

**APPROVED**

TOWN OF PELHAM  
BUDGET COMMITTEE – MEETING MINUTES  
Thursday, November 10, 2022

**CALL TO ORDER** – Ms. Bressette opened the meeting at approximately 6:44 PM.

**PLEDGE OF ALLEGIANCE**

**PRESENT:** Meg Bressette  
Eduardo Martony  
Garret Abare  
Debbie Ryan  
Megan Larson  
Paul Grant  
Bob Sherman  
Ellen Cormier  
Jason Croteau  
Philip Haberlen  
Greg Smith

**ABSENT:** None

Mr. Smith asked if this year's season was ahead of schedule or on schedule compared to previous years? Ms. Bressette said we're one week ahead of schedule from last year. Mr. Smith said when he was on the board before there were union contracts. Mr. Sherman said we used to spend at least three meetings just on the schools.

**MINUTES REVIEW**

Regarding the 11/3/2022 meeting minutes, Ms. Bressette said to change the word chair to cheer.

**MOTION:** (Mr. Sherman/Mr. Smith) To place the November 3, 2022, meeting minutes on file as amended.

**VOTE:** (11-0-0) Motion passed.

Ms. Bressette reminded everyone that makes a motion, to raise your hand, you will need a second and then discussion will start and then we will vote on that motion. Unless there is an amendment and if there is, you will need a second to that amended motion and approval.

Mr. Sherman asked the finance director to tell us what the unassigned fund balance is and how that is used as far as our taxes? He said from the town or school side that we can consider in January at reconsideration.

Ms. Penny said the audited fund balance in total for 2021 is \$7,387,145.00. Of that only \$5,362,747.00 is unassigned. There are other components to this that are already spoken for (ex.

inventory, encumbrances). She said whatever was part of the audited, unassigned fund balance the prior year was what they could use to offset taxes in a given year. Another consideration is the NH GFOA, and the DRA recommends a certain threshold be held in that balance, it is usually between 8% and 17% of your obligations all year long. That includes money the town needs to send to the county; the schools and the impacts are the tax rate is higher for this year. For 11 months, we've been operating on a budget that is higher than the prior year, but the spring bills are based on the prior year's tax rate. We are operating on monies we haven't collected yet. While the unassigned balance isn't sitting in a bank account, it translates into making it easier to meet obligations through the year until the 2<sup>nd</sup> half tax bills are collected. She said the tax bills will be mailed on Wednesday and will be due December 16<sup>th</sup>. She said she will do a line-by-line analysis and sit with Mr. Roark and the departments to see what is left as far as reconsideration. She said it is early still and she said this year seems to be tighter than last. Ms. Bressette asked if that's before deliberative or reconsideration? Ms. Penny said before reconsideration. Mr. Roark agreed. Ms. Bressette asked about the tax rate. Ms. Penny said yes, it was set and is \$17.42. Ms. Bressette said she is happy about the town and school budgets, as there are fewer large item warrant articles than last year.

## **TOWN BUDGETS**

### **ASSESSOR**

Ms. Bressette asked if there were any proposals and there were none.

### **BUDGET COMMITTEE**

Ms. Bressette asked if there were any proposals and there were none.

The total town budget approved by BOS is \$21,239,477.00 a 4.17% increase over last year.

Ms. Penny said it is actually \$21,239,475.00 that was voted.

### **CABLE**

Ms. Bressette asked if there were any proposals and there were none.

### **CEMETERY**

Mr. Sherman asked about the fuel, oil and gas and were they using the same figures as the rest of the town because they have those listed separately? Ms. Penny said yes, they are using the same town-wide price.

### **CONSERVATION**

Ms. Bressette asked if there were any proposals and there were none.

### **DEBT SERVICE INTEREST**

Ms. Bressette asked if there were any proposals and there were none.

### **DEBT SERVICE PRINCIPAL**

Ms. Bressette asked if there were any proposals and there were none.

**ELECTIONS**

Ms. Bressette asked if there were any proposals and there were none.

**EMERGENCY MANAGEMENT**

Ms. Bressette asked if there were any proposals and there were none.

**FIRE DEPARTMENT**

Ms. Bressette asked if there were any proposals and there were none.

**HEALTH OFFICER**

Ms. Bressette asked if there were any proposals and there were none.

**HEALTH SERVICES**

Ms. Bressette asked if there were any proposals and there were none.

**HIGHWAY**

Ms. Bressette asked if there were any proposals and there were none.

**HUMAN SERVICES**

Ms. Bressette asked if there were any proposals and there were none.

**INSURANCE**

Ms. Bressette asked if there were any proposals and there were none.

**LEGAL**

Ms. Bressette asked if there were any proposals and there were none.

**LIBRARY**

Mr. Abare said on lines 189, 190, and 191 he would like to ‘half’ those. He said it is adult books, adult large print books and children’s books. He said it is for \$8,600.00, \$4,900.00 and \$4,100.00 respectively.

**MOTION:** (Mr. Abare/Mr. Grant) To decrease the amounts in lines 189, 190 and 191 to \$10,102.00.

Mr. Abare said he understands we are buying the books annually and these are new releases.

Ms. Bressette asked if he is asking to have the increase, or to increase the line item of \$9,928.00 to \$4,400.00? Mr. Abare said the second option. Ms. Bressette said to cut the number of books we are providing at the public library in half? Mr. Abare said yes.

Mr. Sherman said cutting the book budget for adults and kids when we are trying to encourage reading doesn’t make any sense to him

Mr. Smith said he appreciates that we are trying to save taxpayers money, but we are proposing to cut books, which is the library.

Ms. Bressette sees this as helping people in these times to not have to buy a new book on their own. That cost is spread out through the whole town. She said the adults and children really use and enjoy these services at the library and can’t see taking this out.

Mr. Abare said it's not releases of all books, it's just some books. He understood these are new books of arbitrary popular books. He said it might be wise to look at buying these new books every year and we can look at that.

Mr. Sherman didn't think that was the case, because if you are looking for a book the library may go out and get it. Ms. Bressette said if an older book became popular again, they may go buy a couple copies of that because there is demand for it. Mr. Abare said we recycle books too. Ms. Bressette said they have a process.

Mr. Sherman said they go through their card catalog and see what's been removed and they only have so much space.

Mr. Smith said 80% of the library budget is labor, 6 full-time and 6 assistants. 10% is under this specials category, which is content and the other 10% is miscellaneous. He doesn't see where you could cut labor and the only thing to hit would be the content budget.

Ms. Larson said it is a \$10,102.00 decrease.

Ms. Bressette said the motion was to cut \$10,102.00 from the library budget.

**ROLL CALL VOTE:** Ms. Ryan - No  
Mr. Martony - No  
Ms. Cormier - No  
Mr. Sherman - No  
Mr. Haberlen - No  
Mr. Smith - No  
Mr. Grant - No  
Mr. Abare - Yes  
Mr. Croteau - No  
Ms. Larson - No  
Ms. Bressette - No  
(10-1-0) The motion failed.

**MOTION:** (Ms. Bressette/Mr. Smith) To cut the extra \$30,000.00 for the noise abatement project, Line 113.

Ms. Bressette said the library already has money for this and it's going to a RFP this week. They have \$142,822.37 set aside for this project. She would like to see what quotes they get back and not put more towards this at this time.

Mr. Sherman said that is if at reconsideration the figure comes in at more than the \$30,000.00 or under that.

Mr. Smith asked when reconsideration is? Ms. Bressette said the 2<sup>nd</sup> week in January (the 13<sup>th</sup>).

**ROLL CALL VOTE:** Mr. Martony – Yes  
Ms. Cormier – Yes  
Mr. Sherman – Abstain  
Mr. Haberlen – Yes  
Mr. Smith – Yes  
Mr. Grant – Yes  
Mr. Abare – Yes  
Mr. Croteau – No

Ms. Larson – No  
Ms. Ryan – Yes  
Ms. Bressette - Yes  
(8-2-1) The motion passed.

Mr. Demers said the original BOS approved was \$566,655.00 and this budget approved is \$536,655.00.

Ms. Ryan asked if someone could call the roll call voting and Ms. Bressette said Mr. Haberlen could do that.

### **PARKS AND RECREATION**

Ms. Bressette asked if there were any proposals and there were none.

### **PLANNING DEPARTMENT**

**MOTION:** (Ms. Ryan/Mr. Martony) to cut the \$5,000.00 contingency fee for the CivicGov software.

Ms. Ryan said the contingency number isn't a separate item, it's line 192 and she said previous years there's never been contingencies and if needed they could be found within the budget. She said it seems like a dangerous subject to start putting contingencies in for various items like this.

Ms. Penny said that is correct.

Ms. Bressette said that would be cutting \$34,500.00 by \$5,000.00.

Mr. Sherman said when Planning was before us, they asked to keep the \$5,000.00 in there for any contingency costs for any modules they may have missed. He said the modular implementation seems to be around \$5,000.00 for year one.

Ms. Bressette said historically the planning department has about \$20,000.00 left over at the end of their fiscal year.

Mr. Sherman said he attended meetings for the CIP, he would leave that in, given all the computerization that is going on and needs to be generated we should give them a year to help them record these documents.

Mr. Roark asked if the proposed change is to make it \$29,500.00? Ms. Ryan said yes.

Mr. Abare asked if they don't use the contingency money, does it go back to the general fund?

Ms. Bressette said in theory they can use it in their budget somewhere else and more than likely no.

Ms. Larson said we're cutting line items, but the town and school we vote on the overall budget, and you don't have to stick with the line items.

Mr. Abare said it would be to lower the whole budget by \$5,000.00.

Ms. Larson said things come up that they may use the \$5,000.00 somewhere else.

Ms. Cormier asked if that was a 2-way street and are they required to give that back to the town?

Ms. Cormier asked if they can re-request that money if they didn't use it and it went back into the general fund? Ms. Larson said they can take the \$5,000.00 from anywhere in the budget that they want.

Ms. Bressette said if a department needs additional funds, they can come before the Selectmen to request additional funds? Mr. Croteau said yes.

Ms. Penny said it's a bottom-line budget and the Selectmen can move between lines.

Ms. Larson said if there are bad storms and the snowplowing budget goes over, we have to take the money from somewhere else.

Mr. Abare asked if there is a rule for the town that says they have to take the vote of a committee on a certain line item, or can the budget be fluid as a whole number?

Ms. Penny said the towns are required to report our budget to the Department of Revenue and those lines are broken up by categories. She said you can't zero out a whole department because then there is no authority to transfer.

Mr. Abare is talking about random line items and can that money come from a different department? Ms. Penny said in theory, but the board would have to determine what they would spend on.

Mr. Abare said the budget committee wouldn't set that. Ms. Penny said no.

Mr. Roark said each department head is responsible for the bottom-line number on their budget. Once that amount is appropriated that is theirs for the year and they follow along with what they presented (that is good budgeting). If something comes up and they need to spend money and move that from one line to another, they're allowed to do that. If there is an emergency, the BOS can take funds from a different department head and funnel those laterally into another department and that is rare. The management of these budgets is very much to the department heads during the year. The BOS doesn't get too involved in the day-to-day shuffling of these funds. Yes, you can take a line out, but leave \$1.00, but each department head is responsible for their own budget.

**ROLL CALL VOTE:** Mr. Croteau – No  
Mr. Abare – No  
Mr. Grant – Yes  
Mr. Smith – No  
Mr. Sherman – No  
Ms. Cormier – Yes  
Mr. Martony - Yes  
Ms. Ryan - Yes  
Ms. Larson – No  
Mr. Haberlen – No  
Ms. Bressette - Yes  
The motion fails (5-6-0)

### **POLICE DEPARTMENT**

**MOTION:** (Mr. Martony/Ms. Cormier) To remove line 330, motorcycle replacement in the amount of \$25,482.00 or all but \$1.00.

Mr. Martony said he didn't hear a good justification as to why we need it and it's something they can pay for from what they have left in the budget if they really want it.

Mr. Sherman said it's an older bike they have, and it has plenty of miles on it. With a newer bike, this one could be used as a reserve, backup or training bike as opposed to taking a brand new one. He thinks in the long run, this should be the backup and we have a new one.

Ms. Bressette said the police usually have about \$100,000.00 left over at the end of the year. She would be in favor of cutting it at this time, but if there's an event there is no left-over money, they can come back at reconsideration for these funds to be put back in.

Mr. Smith asked what year the bike was? Mr. Croteau said 2009.

Ms. Bressette said by keeping the old one, we are adding to the budget for upkeep.

Ms. Bressette asked if we had to keep \$1.00 in that? Mr. Roark said it would be preferable to do that because if they don't purchase it with any surplus funds, next year in 2023 they could have a line item to spend for this.

Ms. Bressette said it would be for \$25,482.00 to be cut.

**MOTION:** (Mr. Martony/Ms. Ryan) To decrease it all but \$1.00.

**ROLL CALL VOTE:**

Ms. Larson – No  
Ms. Ryan – Yes  
Mr. Martony – Yes  
Ms. Cormier – Yes  
Mr. Sherman – No  
Mr. Smith – No  
Mr. Grant – abstain  
Mr. Abare – No  
Mr. Croteau – No  
Mr. Haberlen – Yes  
Ms. Bressette – Yes  
(5-5-1) Mr. Grant abstained. The motion fails.

**RETIREMENT**

Ms. Bressette asked if there were any proposals and there were none.

**SELECTMEN**

Ms. Bressette asked if there were any proposals and there were none.

**SENIOR CENTER**

Ms. Bressette asked if there were any proposals and there were none.

**TECHNOLOGY**

**MOTION:** (Ms. Ryan/Mr. Martony) To cut the contingency in the phone system by \$5,000.00. Mr. Roark said line 123. Ms. Bressette said the phones are \$64,067.00 and the contingency amount was \$5,000.00.

Ms. Ryan said she thought it was dangerous to put this in and she would like us to consider putting contingencies into separate line items.

Mr. Abare said he talked to Mr. Demers, and he said the phone system is going through and that is roughly 10% of the phone system, the \$5,000.00 and how would he budget for that? He's asking how you would budget for that in a department?

Mr. Roark said by putting in a \$5,000.00 contingency. He said any time we're talking about technology, there is always something unexpected. Either an outdated support system and it's hard to pinpoint a year ahead of time what these projects are. If the \$5,000.00 is taken out then they run into a problem, the \$5,000.00 is taken out somewhere else. Something else will have to get cut out. He said this is very difficult with technology, as there are a lot of moving parts.

Mr. Abare asked if he could put a contingency on the contingency if the \$5,000.00 isn't used for the phones, it gets returned to the general fund and not be moved around in the technology budget.

Ms. Bressette said that is not for us to say. Mr. Roark said if it's appropriated to the department head then theoretically it's theirs. He said they can advise department heads on that honor system of giving the money back if it's not used.

Ms. Larson agreed with that, but it's not a legal binding thing. Mr. Roark said the department heads take this seriously on the direction and the plan going ahead for the next year.

Mr. Demers said this is a phone system for the entire town and there are 140 phones on everyone's desk, there's time, materials, licensing and a 5-6-7% increase to a product can make them go over a budget. He said hanging on to that \$5,000.00 unless needed, is something he would honor.

**ROLL CALL VOTE:** Mr. Croteau – No  
Mr. Abare – No  
Mr. Grant – No  
Mr. Smith – No  
Mr. Sherman – No  
Ms. Cormier – No  
Mr. Martony – Yes  
Ms. Ryan – Yes  
Mr. Larson – No  
Mr. Haberlen – No  
Ms. Bressette – Yes  
(3-8-0) The motion failed.

**TOWN BUILDINGS**

Mr. Grant asked about the tour of the historical society and remembered they wanted money to add mulch to the building and was that included in this budget? Mr. Roark said his understanding is that landscaping is taken care of by the Pelham Garden Club. Mr. Roark said we don't mulch or weed that building.

Mr. Sherman said as a member of the Garden Club, they do the mulching, but the building does need work done to it (roof repairs, rain, waterspouts and other things) that are not yet in this budget. Mr. Roark said the slate roof is in the budget. Mr. Roark said they've replaced the lower casement windows through the town's budget. He said this is the oldest building in town and needs some upkeep. Mr. Croteau said it's line 169. Ms. Bressette said it's for \$20,200.00.

Ms. Bressette said the landscaping increased by \$20,600.00 for the entire? Mr. Roark said yes, that was increases in fuel and labor expenses combined with an increase in the amount of grass and areas at the Senior Center and Muldoon Park.

**TOWN CELEBRATIONS**

Ms. Bressette asked if there were any proposals and there were none.

**TOWN CLERK**

Ms. Bressette asked if there were any proposals and there were none.

**TRANSFER STATION**

Ms. Bressette asked if there were any proposals and there were none.



**TREASURER**

Ms. Bressette asked if there were any proposals and there were none.

**TRUST FUNDS**

Ms. Bressette asked if there were any proposals and there were none.

Ms. Bressette asked Mr. Sherman about decreasing the library by \$30,000.00 and not leaving a dollar amount in there.

Mr. Abare asked about the historical society's roof repair and where is the roof at, is it going to fail this year?

Mr. Roark said speaking to its members, there is minor leaking there and some slate is slipping. This work is craftsman workmanship, and the concern is because the slate is old and breaks, where do you find the replacement slate? He's not sure how long it will last, but it is in need of repair.

Mr. Croteau said it is a liability with the slate falling off.

**MOTION:** (Mr. Sherman/Ms. Bressette) To leave \$1.00 under noise abatement for the library, line 113.

**VOTE:** (10-1-0) The motion passed. Mr. Abare voted No.

Mr. Demers said the final library number is \$536,656.00 for 2023.

Mr. Demers said the final town budget number is \$21,209,478.00 for 2023.

**MOTION:** (Mr. Sherman/Mr. Croteau) To approve the final town 2023 budget for \$21,209,478.00.

**ROLL CALL VOTE:** Mr. Croteau – Yes  
Mr. Abare – Yes  
Mr. Grant – Yes  
Mr. Smith – Yes  
Mr. Sherman – Yes  
Ms. Cormier – Yes  
Mr. Martony – Yes  
Ms. Ryan – Yes  
Ms. Larson – Yes  
Mr. Haberlen – Yes  
Ms. Bressette – Yes  
(11-0-0) Motion passed

**TOWN WARRANT ARTICLES**

Mr. Roark said there won't be any more warrant articles with the direct appropriation other than the two they have. There may be warrant articles for exemptions of the tax rate and other things. They will evaluate those to see if any need budget committee review.

Ms. Bressette said we will vote on the town warrant article at reconsideration with the default number.

Ms. Bressette said the other warrant article is the police collective bargaining agreement. Mr. Roark said yes, the two that require appropriations are the police collective bargaining agreement and the F-550 at the transfer station.

Ms. Bressette read: The police collective bargaining agreement for 2023-2027, shall the town vote to approve cost items included in the five-year collective bargaining agreement ratified by the Board of Selectmen and the Pelham police local 3657 of the American Federation of the state, county, and municipal employees, which calls for the following increases in salaries and benefits and to further raise and appropriate the sum of \$114,110.00 to fund the first year of this agreement. Such sum representing additional costs attributed to the increase and salaries and benefits required by the new agreement over those that would be paid at current staffing levels. This is a special warrant article recommended or not recommended by the Selectmen, recommended, not recommended by budget committee. Year 2023 the cost is \$114,110.00, the accumulated cost is \$114,110.00, 2024 the cost is \$141,763.00, accumulated cost is \$255,873.00; 2025 the cost is \$117,339.00, the accumulated cost is \$373,212.00; 2026 cost is \$112,514.00, the accumulated cost is \$485,726.00, 2027 including three months of 2028, the cost is \$145,585.00 and the accumulated cost is \$631,311.00.

Ms. Ryan asked why this is considered a special warrant article? Ms. Penny said because you are committing the voters to the term of this arrangement and these numbers will become part of the default budget going forward.

Ms. Bressette said we either have to recommend this or not. Mr. Sherman asked if the Selectmen and the police union approved the contract? Mr. Croteau said both parties have signed in agreement. Mr. Roark said yes, it's tentatively agreed.

Ms. Larson asked if they voted and approved these warrant article? Mr. Roark said these haven't gone in front of the Selectmen yet, they will Tuesday night. Ms. Bressette asked if this one hasn't? Mr. Roark said neither of these have. Ms. Bressette said we will wait until reconsideration to vote on these then.

**MOTION:** (Mr. Sherman/Ms. Ryan) To table voting on the warrant articles until reconsideration.

**VOTE:** (11-0-0) The motion passed.

Mr. Croteau asked if we are allowed to change the library budget, and aren't they trustees? Ms. Bressette said yes, and Mr. Sherman said yes.

Mr. Roark said the trustees are in charge of spending/appropriating it and it comes through the Selectmen and budget committee, but ultimately the trustees spend the money as they see fit.

Mr. Sherman said that is also true for the cemetery.

## **SCHOOL BUDGET**

### **PELHAM ELEMENTARY SCHOOL**

**MOTION:** (Mr. Abare/Mr. Grant) Proposed to cut the math coach to zero on page 2.

Mr. Abare said the salary shows a \$60,000.00 supposed plus benefits and insurance and he didn't hear a ton of justification when he asked about it.

Ms. Bressette said the math coach is a position the school was able to move a teacher position from the high school, so it was a lateral move to increase scores and provide elementary students with a math coach.

Dr. McGee said the school board set up a three-year goal, we're in year two of it. The math coach is the top budget priority in terms of that goal. This is done with zero budget impact because we took reduced enrollment at the high school and will move a position from the high school to the elementary. They did an analysis last year to look at the curriculum needs and found the core of the challenge in terms of quality math instruction in Pelham. Elementary teacher classroom professional development and they decided to prioritize our efforts there.

Ms. Larson said they talked about their scores last week and math instruction starts at the kindergarten level with quality teachers at that foundation level. She would recommend not cutting this math coach position. She said they're not specialized teachers at the elementary level, they teach everything. This math coach will work with these teachers to model better instruction and help bring their skills up. She said the goal is to improve our math scores.

Mr. Abare said the way he understood it, is it's \$60,000.00 and how much would the benefits plus pension be? Ms. Mahoney said in the packet there is a salary and benefit for every position. The total cost is a reduction of \$88,379.00 at the high school and an increase of the same amount at the elementary. Mr. Abare asked if that is a pension position? Ms. Mahoney said yes. Mr. Abare asked if that was included in the benefits? Ms. Mahoney said yes.

Mr. Abare said if a seminar or online classes helped teachers at the elementary, it seemed like a wide trade-off to train teachers on math.

Ms. Larson asked if he thinks it's a tradeoff for an online seminar? Mr. Abare said if you train teachers another way, \$88,000.00 seems like a big hill to climb. He said if they did online seminars, classes or sent the teachers out.

Ms. Cormier said Mr. Grant sent out an email about the proficiency percentages and she told him to look at that. Mr. Abare said he did.

Mr. Sherman said therefore those figures show there is a need there and this is someone that will be in classrooms helping the elementary teachers and better teaching math there. Ms. Bressette said better skills for all.

Mr. Abare said he doesn't think this is the right way to do that.

Ms. Bressette said she is glad the school found a way to make this a lateral move instead of asking for an additional position for this.

Mr. Smith asked how many teachers will be coached? Dr. McGee said 37 teachers, kindergarten through 5<sup>th</sup> grade. With the special educators, you could add another 8 to that, so a total of 45.

Mr. Smith said he can understand at the high school level to have specialized teachers and he would assume all the elementary teachers being certified. He thinks teachers at elementary school level should be capable of teaching math. Dr. McGee said they are certified to teach all elementary subjects. Mr. Smith asked where the gap is between that certification and the extra training needed by the math coach? Dr. McGee wants to make sure the committee knows, we have reading

specialists, technology coaches at each school as well. Those positions are there because the expectations for elementary classroom teachers to be able to teach all subjects well is a much broader expectation than a certified science high school teacher. The other part is that he believes they have excellent elementary classroom teachers. He asked them not to oversimplify the task of teaching math concepts well at the elementary level, this is complicated and there needs to be a good foundation. For instance, during the election, there was a training for all elementary teachers walking through techniques for students struggling with mathematics. He is confident that if you do the budgetary math, this is cost-effective way to get a lot of professional development into elementary teacher's lives and practices.

Ms. Ryan said from a math professor's standpoint on how to teach math, she had this conversation. Mr. Smith said he thinks math is very critical and he said even certified teachers don't get enough training for math. Mr. Smith asked what math curriculum are we using? Dr. Marandos said the curriculum they're using is My Math by McGraw Hill. Dr. Marandos said teaching math is more than just curriculum, it is teaching the teachers skills to help students understand math.

Dr. McGee said he wants people to continue getting training throughout their careers. Dr. McGee said the demands on elementary classroom teachers, because they teach all subjects, there is a need for more intense training and give them feedback while they watch them and this is how practice changes.

Mr. Smith asked what is the outcome here? Dr. McGee said the school board has set a very aggressive and appropriately high goal and among twelve other regional schools, we were ranked 9<sup>th</sup> this year. We would like to be 5<sup>th</sup> or better when putting these tools in place. The math coach is at the center of this, and we also need to review our math program which is expiring at the end of this year. We increased our curriculum development, which is time for teachers to work on curriculum writing, lesson planning and lesson design. The high school goal has to do with the SAT and being college and career ready (it's a score of 530 on the math portion). We'd like to increase that amount by 5%.

**MOTION (repeated):** (Mr. Abare/Mr. Grant) Bring this salary from \$59,664.00 down to zero dollars.

Ms. Larson said really he just doesn't want the benefits either, so is he cutting just the \$59,000.00 and leaving the benefits in there or are you asking to cut it all, the \$88,000.00? Mr. Abare said to cut it all. Ms. Mahoney said the number with salary and benefits is \$88,379.00.

**MOTION:** (Mr. Abare/Mr. Grant) Ms. Bressette clarified to decrease in the elementary school budget \$88,379.00 specifically for the math instructor.

**ROLL CALL VOTE:**

- Ms. Larson – No
- Ms. Ryan – No
- Mr. Martony – No
- Ms. Cormier - No
- Mr. Sherman – No
- Mr. Smith – No
- Mr. Grant – No
- Mr. Abare – Yes
- Mr. Croteau – No
- Mr. Haberlen – Yes
- Ms. Bressette – No

(2-9-0) The motion failed.

**MOTION:** (Mr. Grant/Mr. Abare) On page 45, Section 2134, line 114, nurse's aide, original budget is \$26,422.00. He proposed reducing that to \$20,000.00.

Mr. Grant said the position is currently vacant. Dr. McGee said yes. Mr. Grant asked how long it's been vacant for? Dr. McGee said it was filled for a day this summer and the person left and it was filled one other time briefly and that person left the position (he said they never reported, so one day). Ms. Larson said it was filled last year. Dr. McGee said yes.

Mr. Grant didn't understand why we are increasing the amount, is it to maintain competitiveness to fill the position or what is the need or are the other nurses overtaxed?

Ms. Mahoney said this position is a part-time position, 183 days, 6.75 hours per day. She said the budgeted number is \$21.39 an hour and that is an increase per hour. She said they offered this position to four people this year and found that \$25.00 is the paying rate for a nurse's assistant with that skill. She said they reviewed the budget, increased that to \$21.39 and that is why there's an increase. She said if they reduced that down to \$20,000.00, the rate would drop to \$16.19 an hour. She said they haven't been able to fill it and are trying to get a person in this role.

Mr. Grant said he would amend his motion to reduce it to \$21,495.00. He said he misunderstood the previous filling of the position. Ms. Larson asked is that is for \$21.00 or \$16.00 (per hour)?

Ms. Mahoney said that would be a \$17.40 an hour rate for next year.

Mr. Grant said the 2023 budget was \$21,495.00. Ms. Mahoney said that was correct.

Ms. Bressette said we are voting on this year, which was \$26,422.00.

Mr. Grant said to adjust his motion to \$21,495.00.

Ms. Cormier asked what a nurse's aide does? Dr. McGee said with the supervision of a licensed nurse, they can provide medication, which is a great expanded skill. They track student immunizations, records and sicknesses. He said this was valuable during the pandemic. He said they also make sure students are cared for if a nurse has to leave or is out. This also covers the preschool as well. He said it is very hard to find substitute nurses and this gives us a backup.

Ms. Cormier asked if they have medical training? Dr. McGee said he wasn't sure exactly, but said they do and there is a credential required such as a licensed nursing assistant.

Ms. Larson said we have some very medically complex students in our schools. Also, our preschool is out in the white portable building and when our nurse goes there, there needs to be coverage. The preschool is 50% special education students that have certain needs. She said talking with the nurses at the school, they say they are stretched very thin without the nurse's aide this year.

Ms. Bressette said from experience, she can see that and sees how many times the nurse has to leave their office. Dr. McGee said there are 754 students in the elementary school, including preschool. Ms. Bressette said this position is very important to the nurses and she can understand the increase with trying to get the help. She mentioned the police department offering a \$10,000.00 or \$15,000.00 sign on bonus just to try and hire someone and there's a vacant position in their budget. Also, there was a \$6,000.00 increase in the police budget for that position. To see that similar increase to find someone, those increases are across the board.

Mr. Sherman said the Selectmen raised the minimum wage to \$15.00 an hour and you're not going to find anyone with nurse's training for \$17.00 in this day.

Mr. Grant asked if this employee is not hired this year, where does that money go? Dr. McGee said it's a bottom-line budget and for example, last year with unspent funds, they returned over \$3,000,000.00 to reduce taxes the following year and he said they try very hard to do that.

(Mr. Grant/Mr. Abare) To decrease the amount by \$4,927.00.

**ROLL CALL VOTE:** Mr. Croteau – No  
Mr. Abare – Yes  
Mr. Grant – Yes  
Mr. Smith – No  
Mr. Sherman – No  
Ms. Cormier – No  
Mr. Martony – No  
Ms. Ryan – No  
Ms. Larson – No  
Mr. Haberlen – No  
Ms. Bressette – No  
(2-9-0) The motion failed.

**MOTION:** (Mr. Abare/Mr. Smith) Decrease the lunchroom tables 2 at \$2,463.00 each. Mr. Smith asked if these were the inside or outside picnic tables? Dr. McGee said these are lunchroom tables, not picnic tables and they are inside. Ms. Bressette said on their walk these are the long rectangular tables that are 20 years old. These new tables are round, and this is for better socialization. Dr. McGee said it keeps it quieter.

**MOTION:** (Mr. Abare/Mr. Grant) To decrease the amount to \$4,000.00 total. Mr. Croteau asked what makes a table worth \$2,463.00 and where does that come from? Dr. McGee said those are quotes including shipping and it's a lot compared to a table for his house. These are rugged to be moved, after each meal and they run 6 lunches through there and cleaned every day. It is the grade you need for school use, and this is what they cost. Mr. Croteau asked who is the manufacturer? Dr. McGee didn't know. Mr. Smith thought these were the fold-up tables on wheels? Dr. McGee said yes and right now we have long rectangular, fold-up ones and these round ones can also to be able to make space. Mr. Smith said it's an expensive piece of equipment, it has wheels, it rolls and it's not a regular table. Mr. Croteau said he is looking it up online and the money is in line. Mr. Smith asked if they were replacing them over time? Dr. McGee said yes, this is for two and they will only replace them as needed. Mr. Sherman said the tables sit 8 students. Dr. McGee thought 12 students. Mr. Sherman said they also have built-in seats. Dr. McGee said yes. Mr. Sherman said to fold these up is quite the engineering. Ms. Bressette said it's easier to see kids at these tables, rather than at the long rectangular tables. Mr. Grant said the tables aren't failing, but they want round tables to be able to communicate better? Dr. McGee said yes. Mr. Grant said structurally they aren't failing. Dr. McGee said it's the oldest building and those tables are aging and will need to be replaced and they want to slowly replace them.

**MOTION:** (Mr. Abare/Mr. Grant) To reduce that line item by \$926.00.

**ROLL CALL VOTE:** Ms. Larson – No  
Ms. Ryan – Yes

Mr. Martony – Yes  
Ms. Cormier – Yes  
Mr. Sherman – No  
Mr. Smith – No  
Mr. Grant – Yes  
Mr. Abare – Yes  
Mr. Croteau – No  
Mr. Haberlen – No  
Ms. Bressette – No  
(5-6-0) The motion failed.

Mr. Abare asked about the new custodian position. Ms. Bressette asked if that was a vacant position? Ms. Mahoney said the elementary school has a vacant position.

**PELHAM MEMORIAL SCHOOL**

Ms. Bressette said this is page 61.

**MOTION:** (Mr. Abare/Mr. Grant) To move the author visit from \$2,000.00 to zero, for a decrease of \$2,000.00.

Mr. Abare said he thinks \$2,000.00 for an author who we're already buying books off of seems it's an unneeded expense. He said he understands students can benefit from it, but it seems like a lot.

Ms. Bressette asked if this speaks to multiple grades? Dr. McGee said it depends on the author, but they make the author available to as many students as possible while there.

Ms. Bressette said given students in the middle school and have missed a lot due to the pandemic, such as field trips and leadership programs. She said they missed so much and to cut this opportunity to have someone come and speak to them and to learn from them. She sees that as a great opportunity for the kids.

Ms. Larson said this isn't a new expense, it was just moved here, it's not an increase.

Ms. Cormier asked who have they had come in? Dr. McGee said in his time there haven't been any. Dr. Marandos said they haven't had any since the pandemic.

Ms. Larson said when her child was in middle school, they did a writing workshop with the author afterwards and it was interactive.

Mr. Grant asked if this is templated to cover expenses and time for the to be determined author?

Dr. McGee said yes.

**MOTION:** (Mr. Abare/Mr. Grant) To decrease the author visit to zero from \$2,000.00.

**ROLL CALL VOTE:** Mr. Croteau – No  
Mr. Abare – Yes  
Mr. Grant – No  
Mr. Smith – Yes  
Mr. Sherman – No  
Ms. Cormier – Yes  
Mr. Martony – No  
Ms. Ryan – No  
Ms. Larson – No

Mr. Haberlen – No  
Ms. Bressette – No  
(3-8-0) The motion failed.

Mr. Abare asked for clarification on page 70, page 10, batteries, glue gun, cardboard, tape, etc. for \$3,400.00. Ms. Mahoney said this is for consumable supplies for middle school STEAM programs such as filaments, ligaments, string, circuits, Legos, batteries, glue gun, tape, etc. With the exception of a separate line for robotics, and the shop vac.

Ms. Bressette said that is a new program this year and they do have it at the elementary school.

**MOTION:** (Mr. Abare/Mr. Grant) said on page 82 pdf, and 22, he proposed to bring the vocab.com down from \$2,000.00 to zero.

Mr. Abare said he did some research, and he doesn't see a difference between other free definition websites out there and vocab.com. Dr. Marandos said the school has a school wide site license for vocab.com which allows us to track the student's usage as their learning. It's used in our library program across all subjects. Dr. McGee said as a public school district they have an obligation relative to student personally identifiable information. So, we can't use free tools because they're not really free, they are gathering information and we can't have that with our students.

Ms. Bressette asked if the students would be blocked from certain sites? Dr. McGee said yes, and they have a specific agreement in the state of NH given privacy laws and software companies. He said free sites are rarely an option.

**MOTION:** (Mr. Abare/Mr. Grant) to decrease the line from \$2,000.00 to zero.

**ROLL CALL VOTE:** Ms. Larson – No  
Mr. Ryan – No  
Mr. Martony – No  
Ms. Cormier – No  
Mr. Sherman – No  
Mr. Smith – No  
Mr. Grant – No  
Mr. Abare – Yes  
Mr. Croteau – No  
Mr. Haberlen – No  
Ms. Bressette – No  
(1-10-0) The motion failed.

### **PELHAM HIGH SCHOOL**

**MOTION:** (Mr. Grant/Mr. Abare) On page 97, line 737, furniture replacement for language arts to decrease by \$8,930.00 to zero.

Mr. Grant said from the tour, the equipment was not failing or falling apart or damaged and can't see why buy something just because. Ms. Bressette said they went into a science room and not this room. Dr. McGee asked if this was high school. Ms. Bressette said Memorial school. Ms. Larson said high school, for Room 101.

Dr. McGee said we were in the business lab, digital art lab, theater and gym. He said science tables in the middle school they are keeping. This is for classroom chairs, which is 30 desks and



chairs for room 101. He said he reduced the chair replacement for rooms 107 and tried to slow down the replacement. He said they wanted to just work with the ones that were failing. He said they don't all fail in one room, he said they remove all failing chairs that are unrepairable. He said the failing chairs and tables are pulled.

**MOTION:** (Mr. Grant/Mr. Abare) To decrease the amount by \$4,000.00, to bring it to \$4,930.00.

**ROLL CALL VOTE:** Mr. Croteau – No  
Ms. Larson – No  
Mr. Abare – Yes  
Ms. Ryan – No  
Mr. Grant - Yes  
Mr. Martony – No  
Mr. Smith – No  
Ms. Cormier – Yes  
Mr. Sherman – No  
Mr. Haberlen – No  
Ms. Bressette – No  
(3-8-0) The motion failed.

Mr. Abare asked about the Memorial school custodial position and asked if that was for \$65,000.00 with benefits? Mr. Abare said page 26 of the Memorial school.

**MOTION:** (Mr. Abare/unintelligible) To deny the new custodial position. Ms. Mahoney said that amount is \$72,048.65.

Mr. Abare said his thought process is that enrollment is down, and it seems like a lot of money. Ms. Bressette said the Memorial school is doubling in size. Mr. Abare said he understands that and the maintenance plan. Ms. Larson said the maintenance plan is approved by the school board, but it is put together by our facilities director who has experience in dealing with the buildings and working in them. Ms. Bressette said the Memorial school addition and renovations was passed by over 60% of the voters and we have an obligation to the upkeep of the building especially in cleanliness especially with it doubling in size. She said there are more public areas that will be used more by the town. Dr. McGee said this year we aren't able to use those areas and they are looking forward to this new space and to maintain that space. Mr. Smith said we have an obligation to take care of our spaces. He didn't recall anything in the warrant article that talked about extra for cleaning or anything else. Ms. Larson said all our buildings are used by other organizations in Pelham and we have had a lot of difficulty hiring custodians. She said there will be increased usage now that COVID is over, and we want to maintain them and isn't really tied to enrollment. It's the expansion of space and usage of the property. Mr. Abare said he is stuck on accommodating the inflation of this new position. He didn't think the voters knew there would be a new maintenance plan.

Ms. Sherman said when he goes out and buys a home he considers the heat, electricity that you didn't figure wrong and, in this case, you are opening up new areas. That needs new furniture,

new equipment and new people need to be trained there. He said you need another person to cover that new area and to help the teachers.

Mr. Abare asked if overtime was an option for custodians to cover the delta. Ms. Mahoney asked if he meant the additional square footage? Mr. Abare said the lack of custodial combination for the extra square footage. Dr. McGee said in terms of the total volume and the time during the day with their shift schedule, it is not.

Ms. Cormier asked if it was possible for current staff to cover that area? Dr. McGee said it is possible if you skip steps like emptying a trash basket. He said they have a high expectation of clean classrooms and hallways than just waste baskets. He said they are stretched thin.

Mr. Sherman said with COVID you need people to clean.

**MOTION:** (Mr. Abare/Mr. Grant) Decrease by \$72,048.65 to eliminate the Memorial school custodian.

**ROLL CALL VOTE:** Ms. Larson – No  
Ms. Ryan – No  
Mr. Martony – Yes  
Ms. Cormier – No  
Mr. Sherman – No  
Mr. Smith – No  
Mr. Grant – Yes  
Mr. Abare – Yes  
Mr. Croteau – No  
Mr. Haberlen – No  
Ms. Bressette – No  
(3-8-0) The motion failed.

**MOTION:** (Mr. Abare/Mr. Grant) Page 94 of the PDF, to remove the picnic tables for \$7,662.00 and the umbrellas for \$336.00 total of \$7,998.00 to reduce that to zero.

Mr. Abare said he understands the picnic tables matching and we already bought picnic tables, but \$8,000.00 for picnic tables seems like a lot.

Ms. Bressette said they are good quality but doesn't think they are a need right now.

Mr. Sherman asked where these tables would be located? Dr. McGee said on the student side parking area on the grass connector walk up and they have six on the other side currently. Mr. Sherman asked if they are permanent or are they taken in? Dr. McGee said they aren't fixed to the ground, but they stay outside all winter.

Mr. Smith asked if that was for 6 tables? Ms. Bressette said yes and for shipping and for 6 umbrellas. She said the amount would be \$7,998.00.

**ROLL CALL VOTE:** Mr. Croteau – No  
Mr. Abare – Yes  
Mr. Grant – Yes  
Mr. Smith – Yes  
Mr. Sherman – Yes  
Ms. Cormier – Yes

Mr. Martony – Yes  
Ms. Ryan – Yes  
Ms. Larson – No  
Mr. Haberlen – Yes  
Ms. Bressette – Yes  
(9-2-0) The motion passed.

Ms. Bressette said page 109 of the PDF, page 19 of the budget is the supplies athletics line. This is for 27, high school sports programs. The expenditures were closer to \$23,000.00 or \$24,000.00, was any of that impacted by the pandemic or is that what it's running?  
Dr. McGee said last year they ran a full program.

**MOTION:** (Ms. Bressette/Mr. Grant) To have this closer to the actuals and reduce by \$14,000.00 and bring it down to \$26,000.00.

Mr. Sherman asked what the hourly pay is? Dr. McGee said this is not officials, it's supplies.

**ROLL CALL VOTE:** Ms. Larson – No  
Ms. Ryan – Yes  
Mr. Martony – Yes  
Ms. Cormier – Yes  
Mr. Sherman – Yes  
Mr. Smith – No  
Mr. Grant – Yes  
Mr. Abare – Yes  
Mr. Croteau – Yes  
Mr. Haberlen – Yes  
Ms. Bressette – Yes  
(9-2-0) The motion passes.

Mr. Grant asked on page 145, line 110, for a curriculum development seminar? Is that increase because it's gone from 1 to 4 days?

Dr. Marandos said that is the total curriculum line for the year for teachers, not just the summer institute. They were looking to expand it from 2 days to 4 days to provide more work in math and that is the entire budget for the year for teachers to write their curriculum.

Mr. Abare asked about PowerSchool and asked if they called PowerSchool for an improved rate. Dr. McGee said a dilemma is salespeople want to sell now and they offered things that weren't related to next year's budget because they wanted to make a sale now and we can't commit to that. Ms. Mahoney said the answer was: though many of these programs are owned by PowerSchool, they are separate products that are acquired due to their success and functions adjacent to the PowerSchool student information system. That being said, most are billed by separate departments, use account reps from specific area and operate independently. The value of using these products from the PowerSchool title comes from their integration with each other as well as support we are able to get for functions that cross platforms. That being said, it is always part of our practice to make sure we are given the best price possible on these and all of our resources.

Mr. Abare asked if they were able to call PowerSchool? Ms. Mahoney said each of these products are separate, it's not one office. Mr. Abare asked if they were all different business units? Ms. Mahoney said they are purchased by PowerSchool, but run independently. Dr. McGee said PowerSchool is the brand of the original student information system, the core product and they bought things like E-Finance and Unified Talent. Dr. McGee said they called Unified Talent, as he asked, and they didn't offer a discount, they wanted us to lock in right now. Mr. Abare asked what? Dr. McGee said to sign a deal and that is not how this budget works.

**MOTION:** (Mr. Grant/Mr. Abare) Page 163 of the PDF, line 280, the live scan system originally proposed for \$5,849.00, he proposes that be brought to zero.

Mr. Grant said he asked if they could check with the police to do this service and they did, and Chief Perriello said that would not be an issue. Mr. Grant said their argument was about online convenience and he doesn't feel the taxpayers should spend money out of convenience. He said this can be done by the police and it has been.

Dr. McGee said to clarify, they currently do this with paper and ink, and we do not use the police department. He said Chief Perriello was obliged to make that happen, but they don't currently use the police department for this.

Mr. Sherman asked what pre-employment physicals were? Ms. Mahoney said as a public employer you have to have approval to be cleared to physically work. We are required to secure a doctor's note that says they are physically able to do the job, or we send employees to a facility to have them assessed per an RSA and it's required. Mr. Sherman said it's from the state.

Mr. Abare said if an employee says they can do a job and then upon a physical, they are deemed okay to do that and then they say they can't do that, this allows them to say they established they were able to do something.

Mr. Sherman said we can't make this zero. Ms. Bressette said this is different.

Ms. Larson is asking if he's looking to decrease by \$5,849.00, correct? Mr. Grant said he is looking to get rid of this. Ms. Larson asked if he wanted to get rid of the live scan? Mr. Grant said yes.

Ms. Cormier said it seems like this is worth a shot with the proximity between the school and the police station and said to try it out for a year.

Dr. McGee said they will do what makes sense for everyone.

**ROLL CALL VOTE:**

- Mr. Croteau – No
- Mr. Abare – Yes
- Mr. Grant – Yes
- Mr. Smith – No
- Mr. Sherman – No
- Ms. Cormier – Yes
- Mr. Martony – Yes
- Ms. Ryan – Yes
- Ms. Larson – No
- Mr. Haberlen – No
- Ms. Bressette – No

(5-6-0) The motion failed.

Mr. Abare said on page 121 of the PDF, page 31 of the High school, he saw 2 open positions and asked how long those have been open for?

Ms. Bressette asked if those were the custodian positions? Mr. Abare said they are for \$37,000.00 each.

Ms. Mahoney said those are two vacant, partial positions. One is filled half by a maintenance person and vacant for this custodial position. That position was only vacant for a portion of the summer, and we filled it. The other position is a 2-hour-a-day position, which is a balance of a different position they have in the district. There is a part-timer that's willing to work part-time so they filled with a part-time role which still leaves 2 hours for us to fill should we have the opportunity to do so. That position has been in the budget for a long time because that person has been working a long time, part-time for us.

Mr. Abare asked where he sees the 2 hours a day portion? Ms. Mahoney said in the SAU note, vacant Cust2, PHS is .25 FTE for a total of \$9,074.00. that's how much the salary in the budget is for. She said the one below that is 4 hours, 50%, which is \$18,148.00 and that is partially filled by a maintenance person.

**MOTION:** (Mr. Abare/Mr. Grant) To reduce that \$9,074.00 to zero because he doesn't think it's realistic to fill a position for 2 hours a day.

Mr. Sherman asked how long that position has been vacant? Ms. Mahoney said she didn't know exactly.

**ROLL CALL VOTE:**

- Ms. Larson – No
- Ms. Ryan – No
- Mr. Martony – Yes
- Ms. Cormier – Yes
- Mr. Sherman – Yes
- Mr. Smith – Yes
- Mr. Grant – Yes
- Mr. Abare – Yes
- Mr. Croteau – No
- Mr. Haberlen – Yes
- Ms. Bressette – No

(7-4-0) The motion passes.

## GENERAL FUND

**MOTION:** (Ms. Bressette/Mr. Martony) To keep the receptionist position at a .75 with no increase to a full-time position. To decrease by \$37,138.00. Page 151, page 25 of general fund under salaries.

Ms. Bressette asked if this position had been increased from a part-time to a .75 in the last couple of years? Ms. Mahoney said they've increased some hours. Ms. Bressette said to keep it as a .75 for this year and she does not want to see this increase in the budget.

Mr. Sherman asked if the current employee receives health, dental and life insurance? Ms. Larson said that is the total cost, with benefits and salary.

Ms. Ryan disagrees with cutting this from her previous experience on the school board and going in and out of that office, seeing the burden of tasks on that SAU office, it's a very lean office. She thinks this will add a lot of value to productivity and the front face of the school district.

**ROLL CALL VOTE:** Mr. Croteau – No  
Mr. Abare – Yes  
Mr. Grant -Yes  
Mr. Smith – Yes  
Mr. Sherman – No  
Ms. Cormier – Yes  
Mr. Martony – Yes  
Ms. Ryan – No  
Ms. Larson – No  
Mr. Haberlen – Yes  
Ms. Bressette – Yes  
(7-4-0) The motion passes.

Ms. Mahoney said for the general fund the total is \$39,037,450.00.

Ms. Bressette asked if there were any motions for food service or grants? No one spoke.

Ms. Mahoney said the total is \$41,001,342.00.

**MOTION:** (Mr. Sherman/Mr. Martony) To approve the school budget of \$41,001,342.00.

**ROLL CALL VOTE:** Ms. Larson – Yes  
Ms. Ryan – Yes  
Mr. Martony – Yes  
Ms. Cormier – Yes  
Mr. Sherman – Yes  
Mr. Smith – Yes  
Mr. Grant – No  
Mr. Abare – No  
Mr. Croteau – Yes  
Mr. Haberlen – Yes  
Ms. Bressette – Yes  
(9-2-0) The motion passes.

### **Article 2, Operating budget**

Ms. Mahoney said the one that there is, they have to modify the operating budget based on the new number that's before the committee. Ms. Mahoney asked for a vote on that.

Ms. Bressette asked if they already calculated the default budget? Ms. Mahoney said it was provided last week and included in the document.

Ms. Bressette read: Shall the Pelham school district raise and appropriate in the operating budget not including appropriations by special warrant articles and other appropriations voted separately

the amount set forth in the budget posted with the warrant or as amended by vote of the first session of the annual school district meeting for the purposes set herein totaling \$41,001,342.00. Should this article be defeated the default budget shall be \$39,877,406.00. Which is the same as last year with certain adjustments required by previous action of the Pelham school district or by law or the Pelham school board and hold one special meeting in accordance with RSA 4013 to take up the issue of a revised operating budget only.

Ms. Mahoney said there's something that she has to correct. Ms. Bressette asked if they want to table this.

Ms. Mahoney said the spreadsheet number needs to be re-provided.

**Article 3, PESPA Agreement**

Ms. Bressette read: Shall the Pelham school district vote to approve the cost items included in the collective bargaining agreement reached between the Pelham school district and the Pelham Education Support Personnel Association (PESPA) that calls for the following increases in salaries and benefits over the amount paid in the prior fiscal year at current staffing levels.

Year 2023-2024 estimated increase \$101,576.00. 2024-2025 \$93,072.00, 2025-2026 \$88,091.00 and further to raise and appropriate the sum of \$101,576.00 for the 2023-2024 fiscal year. Such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement that would be paid at the current staffing levels, majority vote required.

**MOTION:** (Ms. Ryan/Mr. Sherman) To accept Article 3 as read.

**ROLL CALL VOTE:** Mr. Croteau – Yes  
Mr. Abare – Yes  
Mr. Grant – Yes  
Mr. Smith – Yes  
Mr. Sherman – Yes  
Ms. Cormier – Yes  
Mr. Martony – Yes  
Ms. Ryan – Yes  
Ms. Larson – Yes  
Mr. Haberlen – Yes  
Ms. Bressette – Yes  
(11-0-0) The motion passed.

Ms. Mahoney said the cuts are there for the picnic tables, athletic supplies, vacant custodian position of 2 hours and the receptionist position expansion.

The correct number for the general fund is \$39,062,963.00.

Ms. Mahoney said the overall number is \$41,026,855.00.

**MOTION:** (Ms. Ryan/Mr. Sherman) To be approved as read: warrant article for \$41,026,855.00

**ROLL CALL VOTE:** Ms. Larson – Yes  
Ms. Ryan – Yes

Mr. Martony – Yes  
Ms. Cormier – Yes  
Mr. Sherman – Yes  
Mr. Smith – Yes  
Mr. Grant – Yes  
Mr. Abare – No  
Mr. Croteau – Yes  
Mr. Haberlen – Yes  
Ms. Bressette – Yes  
(10-1-0) The motion passes.

Ms. Bressette said reconsideration will be the second week in January. For any new information that we need to vote upon and also, we will be voting on the town warrant articles then.

Mr. Croteau confirmed they will be looking at those this week.

Mr. Sherman said there may also be petition warrant articles from citizens and that might have a monetary impact.

Mr. Smith asked when it comes to printing the warrant articles, are they going to print the tallies?

Ms. Bressette said it's in a RSA, but we might have final say.

Mr. Sherman said it's in the RSA and it's the Selectmen and the school board that said they didn't want them in. he said our independent committee could have our votes recorded and put on the ballots. Ms. Bressette said she believed if the town voted on that issue, did not have tally's then you can't, but she didn't think that was true because we've had it in the past. She said we can talk about that more at reconsideration. Mr. Croteau said right after the deliberations yes. Ms. Larson said maybe the Selectmen and this committee should investigate that. Mr. Croteau said they discussed it last week. Ms. Larson said to make sure we are all in agreement as to whose decision it is ultimately.

Ms. Bressette said there will be deliberations in February, and she will resend the calendar and an email with an update.

**MOTION:** (Mr. Sherman/Mr. Croteau) To adjourn the meeting.

**VOTE:** (11-0-0) The motion passed.

The meeting was adjourned at approximately 9:56 PM.

Respectfully submitted,  
Jennifer Castles  
Recording Secretary