

APPROVED

**Dresden Finance Committee**

**Monday, January 14, 2013**

Hanover Board Room

Present: James Dwinell (Chair), Kristi Fenner, Heidi Postupack, Nate Stearns, Mary Fowler, Kevin Cotter, Cheryl Lindberg, Peter Christie,

Absent: Joshua Durst, Daryl Press, Mike Gerling, John Ruth

Also Present: Don Buck, John Aubin

Meeting was called to order at 5:35 by Chair

1. Review/amendment of agenda  
There were no adjustments to agenda.
2. Public comments on items not on the agenda  
There were no public comments.
3. Minutes of DFC Meetings  
Minutes of DFC meeting of December 10, 2012 were reviewed; two changes were made: Cheryl Lindberg was incorrectly listed as absent. Item 5, sentence one should read, "...in an effort to contain per-pupil costs." A motion was made to accept the minutes as amended by N. Stearns, second by M. Fowler. Approved.
4. Entertain motion on teacher contract  
Discussion of new Teacher Contract led by K. Cotter and J. Aubin. The savings realized by the District from 2 years with no contract, with no increase in base or step, was about \$250,000. Reduction in 403(b) match from 4% to 3% amounts to about \$96,000 savings per year. By increasing co-pay and deductible, and self-insuring, the District saves between \$100,000 and \$200,000 per year. Discussion ensued regarding impact of lack of contract on Dresden premium. D. Buck asked if teacher salaries on the state website were accurate. J. Aubin confirmed that figures were consistent and reliable. K. Fenner stated that the two-year gap in base and step increases and subsequent savings will reflect the effort to reduce Dresden premium, and she would like to see that continue. There was agreement among committee members. C. Lindberg said that she would prefer the district negotiate one-year contracts because the momentum for change is lost in longer periods between negotiations. J. Dwinell would have liked to see movement to address step & track, merit pay, changes to family health insurance offering. J. Aubin confirmed there was some movement on tying increases to performance, with quicker action to withhold increases, from three years to one year. M. Fowler asked what the cost to negotiate contracts every year would be. A figure of \$9,000 to \$10,000 was estimated, along with a tremendous, exhausting effort

and time on the part of school board members. A motion was made to support the teachers' contract by N. Stearns, second by K. Fenner. Motion passed 6 in favor, 2 opposed.

5. Entertain motion on Dresden budget  
Dresden budget discussion led by J. Aubin, indicating budget, without new contract costs, would decrease Hanover tax rate by 5 cents, increase Norwich tax rate by 7/10 of a cent. SAU office is working better than he has ever seen, with Joanne in new position as curriculum coordinator, bringing Medicaid funds into the district for special ed, and \$250,000 in catastrophic aid from State of NH last year and most likely this year. J. Aubin mentioned capital improvements in Norwich. District realized about \$200,000 savings from refinance of municipal bond. A motion was made to support the Dresden school budget as presented by N. Stearns, second by H. Postupack. Motion passed 7 in favor, 1 opposed.
6. Entertain motion on other employee contracts  
The new Support Staff contract was discussed. District discovered that ed assistants earn about \$4 less per hour than their peers, and have less vacation time. Adjustments were made in this contract to address this fact, increasing base pay by 2.5% and increasing vacation time. A motion was made to support the Support Staff contract as presented by N. Stearns, second by K. Fenner. Motion approved by a vote of 7 in favor, 1 opposed.  
The new Service Employee contract was discussed. About 90% of these employees work nights, one or two are in the buildings during the day. Impact to the Dresden budget is minimal for this contract.  
A motion was made to support the Service Employee contract as presented by N. Stearns, second by K. Fenner. Motion approved with unanimous vote.
7. Discussion of DFC positions on budgets and teacher contracts for town report, due January 24, 2013.
8. Next meeting scheduled for February 11, 2013 in Norwich
9. Adjournment: Motion made to adjourn by N. Stearns, second by K. Cotter. Meeting adjourned at 6:40 pm.

Submitted 1/22/2013

Heidi Postupack