

North Hampton School District
School Board Work Session Minutes
Thursday, October 12, 2017 @ 7:30 a.m.
North Hampton School - Conference Room
201 Atlantic Avenue, North Hampton
www.sau21.org

Approved by the Board – October 19, 2017

Attendance:

School Board members: James Sununu; Chair, Cindy Burke; Vice-Chair; Tamara Le, Thomas von Jess, and Gregg Duffy.

Administration: Dr. Robert Sullivan: Superintendent, Matt Ferreira; Business Administrator, Nancy Tuttle; Finance Manager, Dr. Erik Anderson; Principal, and Tracy Griffenhagen; Assistant Principal/Director of Special Services.

Dr. Ronna Cadarette; Assistant Superintendent arrived at 7:57 a.m.

Chair James Sununu called the Work Session to order at 7:34 a.m.

2018-2019 Budget Review

The Board reviewed the proposed budget line by line.

Regular Education - 4110009

Page 2 – Salaries – Certified Staff - 4110009-103 - \$2,238,717

A lengthy discussion was held concerning this item.

Principal Erik Anderson presented the Board with a 6-page narrative that provides detailed information regarding the proposed budget. Items addressed include enrollments, staffing, curriculum and program development, building and resources as well as the prioritizing of these items.

The reduction of two FTE (full time equivalent) teaching positions was discussed. It was noted that this was previously addressed in last year's budget work sessions and is therefore not a new proposal as it is the second phase of the two-year plan.

Classroom configurations, past enrollment studies and the current need for future enrollment studies were also discussed. Middle school staffing was expressed as a concern.

A Curriculum Coordinator position is being proposed (see p. 54). The Board has requested a salary survey be compiled and brought forth for review at the next budget work session scheduled for Tuesday, October 17, 2017. This position will assist North Hampton School in continuing to move forward with competency-based learning. It was noted that the first priority is to the students while also being responsible to the tax payers and community.

It was asked and learned that five staff members are eligible for retirement. A revised "Classroom Configuration Comparison" sheet for the budget binder will also be provided for the next Budget Work Session.

Page 5 – Salaries – ED Associates/Aides/Monitors - 4110009-105 - \$1

Page 6 – Salaries – Tutors - 4110009-107 - \$14,225

Page 7 – Salaries – Substitutes - 4110009-128 - \$38,246 (*Based on current SESPA contract)

Page 8 – Repair/Maintenance Equipment - 4110009-430 - \$2,000

Page 9 – Rental/Lease Equipment - 4110009-442 - \$11,058

Page 10 – Supplies - 4110009-610 - \$46,360

Page 11 – Books/Print Media – 4110009-641 - \$24,625

It was noted the increase over last year is due to Competency Based programming and not testing.

Page 12 – Equipment – 4110009-739 – Equipment - \$3,500

Special Education – 4120012

Page 14 – Salary – Directors/MGRS – 4120012-102 - \$47,746

A 2.25% increase has been figured into all positions not covered by a CBA throughout the SAU.

Mentorship and Professional Development were discussed. Providing the time for these is a priority for the current year and moving forward.

Page 15 – Salaries – Certified Staff – 4120012-103 - \$532,488

This represents a decrease of one Special Education Case Manager. Discussion was held regarding the difference between IEP’s and 504’s. 504’s are general education, not SpEd, and are overseen by the Curriculum Coordinator.

Page 16 – Salaries – Specialists – 4120012-104 - \$80,864

Page 17-18 – Salaries Ed Associates/Aides/Monitors – 4120012-105 - \$461,135

Page 19 – Salaries – Assocs-out-of-district – 4120012-106 - \$1

Page 20 – Salary – Clerical – 4120012-110 - \$36,590

Page 21 – Salary – Other – 4120012-119 - \$1

Page 22 – Workshops/Seminars – 4120012-322 - \$1,000

Page 23 – Professional Services – 4120012-331 - \$161,000

This increase is due to where the funding is coming from. IDEA can no longer be used to supplement as it is now must be budgeted. Once it is appropriated correctly, Medicare can be billed and revenue will appear on Revenue Report. This reduces the tax assessment.

At 9:05 a.m. Tom von Jess excused himself from the meeting.

Page 24 – Legal – 4120012-333 - \$6,500

Page 25 – Tuition – 4120012-560 - \$220,000

Page 26 – Supplies – 4120012-610 - \$4,950

Page 27 – Equipment – 4120012-739 - \$2,000

Page 28 – Dues and Fees – 4120012-810 - \$715

Other Instructional - 4140060

Page 30 – Salaries – Coaches & Advisors – 4140060-118 - \$48,687

A portion of this is funded by the REAP Grant. This grant is never guaranteed. Decision was made to budget for it in case Grant is not received.

Page 32 – Officials – 4140060-301 - \$4,500

This amount is reallocated from Dues and Fees (p.37). An effort was made to budget items more appropriately specified.

Page 33 – Speakers (Presenters) – 4140060-324 - \$2,000

Page 34 – Admissions – 4140060-327 - \$38,680

Page 35 – Supplies – 4140060-610 - \$5,450

Page 36 – Equipment – 4140060-739 - \$1

Page 37 – Dues and Fees – 4140060-810 - \$800

Page 38 – Other Expenses – 4140060-890 - \$1

Guidance – 4212029

Page 40 – Salaries-Certified Staff – 4212029-103 - \$80,864

Decrease is the result of funding appropriately placed in interventionist position (see p.2).

Page 41 – Supplies – 4212029-610 - \$250

Health – 4213044

Page 43 – Salary-Certified Staff – 4213044-103 - \$58,776

Brief discussion regarding the 2-steps that applies to contracted staff that missed salary increases due to the failure of the CBA previously. This action corrects the missed steps.

Page 44 – Salary – Substitutes – 4213044-128 - \$625

Page 45 – Employment Exams – 4213044-314 - \$700

Page 46 – Supplies – 4213044-610 - \$2,000

Page 47 – Software – 4213044-650 - \$1

Decrease due to previous software no longer used as new program is included in school-wide program.

Page 48 – Equipment – 4213044-739 - \$150

Speech Services – 4215012

Page 50 – Salaries – Certified Staff – 4215012-103 – \$80,864

Page 51 – Salary – Speech Assistant – 4215012-108 - \$33,383

Page 52 – Supplies – 4215012-610 - \$500

Improvement of instruction – 4221009

Page 54 – Salary – Directors/Managers – 4221009-102 - \$69,317

It was again noted of the importance of a salary survey for this position.

Page 55 – Salary – Curriculum/Professional Development – 4221009-125 - \$4,500

Page 56 – Tuition Reimbursement – 4221009-240 - \$5,000

This figure is based on historical figures. This account is not used for workshops or conferences.

Page 57 – Testing -4221009-321 - \$4,300

This is for internal assessments, not state mandated testing.

Page 58 – Workshops/Seminars – 4221009-322 - \$19,000

Page 59 – Professional Development-SESPA – 4221009-336 - \$1,200

Page 60 – Books/Print Media – 4221009-641 - \$1,500

Educational Media 4222042

Page 62 – Salaries – Certified Staff – 4222042-103 - \$80,864

Page 63 – Salary Ed Associates/Aides/Monitors – 4222042-105 - \$24,685 (*Based on current SESPA contract)

Page 64 – Supplies – 4222042-610 - \$2,100

Page 65 – Supplies – AV/Media – 4222042-611 - \$1,500

Page 66 – Books/Print Media – 4222042-641 - \$12,375

Page 67 – Information Access Fees – 4222042-643 - \$6,743

Page 68 – Software License/Support – 4222042-644 - \$1,179

Page 69 – Equipment – 4222042-739 - \$1,800

Chair James Sununu stated the next Work Session would begin with Technology. The board was also asked if any further questions or clarification was needed.

Discussion ensued again concerning staffing changes and classroom configuration specific to the middle school. Administration stated they are confident with the progression as it is moving forward. It was decided the board could revisit the proposal at the next work session if necessary.

Motion: James Sununu moved to adjourn the work session at 10:01 a.m. Gregg Duffy seconded.

Motion passed: 4-0.

Respectfully submitted,

Rhonda Evans

Secretary to the Superintendent

*Following the meeting a request was received from Board Member Gregg Duffy to include his direct questions as part of the minutes regarding the discussion concerning the proposed reductions.

- 1) *Is our middle school schedule working effectively? Are the students getting what they need?*
- 2) *Are we prematurely reducing staff based on the current classroom model of education while we are simultaneously shifting towards a "Competency Based" classroom educational model?*
- 3) *Is our staffing and class size policy outdated given the new competency model that we are pursuing?*
- 4) *Does the individualized learning process of the competency based model require a shift in the student to teacher ratio in order to effectively execute the attributes of the model?*