

Town of Alton  
Budget Committee Meeting  
January 24, 2012  
Approved March 12, 2012

1. Call to Order – 7:00 pm
2. Roll Call  
K. Agrigopolous, School Board Representative  
M. DeCoff, Chair  
S. Miller, Vice Chair  
L. Tilley, Member  
V. MacDonald, Member  
B. Howard, Member  
L. Carr, Selectmen's Representative
3. Pledge of Allegiance
4. Approval of Agenda  
M. DeCoff noted L. Carr wanted to add Water Department

Motion by S. Miller to add Water Works to new business  
V. MacDonald seconds

All in favor

S. Miller would like to know final numbers that School Board approved since our last meeting.

K. Agrigopolous stated it hasn't changed.

M. DeCoff stated we will put this under Old Business final numbers.

L. Carr arrived and M. DeCoff informed him that we added Water Department under new business and under Old Business we added final numbers from the School Board.

L. Carr stated I have the MS70 ready for you to sign.

S. Miller would also like add under new business, I'd like to know what the School Board's plan is to market the building renovation.

K. Agrigopolous. I guess we have to re-vote the agenda because we have already moved to approve the amendments to the agenda. Point of Order on that.

Under Old business

Add final numbers school board approved

Under New Business

Add Water Works

Add Question on School Board's plan to market building renovations

Motion by S. Miller to accept additional agenda items

V. MacDonald seconds

All in favor

Review of minutes

Recorder provided copies of the following minutes to the Budget Committee

November 15

December 1

December 6

December 15

January 3

January 10

January 12

Discussion on the receipt of the minutes.

S. Miller noted for the record December 6, December 15, January 3, January 10 and January 12

S. Miller asked if they should have had these by E-Mail before coming here.

M. DeCoff stated I thought we weren't E-Mailing.

S. Miller stated there are 5 different minutes. We have to somehow make arrangements in the future to get them sooner.

K. Agrigopolous stated you are supposed to have them within 5 business days from the end of the meeting.

M. DeCoff stated not approved.

K. Agrigopolous stated it doesn't matter if they are approved as long as you have them in draft form within 5 days after the end of recording in accordance with RSA 91. That is always what I went by as a recorder. If it is non-public it is supposed to be within 3 business days.

M. DeCoff motions to approve November 15 and December 1 and we will schedule another meeting before the Town's Deliberative Session to go over stuff.

S. Miller stated he has to read over December 1<sup>st</sup>.

S. Miller questioned on Page 3, December 1, 2011 minutes, it is the fourth paragraph starting with S. Miller. It says S. Miller stated the voters can do it by money. S. Miller stated he believes he said the Budget Committee can do it by money.

S. Miller stated that there are a number of typos and he will skip over them.

S. Miller has a question for the Committee, Page 3 of 19 6<sup>th</sup> paragraph, I don't know what this says or what it is supposed to say." Shirley Lane asked if she could be given a reason for this. L. Carr stated streamlining, savings full time salary vs. part time Building and Grounds 7/12." I don't know what know what that means. B. Howard responded 7 months out of the year. V. MacDonald stated 7 months out of the year. S. Miller so we should add what to make that clear? 7/12 of a position? L. Carr stated sure. K. Agrigopolous stated how about 7 out of 12 months of the year? S. Miller stated 7/12 of a position. That doesn't limit it to 7 straight months.

S. Miller commented just for the record. I think we should get the Mark DeVito and the Cemetery situation as right as possible. If there is ever a legal issue this gets subpoenaed this becomes evidence of who says what OK. I didn't say most of this. I just caution everybody to take a really good look at it starting at 3 19 (page 3 of 19). V. MacDonald stated I didn't say most of this either. K. Agrigopolous may I make a suggestion because of your reservations Steve if you feel that way about something you should ask the Recorder to go back and listen to a tape and listen to it verbatim and table the minutes. Would be my suggestion to you. Then it's not worth going forward tonight. S. Miller that is a good idea. L. Carr all of these are on television, on tape. All of these are on television They are just facsimiles. They are not even verbatim, they can still gone on the tape at night. S. Miller that is a good point.

S. Miller stated there is never a problem until there is a problem. Until it is garbled on TV and it is written here. They take what is written here. If you are comfortable with it that is fine. You are the Selectman.

**Recorder note to Budget Committee, all meetings involving the School Board and the one involving the Cemetery have been transcribed verbatim at the prior request of S. Miller.**

S. Miller Page 9 of 19, second paragraph 4 lines down. I believe Loring said I don't believe we should pay the school board for poor performance over the last 3 years. If I said it I said it. I believe the same thing. I'm just asking Loring. I don't believe I said it but I'm happy to put my name behind it. I'm just asking Loring if he knows who did. L. Carr responded I don't know. V. MacDonald stated I think it is you (indicating S. Miller) S. Miller I'll wear the flak vest for that one.

B. Howard I have a question on Page 11, very last sentence. "It is going to take 36 years to pay for the system". I don't remember saying that. I don't know who did. M. DeCoff that is if we paid 50,000.00 a year on the warrant. S. Miller stated I said that. B. Howard the way it is written it sounds like I said it.

M. DeCoff stated I like where it says we will bundle all the charities and then we didn't. K. Agrigopolous asked is the reason they're broken out was that because of a warrant article or something that asked to break them out or was that just a choice that was made. S. Miller responded that was a choice that was made by the Selectmen to not bundle them up. K. Agrigopolous responded it makes for a lot of warrant articles but I prefer it that way myself.

S. Miller stated the reasoning was is that someone may not agree with one of them. L. Carr stated just being contrary, contrary, contrary. S. Miller stated that may be. K. Agrigopolous stated I remember Greg used to just vote no on all of them. M. DeCoff and he might be back. I'm going to write Greg in this year. K. Agrigopolous is he still around. M. DeCoff responded Oh ya. K. Agrigopolous I saw him along time ago at the circle [inaudible]

B. Howard asked how do you spell Linda Goosen's last name. K. Agrigopolous responded Goosens. S. Miller stated what is good for the Goosen's is good for the gander. B. Howard I try to guess the spelling of peoples name's all the time at work. I'm like ... I always have to ask, can you spell that.

M. DeCoff asked the Town Deliberative Session is the 14<sup>th</sup> right?

L. Carr stated I guess I better find out so I can be there.

K. Agrigopolous stated we should have had this meeting in the Library.

B. Howard on Page 17 under the landfill closure I thought when I asked how much we were spending the test wells each year that Russ gave us a number of about 40,000.00. Is that right, is that what we are spending on test wells. M. DeCoff stated I think that is the first time to install it. Right? B. Howard it seems to me we had a number. There is no number in here. L. Carr stated Oh the dump. M. DeCoff stated R. Bailey responded 14-15 thousand. B. Howard Oh Ok, Thank you.

L. Carr stated it is the 8<sup>th</sup> Mark. M. DeCoff responded we are doing it on a Wednesday Night? S. Miller asked when, what. M. DeCoff responded the Deliberative Session for the town is a Wednesday night. S. Miller asked think anybody will show up? M. DeCoff made inaudible comment about the night. L. Carr asked if it was spaghetti night. M. DeCoff responded no it's church

Motion by M. DeCoff to accept December 1 meeting minutes

L. Carr seconds

S. Miller as amended

All in favor, V. MacDonald and K. Agrigopolous abstained

Motion by V. Macdonald to Accept November 15 minutes as written

M. DeCoff Seconds

S. Miller asked what do you mean we had these. M. DeCoff responded that got corrected. What did Steve want corrected in these? S. Miller that would be in the previous meeting correct. L. Carr isn't that the one where he wanted magnificent put in after his name. S. Miller stated you would do that for me sir. V. MacDonald I need a second. K. Agrigopolous responded Marc seconded it. S. Miller asked the recorder what was added. Recorder did not has she did not have her notes. S. Miller asked if it was absolutely added, what I wanted. Recorder answered yes. S. Miller stated good enough for me.

All in favor

Old Business

Final numbers from school have not changed. K. Agrigopolous stated nothing changed from the hearing.

S. Miller stated not a single thing changed, then not a single thing changed.

V. MacDonald stated so the school board is not going to take the recommendation of the Joint Budget Committee

K. Agrigopolous The JMA has not met since the public hearing. Our next meeting is not until the first Tuesday in February. That is the 7<sup>th</sup> I believe.

V. MacDonald stated next year Steve I think we should meet with the Barnstead Budget Committee and Alton Budget Committee and figure out what we want to cut before we even go to JMA meetings. The Budget Committees on both towns know we can cut it out of the school that way.

M. DeCoff stated I talked to them and told them what we did on our line, I talked to two of them, and they say they are going to do it on their line.

S. Miller stated they are going to propose it.

L. Carr stated he would like to clarify on that from harping on that teachers contract. It still isn't .....

L. Carr asked Marc if he could pass around a handout. This shows how it should be done. What I was talking about.

M. DeCoff asked why does this track say 338. Did everybody get a percent?

K. Agrigopolous responded there is 1% added to the old Track and Step system overall. M. DeCoff that was a one time. K. Agrigopolous said no. V. MacDonald commented it is only one time when they talk about it. K. Agrigopolous stated that is not the 1%. You're confusing that with the 1% payment. 1% was added to the Track overall. So every single Track and Step got 1% added to this. The first year they will move up a step. The second year they will move up a step. M. DeCoff asked so there was a 1% added. It has nothing to do with the one time payment. That one time payment that is not in the language is gone, one time that was it.

L. Carr asked what difference would it matter is if you add 1% to everybody. That is the same as adding 1% on...K. Agrigopolous responded that was a one-time payment a lump sum paid to them. Somebody referred to it as a Christmas bonus. However you want to refer to it. This is distributed out over their pay period however they get paid. V. MacDonald commented more money every year; it's more money, more money. More stipends.

M. DeCoff asked L. Carr what did he wanted to ask or did he just want to hand it out.

L. Carr stated I just want to show that those three, 13, 14, 15 and 16 are frozen and that that should end as I said it at. That shows in there. It should have been a thaw down there. Those people are not going to get any raises.

M. DeCoff stated they get a percent this year. V. MacDonald stated they all get raises over there one way or another.

S. Miller stated I'm going to guess, I think it is a good guess, when they were negotiating the contract they put a ledger together, a tier count, this is the harm and this is the good. How much harm is it if nobody at this level gets a pay raise. Then they look at the individuals, look at the number. That is a trade off on what they get on the other side. I'm going to guess, it's not fair, but when something is not fair, unless they are oblivious to that, it is a give up as part of the negotiations. K. Agrigopolous stated it is a give up. It is something that both sides agreed to. They sit down at the table and it is give and take. This agreement was reached through mediation. We went as far as we could negotiating and then we brought in a mediator. We did it actually with both of them. I was on both negotiating teams. I was on the one for Alton and the one for Prospect. Prospect we reached an impasse.

B. Howard asked so was it ever on the board for a higher co-pay for benefits or more monies from..... K. Agrigopolous stated I can't discuss what was; I'm bound by law not to discuss that. I can tell you what came out of it is. What you see in the contract is what we came to

L. Carr stated I have a problem with any government entity that doesn't treat everybody fairly. That is the issue here. That is the problem. When you said that you knew you didn't want me to call it a flaw, you wanted me to call it an issue. All right I'll call it an

issue but when a person on 13, 14, 15, 16 step are frozen and the other people are getting 1% and people are getting 3% at the bottom. It isn't fair. If the negotiators let this go through it isn't fair to their membership. There is nothing worse than a government entity that discriminates against their citizens. B. Howard noted the teachers don't see it until after the fact.

K. Agrigopolous and L. Carr stated they see it. K. Agrigopolous continued they ratify it and they knew about it. The thing is it is no different than the matrix that was there the previous 3 years, no difference than the matrix that was there the pervious 6 years. It is the same matrix. Nothing has changed on that matrix Loring. It is the same one. 1% has been added to it, it is no different than the one that was there when you were on the board. L. Carr stated no it is different than when I was on the board. We didn't have those 3 at the bottom. The superintendent put that in. The difference is the 3% on the 16 that is new. Your adding 3% on the person that is on year 17. That is new.

K. Agrigopolous when they look at it and they ratify it and they have to ratify it as a union. They agreed to it. They know what the stats are, they know who gets what, they know who is getting ready to jump track, they know all that stuff or who's retiring. There's things to be considered there.

B. Howard then that is not staying in line with the Step and Track either because I thought once you reached Step 16 that is the highest you go then you get the cost of living or the 1% or however. This is above and beyond. You are actually extending above and beyond the 16<sup>th</sup> Step and Track. K. Agrigopolous they go off with the percentage that they get with the way Linda explained it that day. They went off it with the COLA. This isn't the only district that has that. A lot of districts have that. Those extra steps are added at the bottom they kind of freeze after a while. Especially on Track 1. If you look at Track 1 there are like three that stay the same. There's 4 that stay the same at 51,891. If you look at Track 2 you get the saw there. It starts after Year 12 Track 1. It starts after year 13 on Track 2. It starts after year 14 on Track 3; it doesn't exist on Track 4. If you've got teachers who have been teaching for 16 years and they are still on Track 1, and with all the professional development and everything else they've got available to them. They should be jumping by then or they should be benefiting from other things that are in the contract such as the longevity stipends, sick day buy back, whatever else they've got in there. That is not they only compensation they have.

L. Carr that is the just opposite of what you were just stating this is just the opposite of what you are doing because you are going year 13 51,891, year 14, 51,891, year 15 51,891, 16 and then 17 all of a sudden they jump 3. K. Agrigopolous stated that is on Track 1. L. Carr continued why should they after 4 years, your right they should be frozen there and that is the incentive to jump over the next track Why would you possibly have 3 years of stagnation and then all of a sudden get a 3% raise because your still breathing at the end of 3 years. V. MacDonald stated still haven't done anything. L. Carr continued that's..., you are talking both sides here. Your trying to get both sides here. That isn't fair that a government entity is freezing people like that. Then for 3 years you're frozen and then all of a sudden you jump 3%. I have never seen that done before. Where at that bottom of that line you all of sudden get 3%. I've never seen that before. It's never been that way. Either it's Track all goes up 1%, 2% or 3%, the whole track does. What you've done is you've added a number 17 on with a 3%.

K. Agrigopolous all employees that were on Step 16 in 2011-2012. It is going to be that one time jump that they are going to get there who are employed. 2012-2013 will receive a 3% increase over the amount because they are not going to go up 1% because there is nothing after that. They have been frozen in Step and Track they haven't gone anywhere they went one year without a Step increase They had one year when they didn't have a

contract. Really there are two years where they haven't moved in Step. That is part of the reason for the compensation. In 2011-2012 salary schedule, so for example in the 2012-2013 an employee on Step Track 16 in 2011-2012 will be paid 1.03% x 51,377.00. That is the old schedule. That is the old amount that was in the previous schedule. They'll receive a compensation of 52,918.00. L. Carr asked so from last year if I was a teacher on year 14 what would be my pay? K. Agrigopolous responded if you're a teacher on year 14 last year your pay would be 51,377. Plus 1%. L. Carr guess what that number comes out to be 51,891. I have the same pay. The next year what am I going to get. I'm on Step 15 now. What am I going to get for pay? K. Agrigopolous stated they are going to get the same and the next year they are going to get the same. If you look at a scatter gram for what we have for seniority in there you are not going to see that many of them. L. Carr but if I'm on 16 last year, what is my pay going to be 52,918. I got a raise. What do I get next year, right in the paragraph down here, 52,410? I voted for it but there is a flaw in it. If the teachers don't want to have somebody negotiating in good faith for all of them I guess that is their problem. I think a government entity ought to be fair to everybody.

B. Howard stated I don't think there should be a 3%. L. Carr stated it ought to be equal to everybody. B. Howard commented it is adding a 17<sup>th</sup> step only you are not wording it that way. You don't want it to seem like your adding the 17<sup>th</sup> step. K. Agrigopolous stated they are off the Step and Track and that is going to happen to anybody with longevity. Normally they wouldn't be moving or getting anything at all.

S. Miller questioned, you hired a mediator, what was the cost of the mediator? K. Agrigopolous stated she would have to get that. Was it more than 10,000.00? K. Agrigopolous responded I can't shoot that from the hip. I'll have to get that for you. S. Miller continued part of last year's budget there was 6,000 for a professional negotiator for the contract. Was that used? (Pause) K. Agrigopolous asked if there were any more questions. S. Miller stated it's easy, did you hire a professional negotiator. Either you did or you didn't. K. Agrigopolous stated no we negotiated it as far as we could as a board. It was myself and Linda Goosens. We also had Sandy help out. She substituted when I couldn't make it. Jeff helped out with a couple too. Mainly it was myself and Linda for both sides. S. Miller if you had budgeted 6,000 for a professional negotiator why didn't you hire one and maybe you wouldn't have had to reach the impasse to hire a mediator. K. Agrigopolous we did it the way the board wanted to do it we went forward with it in good faith with the Teacher's Union. I mean the impasse with the Elementary School was reached and we resolved that within one day of the mediation. The High School we had one day of mediation we reached impasse with that and then we went back and negotiated, sat at the table again after the Christmas break and reached impasse. That was the end of it.

S. Miller that wasn't my question. K. Agrigopolous I was explaining to you the time line of what we were dealing with. S. Miller stated I understand that I don't feel that you answered the question I asked. The question I asked was you budgeted 6,000.00 for a professional negotiator prior to any impasse prior to any negotiations because there was money budgeted for a professional negotiator why wasn't a professional negotiator hired? K. Agrigopolous responded it was the decision of the board to have the board members negotiate it. S. Miller so you budgeted money and decided you didn't want to do it that way and it ended up costing you money anyway.

## Alton Water Works Minutes

L. Carr stated people ought to know. I wanted you people to see on the second to last page. Because this is going to come up next year in your budget what the Selectmen's stand was on it. S. Miller I have a couple of questions. If you can't answer them just say you can't answer them and that's fine. I want to go on record as asking those questions for the minutes.

First of all a motion was made by the Water Department that the bills will be reviewed and approved by at least two members of the commission. That motion failed for lack of second. My question is when a bill comes in who decides it's good and who pays it?

L. Carr stated I cannot answer that. M. DeCoff stated so it could be anybody's stamp because there are stamps in there. Anybody's stamp could be there for a signature.

S. Miller asked do the selectmen believe that is good business practice? L. Carr answered this one doesn't. S. Miller stated there was a discussion to carry over 160 hours of vacation time and the town policy states that 80 hours is the rule in personnel policy. My question is, is the Water Department bound by the personnel policy of the town and is there a legal opinion to that effect? L. Carr there is not a legal opinion. I don't believe they are because they are elected officials. S. Miller stated so essentially they either have their own policy or kind of do it on the fly. Correct. L. Carr responded as with any board they probably can waive any policies. S. Miller asked do they have a policy to your knowledge? L. Carr stated I can't answer that question. S. Miller asked has anybody ever seen a personnel policy from the Water Department? L. Carr stated I can't answer that question.

V. MacDonald stated I know when [inaudible] got hurt he fell off the ladder into the trench.

S. Miller stated I also notice on Page 3 there was an accusation that the commissioners are having secret meetings. Is that under the auspices of the Board of Selectmen to look into that or in anyway.... Who protects the taxpayers from the right to know law that secret meetings are in fact not taking place? I'm not saying they are, but there was an accusation by one of the commissioners who felt that he wasn't in attendance obviously of some meetings. Where is the Selectmen going in that regard? L. Carr they are a separate elected body you would have to have .....S. Miller stated so you have no intention of challenging that issue correct. L. Carr stated no, we can't.

S. Miller one last question, the Budget Committee has control over the budget of the Water Department and correct me if I'm wrong if we were to reduce for any reason the budget of the Water Department and it passed through the Deliberative Session and the voting, they would not have any means of putting those dollars back except through revenues coming in or asking the Selectmen to transfer money from another department. Is that correct. L. Carr stated I don't think that is true because of what I have read in the RSA the Water Department are under different RSAs. S. Miller stated I did not know that. S. Miller asked can they self fund any line at any time through their revenues. L. Carr responded yes.

## Marketing of School Renovations

K. Agrigopolous I don't know how that pertains to budget but I will tell you that there is going to be a presentation at the Deliberative Session. I know that a Buildings and Grounds PR Committee has been going around speaking to some groups around town that sort of thing. S. Miller asked if there is going to be cost incurred. K. Agrigopolous



continued there is not going to be an ad campaign or anything like that by the board. S. Miller stated so there will be zero cost incurred. K. Agrigopolous stated there will be zero cost incurred. I do know that there is going to be, all the warrant articles are going to be printed in a newsletter that gets sent out. It is done every year anyways. It was something that was discussed it last night. S. Miller stated that is budgeted under the printing line of the SAU office. K. Agrigopolous stated that is correct. K. Agrigopolous that is something we have actually cut down on.

Talking Points for Deliberative Session for the School  
M. DeCoff on warrant articles

School Board

Article 2 – M. DeCoff

Article 3 – S. Miller

Article 4 - Geothermal - S. Miller

Article 5 – Gym – S. Miller

Article 6 - School Budget – M. DeCoff

M. DeCoff noted if any questions come up for the High School you (S. Miller) are the chairman of that I'll direct it to you, JMA is S. Miller

Article 7 Budget – M. DeCoff

Article 8 School Contract – M. DeCoff

K. Agrigopolous stated the Budget Committee can speak on Article 9 – M. DeCoff will speak. M. DeCoff stated I'm going to speak on it. Do we agree with it? S. Miller we don't want a special meeting. That is our position. V. MacDonald stated no they use the Special Meeting to stack the hall over there jam the stuff down our throat. B. Howard stated the vote is the vote and that is it. Lets take a vote. S. Miller mad a motion that we are not in favor of more than one meeting, not in favor of any special meeting if anything is not passed at the regular voting date.

V. MacDonald Seconds

L. Carr stated so if the roof caves in you don't have a special meeting. B. Howard responded no special meeting. M. DeCoff this is on Article 7. S. Miller amends, except for an act of God. V. MacDonald if the roof fell in they could go right to the state and have a special meeting. B. Howard stated I just think that the relationship to the warrant articles, if the warrant articles and it fails there should be no follow up special meeting to renegotiate, re-discuss or re-work the results of the vote by the people. V. MacDonald stated have it on a Wednesday when only teachers show up. B. Howard if it is an emergency meeting that is a different story.

Inaudible comment from public

M. DeCoff stated when we brought up that special election

Vote: All in favor, 6 in favor, 1 no

K. Agrigopolous that warrant article has always been on there when there has been a teachers contract. V. MacDonald stated that way when it fails they have their special meeting and nobody shows up because they don't advertise it and they get it passed because the teachers show up. L. Tilly that warrant article would have to pass as well authorizing it. K. Agrigopolous responded exactly. V. MacDonald stated that's what we're hoping don't happen and I hope that people seeing what went on the last time and cancel that out. M. DeCoff stated it doesn't matter because it is not the Teachers Contract. That warrant article is not for the teachers contract. It is for the School Budget. K. Agrigopolous stated if defeated no, that's for the ATA's. S. Miller stated no means no.

Article 10 Buildings and Grounds Expendable Trust– M. DeCoff

Article 11 Roof – M. DeCoff

Article 12 Window Replacement– M. DeCoff

Article 13 Bathroom Refurbishment – M. DeCoff

Article 14 –Fire Suppression - M. DeCoff

Article 15 – Contingency Fund Utility Expenses – M. DeCoff

Article 16 – Parking Lot Paving – M. DeCoff

B. Howard asked did the paving article get voted down last year. K. Agrigopolous responded yes. B. Howard asked but there was some paving that was done. K. Agrigopolous no the paving wasn't done. What was done was there was hard pack fill that was brought in because there was a big rut developing where the tar ended and the ball field started and when mud season hit we were yanking cars out of there with a tow truck because it was getting so bad.

Article 17 Truck – M. DeCoff

Article 18 Professional Development fund – M. DeCoff

Article 19 High School – S. Miller

Article 19 JMA – S. Miller

Article 21 JMA Prospect Mountain – S. Miller

## Public Input

### Steve Parker

At last night's school board meeting the board voted 3-1 to hire a full time superintendent. K. Holt has decided she is not going to be one of the applicants.

B. Howard asked and where is the money going to come from. V. MacDonald they don't care about that. K. Agrigopolous asked M. DeCoff if she could call a point of order this is getting a little ridiculous. L. Goosens brought up the fact that she would like to have the whole town people vote on whether to have a full time. L. Goosens was the only no vote.

L. Goosens was the only no vote. Not to hire a full time superintendent she wanted to keep it the way it is. V. MacDonald stated I don't understand why we can't have 1 school superintendent running 15 schools, 20 schools like they do in MA. M. DeCoff it is up to the School Board they can do whatever they want. V. MacDonald stated money is no object. M. DeCoff stated if they want to hire a full time Superintendent, they can hire a full time Superintendent. S. Parker the only question I have is how do you budget for this if you are going to do it right off. M. DeCoff just add it next year. Instead of 50,000.00 now we want to do 100,000.00. Mr. Parker stated won't we need it for this year. When are they planning on hiring?

K. Agrigopolous this was something that was advertised that there was going to be a SAU study committee conducted. There were members of the public who joined it and Steve was one of them. It was the recommendation of the committee and the School Board took it under advisement and made their decision on, was that we should go with a full time superintendent. We are looking at other ways where we could consolidate some other positions and that is not something I can get into a whole lot right now but we are looking at what we can do. We have a new principal there Mrs. Leggett. We are looking at ways to consolidate things and bring some really positive changes to the school for the upcoming year. That is something we've got on our plate. Maybe Steve can speak more to the benefits of having a full time Superintendent. I believe the committee did good work they had a good report coming out of it. Mr. Parker stated there were only about 7

or 8 people I would rather have 3,000 people voting on it like Linda Goosens said. K. Agrigopolous stated Linda has some good points and I don't disagree with her and I think if you recall the discussion last night the thing that came out of it was that I asked if we could do an exit poll coming out of there. I don't disagree that we can't branch some things. The question comes up with the whole management system of having a full time Superintendent over all three districts. If you want one over Barnstead, Alton and Prospect then your coming into some management and control issues. We are going to have to sit down and really spell out well in a contract if we are going to do that and do it the right way. It is not something I'm going to do.

Mr. Parker so if the superintendent we hire that we are advertising for he or she will know in the contract if they may be laid off. K. Agrigopolous stated we can have a one-year contract. Mr. Parker it kind of took me by surprise last night that we were even going go full time. I had no idea. K. Agrigopolous stated well this is something that came out of the study committee that was conducted. They pulled reports; they looked at the benefits and came forward with a conclusive report last night on it. B. Howard the high school superintendent and the Barnstead Superintendent are both leaving as well. Correct? K. Agrigopolous the High School Superintendent, that hasn't been accepted by the board yet. I just want to caution you on that, I don't want to start any rumors. S. Miller stated he put in his resignation. K. Agrigopolous he put in his resignation and it hasn't been accepted. I'm careful not to cross the lines. V. MacDonald asked why can't we just hire one superintendent to do the high school and here and don't worry about Barnstead and put them under us. K. Agrigopolous responded there are different things we are looking at right now. I have to be careful about what we disclose because there is some stuff that is in the works and I thing you will be pleased when it comes out. I really do. Right now it is not stuff I can really speak to, but when it comes out you'll be in the know there will be information about it. It's not to hide anything it's ....B. Howard stated if we are going to hire somebody, that we don't hire them as a subcontractor. Pay them an astronomically hourly wage because we have been totally ripped off. Totally way, way, way ripped off.

S. Miller stated let me address it. I was on the SAU study committee. It was my recommendation that we hire a full time superintendent. The reason is that we are paying about 80,000.00 for a part time superintendent. A full time superintendent at the high end will be about 120,000.00 at the low end about 90,000.00. The way I figure the low end that's what Gilmanon is getting paid and you can look at what the high end is. Mr. Parker asked if that included benefits? S. Miller stated that includes benefits. When I talk costs that is the total costs. If I say 120 the includes all maximum benefits if they took maximum insurance, etc. Now the reason I think it makes sense is the degree the school is not performing up to standards something significant has to take place in that school. The first good thing that happened is they hired Sydney Leggett for principal who is focused for the kids and has an independent mind and I think has strong leadership qualities. What you also need is a strong superintendent to hold Sydney Leggett and the whole staff up to very high bar. I am willing to try one time to pay for a quality superintendent because we have a quality principal and say this is where we make a quantum leap from the bottom 10. Going to be an SAU study committee, it was the recommendation of the committee and took under advisement and decided to hire a full time superintendent

Looking at ways to consolidate. Go from 12% of the state into the top 25% of the state. If you are going to have Sydney Leggett for instance be responsible for that kind of quantitative jump you have to give her the resources to do it. Part of the resources is a

strong superintendent. Who really can keep her focused. Remember she has never been a principal before so you need a quality person to train and lead her as well. I say this is the year that Alton kids go forward. Whatever the money takes get the kids up there and then we'll take care of the budget after that. If the kids are going to stay at the bottom 15 of 150% it doesn't matter how we throw money out there. B. Howard stated don't know if I totally agree with that Steve. I don't agree with that statement because I think you can find quality employees without making the statement just throw money at it and then we'll figure out how we are going to pay for it. Deal with the budget after the fact. I think we should have a budget we can afford and get the best that we can for that. S. Miller the most it is going to cost us is an additional 40,000.00. That's your downside risk on this whole deal. From 80,000.00 to 120,000.00 B. Howard if we can get one really great superintendent to replace the two, if we are replacing the two. S. Miller stated then that's fine I agree with that I am 100% in favor. But we can't hold back the elementary school because the JMA, we are dealing with Barnstead. We have to take care of our own kids first.

Mr. Parkers stated why not take care of the Barnstead kids at the same time. S. Miller I'd love to but I'm not paying my taxes to take care of the Barnstead kids. Mr. Parker stated I mean as far as the superintendent goes. What's the sense in hiring one superintendent for the high school and the K-8 and then leave Barnstead out in dark.

B. Howard well we just listened to the Alton Central School when we were doing the school thing the teachers were here and the staff and saying the how JMA agreement is negatively affectively the Alton Central School so why wouldn't we take this unique opportunity to change the JMA and maybe that's what the warrant article should read is to dissolve the JMA and go to a district. The only JMA in the state.

S. Miller stated there is one critical piece of information that nobody is talking about. In 10 years Alton has the opportunity to buy out Barnstead. In 10 years we can go to Barnstead and say we're buying you out. The state decides what the real market value is and that's the deal and they have to pay and they have to leave. So if we start commingling we have to pay and they have to leave. If we start commingling the superintendent and elementary schools under one district that's going to be near impossible to do. We will never have that option in 10 years if we want it. I think it is so important that we protect that vote 10 years from now because I think that's what we should do. We should buy them out at market value, the school is in our property and we keep our high school. B. Howard stated I think that is being an incredibly bad neighbor. I think that's horrible. The time when we needed the help and they were there and they partnered with us. Otherwise we wouldn't have had that new school. It wouldn't have gone in without Barnstead. V. MacDonald stated oh yes it would. B. Howard stated no way, no way, no how.

Mr. Parker stated I'm disappointed. I'm going to leave disappointed.

M. DeCoff stated we need to schedule another meeting to go over the town stuff and to finish the minutes. M. DeCoff suggested February 7<sup>th</sup>.

K. Agrigopolous stated if can I make a suggestion why don't you schedule before your meeting before the town deliberative session and knock it out quickly. That way people aren't reserving another night. V. MacDonald stated do it after the Deliberative session.

K. Agrigopolous stated get your minutes and get your business out of the way. Because then whatever warrant articles you have that are changing. Special warrant articles that you need to re-vote you can do that be out of there and it's a done deal.

M. DeCoff stated do you know how long we are going to be there, February 8<sup>th</sup>? We are going to be there until after midnight.

Discussion on the Deliberative Session.

Question on who wants to meet on February 7<sup>th</sup>. Agreed to February 7<sup>th</sup> at 6:00pm.

K. Agrigopolous stated a school board rep will not be able to attend that night.

Motion for adjournment

S. Miller question on the procedures for the school and possibly for the town. It is probably going to make sense to call for a secret ballot. Because when it comes to the school and spending money and when it comes to the town and spending money the people are reluctant to put up their hand up next to the neighbor. Especially if their neighbor works for a particular department. A secret ballot is a secret ballot.

K. Agrigopolous stated you need 5 signatures

S. Miller asked M. DeCoff to put a template together. If the vote is close we want a fair vote we can ask for a secret ballot. K. Agrigopolous stated all you need Mark is a sheet of paper with 5 lines on it. That is all you need. You send it down the table and they sign it.

L. Tilly asked M. DeCoff to E-mail the schedule also just to make sure that we all have the right information. For meeting dates and times

L. Carr stated Mark the Selectmen are going to approve your number.

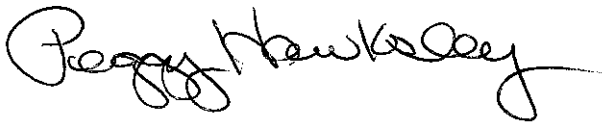
Motion by M. DeCoff to adjourn

K. Agrigopolous seconds

8:20 pm

Approved March 12, 2012

Respecfullt submitted

A handwritten signature in black ink, appearing to read "Peggy Hawkeley". The signature is written in a cursive style with a long, sweeping underline.