

**MINUTES OF MEETING  
MUNICIPAL BUDGET COMMITTEE  
January 13, 2010**

A meeting of the Municipal Budget Committee was called to order at 6:32 PM in the Meeting Room at the Conway Town Hall with the following members present: Chairperson Jim LeFebvre, Bob Drinkhall, Doug Swett, Pat Libby, Daniel Bacon, David Jensen, Bill Aughton, John Edgerton, Bill Masters, Sheryl Kovalik and Shirley Renahan (arrived at 6:40 PM). Members excused from meeting: Ben Kane, Raymond Shakir and Karen Umberger. Members absent from meeting: Betty Boucher and David Sordi. Also present: Dr. Carl Nelson; Neal Moylan, Kennett High School Principal; Lori Babine, Director of Career Tech Center; and Lloyd Jones of The Daily Sun.

Chairman LeFebvre asked Bill Masters to lead the members in the Pledge of Allegiance.

**John Edgerton moved, seconded by Sheryl Kovalik, to reconsider the motion on January 6, 2010 approving Dan Bacon as Chairman. In favor: 8; Opposed: 0; Abstain: 2 - Dan Bacon and David Jensen.**

Chairman LeFebvre stated it was brought to his attention that the Committee needs to reconsider the motion on January 6, 2010 approving Dan Bacon as Chairman. Sheryl Kovalik stated we need to amend that to have Dan Bacon become the Chairman Pro Tem. John Edgerton moved the question.

**Sheryl Kovalik moved, seconded by John Edgerton, to amend the original motion to read "to have Dan Bacon become Chairman Pro Tem". In favor: 10; Opposed 0; Abstain: 0.**

Pat Libby asked what "Chairman Pro Tem" meant and Sheryl Kovalik stated not permanently. John Edgerton moved the question.

SCHOOL

Dr. Nelson stated he was not going to spend much time going over what was handed out today because he wanted the Committee to focus on the High School and the Tech Center. Dr. Nelson further stated that the School Board at its meeting Monday night had to increase its budget by approximately \$340,000.00 because of Special Education expenses that occurred between the time they approved the budget on December 14<sup>th</sup> and the present day. As a matter of fact, they had an action take place at 2 PM that afternoon which made them change what they had sent to the Board by some \$48,000.00; that was in a downward fashion. Dr. Nelson continued with the first Memo is from Pam Stimpson explaining what he just talked about; when Pam comes in on her evening, we'll get a more in depth on this but he wanted to give it to the Committee tonight so everyone is up-to-date on what the Board had acted upon. All of the rest of the documents are changes in the budget that are in your book; it is in blue so we can all be on the same blue page when talking about numbers and they tried to label it Section A and so on down the line.

Sheryl Kovalik stated while the Board did pass the increase to the budget, 6-0-1, they haven't stopped talking about it. It was the first they'd seen this increase which they were not expecting. They have also asked Pam Stimpson to provide some kind of an analysis of how other District's like ours look relative to Special Ed because these are significant increases and they would like to understand if they stand out or if this is common, is this a trend for communities like ours.

Chairman LeFebvre asked how many folks are out of District and Sheryl Kovalik stated it's in the mid 30s and she didn't how many of those were directly Conway or sending towns. Conway is reimbursed by the sending towns; with the Conway ones, they are only eligible for catastrophic aid which does not come in for a year later and does not offset this year's taxes when the costs are incurred. Chairman asked if there was a total cost of what that was and Dr. Nelson stated that Pam will have that when she comes in.

John Edgerton stated he had a general question about the entire budget. There was a \$1.635 Million less payment on the bonds and that's all been absorbed plus more; he needs to know where all that was absorbed within the budget. Dr. Nelson stated he would give John the bulk of it: health insurance increases are \$685,700.00; the increase in the Board's contribution to retirement because of the changes that have been made at the State level where they are absorbing less is almost \$77,000.00; Special Ed costs are \$310,000.00; and \$97,000.00 for additional Grant funds that they have received and that counts into the expenditure side because they are going to expend those Grants, there is also a revenue piece coming from that, obviously they get the Grant and spend the money. If you add those up, they're pretty close and there are some small things in there; that's the bulk of where that money has gone.

John Edgerton stated he looked at the tuition for the 3 Elementary Schools and the High School and it comes out to about \$10,000.00 to \$11,000.00 per student; the Middle School comes out at \$19,900.00. This is the third year in a row that this is out of whack with tuition and he was almost ready to consider that they get \$13,000.00 per student and are trying to figure out what to do with it. Dr. Nelson stated Kevin Richard will be here next week and they have looked at the break out of where all those costs are. They need to simplify it a little bit; he has a copy of the break out and it will give a look at the percentage of what the costs are at the Middle School versus the other schools in the District; they will cover that next week. John stated the High School and the Elementary Schools are all within reason within the State; \$7,000.00 to \$8,000.00 above that per student is almost double the tuition. Dr. Nelson stated you will see it more clearly once we break it out for you; you may not agree or like it but at least you will see where it is. He could say some of those additional costs that are above and beyond what the other buildings are, are in the operation and maintenance itself because of the large amount of square footage in the Middle School; you will get a better picture with the breakout; it shows Conway Elementary, Pine Tree, John Fuller, the High School and the Middle School. John stated it was a good break out, but the Middle School just doesn't make sense.

Dr. Nelson stated he gave a copy of what turned out to be a "FYI" to the School Board; the Special Education costs that they incurred that was put in this budget now, the \$340,000.00, those students are obviously here now and that means it appears as if they are going to have a shortfall of about \$113,000.00 this year. They do have a Trust Fund to go to; however, he is suggesting to the Board that they don't do that at this point in time; they wait until April or May and see what the status of things are because some of the students could leave as well, more could come, but some may leave. There could be some changed IEP's; there could be some other places that they might want to take the money from as opposed to the Trust Fund and that will be a decision made at some time in the Spring and then they will need to hold a hearing to do that. Those costs are here now and they are going to be here next year.

#### KENNETT HIGH SCHOOL

Neal Moylan made the presentation for Kennett High School. Mr. Moylan began by thanking the Committee for the opportunity to sit before the Committee. Mr. Moylan stated he was the new principal at Kennett High School and he has been through this role in the last couple of years as the Career Tech Director so he was somewhat familiar with the procedure. This morning they received an e-mail from Jim with regard to the organizational structure of the High School, the curriculum of the High School and the graduation requirements of the High School. What they did today to simplify matters and at least begin the discussion on where they are, they created an organizational chart to give the Committee an idea of the different departments, the number of folks that work within those departments, their specific titles and who and where the organizational chain of command moves through. They have 853 students within the High School during the day and service 53 students at the Eagle Academy in the evening. They also offer a program during the day called GED Options and this particular program helps youngsters work towards their GED. This is a brand new program they have instituted within the High School and as of last November, they graduated their first 2 GED Grads through that particular program. Sheryl Kovalik wanted to note that the numbers in parentheses under the various titles refers to the number of staff or reporting individuals.

Bob Drinkhall stated he noticed there are 19 Aides under Special Ed and then there are only 2 or 3 that fall under Regular Education; there are none in a regular classroom in the High School. Mr. Moylan stated Special Ed Aides may work within a regular classroom.

Chairman LeFebvre stated he notes a Principal, Vice Principal, Dean of Students and a Freshman House; those are individuals who are administrative, supervisory in nature. Mr. Moylan stated the Vice Principal is the position responsible for overall discipline within the High School. Rick Barnes is the Vice Principal and he deals primarily with all of the behavior in the Freshman House and he is also the educational leader of the Freshman teams; he provides feedback, observations and educational direction to the Freshman House. The Dean of Students, Amy Burnap, has general day-to-day discipline of Sophomores, Juniors and Seniors. She reports to the Vice Principal any of those disciplinary pieces that end up emerging above and beyond what they would

call a simple class skip and that begins to demand extra attention or if there are some youngsters that may be repeat offenders and high flyers then that is also under the direct purview of the Vice Principal. Dan Bacon asked what does the Dean of Students do. Mr. Moylan stated daily discipline for all of the Sophomores, Juniors and Seniors.

Chairman LeFebvre stated last year there was an individual, something specific to the Freshmen; has that position been done away with. Dr. Nelson stated it was the House Master. Mr. Moylan stated he did a reorganization within the administration this summer and they had a House Master that was responsible for the Freshman House, the educational leadership piece and the Sophomore discipline; also had an Assistant Principal that was responsible for all of the discipline for the Juniors and Seniors. One of the things he tried to do was to add consistency across the disciplinary role and enhance the educational leadership at the Freshman House level.

Mr. Moylan proceeded with one of the questions e-mailed was regarding the curriculum and the graduation requirements in the High School. Currently the youngsters need to earn 80 credits for their High School Diploma and the curriculum and the graduation requirements are all best illustrated by way of the Program of Studies. The Program of Studies identifies each course, the number of credits it generates and also identifies the graduation requirements and what the expectation would be for a youngster to be on track to reach graduation. There is an awful lot of information in this but he thought it was the most comprehensive way to address the curriculum and graduation requirements. In addition, he also brought a copy of the Program of Studies for the Eagle Academy. The Eagle Academy is the adult High School that they offer Monday through Thursday in the High School; a portion of the funds come from the High School budget and they have a Grant from the State of New Hampshire where they get the other portion which is probably a 50/50 split in terms of funding.

Mr. Moylan stated the Eagle Academy was a result of the Student Success Task Force. As you may remember, 3 years ago they had a 7% drop out rate at Kennett High School which at that time was the highest drop out rate in the State of New Hampshire. They put together a group of community members: moms, dads, students, business owners, Board members from all Boards and got together to study the problem. One of the great things to emerge from that was the idea of the Eagle Academy. The Eagle Academy allows youngsters to come in at night so if there are financial issues they have to deal with they can still work during the day; if there are personal issues they have to deal with, they can still come in during the evening. They graduate twice a year, December and May, and he was happy to report in the 5 graduation semesters they've had to date, they've graduated over 50 students through the Eagle Academy. Those are youngsters that probably would not have earned that Diploma; many of those have gone on to the military, the Community College, a vocational situation; they have some that are looking at apprenticeship positions at Portsmouth Naval Shipyard and they encourage each and every one of those youngsters to pursue some sort of post secondary education one way or the other. They started at a 7% drop out rate, the Governor has set a goal to be at a zero percent drop out rate by the year 2012 and they've embraced

that challenge seriously in Conway and, although they haven't gotten the official statistics so far, believe they will be below the 2% mark as they go forward. It has had a remarkable effect and it has been a serious success story.

Chairman LeFebvre stated you require 80 credits to graduate; the booklet states 92 is recommended if they look at 24 for the last three years on top of the 20 for the first year. Mr. Moylan stated they recommend a youngster take as many courses as possible; there are some that obviously exceed the 80; many end up around the 80 to 83 range and some really struggle to get to the 80. Chairman stated the 80 credits, is that a State requirement, certification requirement or an internal School District requirement. Mr. Moylan stated it's an internal School requirement that has come about as a result of the School Board initiatives over the years. One of the things they are looking at is to change the way they tabulate credits as they move forward for next year so that they go into a much simpler way of calculating credits which is the way the Department of Ed does. If you look at the Eagle Academy and you look at the Department of Ed website, the minimum State requirement for a graduation for a minimum High School degree is 20 credits and the way they calculate credits is 1 credit for a full year, .5 credit for half a year and .25 credit for a quarter year. They end up offering 3 credits and 4 credits and what he is hoping to do is to simplify that. Dr. Nelson stated the minimum for the State is 60 credits if you use our system.

Chairman LeFebvre stated you are accredited by an outside agency that has nothing to do with the State; does it have any impact on the number hours they need to graduate. Neal Moylan stated no. Sheryl Kovalik stated the accreditation doesn't effect what's required for graduation, but they ask the students to do effects the accreditation. How they approach education, what they offer, what they encourage them to consider taking, what they consider a baseline for education, that effects how the accreditation bureau looks at an educational institution. If they were to make short shrift of the academic environment, they would probably not get rated as well by the accreditation agencies because they are being compared to peers. Mr. Moylan stated the accreditation agency being referred to is NEASC, New England Association of Schools and Colleges, which every school is mandated to go through an extensive NEASC evaluation every 10 years. It's a long arduous process where folks in education throughout all of New England come and evaluate the curriculum, evaluate the educational practices and evaluate the graduation requirements. They went through that last year and received the very highest NEASC rating that one can receive which they are extremely proud of. The other piece that he thought needed to be addressed was where are they in terms of their graduation requirements as a High School vis-à-vis other High Schools of similar size and they are right on par. There are no High Schools that he is aware of that are at the State minimum, there is something much more than the minimum at just about every High School that he has seen.

Chairman stated he had a discussion with a senior at Kennett who stated they have an evaluation program that has 75% being actually done on academics and the other 25% of the evaluation is done on the basis of

attendance, handing in your homework and that sort of thing; could you address that in more detail for members of the Committee who don't have knowledge of it. Mr. Moylan stated they have a grading system which is a standard based grading system; 75% of the youngster's grade is predicated upon the actual work that they do, the yes or no and right or wrong answers that they're able to provide and the quality of their work. The other 25% is based on their attendance, their work ethic, their tardiness, their promptness; a slightly different way to go about things.

Sheryl Kovalik wanted to point out that is how they achieve their Grade Point Average, but the academic grade, the grade they get for their academic course is strictly based on the measurements of their assessments, their test scores and the work that is graded; you get an actual letter grade that reflects your performance and your actual content knowledge and you get a numerical grade for your work ethic. When they polled a variety of different organizations: the Community Colleges, the Army recruiting people, State Colleges and Universities and a couple of Ivy League schools to see how they would feel about that and they were either we don't care or they were excited because the academic grade would be a much truer account of what the student had actually learned through their schooling. The grade is the grade you get for the course, but when they compute the Grade Point Average, they factor in 25% of their work ethic. Mr. Moylan stated on page 15 there is a paragraph that gives that explanation in greater detail.

Bill Masters stated the age of the drop out students, what was it 3 years ago; he thought it was changed from 16 to 18. Dr. Nelson stated they had to go back and find those students that had dropped out at 16 and who had not turned 18 yet and provide a program for them; they had to go out and search for those students if they were still in the District. Bill stated there was no grandfathering in this; how far back do they go. Mr. Moylan stated they tracked down everybody and there have been some tough conversations; of course the obvious question that we received is "I've been out of school for a year, why are you hassling me now". The law has changed; they've brought back and tracked down every single youngster in the Mount Washington Valley. Bill asked how many returned and are attending school at this point and Mr. Moylan stated they all have returned and it continues to be a work in progress because there are a number of reasons why they were not attending school, whether it's personal or other issues that they're dealing with. That is one of the ways they were able to get the 7% drop out rate down, continue to get these kids in an academic program. As you get down to the last handful, it's increasingly more difficult to either a) identify where they are and b) bring them into school and keep them in school; it takes an awful lot of creativity. Dr. Nelson stated there are some real challenges to get to zero.

Dan Bacon stated for clarification, the actual bringing back of all of those students actually reflected in a majority of the drop out rate from Kennett High School. Mr. Moylan stated given the avenues of opportunities for kids that had dropped out and now see that they can come in the evening to the Eagle Academy which is probably the biggest asset they had, the programs that were a result of the Student Success Task Force do reflect that particular process. Dan stated the drop outs themselves was

a large number so bringing them all back, that would be the reasoning for how you got your rates back.

Sheryl Kovalik wanted to make sure there was no misunderstanding: this is the first year that they've been required to retain them to the age of 18. The drop out rate was 2.5% last year so the achievement of 7% to 2.5% gives no credit to the change in the law of requiring them to come back until age 18; they got to that number strictly through programs like the Eagle Academy and GED Options. This year is the year that they're now measuring where the requirement is to keep them in school until they are 18 and it may help us get further down the path but she didn't want to diminish the accomplishments that were already attained in getting at 2.5%.

Mr. Moylan stated to be quite honest, it just takes leg work; in his car typically when they were looking to track down students this summer, there would be a piece of paper with every student's name, last known phone number, have we contacted them, have we not contacted them and this is the process they've done over the last 3 years. If a youngster had dropped out 3 years ago, they went to their previous record for a mailing address; there's just a tremendous amount of leg work involved in tracking these youngsters down; many instances where the phone number no longer exists, this particular population tends to be fairly transient; some of this population is homeless so it becomes harder to track them down. It is nothing more than just keeping their eye on the ball, communication and not giving up. It takes a lot of hard work and the decision that they are going to try to give everybody an education.

Dan Bacon asked when tracking down students, at what point do you involve the police in helping you do the leg work. Mr. Moylan stated they have made a number of visits where they will physically go and pick the youngster up, put him in the back of a cruiser and bring him into the school. They also utilize the Court where they will get a Court Order to make sure that the students are brought back into the system; they use every resource that they have and as they've gotten down to the last couple, it becomes increasingly difficult to find out where they are.

Mr. Moylan proceeded with essentially this year the direction from the Board was to keep it flat which they have done. If you take a look at the budget and those areas that they can control, the primary increases in the High School are in health care, Special Ed which will be addressed another night and one other area that they have a slight increase in "Other" and that's an increase of \$12,909.00 and that specific increase is predicated upon bringing the cost of the School Resource Officer into the School Budget as opposed to the Town Police Budget. Mr. Moylan stated the High School is Unit 3; the areas that they have direct control over is supplies, repairs and equipment.

Chairman LeFebvre asked what the total teaching staff at the High School was and, when saying teachers, are we talking about people who are certified and have other duties or are we talking about teachers who are actually physically teaching. Mr. Moylan stated he did not have the specific number of teachers but as you can see on the chart provided, he thought they were in the neighborhood of upper 70's but he could say his

teachers teach. Chairman LeFebvre asked are the Guidance Counselors, for the purpose of your certification process, counted as teachers. Mr. Moylan stated no, the Guidance Counselors are certified as counselors not as teachers; they are certified professionals with Masters Degrees. Chairman asked about the Library Media Specialist and Mr. Moylan stated the Library Media Specialist is not counted as a teacher, but it is a certifiable position. The whole librarian piece has morphed into something far more than that. She is well versed not only in hard copy books, but in technology, the internet, software, she works with teachers and teaches in a classroom but he does not count her as a teacher; she works with teachers. She is an asset but she is a Library Media Specialist.

Chairman LeFebvre stated during the budget process that you went through with the School Board; they asked you to come up with a wish list or a special request list; would you care to discuss yours in detail. Mr. Moylan stated he was looking for a position that he could fold the Eagle Academy Director's position into so that they could have one individual in an administrative position that would deal with the Eagle Academy, all of the other alternative education programs they have, i.e. the GED, the Distance Learning meaning there are a number of courses that the students can access on line at the High School; they use a variety of ways and methods to try to help students to either get credit or achieve their degree. The position he was looking for would also be responsible for keeping an eye out on those youngsters that were not being successful or they couldn't find because there were other issues that impacted them and was preventing them from being successful at the High School. For instance, they have a number of students who are homeless or are couch surfing and they will spend several days at one person's house and then move to someone else's house. They have other students that they know are homeless, living out of their truck; there are other youngsters that have come up to him that were having trouble getting food to eat; there other youngsters that he had in the Eagle Academy and he asked a particular youngster who did not live in Conway "Why don't you get your driver's license? I can't get my driver's license. Why can't you get your driver's license. I can't see the eye chart. Why can't you see the eye chart? I don't have glasses; I don't have enough money to get glasses to be able to do that." He had another youngster that had a medical condition that was ongoing for a year and did not attend to it; when he asked this particular youngster why they didn't; they didn't have medical insurance and didn't know to go about getting any kind of relief. When asked why they don't go to get social services or why they can't find a place to live. He had a youngster show up on his doorstep at 7:30 in the evening that had no place to go. Their response is that it is difficult to work through the maze of paperwork that we have in terms of getting assistance; often times these organizations close at 5:30 PM and sometimes these instances occur well after these places are closed. This particular position, Student Advocate, would be that position that would keep an eye out on what are those social, medical and educational issues that they need to spend an enormous amount of time on because it does take a tremendous of time, energy and follow up on the Eagle Academy, on GED students and to try to keep everybody together. His belief is if we are going to get to zero, they need to get this particular position in. Unfortunately, it was not included in the budget.

Dan Bacon asked what was the age group of the students that need assistance and Mr. Moylan stated 15 to 21. Dan asked where are the parents and Mr. Moylan stated that's a good question. Dan stated he did not think it was the school's responsibility to baby sit or day care that type of individual. Those children made their path, their parents need to accept responsibility, it's not the taxpayer's responsibility even though he is not against helping children in getting an education but we need to set some status quo here about where's it going to stop. Mr. Moylan stated he understood, however, if they truly want to educate every child and if they truly want to achieve a zero drop out rate, that's what it is going to take. Dan stated he was not denying that, but what he was saying is that it is not the school's responsibility to become the adult, the parent and a responsible person for that individual so those parents out there need to take control of their kids and help them get their education. Mr. Moylan stated more and more as they bring youngsters into the building, it becomes the school's responsibility and he understands that they are philosophically looking at it from two different standpoints. Dr. Nelson stated a lot of the kids being talked about, the School and the student don't know where the parents are; they are not present; they are not even able to reach out to them and say you need to do certain things; they are not here unfortunately. Sheryl Kovalik stated in some case the parents are there, but not there.

Dan Bacon asked where do you draw the line; it's the taxpayer's money. He takes care of his children as a lot of people in town do, but the fact remains the same: they end up becoming wards of the town. Sheryl Kovalik stated there are two ways to look at that. The reason they focus on the drop out rate is not because they just want to educate kids, but the evidence says that students with at least a High School Diploma have a much higher probability of success in life and of becoming self-sustaining individuals and they are more likely to pursue some form of continuing education if they already have at least a Diploma or a GED. Students who don't achieve that become members of society that are unproductive and frequently end up in the Court system. So you pay now or you pay later and they'll cost a whole lot more when they are incarcerated.

Bob Drinkhall stated he's had several occasions to meet some of these students when they are looking for apartments; a 15 or 16 year old out there and in most cases they have known where their parents are and wouldn't this be more of a Court and legal responsibility as opposed to the School. Mr. Moylan stated if they are coming into school, it becomes the school's responsibility at that point and they do involve the Court; there is no question they work with the Police Department and the SRO. Sheryl has a point, we either pay now or we pay later and when we pay later, we are going to pay at a much higher cost. Philosophically, we look at it from two different views. Dan Bacon stated he calculated from the charts how many students are in the schools and the trends from 2004 to 2010. If you take all those ratios, you add them up and figure them out, the school average for students here has dropped 134 over those years out of all the schools. It's not about the children; if people live here in town and get up and leave their kids and the kid stays, where does that leave them. Let's say a kid from Massachusetts might come up

here and visits a friend of his and they say you can get all these things just by saying you'll go to school and can get away from your parents. Mr. Moylan stated there are 853 students enrolled in the High School today and the projection for next year is 881 and they also have an extra 53 and, from the High School prospective, you stay steady and they are actually going up.

Chairman LeFebvre stated we seem to have to some extent a philosophical difference between where the role of the school ends and what the role of the parent and the Town are; where you have to set that differential. Fortunately that's a societal thing that we can not resolve as a Budget Committee but it is an issue that we can bring up. Chairman further stated it was alluded to that the School Board did not support this issue. Sheryl Kovalik stated it was a split Board; it failed because it was tied. Mr. Moylan stated it is not in the budget. Chairman LeFebvre stated he was curious as to what Mr. Moylan's purpose was for asking for this position. Sheryl stated she did not vote it but she did favor it which is a weird dichotomy for her because it's all about the budget; she thought they should have it, don't know if they can afford it right now. The other side of the coin is that they need to afford it now more than ever. It's an argument that goes around. She did ask Lloyd (Jones) to give it some time in the paper so that people reach out and tell her as citizens how they feel about this, not just the Budget Committee's opinion but the people in the community need to tell them how they feel about it; whether they think it should be part of the budget or not. They have their last opportunity at the Deliberative to change the budget if that's what the public wants.

Bill Masters asked if anyone has contacted the other social services that would provide support as a normal mission function for them and ask them to have a representative available that can be contacted or visit the High School on a scheduled basis and try work out details with those from the various State or local agencies because there is a point; he can see both sides of the issue in terms of providing for these children, but at the same time, the main focus should be on educating the children. If you can develop inter-agency contacts that are direct lines for after hours so that arrangements could be made for students right up front to deal with that. That seems to be the logical step if you come back and say that you've made all these efforts and they refuse to do that then this is a point again to be addressed. Chairman LeFebvre stated it strikes him just in passing that a lot of this would come under the purview of the Department of Health & Human Services and there is a branch office in Conway. Mr. Moylan stated point well taken and that's exactly what this position would do; they would be the one contacting those specific agencies within the specific towns. He agrees the purpose of the school is education; however, they can't get to the education needs if the basic needs are not being met. Bill stated he was not certain the educational structure was designed to deal with those elements. The point he was getting at is these are other agency's issues; safety and security is another agency's issue; food may be another agency's issue along with well being. That's the point; if you want to go back to there are basic needs that need to be fulfilled, the issue still is that there is quite a staff at the High School and in terms of that, you mean to say there isn't anyone who has time enough to work under your direction to make

those contacts, develop a list and distribute it. Mr. Moylan stated that is exactly what he means to say. Bill asked if it was true with SAU 9 also and Dr. Nelson stated they don't have the capacity to administer that. Sheryl Kovalik stated what would really be nice is if all those agencies were organized in such a way that they knew how to talk to each other and coordinate; that would make the problem go away and that's the issue; they all exist independent of each other but they have demarcation lines where they don't cross and because they don't coordinate with each other you need a third party to coordinate which is the issue Neal is facing. It's not an easy problem to solve.

Doug Swett stated for years we've fed this type of person at Noon and then it got so serious, so we were informed, we started giving them breakfast a while back. It continues and it escalates and because you don't get these other groups together, they won't cooperate. What you are talking about is big government and that's the problem.

Chairman LeFebvre stated what he was hearing from the Committee is that there seems to be an issue with redundancy of positions in the school and trying to take care of things that are outside the school's normal day-to-day mission. Bob Drinkhall stated he agreed with what the Chairman was saying; there is no agency to take care of this until we can make people responsible for themselves and hold them to a higher degree of responsibility. You have to make people responsible for themselves. If everybody is responsible for everybody else, nobody's responsible for themselves.

Chairman LeFebvre stated one of his reasons for bringing this up and having the discussion is this can be brought up at the Deliberative and as a Committee, you folks need to think through this as to what position you will take at the Deliberative session, if any.

David Jensen stated he thought this conversation reminded him of the conversation with Chief Wagner who was suggesting he could be far more proactive if he had more patrolmen. The question we have to start with is do we feel that there is value in assisting, mandating or whatever verbiage you use, for keeping kids in school until they get a Diploma so that they can grow up to become taxpayers rather than tax receivers. If we feel that getting a few years investment on our part when they are teenagers keeps them from becoming wards of the State for the remainder of their lives, then he thinks we have to figure out what is the best thing we can do or the most efficient way we can keep them in school. You can argue that the school can be responsible or we can argue that we can have the Police Department create a Truant Officer but somebody somewhere, absent genetic engineering, people are not going to be responsible for themselves, they never have and they never will be. It's nice to think of that, but that's not going to happen. David further stated that his question is: given the new law from the State mandating that people stay in school until they are 18, who is responsible for that taking place and if there is a penalty to be given, to whom is it given; is it the school's responsibility to make sure somebody stays or is it a juvenile's responsibility for making sure they stay in school or is it the parent's responsibility to make sure their children stay in school. Mr. Moylan stated it is the parent's responsibility to make sure their

children stay in school; however, absent parent responsibility, they can and do file CHINS Petitions on parents and if the youngster continues to be absent from school, the fine which is fairly substantial is levied against the parent.

Shirley Renahan stated they come to you for help and you give it to them; is there some way to make them responsible for paying it back. Mr. Moylan stated not really; they don't have a job, they have no place to live; the best way they could pay it back is to get an education and become a productive member of our community. Shirley asked if they are told that. Mr. Moylan stated every student that goes through Kennett High School, whether it is the Eagle Academy, Kennett High School or the GED Program, the message they hear is a High School Diploma these days in the 21<sup>st</sup> Century is not enough, you need some sort of post-secondary education to be able to earn a competitive living; it doesn't have to be a 4 year degree, it doesn't even have to be a 2 year degree, it needs to be a specialization so perhaps you want to go and get trained to be a plumber or be trained to be a carpenter, but you need some sort of training to be able to be a positive member and a contributing member of our community, our society and our State.

Chairman LeFebvre stated the price tag on this position was estimated at \$51,000.00. Mr. Moylan stated correct and that included an offset because he would utilize the current funding from the Eagle Academy Director and it would become a full-time benefited position; he thought the estimated gross pay was between \$45,000.00 and \$48,000.00.

Chairman LeFebvre stated that raises the question on Attachment #5 received earlier, of the salaries of the teachers; they have the base salary, then the benefits less their health insurance and at the very end they give you what they pay for health insurance in gross because of privacy issues. Chairman further stated as he recalled, if he looked at the Conway District numbers completely you had a total of 392 plus or minus; 218 were designated as teachers, 17 were designated as administrators and so on. When you look at this and look at the \$3,899,000.00 cost of health insurance divided out by the 392, you are looking at approximately \$9,921.00 in health insurance costs. As you look at this, recognizing that is talking about all their full-time and part-time personnel, full-time obviously have health insurance and part-timers do not. Chairman further stated he has given a conservative number on the division factor so the number is somewhat higher but you need to look at that and look at the cost of salaries (whether it is full-time or part-time), the cost of benefits plus that rough number for health insurance so you get a full picture of what it is costing to bring anyone into this system.

Bill Aughton stated he really thought it was important that they look at the problem and don't pass it on to parents who won't take care of the problem or to organizations that won't talk to each other; there is a question of cost versus number; do you have a ballpark figure, suppose we had money to hire a Truant Officer, how many individuals would that person be involved with in a year. Mr. Moylan stated they do Truant chases today; the Vice Principal and School Resource Officer do go to homes and residences, they do speak with parents and physically take

youngsters, put them in the car, bring them into the building; they do go to the Court system to file the necessary paperwork. This particular position would probably oversee any where between 80 and 100 students; talking about the responsibility of the Eagle Academy and the responsibility for all students in the GED Program, and responsibility for those currently in the day school. There are some that are here for a day or two and then they are gone and we are chasing them back down again or they move from Town A to Town B.

Chairman LeFebvre stated to summarize Mr. Moylan's position; this person picking up Eagle Academy, that's 53 that are already being covered by the Eagle Academy Administrator; so the actual number then is not \$80,000.00, it's an additional x minus \$53,000.00. Mr. Moylan stated the actual number was \$50,000.00 that they had estimated plus whatever the Eagle Academy number was. Dr. Nelson stated they now have an Eagle Academy part-time position; it would take the place of that so this position would be the Director of Eagle Academy, that's where some of the money is offset from, and in addition to that would have the other responsibilities Neal articulated earlier.

John Edgerton stated this country's already in a mess; 48% of this country doesn't even pay taxes to support all this stuff. Chairman LeFebvre stated that was something that was outside the purview of the Budget Committee.

Doug Swett stated some kid who doesn't want to go to school and he's 16 years of age, all he's got to do is go to Fryeburg, get a room, start working there and he's clear. Dr. Nelson stated if he is a resident of Maine, he's all clear. Sheryl Kovalik stated it may sound like it works, but at the age of 16 they are not fully emancipated; they have to be 18 in order to make a move from their parent's home and be declared not a resident of their parent's residence. They can have another apartment, but she believes they are still residents of New Hampshire because they are not emancipated. There are legal issues, but that would certainly simplify things.

Mr. Moylan stated we've spent a lot of time on a subset of students tonight and he didn't want the public or the Budget Committee to get the idea for one second that at Kennett High School they don't have great kids because they do. They have some amazing youngsters that achieve outstanding success when they go off to college, they achieve outstanding success as members of our military; they are respectful; they try hard; they overcome many of those difficulties mentioned here today. You, I and all members of this community should be incredibly proud of the youngsters that we have there. He has 853 students in that building on a daily basis and another 53 at night; those youngsters perform incredibly well. Do not let him leave here with the idea that there aren't great things happening every single day in that High School. Mr. Moylan encouraged the Committee to come down, spend some time with them, take a look through the classrooms; he wants everyone to be in there and look at some of the great things the kids are doing; come down to the Restaurant; come to some of the Football Games. They typically win sportsmanship awards for the State because of the way our kids conduct themselves. They had a group of youngsters that represented the School and community in

the Hospitality Competition last year and they were the National Champions; they have kids going off to Princeton; they have kids going off to Penn; they have kids going to UNH; they have outstanding, outstanding youngsters. Please, let us not get caught up and leave this last session with the idea that "oh, woe is us"; we've got great kids and he is very heartened with the success and future of the Mount Washington Valley. They do appreciate the support the Budget Committee and the taxpayers provide and they take their responsibility extremely serious to deliver a good product, to maintain and ensure that the building, the resources that have been given are well maintained and kept up and they treat them as if every single nickel has come out of their pocket. In fact, the way they approach it is if you give us a nickel, our objective is to give you six cents worth of value.

Dan Bacon stated he didn't think what we were trying to get across was saying that Kennett High School was doing a bad job because he thought they did a great job; what was being talked about was a position and whether it was affordable to the School or to the taxpayer. Dan further stated that he didn't think any one at this meeting thinks Kennett High School is doing a bad job; he thought what the discussion was whether or not that certain position was needed. Chairman LeFebvre stated to elaborate even further is there another way to utilize the Town and other agencies to help you forego that need because another redundant position may not be to the best interests of the Town, School or the State.

John Edgerton stated he thought Kennett High does an outstanding job and that it's too bad that somewhere around 20% require so much energy just to keep them under control because the parents won't. Bob Drinkhall stated he happened to have the opportunity to speak with Neal this past summer and even Bob disagrees on some of his thoughts, but Bob thought Neal's enthusiasm for his job and the way he is performing it is very commendable.

Chairman LeFebvre thanked Neal Moylan for coming in.

#### CAREER TECH CENTER

Lori Babine, Director, gave the presentation. Ms. Babine stated she actually started with the Conway School District in 1988 and was there all but 4 years and is very familiar with the Town. In the organizational chart handed out, there is one program left out and that would be the Machine Tool Technology Program so there are 10 programs within the Career Tech Center. There is one teacher per program with the exception of Culinary Arts as they have a Sous Chef position that assists in the Restaurant and the preparation of the food and assists with the students in the classroom. At the Little Eagles Preschool, they have Linda King who is there in the preschool with the children full-time during the day along with 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> Level Early Childhood Education Students, with Kathy Keene as the instructor. There are some exciting things going on at the Career Tech Center and a lot of successes that they are very proud of and continued success there is what they are looking forward to. They did look at the budget and were able to come in a little bit under budget.

Sheryl Kovalik asked which Unit was Career Tech and Lori Babine stated Unit 9. Sheryl asked Ms. Babine to let people know where the savings came from. Ms. Babine stated most of the savings came from changes in staffing; they had Trudy Kasianchuk retire as a Culinary Teacher, they had one teacher move to the Middle School and in the hiring process, they hired someone with less experience so most of it was in the salaries.

Chairman LeFebvre stated on the Restaurant you operate, discuss its operation and what happens to the revenues it gets because some of the folks here may not be aware of the Restaurant. Ms. Babine stated the Sous Chef position is Grant funded through the Perkins Grant and they have to offset his salary with the money from the Mineral Springs. Chairman stated if he recalled properly on a previous discussion on Grants, Perkins Grants expire after 3 or 5 years; at that time, what will happen with the Sous Chef position. Ms. Babine stated they were in the third year of that position now and it was her understanding they can put in for an extension for that and that would be her plan until it comes to a point that they can either sustain the position 100% or it's something in the future that may be asked to have put in the budget. The goal is to increase sales in the Restaurant and right now they have been doing that; have extended the menu and are taking on more outside catering jobs to help bring in more revenue to support that position.

Dan Bacon stated at the end, if you were to apply for an extension, how long are the extensions for. Dr. Nelson stated a year at a time. Chairman LeFebvre asked if they were progressively more difficult to get as you pass that 3 year window. Dr. Nelson stated they like to encourage you to at least start to wean that position off the Grant and fund it into the budget or through revenues.

Sheryl Kovalik asked if it would be possible for everyone on the Budget Committee get a copy of the current menu at Mineral Springs and the hours of operation. Lori Babine stated they usual have 2 or 3 soup options per day - all homemade, about 4 different salad choices every day, a variety of appetizers, sandwiches, and usually 3 or 4 hot meals per day which can vary from a seafood casserole to a baked chicken dinner and then several dessert options. It's a regular full restaurant menu and is reasonably priced. John Edgerton stated he has eaten there 3 times and highly recommends it. Doug Swett stated it's just Tuesday, Wednesday and Thursday. Ms. Babine stated correct; Mondays are spent planning menus, ordering, students being involved in that. They have opened up to people who want to come in for a group meeting or a business meeting and do either a breakfast meeting or a luncheon meeting and that can be arranged also.

Chairman LeFebvre thanked Lori Babine for coming in.

#### OTHER BUSINESS

Chairman LeFebvre stated he would be going to Texas tomorrow and will not be back until the final sessions of these meetings. He will be picking up the Deliberative Session on the 1<sup>st</sup> of March and the 3<sup>rd</sup> of March and in the interim Dan Bacon has agreed to be the Pro Tem Chairman of this Committee. Chairman wished Dan the best of luck and advised that he would

be corresponding with Dan on a routine basis. Chairman further stated he wanted to wish the Committee the best of luck during this very difficult time in front of you; you have to finish off the Town, finish off the School, go through all the process and it's going to be a challenge for some of you since it is your first year; do the best that you can and you need to remember one thing as you go through this process: you, the elected folks, are representing the taxpayers; Sheryl by virtue of the fact that she represents the School Board is an interest group; Bob Drinkhall who represents the Select Board represents an interest group. In general terms, you folks represent the taxpayers; look at the audience every night that we have a meeting and it disturbs him greatly that the taxpayers of Conway do not come to these meetings, do not come to the School Board meetings when they are doing their budget, don't come to the Select Board's meetings when they are doing their portion of this budget. Ladies and Gentlemen, those who are watching on TV, you folks have got to get involved, it is depressing to recognize that 1,300 people show up for an election out of 7,000+ registered voters in the Town of Conway.

APPROVAL OF MINUTES

**John Edgerton moved, seconded by Bob Drinkhall, to consider and accept the Minutes of January 4, 2010. In favor: 11; Opposed: 0; Abstain: 0.**

**John Edgerton moved, seconded by Bill Aughton, to adjourn the meeting at 8:00 PM. Motion carried unanimously.**

Respectfully Submitted,

Iris A. Bowden, Recording Secretary