



# 2017 MILFORD School Voters' Guide

Milford School Voting  
Tuesday, March 14, 2017  
6 a.m. — 8 p.m.  
Milford Middle School

# MILFORD SCHOOL DISTRICT

Dear Milford Voters:

This Voter Guide contains important information about items appearing on the Ballot for Tuesday, March 14, 2017. Voting will take place at the Milford Middle School, 33 Osgood Road. The polls will open at 6:00 AM and close no earlier than 8:00 PM. Wheelchairs are available for people with disabilities. You can register to vote at the school that day. Please bring a photo ID, or you will need to sign an affidavit that you are eligible to vote and have your picture taken.

Information in this Voter Guide includes a summary of the items appearing on the ballot, followed by more detailed descriptions of some of the more notable items. At the end of the Voter Guide you will find sample voting sheets, which you can fill out and take to the polls with you to speed the voting process.

One copy of this Voter Guide will be sent to each household address that contains at least one registered voter. Additional copies are available at the Town Hall, the Wadleigh Library, and the Superintendent of Schools' office, located in the SAU office at the northeastern corner of the high school.

Please exercise your right to vote!

*Paul Dargie*

Chairman

Milford School Board

## School Officials 2016 – 2017

Paul Dargie (Chairman)	School Board	Term Expires 2017
Kevin Drew (Vice-Chairman)	School Board	Term Expires 2017
Ron Carvell	School Board	Term Expires 2018
Len Mannino	School Board	Term Expires 2019
Robert Willette	School Board	Term Expires 2019
Peter Basiliere	School District Moderator	Term Expires 2018
Rose Marie Evans	School District Treasurer	Term Expires 2018
Gina Matthews	School District Clerk	Term Expires 2018
Officer Michael Dowd	School District Truant Officer	
Vachon and Clukay	School District Auditor	
Robert Marquis	Superintendent of Schools	
Jennifer Burk	Business Administrator	
Bradford Craven	Principal, High School	
Anthony DeMarco	Principal, Middle School	
Chantal Alcox	Principal, Heron Pond School	
Nancy Maguire	Principal, Jacques Memorial School	
Michael Tenters	Director of Curriculum and Instruction	
Michael Hatfield	Director of Special Services	
William Cooper	Director of Buildings and Grounds	
Judith Clark-Zaino	Director of Academic Studies	
Jerry Stajduhar	Director of Computer Technology	
Linda Gadbois	Director of Human Resources	

## Budget Committee Members for the 2016-2017 School Year

Rick Wood (Chairman)	Mark Cooney (Vice Chairman)	Ethan Aho (Secretary)
Rob Halstead	George Hoyt	Beth Kriss
Jenni Siegrist	Bob Thompson	John Wynne

**Budget Committee website – Milfordk12.org – Info/Committees – Budget Committee**

### MISSION STATEMENT

To provide a quality education that challenges all students to succeed.

# 2017 School District Ballot Summary

## QUESTION 1 Capital Improvements Bond:

Shall the Milford School District raise and appropriate the sum of **\$3,000,000** for the purpose of conducting repair, upgrade and renovation projects on any and all of the buildings owned by the District in order to address existing deterioration as well as to allow for the installation and implementation of available modern technologies and other improvements, all as more particularly specified on a document entitled 'Recommended Capital Projects List – by School 01/03/2017' identified by the Milford School Board and incorporated into the minutes of their meeting of January 3, 2017, and to authorize the issuance of not more than \$3,000,000 of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33) and to authorize the Milford School Board to issue and negotiate such bonds or notes and to determine the rate of interest thereon. The School Board is hereby also authorized to apply for and accept gifts, grants or other forms of assistance, if any, in order to offset the raising and appropriating of the funds referenced above and further, to raise and appropriate an additional sum of **\$30,419** for the first year's interest payment on the bond due in the upcoming 2017-18 fiscal year. This will be a non-lapsing appropriation per RSA 32:7, III and will not lapse until the purpose, for which the appropriation is made, as identified on said above referenced list, is completed. This is a special warrant article pursuant to RSA 32:3 (VI)(b). **This article requires a 60% supermajority to pass. School Board: supports (vote 5-0-0); Budget Advisory Committee: supports (vote 9-0-0).**

**EXPLANATION:** The proposed 3 million dollar, 10 year bond would enable the Milford School District to begin to address a number of longstanding facility needs. Please see more detailed information on the following pages.

The anticipated tax impact for a home valued at \$100,000 is \$2.00 in year 1 and \$26 in year 2.

**SCHOOL BOARD: We SUPPORT (School Board vote 5-0-0).**

The Milford School Board unanimously supports the \$3 million capital improvements bond. The buildings in our school district have many needs for infrastructure repair, upgrade, and renovation. There are many infrastructure items in the district that have reached the end of their economical or useful life and are failing. Many areas of the buildings are energy inefficient due to the compromised infrastructure. The proposal includes a list of 23 projects throughout the district totaling a rough estimate of \$3.8 million that address our most serious infrastructure needs, but do not address all the needs of the district. If the bond is approved, then most of the items on the list will go out for bid, and the school board will choose which ones to complete, up to the total spending of \$3 million that is approved by this article. It is expected that not all of the items on the list will be completed due to the funding limitation.

Some of the items on the list are replacements of: heat piping, HVAC roof top units, building automation systems, windows, doors, fire alarm panel, roofing, hot water heater, gym floor, bleachers, and lockers. There are repairs and renovations for other items on the list.

**BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 9-0-0).**

## QUESTION 2 Operating Budget:

Shall the Milford 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 **\$40,631,738**? Should this article be defeated, the operating budget shall be **\$40,686,405** which is the same as last year, with certain adjustments required by previous action of the Milford 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

Cover photo:

Jacques Memorial School in Milford participated in a nationwide Great Kindness Challenge last week. Students and staff did various acts of kindness and ended with a Pink/ Red Day. Everyone gathered and made this heart to show their love for the community.

operating budget only. **School Board: Supports (vote 4-1-0). Budget Advisory Committee: Supports (vote 6-3-0).**

**EXPLANATION:** Please see more detailed information on the following pages.

The anticipated tax impact for a home valued at \$100,000 is \$85.00

The anticipated tax impact for a home valued at \$200,000 is \$170.00

The anticipated tax impact for a home valued at \$300,000 is \$255.00

**SCHOOL BOARD: We SUPPORT (School Board vote 4-1-0).**

The Milford School Board supports the proposed operating budget. While it still has a large property tax impact, it is a relatively conservative budget as evidenced by the fact that it is less than the default budget that would be implemented if the proposed budget fails. The budget is tight, but it still provides some funding for a small quantity of initiatives to improve the district, such as some funding for Chromebooks to assist in our multi-year transition to Google Classroom. Total spending is going up \$1,226,583 (or 3.11%) in this budget. The main components of this increase are increases in health insurance \$400,000, NH retirement expense \$250,000, and out-of-district special education tuition \$305,000. These three items for which we have little control represent \$955,000 of the total increase.

**BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote 6-3-0).**

### **QUESTION 3 Full Day Kindergarten Program:**

Shall the Milford School District raise and appropriate the sum of **\$305,819** (Gross Budget) to defray the cost of providing an optional, Extended Day Kindergarten Program at the Jacques Memorial Elementary School, a pilot program for the 2017/2018 school year, and to authorize the School Board to establish enrollment fees for said program at such levels as said Board determines, said fees to be used to offset the cost of the program with no funds to be raised through taxes. Defeat of this article will have no impact on continuing the half-day Kindergarten program currently in place at the Jacques Memorial Elementary School. This warrant article is a special article pursuant to RSA 32:3, (VI)(d), and is not included in the operating budget warrant article. **School Board: Supports (vote 4-1-0). Budget Advisory Committee: Supports (vote 6-3-0).**

**EXPLANATION:** It is proposed to offer a self-funded Full Day Kindergarten program for a maximum of 80 students. This would be a pilot program for the 2017-18 school year. The anticipated cost of the program is \$510.00 per month. This fee would allow for approximately 20 students to obtain a tuition waiver based upon financial need. The intent of this full day kindergarten program would be to provide parents with an option to provide their children with the opportunity to engage in supplemental educational activities (beyond those offered in the part time kindergarten program) that would enhance their academic and social experiences.

The anticipated tax impact for a home valued at \$100,000 is \$0.00.

**SCHOOL BOARD: We SUPPORT (School Board vote 4-1-0).**

The Milford School Board supports this self-funded full-day kindergarten proposal. This is an optional pilot program to provide a full-day kindergarten program in the district. Families of students wishing to be in the program will pay tuition at a level that will pay for all the costs associated with the expansion of kindergarten from half-day only to optional full-day. It is anticipated that the relevant costs will include additional teachers, aides, special education costs, transportation, start-up expense, and some other items. Tuition waivers will be available for students that are eligible for free or reduced price lunch. It is currently estimated that the tuition will be \$510 per month to fully amortize all the costs of the program. This is a pilot program that is designed to see what is needed to be successful, and another warrant article will be needed next year to reauthorize the program if desired. There will be a maximum of 80 students in the program for next year due to space limitations, but at this time it is expected that the number will be less than that. There is no tax impact for this proposal, as all costs will be covered by tuition.

**BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote (6-3-0)).**

### **QUESTION 4 Collective Bargaining Agreement With MEPA:**

Shall the Milford School District approve the cost items included in the Collective Bargaining Agreement (July 2017 through June 2019) reached between the Milford School Board and the Milford Educational Personnel Association, which calls for the following increased costs: for

2017/18, \$6,705; for 2018/19, \$20,209; and, further, raise and appropriate the sum of **\$6,705** for the upcoming 2017/18 fiscal year as more particularly described in Article 4 of the School Warrant? **School Board: Supports (vote 5-0-0). Budget Advisory Committee: Supports (vote 9-0-0).**

**EXPLANATION:** The Milford School Board and the Milford Educational Personnel Association (MEPA), which represents the buildings and grounds staff, have reached agreement on a new, two year contract. The new contract calls for a two percent (2%) cost of living increase in each year. In addition, the contract calls for a change in the health insurance plan for the group, moving staff from a traditional HMO plan with co-payments and no deductible, to a plan with a deductible, and restructuring the buyouts in lieu of insurance for those individuals waiving coverage through the District. This group's prior contract expired June 30, 2016.

The anticipated tax impact for a home valued at \$100,000 is \$0.00 in year 1, and \$1.00 in year 2.

**SCHOOL BOARD: We SUPPORT (School Board vote 5-0-0).**

The Milford School Board unanimously supports the approval of the contract with MEPA. This is a relatively simple contract extension that provides two main elements. There is a 2% pay increase for each year of the contract, which is near the estimated inflation rates that will occur in those years. The second item is that there is a change in the insurance offerings that change from no deductible plans to ones that have deductibles. It is expected that the health insurance changes will have positive financial results for the district in future years.

**BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote (9-0-0)).**

### **QUESTION 5 Collective Bargaining Agreement With MESSA:**

Shall the Milford School District approve the cost items included in the Collective Bargaining Agreement (July 2017 through June 2020) reached between the Milford School Board and the Milford Education Support Staff Association, which calls for the following decrease in costs for 2017/18, (\$2,107); and the following increases in costs: for 2018/19, \$60,986; and for 2019/20, \$62,276; and, further, to reduce the operating budget adopted in Article 2 for the upcoming fiscal year 2017/18 by \$2,107 as more particularly described in Article 5 of the School Warrant? **School Board: Supports (vote 5-0-0). Budget Advisory Committee: Supports (vote 8-0-1).**

**EXPLANATION:** The Milford School Board and the Milford Education Support Staff Association (MESSA), which represents regular education assistants, special education aides, nursing assistants and library assistants, have reached agreement on a new, three year contract. The new contract calls for a two percent (2%) cost of living increase in each year of the contract. In addition, the contract calls for a change in the health insurance plan for the group, moving staff from a traditional HMO plan with co-payments and no deductible, to a plan with a deductible, and restructuring the buyouts in lieu of insurance for those individuals waiving coverage through the District. Other changes of significant note include an increase to the number of professional development days available to staff by adding one day, increasing the number of paid sick days for part-time staff from 5 days per year to 8 days, and offering a pool of \$2,000 for workshop reimbursements. This group's prior contract expired June 30, 2016.

The anticipated tax impact for a home valued at \$100,000 is \$0.00 in year 1, and \$5.00 in years 2 & 3.

**SCHOOL BOARD: We SUPPORT (School Board vote 5-0-0).**

The Milford School Board unanimously supports the approval of the contract with MESSA. Like the contract proposal with MEPA, this is a relatively simple contract extension that provides two main elements. There is a 2% pay increase for each year of the contract, which is near the estimated inflation rates that will occur in those years. The second item is that there is a change in the insurance offerings that change from no deductible plans to ones that have deductibles. It is expected that the health insurance changes will have positive financial results for the district in future years. There are several other changes that have limited financial impact.

**BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote (8-0-1)).**

### **QUESTION 6 Establish a Contingency Fund:**

Shall the Milford School District vote to establish a contingency fund for the current year for unanticipated expenses that may arise, and further raise and appropriate the sum of two hundred thousand dollars (\$200,000) from the unassigned fund balance available for transfer on July 1, 2017, if available, to go into the fund? No amount to be raised from taxation. Any appropriation

left in the fund at the end of the year will lapse into the general fund. **School Board: Supports (vote 5-0-0). Budget Advisory Committee: Supports (vote 8-1-0).**

**EXPLANATION:** Establishment of this fund would allow the School Board to reserve up to \$200,000 from the unassigned fund balance available at the end of the fiscal year in 2016-17, to be used during the 2017-18 fiscal year to cover unanticipated expenses that could arise. Any funds not utilized during the fiscal year revert back to the general fund to be added to fund balance at the end of the 2017-18 fiscal year.

The anticipated tax impact for a home valued at \$100,000 is up to \$15.00 based on the reduction of fund balance traditionally used to offset the tax rate.

**SCHOOL BOARD: We SUPPORT (School Board vote 5-0-0).**

The Milford School Board unanimously supports the creation of a contingency fund as detailed in this article. The board is currently authorized to spend the portion of the fund balance each year that relates to underspent budget expense, as long as the spending is completed or encumbered by June 30th of the school year. This warrant article basically increases that spending authorization by an additional 12 months. The advantage of this is that by removing the June 30th deadline, there will be no rush to make a decision about potential spending and more deliberation can be made to make sure that the spending is prudent. One other advantage is that the money in the contingency fund will be available during the next year if there is some sort of financial emergency that arises. This authorization is for just one year, and another warrant article will be needed next year if there is a desire to create a contingency fund for the following year.

**BUDGET COMMITTEE: We SUPPORT (Budget Advisory Committee vote (8-1-0)).**

<b>NH Municipal Bond Bank</b>				DEBT	PERIOD	PRINCIPAL			TOTAL	FISCAL YEAR	ASSESSED	EST. TAX
<b>25 Triangle Park Drive</b>				YR	ENDING	OUTSTANDING	PRINCIPAL	RATE	PAYMENT	TOTAL PAYMENT	VALUATION	RATE INC.
<b>Concord, NH 03301</b>					02/15/18							
LEVEL PRINCIPAL				1	08/15/18	\$3,000,000.00	\$300,000.00	1.730%	25,950.00	325,950.00		0.02
10 YEAR ESTIMATED DEBT SCHEDULE FOR MILFORD SCHOOL DISTRICT					02/15/19				23,355.00	349,305.00	1,359,910,243	0.26
				2	08/15/19	2,700,000.00	300,000.00	1.730%	23,355.00	323,355.00		
					02/15/20				20,760.00	344,115.00	1,359,910,243	0.25
				3	08/15/20	2,400,000.00	300,000.00	1.730%	20,760.00	320,760.00		
2015 ASSESSED VALUATION:	\$1,359,910,243				02/15/21				18,165.00	338,925.00	1,359,910,243	0.25
ESTIMATED YEARLY INCREASE:	0%			4	08/15/21	2,100,000.00	300,000.00	1.730%	18,165.00	318,165.00		
DATE PREPARED:	10/28/16				02/15/22				15,570.00	333,735.00	1,359,910,243	0.25
BONDS DATED:	June 2017	06/15/17		5	08/15/22	1,800,000.00	300,000.00	1.730%	15,570.00	315,570.00		
INTEREST START DATE:	211 Days	07/14/17			02/15/23				12,975.00	328,545.00	1,359,910,243	0.24
FIRST INTEREST PAYMENT:		02/15/18		6	08/15/23	1,500,000.00	300,000.00	1.730%	12,975.00	312,975.00		
NET INTEREST COST:	1.7290%*				02/15/24				10,380.00	323,355.00	1,359,910,243	0.24
				7	08/15/24	1,200,000.00	300,000.00	1.730%	10,380.00	310,380.00		
					02/15/25				7,785.00	318,165.00	1,359,910,243	0.23
				8	08/15/25	900,000.00	300,000.00	1.730%	7,785.00	307,785.00		
					02/15/26				5,190.00	312,975.00	1,359,910,243	0.23
				9	08/15/26	600,000.00	300,000.00	1.730%	5,190.00	305,190.00		
					02/15/27				2,595.00	307,785.00	1,359,910,243	0.23
				10	08/15/27	300,000.00	300,000.00	1.730%	2,595.00	302,595.00	1,359,910,243	0.22
				<b>TOTALS</b>					<b>\$3,289,919.17</b>	<b>\$3,289,919.17</b>		

\*Interest rate received in our June 2016 bond issue. Subject to change if rates increase or decrease from now until June 2017.

# MILFORD SCHOOL DISTRICT 2017-18 PROPOSED BUDGET

	16-17	17-18	Increase (Decrease)	%
Operating Budget:	39,405,155	\$40,631,738	\$1,226,583	3.11%
CBA Warrant Articles	\$0	\$4,598	\$4,598	100%
<b>Total Operating Expenses</b>	<b>\$39,405,155</b>	<b>\$40,636,336</b>	<b>\$1,231,181</b>	<b>3.12%</b>
Other Warrant Articles:	\$0	\$230,419	\$230,419	100%
<b>Total Appropriation:</b>	<b>\$39,405,155</b>	<b>\$40,866,755</b>	<b>\$1,461,600</b>	<b>3.71%</b>
Revenue:	\$12,117,174	\$11,825,754	(\$291,420)	(2.41%)
<b>Tax Assessment</b>	<b>\$27,287,981</b>	<b>\$29,041,001</b>	<b>\$1,753,020</b>	<b>6.42%</b>
<b>Tax Rate:</b>	<b>\$20.56</b>	<b>\$21.53</b>	<b>\$0.97</b>	<b>4.72%</b>

Enrollment (K-12 – Oct 1) 2,346 2,306 (40) (1.7%)  
**17/18 Default Budget:** \$40,686,405, a 3.25% increase over the 16/17 operating expenses (\$39,405,155 total spending in 16/17).

NOTE: Default Budget is the proposed amount as of the 1-3-17 School Board meeting and is subject to change up to the date the ballots are printed.

### Major Changes from Prior Year

- **Salaries and Benefits:** **\$921,086 overall**  
Salaries and benefits make up about 80% of the operating budget. This includes the cost of any new positions as well as the savings from position changes, as reflected below:
- **Non-Affiliated Staff and Other:** **\$15,144**  
Non-affiliated staff are comprised of positions that are not associated with a bargaining unit. These positions include secretarial staff, SAU support staff, coaches, advisors, crossing guards, elected officials, and SAU administrators. This number includes the cost of wage-driven benefit increases, but also reflects a savings in the health insurance for non-affiliated staff.
- **Negotiated Agreements:** **\$905,942**  
The District has four bargaining units; Administrators (Principals and Directors), Milford Teachers' Association (MTA), Milford Educational Support Staff Association (MESSA-aides and associates), and Milford Educational Personnel Association (MEPA-buildings and grounds personnel). This number includes the cost of health insurance, New Hampshire Retirement, and other wage-driven benefit increases.
- Included in the "Negotiated Agreements" above (\$905,942):**
  1. **New and Expanded Positions:** **\$92,607**  
New positions reflect Special Education IEP needs for an additional Part-Time 1:1 Nurse Associate, plus an addition to the Special Education staff for a District-Wide BCBA (Board Certified Behavior Analyst) Teacher.

**2. Position Reductions: (\$352,598)**

Due to an anticipated reduction in enrollment, three teaching positions have been eliminated –one teacher from Heron Pond and two teachers from the Middle School. In addition, one Program Associate position has been eliminated at the Jacques School and the District-Wide Special Services Coordinator position has also been eliminated. This reduction also includes anticipated attrition savings due to retirements.

**3. Other Salaries & Benefits \$1,165,933**

The Administrators are receiving a 2.25% cost of living adjustment and Teachers are receiving a 2% cost of living adjustment plus "steps" on the salary schedule for Teachers as applicable, as per the negotiated agreements. Aides/Associates and Buildings & Grounds staff are covered under the proposed CBA warrant articles, so no cost of living adjustments are included in the proposed operating budget for those staff.

**OTHER OBJECTS OF SIGNIFICANT INCREASE OR DECREASE:**

Tuition Non-Public	Object Code 563	\$304,592
Repair & Maintenance (excluding IT)	Object Code 430	\$52,569
New Equipment & Furniture	Object Codes 731-734	\$45,930
Transportation	Object Codes 510- 515	\$41,552
Replacement Equipment (excluding IT)	Object Codes 735-738	\$39,781
VoIP	Object Codes 432, 531, 532	\$15,700
Property & Liability and Workers Comp Insurance	Object Codes 260 and 520	\$12,778
Testing (NWEA, PSAT & AP)	Object Code 370	\$9,367
Information Technology	Object Codes 330,430, 532, 650, 738	(\$11,634)
Debt Service - Principal & Interest	Object Codes 830 and 910	(\$52,790)
Textbooks, Workbooks, Media, Software (excluding IT)	Object Codes 641 to 650	(\$53,709)
Electricity, Natural Gas, Oil, Vehicle Fuel	Object Codes 622 to 626	(\$92,326)

**List of Prioritized Projects for \$3M Capital Improvements Warrant Article****(Recommended Capital Projects List - by School 01/03/2017)****Higher Priority Projects as of January 2017: Estimated Cost****Milford High School (MHS)**

Update heating system piping in building (NEASC ITEM)	\$525,000
Rooftop unit replacements (5-6 units)	\$61,000
Replace Building Automation System (BAS) for energy management	\$150,000
New floor for gym (NEASC ITEM)	\$110,000
Bleacher replacement (NEASC ITEM)	\$62,500

**Milford Middle School (MMS)**

Rooftop unit replacements (14 units - 6 air-handlers, 8 A/C units - 22 yrs old)	\$635,250
Replace Building Automation System (BAS) for energy management	\$157,500
Replacement of older windows and exterior doors (energy item)	\$367,500
Finish locker replacements (or repair/repaint)	\$75,000
Renovate classrooms, office areas, cafeteria, locker rooms	\$400,000
Update cabinetry - delamination is widespread; replace art room sinks (partial)	\$181,250
Replace fire alarm panel	\$105,000

**Heron Pond Elementary School (HP)**

Roof replacement on lower section	\$170,000
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**Estimated Total of Higher Priority Projects \$3,000,000**

**Additional lower priority projects to be completed within the \$3 million authorization as funding allows, or in lieu of the above projects, as determined by the School Board. It is likely that there will be many projects on this list that will not be completed due to funding limitations.**

**Lower Priority Projects as of January 2017:**

Install gas-fired hot water heater for showers (energy item) - MHS	\$50,000
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Finish door replacements (including lock-down handles) - MHS	\$157,000
Replace make-up air handling units - MHS	\$75,000
Remainder of rooftop replacement units (5-6) - MHS	\$61,000
Install hot water heater to curtail summer use of boilers for domestic hot water (energy item) - MMS	\$50,000
Update cabinetry in classrooms (remainder of project) - MMS	\$49,500
Bathroom remodeling (renovate/paint/tile/repair) - MMS	\$50,000
Building Automation System (BAS) for energy management - JMS & Bales	\$126,000
UPS, Generator and A/C for network rooms - District-Wide	\$80,000
Virtualization of servers - District-Wide	\$100,000

**Estimated Total of Lower Priority Projects \$798,500**

**Overall Total of Higher & Lower Priority Projects \$3,798,500**

**Capital Improvements Bond****Milford Middle School****Mechanical Equipment Upgrade**

The mechanical equipment located at the Middle School is 23 years old and at the end of its useful life. The equipment will be replaced with new energy efficient equipment which will reduce the operating and repair costs. This was outlined in the engineering study that was completed a couple of years ago by Yeaton & Associates. Along with these upgrades we will be installing a gas fired hot water heater to eliminate the need to utilize the large boilers year round for the production of hot water for the kitchen and custodial staff.

**Building Automation System Upgrade**

The Building Automation System in the Middle School is obsolete and no longer supported by the manufacturer. Parts for this system are becoming increasingly harder to find and more costly. We will be looking to have one system that can be used across the entire District.

**Replacement of Exterior Doors and Windows**

The current windows and doors were installed during the last renovations at the Middle School which was in 1992. The doors are steel and are rusting through. The windows are drafty and in need of constant repairs due to the style of openers on them. The new windows will be similar to what was installed at the High School and the majority of doors will be aluminum framed and more energy efficient.

**Renovations of Classrooms, Restrooms, Locker rooms and Lockers**

The classrooms are in need of attention; the millwork is delaminating and needs to be replaced. The lighting, ceilings and walls all need to be freshened up. The restrooms need flooring, millwork, fixtures, stalls, lighting and new wall tile. The locker rooms were last updated in 1992; the lockers in this area as well as the lockers in the south wing of the building need to be replaced as they are falling apart. The shower areas need new stalls and fixtures along with flooring.

**Replacement of Fire Alarm System**

The Fire Alarm System at the Middle School is approximately 26 years old and showing its age. Over the last few years we have been making repairs to the system which is becoming more costly. This past year the entire south wing could not hear the audible alarm due to problems with the system, which was repaired, but more issues keep arising. This is similar to the issues we have had with the High School System before that system was replaced.

**Milford High School****Heating System and Mechanicals**

The aging heating pipes would be replaced throughout the building. As with the Middle School the boilers here run year round to supply hot water for the building. We would install a gas fired hot water heater to supply hot water to the showers, restrooms and custodial areas while reducing our operating costs. We would be replacing six aging units on the roof that have come to the end of their useful life.

**Building Automation System Upgrade**

The Building Automation System in the High School is obsolete and no longer supported by the manufacturer. Parts for this system are becoming increasingly harder to find and more costly. We cannot control a portion of one building due to the system crashing and not being able to bring back up. We will be looking to have one system that can be used across the entire District.

**Gymnasium Floor replacement**

The gymnasium floor has undergone many resurfacing processes since 2003. We cannot resurface the floor anymore. The floor will need to be replaced with a new wooden surface.

**Bleacher replacement/repairs**

The existing bleachers in the gymnasium were repaired in 2009 and are in need of renovations or replacement.

**Door Replacement**

This project will be the final phase of door replacement that had begun in the 2008 renovations of the High School. This will allow all rooms to have a standard door and sidelight along with the classroom locks that will allow all staff members to secure their rooms from the inside rather than stepping into the hallway.

**Jacques & Bales**

**Building Automation System Upgrade**

Three of the four building automation systems in the District are either obsolete or no longer supported by the manufacturer. Parts for these systems are becoming increasingly harder to find and more costly. We will be looking to have one system for the entire District.

**District Wide**

**UPS, Air Conditioning and Generator for Network Rooms**

The network rooms have numerous small battery back-up systems that frequently fail and need

to be replaced, which can get very costly. The rooms also need to be maintained at a certain temperature to prevent the equipment from overheating. Technology today is running 24/7 and is integrated into the educational programming of the District, which must be kept running continuously.

**Virtualization of Servers**

The virtualization process allows us to consolidate our many servers. In addition, it provides for a higher level of reliability and availability of our District computer network.

**Fees**

Issuance fees associated with bonding = \$15,000

**Scope**

The intent of this bond is to complete as many infrastructure repairs, renovations, equipment replacement and upgrades outlined above as possible within the levels of the \$3M bond.

**Jacques Memorial School  
Sample Schedules 2016 – 2017 School Year**

	<b>AM Kindergarten Sample Schedule</b>	<b>PROPOSED full day K Schedule</b>	<b>PM Kindergarte Sample Schedule</b>
8:15 – 9:00	Arrival/Morning Meeting	Arrival/Morning Meeting	
9:00 – 10:00	Core Reading	Core Reading	
10:00 – 10:15	Snack	Snack	
10:15 – 10:45	Math	Math	
10:45 – 10:55	Pack up	Pack up	
10:55 – 11:10	Recess	Recess	
11:10 - 12:15	TEAM/Project time <b>Title I Education At Mid-day</b> is an extended day opportunity for any AM students (who stay late) or PM students (who come early) to receive an extra boost in reading and/or math. Qualifying children from the full day option would also be included. Any full day students not needing TEAM would have project time.		
12:15 – 12:35		Lunch	Arrival/Afternoon Meeting
12:35 – 1:00		Recess	Core Reading
1:00 – 1:30		Project Based Learning*	Snack
1:30 – 2:00		Specials*/PBL cont'd	Math
2:00 – 2:35		Dramatic Play*	Pack up
2:35 – 2:45		Pack up/dismissal	Recess

\*See descriptions

**Project Based Learning (PBL)**

Full day kindergarten students will have an opportunity to drive their own learning by taking an experiential approach to education. PBL engages students to collaborate in discovering the answers to real world questions. Children will develop their own question(s) based on something they want to learn about, then search for answers with their teacher as a facilitator, rather than a deliverer, of the learning. In this way, whether they're building an airplane or a cruise ship, or conducting a funeral for the class praying mantis, students learn more than basic facts and skills. They acquire a taste for the process of lifelong learning.

Some of PBL's **core characteristics** are:

- The project is focused on one open-ended, essential question.
- The project goes deep. Students dig into the content for a rich, comprehensive understanding.
- The essential question is meant to inspire high-level skills like critical thinking, collaboration, and problem solving.
- The students experience a 'need to know' feeling - they're self-driven to find the answers.

# OPEN REGISTRATION FOR 2017-2018

**PROGRAMS OFFERED:** (30 months to 12 years)

- Pre-school
- Pre-Kindergarten (Full, Half or Quarter Days)
- Private Kindergarten: (Full or Half Days)

**EXTRA PROGRAMS:**

- Before or After School care
- Van transportation
- Holidays, Vacation days, Snow days
- 8 Weeks of Summertime FUN (July & August)

Come experience the Hollis Academy difference!



EST. 1983

## Hollis Academy For Children

We believe in children

Hollisacademy.net **465-7005**

Who's looking for quality child care?

- The project allows for student choice, voice, and reflection.
- The project typically concludes with a presentation or sharing piece that involves an audience.

Project Based Learning Includes:

- Driving Question(s)
- Critical Thinking Research
- Collaboration
- Communication
- Sharing
- Technology Integration

### **Specials**

Full day kindergarten students will get an introduction to physical education, art, and music instruction with our regular specials teachers.

### **Dramatic Play**

Classrooms will each have an area for dramatic play. In this center, students can take on the role of mom, dad, baby bear, chef, doctor, teacher, post master, etc. Shy students are often more willing to participate when they can "be" someone else. Students have multiple opportunities to take turns, share, and negotiate as they play together. They learn to solve problems, both independently and as a group. Language and vocabulary development are increased through speaking and listening in the center, especially if it is changed throughout the year to be a hospital, restaurant, a 3 Bears' cottage, etc.

Reading and writing skills can be practiced in the playhouse. Students can write restaurant orders, grocery lists, or letters to mail. They can read in a hospital room or a playhouse kitchen. With alphabet or number flashcards, Baby Bear or Goldilocks as well as students in a school room can review letters, sounds, or numbers.

In order to capitalize on the benefits of a dramatic play center, we will include a variety of materials for students to use, and change the "scene" occasionally. Dramatic play addresses many standards, including but not limited to Speaking and Listening, Reading Literature and/or Informational Text, Reading Foundations, Writing, and Counting and Cardinality.

### **Self-Funded Full-Time Kindergarten Tuition Information for 2017-18 February 9, 2017**

**Proposed Maximum Enrollment:** 80 students (16:1 Board Guidelines)

**Proposed Full-Time Sessions:** 5 (4 part-time sessions will remain)

**Teacher Expenditure:** increase by 2.5 FTE - based on MA Step 3 @ ..... \$190,395

**Instructional Associate:** 3 part time (3 hours per day) ..... \$22,050

**Transportation Costs:** ..... \$50,400

**Additional (SPED) Instructional Associate:** ..... \$30,000

**Additional costs associated with adding a lunch session:**..... \$3,388

**"Soft Costs" i.e. technology, furniture, etc:** Allows room to be comparable to other kindergarten classrooms:..... \$9,586

**Total Cost of Program:**..... **\$305,819**

**Tuition Cost (60) \$5,097 per student for year  
\$510 per student, per month**

- This will result in the need to repurpose a classroom space.
- Students will be selected via a lottery.
- This provides equity as it builds in 20 F&R students (as identified by parents).
- It is anticipated that students will be able to have specials as follows without an increase in staff:
  - Music 2x/week for 25 minutes each
  - P.E. 2x/week for 25 minutes
  - Art 2x/week for 30 minutes
  - Computer lab as desired (teachers accompany students)

## **Full Day Kindergarten Anticipated Questions**

### **Q. What will be the length of the full-day Kindergarten?**

A. The length of the day will be the same as for Grade 1 at Jacques: 8:25 - 2:45.

### **Q. How many students will be in the full-day Kindergarten sessions?**

A. There will be a maximum of 16 students in each session - keeping within School Board guidelines.

### **Q. How many sessions of full-day Kindergarten will be offered?**

A. A maximum of 5 sessions will be offered. This is predicated on space availability as well as the number of students signed up.

### **Q. If over 80 students are interested how will the determination be made?**

A. A lottery will be held in February to determine the students in full-day Kindergarten.

### **Q. How will full-day Kindergarten be different than half-day Kindergarten?**

A. Students in both the full day and half day Kindergarten programs will receive the same quality of instruction in the areas of mathematics and language arts (reading and writing). Full day students will have lunch and outdoor play incorporated into their schedules. They will also be involved with other supplemental activities - challenging projects and extended learning curriculum that enrich their development in the areas of reading, writing mathematics as well as social skills. Art, music and physical education may also be included in their day.

### **Q. Why is there a tuition charge?**

A. The State of New Hampshire only provides state aid for students to attend Kindergarten for a half day. Tuition is charged for the unfunded portion of the full day program. This allows "it" to be cost neutral.

### **Q. What will be the registration process?**

A. The District's time-line for Kindergarten registration has been moved forward a bit to allow for the process to be completed in a timely manner so that all parties (the school as well as the parents) can plan accordingly. This registration has begun. Please contact the Jacques school to obtain registration packets.

### **Q. Will the children in full-day Kindergarten be eligible for transportation?**

A. Yes

### **Q. Will Full Day Kindergarten result in physical space changes at the Jacques School?**

A. Should we have 80 Full Day Kindergarten students our intent is to repurpose the Computer Lab. Because of the District's use of chromebooks we will no longer have a need for the computer lab. The chromebooks will be located on mobile carts.



**MILFORD SCHOOL DISTRICT  
2017/18 BUDGET PROPOSAL  
TAX IMPACT ANALYSIS - ESTIMATED**

Item	Actual 2016/17		Proposed 2017/18	
	\$ Amount	Tax Impact	\$ Amount	Tax Impact
<b>Operating Budget</b> (Includes New/Expanded/Reduced/Eliminated Positions Recommended by Superintendent)	39,405,155		40,631,738	
<b>Less: Estimated Revenues</b> (with 6/30/2017 Fund Balance estimated to be \$264,000 to reduce taxes)	-12,117,174		-11,825,754	
<b>Total to be Raised by Taxes</b>	<b>27,287,981</b>		<b>28,805,984</b>	
<b>State Property Tax</b>		<b>\$2.31</b>		<b>\$2.26</b>
<b>Local Property Tax (issued by DRA 10-27-16)</b>		<b>\$18.25</b>		<b>\$19.10</b>
<b>Warrant Articles proposed March 2017:</b>				
MESSA CBA Cost Items			-2,107	\$0.00
MEPA CBA Cost Items			6,705	\$0.00
Kindergarten Warrant Article (full-time programming - self-funded option)			0	\$0.00
Bond Warrant Article (\$3M proposed bond - interest only in 1st year)			30,419	\$0.02
Contingency Fund from Fund Balance (Reduce Proposed FB noted in Est Revenues by up to \$200,000)			200,000	\$0.15
<b>Warrant Articles Approved March 2016:</b>				
Bond Warrant Article (\$3M proposed bond - interest only in 1st year)	0	\$0.00		
<b>Petition Warrant Articles:</b>	0	\$0.00	0	\$0.00
<b>Sub Total Warrant Articles:</b>	<b>0</b>	<b>0.00</b>	<b>235,017</b>	<b>\$0.17</b>
<b>TOTAL ASSESSMENT</b>	<b>27,287,981</b>		<b>29,041,001</b>	
<b>PROPERTY TAX IMPACT</b>		<b>20.56</b>		<b>21.53</b>
<b>\$ Increase in Operating Budget (17/18 includes CBA articles)</b>			<b>\$1,226,583</b>	<b>3.11%</b>
<b>\$ Increase in Operating Budget + Warrant Articles</b>			<b>\$1,461,600</b>	<b>3.71%</b>
<b>\$ Decrease in Revenues</b>			<b>(\$291,420)</b>	<b>-2.41%</b>
<b>\$ Increase in Tax Assessment</b>			<b>\$1,753,020</b>	<b>6.42%</b>
<b>Tax Rate Increase</b>			<b>\$0.97</b>	<b>4.72%</b>
* Indicates Bond Issue				
			\$ 97	<---Tax impact on a home valued at \$100,000
			\$ 194	<---Tax impact on a home valued at \$200,000
			\$ 291	<---Tax impact on a home valued at \$300,000
Milford Net Assessed Valuation 16/17 (with utilities)	1,329,268,961			
Milford Net Assessed Valuation 16/17 (without utilities)	1,307,400,561			
FY16 State Education Tax (@ \$2.345 per thousand)	3,024,096			
Milford Net Assessed Valuation 17/18 (ESTIMATED)(with utilities)	1,349,768,961		13,498	1 cent Tax Rate Impact
Milford Net Assessed Valuation 17/18 (ESTIMATED)(without utilities)	1,328,568,961		67,488	5 cent Tax Rate Impact
FY17 State Education Taxes Estimated Using NHDOE FY16 Adequacy Report of 10-1-16	3,024,096		134,977	10 cent Tax Rate Impact
			674,884	50 cent Tax Rate Impact
			1,349,769	1 dollar Tax Rate Impact



# 2017 School Board Candidate Profiles

All candidates were presented the opportunity to submit profiles. Pictures are optional.

## Candidate for School Board

### Michael Hannon

Address: 1 Stone Court, Milford NH

Years of residency: 6 Years/8 Years NH

**Family:** Married for 24 years to my wife Jennifer who is a 1st grade teacher in Hollis. We have two sons, Matthew 14 and Sean 9 both attending schools Milford.

**Occupation:** Director Global Loss Prevention- Staples (18 years)

**Education:** United States Navy Veteran/ NYS Academy Fire Science

**Volunteer History:**

- Past Chief Officer Williamsville NY Volunteer Fire Department
- Milford Middle School Assistant Coach/ Boys Lacrosse.
- Board of Director of Souhegan Valley Youth Lacrosse/Amherst Lacrosse Club
- Amherst Lacrosse Club / Coach U10 Boys.

**Affiliations:**

- Board Member of Continued Education- Center for Interviewer Standards and Assessment (CISA)
- Certified Forensic Interviewer – Wicklander and Zulkowski
- New York Association of Fire Chiefs
- International Association of Fire Chiefs
- New England Organized Retail Crime Alliance

I am running for election for the School Board because I want to play an active role in our school system. I would like to be a member of the board that is working toward a long-term vision to provide the absolute best educational experience possible for our children. I believe in the foundation that was established as the vision of the Milford School Board; Schools, Community, Families and Students are engaged in a dynamic educational system that produces successful students.

I have a proven track record that not only encourages input from others, but also welcomes active participation to make a plan work. I believe that public education is very closely tied to the quality of life in this town that our family has grown to love. I want to help influence more continued involvement and participation from the entire community, by creating an environment of trust and engagement as a School Board Member. By investing in our children now we are investing in our own future. I would like the opportunity to gain trust as a board member and foster continued growth between parents and our teachers.

We need to keep our Milford students in our school system and prevent them from feeling the need to transfer to other schools. We need to continue to innovate and enrich programs for all children to keep them involved while they are in school and in quality afterschool programs. I am concerned with the continued rise in drugs use in our children and as a community we need to provide solutions that will keep our children engaged in learning, team participation and individual growth.

I will work hard to ensure that we get our children what they need while being respectful of taxpayers and especially those who are on fixed incomes. I promise to work tirelessly on the issues in partnership with the administration to come up with solutions to set the schools up for the future. By using current data and real time research I hope to give our community the best options when it is time to make decisions for our schools. My goal is to help make decisions that will set our children up for success by providing them with 21st century skills that they will need to have as successful adults.

I want to be a part of a school system that is moving forward and providing a bright future for our children. I thank the current School Board, School Administration, School Staff and Teachers for providing my children with a great educational experience. I hope I will be given the opportunity to provide the same with innovative ideas, hard work and partnership for our future leaders.

I would be honored to serve the town of Milford as a School Board member and I ask for your support and your vote on March 14th.



## Candidate for School Board

### Jenni Siegrist

My husband and I moved here almost 14 years ago to be closer to my parents and raise our family in this incredibly unique suburban town.

I am a graduate of the public school system. I received my BA degree from BU and for the past 12 years I've run a small design firm here in town.

We have two children currently in the Milford School District; one at Heron Pond and the other at the Milford Middle School. While our town is grappling with several issues and challenges regarding the school buildings and infrastructure, my experiences as a parent interacting with the teaching staff and the administration has, on the whole, been fantastic. We need to make sure we are able to keep attracting these high quality teachers and giving them the adequate support necessary to maintain and/or exceed our current academic standing.

I do believe that the School Board members should be more representative of the community as a whole, having members who have a stake in both sides of every issue; regarding both education (with children attending school in the district) and financing (representing fiscally responsible property tax payers) making them best able to consider both sides of every important issue. And finally, as a mother, I believe the board should also better represent the gender diversity of our community.

**Education**

- Boston University — English/Pre-law with a minor in Business Administration, BA 1989
- Mass College of Art — Graphic Design, multimedia, typography, web & mixed media, 1996
- Harvard University — Intensive immersion course in Russian language, 1994

**Experience**

- 2004 - Present Owner/Creative Director — Calliope Creative  
Clients include: iRobot, Rockefeller Funds, Hampshire Hills, Pine Hill Waldorf School, New Hampshire Air National Guard, Aviation Museum of NH, Jack Morton Worldwide, Pearson, Thomson Financial, Clark & Reid, and PayBefore
- 1996 - 2004 Senior Designer/Art Director working for: Polaroid, New York Life, OneBeacon Insurance, Monster.com, CG Design Group, Community Newspapers, Pearson, and Thomson Financial
- 1993 - 1996 Worked as an Executive Assistant to the owners of various management and consulting firms in Boston. Spent a year as a Russian translator responsible for client relations for an international joint venture firm
- 1990 - 1993 CSC Consulting - Payroll & HR Benefits Manager, responsible for managing payroll of 1500 employees, created monthly general ledger reports reporting to CFO & CEO

**Community Service**

- Milford School Budget Advisory Committee — 2015 to present
- Souhegan Transition Network — Founding Member & Treasurer 2013-2014
- Souhegan Valley Food Coop — Member
- SHARE — Volunteering monthly with family to support the Community Supper since 2014

(For more information and updates go to: [www.facebook.com/Jenni4Milford/](http://www.facebook.com/Jenni4Milford/))



*Continued on page 10*



## 2017 School Board Candidate Profiles continued

### Candidate for School Board

#### Rick Wood

A NH native and Milford Resident for 18 years, Rick resides on Homestead Circle with his wife of almost 27 years and their two daughters.

Rick is running to bring a strong budgetary knowledge and fiscal voice to the school board from which to view how we operate. With over 20 years of experience in training and education, Rick also offers understanding of the educational process and challenges, including the need for ability to meet individual needs of students. He believes all we endeavor to do, must be in the context of what we can afford. These principles and experiences will help guide when deliberating how to best provide for our children's education. If elected, Rick would work hard to ensure all stakeholder views are considered when making decisions.

**Education:** • Granite State College (formerly USNH College for Lifelong Learning)  
 BS Fire Service Education & Administration, Summa Cum Laude, 1998  
 • Lakes Region Community College (formerly NH Technical College)  
 AAS Fire Science, Highest Honors, 1995

**Professional Background:** Rick has been serving on the School Budget Advisory Committee consecutively for the past 6 years. With 30 years experience in Public Safety, Rick currently serves as Director of Life Safety & Emergency Preparedness for the University of Massachusetts Lowell. Rick is also the operator of a consulting and training business and recognized nationally in the area of Building and Fire Code compliance serving on several committees and delivering training through the United States. Rick has served previously as a member of the Adjunct Faculty at Lakes Region Community College.

**Community/Volunteer Service:**

- Milford School Budget Advisory Committee 2010-Present (Currently Chairman)
- NH Soccer Association State Referee Committee Member 2015-Present
- Treasurer, NH Fire Prevention Society, 2012-Present

- International Code Council  
 Vice Chair of the International Existing Building Code Committee 2012-Present  
 Vice Chair of the ECIC Code Interpretation Committee 2012-Present  
 Commercial Fire Alarm Exam Development Committee Member 2013-Present
- National Fire Protection Association  
 Wet/Dry Chemical Extinguishing System Committee Member, 2010-2016
- Center for Campus Fire Safety  
 Vice Chair-Codes, Standards & Technical Research Committee 2013-Present
- Milford Joint Services Study Committee 2011/2012
- President, NH Fire Prevention Society 2007-2012
- Milford School Budget Advisory Committee 2001-2002

### Candidate for School Board

#### Kevin Drew

My name is Kevin Drew and I am running for reelection to the School Board. I have enjoyed serving on the board for the past six years and I'm eager for the opportunity of three more.

I am an advocate for full-day public Kindergarten and I have confidence that the state is moving toward an eventual requirement for full-day programs in all districts. The current ballot question for a pilot program has created some great discussion on what a full-day session should look like in Milford. Passage of this article will provide next year's board and the administration an opportunity to analyze what works and what may need some adjustment. We were among the last communities in the state to institute the half-day program and I would not want us to be in a reactionary position should a full-day mandate become reality.



Susan and I have lived in Milford for twenty years and our two daughters have grown up in the Milford school system. My younger daughter is a senior at Milford High School and is now navigating the exciting and stressful college application process. My eldest is currently studying to become an English Teacher and her passion assures me that the future is bright for public education. Both have benefitted from an excellent public school system with many wonderful teachers who have inspired them along the way.

As for my own background, I work for a Manchester based mechanical contractor as their Chief Estimator. I have a Bachelor of Science degree from the University of Vermont and a Master of Education degree from Rivier College. I have been an active member of the Milford Lions for fourteen years and was President of the club from 2006-2007. While it seems that I am constantly repairing something in our nearly 200-year-old house, I do enjoy cycling and running in my spare time.

Each year we face a number of significant challenges and our staff and administration put a great deal of energy into meeting the needs of all of our students. I appreciate their efforts and I want to be part of the district's continued success. I look forward to continue serving our community and would appreciate your vote on March 14th.

## 2017 School District Ballot Summary Sheet

(Fill out and take with you to the polls)

Choose up to TWO Members of the School Board for the ensuing three years.

- Kevin Drew - incumbent
- Mike Hannon
- Jenni Siegrist
- Rick Wood
- Write In \_\_\_\_\_
- Write In \_\_\_\_\_

- Question 1. Capital Improvements Bond  
 Yes  No
- Question 2. Operating Budget  
 Yes  No
- Question 3. Self-Funded Full Day Kindergarten Program  
 Yes  No
- Question 4. Collective Bargaining Agreement with Milford Educational Personnel Association  
 Yes  No
- Question 5. Collective Bargaining Agreement with Milford Educational Support Staff Association  
 Yes  No
- Question 6. Establish a Contingency Fund  
 Yes  No

