

**STATE OF NEW HAMPSHIRE
MONADNOCK REGIONAL SCHOOL DISTRICT
WARRANT FOR 2015-2016**

Ballot Version January 31st, 2015

To the inhabitants of the Cooperative School District in the Towns of Fitzwilliam, Gilsum, Richmond, Roxbury, Swanzey and Troy qualified to vote in the District Affairs:

You are hereby notified to meet at the **Monadnock Regional Middle/High School on Saturday, the 31st day of January, 2015 at 10:00 o'clock in the forenoon** for the purpose of hearing an explanation of the following subjects and to carry on any discussion or debate with respect thereto, with said subjects to be open to amendment:

NOTICE: School District Officers will be elected at the second session of the Annual Meeting of the Monadnock Regional School District on March 10th, 2015 in accordance with the statutory election procedures adopted by a vote of the District on March 11, 1996. The School District Warrant for the election of School District Officials will be posted in accordance with Revised Statutes Annotated (RSA) 40:13 in each of the District's member Towns.

The polls will be open to voters in their towns of residence on March 10th, as follows:

**Fitzwilliam – Town Hall, 11 am-7pm
Gilsum – Gilsum Elementary School, 1pm-7pm
Richmond-Veterans Hall, 11am-7pm
Roxbury-Meeting House, 6:30pm-mid-meeting
Swanzey-Christian Life Fellowship Church, 8am-7pm
Troy-Troy Elementary School, 10am-7pm**

ARTICLE ONE: Shall the Monadnock Regional School District raise and appropriate in the operating budget not including appropriations by special warrant articles, which will be voted on separately, totaling \$31,539,000 (\$970,000 is required for federal grants and nutrition grants that are funded by separate State and Federal revenues)? Should this article be defeated, the default budget will be \$31,564,030 which is the same as last year with certain adjustments required by previous action of the Monadnock Regional School District by law; or the governing body may hold one special meeting, in accordance with Revised Statutes Annotated (RSA) 40:13, X and XVI, to take up the issue of a revised operating budget only. The School Board supports this article. The Budget Committee supports this article. (Majority vote required).

ARTICLE TWO: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$1,181,000 for renovations at the Mount Caesar Elementary School. This is a Special Warrant Article in accordance with RSA 32:3 VI. This will be a non-lapsing warrant article per RSA 32:7 and will not lapse until the maintenance projects are complete or June 30, 2018 whichever is earlier. The School Board supports this article. The Budget Committee supports this article. (Majority vote required).

ARTICLE THREE: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$100,000 for repair of health and safety related maintenance items at the Middle/High School. This a Special Warrant Article in accordance with RSA 32:3 VI. This will be a non-lapsing warrant article per RSA 32:7 and will not lapse until the maintenance projects are complete or June 30, 2018 whichever is earlier. The School Board supports this article. The Budget Committee supports this article. (Majority vote required)

ARTICLE FOUR: Shall the Monadnock Regional School District raise and appropriate the sum of \$63,500 to be added to the 2012 Before and After School Expendable Trust Fund created under Article #8 of the 2012-2013 Warrant. The School Board supports this article. The Budget Committee supports this article. (Majority vote required)

posted 1/16/15
mjclea

ARTICLE FIVE: To see if the Monadnock Regional School District will vote to create an expendable trust fund under the provisions of RSA 198-20-c, to be known as the Emergency Fuel Fund 2015, for the purpose of providing funding towards fuel costs when there is an unanticipated increase in the fuel costs, and to raise and appropriate the sum of \$5,000 from any undesignated fund balance on June 30, 2015, and to name the School Board as agents to expend from this fund. The School Board supports this article. The Budget Committee supports this article. (Majority vote required).

ARTICLE SIX: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$630,701 to be added to the 2009 School Building Capital Reserve Fund created under #8 of the 2009 warrant, the sum of which is to be from the return of the School Building Aid resulting from the Monadnock Regional High School-Middle School renovations. The School Board supports this article. The Budget Committee does not support this article. (Majority vote required).

ARTICLE SEVEN: To see if the Monadnock Regional School District will vote to approve the cost items included in the three year Collective Bargaining Agreement reached between the Monadnock Regional School Board and the Specialists of the Monadnock District for the following increases in wages and benefits at the current staffing level of 9 employees.

The Specialists and the Board have established a wage scale broken down into steps with increases of at least \$1,000. The members of the Specialists group that are off step will get a four point seventy-five percent (4.75%) increase in the first year of the contract, a two percent (2%) increase in the second year and a one point five percent (1.5%) increase in the third year.

This results in a 7.11% wage increase in year one, a 1.99% wage increase in year two and a 1.54% increase in wages for year three.

The agreement includes a provision that will require the Specialists to pay more for their health insurance. Currently, the District pays eighty-six percent (86%) of the Blue Cross 3 Tier Plan, going forward the District will pay Eighty-five percent (85%) of the Matthew Thornton Blue Plan.

The estimated increase in the costs for wages and benefits under the collective bargaining agreement are as follows:

Year	Estimated Increase:	
2015-2016	\$37,155	Salaries
	\$ 400	Salary for unused sick days
	\$ 8,191	Wage Driven Benefits (Social Security, NHRS)
	\$13,500	Staff Development (to be used over two years)
	<u>(\$ 9,438)</u>	Health Insurance Sharing to 85/15 (Matthew Thornton Blue driver)
	<u>\$ 5,400</u>	Supplies (\$600 per member)
	\$ 55,208	Total
2016-2017	\$11,373	Salaries
	<u>\$ 2,480</u>	Wage Driven Benefits (Social Security, NHRS)
	\$13,853	Total
2017-2018	\$ 8,935	Salaries
	<u>\$ 1,949</u>	Wage Driven Benefits (Social Security, NHRS)
	\$ 10,884	Total

And further to raise and appropriate the sum of \$ 55,208 for the 2015-2016 fiscal year, such sum representing the additional costs attributable to the increase in wages and benefits required by the new agreement over those that would be paid at current staffing levels. The school Board supports this appropriation. The Budget Committee does not support this appropriation. (Majority vote required)

ARTICLE EIGHT: To see if the Monadnock Regional School District will vote to approve the cost items included in the three year Collective Bargaining Agreement reached between the Monadnock Regional School Board and the Monadnock Education Support Staff Agreement (MESSA) of the Monadnock District for the following increases in wages and benefits at the current staffing levels of 120 employees.

The agreement includes a one percent (1%) increase in wages, advancement of two steps on the wage scale, and paid half hour lunches for all employees within the unit. The second year of the agreement will include a one percent (1%) wage increase for the Maintenance unit, and a two percent (2%) increase for all other bargaining unit members, advancement of one step on the wage scale for those on step and a \$250.00 stipend to those employees not on a wage step that does not advance in salary. The third and final year of the contract will include a one percent (1%) increase for the maintenance unit and a three percent (3%) increase for all other bargaining unit members, an advancement of one step on the wage scale for those on step and a \$250.00 stipend to those employees not on a wage step that does not advance in salary.

This results in wage increase percentage in year one of 11.11%, in year two of 4.28%, and in year three of 4.01%.

The agreement includes a provision that will require the MESSA to pay more for their health insurance. Currently, the District pays eighty-six percent (100%) of the Blue Cross 3 Tier Plan, going forward the District will pay Ninety Three percent (93%) of the Matthew Thornton Blue Plan for year 1, Ninety percent (90%) for year two and Eighty-Five percent ((85%) for Year three of the contract.

The estimated increase in the costs for wages and benefits under the collective bargaining agreement are as follows:

Year	Estimated Increase:	
2015-2016	\$299,460	Salaries
	\$ 55,161	Wage Driven Benefits (Social Security, NHRS)
	(\$168,534)	Health Insurance Sharing to 93/07 (Matthew Thornton Blue driver)
	<u>\$ 200</u>	Added costs for two additional substitute days
	\$186,287	Total
2016-2017	\$128,211	Salaries
	\$23,616	Wage Driven Benefits (Social Security, NHRS)
	<u>(\$50,107)</u>	Health Insurance Sharing to 90/10 (Matthew Thornton Blue driver)
	\$101,720	Total
2017-2018	\$124,881	Salaries
	\$23,003	Wage Driven Benefits (Social Security, NHRS)
	<u>(\$100,427)</u>	Health Insurance Sharing to 85/15 (Matthew Thornton Blue driver)
	\$47,457	Total

And further to raise and appropriate the sum of **\$186,287** for the 2015-2016 fiscal year, such sum representing the additional costs attributable to the increase in wages and benefits required by the new agreement over those that would be paid at current staffing levels. The school Board supports this appropriation. The Budget Committee does not support this appropriation. (Majority vote required)

ARTICLE NINE: Shall the Monadnock Regional School District receive and approve the reports of the agents, auditors, committees and officers chosen as printed and distributed in the Annual Report? (Majority vote required).

ARTICLE TEN: To listen to opinions of a purely advisory nature with regards to the conduct of school affairs for the ensuing year. (Majority vote required).

