

1 MILFORD SCHOOL BOARD
2 MINUTES OF NOVEMBER 6, 2017, MEETING
3 MILFORD HIGH SCHOOL, LECTURE HALL #182
4
5

6 A non-public meeting was held on November 6, 2017, in the SAU Conference Room in the
7 Milford High School at 6:00 p.m. Mr. Mannino made a motion to go into a non-public session
8 pursuant to RSA 91-A:3 II (a) Personnel. Mr Willette seconded the motion.
9

10 **VOTE: 5 – 0 – MOTION CARRIED**
11

12 The Board discussed a personnel matter while in non-public session. No votes were taken in
13 non-public session. At 6:55 pm, Mr. Drew made a motion to exit the non-public session. Ms
14 Seigrist seconded the motion.
15

16 **VOTE: 5 – 0 – MOTION CARRIED**
17

18 The Board then moved to Lecture Hall #182 for the public portion of the meeting.
19
20

21 **1. Call to Order**
22

23 Board Chair Ron Carvell called the meeting to order in Lecture Hall #182 at the Milford High
24 School at 7:02 p.m. Board members present were Board Vice-Chair Kevin Drew, Ms. Jennifer
25 Siegrist, Mr. Len Mannino and Mr. Bob Willette. Also in attendance were Superintendent
26 Robert Marquis, Bill Cooper, Director of Buildings and Grounds and Jen Burk, Business
27 Administrator. The recording secretary was Trish Gedziun.
28

29 **2. Board Member Comments**
30

31 There were none.
32

33 **3. Public Comments**
34

35 There were none.
36

37 **4. Reports and Presentations**
38

39 a. Superintendent's Report
40

41 Superintendent Marquis read aloud from his report as summarized as follows:
42

43 *A few weeks ago it was my pleasure to attend the Young Americans in Concert at Milford High*
44 *School. I would like to compliment all of our middle and high school band and chorus*
45 *students, many of whom may have stepped out of their comfort zones to participate in the*
46 *performances. The evening was filled with energy, enthusiasm and joy. Shortly you will hear*
47 *from a few of the students who participated. I would also like to thank Jenn Erdody for all of*
48 *her efforts to coordinate this event and for all of the staff who worked collegially to make it*
49 *happen.*
50

51 *As a participant in the Health and Wellness Committee I wanted to extend the District's thanks*
52 *to BioRidge Pharmacy for providing us with Epi-pens (at a cost savings of \$200 to \$400) and*
53 *to Convenient MD of Nashua for facilitating the process.*

54
55 *Congratulations are in order to the middle school boys' soccer team. They recently had an*
56 *undefeated season and won the NH Division II State Championship which was the first boys'*
57 *title in school history.*

58
59 *On November 16th, 17th and 18th at 7:00 p.m., students from the high school will be*
60 *performing the play The Foreigner. The play was the winner of the Outer Critics Circle Award*
61 *for Best New Hampshire American Plan. It is most appropriate for high school and adult*
62 *audiences.*

63
64 *This past Friday three staff members from Heron Pond presented at the NH State Social*
65 *Studies Conference. Ms. Alcox and I would like to recognize Tracey Tierney and Jeni*
66 *Hollander, both third grade teachers, who shared their expertise as they presented on the Ellis*
67 *Island Immigration Experience. I would also like to recognize Allison Pelletier, School*
68 *Counselor, for her presentation on poverty which was based on Ruby Payne's Framework of*
69 *Understanding Poverty.*

70
71 *I would also like to extend my congratulations to the high school cross country girls' team for*
72 *qualifying for the Cross Country State Meet which was the first time they had done so in school*
73 *history.*

74
75 *Lastly, I would like to thank the Milford Police Department for their assistance last Monday and*
76 *Tuesday in providing me updated information during the road closures and power outages.*
77 *Mostly I want to thank the parents for their patience and understanding over these two days as*
78 *we navigated and adjusted to a situation that was evolving and changing.*

79
80 *Ms. Siegrist said that she attended the Young American's Concert and felt it was astounding*
81 *and thanked the students for doing it.*

82
83 *Mr. Carvell also stated that he attended the concert and he was emotionally amazed at the*
84 *students' performances.*

85
86 *b. Young Americans – Ms. Jen Erdody, Milford High School Vocal Music Teacher*

87
88 *Ms. Erdody presented photos of the Young American's Concerts which occurred on October*
89 *19th through October 21st. She said that the Young American's college for Performing Arts was*
90 *located in Corona, CA and the Young American students went to the college for about a year*
91 *and then were eligible to go out on tour where they could take two years at the college and get*
92 *their Associate's Degree or they could do their second year of college as they were on tour.*
93 *Ms. Erdody said that they toured in the United Kingdom, Germany, Japan, Ireland, Australia,*
94 *the Czech Republic, the Netherlands, Poland and Spain. She also said that in the United*
95 *States they toured the east coast every three years, the south every three years, the Midwest*

96 and the Southwest every three years and California every year. Ms. Erdody stated that Nashua
97 and Milford were the only two districts in New Hampshire that hosted the Young American's
98 Program and this was their fourth time hosting it. Ms. Erdody thanked Ms. Jennifer Lowy, the
99 Band Teacher, Milford Middle School, Amanda Galstar, Vocal Teacher, Milford Middle School,
100 Mr. Maurais and Mr. Cooper from Buildings and Grounds. She said there were 75 Milford High
101 School students who participated as well as 50 Milford Middle School students.
102 Ms. Erdody introduced four Milford High School students, class of 2018, who participated in
103 one or more of the workshops, Max Maloney, McKensie Madony, Doug Pedroza and Ben
104 Erdody who all spoke eloquently and very favorably about their experiences participating in the
105 Young Americans Program.

106
107

108 **5. New Business**

109

- 110 a. Proposed 2018-2019 Operating Budget (**Note: Entire document is attached**
111 **to the meeting agenda**)

112

113 Superintendent Marquis stated that he was charged with coming in with a budget no higher
114 than \$42,350,000. He said that the budget that was before the Board represented
115 \$41,729,964. He thanked the administrators as well as the central office personnel for all of
116 their hard work and that he was able to come in below what the Board asked. He also said
117 that they continued to have a commitment in scrutinizing the budget and looked at it from a
118 student need point of view and not a want point of view. Superintendent Marquis said that the
119 district continued to have a commitment to the Chromebook initiatives and the curriculum
120 cycle. He said that presently they were doing social studies as part of the curriculum cycle and
121 that next year it would be science which was why the social studies budgetary items went
122 down and science budgetary items went up.

123

124 Superintendent Marquis commented that there were some new positions that were requested
125 of him by the administrators and he was moving forward with those recommendations noting
126 that Mr. Bill Cooper, Director of Buildings and Grounds had requested four part-time positions.
127 He said the District and the Board had committed itself to a \$3 million bond for the replacement
128 and renovation of many items in the schools and felt it was critical to be prepared to maintain
129 the buildings once they were brought up to speed. Superintendent Marquis also said that over
130 the next two to three years there would be a lot of construction projects and that both the
131 middle and high schools would have to be closed the following summer because of the various
132 projects and staff would have to be relocated to the elementary buildings. He also said when
133 those projects were complete the custodial staff would have to scramble to make sure those
134 buildings were up to speed and clean so that the staff would have enough time to prepare for
135 their classrooms. Superintendent Marquis stated that the other piece of his recommendation
136 had to do with the deployment of staff and Bill's availability to use the staff that he currently
137 had as well as future positions if the Board should decide to approve them.

138

139 Superintendent Marquis stated that he was also recommending the Mental Health Counselor
140 position. He said that there were a lot of youngsters in the Project Drive Program who had

141 significant mental health needs and there needed to be a qualified person in the Bales Building
142 who was able to meet the needs of those particular students. He noted that there were about
143 22 middle and high school students who participated in that program and 3 or 4 elementary
144 school students who participated in that program.

145
146 Superintendent Marquis also recommended reinstating the BCBA position. He stated that this
147 was a recommended position last year but there were not a lot of people who had this
148 particular certification and while they had offered the position to two different people, those
149 people had bowed out primarily because of the salary structure of the position. He said the
150 intent in this case was to move the position out of the teacher's salary schedule and to provide
151 a different salary structure for them in an effort to attract qualified people.

152
153 Superintendent Marquis stated that the stipend for the Athletic Director at the middle school
154 had been cut substantially in 2011/2012; almost an 8% decrease. He said that Mr. DeMarco
155 provided him with comparable Athletic Director salaries and it was his recommendation to
156 increase the Athletic Director's stipend over a period of two years.

157
158 Superintendent Marquis said that Mr. DeMarco from the middle school was also
159 recommending that the district provide stipends for Nature's Classroom. He said that Nature's
160 Classroom costs a significant amount of money and some of the students could not afford to
161 attend. He further said that the recommended stipend was for \$4,552 and represented \$625 to
162 pay for five people plus one coordinator at \$500 to attend Nature's Classroom.

163
164 Superintendent Marquis stated that additionally he was recommending a part-time Athletic
165 Administrative Position at the high school. He said that the position of Athletic Director had
166 become extremely more complicated and complex and could benefit from an assistant.

167
168 Superintendent Marquis said that the last position, which he was not recommending, was for a
169 full-time Technology Integrator. He said he felt the existing staff could provide that service to
170 the high school.

171
172 Superintendent Marquis stated that his next recommendation was with regard to co-curricular
173 positions. He said this would allow some compensation for folks who had provided services to
174 children in the past without salary. Superintendent Marquis said he knew that the amount of
175 co-curricular positions had been under fire but he said that he felt the programs were
176 extremely important and it was money well spent.

177
178 Superintendent Marquis said that the following page of the proposed budget was
179 representative of enrollment projections which were provided primarily by Mr. Dargie. He
180 further said that it was his recommendation to stay with the current staffing level. He noted
181 that they were well within the Boards adopted class size guidelines.

182
183 Superintendent Marquis stated that, in terms of a tax impact, the recommendations for the
184 proposed budget represented a .66 cent increase on the dollar for taxpayers.

185

186 Mr. Carvell asked Superintendent Marquis to go through the overall major changes on page
187 one of the proposed budget line-by-line.

188
189 Superintendent Marquis reviewed the information requested by Mr. Carvell as summarized
190 below:

191
192 **New Expenses**

193
194 A. Contracted Wage Obligations – 2% COLA for MESSA and MEPA (does not include any
195 increases for Teachers or Administrators) **Change - \$187,799 / 0.45%**

196
197 B. Health/Dental/Life Ins. & other Employee Benefits – Budget placeholder: 2% health; 2.3%
198 dental (actual increase); bid year for life insurance. **Change - \$172,597 / 0.41%**

199 C. Non-Affiliated Staff Wages – 2.0% COLA for non-affiliated staff, adjustments for appropriate
200 staff. Includes substitute salary lines. **Change - \$11,106 / 0.03%**

201
202 D. New/Expanded/Reduced/Eliminated Positions - (includes wages and benefits) **Change -**
203 **\$309,151 / 0.74%**

204
205 E. Tuition – Includes Out-of-District special education students and Applied Technology
206 Center students. **Change - (\$22,092) / -0.05%**

207
208 F. Technology Infrastructure – Includes license renewals, new/upgraded software,
209 replacement hardware and bandwidth. **Change - \$13,896 / 0.03%**

210
211 G. Student Transportation – Per contracts (includes to/from school; special education, athletic
212 and vocational education, etc.) **Change - \$52,344 / 0.13%**

213
214 H. Grants & Food Service – Anticipated grants & food service costs (offsets equivalent
215 revenue amount) – level fund. **Change - (-\$180,215) / -0.43%**

216
217 I. Curriculum Cycle & Instructional Technology – Chromebooks and other classroom
218 technology – **Change - \$66,034 / 0.16%**

219
220 J. Facilities/Utilities/Repair & Maintenance – **Change - \$56,508 / 0.14%**

221
222 K. Facilities – Capital Improvement Budget Items – New/Replacement Equipment. **Change**
223 **(\$38,064) / -0.09%**

224
225 L. Debt Service – Changes for bonding/lease items (increase reflects new 2017 Bond costs) –
226 Change - \$326,786 / 0.78%

227
228 M. Other – Miscellaneous accounts, including supplies, repair & maintenance,
229 textbooks/workbooks and travel expenses. **Change (\$92,640) / -0.22%**

230
231 N. **TOTAL: \$863,210 / 2.11%**
232
233 **New Revenue**
234
235 O. Mason Tuition – 90 students @ \$11,977. **Change (\$73,770) / -0.64%**
236
237 P. Catastrophic Aid – Special Education Aid. **Change \$0 / 0.00%**
238
239 Q. Medicaid – Special Education expense reimbursement. **Change \$0 / 0.00%**
240
241 R. Grants & Food Service – All federal, state & local grants, donations and food service
242 income. **Change (\$180,215) / -1.57%**
243
244 S. Adequacy Aid – Anticipated decrease due to projected drop in enrollment & decrease in
245 stabilization grant. **Change (\$218,785) / -1.91%**
246
247 T. Fund Balance Estimation – Less fund balance estimates. **Change \$200,000 / 1.75%**
248
249 U. Other – Special Education tuition, rentals, employees sending children to Milford and
250 summer school tuition. **Change (\$32,600) / -0.28%**
251
252 V. **TOTAL: (\$305,370) / -2.67%**
253
254 W. **Net Assessment Increase: Amount to be raised by local taxes this year compared to**
255 **last year: \$1,168,579 / 4.02%**
256
257 X. **Tax Increase (Excludes new Warrant Articles): \$0.53 / 2.46%**
258
259 Mr. Carvell pointed out that items A, B, G and L were dollar values that were controlled by the
260 contracts that were already in place and were not things that were in control of the School
261 Board. He said he wanted folks to keep that in mind when looking at the budget; to make sure
262 that everyone looked at those things that the Board did have control of, which was very little
263 when it came to the school programs. He also said that the loss of revenue from the state and
264 from the agencies that supported the school system was always an issue and that was what
265 caused the Delta Gap to be so large.
266
267 Mr. Carvell stated that there was a placeholder for health insurance of 2% and asked Ms. Burk
268 when they were supposed to get the health insurance numbers. Ms. Burk replied the numbers
269 should be in this week and that the number could actually come in at less than what was
270 projected.
271
272 Mr. Drew asked Ms. Burk to explain items J and K which were the two facilities items.
273

274 Ms. Burk replied that J was the projections for the various utility costs and some of the repair
275 maintenance accounts that Bill had for each of the buildings.
276
277 Ms. Burk further replied that with regard to item K, the \$38,000 reduction was one of the things
278 that was in the budget in 2017/2018 but was not in the 2018/2019 budget and it was for the
279 tractor that was purchased for mowing and snow removal.
280
281 Mr. Carvell asked if the stipends for skiing, track and unified basketball were currently funded
282 in the co-curriculum and if it was something that was dropped off.
283
284 Superintendent Marquis replied that there was only one paid track coach and it was not
285 currently a funded position. Superintendent Marquis asked Ms. Burk, with regard to unified
286 basketball, if it was picked up from special education monies. Ms. Burk replied that they had it
287 in IDEA. Superintendent Marquis said that it was an attempt to move the monies from the
288 special education federal monies to the local budget.
289
290 Mr. Carvell asked if the IDEA money had been lost. Ms. Burk replied that there had been an
291 uptick of the cost of IDEA because there was a lot staff and they were trying to give Mike
292 Hatfield as much flexibility as possible as to how to use the IDEA funds and one of the
293 proposals was to take that \$1,400 and shift it over to the operating budget.
294
295 Mr. Carvell stated that there were a variety of stipend requests and programs as well as
296 programs expanding. He asked if there were any programs being looked at in terms of a
297 reduction. Superintendent Marquis replied there were high participation rates in the programs
298 and said he would provide a list to the Board at the next meeting.
299
300 Mr. Carvell said that the formula for the stipends had been revised and the budget was capped
301 on what the Board wanted to spend on co-curriculum. He suggested that one of the ways to
302 control the funds regarding that was to perhaps limit the amount of coaches on a team.
303
304 Mr. Carvell stated that he wanted to see a further reduction than what had been proposed to
305 the Board. He further stated that they had originally put a 2% cap on the operating budget and
306 his concern was that there was a great deal of revenue loss and a teacher had to be added.
307
308 Mr. Carvell asked if there were any members of the public who wished to speak.
309
310 Mr. Gary Daniels, Whitten Road, addressed the Board and asked if any of the items under J –
311 Repairs and Maintenance was an emergency that was health or safety related.
312 Superintendent Marquis replied they were not.
313
314 Mr. Daniels also asked, with regard to the education aid and special education reimbursement,
315 if Superintendent Marquis had any idea when those figures would be in. Ms. Burk replied that
316 she usually found out from the state what the catastrophic aid was for the year in September of
317 that year. She said that currently she had it budgeted at the same level as it was in
318 2017/2018.

319
320 Mr. Daniels asked how the district was getting by without the position of a Board Certified
321 Behavior Analyst. Superintendent Marquis replied that they were presently using federal
322 monies to pay for outside consultants to provide the services but said the needs of the
323 students would be better met if the position was filled.
324
325 Mr. Daniels asked how much the consultants were being paid. Ms. Burk said it was at least
326 \$35,000 for the contracted services and it was for 55 hours per month.
327
328 Mr. Daniels asked Superintendent Marquis how the district defined success in education.
329 Superintendent Marquis replied that he looked at success as when students graduate from
330 Milford High School and regardless of what they choose to do, that they are able to be
331 independent and sustain their employment and that we have educated them to be successful
332 (mathematical and literate) contributing members of society.
333
334 Mr. Daniels said that 66% of the students going into community colleges needed to take
335 remedial courses and he had no idea where Milford fit into that.
336
337 Mr. Carvell asked the Board members if they felt the figure the Superintendent Marquis was
338 proposing was something that they agreed with. He said he felt there could be some
339 reductions and that he was not comfortable with the dollar value on the current proposal.
340
341 Mr. Carvell asked if there any other members of the public who wished to speak.
342
343 Mr. Story, Reserve Way, addressed the Board and stated that he was happy to hear that the
344 Board was interested in outcomes. He said he was happy that Mr. Carvell felt that there were
345 some areas where the overall rate of increase could be lowered. He further said that there had
346 been a 35% increase on the rate per thousand over the past few years which he felt was very
347 high. Mr. Story commented that he hoped the Board would take a hard look at the numbers
348 and did not feel the tax rates could keep increasing at the same rate they had been.
349
350 Mr. Carvell stated that one of the challenges was the revenue which came into the district. He
351 said there was currently a bill (SB-193) in the legislature that could possibly threaten about \$.5
352 million to the district.
353
354 Mr. Carvell stated that he would like the Board to direct the Superintendent to reduce the
355 current proposed budget in the amount of \$200,000. He said he would like to see what that list
356 would look like.
357
358 Mr. Mannino stated that he agreed with Mr. Carvell.
359
360 Mr. Drew asked if Mr. Carvell was recommending that the list of expanded position be cold
361 somewhat or replaced with others that might not have been necessary or some combination.
362
363 Mr. Carvell replied that his recommendation really had to do with the dollar figure.

364
365 Superintendent Marquis stated he would appreciate giving him and his administrators to have
366 some latitude around that.

367
368 Mr. Mannino made a motion to return the budget and have Superintendent Marquis reduce it
369 by \$200,000. Mr. Willette seconded the motion.

370
371 **Discussion:**

372
373 Ms. Siegrist asked if this was an exercise to have the Superintendent come back with a list of
374 what that \$200,000 would represent. Mr. Carvell replied that he would be cautious in calling it
375 an exercise but that it was a way to take a look at what a \$200,000 reduction would impact us.

376
377 Superintendent Marquis stated that the proposed operating budget was \$41,729,964 and the
378 difference between that and the Board's request of a ceiling of \$42,350,000 was \$620,036.

379
380 Mr. Drew stated that if the Board were going to pick an arbitrary number to try and hit and ask
381 the administration to do that we may well not like what that looks like when it came back and
382 that the Board needed to be prepared to own that.

383
384 Mr. Carvell said that he agreed with that statement as well.

385
386 **VOTE: 5 – 0 – MOTION CARRIED**

387
388
389 b. Proposal for Full Day Kindergarten

390
391 Superintendent Marquis stated that in the Boards' packet there was a memo to the Board that
392 was a proposal for publicly funded full-day kindergarten for all students in Milford. He said it
393 was his strong recommendation to the Board that they seriously consider this proposal. He
394 said that there were standards for kindergarten teachers and the standards were based on full-
395 day programs and because they only had half-day kindergarten those standards were not
396 being completely met by the kindergarten teachers. He said that full-day kindergarten would
397 allow the district to better meet the social and emotional needs of all students. Superintendent
398 Marquis commented that the proposal was unanimously supported by all of the Principals
399 within the District; demonstrated by their prioritization of needs while developing their individual
400 school building budgets.

401
402 Superintendent Marquis stated that the details and costs associated with the proposal were as
403 follows:

- 404
405
 - Anticipated number of kindergarten students: 126
- 406
407
 - Eight sections of kindergarten needed - 15.75: 1 ratio [Board Guidelines 16:1]

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- Eight classrooms needed. The Jacques School will be able to assimilate these students into the school building with minimal relocation of present staff and programming.
- Kindergarten teachers: Eight full-time teachers needed:
 - Hire 3 new teachers
 - Increase 2 part-time teachers to full-time
- Kindergarten Assistants: Increase from four staff @ 3-4.75 hours / day to four staff @ 5.5 hours per day.
- Special Education Associates:
 - Hire two full-time 1:1 Associates
 - Hire one part-time Associate
- Support Staff for lunchtime: Add one person @ 4 hours / day.
- Transportation: Add one bus (for elementary students only)
- Furniture and Supplies
- Technology: projectors, Chromebooks, etc.

The estimated cost of this proposal: \$582,500 *

*Offsetting Keno-Garten revenue: \$1,100/student @ 126 Students = \$138,600

Impact on tax rate:

Approximately \$13,000 = \$.01 on tax rate
\$583,000 less \$139,000 = **.34 per \$1,000 on taxes**

Mr. Carvell clarified that the \$450,000 was not in the proposed operating budget. Superintendent Marquis replied that it was not and that it would probably have to be a separate Warrant Article for the town.

Ms. Siegrist asked if they were absolutely sure that the 2018/2019 school year was going to be the year that the Keno-Garten would take effect. Mr. Daniels replied that the 2019 fiscal year

451 started on July 1, 2019, and if the Board were looking at implementing the program for next
452 year then it would be \$583,000

453
454 Mr. Mannino stated the interest for full-time kindergarten before the Board was geared towards
455 a program that would not impact the taxpayers and asked why there was a sudden change in
456 direction. Superintendent Marquis replied that structure of it came from the Boards initial
457 request to stay at or under \$42,500,000. He said they were able to do that at a significant
458 level.

459
460 Ms. Siegrist said that at the last meeting she thought it was decided to have it as a Warrant
461 Article that the town could vote on rather than having it self-funded.

462
463 Mr. Carvell replied that the Board had discussions around that but that there were only two
464 choices, one was to go back and relook at the self-funded piece or two, to look at what it would
465 take to put it on a Warrant Article and fully absorb it. He said it was going to be mandatory by
466 the legislature anyway at some point in the future but the Board needed to figure out what
467 would work in meantime.

468
469 Superintendent Marquis stated that programming for full-day kindergarten was going to be
470 different than the proposed programming for self-funded full-day kindergarten. He said one of
471 the things that the Board was sensitive to last year when they were proposing self-funded
472 kindergarten programs for children was that they were not going to create inequality with kids
473 after they had left kindergarten. Superintendent Marquis stated that one of the concerns with
474 the full-day kindergarten program was that it would become a full-day babysitting service for
475 the kids attending in the afternoon among other things and that was not the case and the
476 children would be provided with reading, writing and arithmetic instruction in the afternoon as
477 well as social skills building in the afternoon. He said it would be a continuation of what was
478 being taught in the morning classes. He further said that was very much different than what
479 the intent had been the previous year.

480
481 Mr. Mannino asked if any thought had been given to the small businesses in Milford that
482 currently provide these services.

483
484 Superintendent Marquis replied that he had thought about that but he was torn. He said that he
485 had to be the educational leader for the district and the children were his first priority. He said
486 the benefits of full-day kindergarten for those children whose parents could not afford privately
487 funded kindergarten really weighed more heavily on his decision.

488
489 Mr. Mannino said that currently the state law was not compulsory but what was mandatory was
490 the structure that was in place should they decide to send their children to kindergarten and it
491 is available to them at "X" cost. Mr. Mannino said that the discussion across the nation in
492 terms of students graduating high school was to focus more on trades and he felt the students
493 going out into the real world could benefit from expanding foreign languages offered.

494

495 Ms. Siegrist commented that she had done a survey of local programs that offered
496 kindergarten and to her knowledge there was not any equivalent private business that offered
497 highly qualified kindergarten level teachers to give a full kindergarten curriculum within Milford.
498 She said that SB-193 would take public school funding and give it to private education
499 services. Ms. Siegrist stated that a full-day kindergarten program would make the town much
500 more desirable to homebuyers who had young children and it would increase the property
501 values. Ms. Siegrist asked if the \$200,000 that was just asked for in a reduction in the
502 proposed budget along with the \$180,000 that they already came in below budget plus the
503 \$200,000 that were set aside in reserves, that should more than cover the cost of the proposed
504 kindergarten program regardless of the Keno-Garten funds. She said she did not want to put
505 such an expensive Warrant Article on the ballot that would impact people who were on fixed
506 incomes but she was also concerned about kids not being ready for first grade.

507
508 Mr. Carvell said he would be cautious saying there were reserve funds because there was a
509 multi-million dollar project going on and that was set aside to make sure that we stay within the
510 lines and get some of these projects knocked out. He said he agreed with the kindergarten
511 program but that it was the road map of how to get there that was in question.

512
513 Mr. Drew stated that he supported the fully-funded kindergarten program and thought the
514 taxpayers should decide if they wanted it or not.

515
516 Mr. Carvell suggested that everyone who was interested in the full-day kindergarten program
517 should do their own research because there was plenty of statistics and information available.

518
519 c. Bids for Rooftop Units

520
521 Mr. Cooper addressed the Board and said that he had received the bids on the rooftop
522 replacement equipment for both the middle school and the high school and the numbers that
523 we were given were a little bit higher than what was anticipated. He said the total of the bond
524 for both buildings was about \$697,000; \$61,000 for the high school and \$635,000 for the
525 middle school for the rooftop replacements. He further said that the numbers that came in
526 ranged from \$785,000 to \$890,000. Mr. Cooper said they received four bids and he was
527 working with two of them in an attempt to lower some of the costs. He said he received an e-
528 mail from the lowest bidder indicating that they might be able to save about \$40,000. He also
529 said that he spoken with Mr. Drew at length about the situation.

530
531 Mr. Cooper stated that he was not recommending anyone at the present time with regard to
532 the rooftop replacements because he wanted to do further research and see if he could get the
533 numbers down. He further stated that he hoped to have a recommendation at the next Board
534 meeting.

535
536 Mr. Cooper said that he received the bids for the piping as well and they ranged from \$590,000
537 to \$903,000, noting there was quite a big difference and he needed to vet a few items but
538 hoped to have a recommendation in December.

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6. Old Business

a. Hockey Program

Mr. Marc Maurais, Athletic Director, addressed the Board and reviewed the updated numbers for a proposed hockey program.

Start Up Costs (updated November 6, 2017)	Estimate
Ice Time	\$15,000.00
Coaching Stipend	\$3,500.00
Transportation	\$3,061.00
Game Management/Officials	\$4,833.00
Uniforms	\$4,950.00
Supplies	\$200.00
Total	\$31,544.00

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Mr. Maurais stated that with the help of some of the parents he wanted to provide a better representation of participation. He estimated that there were about 10 Milford High School students were playing or previously played, 12 middle school students who were currently playing and at least 5 high school aged students that were playing ice hockey at other schools.

Mr. Maurais said that it was very difficult to try to speculate what the cost would be for a co-op program because the variables were so different; i.e. what school would it be, what ice rinks, etc. He further said that it was his recommendation to strongly consider joining an existing NHIA Program to form a co-op team for the 2018/2019 school year. He said an existing program may have already had a previous working relationship with an ice rink and would help solve one of the major obstacles, which was finding the ice.

Mr. Carvell stated that he would like to see hockey come to Milford and thought a co-op was the way to go. He also stated that he was not opposed to pay to play.

Mr. Drew stated that he was not in favor of pay to play unless, at the very least, there was some provision to help those out who potentially could not afford it.

Mr. Carvell asked if there additional questions or comments from the Board. There were none.

Mr. Carvell asked if there were any comments from members of public.

Mr. Jeff Partridge, a resident of Mason, stated the Booster's was a great way to help out kids that could not afford to play. He said that both of his kids played hockey and would like to play hockey for their high school. He further said that all hockey parents paid upwards of \$2,000 per season. Mr. Partridge also offered his support if anything was needed.

575 Ms. Meredith Partridge, a resident of Mason, addressed the Board and asked why the team
576 was not a co-ed team. Mr. Carvell replied that they had not gotten to that discussion point as
577 of yet.

578
579 Mr. Maurais replied that he would look into that if it became a co-operative situation. Mr.
580 Partridge said it (girls) was a resource pool that should not be ignored. Mr. Carvell replied he
581 agreed.

582
583 Ms. Jessica McCloud, addressed the Board and said that the 5th grade had several players
584 and that meant there was a strong base coming up through the ranks. She said that hockey
585 parents were used to paying thousands and thousands of dollars for hockey and all of the
586 parents were willing to help in any way they could.

587
588 Mr. Carvell stated that he would like to see the Athletic Director find a co-op program and
589 move forward.

590
591 b. Enrollment Figures

592
593 Mr. Carvell stated that Mr. Dargie had provided the Board with the enrollment figures for the
594 2018/2019 school year at the last meeting but he had asked the Board to take some time to
595 look it over because there was a lot of information. He said that Mr. Dargie's enrollment
596 figures were used in the budget with the exception of the reduction of one teacher that was in
597 the projections at grade level three.

598
599 Mr. Carvell asked if there were any members of the Board who had questions or comments.
600 There were none.

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603 **7. Housekeeping Items**

604
605 a. Approval of Minutes 10/16/17

606
607 Mr. Drew made a motion to approve the minutes from the October 16, 2017, meeting. Ms.
608 Siegrist seconded the motion.

609
610 **VOTE: 5 – 0 – MOTION CARRIED**

611
612 b. Approval of Manifests: 9,1046,1047,1048,1049,1050,1052,1053, 1054 & 1056

613
614 Mr. Carvell made a motion to approve the manifests. Mr. Willette seconded the motion.

615
616 **VOTE: 5 – 0 – MOTION CARRIED**

617
618 c. List of Classified Appointments (Informational Only)

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620
621 d. List of Co-Curricular Appointments (Informational Only)

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623
624 e. List of Email Correspondence (Informational Only)

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627 **8. Public Comments**

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629 There were none.

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631
632 **9. Non-public Session:** Pursuant to RSA 91-A:2 I (a) Strategy or Negotiations with respect to
633 collective bargaining, and/or RSA 91-A:3 II (a) Personnel.

634
635 Mr. Drew made a motion to go into a non-public session. Mr. Mannino seconded the motion.

636
637 **VOTE: 5 – 0 – MOTION CARRIED**

638
639 Mr Drew made a motion to come out of the non-public session. Mr Willette seconded the
640 motion.

641
642 **VOTE: 5 – 0 – MOTION CARRIED**

643
644
645 **10. Adjournment**

646
647 Mr Mannino made a motion to adjourn the meeting. Ms Seigrist seconded the motion.

648
649 **VOTE: 5 – 0 – MOTION CARRIED**

650
651 The meeting was declared adjourned at 10:30 p.m.

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656 _____
657 School Board Chair

Date of Approval