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APPROVED
TOWN OF PELHAM
BUDGET COMMITTEE - MEETING MINUTES
Tuesday, January 19, 2016
APPROVED – April 21, 2016

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CALL TO ORDER – at approximately 6:00pm

PRESENT: Mr. Daniel Guimond (via Skype), Mr. David Cate, Mr. David Cronin, Mr. Bob Sherman, Ms. Daryle Hillsgrove, Mr. Michael Bilby, Ms. Donna Dube, School Board Representative Thomas Gellar, Selectmen Representative Doug Viger

ABSENT: Mr. Leo Rush

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Also present: School District Superintendent Amanda Lecaroz, School Business Administrator Deborah Mahoney and Town Administrator Brian McCarthy

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PLEDGE OF ALLEGIANCE

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2016 SCHOOL WARRANT ARTICLE REVIEW and VOTE

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The Chairman, Daniel Guimond joined the meeting via Skype.

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School District Superintendent Amanda Lecaroz and School Business Administrator Deborah Mahoney came forward to review the proposed warrant article. *(Article language has been summarized for the purpose of meeting minutes; full versions of each article available through the Superintendent's Office)*

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School Article 2 – Collective Bargaining Agreement for the Pelham Education Association ('PEA') (teachers).

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Mr. Sherman made a motion to recommend the article. Mr. Cronin seconded for discussion.

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Mr. Cate read aloud the proposed article. He stated that the Board was only voting to either recommend, or not recommend the article.

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Mr. Cronin asked for clarification of the salary schedule and the step increases. Ms. Mahoney explained how movement throughout the teacher schedule went from year to year with the associated increases. Movement between steps would provide a \$1,500 raise in total for teachers. Those off schedule would receive a flat \$1,500. Mr. Cronin understood the step increase, but when looking at the salary schedule only saw an increase for those off schedule. Mr. Gellar explained that the schedule would ensure each teacher, as they moved up each step, would receive \$1,500 including the step increase. The people off schedule would not go up a step; they will just receive a straight \$1,500.

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Ms. Lecaroz provided the Board with a salary comparison chart between Pelham School District and neighboring school districts, which showed Pelham as being below other districts. Pelham has lost staff over the past few years primarily for salary reasons.

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Mr. Guimond asked if some teachers would receive more than \$1,500 if they raised a step. Ms. Lecaroz answered no. She said the step along with the raise would total \$1,500, unless a teacher

47 jumped categories, such as going from a bachelors to a masters. If they stay within their own
48 classification they wouldn't receive more.

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50 Mr. Bilby stated he had a problem being asked to recommend something he hadn't seen the final
51 completed copy of. As a taxpayer, he wouldn't want any of the boards recommending something
52 they hadn't seen a final copy of; therefore, he informed he would be voting no and urged the
53 other members of the Board to do so as well.

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55 Mr. Cate stated he wasn't included in the negotiations, but knew everyone worked hard during
56 the process. He felt they had a fiduciary responsibility to the Town and would therefore
57 recommend accepting the agreement. Mr. Sherman noted the Board would be approving the
58 bottom line cost (just the figures), which could not be overspent.

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60 Mr. Guimond questioned when the Board would receive a copy of the contract. Ms. Lecaroz
61 replied they completed the red-lined contract earlier in the day and forwarded it to the PEA for
62 review. She noted they couldn't release the contract prior to them reviewing. She hoped it would
63 be up on the web within twenty-four hours.

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65 Mr. Cronin wanted to know what the School had to do by Friday. Ms. Mahoney replied they had
66 to post their warrant article, which contained all the items the taxpayers would be voting on,
67 along with a default budget. Mr. Cronin questioned what would happen if it was voted down.

68 Ms. Lecaroz replied it would go to the voters as not recommended by the Budget Committee.

69 She noted they were at the mercy of the mediators. They concluded at the end of November and
70 tried to get a mediation appointment in December, unfortunately they were unable to do so. Mr.

71 Gellar added that the tentative agreement signed with the PEA was binding; the red-lined
72 agreement would follow the information provided to the Board.

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74 Ms. Dube asked if the new agreement was close to the previous agreement, with the exception of
75 the salary increases. Ms. Lecaroz said the information was not any different from what the Board
76 had already reviewed; it was simply going to be included in the document. Ms. Mahoney noted a
77 list of the changes was provided to the Board at the last meeting. The red-lined version was a
78 different presentation, there was no difference in content. Ms. Dube felt Mr. Bilby made a fair
79 statement, but felt the teachers worked very hard and were very deserving of the increases. She
80 was comfortable voting in favor of the article.

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MOTION: (Sherman/Cronin) To recommend Article 2 - Collective Bargaining Agreement
for the Pelham Education Association ('PEA') (teachers).

ROLL CALL VOTE: (6-3-0) The motion carried. Mr. Guimond, Mr. Bilby and Ms. Hillsgrove voted
not to recommend. The remainder of the Board voted in the affirmative. (*Mr. Guimond voted via Skype*).

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83 The Budget Committee recommends Article 2.

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85 Mr. Viger stated that the Board of Selectmen had an item to bring in front of the Board.

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87 Town Administrator Brian McCarthy came forward to ask the Board to reconsider a budget item.

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MOTION: (Sherman/Hillsgrove) To allow Town Administrator McCarthy the opportunity to
discuss an item for reconsideration.

VOTE: (7-1-1) The motion carried. Mr. Guimond voted no (*via Skype*). Mr. Gellar abstained.

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Mr. McCarthy explained the Town was getting involved and creating a relationship with the New Hampshire Hope for Recovery ('NHHFR') program. The NHHFR is a program that helps people struggling with addiction. There is a serious addiction problem in New Hampshire with approximately 368 deaths last year from overdose. Pelham is creating a partnership with NHHFR so when someone comes in to the Police or Fire Department requesting help, they will be able to provide counselors to get people the help they need. Mr. McCarthy added that the Pelham Community Coalition had been spearheading the communications. The recommendation was to add \$10,000 in the Human Services line item to allow Pelham to enter into an agreement with NHHFR, which would help citizens get on the road to recovery.

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Mr. Guimond wanted to know why the request wasn't brought up at the time the budget was reviewed. Mr. McCarthy replied Pelham had an initial meeting with NHHFR approximately one month ago, which was a new turn of events after budget season had concluded. He was away during reconsideration and took responsibility for not having it included with reconsideration items. Mr. Guimond questioned how the Selectmen felt about the request. Mr. Viger replied the Selectmen unanimously supported the request.

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Ms. Hillsgrove questioned if data would be collected and presented during next year's budget review to ensure they were receiving the maximum benefit from the program. Mr. McCarthy answered yes; they would track the program and success rate. They wanted to see the maximum benefit.

MOTION: (Sherman/Bilby) To increase the Human Services line by \$10,000.

ROLL CALL (8-0-1) The motion carried. (*Mr. Guimond voted via Skype*). Mr. Gellar
VOTE: abstained.

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Mr. McCarthy told the Board that the appropriate changes would be made to the budget for Deliberative Session.

ADJOURNMENT

MOTION: (Sherman/Hillsgrove) To adjourn the meeting.

VOTE: (9-0-0) The motion carried.

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The meeting was adjourned at approximately 6:25pm.

Respectfully submitted,
Charity A. Landry
Recording Secretary