

Town of Milton  
Town Budget Committee  
Special Session  
School District FY 2019-2020 Warrant Articles Presentation  
Wednesday, January 2, 2019  
Minutes

**CALL TO ORDER**

Meeting called to order at 6:00 PM by Chairman Bob Carrier

**PLEDGE OF ALLEGIENCE**

**ROLL CALL - PRESENT**

Mr. Bob Carrier – Chairman, Mr. Thomas McDougall, Ms. Tammy Smith, Mr. David Carpus, Mr. Larry Brown, Mr. Mark Currier, Ms. Peg Hurd, Mr. Justin Bellen, Ms. Erin Hutchings, and Mrs. Shari Gaesser – Recording Secretary.

A Quorum was present.

**ROLL CALL – PRESENT SCHOOL BOARD**

Mr. Doug Shute – Chairman, Mr. Paul Steer, Ms. Peg Hurd, and Ms. Laura Noseworthy.

SAU MEMBERS PRESENT – Earl Sussman, Superintendent and Nathan Castle, Finance Manager

Mr. Shute called the School Board to order at 6:01PM.

Mr. Carrier read the Warrant Articles as presented to the committee by the School Board.

**Warrant Article 1: Election of Officers.** No discussion

**Warrant Article 2:** “Shall the Milton School 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 purposes set forth therein, totaling ten million, four hundred ninety-seven thousand, nine dollars and sixty-six cents (\$10,497,009.66)? Should this article be defeated, the default budget shall be ten million, four hundred twenty-one thousand, two hundred seventy-six dollars and ninety-one cents (\$10,421,276.91), which is the same as last year, with certain adjustments required by previous action of the Milton 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?” **NOTE: Warrant article 2 (operating budget) does not include appropriations in any other warrant article.** The total operating budget will be offset by federal grant revenues of three hundred thirty-nine thousand, one hundred thirty-seven dollars (\$339,137) leaving a **net budget amount of ten million, one hundred fifty-seven thousand, eight hundred seventy-two dollars and sixty-six cents (\$10,157,872.66)** (RSA 32:5 III). **The amount of \$339,137 will not be raised by taxation.**

This article does not include appropriations in any other warrant articles. The School Board recommends this appropriation (5 - 0).

Mr. Carpus asked if this article had already been approved by the Budget Committee. Mr. Carrier – Yes.

**Motion by Ms. Hurd to approve Warrant Article. Seconded by Mr. Brown.** Discussion – None. **Roll call for vote. Mr. McDougall – yes; Mr. Carpus – yes; Mr. Brown – yes; Mr. Currier – yes; Ms. Smith – yes; Mr. Bellen – yes; Ms. Hurd – yes; Ms. Hutchings – yes and Mr. Carrier – yes. Motion passes 9/0.**

**Article 3:** “Shall the Milton School District vote to approve the cost items included in the Collective Bargaining Agreement reached between the Milton School Board and the Milton Education Association, which calls for the following increase in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year: **Estimated Increase: Year 2019-20- \$157,410.54; Year 2020-21-\$133,676.05; Year 2021-22 -\$128,506.81**, and further to raise and appropriate the sum of one hundred fifty-seven thousand, four hundred ten dollars and fifty-four cents (\$157,410.54) for the 2019-2020 school 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 school year?” The School Board recommends this appropriation (4 - 0).

**Motion was made by Mr. Brown to approve Warrant Article 3. Seconded by Ms. Hurd. 2<sup>nd</sup> by Peg.** Discussion – The information that was provided by the School Board has been attached to these minutes Ms. Hurd noted that the teachers in Milton were the lowest paid in the surrounding area. Mr. McDougall suggested that the District look at adding more steps to the plan during the next negotiations. Ms. Hurd noted that longevity is part of the contract. After Step 14 –then the teachers are eligible to receive a longevity stipend if they have taught in Milton for 15 years. This was added to the salary to those at top of the step. Mr. Currier requested a list of the stipends. Ms. Noseworthy noted that these would be found in the Budget Book (Purple) provided by Mr. Castle during their original presentation. Mr. Currier also asked as to why the Budget Committee did not receive the information earlier than 20 minutes into a meeting? Mr. Carpus noted that the average salary \$48,846 and asked what was the average years of those to make sure we are comparing the figures correctly. Mr. Brown asked what is the money of the step or what is it worth, 5%? Mr. Shute noted that it maybe 3% between steps or lateral movement. It depends on the situation. Usually the district will lose the teachers that are newer not those that have been in service longer. Mr. Castle advised that he would reply with those answers once he was able to research the questions. Mr. McDougall questioned if the increase was on top of each other, i.e. would the amount from 2019-20- \$157,410.54 roll on top of Year 2020-21-\$133,676.05 roll on top of Year 2021-22 -\$128,506.81 Mr. Castle – yes.

**Roll call for vote. Mr. Brown – yes; Mr. McDougall – yes; Mr. Currier – no; Ms. Smith – yes; Ms. Hutchings – no Mr. Carpus – no; Mr. Bellen – no; Ms. Hurd – yes, and Mr. Carrier – yes. Motion passes 5/4.**

**Article 4:** “Shall the Milton School District vote to raise and appropriate the sum of five thousand dollars (\$5,000.00) to purchase library media for the Nute High School and Library?” This is a special warrant article appropriation. The School Board recommends this appropriation (5 - 0).

**Motion was made by Ms. Hurd to approve Warrant Article 4. Seconded by Mr. Brown.** Discussion – None. **Roll call for vote. Mr. McDougall – yes; Mr. Carpus – no; Mr. Brown – yes; Mr. Currier – yes; Ms. Smith – yes; Mr. Bellen – yes; Ms. Hurd – yes; Ms. Hutchings – yes and Mr. Carrier – yes. Motion passes 8/1.**

**Article 5:** “Shall the Milton School District vote to raise and appropriate the sum of forty thousand dollars (\$40,000.00) to purchase a maintenance plow truck for the Milton School District?” This is a special warrant article appropriation. The School Board recommends this appropriation (5 - 0).

**Motion was made by Ms. Hurd to approve Warrant Article 5. Seconded by Mr. McDougall.** Discussion – Mr. Steer noted that the truck used for plowing has had the frame supports welded. Mr. McDougall asked if the intent was to replace the vehicle and if there was any thought for CRF. Mr. Steer noted that this was requested last year in a warrant but did not pass. Ms. Smith asked if this would be brand new or would it be possible to find a used vehicle? Mr. Steer – yes, brand new and would come with a warranty etc. Mr. Brown – would this have the same purchase warranty as town vehicles. Mr. Castle noted that it would be much the same as buses. The current truck is a 2003. Mr. Carpus asked if the plow was transferable. Mr. Steer was not sure about the whole plow and the electrical etc. would have to be change. Mr. Currier asked if any bids had been requested or was this the price needed or estimated. Mr. Castle – it is a safe guess. Mr. Currier asked if the warrant should say “should this be up to”. Mr. Castle noted that as this is not surplus it didn’t fall under that wording. Also, he was not sure what companies were called. Mr. Brown confirmed that “raise and appropriate up to” was something that the voters wouldn’t be able figure out for a dollar amount. **Roll call for vote. Mr. McDougall – no; Mr. Carpus – no; Mr. Brown – yes; Mr. Currier – no; Ms. Smith – no; Ms. Hutchings – no; Mr. Bellen – no; Ms. Hurd – yes; and Mr. Carrier – yes. Motion fails 6/3.**

**Article 6:** “Shall the Milton School District vote to raise and appropriate the sum of twenty-seven thousand dollars (\$27,000.00) to purchase a school transportation caravan for the Milton School District?” This is a special warrant article appropriation. The School Board recommends this appropriation (5 - 0).

**Motion was made by Ms. Hurd to approve Warrant Article 6. Seconded by Mr. Brown.** Discussion – Mr. Currier asked if this would be a bus or caravan and would be used for what? Mr. Castle – A caravan to be used for SPED transportation. Mr. Currier noted that there is \$15,000 in the operating budget for SPED. Isn’t that for the current transportation provider? Mr. Castle noted that the amount requested was exactly what the plan was to spend the same as a previous purchase of the same type of van that was purchased in 2017. This would include everything. **Roll call for vote. Mr. McDougall – yes; Mr. Carpus – no;**

**Mr. Brown – yes; Mr. Currier – no; Ms. Smith – yes; Ms. Hutchings – no; Mr. Bellen – yes; Ms. Hurd – yes; and Mr. Carrier – yes. Motion passes 6/3.**

**Article 7:** “Shall the Milton School District vote to raise and appropriate up to the sum of fifty thousand dollars (\$50,000) to be placed in the expendable trust fund for the education of educationally disabled children established in 2011, with such amount to be funded from the June 30, 2019 unreserved fund balance (surplus) available on July 1, 2019?”

The School Board recommends this appropriation (5 - 0).

**Motion was made by Ms. Hurd to approve Warrant Article 7. Seconded by Mr. Brown.**

Discussion – Mr. Brown asked what the present total in that fund was. Mr. Castle noted it at \$208,000. It was noted by Mr. Steer that this article was the most volatile as it depends on the influx of students. Mr. Currier noted that there were funds in there currently that had not been expended in 4 years. Mr. Sussman advised that there would be a strong chance this would be used this year. Mr. Brown asked if \$250,000 would be adequate for the regular warrant level. Mr. Shute advised the committee should the funds need to be expended then a public hearing would be requested. **Roll call for vote. Mr. McDougall – yes; Mr. Carpus – yes; Mr. Brown – yes; Mr. Currier – no; Ms. Smith – no; Ms. Hutchings – no; Mr. Bellen – yes; Ms. Hurd – yes; and Mr. Carrier – yes. Motion passes 6/3.**

**Article 8:** “Shall the Milton School District vote to raise and appropriate up to the sum of sixty thousand dollars (\$60,000) to be placed in the Milton School District Building Maintenance Repair, Renovation and Capital Project Reserve Fund established in 2005 for the purpose of repairing and maintaining school buildings, with such amount to be funded from the June 30, 2019 unreserved fund balance (surplus) available on July 1, 2019?”

The School Board recommends this appropriation (5 - 0).

**Motion was made by Ms. Hurd to approve Warrant Article 8. Seconded by Mr.**

**McDougall.** Discussion – Mr. McDougall asked if there were any projects currently that might need funds. It was noted that the current balance is \$10,000. Mr. Steer advised the committee that it covers major things such as the issues found last year re: Bricks on chimney need to be replaced and an underground oil tank had been found. Ms. Smith questioned if there were no big projects on the horizon and would it be possible to ask for less. Mr. Steer responded that the District was trying to get funds back into the account and the usual request was for \$50,000. Ms. Hurd reported that the current spending was round \$160,000 for unforeseen problems. Mr. Shute advised the committee that a number of Grants had been written and requested due to security issues. The Grants require the district to supplement the funding by 10-20%. **Roll call for vote. Mr. McDougall – yes; Mr. Carpus – yes; Mr. Brown – yes; Mr. Currier – yes; Ms. Smith – yes; Mr. Bellen – yes; Ms. Hurd – yes; Ms. Hutchings – yes and Mr. Carrier – yes. Motion passes 9/0.**

**Article 9:** “Shall the Milton School District vote to create an expendable Utilities Trust Fund for the purpose of paying for increased utility costs, including water/sewer, telephones, heating fuel, transportation fuel, electricity, internet and fiber optics, because of an increase in rates and raise and appropriate up to the sum of twenty-five thousand dollars (\$25,000) to be placed in this fund, with such amount to be funded from the June 30, 2019 unreserved fund balance (surplus)

available on July 1, 2019 and to name the school board as agents to expend this fund? The School Board recommends this appropriation (5 - 0).

**Motion was made by Ms. Hurd to approve Warrant Article 8. Seconded by Mr. Brown.**

Discussion – Mr. Carpus what is this covering as the electric and heating rates are usually fixed for next year. Mr. Castle explained that the heating bill changes every year and last year the increase was 33%. Mr. Shute mentioned he had attended an Administrators training and this was recommendation. This also covers electrical replacement etc. Mr. Brown advised the committee that if the Operating Budget fails and the Default is used then the increases requested for 2019 would not be included therefore, wouldn't Article 9 be used to pay the expenses? Ms. Hurd – assume yes. Increases are in the operating budget presented. Mr. Currier noted that the Operating Budget increased by 15% already. **Roll call for vote. Mr. McDougall – no; Mr. Carpus – no; Mr. Brown – yes; Mr. Currier – no; Ms. Smith – no; Ms. Hutchings – no; Mr. Bellen – no; Ms. Hurd – yes; and Mr. Carrier – yes. Motion fails 6/3.**

**Article 10:** “Shall the Milton School District vote to raise and appropriate up to the sum of twenty-five thousand (\$25,000) to be placed in the Milton School District Technology Expendable Trust Fund established in 2007, with such amount to be funded from the June 30, 2019 unreserved fund balance (surplus) available on July 1, 2019?” The School Board recommends this appropriation (5 - 0)

**Motion was made by Ms. Hurd to approve Warrant Article 10. Seconded by Mr.**

**McDougall.** Discussion – Questions by the Budget Committee as to what computers and Technology was in need of replacement. Mr. Castle advised the Committee that the district was in the process of replacing Computers throughout the elementary/middle/high school. There were not grants available for use at this time. Doug – buy in volume to get cheaper rates. Mr. Carpus noticed that the budget for computers had been zeroed out. Mr. Castle was aware and added that the District was in the process of trying to sustain computer replacement. It is currently unknown the number of computers that need to be replaced. Ms. Hurd advised that Mr. Safina had put together a replacement cycle. Mr. Castle will provide a number to the committee. The \$10,000 not part of replacement. 6 were provided mostly through grants. **Roll call for vote. Mr. McDougall – yes; Mr. Carpus – no; Mr. Brown – yes; Mr. Currier – no; Ms. Smith – no; Ms. Hutchings – no; Mr. Bellen – no; Ms. Hurd – yes; and Mr. Carrier – yes. Motion fails 5/4.**

Mr. Carrier advised the committee that this was the completion of the Warrant Article presentation. School Board requested a 10 minute recess at 7:11PM.

The Committee moved into the final review of the Town Budget for 2019. Mr. Carrier advised the Committee that once a final vote was made the final number would be brought to the Town Administrator to be placed on the warrant. The current Town Budget for 2019 was noted to be \$4,676,733.37. Ms. Hutchings noted that the Selectmen's Budget of \$4,676,833.37 showed a \$100 difference than the Budget Committee's. Mr. Brown asked Ms. Hutchings if after careful review of figures found the difference then at the hearing a motion would be brought forward to adjust this figure by \$100. Mr. Currier asked what other changes would be needed? Mr. Brown advised the committee members that as a

member at deliberative session it was possible to offer an amendment “for good cause shown”.

**Motion was made by Mr. Brown to approve the 2019 Town of Milton Budget under the purview of the Budget Committee for \$4,676,733.37. Second by Mr. Carrier.**

Discussion – The committee noted that departments had added people and added hours with potential of costs. There were currently too many unanswered questions. Mr. Carrier the Committee that the Budget was up 2.48% and the each department had made as many cuts as possible. Everyone has made cuts. **Roll call for vote. Mr. McDougall – no; Mr. Carpus – no; Mr. Brown – yes; Mr. Carrier – yes; Ms. Smith – yes; Ms. Hutchings – yes; Mr. Bellen – yes; Ms. Hurd – no; and Mr. Carrier – yes. Motion passes 6-3**

Ms. Hurd was excused from the meeting at 7:30PM.

#### **MEETING MINUTES**

**Mr. Carpus made the motion to table the meeting minutes of December 5, 2018 and December 11, 2018. Seconded by Mr. Brown. The Committee voted unanimously in favor of the motion. Motion passes 8/0.**

**NEW BUSINESS** – None

**PUBLIC COMMENTS** – None

#### **NEXT MEETING**

Next meeting is January 7, 2019. To be held in the Emma Ramsey Building Basement. Mr. Brown asked Ms. Hutchings if the Board of Selectmen had approved the Warrants, would they be able to present them that night. Ms. Hutching’s noted that she not able to make that commitment.

#### **ADJOURNEMENT**

**Motion was made at 7:40PM for adjournment by Mr. Brown. Seconded by Ms. Hutchings. The Committee voted unanimously in favor of the motion. Motion passes 8/0.**

Respectfully submitted

Shari Gaesser - Budget Committee Recording Secretary

## **Milton School District Warrant Article 3 – Teacher Collective Bargaining Agreement**

### **Introduction/Justification:**

Milton teachers are the lowest paid in the surrounding area. We need to ensure that our good teachers remain in Milton, not leave to a neighboring town for a more competitive salary.

- **Milton current Salary schedule (\$33,357 - \$55,465)**
  - Average NH teacher salaries - \$58,129
  - Average Milton teacher salary - \$48,846
- **Milton current Salary schedule compared to area Districts (\$33,357 - \$55,465)**
  - Farmington - \$36,608 - \$58,532
  - Alton - \$36,945 - \$69,033
  - Rochester - \$36,693 - \$66,171
  - Wakefield - \$33,468 - \$64,394
  - Governor Wentworth District/ Middleton Elementary - \$40,000 - \$79,914
  - Dover - \$36,288 - \$75,995
  - Somersworth - \$36,138 - \$63,445
  - Barrington - \$36,000 - \$62,000
  - Pittsfield - \$30,452 - \$57,865

### **2019-2020:**

- **Total request \$157,410.54**
  - 2% increase plus step movement
  - \$17,734.15 = increase in NH retirement cost (based on increased salaries)
  - \$9,752.89 = increase in FICA taxes (based on increased salaries)
  - \$434.71 = increase in Disability Insurance (based on increased salaries)
  - Total uncontrollable costs: \$27,921.75 **(17.8% of total cost)**
- **Total increase for teachers \$117,488.79**
  - \$52,736.83 = 2% increase for 56 teachers
  - Step movement on salary schedule
    - 32 teachers do move step on schedule – average 6% increase
    - 24 teachers do not move step on schedule (step 14 and beyond) - 2% increase
    - 3 teachers also move lateral tracks – average 6% increase
- **Health Insurance**
  - Maintain “Green” Plan with caps on District contribution
    - Single plan contribution 10% - \$10,000 cap
    - 2 Person plan contribution 20% - \$16,000 cap
    - Family plan contribution 20% - \$21,500
    - Increased buyout from \$3000 to \$4,000 (in line with other District buyouts)
    - Offered Dependent Care FSA (Flexible Spending Account)
- **Extra/Co-Curricular Stipends**
  - Added Voice of Democracy position – 1 position @ \$600
  - Increased after school program and summer school positions from \$20/hour to \$25 (average 6-10 positions per program)
  - Increased after school program coordinator from \$25/hour to \$30 (1 position)

- **Professional Development**
  - Agreed to five (5) early release days for professional development time (workshops)

**2020-2021:**

- **Total request \$133,676.05**
  - Includes increased uncontrollable expenses, 2% increase, and step movement

**2021-2022**

- **Total request \$128,506.81**
  - Includes increased uncontrollable expenses, 2% increase, and step movement