

**MINUTES OF MEETING
MUNICIPAL BUDGET COMMITTEE
February 13, 2014**

A meeting of the Municipal Budget Committee was called to order at 6:35 PM in the Professional Development Room at Kennett Middle School with the following members present: Chairman Joe Mosca, Danielle Santuccio, Maureen Seavey, Bill Marvel, Doug Swett, Michael Fougere, Greydon Turner, Stacy Sand, Dick Klement, Frank McCarthy, Steven Steiner, Peter Donohoe, John Edgerton, Mark Hounsell, Brian Charles, Dick Pollock and Maury McKinney. Also present: Earl Sires, Town Manager and other members of the public.

Danielle Santuccio led those present in the Pledge of Allegiance.

APPROVAL OF MINUTES

Greydon Turner moved, seconded by Bill Marvel, that the Minutes of January 22, 2014 be accepted, as amended. In favor: 16; Opposed: 0; Abstain: 1 - Maury McKinney.

Bill Marvel stated the new Library Director's name is "Smolen", only has one "l".

Stacy Sand e-mailed the following changes: on page 8, paragraph 7, line 3, "us" should be changed to "use" and on page 18, paragraph 2, line 1, "effect" should be changed to "affect".

TOWN VOTE

Chairman Mosca stated what he thought he would like to do is to skip the actual Budget and do all of the other Articles first and then come back to the Budget as that one is probably going to be the one that is going to take the most time.

Chairman Mosca began the night with **Article 3: Three-Year Collective Bargaining Agreement for the Calendar Years 2014-2016 Between the Town of Conway and AFSCME #93, Local 859, Department of Public Works.** The first year's increase is \$4,407.00; a total for the 3 year cost is \$89,870.00.

Bill Marvel moved, seconded by Danielle Santuccio, to recommend Article 3 - Three-Year Collective Bargaining Agreement for the Calendar Years 2014-2016 Between the Town of Conway and AFSCME #93, Local 859, Department of Public Works. In favor: 15; Opposed: 2 - Doug Swett and Steven Steiner; Abstain: 0.

Chairman Mosca proceeded with **Article 4** is a request by the Selectmen for a special meeting if Article #3 is defeated at the polls.

Stacy Sand moved, seconded by Dick Klement, to recommend Article 4 - Shall the Town, if Article #3 is defeated, authorize the governing body to call one special meeting, at its option, to address Article cost items only? In favor: 3 - Stacy Sand, Brian Charles and Dick Pollock; Opposed: 14; Abstain: 0.

Bill Marvel stated he did not like the idea of special meetings for this sort of thing. Special meetings used to be the trick whereby people got what they didn't get during Town Meeting. That's all he had to say.

Chairman Mosca proceeded with **Article 5** - Capital Reserve Fund For Infrastructure Reconstruction in amount \$325,000.00.

Peter Donohoe moved, seconded by Greydon Turner, to recommend Article 5 - Capital Reserve Fund For Infrastructure Reconstruction in amount \$325,000.00. In favor: 15; Opposed: 2 - Doug Swett and John Edgerton; Abstain: 0.

Chairman Mosca proceeded with **Article 6** - Capital Reserve Fund For Highway Equipment in amount \$275,000.00.

Maureen Seavey moved, seconded by Steven Steiner, to recommend Article 6 - Capital Reserve Fund For Highway Equipment in amount \$275,000.00. In favor: 17; Opposed: 0; Abstain: 0.

Chairman Mosca proceeded with **Article 7** - Capital Reserve Fund For Solid Waste Equipment in amount \$80,000.00.

Peter Donohoe moved, seconded by Brian Charles, to recommend Article 7 - Capital Reserve Fund For Solid Waste Equipment in amount \$80,000.00. In favor: 16; Opposed: 1 - Doug Swett; Abstain: 0.

Chairman Mosca proceeded with **Article 8** - Capital Reserve Fund For Landfill Expansion in amount \$75,000.00.

Greydon Turner moved, seconded by Peter Donohoe, to recommend Article 8 - Capital Reserve Fund For Landfill Expansion in amount \$75,000.00. In favor: 15; Opposed: 2 - Doug Swett and Bill Marvel; Abstain: 0.

Chairman Mosca proceeded with **Article 9** - Capital Reserve Fund For Maintenance of Town Buildings and Facilities in amount \$175,000.00.

Greydon Turner moved, seconded by Steven Steiner, to recommend Article 9 - Capital Reserve Fund For Maintenance of Town Buildings and Facilities in amount \$175,000.00. In favor: 17; Opposed: 0; Abstain: 0.

Chairman Mosca proceeded with **Article 10** - Capital Reserve Fund For Parks Department Vehicles and Equipment in amount \$20,000.00.

Greydon Turner moved, seconded by Peter Donohoe, to recommend Article 10 - Capital Reserve Fund For Parks Department Vehicles and Equipment in amount \$20,000.00. In favor: 15; Opposed: 2 - Steven Steiner and Doug Swett; Abstain: 0.

Chairman Mosca proceeded with **Article 11** - Capital Reserve Fund For Police Vehicles in amount \$60,000.00.

Peter Donohoe moved, seconded by Steven Steiner, to recommend Article 11 - Capital Reserve Fund For Police Vehicles in amount \$60,000.00. In favor: 17; Opposed: 0; Abstain: 0.

Chairman Mosca proceeded with **Article 12** - Expendable Trust Fund For PEG in amount \$100,000.00.

Steven Steiner moved, seconded by Dick Klement, to recommend Article 12 - Expendable Trust Fund for PEG in amount \$100,000.00. In favor: 16; Opposed: 1 - Dick Klement; Abstain: 0.

Earl Sires stated there was a question last night on whether this could be reduced and the entire amount not put in that Fund and he and Bob looked at it and you can do this, it's fine.

Dick Klement asked if that was all we're going to get from the cable fees. Earl Sires stated the annual amount this year was about \$134,000.00 and the Selectmen had originally decided to put \$130,000.00 in. They looked at the balance in that account and there's about \$237,000.00 in the account balance and \$100,000.00 of that or so is monies the Town received from the Cable Contract negotiations for equipment. The Selectmen felt that that money was sufficient for now and they decided they would put an amount in about equal to the Contract that they intend to enter into with Valley Vision this year which is \$97,500.00. Dick stated so that's all you're going to get from Valley Vision is \$100,000.00. Earl stated all the Selectmen intend to give to Valley Vision is \$97,500.00. Dick asked what about the other money that comes in as franchise fees. Earl stated that goes into the General Fund Revenue to offset taxes. Dick stated a portion of the population with cable has an extra tax so that they can support the people who elect not to receive cable and Valley Vision. Earl stated just like Motor Vehicle Registrations or Planning fees, not everybody pays every tax. You're quite right.

Maury McKinney stated he had a question about the Account balance of \$237,000.00; is there a bench mark that you use for that account. He was trying to get an idea of what is kept in these reserve accounts. Earl Sires stated as he mentioned, there is probably \$75,000.00 or \$80,000.00 remaining from a Grant that they got from Time Warner for equipment, so there's about \$150,000.00 in there and he thought the Selectmen feel like while they don't have an actual plan, that's more than sufficient to cover any contingencies for equipment or anything like that and they're covering the Contract year through the deposit of those monies. Mike DiGregorio, whose the Selectmen's representative for that sort of thing, has some projects that he plans to begin to talk to the Selectmen about, but he hasn't done that yet. Hopefully by next year they will have more of a plan.

Dick Klement stated he was going to vote against this because he feels that it's improper for the Town to charge a fee, or people with cable to pay a fee for cable and then the Town to use it as they please. Earl Sires stated the Town charges the Cable Company for the use of its rights-of-way for their cable. That's the first step in the process. The Federal Communications Commission allows the Cable Company to pass that on to the customer. Indirectly you're right, but their fee comes from the Cable Company as a charge for the use of the rights-of-way. Again, he would say that there is a variety of fees and taxes that are paid by folks and only certain folks of the Town. Every Revenue doesn't go back to benefit the person that paid them.

Stacy Sand stated she would also say that there are towns that also are paying these franchise fees or taxes as he wants to call it, who all of their money goes into the Town's General Fund because they choose not to participate in the local Cable Channel. It is certainly a common practice in this area and, just back at you, those of us who do not have cable, we choose to have that money go directed towards for the use of the Town Cable Channel as well through our vote, but we don't get to see what we are supporting.

Mark Hounsell stated he had a question of Earl (Sires), he had no particular problem with the Article or the amount, but when Earl said that the excess over \$97,000.00 would go to reduce taxes, he was wondering how that could happen given that the Warrant Article says "to support the operations and equipment needs of PEG services", how you can take money from a Fund that's specific and have it find its way to Fund Balance. Earl stated what he was saying was that that the Town gets a total of about \$134,000.00 in franchise fees and of that, the Selectmen are proposing to deposit \$100,000.00 into this Fund. Once the monies are deposited into the Fund, by law they can only be used for the purpose of PEG. If he misspoke, the \$2,500.00 difference between \$97,500.00 and \$100,000.00 would stay in the PEG Fund, it wouldn't be used for anything else. Only the \$34,000.00 that never goes in, if that makes sense. Mark stated it doesn't make sense because this Article reads that you're asking the voters to put \$130,000.00 in there. Earl stated the current Article is \$100,000.00. Mark stated he must be looking at an old one, he was sorry and everything he said just forget. Earl stated he would answer whatever questions come at him.

Mike Fougere stated just as a side note, he heard that Time Warner got sold to Comcast today. Earl Sires stated it's in the process as he understands it. Mike stated he heard it went through making Comcast the country's largest communications server. Does that change anything? Earl stated our franchise would be absorbed or assumed by Comcast. The same agreement and they'd have to honor the terms.

Chairman Mosca proceeded with **Article 13** - Records Retention and Archiving Project in the Town Clerk's Department in amount \$10,000.00.

Motion by Bill Marvel, seconded by Peter Donohoe, to recommend Article 13 - Records Retention and Archiving Project in the Town Clerk's Department in amount \$10,000.00. In favor: 17; Opposed: 0; Abstain: 0.

Chairman Mosca proceeded with **Article 14** - Town of Conway 250th Anniversary Celebration in amount \$20,000.00.

Greydon Turner moved, seconded by Frank McCarthy, to recommend Article 14 - Town of Conway 250th Anniversary Celebration in amount \$20,000.00. In favor: 16; Opposed: 1 - Mark Hounsell; Abstain: 0.

Chairman Mosca proceeded with **Article 15** - Eastern Slope Airport in amount \$10,000.00.

Greydon Turner moved, seconded by Steven Steiner, to recommend Article 15 - Eastern Slope Airport in amount \$10,000.00. In favor: 14; Opposed: 3 - Peter Donohoe, Bill Marvel and Dick Klement; Abstain: 0.

Bill Marvel stated what he was afraid of this year is between this and one other non-profit request is that we're going back to the days when the local taxpayer was sort of a grab bag for everybody who wanted a few extra dollars. He doesn't particularly buy the concept that the general population benefits from the Airport. He knows a few people do, he wasn't one of them and most of the people he knows are not one of them. He didn't think in either this case or the other Article that he alluded to the \$10,000.00 makes or breaks the Agency. He thought it was just, in this case, it's seed money. If it goes, well we'll ask for more when we need it. We've seen no guarantee that this will not simply become part of the Operating Budget. We've been told that isn't the plan right now, but there's nothing to stop it.

Dick Klement stated he agreed with Bill (Marvel) and his fear is in fact that this does go into the Budget and the taxpayer won't have a choice in succeeding years. He's going to vote against it.

Peter Donohoe stated he was going to piggyback on Bill (Marvel) and Dick (Klement) and further say that without any guidance from the Selectmen one way or the other, he's having difficulty voting in favor of this.

Steven Steiner stated obviously he's for it because he believes that we need something to help bring more business into this area. As he has said over the past 2 years, there are too many families working 2 and 3 jobs, hospitality isn't cutting it, we need high tech jobs. The only way to get those jobs here is to bring transportation infrastructure. He's voting for it and he's asking the community to vote for it, too.

Stacy Sand stated in line with what Steven (Steiner) said she thought that was why the Selectmen chose to support this Budget. Originally this Article was presented as \$10,000.00 to go towards matching funds for a new Terminal. They were afraid that might be too limiting as their engineering plans came through whatever they found they could do more with less or wanted to change the focus a little bit, it is absolutely not for Operating Funds, it is for trying to better the infrastructure for our Regional Airport and those of us on the Select Board felt that we need to look towards the future for the growth of our economy and in different ways and this Airport adds a lot that they didn't know about before they were presented with this proposal. She hoped that people read the packet that was presented to them by the Airport Authority because she thought it was very informative as to what their plans are and how this Airport does benefit our community.

Doug Swett stated he was in favor of the Life Flight point of view. There's a man over there that was in a bad state when they took him out. Anybody here would pay \$10,000.00 if it saves some relative's life. He used to vote against this, but he's not going to vote against it tonight.

Mark Hounsell stated he wanted to piggy back on what Doug's (Swett) saying. He knows a citizen, it is not him although it could be him, who is in line for a liver transplant and wears a pager. His care is at the Lahey

Clinic. He's given 2.5 hours once that pager goes off to get himself to Burlington, MA. On a night such as tonight, he didn't know if a plane could fly even, but he does think that given the century that we're in, given that we entered into this agreement back in the 60's he believes and we've been reaping the benefits of that Airport which will continue to be there whether we support it or not. We have reneged on an agreement and it's he thought an obligation that's long over due and he will be voting in support of the \$10,000.00.

John Edgerton stated it has now a high precision instrument approach to allow the airplanes to go in in whether like this and go back out again to carry a live body or body parts. Without that Airport, if you're an organ donor, it's worthless; with the Airport they can harvest your organs and take them to somebody that they can help.

Dick Klement stated he thought we were losing sight of the fact that the Airport is there. It's going to continue operation because they're receiving dollars. The question before us is: there will be Life Flights out of there whether we give them \$10,000.00 or not. He thought the problem being that we are giving it to the voters one time and if the Select Board opts to put it in the Operating Budget, there's no control over it any more and he thought that was wrong.

Frank McCarthy stated he was in favor of it for all of the reasons stated, the positive reasons. Even more than that, he's talked to a lot of people like Jac Cuddy of the Economic Council, Carl Thibodeau who uses that Airport and he's a trusted member of the Board of Selectmen, Stacy (Sand) and other people. The Board of Selectmen went along with it 5-0 and he trusts their judgment and he impeccably trust the word of Carl Thibodeau when he says it will be used for what it's meant for and not going into the General Fund. He's all for it.

Bill Marvel stated he didn't trust all of the Selectmen, at least their judgment, he'll put it that way. The \$10,000.00 is not going to make or break the Airport and that sort of undermines all of the more sentimental arguments.

Brian Charles stated he was going to vote for it and he thought what we are doing is casting a vote for the future with this. This is a small amount and it may not make much of a difference to the Airport but it does make a difference to the community to know that this is the direction that we want to head. It does add to the community. As a retailer, it adds to his bottom line and he thought it adds to everybody's in our ability to continue to grow. If we don't give it \$10,000.00, it will still be there but, as Mark (Hounsell) said, we've got an obligation from the 60's to do this and he thought it was time that we step up and do this and he thought it was right.

John Edgerton stated the capital improvements they really need is 700 feet for a runway. That's going to cost more than \$200,000.00 which this is part of. Can't get the high speed jets in here to take you out in an emergency, it's marginal now.

Maury McKinney stated the group that he works with recently did a formal feasibility study with a professional design firm out of St. Louis that

had no idea about the White Mountains and one of the things that came out of this thorough study based upon demographics and all kinds of metrics was that the farther that we stray from the Fryeburg Airport the less financially sustainable.

Maureen Seavey stated years ago we actually reneged on a thing when it became an area when we closed the North Conway Airport down. We agreed to support the Regional Airport and it was Fryeburg. She has always voted for the Airport and for all these other reasons too, Steve's (Steiner) and the medical reason, she does support it.

Danielle Santuccio stated she was actually very much on the fence until she was reminded of what Michael Fougere said last night.

Chairman Mosca stated on Articles 16 through 25 are the non-profits and we voted on those last night.

Chairman Mosca proceeded with **Article 26** - Dedication of a section of Greeley Road in memory of Brian Abrams and to petition to see if the current winter maintenance of Greeley Road will be expanded approximately a distance of .5 miles.

Brian Charles moved, seconded by Dick Pollock, to recommend Article 26 - Dedication of a section of Greeley Road in memory of Brian Abrams and to petition to see if the current winter maintenance of Greeley Road will be expanded approximately a distance of .5 miles. In favor: 0; Opposed: 16; Abstain: 1 - Steven Steiner.

Chairman Mosca asked Earl Sires if the Committee voted on petitioned Articles. Earl stated on this one yes.

Mark Hounsell stated there's not financial implication to this Article. Chairman Mosca stated there is because they are also asking also for the Town to take over .5 of the road. At the request of Mark, Chairman read the entire Article:

To see if the Town of Conway will dedicate a section of Greeley Road in the memory of Brian Abrams. The section of road starts at the Conway Town line and extends to 151 Greeley Road or an approximate total length of one (1) mile. The dedication would change that section of Greeley Road to Abrams Way. In addition, I (We) the undersigned, property owners, taxpayers, and/or residents of the Town of Conway, New Hampshire, do hereby petition to see if the Town of Conway will extend the current winter maintenance of Greeley Road from lot 443 to lot 151 an approximate distance of .5 miles or 2,640 feet. Submitted by Petition.

Mark Hounsell stated that he would say that language means they're asking to see if the Town would, the Town in this case, would it be the Selectmen or would it be the voters. Chairman Mosca stated it would be the voters. Mark stated is he to understand that the Selectmen would have no choice but to plow that road should this pass.

Earl Sires stated their interpretation of the Warrant Article is that currently those roads are classed as roads to summer cottages which is a classification under the State law. That basically means summer maintenance only, no winter maintenance. This is a request to remove the road to summer cottages distinction which then means it's a Class 5 maintained Town road therefore the Town has an obligation to maintain it.

Mark Hounsell asked if Earl Sires saw this Warrant Article as making that a Class 5 road or do you see this as something that the Selectmen can decide in the Selectmen's Meeting. Earl stated it is a Class 5 road so another way to think about it is that it's a Class 5 road that has this overlaying restriction or condition on it and if that's removed, it would be treated like any other Class 5 road in Town or out in that area in particular and therefore it becomes a Town maintained road and the Town has an obligation to maintain it. That's how they are interpreting it. As for how it will be handled and what the financial implication is, they can't really quantify that other than to say that it would be an expense to the Town.

Bill Marvel stated it seems to him that this kind of goes under the heading of no good deed goes unpunished. The permission to plow that road in the winter was given basically at the Selectmen's discretion as a favor. Bill asked Earl Sires if he was correct. Earl stated when Brian (Abrams) came to the Selectmen and asked for a Building Permit and talked about building out there, the question of whether the Town would maintain it and the Selectmen said they wouldn't maintain it, but if you want to maintain it you're free to do that. So they did grant him that ability. Bill stated and that was perhaps inadvisable and this explains why. Now suddenly you're faced with this further request and it also seems to him that the two parts of the Article are kind of tied together to kind of blend sentiment with a practical benefit. Chairman Mosca stated he couldn't agree more and thought that if it were two separate Articles, one would probably pass and one would probably not. Bill stated he would vote against both.

Danielle Santuccio stated she guessed her first concern or question is there's a budgetary impact, a financial impact, but it wasn't presented to us; it did present to the Selectmen, but we don't know anything about it. We don't even know what the costs would be. Chairman Mosca stated no, but there is a cost. Danielle stated that's a concern.

Stacy Sand stated she could explain why they don't know what the cost is. Right now there is a Contract that used to be held by Brian Abrams, but after he passed, it went to his substitute. That Contract plows a little bit of Leavitt Road, Potter Road, a little bit of Greeley, it's kind of Potter/Greeley up to a certain point and then also Rock House Mountain Road. It's a single Contract. The access to all of those points are through Eaton. There is no, at this time, full winter maintenance connecting from South Conway to those points. That's what the present Contract is and it will have to be re-bid next year because the substitute is not willing to do it again at the rate that the Town is paying for it now which is approximately \$8,000.00 for those 3 roads. They don't know how it's going to go in terms of whether they might find that the people on those roads want to take up portions of that Contract. They might be bidding 3 Contracts or 1 Contract or whatever with the existing roads that

need to be plowed. If the Town were to take over that plowing because of the lack of connection and where it's located, they would have to hire another person to do this. That is why they subcontracted at the rate they do.

Stacy Sand further stated there's another part to this that members are probably going to hear at the Deliberative. Presently the contractor who is the substitute for Brian Abrams is, in plowing roads and to save themselves time, in order to do Leavitt Road and Greeley Road, you either have to go back to 153 and up through Snowville and around or the Town allowed both Mr. Abrams and the present plow person, at their own choice, to continue Greeley Road and basically what's happened is they plow through in order to get to the part that they're plowing for maintenance. They have not authorized it as part of their expense, but if they are saving money to do that, they've allowed them to do that. Members are going to hear people say that the Town plows the road now, but the Town doesn't plow the road, the contractors take it upon themselves to just go through that way. It's a little complicated, but that is the present situation.

Dick Klement stated there is a Contract to plow several year round Town roads. Earl Sires stated yes. Dick stated there's no Contract to plow this section road, but the Town, if you took it over would probably plow that section of the road to get to the other side so that they wouldn't have to drive all the way around, but they may not maintain the road, they may just plow it. He was not for this, but thought he's seeing a whole bunch of things coming together not many of which are entirely logical. He is the first one to say "let's not take on more roads", but at the same time, the Town is going to have to hire somebody or pay a lot more than \$8,000.00.

Bill Marvel stated all he was going to say was highways to summer cottages are not plowed in the winter. We would not plow that in the winter. The Selectmen only allowed Brian (Abrams) to plow that road so that he could get a Building Permit and that kind of bound him and his successors to this problem.

Mark Hounsell stated he thought it was hard to vote on it without a solid number to recommend it. Danielle Santuccio stated she didn't even know if we can. Mark stated he was curious as to the contracting part. Brian (Abrams) had the Contract, but in case something happened there was a substitute. That substitute now is the contractor. Who is that contractor. Earl Sires stated it's G.E. Brown and he's indicated that he was bound to assume that since Brian was a single contractor, the Town required him to have a back up through his Contract in case he was not able to plow. Gene took it over, he's doing it for this year and he's indicated that he won't for that price next year.

Chairman Mosca proceeded with **Article 27** - To see if the Town will adopt the provisions of RSA 32:5-b and implement a tax cap of 2.5%.

Frank McCarthy moved, seconded by Greydon Turner, to recommend Article 27 - To see if the Town will adopt the provisions of RSA 32:5-b and implement a tax cap of 2.5%. In favor: 11; Opposed: 6 - Maury McKinney, Brian Charles, Greydon Turner, Mark Hounsell, Maureen Seavey and Stacy Sand; Abstain: 0.

Stacy Sand stated she would like to explain the Selectmen's vote which was basically they feel that it is their job to go through the Budget, to cover what it takes to run this Town and to put a discriminate figure, no matter what that figure is, on that Budget is not fair to the people of this Town who are expecting certain services from this Town. Therefore, she thought it was their responsibility to do the work, to keep the Budget as low as they possibly can, provide those services and that's their job. She thought this was an indiscriminate number that is going to bind people's hands in making decisions that may not be the best for the Town.

Chairman Mosca stated he disagreed with that because the RSA allows for overrides.

Mark Hounsell stated he thought this was a dangerous Article in many ways and he wouldn't spend a lot of time now because he's getting better at being able to count and so he'll probably wait to let his views be known once he can understand his views better, but he can see a number of different ways of this being a dangerous direction for the Town. It may achieve the retarding of the Tax Rate, but it could also retard the ability to provide the services that's expected. A lot of things come into play when it comes to the Tax Rate including re-assessments which we are undertaking and indications are both commercial and residential properties will drop so we'll lose value from \$1.4 Billion to whatever it might be and that affects the Tax Rate. There's a lot of things that come into play and this needs to be thought through a lot more than just what it says. It sounds good, it reads good, a 2.5% cap, but the ramifications of it cause him to be quite concerned.

Bill Marvel stated he appreciated what Stacy (Sand) said and it's true that the Board of Selectmen in this case often feels that they owe services to people, that people want services. This gives people, taxpayers an opportunity to say that we're more concerned about the overall tax growth and we will approve the cutting of certain services to meet that. That actually helps you and gives you some strength in negotiating Contracts, in deciding issues and he didn't think it was needed as badly at the Board of Selectmen although you all can take heat whenever you make a cut, he thought it was certainly needed a lot worse at the School level but he thought it was beneficial to the administrators in the governing body in both cases.

John Edgerton stated the pay raises for all of the Town employees, including the School, are running 2.5% and you expect those employees to get a 10% tax increase every year, he didn't think that was fair to our workers that belong to the Town and the School.

Dick Klement stated if he looks at the School, the increase in Health Insurance this year is on the order of \$600,000.00. Chairman Mosca stated you can talk about that when we're on the School Budget. Dick stated he was using it as an example. Dick stated 2.5% of that Budget would come to

about \$1 Million. You can tell people "okay, we're giving up \$700,000.00 of that for Health Insurance; I've only got \$300,000.00 left, I have to live within my Budget". We are not living within our pay check. We're running amuck in the country as a whole and the Town is kind of running amuck and not necessarily because they want to, but they are. Health Insurance is driving much of this change. We are also bringing in stuff that we didn't have years ago here. It's the influx of people perhaps that's demanding more service. He thought we've been over our capability and this is more than fair to implement this.

Frank McCarthy stated it's been said that this Warrant Article is dangerous. His personal belief is how can anything be dangerous just because you give a choice to the citizens. It also was said that it wasn't fair because the citizens expect a certain amount. He thought it wasn't fair not to give them that choice. Let the people make the choice.

Steven Steiner stated he signed on that page and he definitely supports it. We're going to talk about the School later, but we have to do something. If we don't do something, it's just a bad situation. He supports it and was waiting for the School.

Maury McKinney stated he certainly supports the idea and thought the number even though it's just a number is actually a good number and he thought it was fair. He didn't understand anything about the override stipulations, regulations, restrictions. Chairman Mosca stated you would have to put another Warrant Article on to override for certain expenses. Maury stated so there's no override capability in this Article. Chairman stated no, in the RSA there's override capability. It's not in this Article because it's not necessary to put it in the Article, but the RSA itself allows for an override. Maury stated he needed to reach RSA 32:5-b.

Mark Hounsell stated he had no problem asking the people and putting this Warrant Article appearing for their vote and for their consideration. He doesn't support it, but he does support the idea of letting the people decide.

Peter Donohoe stated he was going to say that he supports it mostly because he hasn't heard, and the current trajectory that the Town Budget has been on, he hasn't heard any other really good ideas on how we can slow the rate of tax growth. With a reval coming up and with no other, other than tax growth which is something that a citizen make a comment about last night which he thought was very poignant, we are on a collision course with ever higher taxes that we can not sustain.

Maureen Seavey stated she just had to ask if the Health Insurance went up so much and Retirement we were mandated to do, is that included in this 2.5%. Chairman Mosca stated yes. Maureen stated so therefore you're really cutting into the actual Budget that's already there, but that's the only thing you can cut. Chairman stated the years that Health Care went down, the Budget still went up. You can't just pick Health Care and say Health Care's a major issue, Health Care's a major issue. It is an issue and we all know that, but in years when Health Care costs went down, the Budget still went up.

Dick Pollock stated around this table and in the community when you are out and around, certainly the discussion always gets to taxes and how they're going up and what's going to happen. He supports this because he thought it represents a line in the sand and gives the citizens an opportunity to exercise that. Enough said.

Brian Charles stated he didn't support it because he thought it was too arbitrary. It doesn't allow for the reality that some times things go down and yet the Budget goes up. Why did it go up? You're not saying that because we have demands put on us and using the metaphor of a speeding car, it's just like putting the Governor on something. We're heading towards an accident, we're not, but if we were, would we want to put a Governor on that engine. We're not heading towards an accident more than likely and hopefully we won't. This seems to him like it's an arbitrary Governor put on a, none of us love how it's working now, but to put this on there seems shortsighted.

Stacy Sand stated she would like to add another part of our reality is that the Select Boards, and not just the ones that she's been on, have basically been presenting Town Budgets that are very much not gone up very much over the years and this is one of the biggest increases in the Town Manager run part of the Budget due to Health Insurance increase. They've kept staff at the same number and in the Public Works Department they have the same number of people that they had 20 years ago. They've really kept limits on staff numbers and such, but the reality of where the Town Budget has gone up is in staff and the staff that's been approved by the voters and they're paying for now is mostly in the Police Department. She's not saying we don't need it or do or not, it's not the point. The increase in this year's Town Budget is in people and their benefits and the biggest increase in people in this Town in the Town Budget has been in the Police Department. People voted to have more Police. Now they have to pay for them. That's our reality and if you cap that, it's not necessarily going to come from the Police Department because they approved those Officers. It's probably going to come from maybe one of those plow guys whose out there tonight or something or maybe one of the Town Clerks whose handling all of our paperwork. It's not as simple as just saying "oh, we'll do without something this year". What are we going to do without? Salt? She thought that realistically as a Board they're doing what they can, but if you put it before the people, they said they want these people. They want the Police Department, they want more Officers, now they're paying for them. She thought it was going to be a separate discussion for the School, but to set a cap of a specific figure on a realistic thing, maybe now that the people know what the Police is going to cost, maybe they'll turn around and say "we want less Police", then they need to go and vote that in.

John Edgerton stated he didn't have anything against the Town right now. The Town predominantly over the last 20 years has only increased the Budget by 2.5%. It hasn't changed at all; 2.5% is what you've been doing.

Earl Sires stated he just wanted to remind everybody that this isn't at all about how much the Budget goes up. Under this frame work, the Budget, if it increased significantly as long as the bottom line, if you look at that Tax Rate calculation sheet, it's the amount to be raised by taxes. The thing that he thought was going to be challenging about this is you

all will have to try to figure out what that's going to be and the Budget is only one of the factors that go into that calculation. You've got to then make a non-tax Revenue calculation; what is the value of the Town doing; how much exemptions to Veterans are going to be given out; how much do we have to reserve for tax abatement cases; and trying to predict the amount to be raised by taxes this time of the year when the Tax Rate is actually set in October is going to be tough and it is going to be up to you all to do that and we'll certainly help if this passes, but it's on the amount to be raised by taxes and the Budget is only one of the factors. When you say that the Budgets have only gone up by 2.5%, the problem which he believes is true particularly the Town Manager or Selectman part of it, what's happened and Bob Barriault pointed it out last night that non-tax Revenues over the last 5 or 6 years have declined, so the ratio of funding from property tax versus funding from other Revenues has increased on the tax side so the amount to be raised by taxes goes up because the amount to offset those taxes from other Revenues has gone down. It's just going to be a really interesting task to try to manage this approach to try to control spending sort of tail wagging the dog kind of thing with this. As he said, if it passes and we end up with that challenge, they will certainly try to provide the information. Just remember it's not about limiting the Budget only.

Mark Hounsell stated that's what he wanted to point out was that the talk in support of this has been around the Budget, but it's really the Tax Rate and like Earl (Sires) says there are many other things that factor into it and, if it should pass, it's going to be an interesting effort by a whole lot of people to be able to find out what that Tax Rate is eleven months before it's set and what happens if we make a mistake and DRA, who sets the rate, sets it at 2.6% higher. What's the ramifications of that? He didn't think it was as easy as the sentence portrays it and he stands by the term that he used, it's a dangerous Article.

Danielle Santuccio stated she would just say that it's about what we are submitting for the recommended Budget just like what happens at the Deliberative Meeting all the time. Things can be put back in and overridden and that's what that override is, it's just that our submitted recommended Budget can not exceed the amount to be raised by taxes, not that it can't be put back in by the people, but we, as a body, can not submit a recommended Budget that would increase that by 2.5%. It doesn't really handcuff you as much as it might seem.

Greydon Turner stated he didn't think the Selectmen have been improper in their running of the Town or their recommendations either. He thought yes, it does create a certain mindset that we like to keep it at a certain percentage and watch the Budget not increase by vast amounts; however, he also thinks it will increase the amount of Warrant Articles we see and it will increase the amount of voting required there and he thought based on turn out over the years at the polls that may not necessarily be the way that we want to handle a lot of these matters as well.

John Edgerton stated he was concerned with the person on the bottom. If he has a \$100,000.00 house, with the Budget we have right now and if they pass, he's going to be paying \$200.00 a month in taxes. Can a person with a \$100,000.00 house assume that we'll get another 10% next year and another 10% later. Can he pay \$400.00 a month? That's the concern he has.

Doug Swett stated that's a concern that Mr. Barriault has. He used to be on this Committee and he burned out. If you vote 10% for 7 years, you're going to double.

Stacy Sand stated that she would also like to add that somebody made a comment that the Select Board in particular is not looking at ways to either increase Revenue or to decrease what the overall costs are, ways to bring those down and that's not true. She knows that Mike DiGregorio has started the process of getting a committee formed at which you all are invited as well as anybody in the Town to discuss ways to maybe look at alternatives to how they provide Health benefits to our Town employees. She knows that she has been working with a number of regional committees in regards to energy savings and how we can make investments so that our overall energy bills are going to be less. There are people out there making the effort. It's always a slow process, but they have a lot of good support from their staff and she thought other ideas would be welcomed. She thought the regional collaborative has been looking past today and trying to get beyond the immediacy. She encouraged people to join in the conversation to look at alternatives so that we don't continue to see 10% a year increase, other ways to provide services or less expensive ways and things like. They are open to discussing them and hope people join them in that work.

Dick Klement stated 4 or 5 years ago the Town embarked upon a turn off every other street light, then the Town went to a we're only going to clean the sidewalks on one side of the road, we also cut off the Lifeguard at the Town Beach because that was too expensive. He thought that the Town has done a number of things, not all of which in his opinion have been wise, but they've done a number of things to reduce the funding. This is a tourist town, for want better or worse or whatever, that's us and if you don't supply those things needed to support the tourists to make their time happy here, as well as protect us from the tourists that come up and are driving drunk or whatever, you're going to have some of this, but he thought the 2.5% is a reasonable number to put forth and if we really need it and the plea is made to the taxpayer to override the specific reasons, they will, but they are not going to override for something they don't believe in.

Frank McCarthy stated the 2.5% figure, that's based on the amount of taxes raised so it's a lot less coming out of the bottom line of the Budget, but it doesn't count income, any money that comes from the State, any money that comes from the Federal Government, whatever Revenue there is. It's just based on the amount of taxes, 2.5% of what was raised the year before. It's a lot less than 2.5% of the actual bottom line. If we can't do that, we've got a problem.

Doug Swett stated we've got a problem any way with the Federal Treasury. Between printing and borrowing money, if they ever face it, but there's nobody down there now that will because they're too busy taking money instead of looking out for money. If they ever straighten half their act out, the rest is history.

Bill Marvel stated he would simply say in regard to the possibility of people suddenly realizing what they've done and asking for fewer Police

Officers, this is one way to show that they perhaps would like fewer and it gives the Selectmen an indication of what the taxpayers are feeling.

Chairman Mosca proceeded with **Article 28** - Compensation for the Three Members of the Supervisors of the Checklist in amount \$900.00 a year. If it's passed, it will continue to go forward until they change it and give them more money.

Michael Fougere moved, seconded by John Edgerton, to recommend Article 28 - Compensation for the Three Members of the Supervisors of the Checklist in amount \$900.00. In favor: 0; Opposed: 16; Abstain: 1 - Peter Donohoe.

Stacy Sand stated the Selectmen have not had a chance to vote on this as it got left off the Warrant that they did vote on. The general conversation when this was presented to them was that nobody else has gotten a raise whose done volunteer positions of this nature and they didn't feel that this year with the increase in the Budget it was appropriate. That could change by the time they get together tomorrow night, but that was the general feel when it was presented to them.

Maureen Seavey stated she guessed she agreed. If they had a lot of meetings or something like that during an election year, give them an increase because they're putting more hours in, but to her, it's volunteer, we don't get paid and she agreed with what Stacy (Sand) said. Daniel Santuccio stated there are more elections this year. John Edgerton stated but that's not every year.

Chairman Mosca proceeded with **Article 2** - Operating Budget in amount \$10,141,914.00 and the Default Budget we have two different numbers: \$10,139,479.00 and then there's a potential to reduce that by \$4,700.00 which would make it \$10,134,755.00.

Mark Hounsell moved, seconded by Dick Pollock, to recommend the Selectmen's Budget of \$10,141,914.00. In favor: 15; Opposed: 2 - Dick Klement and Frank McCarthy; Abstain: 0.

Mark Hounsell moved, seconded by Bill Marvel, to recommend a Default Budget of \$10,139,479.00. AMENDED to recommend a Default Budget of: \$10,130,348.00 In favor: 14; Opposed: Joe Mosca, Stacy Sand and Maureen Seavey.

Mark Hounsell stated he didn't have them in front of him so he was going off memory and he had no problem at all being corrected on this, but the second Budget reflects taking out salaries of non-Union workers, those increases, and as he got thinking on this the law provides that you add in Contracts and these non-Union workers don't have Contracts but what they do have, in his opinion, is a commitment that was given in good faith from the Town when they received their increases last year. He thought that commitment has the same standing in his mind as a Contract, although he doesn't agree that a signed pay check represents a Contract. He did think that the vote of the Selectmen and the commitment that they made to these particular non-Union employees constitutes a Contract and should be treated as such and should be included in the add-ons.

Dick Klement stated the contractual increase for the Union workers is included in the Default Budget and, in his opinion, it shouldn't be because if the voters approve the Default Budget and they turn down the Warrant Article, the workers are still getting that pay increase. Chairman Mosca stated they're not getting the increase, but the money is in the Budget. Dick stated they're getting an increase. Chairman stated not if the Contract doesn't pass, they will not get an increase. They will be under the terms of the previous negotiated agreement. Dick stated the Warrant Article is for \$900.00 or did he miss something.

Mark Hounsell stated you are both sort of right. The current Contract has what is known as status quo which is not the same thing as Evergreen. The status quo language that exists in there has a pay increase, he'll call it a step increase, that exists whether the voters pass this Contract or not. That's what happens.

Earl Sires stated their position will be that if the Union agreement doesn't pass that there won't be increases.

Dick Klement stated to clarify, if that's to occur, then your Budget should be reduced by that amount.

Frank McCarthy stated he didn't hear what Earl (Sires) said just now. If the Budget fails or the Warrant Article. Earl stated if the Union agreement does not pass, there would not be raises. That's their position at this point. Frank stated that's exactly right because there would be no appropriation for it so you couldn't spend money on it. Earl stated their position would be that there wouldn't be a raise.

Bill Marvel asked Dick Klement if he was suggesting that we should actually lower the lower Default number to \$10,130,348.00. Dick stated yes. Bill stated he would second that motion.

Dick Klement moved, seconded by Bill Marvel, to recommend a Default Budget of \$10,139,479.00; AMENDED to: \$10,130,348.00. In favor: 11; Opposed: 6 - Maury McKinney, Brian Charles, Joe Mosca, Mark Hounsell, Stacy Sand and Maureen Seavey; Abstain: 0.

Mark Hounsell asked if that was an amendment to the main motion. After the disposition of this amendment, then we go back to the main motion as amended or not as amended, but it would be open to further amendments. Chairman Mosca stated exactly. Right now we have amended the lower number by \$4,407.00 which would be the increase if Article #3 does not pass. The number that we're looking at now for a Default number is \$10,130,348.00.

Stacy Sand stated she believed we had to vote on each amendment that is made. Chairman Mosca stated no, we do not. If there is an amendment to the original motion, you can vote on that; it can be voted up or down. If that motion gets voted up, then the original motion is null and void. If that motion is in the negative, then we go back to the original motion. Mark Hounsell stated he thought you still had to vote on the main motion, as amended. Chairman stated right and that's what we are doing, the main motion as amended. Mark stated but it's still open for further amendments. Chairman stated absolutely. We are still open for discussion. If we took a vote right now, it would be on the \$10,130,348.00.

Chairman Mosca stated the Default Budget as set by the Budget Committee is \$10,130,348.00, by a 14-3 vote. That, he believes, finishes up the Town Warrant.

Chairman Mosca thanked Earl Sires for coming. Earl Sires stated he wanted to thank everyone for their work this fall and winter and they appreciate it and he'll see everyone at Town Meeting.

SCHOOL VOTE

Chairman Mosca stated he would follow the same as with the Town Warrant and skip the actual Budget until the last one which is Article 6 that we are going to skip over.

Chairman Mosca began with **Article 2** - Kennett High School Facilities Maintenance Fund in amount \$54,443.00.

Mark Hounsell moved, seconded by Steven Steiner, to recommend Article 2 - Kennett High School Facilities Maintenance Fund in amount \$54,443.00. In favor: 17; Opposed: 0; Abstain: 0.

Dick Klement stated that Articles 2, 3 and 4 are contractually required with the sending towns. If they do not pass, Conway would be in default on the agreement.

Chairman Mosca proceeded with **Article 3** - Kennett Middle School Facilities Maintenance Fund in amount \$17,086.00.

John Edgerton moved, seconded by Stacy Sand, to recommend Article 3 - Kennett Middle School Facilities Maintenance Fund in amount \$17,086.00. In favor: 17; Opposed: 0; Abstain: 0.

Chairman Mosca proceeded with **Article 4** - Elementary Schools Facilities Maintenance Fund in amount \$9,900.00.

Greydon Turner moved, seconded by Peter Donohoe, to recommend Article 3 - Elementary Schools Facilities Maintenance Fund in amount \$9,900.00. In favor: 17; Opposed: 0; Abstain: 0.

Chairman Mosca proceeded with **Article 5** - Conway Education Association Contract negotiations, 2014-15, for a total cost of \$365,125.00.

Mark Hounsell moved, seconded by Michael Fougere, to recommend Article 5 - Conway Education Association Contract negotiations, 2014-15, for a total cost of \$365,125.00. In favor: 8 - Maury McKinney, Brian Charles, Greydon Turner, Joe Mosca, Mark Hounsell, Maureen Seavey, Stacy Sand and Michael Fougere; Opposed: 9; Abstain: 0.

Bill Marvel stated personnel being our greatest expense, he has said again and again that we can't have every person we want and still pay them well and give them tremendous benefits. Therefore, not so much because of the Contract itself, but because of the size of the faculty, he is opposed to it in order to apply pressure to the Administration to basically make its faculty match its enrollment more closely.

Dick Klement stated if you look at the estimated increase for the 140 or so teachers, someone needs to take into account the fact that the taxpayer is also paying an additional \$450,000.00 for those same people's Health Care on average for the one year, so the money that is given to these teachers is more likely in the area of \$800,000.00. He thought the \$365,000.00 is an awful lot of money and he recognizes that the taxpayers turned down the Contract last year, but what it appears to him is that the negotiation has gone to the point where they have attempted to put 2 years worth of raises into one Contract because it wasn't fair. He is going to vote against this because he thinks it is too much. It's a 3% increase over 2 years. Social Security didn't give that much money in the past 2 years. Armed forces didn't get that much money in the past 2 years. He thought it was excessive.

John Edgerton stated he was at a School Board meeting when they asked "what would it take to get the Contract passed" and the comment was a balance Budget would get the Contract passed and they're asking for a 7.9% increase.

Mark Hounsell stated the negotiations that took place in such matters as this was a give and take. Even though this is the cost to it, they did make some inroads, small as they may appear, they were significant, he believes. They started beginning the process of having the teachers pay towards their Dental Insurance. They changed the language so that the teachers who are also Department Heads will teach an extra class apiece. They made changes as to when they can take time off at the end of the School year when Finals are being taken, that they have to let their request be known before May 31st he believes instead of just up to. That saves quite a bit of money on having substitutes. The other thing he thought we all need to consider and the people need to consider is that the teachers who don't get a pay raise, a good number of them, will see an increase in their 20% share of the insurance premium and so they will in effect see a reduction in their salaries. That happened last year and it's not right that anyone should end up losing money for their hard work. If we want to keep and retain teachers, we need to pay them right. He thought this increase was generous and that it was appropriate. He does agree with Bill (Marvel) that we are facing a time when we have to start, as this Board has said in the past, consolidating or reducing or taking a look at where we're headed. That work needs to be done, but in the meantime we've got to maintain a teaching force that is what we've grown to expect and we have a good teaching force and they're worth the money. He also wanted to point out that under the status quo which is what the legal term would be if this doesn't pass, and what they're operating under now, there were \$169,000.00 in raises given to certain teachers. A good many of them got as much as \$2,400.00 in raises while others got zero, so there's an inequity that exists by not granting the pay raises. He urges this Committee to support the CEA Article and support the teachers.

Stacy Sand stated she had a question; the way this is written, does this mean that they have to keep the existing staff levels. Mark Hounsell stated no. Stacy stated it means that whatever, it's based on the existing staff levels so the amount could be different than this if the staff levels were decreased. Mark stated that's correct.

Danielle Santuccio asked Bill Marvel if he had said that there had been 2 people added. Bill stated there are two additional names and whether those are full-time equivalence he didn't know. Last year, at least according to the School District's Report, there were 214 teachers and Administrators and, he thought, itinerants and this year there are 216 names on that list. Danielle stated and that would include the \$60,000.00 salary for the person that was not an Administrator that was not really cut, right. They were suppose to have cut an Administrator. Bill stated they did and replaced him. Danielle stated that was at a \$60,000.00 salary. Chairman Mosca stated that's with benefits. Danielle stated she was just wondering if those salaries and benefits would come close to this number and there would be one more teacher and we wouldn't have to have that increase, but could approve the Budget. Chairman stated he thought when we get to the actual Article and discuss the Budget, that's when there's going to be some discussion on cuts.

Stacy Sand stated she didn't know that all of the teachers are under paid, maybe some of them are. We have a pretty low starting salary, but a lot of our more experienced teachers are actually right on par with rural New Hampshire. Another benefit that she didn't know if it was in the Contract or not, but it kind of jumped out at her in the questions was the average number of substitutes required and she was looking at that and the average number of substitutes in each school per day, per year, however you want it, is 20% at Kennett, 20% at the Middle School, 28% at Conway Elementary, 28% at John Fuller and 14% at Pine Tree. She thought that was a lot of people; that's a lot of substitutes and she knows they're exposed to a lot more with being around children and stuff, but then so are their families that these kids go home to. That's a lot of personnel. How do we find the right balance in giving the good teachers who aren't getting paid very much, how do we get the money into their hands versus an agreement. Five percent (5%) of Dental which is the lowest part of a Health Insurance Plan doesn't sound like that great of a sacrifice to her.

Dick Klement stated just to clarify the substitutes, he thought we have to remember that there are a lot of women of child bearing age that are teachers. When that teacher goes out on 3 month maternity cycle, a substitute is called in for that. At the Elementary Schools where there's are only 12 or 13 teachers, if one's out on maternity leave, that's a substitute and if someone else gets sick, there's your number. He thought we had to bear that in mind as well.

Mark Hounsell stated on that point also, when they are on maternity leave they aren't receiving a pay check so in dollar sense they save money when they go on maternity leave and they have substitutes. That's not really the point he wanted to make. There's a lot of talk about, there's a lot of personnel, a lot of pay checks given, a lot of benefits, but there's a lot of work being done. He made it a point last year to go to every school frequently and there's a lot going on and it needs the supervision and attention that it's given. Now in the expectations that enrollment is going to decrease, then he can go back to the whole thing is tied into where are we going to be in 5 years, not where are we going to be just this year, although he understands that this Budget Committee is looking at is this year. This is what the process gives us. The CEA has the legal right to organize and to negotiate Contracts. This Contract is not the first Contract; this Contract is one that has provisions that he doesn't

like, but it is hard to get that language out. Even though you are right, Dick (Klement), 5% isn't a lot, it was a lot to get and it is a kind of foot in the door for future negotiations. He is comfortable and the School Board is comfortable that this is in the best interest of the students and urge your support.

Bill Marvel stated it's been alluded that our starting salary is low and that's often used as an argument in different Contracts, probably not this one in particular, but it's true on a statewide basis our starting salary is low, but we have a lot of Custodians who earn a lot less and they live on that wage so it's less credible to him that a starting teacher can't start on our starting salary of \$30,500.00 and he would also point out that we have a number of private schools in the community, some of which produce some extraordinary students. One of them sends Freshmen to this school already speaking foreign languages. He was pretty certain that the teachers at that school are paid less comparatively than those here and he can speak authoritatively about other private schools, at least one in the vicinity, where teachers with 22 years of experience and a Masters Degree are getting just a hair over what a starting teacher gets in the Conway School District.

Stacy Sand stated she didn't think it was fair to compare a teacher with a Custodian in terms of what they are getting paid and in terms of how you live. She thought their educational levels were quite different and their responsibilities are definitely different. Bill stated his point was simply that the argument is made that that's not a living wage for teachers. He understands what Stacy is saying. Stacy stated she also believes the Custodians work year round and the teachers are 9 months positions. Bill stated and they are paid a lot less, the Custodians.

Chairman Mosca proceeded with **Article 7** - Conway Educational Support Personnel negotiations; this year: \$42,588.00; total value of Contract: \$119,577.00.

Mark Hounsell moved, seconded by Greydon Turner, to recommend Article 7 - Conway Educational Support Personnel negotiations; this year: \$42,588.00; total value of Contract: \$119,577.00. In favor: 15; Opposed: 2 - Doug Swett and Frank McCarthy; Abstain: 0.

Bill Marvel stated that these people as he can tell now by the list of salaries are paid significantly less and the proportional increase is also significantly less per employee. Stacy Sand stated Bill said significantly less, what percentage are we talking about here. Bill stated he thought it was less than half.

Chairman Mosca proceeded with **Article 8** - The AFSCME Contract; 2014-15 there will be an increase of \$13,133.00 and 2015-16 will be \$46,538.00; total Contract value: \$59,671.00.

Mark Hounsell moved, seconded by Dick Klement, to recommend Article 8 - The AFSCME Contract; 2014-15 there will be an increase of \$13,133.00 and 2015-16 will be \$46,538.00; total Contract value: 59,671.00. In favor: 17; Opposed: 0; Abstain: 0.

Bill Marvel stated again these people do work year round, they are paid quite a bit less and they are the first to recognize an economic down turn and show it in their negotiations.

Chairman Mosca proceeded with **Article 9** - Project SUCCEED in amount \$48,780.00.

Mark Hounsell moved, seconded by Greydon Turner, to recommend Article 9 - Project SUCCEED in amount \$48,780.00. In favor: 15; Opposed: 2 - Doug Swett and Bill Marvel; Abstain: 0.

Stacy Sand stated in her experience with parents and children working in some of these programs, she finds this to be one of the most successful programs that we run in terms of education and helping kids succeed at their academics. It's just been an extremely terrific program and she gives it her full support. She knows they are constantly applying for Grants to help offset the costs and she was sure they would continue to do so.

Greydon Turner asked if the rates that the parents pay have changed any in the past couple of years. Stacy Sand stated she didn't get that answer. Danielle Santuccio stated she thought they had said no. Chairman Mosca stated he thought they had said no last night. Becky Jeffers stated not that she was aware of. She knows that Christine has adjusted it over the course of the program, but she was not sure. Chairman stated he thought it was said last night that there had been no change. Greydon stated he knew Bob (Barriault) had brought up an interesting point last night and perhaps that needs to change even if it is a small amount if there is some validity in Bob's argument last night to continue the program and therefore the participants could afford a bit more.

Dick Klement stated several years back, and he is going to need some help with this please, there was a Grant that came in for Project SUCCEED over 3 or 4 years in excess of \$100,000.00. Can that only be used for Pine Tree? Becky Jeffers stated yes. Dick stated so Pine Tree essentially is "free by a Grant" and this funding would be for Conway Elementary and John Fuller. Becky stated and perhaps a little bit of Pine Tree if there was anything that was needed. Conway Elementary and John Fuller currently do get some additional Grant money and the piece that's being asked for is the difference between running the program and what the estimated Grants are. That's what they are looking at. The Budget actually went down slightly and the Grants allocation also went down slightly as well.

Bill Marvel stated only in the interest of balance, he'll say that if what Stacy (Sand) is describing is accurate, then things have changed in the last 6 or 7 years. Since he had more direct testimony from someone who is attempting to teach in Project SUCCEED and part of the problem he thought was that the parents were not buying in literally into the program and that probably created most of the frustration. The more parents are paying perhaps the more participation there would be, more continuity.

Chairman Mosca proceeded with **Article 10** - Capital Reserve Fund for School Buses in amount \$75,000.00.

Greydon Turner moved, seconded by Dick Pollock, to recommend Article 10 - Capital Reserve Fund for School Buses in amount \$75,000.00. In favor: 17; Opposed: 0; Abstain: 0.

Chairman Mosca proceeded with **Article 11 - School Buildings Maintenance Fund in amount \$100,000.00.**

Greydon Turner moved, seconded by Mark Hounsell, to recommend Article 11 - School Buildings Maintenance Fund in amount \$100,000.00. In favor: 17; Opposed: 0; Abstain: 0.

Bill Marvel stated he was not sure if this relates to what he wants to say. The one commendation he wanted to give to the School Board was that they put some maintenance money back into the Budget where he thought it belongs. As it turns out, he thought they did it for reasons other than what he would have preferred. This really doesn't relate to it. What he was thinking now, he couldn't remember how much was in it, we've been told but he had forgotten. Becky Jeffers stated \$152,000.00.

Dick Klement stated one of the problems would be the catastrophic thing as you can imagine. Several years ago we had the fuel tank right out here and that was \$70,000.00 or \$80,000.00, but what we're struggling with right now is the boilers at both Conway Elementary and John Fuller are ancient. If one were to die, the remaining boiler could not carry the building in winter. You're talking big dollar items for those things. The Elementary School Maintenance Fund is peanuts, so this here is to handle that unforeseen big ticket item.

Chairman Mosca proceeded with **Article 12 - Discontinuation of the Tuition Trust Fund created in 2005.**

Mark Hounsell moved, seconded by Greydon Turner, to recommend Article 12 - Discontinuation of the Tuition Trust Fund created in 2005. In favor: 17; Opposed: 0; Abstain: 0.

Dick Klement asked Becky Jeffers how much money is in that account. Becky stated about \$45,000.00. Dick stated if this Article passes, that would be withdrawn from the Trust Fund and put on top of the appropriation that would be passed by the taxpayer, so there would be an additional \$45,000.00 into the Operating Fund. Becky stated it would go into Revenue and would reduce the Tax Rate. Dick stated it would come in as Revenue rather than in addition to.

Chairman Mosca proceeded with **Article 13 - Implementation of a 2.5% Tax Cap.**

Bill Marvel moved, seconded by Steven Steiner, to recommend Article 13 - Implementation of a 2.5% Tax Cap. In favor: 11; Opposed: 6 - Maury McKinney, Brian Charles, Greydon Turner, Mark Hounsell, Maureen Seavey and Stacy Sand; Abstain: 0.

Mark Hounsell stated the same reasons that he stated when we discussed it for the Town, ditto that and move it over, save his breath.

Bill Marvel stated the same reasons he stated for the Town in spades.

Frank McCarthy stated he would just like to point out again that this is 2.5% of the money raised in taxes and you know as well as he does that out of a \$34 Million Budget for the School probably \$15 Million or \$16 Million of that is raised in taxes and the rest of it is Revenue from the State, the outside towns, etc. etc. It's only 2.5% of about a little more than half of the Budget really, so it's a lot less than what one would think.

Mark Hounsell stated just to clarify again, this takes a three-fifths (3/5) affirmative vote by those present and voting on voting day.

Mark Hounsell stated he wanted to clarify something for the record. The School Board has not had a chance to take an official position on this particular Article, so his vote doesn't reflect the School Board's position. It reflects his own personal position and he would like to have that in the Minutes if it should ever come up.

Chairman Mosca proceeded with **Article 6 - Operating Budget** in amount \$34,099,504.00.

Mark Hounsell moved, seconded by Greydon Turner, to recommend Article 6 - Operating Budget in amount \$34,099,504.00; AMENDED to \$33,848,895.00. In favor: 11; Opposed: 6 - Brian Charles, Greydon Turner, Mark Hounsell, Maureen Seavey, Dick Pollock and Michael Fougere; Abstain: 0.

John Edgerton stated the School Board has said time and time again that their primary goal is a good education for the students. Kevin Richard has put an unbelievable program up at the Middle School and the students going to the High School have shown that they do better coming through the Middle School. The School Board he believed for 7 years now has refused to move the 6th Grade to the Middle School so they can have a better education. So be it.

Mark Hounsell stated the Budget questions are looked at by the School Board as he has said before with an eye on how they can best supply what is needed for the education of our children. This is a needs based Budget. This has all been said, but he just wants to get it out again. This is a needs based Budget based on what they have in place now. Again, the School Board recognizes that there is a need for long range planning and has begun that process. It's going to take time and it's going to take incremental changes based on what they have so far to achieve the balance that we all seek. As it pertains to this particular Budget that's before us and this motion that's before us, he emphatically state that this is what is needed to provide the programming that we have currently.

Chairman Mosca stated just for the record, if this does not pass, the Default Budget is \$33,771,150.00.

John Edgerton stated we received data tonight on the census with the School. The Elementary School is down 120 students this year from last year. Chairman Mosca stated the High School is not included.

Dick Klement stated the addition of the 6th Grade to the Middle School without closing another school would increase the Conway costs by some \$280,000.00 a year because of the changes in the cost sharing agreements

with the sending towns. That's assuming that it's only \$280,000.00 because there's no further construction required. There is unused space in the building, but not all of that space has been abated, and he's talking asbestos, etc., because it's unused. Now if it's safe to enter into because it's covered all over, etc., but if additional space required to be used there would be additional construction costs at about \$250.00 a square foot, so you've kind of got to put that in your calculations. He believes that the numbers are in fact going down. He believes that next year we may be in the low 800's rather than the mid 800's at the High School. He applauds the School Board for getting the momentum going for a longer term look see and he hoped it would extend out to the 10 year rather than just stopping at the 5 year. He thought we have to figure out the whole thing before we open a piece of it. He didn't think right now we can close a school and this is his personal opinion and save any money, but he thought if we could close two Elementary Schools, we could save a significant amount of money.

Stacy Sand moved, seconded by Danielle Santuccio, to amend the proposed amount by decreasing it by \$100,000.00 which changes the figure to \$33,999,504.00. In favor: 9; Opposed: 8 - Brian Charles, Peter Donohoe, Greydon Turner, Mark Hounsell, Maureen Seavey, Dick Klement, Dick Pollock and Michael Fougere.

Stacy Sand stated \$62,000.00 of that is the replacement position and \$14,000.00 of it is actually electricity. Supposedly the School has entered into an agreement for a lower rate and their Budget went up on electricity on every single school but one so she left that school alone and added up, rounded off, and gave them a little increase just in case. If they're under Contract, that rate shouldn't be going up and they shouldn't be using more electricity than they used this year. That's about \$15,000.00 and she thought she rounded it off to \$100,000.00 and thought they could find that \$25,000.00 some where.

Mark Hounsell stated that he didn't support the Amendment, but he does commend Selectman Sand for putting rationale behind her figures instead of just a percentage cut. He thought that was a lot healthier process.

Dick Klement stated he stands on the other side of this security person because he thought we have a need to look after what's going on, not only for the good of the students, and in large it is, but also we have requirements that are given to us by the State, by the Courts, etc. One such is there were two individuals who did something wrong and they were sent back to school and the judge said they could have no contact with one another. Well, we now have, or we did at the time because he didn't know if it was still ongoing, a person who is not a teacher going with each of the children down a prescribed path so that they don't cross paths and meet and they escort them between classes. Now, one might think that's foolish, but that's what the judge said, so we're implementing that. We need people to do this. We need somebody to keep an eye on what's going on in the parking lot. We give these kids bumper cars to run around with and they're parking wherever they want to. Principally he is talking about the High School, not the Middle School, Kevin (Richard). There are some significant problems with maybe a double hand full of these children that require more monitoring than one would be comfortable with. Mark (Hounsell) may be more well apprised of what's going on right now. He used

to look at the bad person lists every month and they run into the tens of pages and some children are on there for something totally innocuous like having their CD Player with them which they aren't suppose to, but they have that. Others are there written up 10, 15, 20 times for fighting, leaving campus, showing up late, vulgarity to include a lot of words that you wouldn't use in your house. Some of these children are just out of control, we need somebody to look at them and that's why he supports keeping that position in.

Chairman Mosca stated he can't support it and he just thinks there are too many bodies at the School that could be doing other things and one of the things they could be doing is this. That's his personal feeling. He went to school with Methuselah and he knows it was a long time ago, but there were 5 or 6 Administrators or non-teaching people in the school. Right now this High School has 19.

Dick Klement stated if you remember when you (Chairman) went to school, certainly when he went to school nobody screwed around because you didn't dare. Chairman Mosca stated he had a stairwell blown up in school, they had bomb threats all the time, there was a lot of crazy things going at the school he went to and there still was only 5 Administrators, non-teaching people.

Mark Hounsell stated the times have changed. Dick (Klement) is absolutely right. He wishes he could tell about some of the things that he's been made aware of as a member of the School Board, but there's laws that prohibit him from doing so. The first thing that he did when he found out that this position was being proposed, he scurried right up to the High School and met with Principal Moylan and a couple of his other staff and he's not an easy sell, it's not that they could all of a sudden woo him, he had some pointed questions and needed some real answers. There are significant safety issues that need to be addressed and are currently addressed to the Dean of Students whose position has been done away with. This new Safety Officer is a \$23,000.00 reduction in costs from that so they've made headway there, but they have the need for this position and it's a safety need. It's so easy to say that, but he would like to put something out in front of the Committee for example this happened and he just doesn't know how far he can go. He's going to try saying this as a hypothetical, wink, wink. There was an incident not too long ago where one of the uncameraed areas, the stairway, at the High School, someone and no one knows who, took a 10 pound weight from the Science Room and dropped it the height of the stairwell. That type of thing can happen and does happen. He didn't want to put the alarm out there that the children aren't safe at school, they are safe at school. When they go to Kennett or any of our other schools, they're safe. They're making those reasonable efforts. Without this position, they won't be as safe and he thought it would be an unfortunate thing to not fund this position.

Stacy Sand stated we pay for a Police Officer to help in the Schools, we have \$400,000.00 in our Guidance Department of personnel that are suppose to be looking out for the welfare and guiding our students in behavioral matters as well as future down the road. We have \$81,000.00 in a Student Advocate who is also serving some of those functions. We have a Principal and a Vice Principal and she could go on and on. She thinks yes, it's important but if everybody got on the same page with leadership from the

Principal and get on the same page and get some leadership there so everybody is working together to deal with these issues, she thought that our kids would be safe. With regards to the parking lot, we offer bus service to every kid at that High School if they so choose to use it and she didn't think we should be responsible and if it requires the municipal Police Department to come up to that parking lot to do it, it's an issue. We are not responsible for how people drive and if they do something out in the parking lot, maybe they shouldn't be able to drive any more.

Bill Marvel stated on this specific topic, he thought Mark (Hounsell) had said they did away with the Dean of Students. Mark stated that's the Administrative position that they eliminated starting next season. Bill stated he found one listed. Mark stated she's still there.

Peter Donohoe asked Mark Hounsell when was the Dean of Students instituted initially. Mark stated he thought maybe a year after the High School opened. Kevin Richard stated 9 or 10 years ago. Peter stated he had the sense that it had been newly created in the last couple of years, but that's not true.

Bill Marvel moved, seconded by Frank McCarthy, to reduce the Budget to \$33,848,895.00. In favor: 10; Opposed: 7 - Maury McKinney, Brian Charles, Greydon Turner, Mark Hounsell, Maureen Seavey, Dick Pollock and Michael Fougere; Abstain: 0.

Bill Marvel stated he had another amendment which he had to adjust it a little after Stacy's (Sand).

Chairman Mosca asked Bill Marvel what the number was that he was looking at. Bill stated originally it was \$175,609.00, but he deducted \$25,000.00 from that to reflect Stacy's (Sand) arbitrary \$25,000.00 increase so that he can at least point to more specific items. As he said, he hopes his math is correct, but here's how he calculated it. Two average teaching positions, no specific discipline, \$43,000.00 apiece; he ball parked \$15,000.00 apiece for benefits and he added to that \$59,609.00 which is the salary of the senior Social Studies Teacher Department Head who is retiring. He is proposed that that position, or at least the missing Social Studies teacher not be hired. He left in his Department Head salary and his benefits because someone's got to be the Department Head and his wife will probably get the benefits. That would have made his \$175,000.00, but he reduced it by \$25,000.00 and that's how he came up with \$33,848,895.00.

Mark Hounsell stated if he is to understand what you (Bill Marvel) are saying is eliminating 2 positions and taking out the money of one of the higher paid retirees. Bill stated yes, benefiting from the attrition. Mark stated you've already accounted for the Safety Officer. Bill stated he accounted for that, but he threw back in the \$25,000.00. Mark stated he guessed he didn't understand that part of it. Bill stated because Stacy (Sand) stated she rounded it off to \$100,000.00. Bill asked Stacy if it was \$25,000.00 even. Stacy stated no, it's actually a little less, more like \$23,000.00, it was close to \$25,000.00. Bill stated we'll leave it there rather than change all of the numbers because the Health benefits could be high.

Stacy Sand stated she actually would say that Bill's (Marvel) Health benefits are probably low based on what they have listed here for the new position and it breaks down to \$26,000.00, but it is probably a little higher pay than your average teacher salary. It's probably closer to \$20,000.00 than it is to \$15,000.00.

Bill Marvel stated the reason he chose \$15,000.00 was because he figured that was sort of a median between the minimum, a single person and someone with a family. Chairman Mosca asked about Retirement benefits. Bill stated he couldn't calculate that. He didn't know how much it was. Stacy Sand stated this one has for Retirement about \$5,000.00. Bill stated h**l put in another \$10,000.00. Frank McCarthy asked what did Bill come up with for a total. Bill stated he was serious about the additional \$10,000.00 and that would reduce the figure again. Chairman stated but the amendment has already been made and seconded.

Mark Hounsell stated he would just point out that with the passing of the previous amendment and now with one that does it even more, we're now facing what are we going to affect program wise. It will have an affect, not a desirable one.

Danielle Santuccio asked what the total deduction was. Greydon Turner stated \$250,609.00. Danielle asked what did we do last year, \$300,000.00. Chairman Mosca stated based on the number Bill (Marvel) gave us, Greydon's figure is correct, the total decrease from the requested Budget by the School Board is \$250,609.00. Bill stated by his calculation it should have been about \$217,000.00 less. That \$25,000.00 threw him.

Dick Klement moved, seconded by Dick Pollock, to reduce the co-curricular at the Middle School from \$97,479.00 to \$20,000.00. WITHDRAWN.

Dick Klement moved, seconded by Dick Pollock, to reduce the Budget to \$33,771,416.00. In favor: 3 - Doug Swett, Bill Marvel and Dick Klement; Opposed: 14; Abstain: 0.

Dick Klement stated the rationale for maintaining the \$20,000.00 is to maintain the Intramural Program.

Chairman Mosca asked that Dick (Klement) give him the numbers again. Dick stated the existing number for co-curricular at the Middle School is \$97,479.00. He is proposing reducing that by \$77,479.00 which would leave \$20,000.00 in co-curricular for Intramurals, but that all Middle School sports be supported by the families and the local clubs, leagues, etc.

Mark Hounsell stated Point of Order. Shouldn't the motion be what the recommendation is and then have Mr. Klement speak to his motion. He thought Dick's number should be the number and the rationale. Dick thanked Mark and stated he stands corrected. Dick stated he proposed to reduce the line item from \$97,479.00 by \$77,479.00 and you pick what you want to keep. Mark stated that wasn't his point. His point is what is the Budget bottom line.

Chairman Mosca stated what Mark's (Hounsell) point is that right now we are looking at a bottom line of \$33,848,895.00 and so we're looking at what are you trying to reduce that bottom line to.

Frank McCarthy stated right now we are down to \$33,848,895.00, but that's where we stood after Stacy's (Sand) amendment and what about Bill's (Marvel) amendment. Chairman Mosca stated Stacy's amendment brought us down to \$33,999,504.00; Bill's amendment brought us down to \$33,848,895.00 and now Dick's (Klement) amendment is going to bring us down further to \$33,771,416.00.

Mark Hounsell asked what the Default Budget was. Chairman Mosca stated the Default Budget is \$33,771,150.00. The delta between what was requested and recommended by the School Board and the Default is \$328,354.00.

Stacy Sand stated her understanding of how the sports programs work in this town is basically the Recreation Department takes care of through Grade 6 and then the Middle School and the High School take care of the sports programs in each of their schools. If you were to eliminate that, she would like to know where, sounds like a pretty big gap of 2 years in kids physical development of sports, where are they going to get that experience.

Dick Klement stated there are leagues throughout the Valley in Soccer, Football, Baseball that he is aware of that take care of this Middle School group. It's not in the Rec Centers, it's individuals, so if the child wants to play Football, the parents are responsible to sign the child up and pay whatever fees that league has. Right now the taxpayers are paying those fees.

Mark Hounsell stated physical education and participation in sports for a 7th and 8th Grader is crucial to their development. Over 50% of the students at the Kennett Middle School participate in extra curriculum. To say that they can have their parents go pay pretty hefty fees, pretty hefty fees to join one of these clubs is a disservice to the students in a severe manner. He understands that some people don't see the value of it, but it's a huge part of going to school and for this age group, it's a critical time for them and it would be absolutely unconscionable to say "just go find a club to join". Good luck. These events take place during the school day, it's part of their social development, it's part of their pride, it's part of the community spirit that they are encouraged to embrace so that by the time they get to the High School they're not problems. You'll find in a lot of cases that kids who are involved in these extra curricular activities are not the ones who always appear on the list of students who have troubles. It would be a big mistake to take the proposed path. Big mistake.

Chairman Mosca stated there are four things that he thought should never be cut: Art, Music, Sports, Maintenance/Custodial. It's just more important to the development of children than anything else and when they proposed the cuts to Music last year he stood up, he was completely against it, he's still against it and to him those are things that you just don't take away from kids. The cost is minimal in the overall Budget and developmentally he thought it's more important.

Greydon Turner stated he was just curious and asked Dick Klement why he just did the Middle School, why not the High School, too. Dick stated the Middle School, there are leagues that have programs to cover these sports.

Mount Washington Valley Football, for example, that takes in 7th and 8th Graders and the kids from Bartlett and Jackson, etc. There's a program for these kids to be involved with. At the High School, there isn't a program for them because they've aged out of this Mount Washington Valley Football. Why should the taxpayer have a competing program that we're paying for when a program exists that the parents can pay for. They do have scholarships at these leagues so if a child doesn't have the money, if a parent can't come up with the money, there are ways that can be found to do this. The community, of course, is very, very giving to children in need. He thought we're spending another \$100,000.00. His colleague, Mr. Hounsell, was rather emotional and he's going to get emotional. At the High School, we spend more money on sports than we spend on foreign languages. If you don't know Chinese, you're going to be out of luck here pretty soon and if you can't speak Spanish, whose going to pick you tomatoes. We need to do that and, in his opinion, that's probably more important than a kid playing football because not everybody goes to the big leagues and parents have to grow up and say that they're kid is not going to be their way forward. He's not going to satisfy the parent's desire to be a big league player. There are some, but not many.

Mark Hounsell stated he was amazed that his colleague, Mr. Klement, doesn't realize the difference that is offered in a school based program versus an independently run program where the demands are quite different, the expectations are quite different and the scheduling is quite different. To say that parents can go through the kind of embarrassing process of applying for assistance when we have available, and have had for many, many, many years, the standard by which we teach spirit, competition and team sportsmanship in an educational manner. It's not about whether someone goes to the big leagues. Yeah, we all celebrate when someone does well after Kennett. It's only occasionally. He's talking about the kid who comes in from the 6th Grade whose going through some changes and has an opportunity to discover himself or herself to a sport that's based in a school where other things are considered, not just whether or not they're going to meet at some field that's not a school field and going to participate in some program that's operated by someone that may or may not treat them well. It's just not good. We ought to be doing good. One of the things that we have that's good in our School District is these programs in co-curricular that help children become prepared for the world after Kennett.

Steven Steiner stated he couldn't believe that he was agreeing with Mark (Hounsell), but seriously, he has a 23 year old and he started bowling in 2nd Grade. He didn't go to Kennett or any of the schools here. He kind of took after his dad and his brother who passed away because of drugs and that's the key part of these programs: to keep children off the street and give them a reason to come to school. That's what's important to him. Obviously, in the past he's asked for some large cuts out of this Budget and the problem is we don't have control on what they cut and there's no doubt that if he got the cuts he wanted, the first thing they would hit would be these programs. He's going to vote against this.

Danielle Santuccio stated her question would be: if one were inclined to want to reduce the Budget by that amount, but didn't want to do it for those reasons, they wouldn't have to cut those co-curricular activities, right.

Chairman Mosca stated again, it's the bottom line and no matter what suggestions we make and whether the suggestions we make are valid or not, the School Board can make whatever cuts they deem necessary.

Maureen Seavey stated she knew with baseball, one of her grandsons turned 14 in June so he was allowed to play for the local Royals or whatever it was plus the travel team, but once you turn 14, and it's usually those kids that's birthday falls after September 30th and April 1st, turn 14 can not play in 7th Grade. He was allowed to play in 7th Grade. In the 8th Grade he would not be able to play in an organized baseball team because she didn't think there was anything right now. She didn't know of any soccer. The only one she knew was football and she felt that it builds character in kids to play sports. They learn to get along with each other and she thought it was a vital thing for young kids.

Greydon Turner stated he understands what Mark (Hounsell) is saying and it makes sense and he understands what Dick (Klement) is saying and that makes sense and it all brings some valid points. If you have a child who goes through 6th Grade and comes into 7th Grade and for whatever reason can't get the scholarship, can't get the funds, someone loses a job, someone turns a certain age, there now is a gap in that sport so by the time they get to High School perhaps they found something more fun than that sport in that gap, whether it be drugs or any other activity. So you create a problem there. The second problem he sees is he doesn't feel that it is fair to wipe them out at one school and not at the other. Why are we treating the ones at Middle School differently than we treat the High School. If we are that assiduous about reducing the amount of this Budget, then we need to unilaterally make a decision that perhaps is better thought out through the School Board in that long term 5 to 10 year plan to say "look, if we're going to cut out co-curricular, we're going to cut it out completely" and it's going to fall on the shoulders of the student and/or his/her parent to pay for sports beyond 6th Grade, 3rd Grade, 8th Grade and make it across the board. It doesn't seem that it makes sense to just cut it just halfway through the experience, the learning experience.

Mark Hounsell stated the motion before us he thought, although he disagrees with Mr. Klement on his rationale, at least it is a proposal that's based on a rationale. He says that in response to what he thought he interpreted what Danielle (Santuccio) was saying in that he supports the cut, but you are not necessarily supporting the rationale that Dick is putting forward. Danielle stated she said if one were so inclined, she wasn't saying she was.

Dick Klement stated in fairness, Kevin Richard is sitting in the back behind everybody, perhaps he could chime in as the Principal of the Middle School. Chairman Mosca stated to Kevin Richard to feel free if he had something to say.

Kevin Richard stated the School Board does have a co-curricular committee that has looked at pretty extensively what would it be to have the pay-to-play with members of the community and the Rec Centers. The biggest thing that he would be fearful of is whenever you go outside the school organization, they want kids to participate. The piece that he's seen, even with his own kids growing up, is the minute that you move it away

from the school, you start to lose some kids that probably need the sports the most. That being said, transportation is a huge issue for a lot of these kids. The minute, even with the scholarship and they have studied this and have talked with other schools, that the minute you start to ask for scholarships, kids start dropping out. There is a propensity for kids to kind of self-select as they go up so that participation rates are highest, 6th Grade kids everybody plays, then they start to kind of figure out where they're going to jump into and then they start to self-select. For a lot of these kids, 8th Grade is kind of the end of the road for athletics and co-curriculars for some of these kids. He thought that just one more obstacle if you eliminate that, it gets in the way of some of the kids that probably could benefit the most out of the co-curricular. Do we have great programs in town? We absolutely do. We have some great facilities and programs here at school. The other piece is, we talk about student athletes a lot, and he knows other organizations try to pay attention to those pieces, but trust him when grades came out 2 days ago or last week, they take a look at that and that's where that piece comes in as well. That would be a piece that would be missing.

Stacy Sand stated she thought he (Kevin Richard) brought up one point that she thought was very critical to this and that is transportation because she knows with the kids that made traveling team and even like 6th Grade level and Elementary level, the only way they can be on that team is if their parents or somebody their parents designated takes them around from town to town, you know to Bartlett from Madison or to Madison from Conway or whatever. If it's at the school or if it's a school function, we are providing that cohesiveness in terms of giving these kids a chance to participate. That's another aspect.

Dick Pollock stated it used to be called Physical Education and for some reason he hasn't heard that term used tonight and it meant everyone who was in the school was a part of that just as they were the rest of the curriculum in that school. He was not quite sure, he was hearing the rationale in terms of the money, but he was not quite sure he was hearing the rationale as to why you would want to cut off an important part of their education. All you've got to do is look at our population and see why we should be doing more physical education and sports activities than less.

Dick Klement stated this is not PE being cut. PE runs all by itself. This is cut is not intended for PE and it is not part of PE, this is the x-curricular after school kind of stuff. Dick asked Kevin Richard if that was correct and Mr. Richard agreed.

OTHER BUSINESS

Chairman Mosca stated before we leave, he wanted to thank everybody on this Board; he wanted to thank everybody from the School Department and the Town for all of their hard work and everything put in to doing this and he looks forward to seeing everybody at the Deliberative Sessions.

Steven Steiner moved, seconded by Bill Marvel, to adjourn the meeting at 9:05 PM. Motion carried unanimously.

Respectfully Submitted,

Iris A. Bowden, Recording Secretary