

# Annual Report of the School District of Pittsfield, NH 2016-17



March 2018

## **Pittsfield School District**

### Vision

The Pittsfield School District is a school community in which all decisions are based on the best interests of our learners, supported by a learning environment that enables all of Pittsfield's young people to be fully engaged in their own learning, pursue their college and career aspirations, and be strongly supported to realize their dreams.

### Mission

The mission of the Pittsfield School District is to ensure that our learners are supported in the achievement of their college and career goals through student centered learning practices and strong partnerships with our community. We encourage and guide our students to become self-directed, lifelong learners who demonstrate a high level of knowledge, skills, and social-emotional health through self-advocacy, self-governance, and commitment to community.

### Values

In support of our vision and mission, we value:

1. A Student Centered Environment
  - Students believe and demonstrate that they have voice and choices in their education;
  - Students are treated respectfully as unique individuals by all members of the school community;
  - Students are provided with an environment that is safe and promotes their ability to learn and grow, both as individuals and as members of a larger society;
  - All decisions are based on what is in the best interests of our students.
2. Student Ownership for Learning
  - Students take responsibility for and ownership of their own learning;
  - Students are assisted to become self-directed and accountable for their own learning and personal development;
  - Students are provided with the opportunity to exercise their voice in all aspects of decision-making regarding their learning and their school.
3. Personalized Learning
  - Academic, cultural, and socio-economic diversity is respected;
  - Learning styles of students guide instruction;
  - Students are provided with the opportunity to choose and structure the learning path that best suits them;
  - Students design performance assessments based on competencies;
  - Personalization is supported through a range of practices, including student-led conferences, personalized learning plans, extended learning opportunities, student advisories, and inquiry learning.
4. Rigor
  - Students are supported in reaching their full potential through high expectations;
  - Students and teachers collaborate to develop rigorous projects and assessment rubrics;
  - Students and teachers are encouraged and inspired to reach their full potential through a school culture of high rigor.
5. Teachers as Facilitators

- Teachers serve students more as coaches of learning rather than distributors of direct instruction;
  - Teachers employ anytime, anywhere learning opportunities to the greatest extent possible;
  - Teachers utilize team and inquiry learning practices.
6. High Achievement
- High standards are established and maintained;
  - Students are provided with multiple learning opportunities to attain high levels of achievement;
  - Learning activities promote deep understanding rather than superficial knowing;
  - Learning activities focus on facilitation of learning and the personal development of students to become successful 21<sup>st</sup> Century learners.
7. Post-Secondary Readiness
- By senior year, students demonstrate mastery of the district's core curriculum;
  - Students have access to resources, support, and services to help them prepare to meet post-secondary goals;
  - Graduating seniors develop realistic and ambitious plans for college and/or careers;
  - Students report that they are confident in their skills and abilities for post-secondary pursuits.
8. Community Engagement
- Our community is well informed about the work of the school district;
  - Community members know that their voices are heard and that their opinions are valued;
  - Our community understands the connection between strong schools and a strong community.
9. Personal Accountability
- Members of the school community practice active communication to improve accountability;
  - Members of the school community accept responsibility for their own actions; we acknowledge both shortcomings and successes.

### Guiding Principles

The Pittsfield School District commits to the following principles and practices in support of our values, vision, and mission:

1. Creating an environment that supports the development of meaningful voice and choice for every student;
2. Enhancing each learner's acquisition of knowledge and skills through learning that occurs anytime and anywhere;
3. Building motivation for learning through the establishment of strong partnerships;
4. Developing schools that demonstrate supportive relationships, academic relevance, and rigor through strong and mutually beneficial ties with the entire community;
5. Fulfilling post-secondary aspirations through high standards, high expectations, and high achievement, and
6. Expecting learners to demonstrate mastery of knowledge and skills through authentic assessment.

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**School Administrative Unit #51  
Pittsfield School District  
Officers and Administration of the District**

Erica Anthony, Clerk .....Term Expires 2019  
Roberta Maxfield, Treasurer .....Term Expires 2020  
Gerard Leduc, Moderator.....Term Expires 2018

**School Board**

Bea Douglas .....Term Expires 2019  
Linda Freese .....Term Expires 2018  
Ted Mitchell.....Term Expires 2019  
Ralph O'Dell.....Term Expires 2018  
Michael Wolfe, Chairperson.....Term Expires 2020

**SAU #51**

Superintendent of Schools ..... John J. Freeman, Ph.D.  
Financial Manager ..... Sally Blanchette  
Administrative Assistant.....Sheila Dupere

**TOWN OF PITTSFIELD  
ANNUAL SCHOOL DISTRICT MEETING  
March 16, 2017**

The Annual Pittsfield School District Meeting was held at the Pittsfield Elementary School on Thursday March 16, 2017. School District Clerk Erica Anthony called the meeting to order at 7:06PM. The Pittsfield Girl Scout Troop 10540 led the *Pledge of Allegiance*.

District Clerk Anthony explained that School District Moderator Arthur Morse had moved out of Pittsfield and per NH State Statute 197:20 the clerk “shall act as moderator of any meeting until a moderator pro tempore shall be chosen, if the moderator is absent or the office has become vacant”. School Board Chairman Michael Wolfe made the motion to appoint Erica Anthony as Moderator pro tempore. School Board member Bea Douglas seconded the motion. A card vote was taken and the motion passed.

Moderator pro tempore Anthony stated that this was ultimately the voters’ meeting and her job was to facilitate the meeting. She quoted former Moderator Morse, “It is okay to disagree, but not to be disagreeable.” She asked if everyone had the chance to pick up the “Rules of Procedure” from the back table and asked if there were any questions. There being none, she introduced those on the stage: School Board member Ralph Odell, School Board Chairman Mike Wolfe, School Board member Bea Douglas, School Board member Ted Mitchell, School Board member Linda Freese, Superintendent of Schools Dr. John Freeman, School District Financial Manager Sally Blanchette, and School District Attorney Jay Boynton.

Moderator pro tempore Anthony discussed the option of allowing non-residents from the Pittsfield School District administration and School District legal counsel the opportunity to speak, should questions arise during the meeting. Fred Okrent moved to allow the school district administration and school district legal counsel to speak and answer questions during the meeting. Seconded by Bill Miskoe.

Moderator pro tempore Anthony read the introduction to the posted 2017 School District Meeting Warrant:

To the inhabitants of the town of Pittsfield Local School in the county of Merrimack in the state of New Hampshire qualified to vote in school district affairs are hereby notified and warned of the Annual Meeting will be held as follows:

Date: March 16, 2017

Time: 7:00 PM

Location: Pittsfield Elementary School

Moderator pro tempore Anthony read the results of the March 14, 2017 School District Elections:

One School Board Member for a three (3) year term –  
**Michael Wolfe elected** – 288 votes

One School District Treasurer for a three (3) year term –  
**Roberta Maxfield elected** – 357 votes

One School District Moderator for a two (2) year term –  
**Gerard LeDuc (write in) elected** – 17 votes

**Ballot Article:**

Shall we adopt the provisions of RSA 40:13 (known as SB2) to allow official ballot voting on all issues before the Pittsfield School District on the second Tuesday of March?  
(By Citizen Petition)  
(3/5 majority ballot vote required)

**Yes – 193 No – 120 Ballot Article passed.**

**ARTICLE 01 To hear reports**

To hear the reports of agents, auditors, committees, or officers chosen, and to pass any vote relating therefore. **Recommended** by the Pittsfield School Board. (Majority vote required.)  
**Recommended** by the Pittsfield Budget Committee (Majority vote required).

Motion made by School Board Member Linda Freese to approve Article 01 as read, seconded by School Board Member Ted Mitchell.

Moderator pro tempore Anthony opened the floor for discussion.

No discussion.

**Article 01 passed** by card vote.

**ARTICLE 02 School Lunch Program**

To see if the Pittsfield School District will vote to raise and appropriate the sum of \$330,000 for the support of the School Lunch Program. This appropriation will be funded by a like amount of revenue from the sale of food and state and federal sources. (Estimated tax impact of this article: \$0.) **Recommended** by the Pittsfield School Board. **Recommended** by the Pittsfield Budget Committee (14 yes, 0 no). (Majority vote required.)

Motion made by School Board Member Ted Mitchell to approve Article 02 as read, seconded by School Board Member Linda Freese.

Moderator pro tempore Anthony opened the floor for discussion.

Merrill Vaughan asked the School Board how the bill before Congress regarding federal cuts to school programs and the possible introduction of a voucher program may affect the lunch program.

School Board Chairman Mike Wolfe stated they currently do not have any information on the possible impact as this issue is currently still in the discussion phase.

There being no further discussion, Moderator pro tempore Anthony called for the vote.

**Article 02 passed** by card vote.

**ARTICLE 03 Receive and expend grant funds**

To see if the Pittsfield School District will vote to raise and appropriate the sum of \$1,100,000 for the support of federal and private foundation grant-funded educational programs of the Pittsfield School District. This appropriation is contingent upon receiving revenue from federal grants and private foundations and will be expended in accordance with federal and state requirements upon approval by the New Hampshire Department of Education or private foundation requirements. (Estimated tax impact of this article: \$0.) **Recommended** by the Pittsfield School Board. **Recommended** by the Pittsfield Budget Committee (14 yes, 0 no). (Majority vote required.)

Motion made by School Board Member Bea Douglas to approve Article 3 as read, seconded by School Board Chairman Mike Wolfe.

Moderator pro tempore Anthony opened the floor for discussion.

Scot Palmer asked if federal funds were not received, would there be an impact on the budget.

Superintendent Dr. John Freeman stated that if the funding is not received, the school does not spend it.

There being no further discussion, Moderator pro tempore Anthony called for the vote.

**Article 03 passed** by card vote.

**ARTICLE 04 Operating Budget**

To see if the Pittsfield School District will vote to raise and appropriate the budget committee's recommended amount of \$10,105,763 for the support of schools, for the payment of salaries for the school district officials and agents, and for the statutory obligations of the district. This article does not include appropriations voted in other warrant articles. (Estimated tax impact of this article: \$2.49/thousand.) Recommended by the Pittsfield School Board. Recommended by the Pittsfield Budget Committee (9 yes, 5 no). (Majority vote required)



Motion made by Budget Committee Chairman Bob Schiferle to approve Article 4 as read, seconded by School Board Chairman Mike Wolfe.

Clayton Wood presented a written request signed by six registered voters: Clayton Wood, Rachel Wood, James Pritchard, Diana Levesque, Lucien Levesque and Keith Donovan that the vote for Article 4 be taken by secret ballot.

Steve Adams asked for a point of order. Mr. Adams stated that the body had the right to discuss the article before the secret ballot vote, which gives the people the opportunity to amend the article if desired. He asked if the secret ballot was for an amendment, or on the final article.

School District Attorney Jay Boynton stated another written request could be made to have a secret ballot on any amendments in addition to the already requested secret ballot.

Moderator pro tempore Anthony opened the floor for discussion.

Diana Westgate asked why five members of the Budget Committee did not recommend the operating budget.

Budget Committee Chairman Bob Schiferle explained there was little room to make additional cuts without substantially impacting the students. The Budget Committee recommended reducing the overall amount by \$100,000.00 to be raised, which in turn the Committee recommended taking from the Special Education emergency fund surplus.

Budget Committee member Adam Gauthier explained he voted against recommending this budget amount. He believed more funds could be taken from the Special Education fund and favored reducing an administrative position.

Budget Committee member Helen Schiff agreed an administrative position could be eliminated.

Budget Committee member Louis Houle stated the School Board had already prepared to reduce the School District staff by eight positions before presenting their budget to the Budget Committee. He explained there was an unanticipated increase of approximately \$600,000.00 to the special education budget. He explained the Special Education Fund referenced by Bob Schiferle is meant for any unanticipated additional special education costs and cautioned depleting fund. He stated the committee heard the concerns of the people at the public hearing regarding increases in taxes and agreed with them, but the school board has cut just about everything possible from their budget. He stated the NH legislature had reduced state aid significantly.

Bill Miskoe asked the School Board to look into additional revenue sources, such as bringing in tuition students from other towns, such as Epsom.

School Board Chairman Mike Wolfe responded that the School Board had approached other school boards. He spoke with the Epsom school board, and a member questioned why would

they consider Pittsfield if Pittsfield was going to shut down their school. Most boards, including Epsom, responded that they were locked into contracts. He encouraged people to come to the Board meetings or meet with him personally to offer suggestions. The Board welcomes the input.

Bill Miskoe responded that he was told by an Epsom school board member that they were not locked into a multi-year contract.

Merrill Vaughan thanked the school board and the budget committee, but is concerned that all these cuts will drive good teachers away. He felt the body needed to take the students into consideration, and that it was our responsibility to prepare them for the future.

Diane Rider asked for the cost per student.

School Board Chairman Mike Wolfe stated it was approximately \$17,000.00 per student.

Budget Committee member Adam Gauthier asked, given the proposed reduction in state aid and rise in special education, did the School Board have a plan in place to compensate.

School Board Chairman Mike Wolfe responded they did not. He explained in an effort to save money the State had cut the stabilization grants and that Pittsfield was scheduled to lose \$85,000.00 per year over the next 25 years resulting in a \$2.2 million loss in revenue. He stated that he and Carl Anderson have met with people from other towns affected, including Berlin, Gorham, Franklin and Claremont, and they are trying to convince the legislature to change their minds. If that does not work, the next step would be legal action.

Noreen Rollins asked if the eight positions due to be cut were currently filled or were any vacant.

School Board Chairman Mike Wolfe confirmed the positions were all currently staffed.

Budget Committee Chairman Bob Schiferle explained why he supported the proposed budget. He stated the Budget Committee went through this budget line by line. The School Board proposed a bare bones budget. He believed any further cuts would have a direct impact on the students. He believed there is no waste and the money has been spent prudently. He attended several School Board meetings and noted they scrutinized every expenditure. He is confident the school is spending his tax dollars wisely. He encouraged everyone to support the budget.

Amanda Masse stated there are 23 students in her daughter's elementary school class. She asked if cutting the eight positions would affect class size. She felt the number of students with special needs in the classroom and the extra attention they need was already impacting her daughter's education.

Superintendent Dr. John Freeman responded that they couldn't eliminate eight positions without impacting students. However, they were working on a plan and that there was a policy already in place limiting the class sizes in the primary and secondary elementary classes. They will do their best to impact the students as lightly as possible.

Budget Committee member Helen Schoppmeyer stated the Budget Committee agonized over the school budget given the cuts they had already made. She is a senior citizen with limited means but supports the budget. She believed we all owed it to the students to provide them with a good education.

Bill Miskoe stated the budget was not sustainable.

School Board Chairman Mike Wolfe stated eliminating the positions was a very difficult decision, but the Board realized they could not ask for support of a higher budget. The special education costs this year drove the budget up. They have little control on what they can cut. Much is mandated. Other options to cut included Kindergarten, which is not mandated by the State of New Hampshire, or the athletic programs, both of which would be devastating to the students.

Chris Hemmah asked what would happen if the budget does not pass.

School Board Chairman Mike Wolfe stated the body would discuss an amended budget figure.

Budget Committee member Helen Schiff asked if the eight positions included both teachers and support staff.

Superintendent Dr. John Freeman confirmed the eight positions would include teachers and other staff, but that final decisions had not yet been determined.

Budget Committee member Helen Schiff stated even if someone voted not to support the budget as presented, it did not mean they didn't support education.

Sandra Found asked if the budget does not pass would it go to a default budget. It was confirmed that was not the case for this budget.

Budget Committee member Fred Hast stated he had six children go through the school system and all were successful. He asked the voters to support the budget.

Budget Committee member Louis Houle stated there was an unusually high increase in special education costs this year which is not the norm. He stated if people wanted to be upset with someone, they should be upset with our elected state representatives.

Scot Palmer asked for the number of employees, teachers, and average number of students graduating.

Superintendent Dr. John Freeman responded 140 total employees and 65 teachers. He stated last year was a low year of 24 graduating students, but looking back over the last 10 years there was a high of about 35 students.

Diane Vaughan asked how SB2 would affect this budget.

Moderator pro tempore Anthony explained this budget will be voted upon during this meeting. With the passage of SB2, the budget for next year would be voted upon by ballot vote after a deliberative session was held.

Diana Rider asked how many students participate in online programs.

Director of College and Career Readiness Melissa Brown confirmed over 100 students participate in online courses.

Budget Committee member Gail Nickerson asked if there was anyone representing the taxpayers on the Special Education team when discussing the student educational plans. She felt if fewer students received services, the tax impact would be lower.

Superintendent Dr. John Freeman responded students with special education needs are identified through assessments and a variety of testing. The ultimate goal is to do what is best for the kids.

Randy Severence made a motion to amend the budget amount to \$9,846,477.00. It was seconded by Diane Rider.

Moderator pro tempore Anthony re-read the article with the proposed amended budget figure of \$9,846,477.00. She then opened the floor for discussion on the amendment.

School Board Chairman Mike Wolfe encouraged the voters to vote against this amendment. He stated if this amount passed, it could result in the loss of approximately six more employees. It would be devastating to the school and the community.

Diana Levesque stated she has two children in the school system and has a vested interest in the school. She is very concerned about the future of the town if we do not support the students and the school.

Wayne Summerford believed there were other cuts that could be made other than personnel.

Budget Committee member Helen Schoppmeyer encouraged voters to vote against the amendment. She asked for clarification on the special education cost increase this year.

Superintendent Dr. John Freeman stated four students with out of district placements moved into Pittsfield this year which increased the special education costs by \$623,705.00.

Budget Committee member Helen Schoppmeyer explained that these special education costs are mandated. She believed to reduce the budget to last year's figure would be a disservice.

Stan Bailey believed there were other adjustments that could be made to the budget, including eliminating the extra bus run on Wednesdays and eliminating some of the educational assistant positions.

Lee Corson stated he recently moved to Pittsfield. He did some research before choosing to come here and one of the factors was the good things he learned were happening in the schools. He believed it was important to support education.

Paul Nickerson stated he had six children go through the school system. There had been some issues, but there have been big changes thanks to the Superintendent and the School Board.

Kathy Traynor asked if the amended article failed, could it be amended again. It was confirmed it could.

Merrill Vaughan commented on the large turnout for this meeting. He stated it was the kids' turn to get the education. They will be our leaders down the road.

There being no more discussion, Moderator pro tempore Anthony called for the vote. She reminded the body they were voting on the amended figure of \$9,846,477.00.

Moderator pro tempore Anthony felt the card vote was too close to call and asked the Supervisors of the Checklist to do a physical count.

The amended budget figure of \$9,846,477.00 failed by card vote. Yes – 70 No - 96

Moderator pro tempore Anthony asked if there was any further discussion on the original budget figure of \$10,105,763.00.

There being no further discussion, Moderator pro tempore Anthony re-read the article as originally proposed, and asked that all voters check in with the Supervisors of the Checklist to receive their ballot.

**Article 04 passed** by secret ballot Yes – 91 No - 87

**Article 05: 3 year Collective Bargaining Agreement**

To see if the school district will vote to approve the cost items included in the collective bargaining agreement reached between the Pittsfield School District and the Educational Association of Pittsfield Teachers which calls for the following increases in salaries and benefits at the current staffing level:

Fiscal Year 2017-2018  
Estimated Increase \$113,319  
Fiscal Year 2018-2019  
Estimated Increase \$211,678  
Fiscal Year 2019-2020  
Estimated Increase \$304,055

and further to raise and appropriate \$113,319 for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. (Estimated tax impact of this

article: \$.43/thousand) Recommended by the Pittsfield School Board. Recommended by the Pittsfield Budget Committee (9 yes 5 no). (Majority vote required)

Motion made by School Board member Bea Douglas to accept Article 5 as read. School Board member Linda Freese seconded the motion.

School Board member Bea Douglas spoke about the negotiation process and stated all parties worked very hard and kept in mind the tax burden when creating this proposed agreement. She believed the 1% increase and the continuity increase every five years is an incentive to keep our good teachers here. She stated huge progress has been made in our schools over the last six years and that is a testament to the dedication of the teachers and staff. She strongly encouraged everyone to support this bargaining agreement.

Clayton Wood presented a written request signed by six registered voters: Clayton Wood, Rachel Wood, James Pritchard, Diana Levesque, Lucien Levesque and Keith Donovan that the vote for Article 5 be taken by secret ballot.

Moderator pro tempore Anthony opened the floor for discussion.

Budget Committee member Adam Gauthier asked for clarification of the tax impact should the agreement pass.

School Board member Bea Douglas responded it would be \$0.43/m for 2017-2018, \$0.80 for 2018-2019.

Budget Committee member Adam Gauthier asked how much of the increase was for bonuses.

Superintendent Dr. John Freeman explained that it was a continuity increase, which is a different concept.

School Board member Bea Douglas stated the actual impact of the continuity increase is difficult to determine because we do not know how many teachers are going to stay. She explained the School Board recognized how difficult it is to pay the taxes and they felt this continuity increase was the best way to boost the teachers' pay with the least amount of tax impact. To be eligible for this increase a teacher would have to stay five years and would receive the increase their sixth year. It is not an across the board increase for everyone. It is an attempt to keep the excellent teachers we have here in District and to bring their pay somewhat closer to that of teachers in surrounding towns. She stated Pittsfield pays the third lowest salary in the State.

Budget Committee member Adam Gauthier stated he felt the teachers should pay more out of pocket costs for insurance.

Budget Committee Chairman Bob Schiferle reiterated that teachers in our district have the 3<sup>rd</sup> lowest starting salary in the State. He asked about teacher turnover this year.

School Board Chairman Mike Wolfe responded there was a 23% staff turnover last year.

Tracy Huyck stated she had a document that showed different figures.

It was clarified that Pittsfield has the third lowest starting salary.

Molly Brooks stated she is a parent, taxpayer and a teacher in a different school district. She felt the only way to have a town people want to stay in, was to support our school and teachers. She encouraged the body to support the contract.

Budget Committee member Gail Nickerson questioned whether long standing teachers were providing the same quality instruction as those new to the profession.

School Board Chairman Mike Wolfe stated they had a great group of very dedicated teachers, some of the most dedicated have been with the school many years. He stated we lose a lot of very good new teachers because they can't afford to stay at the current rate of pay. He believed this was a very fair contract.

Diana Levesque praised the seasoned teachers and said they were some of the best her two sons had.

Noreen Rollins asked if longevity incentives would be based on merit or the amount of time the teacher had been with the district.

School Board member Bea Douglas explained this continuity increase is based on the number of years of service. She stated her belief that the administration does a great job of making sure our teachers meet the expected level of standards.

Rick Anthony stated he was on the negotiation team and that the longevity increase was meant as an incentive to retain highly qualified teachers. He stated that regardless of how long a teacher is in our district all are held to strict standards and accountability. If a teacher is not performing they can be replaced, regardless of tenure. He stated we are currently training teachers for one to three years and they are leaving for better paying positions. The hope is this continuity increase will provide incentive for these teachers to stay in District. Pittsfield teaches in a very different way than when he started teaching here 23 years ago. Students right out of college do not have this training. Pittsfield is providing that training in our schools and to other schools.

Budget Committee member Louis Houle asked how the "Evergreen clause" affects this issue.

School Board Chairman Mike Wolfe stated the "Evergreen clause" no longer exists.

There being no further discussion, Moderator pro tempore Anthony called the question. She reminded the body that the vote would be by secret ballot and directed the voters to the Supervisors of the Checklist to receive their ballot.

**Article 05 failed** by secret ballot Yes – 81 No – 95

**Article 06: Special meeting if Collective Bargaining Agreement**

Shall the district, if warrant article #05 is defeated, authorize the governing body to call one special meeting, at its option, to address warrant article #5 cost items only? Recommended by the Pittsfield School Board. (Majority vote)

School Board chairman Mike Wolfe made the motion to accept Article 6 as read. School Board member Bea Douglas seconded the motion.

Moderator pro tempore Anthony opened the floor for discussion.

School Board Chairman Mike Wolfe explained the School Board would need to go back to the negotiation table with the teachers. Once an agreement had been reached the School Board would bring that agreement to the voters. He noted that the next vote would be through the SB2 process. He reiterated that after this meeting the School District would follow the SB2 form of voting.

Noreen Rollins commented that she would be more apt to support a new contract if the teachers contributed more toward insurance costs.

Merrill Vaughan asked what happens to the teachers if they do not have a contract.

It was confirmed that the teachers would receive their current compensation without any step increases.

There being no further discussion, Moderator pro tempore Anthony re-read Article 6 and called for the vote.

**Article 6 passed** by card vote.

**ARTICLE 07 Transact Other Business**

To transact any other business which may legally come before this meeting.

School Board Chairman Mike Wolfe made a motion to accept article 7 as read. School Board member Ted Mitchell seconded the motion.

Moderator pro tempore Anthony opened the floor for discussion.

Budget Committee member Louis Houle thanked the budget committee and school board for their hard work on this budget.

Scot Palmer made a motion to adjourn the meeting. School Board member Bea Douglas seconded the motion.



Moderator pro tempore Anthony adjourned the meeting at 9:44pm.

Respectfully submitted,

Erica B. Anthony  
School District Clerk

**TOWN OF PITTSFIELD  
SPECIAL SCHOOL DISTRICT DELIBERATIVE SESSION  
AUGUST 17, 2017**

A Special Pittsfield School District deliberative session was held at the Pittsfield Elementary School on Thursday August 17, 2017 in response to the passing of *Article 6: Special meeting of Collective Bargaining Agreement*, on March 16, 2017. School District Moderator Gerard LeDuc called the meeting to order at 7:07PM. He explained his expectations, asking the Body to treat each other with courtesy and to allow first time speakers the opportunity to be heard before coming to the microphone a second time. School Board Chairman Mike Wolfe led the *Pledge of Allegiance*.

Moderator LeDuc read the introduction to the posted 2017 Special School District Warrant:

To the inhabitants of the School District of the **Town of Pittsfield** qualified to vote in district affairs. You are hereby notified of a **SPECIAL MEETING**.

First Session of Special Meeting (deliberative).

In accordance with SB2 (RSA 40:13), you are hereby notified to meet at the **Pittsfield Elementary School** in said District. The first session for the transaction of all business other than voting by official ballot shall be held on Thursday, **August 17, 2017**, at **7:00 p.m.** The first session shall consist of explanation, discussion, and debate of Warrant Article I. Warrant articles may be amended, subject to the following limitations:

- a) Warrant articles whose wording is prescribed by law shall not be amended.
- b) Warrant articles that are amended shall be placed on the official ballot for final vote on the main motion, as amended.

Second Session of Special Meeting (voting by official ballot).

Voting on Warrant Article I shall be conducted by official ballot and will occur at the **Pittsfield Town Hall Meeting Room** in said District on **Tuesday, September 19, 2017**. The polls shall be open from **7:00 a.m.** and will not close before **7:00 p.m.** Absentee voting will be allowed.

Moderator LeDuc then read the hand out that further explained Article I and the process of the official ballot referenda form of government (SB2) as approved by ballot vote on March 14, 2017.

Moderator LeDuc read Article I:

**ARTICLE I**

To see if the Pittsfield School District will vote to approve the cost items included in the collective bargaining agreement reached between the Pittsfield School District and the Education Association of Pittsfield which calls for the following increase in salaries and benefits at the current staffing level:

<u>Fiscal Year</u>	<u>Estimated Increase</u>
2017-2018	\$66,486

and to further raise and appropriate \$66,486 for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. **Recommended** by the Pittsfield School Board. **Recommended** by the Pittsfield Budget Committee (7 yes, 2 no). (Majority vote required.)

School Board Chairman Mike Wolfe made a motion to accept Article I as read, seconded by School Board member Ted Mitchell.

Moderator LeDuc opened the floor for discussion.

Steve Adams called for a point of order. He asked for clarification as to whether or not the Article could be amended. Moderator LeDuc stated there was debate on that question. Mr. Adams also asked for confirmation that Article I was the only Article up for discussion. Moderator LeDuc confirmed it was.

Noreen Rollins asked what the estimated tax impact would be if this article passed. School Board Chairman Mike Wolfe responded the tax impact would be \$0.25. Ms. Rollins then asked what the expected tax impact was for the Articles voted upon in March. School Board Chairman responded that he did not have that figure readily available. Ms. Rollins stated the tax impact from the March meeting was \$2.49, and that the proposed \$0.25 would be in addition to the \$2.49.

Mary Paradise stated that all the information was on the pink hand out sheet. She expressed her support for the Article. She stated this agreement does not give the teachers an increase in their paycheck. This only covers the increase in retirement and healthcare costs. She did not think it was fair to ask our teachers to carry the burden of the State's tax structure. She believed they deserved more than this step. She urged everyone to support this Article.

Louis Houle asked how many positions were cut. School Board Chairman Mike Wolfe confirmed eight positions were cut. Mr. Houle stated it must hurt morale in the school that after eight positions were cut, the teachers also learn they may also not get a raise. He supports the increase.

Adam Gauthier stated that during the March meeting it was stated that the healthcare cost increase would be 17%, but he is under the impression that has changed. School Board Chairman Mike Wolfe clarified that it was stated it would be up to 17%. They did not know the exact figure in March. The insurance company gives an estimate of the worst case scenario, which was 17%. The increase is actually 11%. School Board Chairman Mike Wolfe confirmed the teacher contribution percentage would stay the same as the previous contract. Superintendent John Freeman clarified that this Article only addresses the step increases, it does not address insurance changes.

Dan Schroth stated his support for this contract. He trusts the School Board members' judgement and believes the school is doing an excellent job.

Clayton Wood asked what would happen if this Article did not pass.

School Board Chairman Mike Wolfe explained the current contract expired on June 30<sup>th</sup>. The teachers are currently working without a contract. They will not get any step increases or recognition of their years of service if this Article does not pass. Superintendent John Freeman explained the "Evergreen Clause" (a provision in a contract that automatically renews an existing agreement) no longer exists. The terms of the expired contract hold if this does not pass, but no one would get a step increase.

Paul Nickerson asked if an amendment could be made to pick up the extra insurance cost. Moderator LeDuc responded an amendment could not be made.

Tracy Hyuck asked for confirmation that the average teacher salary in Pittsfield was \$41,000 as stated on the State website. School Board Chairman Mike Wolfe stated he did not have the figures, but if she found the information on the state website, it would be accurate. Ms Hyuck felt the teachers should contribute more toward their insurance costs. She felt that either the teachers are going to be forced out or the citizens are going to be forced out. They need to meet in the middle. School Board Chairman Mike Wolfe stated the goal of negotiations is to find a middle ground. Tracy Hyuck stated she researched the current insurance, and no one has a policy of this caliber.

Merrill Vaughn stated that this is for the betterment of the students. Teachers put in far more time than the set school day. Students are not going to come back after graduation if we don't provide a strong education, and support for the teachers is needed to achieve that.

Louis Houle asked how the difference between the estimated 17% and the current 11% insurance cost increase would affect the budget. He asked if that savings along with any other projected savings would help reduce the tax rate.

School Board Chairman Mike Wolfe stated that they do not yet know the figure of the fund balance to be returned, but they plan on one. There is a very good chance the savings could reduce the overall tax rate. The School Board is always looking to save wherever they can. They are changing the way they purchase heating fuel, for example.

Mike Wolfe spoke as a citizen. He stated the School District currently offers the sixth lowest pay in the state overall, and 3<sup>rd</sup> lowest for starting pay. He agrees he would like to see a better split on the insurance, but last year the District lost 23% of their staff. A big reason for the loss is teachers can drive less than 7 miles away from here and make \$10,000+ more a year. He stated we are hiring teachers, training them, and then losing them. We are paying a huge cost to train teachers to work elsewhere. Teachers are stating in their resignation letters that they wish they could stay, but can't afford to do so. It is a balancing act. He believes strongly that our kids need and deserve a good education.

Kevin Gibson stated he graduated in 2007 and that they lost many teachers while he was a student. Pittsfield was a stepping stone. He has done research since he has been back, and found towns that are successful and have high economic development recognize the importance of a strong school system, and highly qualified teachers are necessary to achieve that goal.

Tracy Huyck asked if a clause could be added to the teacher contract requiring they stay until the town recoups the cost to train them. Superintendent Freeman responded they could not legally require teachers to stay.

Noreen Rollins asked if the School Board would publicize the fund balance figure before the vote in September. School Board Chairman Mike Wolfe responded they would.

Kathleen Beltrami asked for confirmation if this was a one year contract, and voiced her opinion that the current health plan is too extravagant. School Board Chairman Mike Wolfe confirmed this would be a one year contract, and negotiations for another contract would start within the next month or so. He reiterated the School Board is shopping for other insurance policy options.

Clayton Wood stated if salaries are the priority, then they need to take money from elsewhere in the school budget. He is amazed at the money spent on the school. The money is not there. He thinks the people in town are saying enough is enough. He is very committed to this town. He feels the School Board needs to start negotiating better and let the townspeople know what they can get back. School Board Chairman Mike Wolfe responded the School Board is looking at all options. He stated two studies to tuition our students elsewhere were conducted, and both found there would be no cost savings. The School District is not overspending. The problem is we don't have enough income. He encouraged people to get involved and offer workable solutions. The only way to make a difference is to get involved.

Mary Paradise clarified that the teachers are paying more for their portion of health insurance costs. Their portion is not staying stable. She believed because our teacher salaries are so low, the current insurance plan is our only incentive to get people to come to our district and stay.

Fred Hast asked if the teachers have an insurance buyout. School Board Chairman Mike Wolfe stated the buyout is \$1000.00. Mr. Hast stated the buyout is far more on the town side. He praised the school for keeping a tight budget.

Kevin Gibson encouraged people to get involved with budget process. He believed the school suffers from high teacher turnover, and believed it is very difficult to recover from that loss.

Merrill Vaughn stated the town is lucky to have dedicated teachers. He encouraged people to think about the future of the students and the town.

Jody Cunningham asked if the school board is actively recruiting tuition students from other communities. School Board Chairman Mike stated the Board would like to further study that option, but have had to focus on other issues first.

Louis Houle stated that the School District was part of the Claremont lawsuit and won. The District received some funds, but the legislature has since voted to take that away. It is a loss of \$84,000.00 per year. The problem with our tax rate is in Concord. We need to pay attention to who we vote to represent us at the State level. We need to stop voting for people who do not support us. Our town and our school are suffering.

Gerard LeDuc asked if anyone else wanted to speak.

Steve Adams made a motion to adjourn. Seconded by School Board Chairman Mike Wolfe.

Meeting adjourned at 7:45pm.

Respectfully Submitted,

Erica Anthony  
School District Clerk

**TOWN OF PITTSFIELD  
SCHOOL DISTRICT DELIBERATIVE SESSION  
February 8, 2018**

The Pittsfield School District Deliberative Session was held at the Pittsfield Elementary School on Thursday, February 8, 2018. School District Moderator Gerard LeDuc called the meeting to order at 7:06PM. School Board Chairman Michael Wolfe led the *Pledge of Allegiance*.

Moderator LeDuc asked if everyone had the chance to pick up the “Rules of Procedure” and other information from the back table and asked if there were any questions. He explained his expectations, asking the Body to treat each other with courtesy and to allow first time speakers the opportunity to be heard before coming to the microphone a second time. He stated that if there were any motions for amendments requesting a secret ballot vote, the request must be submitted in writing and required a minimum of five signatures. Those who signed the petition would be asked to identify themselves to confirm that they are registered voters.

Moderator LeDuc read the introduction to the posted 2018 School District Meeting Warrant:

To the inhabitants of the town of Pittsfield Local School in the County of Merrimack in the state of New Hampshire qualified to vote in school district affairs are hereby notified and warned of the Deliberative Session will be held as follows:

Date: February 8, 2018

Time: 7:00 pm

Location: Pittsfield Elementary School

Moderator LeDuc read Article 01:

**ARTICLE 01 To hear reports**

To hear the reports of agents, auditors, committees, or officers chosen, and to pass any vote relating therefore. **Recommended** by the Pittsfield School Board. (Majority vote required.)

Motion made by School Board Chairman Michael Wolfe to approve Article 01 as read, seconded by School Board member Bea Douglas.

Moderator LeDuc opened the floor for discussion.

No discussion.

Moderator LeDuc read Article 02:

**ARTICLE 02 School Lunch Program**

To see if the Pittsfield School District will vote to raise and appropriate the sum of \$330,000 for the support of the School Lunch Program. This appropriation will be funded by a like amount of revenue from the sale of food and state and federal sources. (Estimated tax impact of this article: \$0.) **Recommended** by the Pittsfield School Board. **Recommended** by the Pittsfield Budget Committee (13 yes, 0 no). (Majority vote required.)

Motion made by School Board member Ted Mitchell to approve Article 02 as read, seconded by School Board member Ralph O'Dell.

Moderator LeDuc opened the floor for discussion.

Louis Houle called for a point of order. He asked why the Body did not vote on Article 01. Moderator LeDuc responded that per RSA 40:13, the Deliberative Session is for discussion purposes and amendments to articles only. Voting on the articles will occur on Election Day in March. The only voting that could occur during this meeting would be to decide whether or not to approve any proposed amendments to an article.

No further discussion.

Moderator LeDuc read Article 03:

**ARTICLE 03 Receive and expend grant funds**

To see if the Pittsfield School District will vote to raise and appropriate the sum of \$1,100,000 for the support of federal and private foundation grant-funded educational programs of the Pittsfield School District. This appropriation is contingent upon receiving revenue from federal grants and private foundations and will be expended in accordance with federal and state requirements upon approval by the New Hampshire Department of Education or private foundation requirements. (Estimated tax impact of this article: \$0.) **Recommended** by the Pittsfield School Board. **Recommended** by the Pittsfield Budget Committee (13 yes, 0 no). (Majority vote required.)

Motion made by School Board member Linda Freese to approve Article 03 as read, seconded by School Board member Bea Douglas.

Moderator LeDuc opened the floor for discussion.

Clayton Wood called for a point of order. He stated he had been to several deliberative sessions in other towns, and he believed all ballot questions needed to be voted upon to move them to the ballot. School District Attorney Barbara Loughman responded that under Senate Bill 2 the law does not require any vote unless the Body wants to amend a warrant article. She stated that some moderators have the legislative body vote at the end of every article because that is what they are accustomed to, but many moderators do not. It is at the discretion of the moderator. She



confirmed the procedure that Moderator LeDuc was following was correct, and there was no need to vote.

No further discussion.

Moderator LeDuc read Article 04:

**ARTICLE 04 Operating Budget**

Shall the Pittsfield School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$10,530,724? Should this article be defeated, the default budget shall be \$10,202,520, which is the same as last year, with certain adjustments required by previous action of the Pittsfield School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (Estimated tax impact of this article: (\$1.15/thousand.) Recommended by the Pittsfield School Board. Recommended by the Pittsfield Budget Committee (9 yes, 4 no). (Majority vote required.)

Motion made by School Board member Ralph O'Dell to approve Article 04 as read, seconded by School Board Chairman Mike Wolfe.

Moderator LeDuc opened the floor for discussion.

Budget Committee Chairman Robert Schiferle gave a brief description of the budget process and stated the Committee was comprised of diverse opinions representing the diverse opinions of the community they represent. He stated there was a lot of research and discussions held with the School District administration. It was the Committee's responsibility to balance the needs of the school and the budget against the needs of the taxpayer and an increase in the tax rate. He stated it was the general consensus that it was a fair budget as presented and that it was difficult to find where to cut. He explained some of the recommended cuts made by the majority of the Committee included administration costs of just under \$50,000, and there was another close vote to cut the guidance budget by approximately \$50,000. Other discussion included cutting media expenses by \$26,000, and a reduction of the technology budget, including iPads, by \$50,000. The Community Liaison position was cut by \$22,000. There was discussion to reduce the SAU administration services budget, and building maintenance was reduced by \$20,000. The Committee could not agree on where further cuts could be made. He stated that there were some close votes and that there would be some Budget Committee members who would speak on both sides of the discussion. He reiterated that the general consensus was that this was a fair and reasonable budget.

Budget Committee member Adam Gauthier disagreed. He did not believe the presented budget was fair. He stated that the cuts made represented less than 1% of the budget originally presented. He made a motion to amend the article as follows: "Shall the Pittsfield School District vote to amend Article IV of the 2018 Pittsfield School District Warrant, not including

appropriations voted in other warrant articles, from \$10,530,724.00 to a level operating fund of \$10,105,763.00, reflecting a decrease to the proposed budget of \$424,961.00. (Majority vote required) (Secret vote requested in accordance with NH RSA 40:4a). The motion was seconded by Linda Small. The petition was signed by Adam Gauthier, Clayton Wood, Rachel Wood, Sharon Genest, Keith Donovan, Jody Cunningham, Jill Gauthier, Tara Ash, Katie Bachelder, Helen Schiff, Linda Small, Paul Richardson, Daren Nielsen and Belinda Nielsen. All were verified as registered voters.

Moderator LeDuc opened the floor for discussion on the proposed amendment.

Budget Committee member Helen Schoppmeyer stated this amendment would decimate the school and would harm the students. She stated the School Board presented a very lean budget. She urged the voters to support the originally proposed budget.

School Board Chairman Mike Wolfe agreed with Helen Shoppmeyer, and stated the proposed cuts would destroy the school. The only cuts left include the sports programs, the Concord Technical program, preschool, and cutting kindergarten to half a day. Any further cuts would put the School District at risk of losing accreditation. The School Board is required to notify the accrediting agency of any major changes to the School District's status, and this would qualify as a significant change.

Leonard Smith asked if these cuts were for items already in the budget or for new proposed items. School Board Chairman Wolfe explained the cuts would be to existing programs.

Dawn Calley-Murdough asked about the cost of positions that were previously funded by a grant. School Board Chairman Wolfe responded that the amount funded by the grant was approximately \$196,000.00. Mr. Wolfe confirmed these positions, which included the Extended Learning Coordinator, existed prior to receiving the grant, but were able to be grant funded instead of paid through general taxation as had been the case previously.

Lee Corson asked how much was spent last year. Chairman Wolfe responded the amount approved last year was \$10,105,763.00, but \$9,765,533.00 was spent for the 2016 – 2017 school year. Mr. Corson asked what budget figure the School Board proposed for this year. Chairman Wolfe responded it is \$10,530,724.00. Mr. Corson asked the reason for such a difference in the two figures. Chairman Wolfe explained the difference included an increase of more than \$200,000.00 in special education costs, the loss of the State stabilization grant which totals \$86,000.00 each year and transportation costs have increased, particularly for special education. Chairman Wolfe shared that a more detailed explanation could be found on the tan hand out.

Linda Small asked where the \$196,000.00 for the grant funded positions was found for this year. She stated these positions were not funded by the Nellie Mae grant this year. Chairman Wolfe explained the positions were still currently paid for by the Nellie Mae grant. He stated his belief that the positions to which she was referring was an additional kindergarten teacher due to an unexpected increase in enrollment and the SAP position, which had previously been cut, but the School Board had received strong opinion from the public, and reinstated the SAP position in response to the public's wishes. Linda Small responded that she may have been mistaken on

which two positions were affected, but that the Board still found money that was not in the budget to fund the positions. She asked where they found the additional funds. Chairman Wolfe responded that the funds come from fund balance, if the District is fortunate to have a fund balance, or it is taken away from another department.

Amber Rickey thanked the School Board for all they do. She recognized what a difficult position they have.

Adam Gauthier stated the school returned \$78,000 to the town from surplus. He stated his recommendation would include not reinstating positions that were cut last year, eliminating the pay increase for non-union staff and funds proposed to study the use of Chromebooks or iPads. He also believed there could be a cost savings in the special education budget.

Rick Anthony stated he is a teacher in the School District. School costs increase, just like home budgets. If money is taken out of one budget line item to pay for another, it doesn't mean the original cost disappears. If we put off buying science books, for example to pay for something else, we are still going to have to buy new books at some point. The School Board does move money when necessary, but that means there is a spending freeze in which he or other teachers potentially lose money from their budget to fund another budget. In his case, for example, his equipment continues to get older and eventually not safe to use so money needs to be moved to fund those items. We are moving money from the right pocket to left pocket. Eventually we are going to have to replenish the right pocket. He stated the School District was extremely fortunate to receive the Nellie Mae grant, and it has had a dramatic effect on the school and the students. He stated the positions funded by the grant are not new, and that they are positions that the students use and need. He encouraged people to look at the hand out that shows the recent school district budget history. It shows that we haven't come close to keeping up with inflation over the years. Special education costs are mandated and not a place to cut. For example, one family could move into our district with several children with special needs that could easily absorb our entire special education budget. If there is not enough money in the special education budget the funds must come from the rest of the operating budget which would have a negative impact on the entire student population.

Melissa Babcock asked for confirmation that the some of the positions in question existed and were funded through the operating budget prior to the grant award, but we were able to use the grant funds to help pay for them, knowing we would need to fund them again after the grant expired. Chairman Wolfe confirmed that was correct, the positions did exist and were funded by the operating budget prior to receipt of the grant funds.

Dawn Calley-Murdough stated she had asked some questions regarding technology during the budget hearing. She asked if the School Board had thought about shopping around for better deals. School Board member Bea Douglas stated the Board took her concerns to heart and are making a more intensive effort to search for the best deals and that the technology budget is going through further review. Dawn Calley-Murdough asked if it was an ongoing policy to look for ways to get the most for our money. School Board member Douglas confirmed that was the Board's policy. Dawn Calley-Murdough asked if this policy extended to personnel. Ms. Douglas stated they are always reviewing how personnel are used within the District.

Dan Schroth stated he respected the school professionals and their honesty. He did not support Adam Gauthier's amendment. He felt these cuts would decimate the schools. He believed not taking the advice of the professionals and the School Board would undermine our school long term.

Louis Houle called for a point of order. He asked if the Body could amend the amendment. Moderator LeDuc stated they could not, that the amendment must be voted upon first. It could, however be reconsidered.

Moderator LeDuc re-read the amendment to Article 4 and explained that the Body was now voting by secret ballot on the amendment to Article 4. A "yes" vote was to approve the amendment, and a "no" vote would result in a return to the Article as originally presented.

Moderator LeDuc opened the polls at 7:50pm. Polls closed 8:10pm.

**Yes - 54 No - 65 amendment failed.**

A motion to restrict reconsideration of Article 4 was made by School Board Chairman Mike Wolfe and seconded by School Board member Bea Douglas.

Moderator LeDuc opened the floor for discussion on the motion to restrict reconsideration.

There was question to the meaning of restricting reconsideration. Moderator LeDuc explained the defeat of the amendment meant the voters were now considering Article 4 as originally presented, and that if the Body voted in favor of restricting reconsideration of the Article, there would be no further discussion of the Article until the next session, which would be Election Day.

There being no further discussion, Moderator LeDuc called for a card vote.

Moderator LeDuc determined the vote was too close to call visually and asked the Supervisors of the Checklist to count the cards.

**Vote to restrict reconsideration – Yes - 64 No - 49, motion passed.**

Moderator LeDuc read Article 05:

**Article 05: 1 year Collective Bargaining Agreement**

To see if the school district will vote to approve the cost items included in the collective bargaining agreement reached between the Pittsfield School District and the Educational Association of Pittsfield Teachers which calls for the following increases in salaries and benefits at the current staffing level:

Fiscal Year 2018-2019

Estimated Increase \$99,885

and further to raise and appropriate \$99,885 for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. (Estimated tax impact of this article: \$.38/thousand) Recommended by the Pittsfield School Board. Recommended by the Pittsfield Budget Committee (8 yes 5 no). (Majority vote required)

Motion made by School Board member Bea Douglas to accept Article 05 as read. School Board member Linda Freese seconded the motion.

Moderator LeDuc opened the floor for discussion.

Adam Gauthier asked what changes were included in the proposed Agreement. School Board member Bea Douglas stated it included a 1.5% teacher salary increase and the teachers have agreed to pay more in health insurance and have moved to a different, lesser insurance.

Fred Hast asked how much more the teachers would pay for their insurance. School Board member Bea Douglas answered they would be paying 3% more. The teachers currently pay 9% and would now pay 12% if the Agreement is approved.

Dan Schroth stated many people have seen raises, including himself. He believed the teachers also deserve a raise.

Adam Gauthier asked if there would be a 3 year contract next year. School Board member Bea Douglas responded both the School Board and the teachers union hoped to negotiate a 3 year contract next year. They negotiated a one year contract hoping it would pass.

Tracy Huyck asked for the details of the new insurance policy. School Board member Bea Douglas stated they are still researching options from two different insurance companies. It will be a HMO plan instead of the BlueChoice plan they have now. The School Board has scheduled presentations from both HealthTrust and SchoolCare. Tracy Huyck asked if the teachers would be receiving a lower policy with higher co-pays and higher contribution to prescriptions, and asked if the overall cost of the policy would be less. School Board member Douglas confirmed that was correct. School Board member Douglas stated the goal was that teachers would not take home less money than they were now.

Dan Schroth stated this just shows the teachers need a raise just to stay even.

No further discussion.

Moderator LeDuc read Article 06:

**ARTICLE 06 Transact Other Business**

To transact any other business which may legally come before this meeting.

School Board Chairman Mike Wolfe made a motion to accept Article 06 as read. School Board member Ted Mitchell seconded the motion.

Moderator LeDuc opened the floor for discussion.

Louie Houle thanked Linda Freese for serving on the School Board.

School Board Chairman Mike Wolfe made a motion to adjourn the meeting. School Board member Bea Douglas seconded the motion.

Moderator LeDuc adjourned the meeting at 8:24pm.

Respectfully submitted,

Erica Anthony  
School District Clerk

## REPORT OF THE SCHOOL BOARD

To the Citizens of Pittsfield,

I would like to take this opportunity to thank everyone who has taken the time and made the effort to help our children get the best education possible. Without the dedication of our teachers, staff, administrators, and volunteers, we would not be able to prepare our students for life after high school.

We have had our share of challenges this past year. Our schools took a big hit when due to town staffing cuts we lost our school resource officer. This was an extremely valuable position and is sorely missed. Also, this past year, our teacher contract failed by a narrow margin on voting day and again at a special election. Our teachers have been working this year without any raises and, despite the fact that they are among the lowest paid teachers in the state, they continue to do their very best for our children and youth.

One of the biggest changes we have seen this year, due to last year's voting, is the transition from the traditional small town school district meeting to the less personal SB2 type of governing. This has eliminated the traditional back and forth discussion, ultimately ending in a compromise, that most of us has always known. Now, instead of getting information directly from the responsible and reliable sources, voters may be getting their "facts" from social media and editorials in the paper. I, for one, miss the old way, where we could ask a question, get the answer, and vote on the issue the same day.

Finally, I would like to thank the voters that have allowed me to be a part of this school board. As my oldest son graduates high school this year, I cannot begin to convey how proud I am to have been able to be a part of his education since he was in second grade. This continues to be an incredibly rewarding experience.

As always, I encourage everyone to take the time to get involved. These children are the future of Pittsfield, and we need to do everything possible to invest in and protect our future.

Respectfully submitted,

Mike Wolfe  
Pittsfield School Board Chairperson

## REPORT OF THE SUPERINTENDENT

To the Citizens of the Pittsfield School District,

It is with most sincere gratitude that I submit this report to you. I am very appreciative of the many ways that our Pittsfield community supports the learning of our students and the work of our educators in the Pittsfield School District.

My thanks go out to Pittsfield taxpayers for your financial support of our schools. I also thank the many individuals who volunteer their service to our students and schools, from classroom volunteers and field trip chaperones to community partners for extended learning opportunities, from School Board members to Budget Committee members, from PTO and Booster Club members to participants in special community events.

My thanks also go out to the immediate members of our school community: our students, family members, educators, and support staff. Your commitment to the mission of our schools and your efforts to make our community's vision for our schools support the broad range of factors that contribute to student learning and provide value to the community of Pittsfield.

Public schools are an important public good; the value of free public schools have been long established in our democracy. Samuel Adams wrote that *if Virtue & Knowledge are diffused among the People, they will never be enslav'd*. Thomas Jefferson, also a proponent of public education, wrote that *A system of general instruction, which shall reach every description of our citizens, from the richest to the poorest, as it was the earliest, so will it be the latest, of all the public concerns in which I shall permit myself to take an interest. And, though it cannot be verified, Jefferson is often credited with saying that an educated citizenry is a vital requisite for our survival as a free people.*

Though public schools were not widely established at the time of the birth of our young republic, our founding fathers expressed strong sentiments regarding their vision of a strong system of public education that *the whole people must take upon themselves the education of the whole people and be willing to bear the expenses of it. There should not be a district of one mile square, without a school in it, not founded by a charitable individual, but maintained at the public expense of the people themselves,* in John Adams's view.

Citizens of Pittsfield have many reasons to be proud of the schools that you support. In recent years, Pittsfield's schools have received a good deal of positive attention for our work to personalize instruction for all students. Over the past five years, nearly one thousand educators from across the country (and a few from other nations in Asia and Europe as well!) have contacted or visited Pittsfield to learn from our students and educators about our methods to support student learning, strengthen student agency, and encourage student leadership.

You may be interested in updates across a number of very important areas of our work.

**STUDENT EXPERIENCES.** Pittsfield's schools have become statewide leaders in competency-based education, in which students are advanced on demonstration of mastery of course competencies. The averaging of grades that most of us experienced in school has been replaced by the requirement that students show that they have mastered critical knowledge and skills for each course. This student-centered approach provides a personalized focus on the needs of each and every one of our students.



As students advance through their school years, increasing opportunities to take charge of their own learning are being provided. Students can now earn college credits while at PMHS, earn high school graduation credits through rigorous study in areas of their own interest in partnership with community experts, and can design their own study and exploration through our learning studios, all in addition to the options that students enjoy in demonstrating their own competencies. Students report on their learning while conducting their student-led conferences with their parents twice each year, and student leadership opportunities – genuine leadership learning labs – are provided through a number of initiatives, including our student-majority Site Council, our student mediator members of our Justice Committee, and Student Ambassadors who host our many visitors.

We are very proud of the accomplishments of our students, both while they are with us in Pittsfield and after graduation as they make their ways in the world.

**STUDENT SAFETY.** Unfortunately, student safety has taken on a broadly expanded meaning over the past fifteen to twenty years, much more significant than it was during our own school days. Over recent years, our School Board has increased the safety of our facilities with tighter access protocols, additional surveillance equipment, and staff training. For a short period last year, our students also enjoyed the support of a full-time School Resource Officer on site. Additionally, the district is currently in the process of submitting applications for grant funds to support further strengthening of our facilities.

The district has developed emergency response protocols for the broad range of potential safety challenges; our protocols have been developed with the support of our state's Department of Homeland Security and are reviewed regularly by our Emergency Management Team. Rehearsals for a range of potential threats – fire, natural disaster, intruder – are staged regularly throughout the school year. Citizens should know that the safety of our students and employees is our highest priority, and that we are open to suggestions to add new measures to ensure safety for all.

**BULLYING.** Student surveys over the last half dozen years document that 20-30% of our high school students report that they have been bullied at school; this number mirrors the New Hampshire state-wide surveys outcomes for bullying. Certainly, the issue of bullying has received a good deal of our attention. Our Responsive Classroom program at PES and student advisories at PMHS work to encourage positive peer-to-peer relationships among our students. Other initiatives are aimed at specific populations, including the *Look for the Good* project coming to grades K-3 this spring and our *Stop the Drama* learning studio conducted at our high school. And a range of other services aim to provide for personalized support for each student.

Student behavior is addressed through an assertive program of observation and response. In support of state law on bullying, our School Board has established a specific protocol for addressing reported cases of bullying. As of this writing, seven bullying complaints have been made and have been or are under investigation so far this school year. (Additionally, three sexual harassment investigations have also been conducted this year as well.) All bullying complaints require an investigation with findings reported out to parents of all students involved and annual reporting to the state Department of Education.

This year, our School Board has identified bullying as a priority, and a number of new activities this year include consultation with officials with state Juvenile Services officials to discuss use of Teen Court, collaboration with the Pittsfield Police Department, internet safety instruction for students in grades 6-12 by the Merrimack County Advocacy Center, bullying prevention presentations for students in grades 4-12 provided by Merrimack County Juvenile Services, and the support of Merrimack County Juvenile Services of our student Justice Committee in supporting student mediations in potential bullying situations.

Make no mistake, we are committed to addressing bullying in our schools and strongly encourage children and youth who believe that they may be the victim of bullying to make a timely report to allow our systems to support student safety in our schools.

**BUDGET.** In the ten years since the district has operated within a single-district SAU, the district budget has increased by \$153,631, or 1.5%. (The national inflation rate during this period has been 14.5%.) While student and staff turnover has ranged from 20-25% per year in many recent years, the total enrollment has declined by 41 students in this ten-year period. Over this same ten years, district staff has been reduced by 30+ positions, including 11+ teaching positions and 2+ administrative positions.

One of the main drivers of budget increases over the past two to three years has been special education costs, specifically the cost of out-of-district placements. Certainly, it is our strong preference to keep all children and youth in Pittsfield. However, a small number of students exhibit extremely complex learning needs which can only be served by highly specialized, specialist-intensive programs; these programs are staffed by experts who have the educational and experiential backgrounds to support our most complex learners. Such programs, located throughout the region, serve students from multiple school districts whose home schools are unable to provide appropriate learning programs in these students' home schools.

According to the latest available statewide figures, Pittsfield's per pupil cost is tied for tenth lowest out of the eighteen smallest high school districts in the state, about \$1,000 per pupil above the state average (which includes competitive grant resources). What complicates this number for Pittsfield taxpayers is the fact that Pittsfield is the sixth lowest district in the state in equalized valuation per student, which demonstrates a clear disadvantage in supporting the town's students. The 2016 state average equalized valuation per student was just below \$1,000,000, while Pittsfield's was just over \$400,000; this causes a strain that every taxpayer feels in December.

**TECHNOLOGY.** One area of school spending that post-dates the school experiences of many of us is the investment that today's schools make in technology. Several years ago, the district took advantage of two large grants to upgrade our systems and equipment. Since that time, the district has struggled to continue to keep pace with change. Over the past ten years, the district has spent as little as \$3,729 and as much as \$298,688 in new and replacement equipment. Unfortunately, technology investments have been a regular target in attempts to keep district spending down. As with any large purchases within the district, large technology purchases are subject to competitive bidding.

**RESPONSIVENESS TO COMMUNITY INPUT.** The Pittsfield School Board remains responsive to community input. The recent emphasis on bullying prevention and last year's funding of our student assistance program counselor (drug and alcohol misuse) stand as two recent examples. This year, the Board is in the process of offering employees a lesser insurance program and requiring employees to contribute a higher percentage toward insurance coverage costs. The Board plans to continue the cost-sharing trend to result in employees bearing more of this burden next year and beyond.

**SCHOOL FUNDING IN NEW HAMPSHIRE.** In June 2017, the non-partisan New Hampshire Center for Public Policy Studies released a report entitled *Education Finance in New Hampshire: Headed to a Rural Crisis?* which provides strong documentation for the longstanding inequities in state financial support for public education that disadvantage small, property-poor communities like Pittsfield. Despite two major lawsuits in recent years, the state continues to ignore its responsibility to the children and youth of New Hampshire.

*A goal of these lawsuits was to provide a more equal education for students regardless of what community they live in or what school district they are served by... How has per-pupil equity changed*

*since the original Claremont lawsuit? Hardly at all* the analysis has found. *And what about tax levels? We don't see much change there either* according to the report. Looking ahead to 2022, this study found that *the total amount of state aid provided by the state to local communities would decline...* In fact, when looking at the top-ten winners and losers in the state funding scheme, Pittsfield is cited as one of the ten school districts *most negatively impacted* by the state's funding scheme over the next five years: not good news for Pittsfield taxpayers and not good news for Pittsfield's children and youth.

What will it take for the state to assume its responsibilities for public education? Clearly, it will take a significant change in the system of school funding in New Hampshire. The report asks, *who loses if the state continues with the current system?* And then answers its own question, *rural, property-poor communities, in both demographic and economic transitions...*

Funding is just one of the threats to the continued development of the sort of vibrant public education system, free and open to all learners, that our founding fathers foresaw more than two hundred years ago. Changes in society and social norms add to our challenges. And, recent legislative activity in Concord also threatens that inspiring vision of the likes of Thomas Jefferson, John Adams, Samuel Adams, and other founding fathers.

Regardless of these challenges, I am very proud of the accomplishments of our students, proud of the work of our staff to provide a personalized, high-quality learning environment for our students, and proud of our community for your strong support of public education in Pittsfield. I have been continually impressed by the high level of support for our children and youth extended selflessly by the people of Pittsfield.

Most sincerely, I remain highly appreciative of the opportunity that I have had (since 1999) to be a part of a great community that supports great schools.

Respectfully submitted,

John J. Freeman  
Superintendent of Schools

## REPORT OF THE DEAN OF INSTRUCTION

To the Citizens of the Pittsfield School District,

Among several responsibilities, the role of the Dean of Instruction includes a focus on the areas of curriculum, instruction, and assessment in the Pittsfield School District. This shift has allowed for more focused and intensive work in these areas and coordination between the schools.

Curriculum. Pittsfield is a competency-based school. Credit for course work is awarded based on demonstrating competence, not seat time in a classroom. As the handbook currently states:

...each course has a set of established core competencies that describes what students are expected to know and be able to do as a result of completing the course's learning requirements. The purpose is to provide structure and expectations to ensure common and systematic competency-based assessment practices are used in all courses by all teachers...

Pittsfield Schools provide feedback to students using competencies for English Language Arts, Mathematics and unified arts courses K-12. PMHS uses competencies for all courses.

Instruction. Pittsfield's faculty continues to strive for instructional practices that encourage and support student-centered learning. Students report that student discussions, small group work, and individual projects are a great part of their experience and that class lectures have decreased. Pittsfield has continued to be featured in several national publications due to the work in personalized instruction, most recently on Edutopia. Due to this national notice, we have been hosting many visitors. Our faculty and staff enjoy sharing their work with other educators.

Assessment. Since 2015, Pittsfield has been part of the Performance Assessment for Competency Education (PACE) initiative. Under this model, students have a common assessment that is given in all PACE schools, but it is given right after the instruction, like a normal class assessment. This information, with the student's competency scores at the end of the year, will give a clearer picture of the student's level of achievement. We continue to refine our assessments to include the application of skills that students will need after graduation.

The faculty and staff of Pittsfield appreciate the continued support of the community in the important work of educating the youth of Pittsfield.

Respectfully submitted,

Danielle Harvey  
Dean of Instruction  
Pittsfield School District

## REPORT OF THE DEAN OF OPERATIONS

To the Citizens of the Pittsfield School District,

The role and responsibilities of the Dean of Operations includes the oversight and management of co-curricular activities, extra-curricular activities, food services, health services, school facilities, student attendance, student behavior, technology, and transportation. The following is a brief overview of select areas with key points relating to the 2016-2017 school year and the present school year.

School Attendance. Both Pittsfield Elementary School (PES) and Pittsfield Middle High School (PMHS) experienced considerable increases in average daily attendance (ADA) this past year. The ADA rate at PES was 94.2%, an improvement from 93.8% in 2015-2016. PMHS also made a considerable improvement in its average daily attendance rate. The ADA was 91.2 % compared to 89.9% in 2015-2016. Although daily attendance has improved, Pittsfield schools still have a high habitual truancy rate, which is defined as ten or more unexcused absences, or 10% or more of the school year. At PES 13.5% of the student population was habitually truant, while 27% of the student population was habitually truant at PMHS. The District Attendance Team is committed to supporting students and families in this area and reducing the truancy rate.

School Culture and Student Management. This area has been a primary focus of recent staff training and professional development. At PES we have revised our behavior expectations and restructured procedures and staffing in the Student Support Center, now referred to as the Pitt Stop, to better meet student needs. We also had a four-day Responsive Classroom training this past summer to re-emphasize academic, social, and emotional growth in our school community. At PMHS we have partnered with the Center for School Climate and Learning at New England College to support teachers and school leaders in the application of “choice theory” as a framework to build personal and professional efficacy, intrinsic motivation, and success. School culture and behavior management will continue to be a focus of the school district throughout the 2017-2018 school year.

Student Leadership Opportunities. Pittsfield schools continue to offer a wide variety of student leadership opportunities. PES is in the process of establishing a Student Council for students in grades 4-6. PMHS offers a number of student governance roles including an Advisory Council, IMPACT Team, Justice Committee, Student Council, Site Council, and Student Ambassador Program. Student leaders of these organizations came together this past fall to organize a workshop to strengthen student leadership skills and are planning additional training opportunities in the spring.

Respectfully submitted,

Derek Hamilton  
Dean of Operations  
Pittsfield School District

## REPORT OF THE DIRECTOR OF STUDENT SERVICES

To the Citizens of the Pittsfield School District,

In July of 2017, I had the privilege of resuming my position in the district as the director of student services for the Pittsfield School District after serving as a Nellie Mae Education Foundation co-project manager since January of 2012. It has been an enjoyable learning experience as I have renewed my understanding of special education, Section 504, and the Education of Students of Other Languages. Hopefully, I am using my understanding of student centered learning practices to enhance the educational experiences for students being provided special services.

I had the opportunity to work with the special education team who had been here the previous year, as no turnover of staff occurred. This provided me a huge advantage as I took on new responsibilities; having an experienced team is an incredible asset.

During the summer, with the help of the special education team, changes were made in the allocation of staff. We had thirteen paraprofessional vacancies with no hope of finding qualified applicants in today's economic environment. It was decided to exchange nine of these vacant positions for three certified special education teachers. This allowed each special education teacher to work with fewer classrooms and to case manage fewer students, providing optimum opportunity for all students' needs to be met. We were able to fill three of the four remaining paraprofessional positions, one still vacant as of the writing of this report.

The work to ensure the writing of measurable individual education program goals and objectives, organizing progress monitoring systems, and refining the processes to guarantee compliance with timelines continues. We also continue to increase our skills in diagnosing and subsequently developing intervention plans for students struggling in math, reading, and writing.

Currently, at Pittsfield Elementary School, we have 67 students identified with a disability, 19 students with a Section 504 plan, and 2 students receiving Education for Students with Other Languages. At the Pittsfield Middle School, we have 15 students with a disability and 6 students with a Section 504 plan. At the Pittsfield High School, we have 32 students with a disability, 18 students with a Section 504 plan, and 1 student receiving Education for Students with Other Languages. We have 15 students in out of district placement of which 1 is enrolled in a charter school, 6 are placed by court order, and 8 are placed by the district.

On behalf of student services, I would like to thank the Pittsfield School Board, the citizens and taxpayers of Pittsfield, the faculty and staff, parents, and my fellow administrators for their commitment to the education of all students, and especially the students with educational disabilities.

Respectfully submitted,

Tobi Gray Chassie  
Director of Student Services

## REPORT OF THE DIRECTOR OF COLLEGE AND CAREER READINESS

To the Citizens of Pittsfield,

During the 2016-2017 school year, the College and Career Readiness (CCR) Office continued efforts to present numerous educational opportunities and pathways to students. The Concord Regional Technology Center (CRTC) at Concord High School provides a remarkable opportunity for our juniors, seniors, and select sophomores to pursue specialized courses. Fifteen students attended classes at the CRTC for their first year of the two year program, and three students graduated completing the two year program.

This is the fourth year the Extended Learning Opportunities (ELO) program has been part of the CCR team. The ELO Coordinator assisted students with the completion of job shadows, internships, and independent study projects within the school, the Pittsfield community, and the larger community of New Hampshire. Seventeen students completed an ELO during the 2016-2017 school year. Fifteen percent of the 2017 graduating class earned credit through an ELO.

During the 2016-2017 school year, 110 courses were completed through online learning programs such as Virtual Learning Academy Charter School (VLACS) and Odysseyware classes. Thirty-one students participated in more than one online learning opportunity. Twenty-one (81%) students graduated in 2017 with credit earned from online learning.

Dual enrollment courses afford students the opportunity to earn both high school and college credit. Students are able to take dual enrollment courses through Running Start in the classroom at PMHS. In the 2016-2017 school year, thirty-one (56%) students earned credit in two Running Start courses, American Literature (English 11) and Composition (English 12). Dual Enrollment courses can also be taken through VLACS. They offer the eStart (through the Community College System of New Hampshire) and SNHU in the High School (through Southern New Hampshire University) programs. Eleven courses were taken through these programs. Thirteen (50%) 2017 graduates earned credit through a dual enrollment course, and an additional eight (31%) students earned multiple credits through dual enrollment opportunities.

The High School Equivalency Test (HiSET) Coordinator provided outreach to current students and recent high school dropouts to support them in completion of their HiSET exam. In the 2016-2017 school year, five individuals successfully passed the HiSET exam.

The New Hampshire Scholars Initiative is a federally funded national program with seventy-three participating schools across the state. This program works with local business leaders to design a defined, rigorous academic course of study that will adequately prepare them for post-secondary education as well as today's competitive job market. Pittsfield Middle High School joined the New Hampshire Scholars Program in the spring of 2011 and graduated five (21%) NH Scholars in 2017.

The National Honor Society recognizes outstanding high school students that demonstrate excellence in the areas of scholarship, leadership, service, and character. Students must be in

sophomore, junior, or senior standing and have a cumulative grade point average (GPA) of 3.0 or higher to apply. The PMHS Chapter of the National Honor Society inducted ten new members in the 2016-2017 school year. Eight (31%) students graduated as members of the National Honor Society in June 2017.

The CCR office hosted the second annual Community College System of New Hampshire (CCSNH) Instant Admission Day. Admission counselors from Great Bay Community College, Lakes Region Community College, and NHTI met with graduating seniors to complete their applications for enrollment. Forty-nine applications were processed. As a result of this program, nineteen (73%) of the graduating class were accepted and notified that day to at least one of the participating colleges.

A variety of college and career planning information and activities were shared with students in advisory, individual meetings with students, and parent meetings. The CCR Office continued to collaborate with the New Hampshire Higher Education Assistance Foundation (NHHEAF) to facilitate presentations in the district. The CCR office coordinated programs for students at various grade levels, including seventh and ninth grade orientation and transition activities, early college planning programs, and coordination of a variety of prevention activities and guest speakers. In addition, school-based services were coordinated with a variety of agencies to provide substance abuse and suicide prevention education and counseling. CCR staff also worked with other teams in the district to provide support to students and families in crisis situations.

On October 12, 2016 the Scholastic Aptitude Test (SAT) was administered to all seniors, the Preliminary Scholastic Aptitude Test/National Merit Scholarship Qualifying Test (PSAT/NMSQT) was administered to all sophomores and juniors, and the PSAT 8/9 exam was administered to all freshmen and eighth grade students. These tests provide early exposure to college entrance examinations, identify areas of individual strengths and weaknesses, and encourage exploration of post-secondary education and career options.

Twenty-six seniors graduated in the class of 2017. Twelve (46%) students continued on to post-secondary institutions of higher education and three students (12%) enlisted in the military upon graduation. The Class of 2017 received approximately \$39,000 in local scholarships, and \$55,000 from the colleges they are attending. For the tenth year, the Foss Family Pittsfield Town Scholarship were awarded to the graduating class as well as PMHS alumni. Recipients included seven graduating seniors and eight past graduates with scholarships totaling \$39,500 awarded at the graduation ceremony in June 2017.

Respectfully submitted,

Melissa Brown  
Director, College and Career Readiness



## **REPORT OF THE DIRECTOR OF INTERVENTION & TITLE I MANAGER**

To the Citizens of the Pittsfield School District,

Title I is a federally supported program to help disadvantaged students meet New Hampshire curriculum standards. Title I provides opportunities for students served to acquire the knowledge and skills contained in the curriculum framework and to meet the State proficiency standards developed for kindergarten through grade six in reading, writing, oral language, science, social studies, and mathematics.

The two means through which these purposes are accomplished are:

1. Providing an enriched and accelerated education program through additional services that increase the amount and quality of instructional time so that all students receive classroom instruction and additional instruction in areas of weakness; and
2. Providing Title I staff at the elementary school with substantial opportunities for professional development.

During the 2016-2017 school year, Pittsfield Elementary school became a Schoolwide Title I school. Over 150 students utilized the resources provided by the Title I grant during the school year and summer programs at Pittsfield Elementary School. Title I employed two full-time educational assistant and two full-time certified teachers. The Title I program at Pittsfield Elementary School offered:

1. Half day Title I Preschool for 20 eligible students ages 3 and 4
2. Fluency groups in grades one through five;
3. Phonemic Awareness groups for Kindergarten and grade one;
4. Foundations interventions in grades K-3
5. Comprehension groups for grades four through six;
6. Home-reading connections, through books and parent contact;
7. Parent education nights in literacy;
8. Summer tutoring for grades four through six;
9. Summer learning packets for Kindergarten through grade six
10. Pre-kindergarten summer program for entering kindergarteners.
11. Professional development opportunities for Title I staff members

Respectfully submitted,

Kathy LeMay  
Title I Manager

**REPORT OF THE FOSS FAMILY PITTSFIELD TOWN SCHOLARSHIP FUND**

In late summer of 2007, Richard and Lois Foss transferred \$1,000,000 to the Pittsfield Board of Trustees to invest for the benefit of scholarships for Pittsfield Middle High School graduates. The Fosses have since expanded their view of eligibility to those now in post-secondary school and those who seek to continue their education in their maturity. For the tenth year, scholarships were awarded to graduates and past graduates of Pittsfield Middle High School in June 2017.

The Scholarship Committee will continue its efforts to identify worthy candidates and award scholarships again this June.

2017 Foss Family Scholarship Recipients:

Gabriel Anthony, 2017	University of Oregon
Brienne Hill, 2017	NHTI
Noah MacGlashing, 2017	University of New Hampshire
Lindsey Massey, 2017	Southern NH University
Frederik Pantis, 2017	NHTI
Jordyn Pinto, 2017	NHTI
Anitrea Provencher, 2017	Southern NH University
Joseph Cox, 2016	University of New Hampshire
Chase Gaudette, 2016	Plymouth State University
Colby Clark, 2015	Keene State College
Matthew Elsker, 2015	Plymouth State University
Ryan Marquis, 2015	Keene State College
Jessica Massey, 2015	Southern NH University
Sarah Adams, 2014	University of New Hampshire
Maxwell Tuttle, 2014	Endicott College

<b>PITTSFIELD SCHOOL DISTRICT FACULTY &amp; STAFF ROSTER</b>				
<b>School Year 2017 - 2018</b>				

LAST	FIRST	SCHOOL	POSITION	PAY
*Allan	Marion	PMHS	World Language Teacher	\$34,661
Alexander	Pam	PES	Educational Assistant	\$12.84 / hr.
*Anthony	Richard	PMHS	Physical Education Teacher/Student Ambassador Program Advisor Student Council Advisor/Team Leader/Teacher Mentor	\$58,792
*Armour	Kiza	PMHS	Science Teacher/Team Leader	\$56,795
*Babcock	Elizabeth	District	ESL Teacher	42.77/hr
Ballou	Bruce	District	IT Manager	\$64,297
*Balsler	Brandon	PES	Physical Education Teacher	\$33,944
Barrett	Susan	PES	Head Custodian	\$17.69 / hr.
Beck	Betsy	PMHS	Educational Assistant	\$12.87 / hr.
Bell	Alfred	PMHS	Custodian	\$ 13.22 / hr.
Berney	Joyce	PMHS	Educational Assistant	\$14.42 / hr.
*Bertogli-Flanders	Debra	PES	Special Education Teacher	\$35,711
*Bickford	Jessica	PMHS	Special Education Teacher/Class Advisor/Drill Team Advisor IMPACT Team Advisor/Team Leader/Teacher Mentor	\$38,883
*Bickford	Lindsey	PES	Grade 5 Teacher	\$34,793
*Biemer	Serena	PMHS	Special Education Teacher	\$33,816
*Biron	Jodi	PES	Grade 1 Teacher	\$45,923
*Bitter-Shuey	Manuela	PMHS	Special Education Teacher	\$43,287
Blake	Leslie	PES	Secretary	\$15.76 / hr.
Blanchette	Sally	SAU Office	Financial Manager	\$56,302
Blanchette	Amber	PMHS	Educational Assistant	\$9.15 / hr.
Blanchette	Lyndsey	PMHS	College & Career Administrative Assistant	\$13.72 / hr.
Books	Dominic	PMHS	JV Boys Soccer Coach	\$1,500
Boyce	Shawn	PMHS	Educational Assistant	\$9.68 / hr.
			Bus Monitor	\$15.00 / hr.
*Bozek	Erin	PMHS	Social Studies Teacher/Grade 8 Class Advisor/Site Council Advisor	\$39,765
Bradley	Susan	District	Out of District Coordinator	\$41.17 / hr.
			Nellie Mae Grant Coordinator	\$49.69 / hr.
*Britton	Julie	PES	Special Education Teacher	\$32,843
*Brown	Kristen	PES	Grade 3/4 Teacher	\$30,002
Brown	Melissa	District	Director of College & Career Planning	\$76,000
Carri	Sarah	PMHS	Extended Learning Opportunities Coordinator	\$191.18 / day
Carson	Sarah	PMHS	Educational Assistant	\$9.44 / hr.
Cassel	AnnMarie	PES	Educational Assistant	\$11.82 / hr.
Chagnon	Joel	PMHS	Middle School Boys Soccer Coach	\$1,000
Chambers	Nina	PMHS	Educational Assistant	\$14.70 / hr.
Charchide	Buddy	PMHS	JV Girls Soccer Coach, Middle School Girls Soccer Coach/ Middle School Girls Basketball Coach	\$3,800
Chassie	Tobi	District	Director of Student Services	\$97,705
*Cleary	Kevin	PMHS	Music Teacher/Grade 11 Class Advisor/Gaming Club Advisor	\$37,405

LAST	FIRST	SCHOOL	POSITION	PAY
*Cobern	James	PMHS	Family & Consumer Science/Health Teacher/Student Ambassador Program Advisor	\$41,193
Colby	Gary	PMHS	JV Boys Basketball Coach	\$3,200
Colon-Pagan	Beth	PES	Special Education Secretary	\$15.55 / hr.
Colon-Pagan	Daniel	PES	Educational Assistant	\$8.90 / hr.
*Conkle	Lisa	PES	Unified Arts Teacher	\$49,842
*Coombs	Lenore	PES	Kindergarten Teacher/Team Leader	\$40,615
*Cormier	Danielle	PES	Kindergarten Teacher	\$43,287
Cote	Mary	PMHS	Special Coordinator	\$16.47 / hr.
*Courtney	Daniel	PMHS	Science Teacher	\$47,696
*Curtin	Mike	PES	Guidance Counselor	\$59,397
*Daigle	Allison	PMHS	School Nurse	\$39,557
Daigle	Sarah	PMHS	Educational Assistant	\$9.44 / hr.
Darrah	Jason	PMHS	Athletic Director/Varsity Boys Basketball Coach	\$19,200
Darrah	Deborah	PES	Technology Assistant	\$20.50 / hr.
Dawson	James	PMHS	Head Custodian	\$21.24 / hr.
*DeRosa	Shannon	PES	Grade 1 Teacher	\$36,555
Donini	Casey	PMHS	Administrative Assistant	\$14.52 / hr.
Douglas	Al	PMHS	JV Girls Basketball Coach	\$2,000
*Downey	Joseph	PMHS	Science Teacher	\$34,243
Drew	Claire	PMHS	Educational Assistant	\$14.16 / hr.
Dubiansky	Noreen	PES	Educational Assistant	\$14.70 / hr.
Dunagin	Heather	PMHS	JV Volleyball Coach	\$1,500
Dupere	Sheila	SAU Office	Administrative Assistant	\$41,664
*Duquette	Robert	PMHS	Technology Education Teacher	147.53/day
*Elliott	Susan	PES	Grade 3 Teacher/Teacher Mentor	\$56,023
*Engler	Amybeth	PMHS	English Teacher	\$39,041
*Erickson	Elizabeth	PES	Grade 1/2 Teacher	\$35,528
*Evans	Sherry	PES	Special Education Teacher	\$30,752
*Fitch	Shannon	PES	Special Education Teacher	\$36,416
*Foehl	Meg	PES	Preschool Teacher	\$48,705
*Fortier	Maureen	PES	Music Teacher/Band & Instrumental Music Director	\$33,002
Freeman	John	SAU Office	Superintendent	\$99,255
Garret	Jennifer	PMHS	Special Coordinador	\$11.14 / hr.
Goodman	Rebecca	PES	Educational Assistant	\$9.44 / hr.
Griffin	Elisha	PMHS	Educational Assistant	\$9.44 / hr.
Hall	Heidi	PMHS	Varsity Girls Basketball Coach	\$2,600
Hall	Tammie	PES	Educational Assistant	\$9.99 / hr.
Hamilton	Derek	District	Dean of Operations/Varsity Boys Soccer Coach	\$89,812
*Hamilton	Melissa	PES	Kindergarten Teacher	\$35,528
*Harrington	Monique	PMHS	English Teacher	\$39,215
Harvey	Danielle	District	Dean of Instruction	\$87,412

<b>LAST</b>	<b>FIRST</b>	<b>SCHOOL</b>	<b>POSITION</b>	<b>PAY</b>
*Hatab	MaryAnn	PMHS	Media Specialist Co-op Program Teacher	\$53,018 \$25.00 / hr.
*Heppler	Alissa	PMHS	Social Studies Teacher/Team Leader/Teacher Mentor	\$48,696
Hill	Diana	PES	Educational Assistant	\$17.30 / hr.
*Hillsgrove	Kate	PMHS	Social Studies	\$30,002
Hinckley	Christine	PES	Special Coordinator	\$17.08 / hr.
*Jean-Gilles	Sarah	PES	Grade 5 Teacher	\$41,966
*John-Zensky	Danielle	PES	Math Interventionist	\$31,521
*Kaplan	Gloria	PES	Grade 6 Teacher/Team Leader	\$43,630
Keel	Martin	PMHS	Custodian	\$12.30 / hr.
Keeley	Donna	PES	Heart & Sole Program Advisor	\$175
Kennedy	Jayme	PMHS	Varisty Girls Soccer Coach	\$2,000
Keogh	Emma	PES	Educational Assistant	\$9.44 / hr.
Krochmal	Gloria	PMHS	Secretary	\$18.73 / hr.
Langevin-Darrah	Tyler	District	Custodian	\$8.51 / hr.
LeMay	Kathy	District	Director of Intervention/Title I Manager	\$76,000
Linderman	Peggy	PES	Custodian	\$12.97 / hr.
*Linxweiler	Jacqueline	PMHS	Special Education Grades/Teacher Mentor	\$30,152
*Littlefield	Terry	PES	Special Education Teacher/Teacher Mentor	\$42,530
Ludwick	Emily	District	School Psychologist	\$45,000
*Mahanes	Kathy	PES	Grade 2 Teacher	\$68,340
Malley	Jackie	PES	Special Coordinator	\$12.84 / hr.
*Mancini	Tessa	PES	Grade 3/4 Teacher/Team Leader	\$32,921
*Mara	Kail	PES	Learning Commons Teacher/PES Student Council Advisor/Team Leader	\$33,271
*Marshall	Theresa	PMHS	Math Teacher	\$30,002
*Martel	Jeff	PMHS	Guidance Counselor	\$54,559
*Massey	Jennifer	PMHS	Business Teacher/Webmaster/Grade 11 Class Advisor/Teacher Mentor/MS/HS Student Council Advisor/FBLA Club Advisor/ Yearbook Club Advisor	\$36,993
*Miller	Melissa	PES	School Nurse	\$33,117
Miller	Pamela	PES	Administrative Assistant	\$18.44 / hr.
*Mitchell	William	PMHS	Art Teacher/Looseleaf Art & Literary Magazine	\$41,376
Morganti	Kim	District	Educational Behavior Specialist	\$57,783
Morse	Ross	District	Community Liasion	\$27.33 / hr.
Mott	Brian	PMHS	Custodian	\$12.30 / hr.
Nevins	Tina	PES	Speech & Language Assistant	\$12.86 / hr.
Newton	Gailann	PES	Educational Assistant	\$10.53 / hr.
*Patsos	David	PES	Grade 6 Teacher	\$62,859
Presbrey	Alicia	PES	Educational Assistant	\$9.24 / hr.
Proulx	Mary	PES	Educational Assistant	\$14.42 / hr.
*Ramsey	Elaine	PES	Special Education Teacher	\$31,521
Rodgers	Pamela	PMHS	Special Coordinator	\$17.41 / hr.
*Rose	Lynette	PMHS	Student Support Specialist	\$51,952
Rowell	Jossie	PES	Educational Assistant	\$8.90 / hr.

<b>LAST</b>	<b>FIRST</b>	<b>SCHOOL</b>	<b>POSITION</b>	<b>PAY</b>
*Rowley	Bernadette	PES	Grade 1/2 Teacher/Team Leader	\$39,659
*Rudis	Todd	PMHS	Student Support Specialist	\$34,661
Shonyo	Angela	PES	Educational Assistant	\$9.24 / hr.
*Smith	Stanley	PMHS	Math Teacher	\$56,213
Stevens	Donna	PES	Secretary	\$13.47 / hr.
*Stewart	Darlene	PES	Special Education Teacher/Team Leader/Teacher Mentor	\$53,978
Stockman	Lynn	PES	Educational Assistant	\$14.70 / hr.
Stopryo	Laura	PES	Educational Assistant	\$9.41 / hr.
*Strickhart	Paul	PMHS	Math Teacher/Teacher Mentor/Varsity Volleyball Coach	\$55,931
Thomas	Leslie	PMHS	Special Coordinator MS/HS Ski Club Advisor	\$17.08 / hr. \$350
*Thompson	Rebecca	PMHS	Special Education Teacher/Team Leader	\$50,019
Trefry	Karen	PES	Educational Assistant - Title I	\$17.30 / hr.
*Uhouse	Jonathan	PES	Grade 4 Teacher/Middle School Boys Basketball Coach	\$44,987
*Vary	Charlene	PMHS	Special Education Teacher	\$37,326
*Vasconellos	Megan	PES	Grade 3 Teacher	\$35,663
*Vassallo	Kathleen	PMHS	Science Teacher/Grade 12 Class Advisor/Environmental Club Advisor	\$36,478
Vien	Laurie	PES	Custodian	\$14.07 / hr.
*Wellington	Jenny Lynn	PMHS	English Teacher/Advisory Council Chairperson/Justice Committee Chair/Grade 8 Class Advisor/Looseleaf Art & Literary Magazine/Team Leader/Teacher Mentor	\$53,180
Whedon-Darling	Christine	PES	Educational Assistant	\$16.80 / hr.
*White	Carrie	PES	Title I Literacy Teacher	\$35,663
Willey	Brandi	PMHS	Educational Assistant	\$9.80 / hr.
Wolfe	Paulette	PES	Heart & Sole Program Advisor	\$175
*Zachos	Amber	PMHS	Math Teacher	\$32,593

\*Position included in bargaining unit represented by the Education Association of Pittsfield

**STUDENT ENROLLMENT  
2017-2018**

**ELEMENTARY SCHOOL**

<b>Grade</b>	<b>Students</b>
<b>P</b>	17
<b>K</b>	46
<b>1</b>	50
<b>2</b>	41
<b>3</b>	56
<b>4</b>	28
<b>5</b>	42
<b>6</b>	51
<hr/>	
<b>Total</b>	<b>331</b>

**MIDDLE HIGH SCHOOL**

<b>Grade</b>	<b>Students</b>
<b>7</b>	36
<b>8</b>	41
<b>9</b>	68
<b>10</b>	37
<b>11</b>	30
<b>12</b>	30
<hr/>	
<b>Total Grades 7 - 8</b>	77
<b>Total Grades 9 - 12</b>	165
<hr/>	
<b>Grand Total 7 - 12</b>	<b>242</b>

# School: Pittsfield Local School

## New Hampshire

### Warrant

2018

To the inhabitants of the town of Pittsfield Local School in the County of Merrimack in the state of New Hampshire qualified to vote in school district affairs are hereby notified and warned of the Deliberative Session will be held as follows:

Date: February 8, 2018

Time: 7:00 pm

Location: Pittsfield Elementary School

Second Session of Annual Meeting (Official Ballot Voting)

Date: March 13, 2018

Time: 7:00am – 7:00pm

Location: Pittsfield Town Hall

85 Main Street

Pittsfield, NH 03263

#### Article 01: To hear reports

To hear reports of agents, auditors, committees, or officers chosen, and to pass any vote relating therefore. Recommended by the Pittsfield School Board. (Majority vote required).

Yes

No

#### Article 02: School Lunch Program

To see if the Pittsfield School District will vote to raise and appropriate the sum of \$330,000 for the support of the School Lunch Program. This appropriation will be funded by a like amount of revenue from the sale of food and state and federal sources. (Estimated tax impact of this article: \$0.) Recommended by the Pittsfield School Board. Recommended by the Pittsfield Budget Committee (13 yes, 0 no). (Majority vote required)

Yes

No

#### Article 03: Receive and expend grant funds

To see if the Pittsfield School District will vote to raise and appropriate the sum of \$1,100,000 for the support of federal and private foundation grant-funded educational programs of the Pittsfield School District. This appropriation is contingent upon receiving revenue from federal grants and private foundations and will be expended in accordance with federal and state requirements upon approval by the New Hampshire Department of Education or private foundation requirements. (Estimated tax impact of this article: \$0.) Recommended by the Pittsfield School Board. Recommended by the Pittsfield Budget Committee (13 yes, 0 no). (Majority vote required)

Yes

No

#### Article 04: Operating Budget

Shall the Pittsfield School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$10,530,724? Should this article be defeated, the default budget shall be \$10,202,520, which is the same as last year, with certain adjustments required by previous action of the Pittsfield School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (Estimated tax impact of this article: (\$1.15/thousand.) Recommended by the Pittsfield School Board. Recommended by the Pittsfield Budget Committee (9 yes, 4 no). Majority vote required.

Yes

No



**Article 05: 1 year Collective Bargaining Agreement**

To see if the school district will vote to approve the cost items included in the collective bargaining agreement reached between the Pittsfield School District and the Educational Association of Pittsfield Teachers which calls for the following increases in salaries and benefits at the current staffing level:

Fiscal Year 2018-2019  
 Estimated Increase \$99,885

and further to raise and appropriate \$99,885 for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. (Estimated tax impact of this article: \$.38/thousand) Recommended by the Pittsfield School Board. Recommended by the Pittsfield Budget Committee (8 yes 5 no). (Majority vote required)

Yes       No

**Article 07: Transact Other Business**

To transact any other business which may legally come before this meeting.

Yes       No

Given under our hands, 1/25/18		
We certify and attest that on or before January 29, 2018, we posted a true and attested copy of the within Warrant at the place of meeting, and like copies at SAU 51 Office, Pittsfield Middle High School, Pittsfield Post Office and the Pittsfield Town Hall, and delivered the original to the Clerk		
Printed Name	Position	Signature
Ralph Orbell	Board Member	<i>Ralph Orbell</i>
Mike Wolfe	Board Member	<i>Mike Wolfe</i>
THEODORE U. MITCHELL	Board Member	<i>Theodore U. Mitchell</i>
Linda Freese	Board Member	<i>Linda Freese</i>
Beatrice Douglas	Board Member	<i>Beatrice Douglas</i>

# SAMPLE BALLOT



**OFFICIAL BALLOT**  
**ANNUAL SCHOOL DISTRICT ELECTION**  
**PITTSFIELD, NEW HAMPSHIRE**  
**MARCH 13, 2018**

*Eric Anthony*  
 SCHOOL DISTRICT CLERK

**INSTRUCTIONS TO VOTERS**

- A. TO VOTE, completely fill in the OVAL to the RIGHT of your choice(s) like this: ●
- B. Follow directions as to the number of candidates to be marked for each office.
- C. To vote for a person whose name is not printed on the ballot, write the candidate's name on the line provided and completely fill in the OVAL.

SCHOOL BOARD		SCHOOL DISTRICT MODERATOR
<small>VOTE FOR NOT THREE YEARS MORE THAN TWO</small>		<small>VOTE FOR NOT THREE YEARS MORE THAN ONE</small>
RALPH ODELL <input type="radio"/>		GERARD A. LEDUC <input type="radio"/>
HEIDI ANN ASDOT <input type="radio"/>		<input type="radio"/>
ADAM GAUTHIER <input type="radio"/>		<input type="radio"/>
<input type="radio"/>		(Write-in)
(Write-in) <input type="radio"/>		
(Write-in) <input type="radio"/>		

**ARTICLES**

**ARTICLE 02 School Lunch Program**

To see if the Pittsfield School District will vote to raise and appropriate the sum of \$330,000 for the support of the School Lunch Program. This appropriation will be funded by a like amount of revenue from the sale of food and state and federal sources. (Estimated tax impact of this article: \$0.) **Recommended** by the Pittsfield School Board. **Recommended** by the Pittsfield Budget Committee (13 yes, 0 no). (Majority vote required.)

YES   
 NO

**ARTICLE 03 Receive and expend grant funds**

To see if the Pittsfield School District will vote to raise and appropriate the sum of \$1,100,000 for the support of federal and private foundation grant-funded educational programs of the Pittsfield School District. This appropriation is contingent upon receiving revenue from federal grants and private foundations and will be expended in accordance with federal and state requirements upon approval by the New Hampshire Department of Education or private foundation requirements. (Estimated tax impact of this article: \$0.) **Recommended** by the Pittsfield School Board. **Recommended** by the Pittsfield Budget Committee (13 yes, 0 no). (Majority vote required.)

YES   
 NO

**ARTICLE 04 Operating Budget**

Shall the Pittsfield School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$10,530,724? Should this article be defeated, the default budget shall be \$10,202,520, which is the same as last year, with certain adjustments required by previous action of the Pittsfield School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (Estimated tax impact of this article: (\$1.15/thousand.) **Recommended** by the Pittsfield School Board. **Recommended** by the Pittsfield Budget Committee (9 yes, 4 no). (Majority vote required.)

YES   
 NO

**Article 05: 1 year Collective Bargaining Agreement**

To see if the school district will vote to approve the cost items included in the collective bargaining agreement reached between the Pittsfield School District and the Educational Association of Pittsfield Teachers which calls for the following increases in salaries and benefits at the current staffing level:

Fiscal Year            2018-2019  
 Estimated Increase    \$99,885

and further to raise and appropriate \$99,885 for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. (Estimated tax impact of this article: \$.38/thousand) **Recommended** by the Pittsfield School Board. **Recommended** by the Pittsfield Budget Committee (8 yes 5 no). (Majority vote required)

YES   
 NO



School Budget Form

Pittsfield Local School

For School Districts which have adopted the provisions of RSA 32:14 through RSA 32:24  
Appropriations and Estimates of Revenue for the Fiscal Year from:  
July 1, 2018 to June 30, 2019

Form Due Date: 20 Days after the Annual Meeting

This form was posted with the warrant on: \_\_\_\_\_

SCHOOL BUDGET COMMITTEE CERTIFICATION

Under penalties of perjury, I declare that I have examined the information contained in this form and to the best of my belief it is true, correct and complete.

Name	Position	Signature
Robert L. Schiferle	Budget Committee Chair	<i>Robert L. Schiferle</i>
Ralph Odell	Budget Committee Secretary	<i>Ralph Odell</i>
Faith Whittier	Budget Comm. Member	<i>Faith Whittier</i>
Thomas Hitchcock	Budget Comm. Member	<i>Thomas Hitchcock</i>
HELEN SCHIFF	Budget Committee Member	<i>Helen Schiff</i>
Randy Severance	Budget Committee Member	<i>Randy Severance</i>
Richard Swick	Budget Committee Member	<i>Richard Swick</i>
JERRY EVERTON	Budget Committee Member	<i>Jerry Everton</i>

This form must be signed, scanned, and uploaded to the Municipal Tax Rate Setting Portal:  
<https://www.proptax.org/>

For assistance please contact:  
NH DRA Municipal and Property Division  
(603) 230-5090  
<http://www.revenue.nh.gov/mun-propl/>



School Budget Form

Account	Purpose	Article	Expenditures Prior Year	Appropriations Current Year as Approved by DRA	School Board's Appropriations Ensuing FY (Recommended)	School Board's Appropriations Ensuing FY (Not Recommended)	Budget		
							Committee's Appropriations Ensuing FY (Recommended)	Committee's Appropriations Ensuing FY (Not Recommended)	
<b>Instruction</b>									
1100-1199	Regular Programs	04	\$3,250,715	\$3,297,344	\$3,372,336	\$0	\$0	\$3,372,336	\$0
1200-1299	Special Programs	04	\$2,122,462	\$2,244,602	\$2,444,654	\$0	\$0	\$2,444,654	\$0
1300-1399	Vocational Programs	04	\$30,283	\$40,000	\$43,000	\$0	\$0	\$43,000	\$0
1400-1499	Other Programs	04	\$108,639	\$132,770	\$120,694	\$0	\$0	\$120,694	\$0
1500-1599	Non-Public Programs	04	\$0	\$0	\$0	\$0	\$0	\$0	\$0
1600-1699	Adult/Continuing Education Programs		\$0	\$0	\$0	\$0	\$0	\$0	\$0
1700-1799	Community/Junior College Education Programs		\$0	\$0	\$0	\$0	\$0	\$0	\$0
1800-1899	Community Service Programs		\$0	\$0	\$0	\$0	\$0	\$0	\$0
	<b>Instruction Subtotal</b>		<b>\$5,512,099</b>	<b>\$5,714,716</b>	<b>\$5,980,684</b>	<b>\$0</b>	<b>\$0</b>	<b>\$5,980,684</b>	<b>\$0</b>
<b>Support Services</b>									
2000-2199	Student Support Services	04	\$829,127	\$849,285	\$935,745	\$0	\$0	\$935,745	\$0
2200-2299	Instructional Staff Services	04	\$496,926	\$437,461	\$565,737	\$50,000	\$50,000	\$565,737	\$50,000
	<b>Support Services Subtotal</b>		<b>\$1,326,053</b>	<b>\$1,286,746</b>	<b>\$1,501,482</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$1,501,482</b>	<b>\$50,000</b>
<b>General Administration</b>									
0000-0000	Collective Bargaining		\$0	\$0	\$0	\$0	\$0	\$0	\$0
2310 (840)	School Board Contingency		\$0	\$0	\$0	\$0	\$0	\$0	\$0
2310-2319	Other School Board	04	\$34,125	\$33,053	\$33,103	\$0	\$0	\$33,103	\$0
	<b>General Administration Subtotal</b>		<b>\$34,125</b>	<b>\$33,053</b>	<b>\$33,103</b>	<b>\$0</b>	<b>\$0</b>	<b>\$33,103</b>	<b>\$0</b>
<b>Executive Administration</b>									
2320 (310)	SAU Management Services		\$0	\$0	\$0	\$0	\$0	\$0	\$0
2320-2399	All Other Administration	04	\$332,970	\$335,802	\$378,462	\$22,000	\$22,000	\$378,462	\$22,000
2400-2499	School Administration Service	04	\$805,818	\$843,196	\$807,187	\$0	\$0	\$807,187	\$0
2500-2599	Business		\$0	\$0	\$0	\$0	\$0	\$0	\$0
2600-2699	Plant Operations and Maintenance	04	\$856,460	\$941,933	\$864,629	\$20,500	\$20,500	\$864,629	\$20,500
2700-2799	Student Transportation	04	\$559,889	\$636,935	\$669,701	\$0	\$0	\$669,701	\$0
2800-2999	Support Service, Central and Other		\$0	\$0	\$0	\$0	\$0	\$0	\$0
	<b>Executive Administration Subtotal</b>		<b>\$2,555,137</b>	<b>\$2,757,866</b>	<b>\$2,719,979</b>	<b>\$42,500</b>	<b>\$42,500</b>	<b>\$2,719,979</b>	<b>\$42,500</b>



Missouri  
Department of  
Revenue Administration

2018  
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School Budget Form

Non-Instructional Services									
3100	Food Service Operations		\$0	\$0	\$0	\$0	\$0	\$0	\$0
3200	Enterprise Operations		\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Non-Instructional Services Subtotal		\$0	\$0	\$0	\$0	\$0	\$0	\$0

Facilities Acquisition and Construction									
4100	Site Acquisition		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4200	Site Improvement		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4300	Architectural/Engineering		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4400	Educational Specification Development		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4500	Building Acquisition/Construction		\$0	\$0	\$0	\$0	\$0	\$0	\$0
4600	Building Improvement Services	04	\$0	\$1	\$1	\$0	\$1	\$1	\$0
4900	Other Facilities Acquisition and Construction		\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Facilities Acquisition and Construction Subtotal		\$0	\$1	\$1	\$0	\$1	\$1	\$0

Other Outlays									
5110	Debt Service - Principal	04	\$265,000	\$265,000	\$265,000	\$0	\$265,000	\$0	\$0
5120	Debt Service - Interest	04	\$60,288	\$45,381	\$30,475	\$0	\$30,475	\$0	\$0
	Other Outlays Subtotal		\$325,288	\$310,381	\$295,475	\$0	\$295,475	\$0	\$0

Fund Transfers									
5220-5221	To Food Service		\$12,830	\$0	\$0	\$0	\$0	\$0	\$0
5222-5229	To Other Special Revenue		\$0	\$0	\$0	\$0	\$0	\$0	\$0
5230-5239	To Capital Projects		\$0	\$0	\$0	\$0	\$0	\$0	\$0
5254	To Agency Funds		\$0	\$0	\$0	\$0	\$0	\$0	\$0
5300-5399	Intergovernmental Agency Allocation		\$0	\$3,000	\$0	\$0	\$0	\$0	\$0
9990	Supplemental Appropriation		\$0	\$0	\$0	\$0	\$0	\$0	\$0
9992	Deficit Appropriation		\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Fund Transfers Subtotal		\$12,830	\$3,000	\$0	\$0	\$0	\$0	\$0

Total Operating Budget Appropriations		\$9,765,532	\$10,105,763	\$10,530,724	\$92,500	\$10,530,724	\$92,500
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School Budget Form

Account	Purpose	Article	Expenditures Prior Year	Appropriations Current Year as Approved by DRA	School Board's Appropriations Ensuing FY (Recommended)	School Board's Appropriations Ensuing FY (Not Recommended)	Budget	
							Committee's Appropriations Ensuing FY (Recommended)	Committee's Appropriations Ensuing FY (Not Recommended)
5251	To Capital Reserve Fund		\$0	\$0	\$0	\$0	\$0	\$0
5252	To Expendable Trust Fund		\$0	\$0	\$0	\$0	\$0	\$0
5253	To Non-Expendable Trust Fund		\$0	\$0	\$0	\$0	\$0	\$0

Total Proposed Special Articles



Department of  
Revenue Administration

2018  
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School Budget Form

Account	Purpose	Article	Expenditures Prior Year	Appropriations Current Year as Approved by DRA	School Board's Appropriations Ensuing FY (Recommended)	School Board's Appropriations Ensuing FY (Not Recommended)	Budget Committee's Appropriations Ensuing FY (Recommended)	Budget Committee's Appropriations Ensuing FY (Not Recommended)
1100-1199	Regular Programs	05	\$0	\$0	\$75,660	\$0	\$75,660	\$0
<i>Purpose: 1 year Collective Bargaining Agreement</i>								
1200-1299	Special Programs	05	\$0	\$0	\$20,299	\$0	\$20,299	\$0
<i>Purpose: 1 year Collective Bargaining Agreement</i>								
2000-2199	Student Support Services	05	\$0	\$0	\$2,120	\$0	\$2,120	\$0
<i>Purpose: 1 year Collective Bargaining Agreement</i>								
2200-2299	Instructional Staff Services	05	\$0	\$0	\$1,806	\$0	\$1,806	\$0
<i>Purpose: 1 year Collective Bargaining Agreement</i>								
5220-5221	To Food Service	02	\$290,457	\$330,000	\$330,000	\$0	\$330,000	\$0
<i>Purpose: School Lunch Program</i>								
5222-5229	To Other Special Revenue	03	\$849,473	\$1,100,000	\$1,100,000	\$0	\$1,100,000	\$0
<i>Purpose: Receive and expend grant funds</i>								
<b>Total Proposed Individual Articles</b>			<b>\$1,139,930</b>	<b>\$1,430,000</b>	<b>\$1,529,885</b>	<b>\$0</b>	<b>\$1,529,885</b>	<b>\$0</b>



School Budget Form

Account Source Article Revised Revenues Current Year School Board's Estimated Revenues Budget Committee's Estimated Revenues

Account	Source	Article	Revised Revenues Current Year	School Board's Estimated Revenues	Budget Committee's Estimated Revenues
<b>Local Sources</b>					
1300-1349	Tuition		\$0	\$0	\$0
1400-1449	Transportation Fees		\$0	\$0	\$0
1500-1599	Earnings on Investments	04	\$200	\$200	\$200
1600-1699	Food Service Sales	02	\$109,000	\$109,000	\$109,000
1700-1799	Student Activities		\$0	\$0	\$0
1800-1899	Community Service Activities		\$0	\$0	\$0
1900-1999	Other Local Sources		\$0	\$0	\$0
<b>Local Sources Subtotal</b>			<b>\$109,200</b>	<b>\$109,200</b>	<b>\$109,200</b>

Account	Source	Article	Revised Revenues Current Year	School Board's Estimated Revenues	Budget Committee's Estimated Revenues
<b>State Sources</b>					
3210	School Building Aid	04	\$89,923	\$89,923	\$89,923
3215	Kindergarten Building Aid		\$0	\$0	\$0
3220	Kindergarten Aid	04	\$0	\$44,000	\$44,000
3230	Special Education Aid	04	\$145,479	\$316,905	\$316,905
3240-3249	Vocational Aid	04	\$8,803	\$11,000	\$11,000
3250	Adult Education		\$0	\$0	\$0
3260	Child Nutrition	02	\$4,000	\$4,000	\$4,000
3270	Driver Education		\$0	\$0	\$0
3290-3299	Other State Sources		\$0	\$0	\$0
<b>State Sources Subtotal</b>			<b>\$248,205</b>	<b>\$465,828</b>	<b>\$465,828</b>

Account	Source	Article	Revised Revenues Current Year	School Board's Estimated Revenues	Budget Committee's Estimated Revenues
<b>Federal Sources</b>					
4100-4539	Federal Program Grants	03	\$915,000	\$915,000	\$915,000
4540	Vocational Education		\$0	\$0	\$0
4550	Adult Education		\$0	\$0	\$0
4560	Child Nutrition	02	\$217,000	\$217,000	\$217,000
4570	Disabilities Programs	03	\$185,000	\$185,000	\$185,000
4580	Medicaid Distribution	04	\$180,000	\$180,000	\$180,000
4590-4999	Other Federal Sources (non-4810)		\$0	\$0	\$0
4810	Federal Forest Reserve		\$0	\$0	\$0
<b>Federal Sources Subtotal</b>			<b>\$1,497,000</b>	<b>\$1,497,000</b>	<b>\$1,497,000</b>





Mississippi  
Department of  
Revenue Administration

2018  
MS-27

School Budget Form

Other Financing Sources

5110-5139	Sale of Bonds or Notes		\$0	\$0	\$0
5140	Reimbursement Anticipation Notes		\$0	\$0	\$0
5221	Transfer from Food Service Special Revenue Fund		\$0	\$0	\$0
5222	Transfer from Other Special Revenue Funds	04	\$4,000	\$2,000	\$2,000
5230	Transfer from Capital Project Funds		\$0	\$0	\$0
5251	Transfer from Capital Reserve Funds		\$0	\$0	\$0
5252	Transfer from Expendable Trust Funds		\$0	\$0	\$0
5253	Transfer from Non-Expendable Trust Funds		\$0	\$0	\$0
5300-5699	Other Financing Sources		\$0	\$0	\$0
9997	Supplemental Appropriation (Contra)		\$0	\$0	\$0
9998	Amount Voted from Fund Balance		\$0	\$0	\$0
9999	Fund Balance to Reduce Taxes		\$78,929	\$0	\$0
	Other Financing Sources Subtotal		\$82,929	\$2,000	\$2,000
	Total Estimated Revenues and Credits		\$1,937,334	\$2,074,028	\$2,074,028



School Budget Form

Item	Current Year	School Board Ensuing FY (Recommended)	Budget Committee Ensuing FY (Recommended)
Operating Budget Appropriations	\$10,105,763	\$10,530,724	\$10,530,724
Special Warrant Articles	\$0	\$0	\$0
Individual Warrant Articles	\$1,430,000	\$1,529,885	\$1,529,885
Total Appropriations	\$11,535,763	\$12,060,609	\$12,060,609
Less Amount of Estimated Revenues & Credits	\$1,937,334	\$2,074,028	\$2,074,028
Less Amount of State Education Tax/Grant		\$4,655,119	\$4,655,119
<b>Estimated Amount of Taxes to be Raised</b>		<b>\$5,331,462</b>	<b>\$5,331,462</b>



School Budget Form

1. Total Recommended by Budget Committee

\$12,060,609

Less Exclusions:

2. Principal: Long-Term Bonds & Notes	\$265,000
3. Interest: Long-Term Bonds & Notes	\$30,475
4. Capital outlays funded from Long-Term Bonds & Notes	\$0
5. Mandatory Assessments	\$0
6. Total Exclusions ( <i>Sum of Lines 2 through 5 above</i> )	\$295,475
7. Amount Recommended, Less Exclusions ( <i>Line 1 less Line 6</i> )	\$11,765,134
8. 10% of Amount Recommended, Less Exclusions ( <i>Line 7 x 10%</i> )	\$1,176,513

Collective Bargaining Cost Items:

9. Recommended Cost Items (Prior to Meeting)	\$99,885
10. Voted Cost Items (Voted at Meeting)	\$0
11. Amount voted over recommended amount (Difference of Lines 9 and 10)	\$0
12. Bond Override (RSA 32:18-a), Amount Voted	\$0

Maximum Allowable Appropriations Voted at Meeting:  
(*Line 1 + Line 8 + Line 11 + Line 12*) \$13,237,122





**PMHS Graduating Class Of 2017**



**PES Kindergarten Class Of 2017**