on the success of his children, with his daughter being an executive, one son is a vice president in an engineering firm and his youngest son is a CPA. He explained that they are all products of Goffstown high. He also stated that presently, he has a grandchild flourishing at the middle school.

Dave Pettreta, Clifford Farm Road – stated that he is confused about the 2 year time period. Mr. Ouellet stated that there are very clear procedures in the RSA's for the timeline for renewal, formation and withdrawal. He explained that when the Area agreement is set to expire, we have to start 2 years before it expires. He further stated that it is a very detailed and complicated process.

Matt Colby, Old Fort Lane – questioned which schools are in need of improvement – Mrs. Buckley stated that it was the Hispanic population in the middle school and math for Special Ed in the high school.

Ann Moreau, Robert Rogers Road – thanked the Board for their hard work and asked how the board will publish the data. She wanted to make sure that the elderly in town, who are not likely to use a computer will get the information. Debra Foster stated that the board has been putting it on the web. She also explained that in February, the board will send out the School Bells to every resident which will have the warrant articles and description.

Susan Wiggin, Rangeway Road – stated that we are dealing with 2 totally different socio-economic districts. She stated that Bow is great for the 4 year path but questioned the middle of the road kids who might not be motivated or interested in a 4 year college. She explained that both of her children attended Goffstown and then went on to college and then Master's degrees. She thinks that Goffstown is better for kids that need that extra help.

Diane Mullen, Winslow Road – commented that she has seen a great improvement on son's part at the middle school. She further stated that the teachers have been very professional and

responsive. Her son's teacher pushes him. Ms. Mullen has a good feeling for the middle school. She has seen such a big improvement in her son. The teachers know what he can do and they bring it out in him. She feels the same with the sports program. She feels it is a really good school.

Brian Pike, Twist Hill Road – asked if the town changes districts, whether there would be a grandfather agreement for the students who want to stay in Goffstown. Mr. Pike also commented that if Dunbarton left Goffstown, that the various sports associations (i.e. Babe, Ruth, Tri-town soccer, softball, etc.) would likely say “Adios” to Dunbarton as well. He further commented that it is so much easier for the kids who are in sports to make the transition because they already know each other through sports. Mrs. Foster stated that we would have to investigate the community sports in Bow. Mr. Ouellet mentioned that there is some language in the current agreement about grandfathering. He stated that we would have to negotiate with Goffstown.

Mr. Ouellet stated that we still have number of areas to address.

Mr. Ouellet then stated that the deeper we got into this, the more it made sense to tie the SAU with the school. He explained that Mr. Trexler researched SAU considerations. Mr. Trexler presented information regarding SAU considerations related to the Area Agreement. He passed out a hand-out which outlined NH RSA 194-C:4. Each NH school district is responsible for providing superintendent services under the structure of an SAU. The superintendent services include an educational mission, governance, organizational structure and implementation of administrative services. This includes payroll, cash flow, accounting, litigation, court issues, school board operations, daily administration, assessment of school facilities, pupil discipline, staffing, transportation, setting school calendar and more. Being on the Board we understand how important it is to rely on the SAU.

Mr. Trexler explained the 2 types of SAU's – multi-district and single district. Bow is presently a single-district, however, if we join Bow they will become a multi-district. Multi-district is set up as a corporation. It is authorized to request, receive and expend federal funds or grants on behalf of the school district. It is governed by an SAU Board comprised of school board members from the districts served. Each district is entitled to 3 votes which are divided in equal proportions among the district's board members present and voting. The SAU board is subject to weighted voting. Mr. Trexler explained that Dunbarton is small. In the past there have been weighted votes. If there are issues that Goffstown or Bow feel strongly about, they can call for weighted votes.

The SAU board adopts a budget prior to January 1 for SAU expenses for the following fiscal year. The SAU Board apportions the total budget amount to each constituent school district based $\frac{1}{2}$ on the Average Daily Membership in Attendance (ADM-A) of the previous year and $\frac{1}{2}$ on the most recently available equalized property valuation of each district as of June 30 of the preceding year.

The single district SAU is considered the same as a single school district. The single SAU doesn't have to have an SAU board or SAU budget. It is much more work to be a multi-district SAU.

Mr. Trexler then outlined the Board's understanding of the process required for Dunbarton to withdraw from SAU 19 and reorganize with SAU 67, and for Bow to reorganize SAU 67 to admit Dunbarton under NH RSA 194-C:2. Mr. Trexler further explained that he and Mr. Ouellet briefly discussed the SAU issue with the board's attorney at their November 11th conference, however, the Dunbarton School Board has not yet sought legal advice regarding interpretation of specific provisions.

Mr. Trexler stated that any school district can vote on a warrant article to form an SAU Planning Committee at an annual or special school district meeting. We have to hold a public hearing on the warrant article at least 15 days but not more than 30 days before the vote. A Planning Committee must be created by Dunbarton to study withdrawal from SAU 19 and reorganization with SAU 67, and Bow must create a Planning Committee to study reorganization of SAU 67 to include Dunbarton. Each Planning Committee shall consist of 2 local school board members, one member of the financial committee if the community has a statutory financial committee, four public members representing the community at large appointed by the School District Moderator and the Superintendent of Schools as a non-voting member. Mr. Ouellet stated that Dunbarton does not have a financial committee. As such, the number of public members would increase to 5. The Planning Committee acts by a majority vote of its total membership. The Planning Committee serves only until the next annual meeting, or one year from the date of appointment if the Planning Committee was created at a special district meeting. The first appointed school board member shall call the first Planning Committee meeting within 30 days of appointment. A chairperson is elected by the Planning Committee members. All Planning Committee meetings must comply with NH RSA 91-A Right to Know law and a time for public comment must be permitted at each meeting. Meeting notices must be published in each school district in the existing SAU. If a Planning Committee chooses to recommend organization, reorganization or withdrawal, it shall prepare a plan in accordance with the statute. Although not specifically stated in the RSA's, it is likely that Dunbarton's Planning Committee and Bow's Planning Committee would hold joint meetings and collaborate on preparation of a reorganization plan with Dunbarton's Planning Committee would have the additional task of preparing a withdrawal plan. NH RSA 194-C:2 (IV) covers the withdrawal process. A recommendation to withdraw would include a plan that addresses educational and fiscal impact on the remaining school districts as well as disposition of SAU assets and liabilities. NH RSA 194-C:2(III) covers the reorganization process. Both Bow and Dunbarton Planning Committees study the advisability of reorganization. If each Planning Committee individually votes to recommend reorganization, then a plan is prepared to include educational and fiscal impact on each community. The plan must include a timeline and transitional plan, including consideration of transitional budgets and staffing. After submitting copies of the plans to Goffstown and New Boston, Dunbarton must hold a public hearing prior to final approval by Dunbarton's Planning Committee for the withdrawal/reorganization plan. A public hearing is required in Bow prior to their Planning Committee's final approval of the reorganization plan. After final approval by both Planning Committees, the plans are submitted to NHDOE for approval at least 14 days after the hearings. NHDOE has 60 days to respond. It can approve the plans or identify deficiencies and request revisions. Upon DOE approval, the withdrawal/reorganization plan is submitted to the Dunbarton voters while the reorganization plan is submitted to Bow voters. 3/5 majority of those present and voting is required for passage. If voters fail to approve the plan by the 3/5 vote required, the school district may resubmit the plan to the voters at the next annual school district meeting. If the plan fails again, the school district must wait 2 years before it can vote to form a new Planning Committee. It is not clear

what would happen with respect to resubmission if one community, Bow or Dunbarton voted in favor and the other did not.

Mr. Trexler then addressed apportioning SAU costs. Mr. Trexler outlined Table 1 in his hand-out which is the actual fiscal year 2012-2013 budget apportionment for SAU 19. Dunbarton's total share is 9.285% and the actual budget amount is \$146,123.00.

Table 2 in Mr. Trexler's handout is an estimated budget apportionment with Bow and Dunbarton based on the information received from the Bow Business office. Our share would be 15% with an estimated budget amount of \$105,320.00.

Mr. Trexler stated that some items to discuss with the Board and public include a discussion of relative cost and value of SAU services. We get a bargain with SAU 19. They have the staffing, and are highly professional. We don't pay our fair share for what we get. In Bow, the apportionment is a little different. Bow SAU expenses are low and they will increase because they have to manage 3 budgets, Bow, Dunbarton and the SAU budget. They have to take care of meetings, special ed. There are a ton of things they haven't accounted for.

Mr. Trexler questioned whether we negotiate with Bow on the SAU and the AREA agreement together. There would be two different agreements. Also, if we are coming to Bow, it is important to negotiate together because we are bringing a lot of money.

Mr. Trexler also stressed that time is of the essence. We have that 1 year time limit. DOE has 60 days. Time is of the essence 1 year time limit if this Planning Committee is formed. Also a 3/5 majority is required in both communities; that is a higher bar.

Mr. Trexler discussed potential voting scenarios such as whether our community is willing to enter into an AREA Agreement with Bow if SAU reorganization does not pass? He explained the importance of consistency of the curriculum; that the SAU sets the curriculum and are we going to have a consistent curriculum if we move our kids to Bow but stay in SAU 19. Also there will be questions regarding transportation, and how to deal with cancellations if there is a different SAU.

Fred Mullen, Stark Lane – questioned if Dunbarton pulls out of the SAU agreement, whether New Boston and Goffstown have a say. Mr. Trexler explained that they do not have a say. He stated that it is likely that their costs would go up and the apportionments would shift.

Matt Colby, Old Fort Lane – asked if the Board has a sense of what New Boston is doing. Are they also considering a district and SAU change? Mr. Ouellet stated that any answer will be speculation. He doesn't know if New Boston has identified a viable alternative. Carl Metzger stated that New Boston had a big shift of school board members on their board.

Dave Petretta, Clifford Farm Road – commented on the voting of the SAU agreement and asked if it makes sense to make it contingent on the School Area Agreement. Mr. Trexler stated that we will talk in the coming year and get the information into the voters' hand. Hopefully, we will vote after Bow. Mr. Petretta asked why would we agree to join an SAU if you don't know if you are going to that school district. Mr. Ouellet explained that the timing is important.

Brian Pike, Twist Hill Road – asked whether Bow has a different cycle for voting. Mr. Trexler stated that the town has a different date. Mr. Ouellet stated that we have been talking with the Bow school board quite a bit and they have stated that they are willing to accommodate us.

Mr. Ouellet addressed the renewal efforts of the current Area Agreement. He explained that we have come in with 17 proposals and there hasn't been much response to them. As a group, the Area Review committee has not made much progress. This committee sets up a warrant article that appears on each school district's warrant. That committee put out a motion to extend the agreement by 1 year. It is very fortunate that that happened. What we were dealing with were parallel processes. It is so much neater if we can make all decisions at the same meeting. In some ways, it doesn't matter if we vote to approve what the Committee puts on the warrant or not. In April, they will set that committee up again.

Mr. Ouellet also stated that that Mr. Trexler noticed a discrepancy in the way the rental charge that is part of our tuition is calculated. There is a formula based on how many students and how much the land and buildings are worth. The Area agreement states that it is based on the value of land and building and calls for a certified appraisal every 5 years. The appraisal that was used is not what was expected. We are paying more than what is laid out. A Joint Area School board Committee is investigating. Goffstown is putting out an RFP for an appraisal. We have to find a way to make an adjustment on the last 2 years.

We haven't appointed who will be on that committee. Mrs. Buckley stated that the original charge was to meet January 14th. Mr. Trexler stated that it would be ideal to hold a Joint Area School Board meeting. He suggested that we may want to wait for the new boards to be elected and do this in April. Joint Area School Board meeting after appraisals are obtained.

Mr. Trexler stated it might not matter if Dunbarton doesn't vote to extend the Area Agreement with Goffstown and New Boston. If we do approve the extension, one important point is that it pushes out any change to July 2015 and that includes any improvements already proposed. If we don't approve the extension, then things stay on the July 1st 2014 date.

Mr. Ouellet stated that the Area Agreement expires June 30, 2014. To have it clearly stated may have some implications. One other implication is that if we don't vote to extend and we renegotiate and present a new agreement, if our voters choose to go with Bow, then it impacts other communities.

Dave Petretta – commented on the rental charge. He asked if we are also paying for improvements for the properties. He asked if we are paying twice. Mr. Trexler explained that we are not paying on the bond. We pay a rental charge.

Mr. Trexler asked whether Goffstown will have the track and theater expansion on their Warrant. Mrs. Buckley stated that the track bond and theater expansion in the amount of \$2.8 million will be on the Warrant articles in Goffstown.

Mr. Trexler stated that if that passes, it is a good question about how that will affect us. Mrs. Buckley stated that there is an RSA that talks about that. Mr. Trexler stated that the school board's attorney stated that we are responsible for the bond only if we withdraw from the Agreement.

Ray Labore stated that the bond for the high school is a 15 year bond. Mr. Trexler stated that if we renew the agreement then we would have to pay on the bond if we withdraw during the term of the agreement.

Lori Wamser, Concord Stage Road – asked for clarification of the proposed budget for next year. Mr. Ouellet stated that we will use the most recent certified appraisal. He explained that the board set that as a direction for ourselves at the last meeting. Mrs. Wamser stated that we are potentially due \$90,000.00. Mr. Trexler’s opinion is that we have to pay our fair share. Mrs. Wamser concurs.

Jarrett Duncan, Putney Road – asked why we are considering the underpayments in every year. Mr. Trexler believes any settlement should include under payments and over payments for every year. Mr. Duncan also questioned if there is a breach of contract.

Dave Petretta, Clifford Farm Road – asked who is paying for the appraisal. He also commented that appraisals are subjective. Mr. Ouellet stated that it will be our responsibility to assure ourselves that the appraisal is accurate. The cost of the appraisal is a cost to the area schools so we will be paying our fair share. Mr. Petretta asked if we can ask for an independent appraisal. Mr. Ouellet stated that is a possibility, however, we will have to see what the appraisal is before making any judgments.

Brian Pike – asked if New Boston is interested in this issue. Mr. Ouellet stated that they are letting us carry the ball. Mr. Trexler explained that this is not an SAU issue, it is an Area agreement issue.

Steve Alexakos, Samuel’s Court – asked if a decision was made on our old bond. Mr. Trexler stated that it is a question that we took to our attorney. Our attorney stated if we let the agreement expires, we are not on the hook. Mr. Alexakos also asked where we pay for the bonds. Mr. Trexler explained that the tuition rate includes our share of the operating costs and the rental charge for Goffstown to provide the buildings.

Jason Lalla, Stephanie Road – asked if the board will have a hand-out at the School district meeting covering the frequently asked questions.

Amy Cullum, 56 Long Pond Road – stated that she is concerned about the date of the school district meeting that it not be on school vacation meeting. Mr. Ouellet stated that our school district meeting is scheduled for the 10th and Bow’s school district meeting will be on the 16th.

Mrs. Trottier and Mr. Trexler expressed that they will attend the public forum meeting in Bow on January 5th. Mr. Trexler stated that it is important to be in the audience.

Mr. Ouellet stated that we have to think about the warrant articles. Mrs. Buckley stated that Warrant Article #4 has been reworded. Mr. Ouellet also stated that we will need another warrant article to set up a study committee for Bow and a warrant article for a planning committee. Mr. Trexler stated that our one article for a planning committee has to address both withdrawal from SAU 19 and reorganization with SAU 67. Mr. Ouellet reported that he spoke with the School Board Association attorney and reviewed the RSA’s. He explained that we could set up one

planning committee with the two tasks of reorganization and withdrawal. Mr. Trexler commented that we can write up the Warrant Article and obtain Attorney Graham's input.

Mr. Metzger questioned who deals with the financial impact of leaving the SAU. Mr. Trexler asked Mr. Mullen about the process of appointing members of the public to a planning committee at the school district meeting.

Support Staff Agreement

Mr. Ouellet stated that if we are finalizing the budget, we have to consider the support staff and where we are headed.

Mrs. Trottier gave a report of the meeting with support staff. Mrs. Buckley facilitated the meeting. Mrs. Trottier stated that some contingents had concerns about clarification of position, pay and holidays. She explained that it came down to wages, professional development staying the same and that the staff wanted the benefits to remain the same. She also reported that the staff understand about not getting state retirement but they are interested in other options. Mrs. Trottier stated that state retirement is prohibitively expensive. The staff asked about participating in 403b. Mrs. Trottier asked Mrs. Buckley about numbers in matching. She also explained that they discussed certain people who thought they are maxing out on the pay scale. There were general questions on holiday pay for part time employees. Mrs. Buckley explained how holiday pay works. If an employee doesn't generally work on the day a holiday falls on, then they don't get paid for the holiday. If their work day falls on the holiday, then they get paid.

There was a question about whether a part time employee could take a dental option. The order of importance for the support staff was wages, professional development and benefits.

Mrs. Trottier stated that there was a longevity stipend question and whether it could start earlier so there is a bigger longevity bump. Mrs. Trottier indicated that is about \$100.00 to accommodate that. Mr. Trexler wondered in lieu of the stipend, whether we should expand the grid with a defined step. Mr. Ouellet stated that he is more comfortable with a stipend because if it is more predictable. Mr. Ouellet thinks that the longevity bumps are so small.

Mrs. Foster also mentioned that there were questions about aides and substitutes being pulled in. The concern is whether there should be an additional stipend if a classroom aide is pulled in to substitute for a 1 to 1 position. Right now, they are getting paid as a classroom aide.

Mrs. Foster stated that all the different groups were represented. Mrs. Trottier stated that no one was hesitant in airing their concerns.

The issue will be discussed further on the 17th. Mrs. Foster mentioned that Carol Thibaudeau will also bring proposals to the January 17th meeting regarding the food service person. Mrs. Buckley gave the board information regarding the food service.

Mr. Trexler mentioned that Attorney Gordon Graham represents both Bow and Dunbarton. Mr. Ouellet will contact the chairman of the Bow school board to discuss. All of the members of the Dunbarton School Board will attend the Bow school board meeting on January 18th.

OTHER BUSINESS THAT MAY LEGALLY COME BEFORE THE MEETING

PUBLIC COMMENT

Matt Colby, Old Fort Lane – asked if Dunbarton residents will be allowed to comment at the Bow school board meeting on the January 18th. Mr. Ouellet will mention it to the Chairman of the Bow board. Mrs. Trottier mentioned that she didn't foresee a problem, as Dunbarton residents were allowed to comment at a previous meeting.

NON-PUBLIC SESSION RSA 91-A:3, II

None

ADJOURNMENT

Debra Foster made a motion to adjourn at 9:32 pm. Carl Metzger seconded the motion. **VOTE: All in Favor. MOTION Passed.**

Judith van Kalken
School Board Recording Secretary