

2009 WARRANT ARTICLES Summary

Article 3: The Budget

Both the budget committee and the school Board are recommending \$24,408,702 as the total budget number for the warrant article. This number includes food service, which has revenue that offsets the expenditures, but does not include the other warrant articles including the teacher contract and the capital reserve expenditures.

Another useful budget concept is the operating budget, which is the total cost of operations including the proposed teacher's contract. It does not include the food service or the capital reserve funded articles because they do not directly affect the tax rate. The following chart shows that the operating budget has a net decrease.

TOTAL EXPENDITURES PROPOSED <i>Includes All Warrant Articles and Food Service</i>	\$25,010,512
LESS CAPITAL RESERVE FUNDED ARTICLES <i>Warrant Articles #6, #7 and #8</i>	\$(245,500)
LESS PROPOSED FOOD SERVICE BUDGET	\$(691,775)
TOTAL OPERATING BUDGET <i>Includes BEA Agreement - Warrant Article #4</i>	\$24,073,237
2008-2009 APPROVED OPERATING BUDGET	\$24,292,695
TOTAL OPERATING BUDGET DECREASE	\$(219,458)
TOTAL PERCENTAGE CHANGE	-0.90%

There were some other increases in fixed costs that are absorbed; mainly retirement, utilities and the accounting of some school costs previously paid for by the town (snow plowing, School Resource Officer, garbage pickup). There is a proposed decrease of 6.0 FTE teaching positions in response to class sizes: two at BMS (6th and 7th grade), and four at BHS (English, Social Studies, Technology, and partial reductions in BEST, Art, Music and Latin). No new special education positions are proposed and 2.75 approved, but unfilled aide positions are eliminated.

Article 4: The Teacher Contract

Warrant Article 4 is a proposed one-year teacher master contract agreement between the Bow School Board and the Bow Education Association (BEA). This

negotiated agreement is the result of an 8-month process of proposals and counter proposals that covered a wide range of economic and language issues.

The contract is for 153 teachers and has a 2.255% increase to the salary schedule. With step increases and longevity changes (pay increments tied to years of service in the salary schedule) and other benefit costs (such as FICA), this contract has a total cost of \$356,310 (a 3.64% increase).

Acceptance of this contract invokes the “Evergreen Law” passed by the NH legislature in 2008 via HB 1436. This language would apply to next contract following ratification of this proposed contract. With the evergreen language, steps and longevity (the increments in the salary schedule) are granted even if no new contract is passed. This means that these scheduled increases become part of the budget, and are not part of separate contract warrant. The proposed agreement has \$113,563 or 1.35% involved in these increments.

This contract also addresses a lot of “language” changes:

- Modifies the Differentiated Teacher Evaluation Plan
 - More self-directed development for experienced teachers
 - More help and supervision of new or struggling teachers

- Creates more clear and usable language for position elimination
- Increases course reimbursement for further training
- Changes language for sabbatical leaves with more reporting requirements
- Makes language for parenting leaves gender neutral
- Makes language on planned retirement incentives age neutral
- Protects the district from Retirement system special assessments

Articles 6-9: Appropriating money from capital reserve funds

- \$60,500 for paving at BES/BMS - part of the School Traffic and Parking Plan
- \$95,000 for the replacement of the Bow School District phone system
- \$90,000 for the repair and resurfacing of the Bow High School track

Articles 9 & 10: By Petition

- Proposing adopting the provisions of RSA 40:13 (known as SB 2)
- Proposing placing the numerical tallies of the votes of the Budget Committee and School Board on future warrants