

**MINUTES OF MEETING
MUNICIPAL BUDGET COMMITTEE
January 25, 2012**

A meeting of the Municipal Budget Committee was called to order at 6:30 PM in the Professional Development Room at Kennett Middle School with the following members present: Chairman David Sordi, Joe Mosca, Doug Swett, Dick Klement, Betty Loynd, Bill Marvel, Ted Sares, Maureen Seavey, Ray Shakir, Kelly DeFeo, Greydon Turner, Joe Mosca, Mike DiGregorio, John Edgerton, Brian Charles and Karen Umberger, Danielle Santuccio and Maury McKinney (arriving at 6:35 PM). Also present: Dr. Carl Nelson, Jim Hill, Lori Babine, Kevin Richard, Janine MacLachlan, Dale Anderson and other members of the public.

Betty Loynd led those present in the Pledge of Allegiance.

Chairman Sordi stated there was no voting on Minutes tonight because some people have just gotten them so we will do that next week. At the next meeting we will vote on the Preliminary Minutes from January 11th and 18th and the final Minutes from January 4th. Everyone should have an e-mail of those or a hard copy by then and we'll be able to go over those.

Chairman Sordi thanked Joe Mosca for heading up the meeting last time, he appreciated it and, of course, Joe's going to give the Chairman a bad name if tonight's meeting goes past 8:00 PM.

Chairman Sordi reminded members that the next meeting was on Monday, January 30th at 6:30 PM in the Profession Development Room at the Middle School. There will be two things, other than the Minutes, that the Committee will be doing that night. We will be going over any outstanding questions for the Town Departments; whether it's the Police, any of Earl's (Sires) Departments or whatever. What he would like is for members to let him know by Friday who they are going to have questions for so that he doesn't have to have everybody here. It makes it easier and Earl can start to get the people together that's going to give us answers. By now members should have a pretty good idea of what questions they are going to have remaining for the Town Budget. Bill Marvel stated he would like to have the Library back; Ted Sares stated he would like to have the Police Department.

Dick Klement stated since we haven't seen the Warrants yet, isn't this a bit premature. Chairman Sordi asked Mike DiGregorio if he knew when the Committee would have the Warrant. Mike advised that they voted on them last night and he wasn't sure what the procedure was to get them to the Committee. Chairman stated he thought that Earl (Sires) would probably get them to him fairly soon. Maureen Seavey stated she picked them up at the Town Office today. Mike stated Maureen was talking about the packets for the non-profits and asked if the box had been brought tonight. Chairman stated no. Mike stated the packets for the non-profits are ready and at the Town Hall and they (Selectmen) voted on the Warrant Articles for the Town last night. Chairman stated he will make sure that he has those (non-profit packets) and have Earl here.

Karen Umberger stated she would like to see Public Works back.

Mike DiGregorio stated if he recalled, they did not put a dollar figure in for the PEG Trust last night, not exactly sure why because it's usually whatever the revenue is, but it's not a tax impact per se.

Chairman Sordi asked if there were any other people that the Committee would like to see Monday night and to let him know by Friday so that he can let Earl (Sires) know. He has the Library, Police, review Warrant Articles, he will ask Earl to be here and Public Works. If we finish early enough, we can begin our comments on the Budgets and we will start the process in preparation for the Public Hearings and then ultimately our vote.

Chairman Sordi advised that the following Saturday will be the non-profit meeting at the Town Hall and, as Mike (DiGregorio) said, the packets for the non-profits are available at Karen Hallowell's Office at the Town Hall. They are in a box there and that packet will give members all of the background information on the submittals from the non-profits and what they're going to be talking to us about on that Saturday. We've got about 15 minutes scheduled per non-profit. Ted Sares asked if someone could bring the packets from the Town to the next meeting. Chairman stated Iris Bowden would be picking the forms up on Thursday to be passed out at the next meeting.

Karen Umberger asked how many non-profits there were. Doug Swett stated 10. Chairman Sordi stated with 15 minutes per, it will still be about 2 or 3 hours. Chairman stated last year we went much quicker than 2 or 3 hours. Doug stated if it stays right, it will be 11:15 AM for the last one. Chairman stated last year we ran into a problem where we had gaps between people because they were showing up right at the time they were assigned so he asked Karen (Hallowell) to ask everyone to show up one-half hour before their assigned time so that if we're running ahead we can continue on.

Chairman Sordi stated on the back of the Agenda is the updated budget hearing document list. If you're missing anything, let him know. He will update January 18th with the information Carl (Nelson) is giving out right now.

SCHOOL REVIEW

Dr. Carl Nelson passed out yellow replacement pages to the members present and stated the basic reason for that was because they have the Contracts signed and approved by all three Unions and the School Board as well. That's what you will see with the yellow sheets as well as a new tax rate page because he didn't have those on the tax rate page last time. The other two items he passed out, one is what he calls an Executive Summary of the Contracts which are signed now and going to the voters for the CEA, CESP and AFSCME. Behind the one page summary, you will see the actual Memorandums of Agreement and attached to each Memorandum of Agreement is a cost out so members can see how it costed out for each of them. The other item passed out, Karen (Umberger) last week had left some questions with him and they've gone through and answered the questions. Obviously, members haven't had a chance to read them, but if there are additional questions on the questions, then they

can deal with that. Aside from that, that's all he has at this point. He has the Principals and Directors here.

Chairman Sordi asked if there was another handout coming around. Dr. Nelson stated he started them both ways. Ted Sares stated he had two: Memorandum and Conway School Board.

Chairman Sordi stated we have all of the administrators here tonight and the members if they wanted to go through each different section of the Budget, i.e. High School, Middle School, or would you rather just answer any questions you have.

Ted Sares stated he had an observation on the School Warrant Articles which was that there was a lot of discussion last week and he went in and had discussions with some of the people which he has a pension of doing. He has talked with just about everybody here on different occasions, in meetings, and it seems to him that the issue of putting some of this stuff in a Maintenance Budget line item sounds good at first blush and it kind of resonates with those of us who have been in the corporate world, but if he were trying to get a new roof or if he was trying to get some new buses, he would not want to put it in play in a budget because God forbid during that budget year if it became part of a Maintenance Budget and something bad happened, you had a catastrophe where you needed that money, you would go another year without the roof and without the buses. If it gets approved as a Warrant Article, you've got it. That's in response to the strong argument that was made last week that the School is doing it wrongly; he thought they were doing it rightly.

Chairman Sordi stated there are a number of Warrant Articles on here that relate to maintenance issues, such as the roof at John Fuller, the roof at KMS, if those don't get approved, what is the back up plan that the School has to deal with those issues. Is it a safety issue that it has to done one way or the other. Dr. Nelson stated that he would have Jim (Hill) respond to that.

Jim Hill stated the roof at John Fuller is over the Library, it's over the Kitchen, it's over the Cafeteria. If they are not replaced, they will continue to be patched and patched and patched which they have already been done for a number of years. If they were to shatter, they've had those instances in the past because that's what those vintage roofs will do, if you have a real quick normally cold day and then a real warm rain just like hot water in a cold glass, it will literally shatter. They had that happen he thought at Conway El a number of years ago and in that case, they would call up the insurance company first of all and then they would have somebody come in with sheets, usually 50 feet long and they roll them out, do the seam, put tires on top of it, and they stay that way until money is found to pay for it.

Chairman Sordi asked if it was a safety issue right now or is just more of an inconvenience. The only reason he is asking is because if people are watching this on TV, he wants them to understand that if they don't approve this Warrant Article what the implications are. Jim Hill stated he thought safety might be a little bit of a strong word. For example, the Kitchen and the Cafeteria at the Elementary School is more of a health issue. When you start to have leaky roofs and you start to have

water, mold and those types of things grow. Some of you might remember the air quality issue at this facility about 10 to 15 years ago, it's more of a health issue than a safety issue.

Chairman Sordi stated then from that regard, if it's a health issue, if you continue to patch it is it going to resolve the potential health issue. Jim Hill stated no, you're just continuing to have more and more leaks. It's just a matter of how fast you can keep up with those things. Chairman stated it goes along with what Ted (Sares) was talking about when you have a situation where a budget you can manage a little bit, if something happens, where an emergency happens or you have to spend money, you can try to find money in other areas. With putting this as a Warrant Article and if, in fact, it gets voted down, you can not do this work next year unless you have a special vote again. You can patch it, but you wouldn't be able to replace it. Jim stated exactly and he thought that's what the Warrant Article specifically says to replace a roof. So you would go in, if these failed, you would continue to patch, you'd put membranes over, you'd do everything but tear off the old and replace it with new.

Chairman Sordi stated just so everyone understands, this is a health issue, it's not a safety issue. If it gets voted down, you'll continue to patch it; it won't resolve the health issue, but it will at least keep the building dry. Jim Hill stated in between rain storms you're going to have buckets, etc. on top of the Library books, damaging the equipment in the Kitchen, but they will eventually find it. The problem becomes and this year is a bad example, but when you have 3 feet of snow, these are what's called ballasted roofs, it's a rubber membrane with stone on top of it, underneath that in most cases you have corrugated steel so that if there's any pitch whatsoever you might have a leak over this section of your Encyclopedias for example, the leak may be way over there. In that situation, if this doesn't pass, then you've got men going up there with shovels on a brittle, rubber 20 year old roof trying to find a leak under 3 feet of snow. That's not a good use of resources.

Ted Sares stated in making an observation, he didn't indicate he'd vote for it, he didn't mean that he would vote for it, in fact quite the opposite because not on the buses but on the roof because this is the same argument we've had over the last few years. If it was bad last year and it was precarious and allegedly a health issue, and he wasn't saying it wasn't but he didn't hear Jim (Hill) say, it was the Chair that said it was, that we went another year. So here we are, another year. If it was bad last year, it's still bad this year and it will be bad next year. It's just a fact. He was not saying it shouldn't be fixed, he was just stating a fact that last year a strong argument was made for we must fix the roof or else bad things will happen. Bad things didn't happen as far as he knows and here we are another year. Ted Sares stated the Chairman was focusing on it being safety and then said no, it's not safety, it's a health issue. Chairman Sordi stated he asked if it was a safety issue and he (Jim Hill) said no and he accepts that, it's fine. Ted Sares stated he wasn't ready to say it's a health issue either.

Jim Hill stated when he thinks safety, he was concerned that people will think that if they don't replace this roof that it's going to collapse. That's not the case and he wanted to make sure that when you hear safety

issue people sometimes think sky falling safety versus electrical short and the light bulb safety. To him, those are two different things. Chairman Sordi stated he understood and when Jim said it wasn't a safety issue, he thought he was focusing more on the health issue and he was just trying to make sure people understand.

Betty Loynd stated to Ted Sares that she disagreed; health issue is huge and she would not want her kids in a sick building like that with the mold and all of that stuff. Ted stated good point.

Mike DiGregorio stated he had a couple of things. Anytime you have water leaking into a building, it's causing damage and trouble whether you see it today, next year or not because it creates rot, it creates damage and eventually it will cause a problem. Just because nobody called us up and said a roof is getting ready to fall, doesn't mean it's not causing problems. Mike stated to Jim (Hill) that he knows Jim likes playing the odds when you put Warrant Articles out there, they've talked about this before, because you have your experience, you've been doing this for a long time, and know that if you put a Warrant Article out there that's too big, that it's a problem. John (Edgerton) may be right in the sense that if you specifically say you're going to replace a roof at John Fuller and it doesn't pass then you're limited as to what you can do at John Fuller. His question is: is it better to create a Warrant Article that has the proper amount for everything in it, and he knows Jim is going to say no because of the odds, but if you added all of this up here for maintenance issues, you're around \$400,000.00 or so. That Article could be generic in the sense that it doesn't say what you're doing, it just puts money in the fund similar to what the Town does.

Jim Hill stated that Mike (DiGregorio) hit the nail right on the head. They did that maybe three or four years, maybe longer than that, that they said in order to get where they need to be they really need to start putting some money into the savings accounts so to speak and that got voted down and he thinks it was just because the number was too big and they found through experience that once you get over that \$100,000.00, that \$120,000.00 threshold people start saying "no". They've been more successful getting several smaller chunks than going in and saying they need one big chunk.

Mike DiGregorio stated that was really his point; the Budget Committee in the past has not supported a larger number, however they've often supported the smaller numbers specifically for a project and he thought there may be the issue of creating and keeping a fund and just to be able to keep a Revolving Fund going for maintenance may be an issue. He was not really sure, but his point is that the larger Warrant Articles seem to have trouble getting through even though individual ones are supported more because they are smaller. It doesn't make any sense by naming the item specifically. As John (Edgerton) points out, if it doesn't pass then you can't fix the roof, but if it's generic then you can fix the roof because you have the flexibility to do what you want with that money and you have to spend it on maintenance.

Kelly DeFeo stated she would like to agree with Betty (Loynd) on it being a health and safety issue as far as black mold. There's people in that building every day that have to work exposed to that stuff and there's

people that have bad allergies and it's just documented health problems with black mold, dry rot and that kind of stuff so it is a health issue. It is a safety issue as well. It is an important thing and it should just be addressed.

Dick Klement stated several years back they attempted to raise the Maintenance Fund from \$100,000.00 to \$130,000.00 because a number of people on the School Board believed that they didn't want to raise the \$60,000.00 Revolving Maintenance Fund for the Elementary Schools. He objected to that because the reason to have a Maintenance Trust Fund is not for something that you need today, it's for the longer term when something big happens to kind of keep things in check. The community voted that down because they said it was too much money and he was not sure of the support or non-support that the Budget Committee gave to that particular Warrant Article, but they've tried to put smaller specific driven items in here so that the public knows what they're voting on and that would be his fear to do a big one unless you say "I have to put a widget here" and say you need \$400,000.00 for maintenance, he thought you're not giving the community enough information to make a decision.

Ted Sares stated Mike's (DiGregorio) concept is sound but the fact that it's so big offsets it and that brings up the fear in the voters. Mike stated it's scary. Ted stated on the other hand if the Budget Committee, as he senses, recommends it, he rarely sees the voters vote down a Warrant Article if it has been recommended by the Budget Committee especially one this large. So there's all of that in play.

Bill Marvel asked Chairman Sordi if he wanted to avoid that issue of whether or not maintenance should go back in the regular Budget that we touched on earlier. Chairman stated he didn't think that was up to us to do it, it was up to the School Board to do that and if they would like to consider putting it back in, we do have another meeting with the School two weeks from tonight where we can discuss it further. The School Board can do that; it's a concern of his that if that Warrant Article does not pass, then the work we're talking about won't be done.

Ted Sares stated to Jim Hill that Jim was the one concerned with maintenance and with the buses and the roof. Jim stated we should all be concerned. Ted stated please, stop, please; but you're concerned about that so you have the obligation to come in here and tell us what's best. What exactly, precisely is best for getting this done. Jim stated exactly what you see right there. Ted stated a Warrant Article. Jim stated a Warrant Article because that way he knows when that Warrant Article passes, he's going to get that roof. Taking this back a step; they put that money back and say we're going to put that roof in the Budget, all those roofs, all the maintenance back in the budget, then the Retirement System goes and says in May that they are going to jack up the retirement 2%. All the teachers' contracts have gone out, where's the money going to come from. Ted stated they're going to take it from you. Jim stated thank you. Ted stated that's why he says we shouldn't superimpose our judgment and tell these people how to put the budget together, that's micro-managing at the max. Sorry, Dave, telling them how to budget.

Chairman Sordi stated to Ted Sares that he was not telling them how to budget, what he was saying is that we are taking an issue and it's one

thing if you put something on here like an Air Handler for the 1956 building. He was not sure it was a health issue, he was not sure it was a safety issue, but we have a situation here where they are roofs leaking, have health issues according to Jim and to him that should not be left up to a "yes" or "no" vote, it should be something that's in the budget and it's something that should be preserved and done quick enough such that an emergency does happen later in the Budget cycle that won't impact it. In addition, if this was included in the Budget and something unexpected happened where there was going to be a Budget shortfall, at the worse you could have a special meeting to request the additional money, but at least it could be done during that Budget cycle. Ted asked if the Chairman was listening to the person and was obviously disagreeing with him. Chairman stated he was listening and he was disagreeing. Ted stated he was not, he was in total agreement with him and in total disagreement with the Chairman. Chairman stated okay, fair enough.

John Edgerton stated in the past we've had maintenance articles and if they pass, you're right "no" says "no". He was in favor of putting this in maintenance and itemizing it and briefing the Budget Committee on the specific items and he thought then they stood a better chance of getting the roofs done rather than gambling on having any of these turned down. He thought they were critical. He thought a health issue is a safety issue.

Dick Klement stated he thought something that might ease this whole problem is that there is legislation pending that schools would be able to carry forward money much as the Town does. Karen Umberger stated it could be, she'd have to look. Dick stated they could in the School Budget take some left over money at the end of the year and put it in this rainy day fund or whatever you want to call it such as the Town does. If that possibility is given to them then a lot of this becomes moot because they can then attempt to get this thing done through intelligent planning and through a rainy day fund. Right now they have to give everything back; they have to start from scratch every year except for the specific Maintenance Trusts.

Chairman Sordi stated he understood what Ted (Sares) was saying if some catastrophe happens like an Irene, now you're potentially going to have a shortfall, but in the last 3, 4, 5 years the School has given money back to the Town almost every year. To him, it's a better plan to put it into the Budget and deal with it rather than taking a chance that it's not going to get approved. He understands what Dick (Klement) is saying about a rainy day fund, but he didn't know if they even had to do that if they put it into the Budget and it gets approved. One of the problems of putting it into the Budget, something like this, is that it raises the School Budget and everybody is always yelling about the School Budget going up, but that's something that has to be managed too.

Mike DiGregorio stated to the Chairman that if he had listened to last week's meeting he is an advocate for having it in the Operating Budget, but that's under ideal conditions. Jim (Hill) is exactly right, as they go through the process of putting together their Budget and they're trying to reduce it wherever they can, they're going to be looking at maintenance right away. We can all sit here today and say we support a \$1 Million Maintenance Budget that's in the Operating Budget, but that

doesn't matter because next year when Carl (Nelson) and his staff are putting together their budget and they're trying to reduce it down because they're going to say "we can take a little out of here" and "we can take a little out of there". He's known Jim for a long time and has lived in this town his whole life and he knows what this building was like prior to Jim and Andy Grigel taking over the maintenance issues. He trusts that Jim is doing the right thing; he doesn't particularly care for it because he doesn't think it's the right procedure but he thought because of the unknowns doing it any other way he thought this was the best way to do it. Again, as they put budgets together they take things out and, as Dick (Klement) says, you put a \$400,000.00 Warrant Article out there and they don't support it, then what do you do. Jim has done a lot of research over the years and he has determined that by breaking it down to individual projects and putting that Article out there, he's been successful in fixing up the buildings the way they should be fixed. He does support what Jim is trying to do.

Ted Sares stated we're discussing a notion or a concept; we're really not discussing anything, he didn't think they were, that we have any authority to change. He thought it was a concept and for what it's worth, Chairman knew where he was coming from.

Chairman Sordi asked if members had any further questions or comments on this particular issue. Chairman thanked Jim Hill. Chairman asked if there were any questions for the High School Budget.

Karen Umberger stated she didn't have a specific question on the Budget itself she thought overall they did a pretty good job with the budget this year and they've made some progress and she thought her question would be to ask them to discuss the Sous Chef position that they are looking forward to and they're asking for 70%, but what does that mean for next year's budget. Chairman Sordi questioned Karen on her question. Karen asked if members were going to talk only about the Warrant Articles or talk only about the Budget. Chairman stated you can talk about the Warrant Articles; do you want them to talk about the Sous Chef. Karen stated she wanted to talk about the Sous Chef, why it's important and what is it going to be in next year's budget for the Sous Chef. Ted Sares stated we discussed that last week.

Lori Babine, Director of the Career Tech Center passed out a Memo she had sent to the Conway School Board in October in support of the Sous Chef position. When they moved to the new High School, that position was created and supported through the Carl Perkins Grant and new positions can only be supported for 3 years. She was able to get an extension on that for a 4th year to fund part of that position. The salary for that position is supported through the restaurant sales and because of their scheduling they are only open 3 days a week for 1-1/2 hours per day and in order to keep the restaurant running as is and to keep it as a safe environment for students and to promote the education for that learning lab, she is requesting additional funding to keep that position as full-time. Sous Chef actually means a second in command. The instructor that they have in there is responsible for the day-to-day operations; he is a mentor. Having a second person in there has allowed them to increase the enrollment in that class because the teacher and the Sous Chef will split the class and each will work with half of the class. They have been able

to offer more opportunities to students. Those that have toured the kitchen know that they have industry standard equipment in there, there's a safety concern; they have people dining in the restaurant and they need to have eyes out there. They have the fry-a-later, the kitchen, the cooking area and the cutting area and one set of eyes will not allow them to function as they do if they want to insure the safety of their students and limit the liability.

Karen Umberger stated she had one more question; it was stated that the Sous Chef is partially funded by the restaurant. Lori Babine stated yes. Karen asked what the offset was. Ms. Babine stated for next year they are requesting 70% from the Warrant Article and the restaurant revenue helps to cover his salary, benefits and then any increases in utilities, they pay that separately, gas and that is not part of the Budget. Some of it is in the Budget and then any overage would be covered by the revenue from the restaurant.

Karen Umberger stated next year, in the Budget, would be this \$35,000.00 plus whatever increases occurred in salary and benefits. Lori Babine stated those are already included. Karen stated she realizes this is for next year. Dr. Nelson stated your talking the year after and it would be adjusted accordingly or if they are able to schedule differently or pick up more business, then it might reduce the amount that they would be asking for.

Karen Umberger stated any profit, or whatever you want to call it, if it is greater than the 30% for the next school year, does that automatically go to offset the salary. Dr. Nelson stated it could. Ted Sares stated not automatically.

Mike DiGregorio stated he had to make a comment about the Sous Chef position. If anybody is paying any attention to what they do up there, it's a phenomenal program. We clearly live in an industry town that is restaurant management, hotel management, tourism management. He personally knows a ton of kids that have gone through this program and have gone off to college to some of the best colleges in the country for restaurant management and so on and so forth. They're not just teaching kids how to wait tables, they're teaching them how to run restaurants. The equipment and the way that area was built, it was designed to do just what this program is doing and it's a state of the art kitchen, the envy of most restaurants in town and it is definitely teaching kids how to run restaurant corporations. It's not just flipping burgers or delivering drinks or whatever. Go up there and spend some time to see what they are doing and you'll appreciate the program.

Chairman Sordi stated he appreciated the comments, but he wants to make sure their time is valuable for us here and if there are questions, let's ask the questions and then we can let them go. The comments are going to come. He wanted to try to just focus on questions tonight so that we can get everyone out of here as soon as possible because they've all been in school all day today. Chairman asked if there were any further questions for at least the High School.

MIDDLE SCHOOL

John Edgerton stated he had a question for administration because the Middle School had said three or four years ago that when they drop their enrollment from 400 to 300 they would go from 4 teams to 3. He didn't know what that meant but it appears that what it meant was that they were just going to change the numbers because the number of teachers went from 6 per team to 8 per team. They kept all of the teachers and just changed the name 4 to 3. Was that the intent of the administration.

Kevin Richard, Principal, asked John Edgerton to repeat his question. John asked was the intent of administration when you went from 400 students to 300 students and when you went from 4 teams to 3, change from 6 teachers to 8 teachers, keep all the teachers and just call it 3 teams instead of 4. Mr. Richard stated he wasn't sure if he understood the question. John stated you move all but two teachers into the other 3 teams. That was discussed last week.

Kevin Richard asked if John's (Edgerton) question was to move from 4 teams to 3. John stated you moved the teachers from number 4 into 1, 2 and 3. Mr. Richard stated no, that's incorrect. John stated that's what they told us last week. Mr. Richard stated in order to go from 4 teams to 3 teams there was a reduction of a Science teacher, a Math teacher, a Language Arts teacher and a Social Studies teacher. In order to go to the other structure they had to provide special services which would require a Special Education teacher so that's one and there would be an increase of a Reading teacher as well. John stated when you look at the number of teachers, you've gone from, with reduction from last year to this one, 12.1 student/teacher ratio to 11.9 student/teacher ratio. You're still 12:1. Mr. Richard stated he was not sure that was totally accurate and that's okay.

Kevin Richard stated this is the Budget Committee and you do like the dollars and cents so he'll appeal to the dollars and cents piece. Mr. Richard passed out documents to the Committee. It's real difficult to do just a one year look at these. He tried to take a historical look when they separated from the High School which was 2007/2008. That was the first year that they actually had a separate budget and over the years, trust him, he has reduced this year, in this year's budget to make up for the retirement. They reduced a para-professional, they also reduced a Literacy teacher. The year prior to that they reduced a half-time secretary.

Kevin Richard stated again, he is going to talk dollars and cents. If you take a look at 2007/2008 to 2012/2013, if you strictly take a look at just the Operating Budget, it's pretty close. If you take a look at the Special Education Budget, one of the pieces that they made as they developed the Middle School, you look at 2007/08 you're talking \$1.1 Million. They've reduced that through the hard work of Pam Stimson, Special Education Director and they've shifted some of that burden to the teams. They reduced the teams as well. They reduced the Student Services Coordinator, that's another piece that you'll see in the budget, doesn't show up in the Middle School Budget, but shows up in Special Education. They also pulled out Technology.

Kevin Richard stated if you flip to page 2, you see the total Operating Budget; 2007/2008 you're talking about \$4.2 Million; the Budget that's presented to you for 2012/2013 is \$3.9 Million. Last year he was asked a question by Mr. Sordi, he believed, of can you do things more efficiently and he thought this demonstrates that over and over again and it was a pretty significant reduction to the Budget. Although it looks like a huge jump from last year to this year, part of that jump was the reduction of 2 positions in this year's Budget to make up for the retirement. This year they actually didn't fill one of the slots for a Literacy position. They didn't fill one of the Program Aides for the Middle School as well. These are the numbers, you can talk education and what's best, but these are the dollars and cents that he wanted to show. Yes, it's a 6.5% reduction over last year and even with a 4th team it would be a 3.5% reduction to the Budget. He understands the pupil ratios, but again Language Arts, Social Studies, Math and Science teachers are pretty integral to all aspects of education for 7th and 8th Grade kids. So, yes it's not a total reduction of 4, they'd probably be in big trouble and those Special Education dollars would go way up because they wouldn't be able to provide the services for the kids that need to be provided.

Chairman Sordi thanked Mr. Richard and stated he (Mr. Richard) remembered his question well. Mr. Richard stated as an educator, he didn't do a good job of it last year; hopefully this makes a little more sense.

Maury McKinney stated to Kevin Richard with the restructuring of the teams, was he able to adequately provide Special Ed services that they were providing before. Mr. Richard stated we will always do what we can. They wouldn't be able to do it without another Special Education teacher and another Reading teacher. It's going to be a struggle; more so than the Special Education students are the kids that might not be identified who, because of the bigger class sizes, those are the kids that will probably be impacted more than the Special Education students because they are required by law to have certain services and we need to provide those and if we don't, then we're going to be coming back to you folks or the School Board saying we need to provide this service otherwise we're breaking the law. That will be taken care of, the Special Education population will get taken care of one way, shape or another.

John Edgerton stated he didn't include in the 25 teachers the 15 Special Ed people.

Karen Umberger asked if Kevin Richard could perhaps go through what the teams are going to look like for next year based on having 3 teams. You said you've got English, Math, Science, Social Studies, that's 4 teachers. Mr. Richard stated on each team, correct. Karen asked what else is on each team for next year. Mr. Richard stated you would have a Reading teacher as well. Karen stated you would have 3 Reading teachers. Mr. Richard stated that was right and predominantly what happens and they haven't gone totally down this road yet because it's a huge task to undertake and they'll go there and the conversations have begun, but all 7th Graders benefit tremendously from the Reading Program. There are some students in 8th Grade currently and they will try to continue because it's a good practice that they do have. They've shown all the work in the Elementary Schools as well as the Middle School big dividends and he thought he gave those, the Means Scores are going up, the percentage of

kids and their growth targets are going up, they've done a really, really good job with that. In 8th Grade, students who are successful readers, at proficient and above, have the opportunity to take a full year World Language. They would include that; that is part of whatever program they have next year. Some kids in 8th Grade would take a full year of World Language and some kids who need extra support in reading would take a Reading Literacy course.

Karen Umberger stated right now, if she's hearing what he's saying, the way it's organized right now 7th Grade has 5 teachers. Kevin Richard stated correct. Karen asked how many the 8th Grade had. Mr. Richard stated they have 4, but the 5th teacher in the students' day is either a World Language course or a Reading/Literacy course. Karen asked if there were 5, either foreign languages or reading. Mr. Richard stated no, they have 2 World Language teachers currently, 2 Reading teachers. Karen asked for the 8th Grade. Mr. Richard stated no; this is where it gets really confusing if we start to touch educational programs. These folks are very fluent because they hear it all the time, they've been in the building, they live it, they understand it. It's going to be real difficult for him to talk about all of the educational programs tonight to the point where members don't get confused. That's why he tried to keep it to numbers and cents. These folks can speak to the educational programs, but for him to do that tonight he thought would be confusing and unfair. He is more than willing to put a presentation together for the Committee. Any time a member would like, come on in, take a walk around, but it's going to get real confusing without the preparation for tonight.

Karen Umberger stated what she was trying to understand is that he has agreed that we should go to a 3 team. Kevin Richard stated he did not. Somewhere, somehow that has become the lightning rod for a long time; it's a misconception that's been out there. When that question was asked and it needs to be clarified, when that question was asked at what time do you start to look at restructuring the Middle School, he said 300. Over the past 5 years take a look at the numbers, he has done that repeatedly. This shows that. Because he did not reduce from 4 teams to 3 teams does not mean that he did not pay attention to restructuring the Middle School to deliver what's considered to be excellent quality programming for the population that they do have. He did not say he was going to reduce from 4 teams to 3 teams at 300.

Karen Umberger stated the School Board determined that the Middle School should go to 3 teams. Kevin Richard stated no. Karen stated what do you mean no, that's what came in the Budget so they're the ones that brought us the Budget, that's what they gave us, 3 teams. Mr. Richard stated okay. Karen stated her question is that our concept of what team was current year and the concept of what team is next year is totally different. Mr. Richard stated absolutely. Karen stated you have increased the number of teachers per team, correct. Mr. Richard stated that was incorrect. Karen stated you've increased to some degree. Mr. Richard stated no, that's what he's saying until you can get clarified there are 5 slots for kids to go to a day, there are 5 slots they can go to. They can go to Science, they can go to Social Studies, they can go to Language Arts, they can go to Math and then the fifth class for all students in Grades 7 or 8, they are going to have a choice. In 7th Grade, they all

get Reading, but in 8th Grade they are either going to pick Literacy or World Language.

Karen Umberger asked if that was the program that was going on this year. Kevin Richard stated yes, absolutely. The biggest difference that you would see from 4 teams to 3 teams is a significant increase in class sizes. That's what his hope is, they haven't put it all together yet, but that would be the most significant difference for anybody who is not in the field of education to notice.

Chairman Sordi asked Karen Umberger if she was all set. Karen stated she was not all set and guessed that she needed something visual that she could look at that says here's where I am, here's where I'm going. Kevin Richard stated the Board has that and they've been through it, he presented it to them and they are very comfortable with it. Karen stated as long as they give it to him so that she can understand. If someone says they are deleting a team and it is only costing me \$96,000.00 which pays for about one person. Kevin Richard stated 2. Karen stated with benefits and all of the other stuff 2; brand new teachers at \$30,000.00 and their benefits are combined \$36,000.00. Mr. Richard stated \$48,000.00 and \$48,000.00 is \$96,000.00. Dr. Nelson stated that's two teachers with full benefits package and you have to remember with the reduction in staff so it's going to be your newest teachers who are usually your lowest paid. Karen stated she certainly understood that.

Chairman Sordi stated he wanted to see if he could follow up with that. You've got 2 people that the Warrant Article would fund; how many people from the current structure of your teams would be retained into the organization you have in the school. Kevin Richard stated as we have tried to explain, they would lose those 4 teachers and would have to hire 2 new teachers to support the program. He would have to hire a Special Education teacher that he doesn't have. Chairman stated he understood, so in essence it's a net loss of 2 and Mr. Richard agreed.

Chairman Sordi asked Karen Umberger if that was where she was trying to get to. Karen stated it sounded to her like we are adding additional things to the curriculum at the 7th and 8th Grade and if we are only losing 2 people, then we aren't losing a team, we're losing something.

Chairman Sordi stated the two people that would have to be hired would be for Special Ed and Reading which is the floater that goes between the classes in the 7th and 8th Grades although 8th Grade can choose what they like. Kevin Richard stated the thought right now is each one of the 3 teams would have a Reading teacher attached to it. In 7th Grade you might have 50 and 50 8th graders. Those 7th graders, those 50 kids, would probably have 3 sections of 7th Grade Reading on each team and then there would be one section of 8th Grade Reading. Out of the 50 kids in the 8th Grade that are on that team because you're talking 100 kids per team, probably out of those 50 kids you're probably talking about 35 to 40 kids that would be taking a World Language and about 15 kids, those that need added support in Reading, would be the other class for that teacher.

Kelly DeFeo stated she just wanted to point out that they're showing us the money about how they're decreasing the budget. You're talking about micro-management. This is micro-management at its pinnacle; that's bull

crap. Chairman Sordi stated no, we are not. Kelly stated really, it gets sickening when you can't even talk about the Ambulance Budget because that's micro-managing.

Chairman Sordi advised Kelly DeFeo that she was out of order a number of times. Kelly stated or a roof because that's micro-managing. Chairman Sordi again advised Kelly that she was out of order. Kelly stated she has every right to ask a question. Chairman stated she was not asking a question. Kelly stated this is a little irritating; this is micro-managing of the School. Chairman stated again that she was not asking a question. Kelly stated she was, she was asking why are you micro-managing the School. Chairman stated we are not micro-managing; we are asking questions that we feel are budgetary in nature. Kelly stated you have the finances there; you don't have to get into every little teacher and every little thing. Chairman stated he was sorry if she didn't agree, but she was out of order. Kelly stated this is bull. Chairman stated she was out of order. Kelly stated she thought the Chairman was out of order and that she (Karen Umberger) was out of order. Chairman advised that he was not and neither was Karen; we are talking about budgetary issues; we are talking about dollars and cents. Kelly stated you are getting into the micro-management of the School. Chairman stated we are not; we are trying to understand how they came up with a Warrant Article that asks to replace a team when it's only for two people and the teams are 4 people. That is a budgetary issue. Kelly stated you have your answer, you have your answer; you're getting into the minutia of how they plan their day. Chairman stated he was sorry if she didn't understand it. Kelly stated she understood it completely; she understood it last year and she understood it this year.

Chairman Sordi asked Karen Umberger if she had any further questions on the issue. Karen stated no, but she wanted to point out that the title of the Warrant Article is probably not correct because we're not providing a fourth academic team. As she understood how they're looking at it, if we're talking two people that won't create the fourth team based on what the concept now is for a team at the Middle School.

Kevin Richard stated he is asking for a 3.5% reduction in the Budget, that's what he's asking for with the Warrant Article. Right now it's a 6.5% reduction to the Budget from last year to this year with 3 teams, with the 4th team however you call it, with the staffing he needs to structure programming that he feels to be the best for the Middle School while still being fiscally responsible that's still a 3.5% reduction to the Budget over last year. That's the dollars and cents, you can call it whatever you want, 4 teams, 3 teams, you can go to class sizes, but he was just trying to be as honest with the Committee as possible. He's cut different areas over the past 5 years that he's felt like those were nice to have, those were important to have, but classroom teachers especially in the core areas, those are integral to success.

Ted Sares stated he thought they have been; this is the first time he thinks he understands this thing about 4 to 3. What you're saying is you're not doing that, but you have restructured over the last several years and he gets that and thought he understands it. He has never heard anybody specifically say if such and such happens we're going to do this with the teams and you're saying specifically no, you're not doing that.

He gets that and he gets the reason why which is they've restructured right along and numbers don't lie.

Chairman Sordi stated if the Warrant Article is approved, the two people won't have to be hired so that cost wouldn't be incurred. Kevin Richard stated there would be no new positions this year barring some unforeseen catastrophe or somebody who moves in off the street that they need to provide services for.

Mike DiGregorio stated to Kevin Richard that he thought Kevin had done a phenomenal job over the last few years looking at his budget year after year and reducing it. He was in the room when the question was asked about where would you start looking at it and it was 300 to start, it was never what seems to be general knowledge that at 300 he was going to make the change, that statement never came out of Kevin's mouth. What he is asking today as you've made all of these reductions over the years and you are the educator, you are the person we should be looking to when we're trying to figure out how to educate kids and you've done a good job at that, where do you see damage starting to get into your programming if you keep going after the budget like you are.

Kevin Richard stated he would give an example, losing a Literacy teacher this year, and again looking at the population that they have and that's why he put class sizes and Karen (Umberger) asked for that, there are some classes that they can run and he thought he had given the Committee the numbers of how many classes they have over 20 something and how many they have below 15. He will tell the members that the classes that they have at 14, 15 are classes where those kids really need to be in smaller classes. The contact time between the teacher and the student is extremely important. That's where you start to see some of those kids in a 50 minute class, if he has 24, 25, Algebra is okay, their top students 24, 25, they have those now and those kids can manage a little bit better, they have the skills it takes to be in there. Can we do it with all of their students? Yes, but you are going to lose he thought the achievement rates that they currently have. Trust him, he goes over these numbers all over the place and like he said he ranked 50 schools and they take a look at schools north and the same size, same structure and he looks at the growth targets and he said this to the School Board, it's very difficult for us to compete at the State level with Dresden, NH that has 0% Free and Reduced Hot Lunch; same size school, 320 kids. It's very difficult for them to compete against Souhegan, NH Middle School that has 3% or Bow, NH that has 4% Free and Reduced Hot Lunch if you use standardized scores which a lot of people refer to right away to measure schools. He would caution against that and he would also look at the discipline rates that they have, take a walk through the school, the level of engagement of the kids. He thought those were all important pieces. Take a look at out of district placements, take a look at how our Special Education students are doing and they take great pride in it. Is the school different than it was 8 years ago, yea, tremendously different. The staff has worked their tail off; it's a pretty good school. Are we getting everybody, no; are they shooting to get everybody, you bet.

Mike DiGregorio stated with that being said, he was going to put Kevin Richard on the spot. Mr. Richard stated like I haven't been. Mike stated

he means on the spot because his boss is standing right behind him, you are being told next year to come forward with 3 teams. Is this where the damage starts to come in next year. Mr. Richard stated he thinks it has started; he's a good soldier, if his boss tells him what to do he'll do it. You're going to get the passion plea from him, he's hired as the Principal of the school to deliver the best education, but if it comes down to it, whatever way it goes, they'll work very hard to provide whatever they can. If next year they say you have to cut another \$300,000.00 out of the Budget, he'll do that, but every time he does that, it does lessen the quality of the education that they do have. When you go from best practice to good practice to okay practice to poor practice; Manchester, NH take a look at what happened there. You go out to Detroit and yes, 50 kids in a classroom; they send kids home at lunch time, right? They cut out Unified Arts, you can do that. Is that what we want? He didn't know; he didn't think so. That's not what he's advocating for. He stands here, he takes the shots, that's okay and he will do what he can, but you'll keep hearing from him even with his boss in the room.

Karen Umberger stated just so it's clear in her mind, on your sheet that you handed out, you show reduction of Science, Social Studies, Language Arts and Math teachers. Kevin Richard stated yes. Karen stated those four core subject people are gone. Mr. Richard stated correct. Karen stated you are replacing that with 2 Reading teachers. Mr. Richard stated a Reading teacher and a Special Education teacher. Karen stated a Reading teacher and a Special Education teacher, okay. Mr. Richard stated what makes this even more impressive in his opinion is that you reduce \$180,000.00 worth of staff and add \$96,000.00 back in and the Budget is still 3.5% below where it was last year.

Dick Klement stated just to put the history in perspective, last year at budget season time the School Board was considering reducing the teams to 3 from 4 and they were very close to a vote for that. It was rather emotional as it was again this year, but the Chair said "I don't even want to talk about this until the enrollment goes below 300" so they deferred that last year to this year. Kevin (Richard) got his marching orders and came in with a budget that included the reduction of one team because that's what he was told to do. Their Budget Committee is composed of 8 members; the School Budget Committee met and voted on the Budget. One of the items of course was 3 teams versus 4 teams; there was a proposal to re-institute the 4th team into the basic Budget and that was defeated on a tie vote of 4 to 4. Later on at the School Board which is composed of 7 people, there was a proposal to add a Warrant Article to reintroduce the 4th Team, that passed 4 to 3. Historically, that's where we are at this point. The School Board has met, they have talked about it, there's been an awful lot of discussion about it and this is where we are at this point.

Maury McKinney asked to have a little bit of tolerance because he's still trying to understand the reason for some of the Warrant Articles. He appreciated Jim's (Hill) explanation of why the Warrant Article appears and it makes a lot of sense to him because we don't want to put our community at risk and he does agree with a lot of the sentiments expressed here on this Board that health and safety are the same thing in a lot of ways. With the Budget already being reduced by 3.5%, the \$96,000.00 that's being asked for on a Warrant Article for the Special Ed

teacher and for the Literacy teacher, why is that appearing as a Warrant Article and not appearing in the Operating Budget?

Kevin Richard stated maybe he can defer to the Board, but he will try to kind of frame it this way, because as he said the 4 team/3 team piece kind of became this lightning rod in his opinion. There was a specific agenda that somebody grabbed hold off and put it out there. They didn't say reduce the budget by "x" amount of dollars, it was in somebody's perspective mind that this was their mission to reduce from 4 teams to 3 teams and he thought that where he came from was give him a dollars and cents piece and he'll work it out and he will come back to everyone, and he thought he'd done that over the past 5 years. He doesn't have the luxury to respond to the emotional pieces. He takes shots from different people. You (Maury McKinney) and he were on the Outing Club 15, 20 years ago. We climbed mountains, we hiked and last year he cut the Outing Club out of the Budget. He loved the Outing Club, but they didn't have the numbers to justify the Outing Club. He needed to reduce the Budget and that's a place that he went to. Did he want to do that? Absolutely not, but those are the types of decisions that he has to go through and say "where are my priorities". There are other things that, to him, are not as important as the Social Studies teacher, the Language Arts teacher; they reduced a half time secretary last year. Did that inconvenience them? Yea, it inconvenienced the heck out of them, he had to shift staff from one place to another, but they did that to reduce the budget. The question about 4 teams to 3 teams was a semantical piece, it was an education philosophy piece that he thought gained momentum and it kept going. That's why he gave the dollars and cents tonight; this is easier to understand. He asked that the members trust them as building Principals to come up with the best program that they can.

Chairman Sordi stated he thought we had the same issue on the Town side because there is a Warrant Article associated with a team, at least in his mind this is why there are a lot of questions. If there was no Warrant Article out there, the dollars and cents was great what you (Kevin Richard) provided; because there's a Warrant Article, there's a lot more scrutiny into that particular issue and how you came about those dollars and cents and why when you call it a 4th team, \$96,000.00 doesn't translate to a 4th team so there's a lot of confusion around that.

Janine McLachlan stated she wanted to take a shot at clarifying because she thought the question Maury (McKinney) asked is very different than what Kevin (Richard) already asserted. Kevin already has in the Budget that's being presented to you for the Middle School, already included in the Budget is the Special Ed teacher and the Literacy teacher that he's talking about. That Budget represents a 6.5% decrease from the previous year. This \$96,000.00 Warrant Article is so that they can re-establish two teacher positions back into the Middle School so that he can maintain 4 teams. Even with the \$96,000.00 it would still be a reduction of 3.5% to last year's Budget. That Literacy and Special Ed teacher are already in the Budget, this is for two additional teachers that could re-establish a 4th team at the Middle School.

Chairman Sordi stated if we re-establish the 4th team with the \$96,000.00 for the two teachers, where would the other two teachers come from. Janine McLachlan stated they are already in the Budget. The money for the

Literacy teacher and the Special Ed teacher are already in the Budget and those would become core teachers. Chairman stated he understood.

Karen Umberger stated the concept of one Reading teacher per team would go away. Kevin Richard stated correct. Chairman Sordi stated that clear up a lot.

Joe Mosca stated speaking for himself, that just cleared everything up in his head because things were very confusing up to that point. Thank you very much. Janine McLachlan stated your welcome. John Edgerton stated he would agree and thanked Janine McLachlan very much; you did a very good job.

Maury McKinney stated he still had a little point that he didn't quite understand. Maury asked Kevin Richard if he thought he needed those two teachers for the quality of education that they provide. Mr. Richard stated absolutely. Maury stated he knew Mr. Richard was passionate about the quality of education he provides and that he cares very much about the children; in fact, he'd say Mr. Richard more than cares. As with what Jim (Hill) was saying he felt safer putting it on the Warrant Articles and that's what he wants to understand. Do you (Kevin Richard) feel that it is safer to achieve that quality of education that you want by putting on the Warrant Article as opposed to, and he realizes that the other two positions are in the Operating Budget, by putting it on the Warrant Article. Mr. Richard stated that wasn't an option. That wasn't an option for him because as he said to the Board "If I had come to you in September and said I was going to turn in a Budget with a 3.5% reduction" would they have taken it September? They probably would have, but the conversation and the dialogue took place so not only did he reduce then it's double jeopardy almost. They are integral, he truly believes that.

Karen Umberger stated she had one final question; on your thing that you handed out, you said on the potential 3 team configuration, if students are evenly distributed into 5 classes and the class size is 19 because we can't have half a student, some will be 19 and some will be 20. Then you said 4 blocks a day only 4 classes available. Kevin Richard stated contractually not everybody teaches at the same time all day long. Teachers have a prep period so if the 5 teachers are teaching that happens one block a day. Typically what happens is by contract the Science teacher may have Block One off because they're prepping for their class. So that means that the burden of the students goes to 4 teachers. Does that make sense to you? He's reading the body language and seeing some nodding of the heads.

Maureen Seavey stated if this is voted for this year, it will go back in the Budget for next year, right. (Everyone nodded their heads.)

ELEMENTARY SCHOOLS

Karen Umberger asked which school was getting the \$60,000.00 this year. Jim Hill stated John Fuller will be getting it.

TECHNOLOGY

Mike DiGregorio stated his question was for anybody out there. The Technology Department itself has been restructured substantially because somebody was rift last year and he was curious to know if that could be explained on how that whole restructure is taking place. Dale Anderson, Tech Coordinator for the Conway School District, stated the restructuring isn't because of the rift from last year, that position was returned to the Budget. What they ended up doing, they explored a couple of options but it has become more and more evident that their technicians need to work further during the summertime. They are trying to get enough coverage so that throughout the year when maintenance and other things have to happen to the computers, during the summer months every Computer Lab gets torn down, floors get waxed, everything needs to be put back together, software patches, security things need to all be installed so what they decided to do was add 20 additional days to the 3 Technicians, 20 days each, which effectively gives them a whole month during the summer to work on things.

Dale Anderson stated these guys are actually working for the District and not making subs and sandwiches up in Gorham like one poor guy has to do during the summer time because he really needs him here. Mike DiGregorio asked how many days addition. Mr. Anderson stated 20 days each. Mr. Anderson stated you will notice that the budget itself for staffing is flat from last year, it's basically the same amount of money, it's just like you (Mike) said, it's a restructuring.

Dale Anderson stated the other thing is in order to do maximal utilization of his resources here and efficiency he has put in to have a Technology Aide whose position would be District wide. They would be reporting to him, doing things such as the erase and ordering and there's a lot of clerical side to this, but this person needs to be versed in technology because they are going to be doing comparisons and putting things out to bid and he needs someone who is technical savvy but whose also willing to manage and do all the paperwork pushing that he would much rather have his certified Technicians not focusing on. He'd rather have them specifically working on the problems at hand or setting up Master Clones and stuff like that. That's really, that's sort of like trying to streamline his organization for more efficiency.

Mike DiGregorio asked Dr. Nelson how many days does a full-time person work year round. Dr. Nelson stated 260 days for a 12 month position; our Principals work 215 days; Dale (Anderson) is at 220 counting the holidays. Mike asked if that was the new number or the old number. Mr. Anderson stated that's the current number and they are proposing to go to 240 including holidays. Mike stated so you're about 20 days short of full-time all year round. What he is getting at is that there's so much going on all the time, he's curious as to why they didn't ask to go full-time or at least have a couple people because there is stuff going on year round and he knows there are people up there working year round and he's assuming they are volunteering for some other services up there. Something has to be going on to have people up there year round as things keep going on. The building is open year round; we have summer school, we have all sorts of things going on year round.

Dale Anderson stated the High School doesn't stop, the High School in particular. There are things going on at every campus, but the High School in particular during the summer is a busy place and they have to work around that as well. They can't just grab all of the laptop cards and say they are going to put all the Window patches on now because they're in use so they need to rotate things through a coordinator. It's quite a dance they do during the summer. They did explore a couple of different options including having them year round and putting them on salary, but from an equity standpoint in light of the economic times they are also concerned about, these guys are under the troops contract, and their concern is that other troops see what we are doing will say "what about us". They thought from an equity standpoint this is going to be their first step and then a year out from now they will explore it again to see how things go.

Mike DiGregorio stated you (Dale Anderson) said that your Budget is flat, but it really has to be reduced in Technology because the salary and benefits from last year couldn't be exchanged with just an additional 60 days and you've got one stipend person you're looking for. Actually that person is not a stipend, you're looking at actually hiring somebody for that and he will get into that in a minute, but so the Technology has to be down a little bit. Dr. Nelson stated actually it's up, the Technology Budget by \$4,000.00. Mike asked even with the reduction of that person. Dr. Nelson stated he (Dale Anderson) has the same budget, but it's up by \$4,390.00. Mike stated it bothers him that you are up there year round and we don't have people year round taking care of stuff.

Mike DiGregorio stated the stipend position itself, was it discussed to do it as a stipend with employees that you have today rather than bringing somebody else in and as a stipend person they could do that in off hours because he knows nobody gets any overtime in that department; so if they were stipend they could work nights and weekends to compensate. Dr. Nelson stated we would be in trouble with the auditors. Mike stated but they would be doing something totally different; just like a coach, you stipend coaches. Dr. Nelson stated no, that's a different situation. These guys are on hourly rates and therefore they're 40 hour max, much beyond that and then you're into a labor issue. Mike asked even if it is a totally different job description. Dr. Nelson stated they are working on Technology, that's what they're doing, that's what it is.

Chairman Sordi asked Mike DiGregorio if he was all set. Mike stated kind of, it bothers him that we're year round up there and we don't have techs up there year round.

Ted Sares stated at some point we could staff everything to perfection. At some point we have to say "no". When you (Mike DiGregorio) say stipend, do you mean contract. Mike stated something similar, he didn't know what the correct word would be, but he would rather figure out how to keep that in house than to hire someone new. Ted stated or some way to do it without the audit issues, but he didn't know how without it being hourly. Mike stated to him you hire someone new that's just eventually going to turn into full-time. Ted stated he was big on the technology piece and knew where Mike was going. If you're going to increase staff any where that's the area for him.

Karen Umberger asked what contract did you say the computer people were under. Dr. Nelson stated it's not a contract, it's Board policy and it's non-contracted people, all of the people who are not in a Union. Karen asked if they were non-Union. Dr. Nelson stated they are non-Union people, Nurses are in that category as well. It's a separate policy that the Board has. Karen stated that's fine, she just didn't understand the comment.

Chairman Sordi stated the Warrant Articles are numbered, the way they are numbered the Budget is the second Warrant Article whereas last year it was fourth or fifth and there were some of Maintenance Funds before it. Dick Klement stated they re-numbered the Warrant Articles last year after your vote. Chairman stated he just wanted to make sure.

Betty Loynd stated she knew that the Chairman didn't want a comment, but she has to make one. This Budget she thought they did an outstanding job; it's below last year's Budget and at a time when everything is going up, she thought they have done a great job.

Chairman Sordi asked if members had any further questions. He appreciates everyone coming in and he knows for some there were no questions and he appreciates all the time of coming down here tonight. The next meeting for the School will be on February 6th at 6:30 PM here at the Middle School with any final questions similar to the way he asked the Committee for names of the people he would like to have come in to that meeting and he will let Dr. Nelson know beforehand who will need to come in.

Chairman Sordi asked for public comment and there was none.

Ted Sares moved, seconded by Joe Mosca, to adjourn the meeting at 8:00 PM. Motion carried unanimously.

Respectfully Submitted,

Iris A. Bowden, Recording Secretary