

## **North Hampton School Board - Budget Review Work Session (Friday, October 25, 2019)**

Generated by Rhonda Evans on Friday, October 25, 2019

*Approved by the Board - November 7, 2019*

### **Members present**

Erin Stanton, Gregg Duffy, James Sununu, Scott Baker, Thomas von Jess

### **Administration present**

Bill Lupini; Superintendent, Matt Ferreira; Business Administrator, Nancy Tuttle; Finance Manager, Susan Snyder; Principal, Tracy Griffenhagen; Assistant Principal / Director of Special Services, and Rebecca Carlson; Curriculum Coordinator.

### **Meeting called to order at 10:04 AM**

#### **1. Call to Order**

Procedural: A. Call to Order

The Chair called the meeting to order at 10:04 am.

#### **2. 2020-2021 Budget Overview**

##### **Information: A. 2020-2021 Budget Review**

A power point presentation was included in the packet and had been previewed by the Board.

Dr. Lupini addressed the Board in regards to staffing, interventions for math, library, and outdoor education.

The Principal's Narrative was reviewed in regards to staffing and the 3-year technology plan.

Discussion was held on the Outdoor Education and Physical Education. The integration of curriculum and the roles will be done more purposefully moving forward. Better efficiencies are needed in scheduling, teacher opportunities to collaborate and curriculum integration. Outdoor Ed is not going away. The administration understands that the North Hampton Community values outdoor stewardship.

#### **3. 2020-2021 Budget Worksheets**

##### **Discussion: A. Regular Education - Account #4110009**

The Math Specialist and Literacy Specialist proposals have no budgetary impact. This effort to provide regular education interventions provides for additional resources for students and staff and bridges a needed gap. Special Education referrals then become more appropriate when needed.

Retirement notices are due by December 1st. None have yet been received.

##### **Action, Discussion: B. Special Education - Account #4120012**

A discussion was held on the significantly less cost of living adjustments (COLA) for non-union staff versus certified staff.

Administration explained that this has begun to be analyzed in other districts in the past year. New schedules are now in place for those districts and are scheduled to be reviewed every three years. It was noted that the North Hampton Administrative salaries are currently at the top tier. A plan is in place to analyze a comparison for other non-union support staff in the coming year that will be presented in next year's budget cycle.

James Sununu expressed concern over whether this was being competitive and fair to all non-union staff not just administrative. He does not feel we're doing the best for those employees.

**Motion** to increase the COLA increase for all non-represented (non-union) employees in the budget to 2.75% instead of the proposed 2% increase.

Motion by James Sununu, second by Thomas von Jess.

Scott Baker agreed and raised the issue of merit based raises by hoping to attract the best talent to create the best schools. The pros and cons of merit based pay were discussed in regards to public employers versus private employers.

It was stated that salary increases for union employees must be done in accordance with the Collective Bargaining Agreement (CBA).

**Motion** to amend the previous motion and to increase the COLA to provide for a 3% COLA increase for all non-represented (non-union) employees.

Motion by James Sununu, second by Thomas von Jess.

Final Resolution: Motion Passed

Yes: Erin Stanton, Gregg Duffy, James Sununu, Scott Baker, Thomas von Jess

Another item discussed was the target amount for the expendable trust funds. These amounts are being reviewed.

##### **Discussion: C. Student Activities - Account #4140060**

Extra Curricular stipends are per CBA.

The Admissions line item was discussed. It was learned that teachers are currently working on a plan that is anticipated to be brought back to next work session with a new proposed amount.

The Board expressed that a firm plan on paper will be well-received.

##### **Discussion: D. Guidance - Account #4212029**

The Board will resume the budget review with the Health Account at their next budget session scheduled for October 31st.

## **7. Adjourn**

Action: **A. Adjourn**

Motion to adjourn the work session. 11:59

Motion by Gregg Duffy, second by Thomas von Jess.

Final Resolution: Motion Passed

Yes: Erin Stanton, Gregg Duffy, James Sununu, Scott Baker, Thomas von Jess