

February 6, 2020

Winnacunnet Cooperative School District Proposed Operating Budget

FY 2020-21

WARRANT ARTICLE 1: OPERATING BUDGET



Shall the 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 \$28,569,586? Should this article be defeated, the default budget shall be \$28,389,340 which is the same as last year, with certain adjustments required by previous action of the 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 operating budget only. (Majority vote required.)

Note: Warrant Article #1 (operating budget) does not include appropriations in any other warrant articles.

Recommended by the School Board: 5-0 Recommended by the Budget Committee: 6-0

THE WINNACUNNET COMMUNITY

Educating the whole student by providing a flexible, engaging, and supportive atmosphere where learning is relevant and lifelong.



The proposed FY 2020-21 operating budget reflects a commitment to providing an education that promotes creativity, innovation, critical thinking, problem-solving skills, and responsible decision making – through collaborative and independent work. We believe this will enable our students to become active, contributing citizens of our community and help prepare all students to achieve their full potential.



BUDGET GOALS



The Winnacunnet 2020-21 proposed operating budget provides funding and resource allocation that enhances academic programs to support all students. Winnacunnet Cooperative High School continues to follow a personalized learning model that incorporates Winnacunnet’s core values, beliefs, and learning expectations – as delineated by the district’s stated goal:

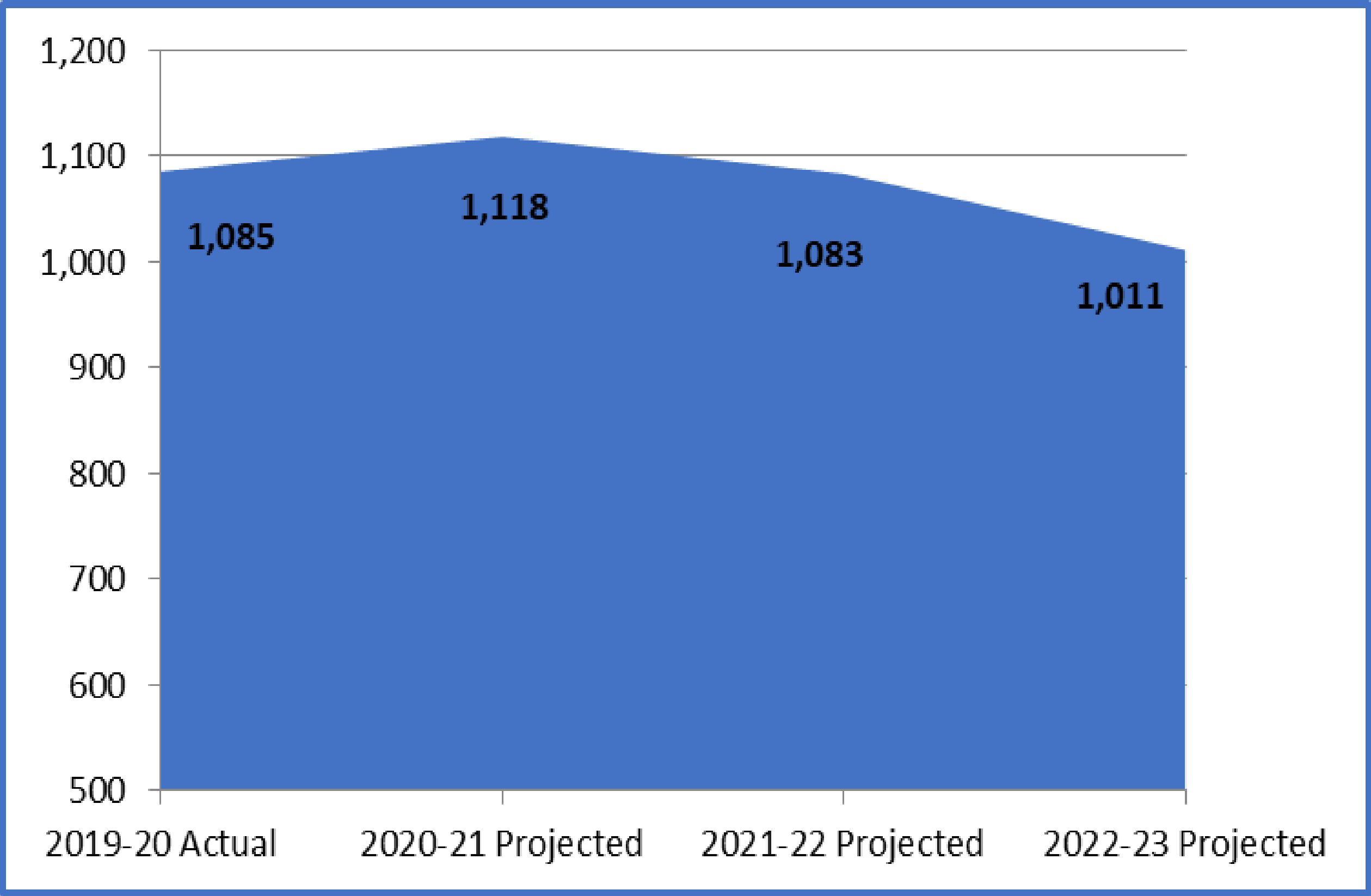
➤ *Working as a team, the Winnacunnet High School Faculty and staff will provide proficiency-based learning for all students that is equitable, personalized, and rigorous, resulting in 100% of Winnacunnet students graduating college and career ready by offering all students access to all courses, developing and implementing a competency-based assessment system, and providing multiple pathways that recognize students’ diverse interests and abilities, consistently using these new approaches school-wide.*

The 2020 -21 proposed budget provides the resources to support this goal, and the initiatives that have been implemented to provide a personalized learning environment for each student. Further, the budget reflects continued implementation of the School Board approved Competency Based Education Learning Plan, Technology Plan, and Facilities Plan.

ENROLLMENT



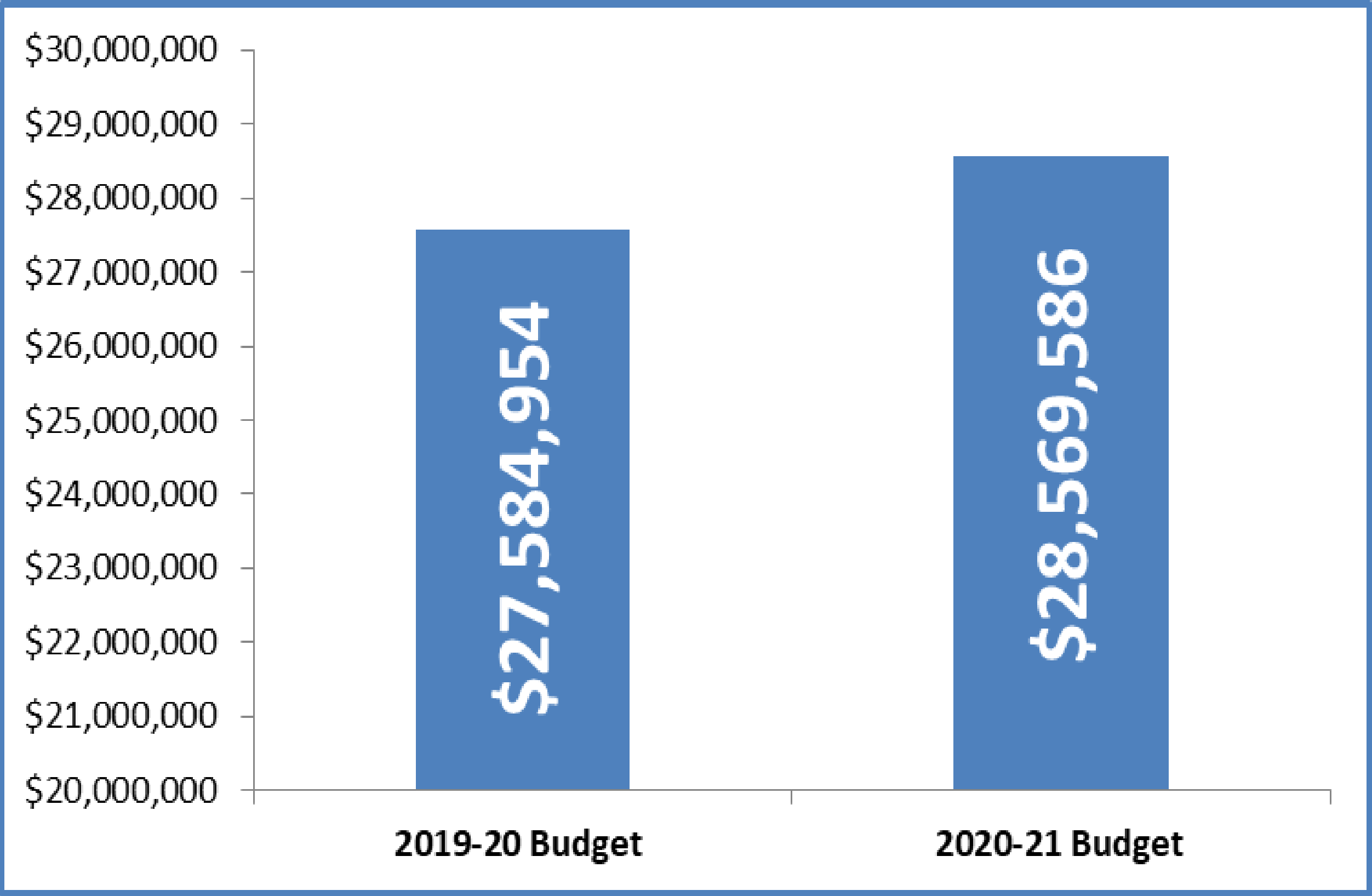
The Winnacunnet Cooperative School District enrollment projections indicates a relatively flat to slight decrease in enrollment over the next three (3) years.



BUDGET SUMMARY



The FY 2020-21 Winnacunnet Cooperative School District proposed operating budget is \$28,569,586 which reflects an increase of +3.57% or a +\$984,632 increase from the 2019-20 budget.



BUDGET SUMMARY



The following three (3) FY 2020-21 budgetary components represent \$816,361 of the total \$984,632 increase:

Special Education: +\$433,210

Increases for special education services and transportation per students' individualized education plans (IEP) as mandated by state and federal law.

Seacocast Education Association (SEA) CBA Salaries: +\$300,333

Represents 2.75% cost of living adjustment (COLA) and step increases per new collective bargaining agreement (CBA).

ROTC Salary: +\$82,818

Change in accounting practice for the federal USMC reimbursement for ROTC salary as offsetting revenue, as opposed to an account credit. There will be no tax assessment variance, however, the operating budget reflects the increase (with a corresponding revenue increase).

Removing these three (3) increases would result in a 2020-21 budget increase of \$168,271 or an increase of 0.61%.

BUDGET SUMMARY



COST OF LIVING ADJUSTMENT

Embedded in the Winnacunnet Cooperative School District operating budget is a cost of living adjustment (COLA) for all non-union staff members and a cost of living adjustment for union employees as dictated by their respective collective bargaining agreement (CBA).

The non-union COLA represents an annual salary increase as recommended and aligned SAU-wide based upon documented inflation. We utilize the consumer price index (CPI) for the Portsmouth region. The CPI saw an increase of 2.0% from July 2018 to July 2019 for our specific geographic region. The budget process is such that we forecast a year in advance, and inflation data looks at 12 months in arrears. So, although the COLA will never match CPI on an annual basis, this consistent practice equalizes any inequality, by utilizing the same time-frame and index. As such, the administration recommends a non-union staff cost of living adjustment of 2.0% SAU-wide for the 2020-21 school year.

The Seacoast Education Association (SEA) collective bargaining agreement for teachers calls for a 2.75% COLA, and is included in the 2020-21 operating budget.

The Seacoast Educational Personnel Association collective bargaining agreement expires at the end of the FY 2019-20 school year. Any COLA increase for FY 2020-21 will be included in a separate warrant article and is not included in the operating budget.

BUDGET IN DETAIL



The following budget detail summarizes each individual budget function with associated significant increase or decrease, and reasoning for the variance:

REGULAR EDUCATION

Budget: \$7,119,913

Increase: +\$300,039 (+4.40%)

The primary driver for the increase is due to the SEA salaries cost of living adjustment and step increases, ROTC salary accounting adjustment, and an investment in equipment to supply new marching band and Shared Studio online portal initiative.

SPECIAL EDUCATION

Budget: \$3,942,297

Increase: +\$387,880 (+10.91%)

The increase in special education is based on student need as dictated by individual education plan (IEP) services, mandated by state and federal law.

BUDGET IN DETAIL



VOCATIONAL PROGRAMS

Budget: \$252,000

Increase: +\$52,140 (+26.09%)

The increase in vocational programs reflects inclusion of special education services into the based tuition, and the annual tuition increase as determined by the Seacoast School of Technology's (SST) governing board.

STUDENT ACTIVITIES

Budget: \$883,669

Increase: +\$65 (+0.01%)

The increase in student activities is primarily due to the addition of 3 athletic and 2 non-athletic stipends to accommodate an increase in participation for Nordic and alpine skiing, volleyball, and provide lighting and sound direction at the fall play and spring musical productions. Further, it is proposed to invest in contracted strength and conditioning services (similar to our Athletic Trainer from Access Sports Medicine), and eliminate the weight room supervisor stipend. These increases were offset by reductions in rentals, officials, speakers, uniforms, and supplies based on actual expenditure history.

BUDGET IN DETAIL



SUMMER SCHOOL

Budget: \$69,400

Decrease: -\$1,600 (-2.25%)

The slight decrease represents a reduction in supplies, based on actual expenditure history.

EVENING SCHOOL

Budget: \$119,344

Decrease: -\$1,680 (-1.39%)

The slight decrease is based on a reduction in salaries – other due to actual expenditure history.

GUIDANCE

Budget: \$869,222

Increase: +\$2,012 (+0.23%)

The slight increase reflects the cost of living adjustment and steps per the SEA collective bargaining agreement, offset by reductions in testing and supplies based on actual expenditure history, and a retirement.

BUDGET IN DETAIL



HEALTH SERVICES

Budget: \$141,271

Decrease: -\$2,570 (-1.79%)

The decrease reflects a reduction in supplies based on expenditure history and a lack of available nurse substitutes.

SPEECH SERVICES

Budget: \$1

Increase: +\$0 (+0.00%)

The Speech Services account is kept open for potential future need.

OTHER SUPPORT SERVICES

Budget: \$1

Increase: +\$0 (+0.00%)

The Other Support Services account is kept open for potential future need.

BUDGET IN DETAIL



IMPROVEMENT OF INSTRUCTION

Budget: \$412,406

Increase: +\$22,815 (+5.86%)

The increase in Improvement of Instruction account reflects salary cost of living adjustments, step increases, as well as an adjustment in the professional services / curriculum salaries based on actual expenditure history.

EDUCATIONAL MEDIA

Budget: \$175,150

Increase: +\$4,915 (+2.89%)

The primary driver for the increase is due to the staff salary cost of living adjustment and step increases, offset by a reduction in repair/maintenance and equipment accounts based on expenditure history.

INFORMATION TECHNOLOGY

Budget: \$717,639

Decrease: -\$23,323 (-3.15%)

The Information Technology accounts align with the School Board approved Technology Plan. The decrease in technology is primarily due to savings in information access fees with a new internet / network services provider and a reduction in software licensing.

BUDGET IN DETAIL



SUPPORT SERVICES

Budget: \$63,500

Increase: +\$0 (+0.00%)

No increase to the Support Services account is budgeted.

BOARD OF EDUCATION

Budget: \$69,051

Decrease: -\$1,604 (-2.27%)

The decrease reflects a reduction in the legal and annual meeting accounts to reflect actual expenditure history, offset by a slight increase in district officers salaries for board members and recording secretary.

SAU SERVICES

Budget: \$867,084

Increase: +16,188 (+1.90%)

The slight increase in SAU services reflects an enhanced vision of the SAU, envisioned to better serve all of our districts. The new SAU 21 organizational model provides an aligned, high functioning structure that utilizes economy of scale, operational efficiencies, and shared personnel – to provide cost, performance, and efficiency benefits to each individual district.

BUDGET IN DETAIL



SCHOOL ADMINISTRATION

Budget: \$876,100

Increase: +\$19,448 (+2.27%)

The primary driver for the increase is due to the administrative salary cost of living adjustment and step increases, offset by reductions in rental/lease equipment and postage based on actual expenditure history.

BUILDINGS

Budget: \$1,798,907

Decrease: -\$8,157 (-0.45%)

The Buildings, Grounds, and Vehicles accounts align with the School Board approved Facilities Plan. The decrease in buildings is due to a decrease in the renovations account to push back projects due to cost considerations and reductions in repair and maintenance, training, supplies, and heating fuels accounts based on actual expenditure history. These reductions were offset by increases based on staff salary cost of living adjustment, step increases, consulting services for roofing and HVAC, and continuation of the auditorium improvement plan.

GROUND

Budget: \$287,600

Increase: +\$4,680 (+1.65%)

This reflects an increase in grounds repair for irrigation repairs/rework and purchase of a mower, offset by a reduction in snow removal and parking lot maintenance accounts based on actual expenditure history.

BUDGET IN DETAIL



VEHICLES

Budget: \$24,934

Decrease: -\$1,066 (-4.10%)

The decrease reflects the actual cost of the new van lease coming in lower than budgeted.

SECURITY SERVICES

Budget: \$2

Increase: +\$0 (+0.00%)

No increase to the Security Services account is budgeted.

TRANSPORTATION

Budget: \$1,102,476

Increase: +\$66,622 (+6.43%)

The increase in transportation is primarily due to special education transportation, based on student need as dictated by Individualized Education Plan (IEP) services, mandated by state and federal law. The remainder of the increase reflects year 2 of the 5-year contract with First Student to supply regular education, athletic, field trip, and other transportation services.

BUDGET IN DETAIL



DEBT SERVICE

Budget: \$1,968,932

Decrease: -\$3,764 (-0.19%)

The debt service account provides the principal and interest payments on the bond issue for the building project. The last payment is scheduled for August 2024.

Due to refinancing, we will receive a total of \$522,657 in refunds over the 20 year term.

EMPLOYEE BENEFITS

Budget: \$6,223,597

Increase: +\$151,327 (+2.49%)

The increase in employee benefits primarily reflects a 1.8% guaranteed maximum rate (GMR) for health insurance premiums and increases in FICA and retirement due to salary increases based on the new SEA CBA.

BUDGET IN DETAIL



INTERFUND TRANSFER

Budget: \$1

Decrease: -\$4,999 (-99.98%)

The decrease to the food service transfer is based upon measures taken by administration to eliminate the food service deficit.

FOOD SERVICE

Budget: \$585,089

Increase: +\$5,264 (+0.91%)

The primary driver for the increase is due to the staff salary cost of living adjustment and step increases.

BUDGET IN DETAIL



DEFAULT BUDGET

\$28,389,340 (-\$180,246 less than the proposed operating budget of \$28,569,586)

The amount of the same appropriations as contained in the operating budget authorized for the previous year, reduced and increased, as the case may be, by debt service, contracts, and other obligations previously incurred or mandated by law, and reduced by one-time expenditures contained in the operating budget and by salaries and benefits of positions that have been eliminated in the proposed budget. For the purposes of this paragraph, one-time expenditures shall be appropriations not likely to recur in the succeeding budget, and eliminated positions shall not include vacant positions under recruitment or positions redefined in the proposed operating budget, as determined by the governing body, unless the provisions of RSA 40:14-b are adopted, of the local political subdivision. In calculating the default budget amount, the governing body shall follow the statutory formula which may result in a higher or lower amount than the proposed operating budget.



WARRANT ARTICLE 2: SEACOAST EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION

To see if the School District will vote to approve the cost items included in the collective bargaining agreement reached between the Winnacunnet School Board and the Seacoast Educational Support Personnel Association which calls for the following increases in salaries and benefits at the proposed staffing levels:

Year	Estimated Salary Increase (including Salary Driven Benefits)	Estimated Health Insurance Increase	TOTAL Estimated Cost
2020-21	\$13,143	\$ 0	\$13,143
2021-22	\$13,311	\$ 0	\$13,311
2022-23	\$ 6,670	\$ 0	\$ 6,670
2023-24	\$ 6,770	\$ 0	\$ 6,770

and further to raise and appropriate the sum of \$13,143 for the 2020-21 school year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at proposed staffing levels in accordance with the current collective bargaining agreement. (Majority vote required.)

Recommended by the School Board: 5-0 Recommended by the Budget Committee: 6-0

Note: In order for this article to be adopted, it must be approved by the voters of the school districts of Hampton Falls, North Hampton, Seabrook, South Hampton and the voters of the Winnacunnet Cooperative School District (which includes Hampton voters).



WARRANT ARTICLE 2: SEACOAST EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION

The proposed collective bargaining agreement (CBA) for our invaluable SESPAs provides improved compensation and benefits to better retain and attract vital educational associates, contractual language to better manage these employees efficiently, and safeguards against potential Affordable Care Act (ACA) IRS penalties.

DURATION

Four (4) year agreement spanning July 1, 2020 to June 30, 2024 to ensure consistency and stability.

COMPENSATION

Year 1: inclusive of a 2.5% cost of living adjustment

Year 2: inclusive of a 1.0% cost of living adjustment and addition of step 11

Year 3: inclusive of a 1.0% cost of living adjustment

Year 4: inclusive of a 1.0% cost of living adjustment

Further, an extra longevity stipend for achieving 20 years of service is included for an additional \$200.

NOTE: The average SAU 21 SESPAs employee currently has an annual salary of \$21,150.25.

WARRANT ARTICLE 2: SEACOAST EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION

HEALTH INSURANCE

The agreement offers health insurance for employees at full-time, 30 hour status in a tiered, multi-year approach to minimize costs to the district. The following summarizes the proposal:

- SESPA Employees will be eligible for **single** medical insurance coverage, under the Anthem Site of Service (SOS) **low cost plan**.
- The following is the percentage of premium the district (employer) will contribute:
 - Year 1: 0%
 - Year 2: 40%
 - Year 3: 60%
 - Year 4: 80%
- SESPA employees who worked 35 hours and were previously eligible for health insurance are grandfathered under the previous coverage.

IMPORTANT NOTE

- Two (2) SAU 21 districts have been levied with ACA IRS penalties for not offering affordable health care insurance to SESPA employees. This coverage will eliminate this exposure and cost liability.
- The lack of health insurance coverage is the #1 reason cited for SESPA employee turnover and difficulty hiring.

WARRANT ARTICLE 2: SEACOAST EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION



LANGUAGE ADJUSTMENTS

The following language adjustments are intended to help the school administration to operate more efficiently, maintain morale, and manage the team more effectively:

- All SESPAs employees will be assigned one (1) thirty minute work period per week for SESPAs employees to complete necessary paperwork, relevant meetings, or other activities as assigned by supervisor.
- All SESPAs employees will be required to attend a monthly staff or department meeting after school hours at their normal rate of pay.
- The sick leave bank language has been streamlined and simplified for better management and execution of sick bank donations and withdrawals.
- Allowance of one SESPAs member to attend NEA-NH Assembly of Delegates for one day, once a year at no loss of pay.
- Sick and personal leave abuse language has been included to minimize unnecessary use of sick and personal days.

WARRANT ARTICLE 2: SEACOAST EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION



LANGUAGE ADJUSTMENTS (Continued)

The following language adjustments are intended to help the school administration to operate more efficiently, maintain morale, and manage the team more effectively:

- The sick leave language has been adjusted to allow for more roll-over of sick leave on an annual basis – to minimize the potential for employees to utilize sick leave when not necessary.
- Personal days for SESPAs have been capped at 1 personal day per school on the same day during the months of May and June.
- Bereavement language has been adjusted to allow for special approval of bereavement leave outside of the employee's immediate family.
- Other language adjustments include clarification of arbitration process, use of facilities, and hiring practice.



WARRANT ARTICLE 2: SEACOAST EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION

SCHOOL DISTRICT COSTS:
The following summarizes the cost to the school district for the proposed SESPAs collective bargaining agreement (CBA):

WINNACUNNET	Year 1	Year 2	Year 3	Year 4
Annual Step	\$2,224.31	\$8,710.51	\$1,990.99	\$2,037.66
Cost of Living Adjustment	\$10,918.49	\$4,600.64	\$4,678.96	\$4,732.34
Health Insurance	\$0.00	\$0.00	\$0.00	\$0.00
Winnacunnet TOTAL	\$13,142.80	\$13,311.15	\$6,669.95	\$6,770.00

WARRANT ARTICLE 2: SEACOAST EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION



IMPACT TO SCHOOL DISTRICTS

SESPA employees represent a significant portion of overall school district staff, providing essential personalized interaction with students both in a special education and regular education capacity. These often overlooked team members are on the front lines working with our students with greatest need, assist with those students needing extra attention, or simply provides the classroom teacher another helpful hand.

The SAU suffers from a 25% turnover rate of these important educational associates and long vacancies due to difficulties hiring qualified personnel for open positions. The #1 oft-cited reason is a lack of health insurance coverage. 76% of the positions are not currently covered by health insurance. The proposed agreement will cover all but 3% of these positions.

Comparable SAU's in our geographic area all offer health insurance and more competitive compensation packages. As such, SAU 21 is at a significant competitive disadvantage.

WARRANT ARTICLE 2: SEACOAST EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION



IMPORTANT NOTE

Historically, due to the mechanisms of passing a CBA warrant article – it has been difficult to pass the SESPACBA. When this occurs, SESPAC employees do not receive pay increases or steps. And, this further perpetuates a compensation differential with surrounding SAU's.

The CBA is a collaborative agreement at SAU 21. As such, it is important to note that the CBA warrant article needs to pass in all five (5) school districts within SAU 21 – in order for it to take effect in any one district. If any individual school district CBA warrant article fails, they all fail.

Therefore, all five districts need to vote and pass the warrant article, for it to take effect in any one district. The following are the towns and ballots that are included:

Seabrook: Seabrook CBA and Winnacunnet CBA

Hampton Falls: Hampton Falls CBA and Winnacunnet CBA

North Hampton: North Hampton CBA and Winnacunnet CBA

Hampton: Winnacunnet CBA

South Hampton: South Hampton CBA

WARRANT ARTICLE 3: HVAC UPGRADES



To see if the School District will vote to raise and appropriate the sum of \$231,910 to continue the HVAC replacement project at Winnacunnet High School ? This project is part of the facility plan adopted by the school board. This will be a non-lapsing appropriation per RSA 32:7 VI and will not lapse until the project is complete or June 30, 2022, whichever is earlier. (Majority vote required.)

Recommended by the School Board: 5-0 Recommended by the Budget Committee: 6-0

THE WINNACUNNET COMMUNITY

WARRANT ARTICLE 3: HVAC UPGRADES



AMOUNT: \$231,910

FUNDING SOURCE: Raise and Appropriate

The proposed HVAC upgrades project reflects the scheduled upgrade of the D-wing to a functioning HVAC system. The project is part of the ongoing HVAC replacement cycle that includes ongoing HVAC replacement, upgrades, controls integration, and duct cleaning as the systems reach end of life.

The HVAC replacement cycle helps minimize large one-time expenditures for multiple system replacements and levels the spending over multiple years.

WARRANT ARTICLE 4: AUDITORIUM SOUND SYSTEM REPLACEMENT



To see if the School District will vote to raise and appropriate the sum of \$85,000 to replace the auditorium sound system. The current system is not fully functional and is undersized for the space and design of the auditorium. This will be a non-lapsing appropriation per RSA 32:7 VI and will not lapse until the project is complete or June 30, 2022, whichever is earlier. (Majority vote required.)

Recommended by the School Board: 5-0 Recommended by the Budget Committee: 6-0

THE WINNACUNNET COMMUNITY

WARRANT ARTICLE 4: AUDITORIUM SOUND SYSTEM REPLACEMENT



AMOUNT: \$85,000

FUNDING SOURCE: Raise and Appropriate

The auditorium sound system replacement project represents a full replacement and upgrade of the auditorium sound system. The current system reached end of life and is not properly engineered and designed for optimal sound acoustics – resulting in multiple dead zones or poor quality acoustics throughout the auditorium.

The new proposed sound system is designed to resolve these acoustical problems and provide the proper system for both in school and outside organizations.

WARRANT ARTICLE 5: SPECIAL EDUCATION EXPENDABLE TRUST



To see if the School District will vote to raise and appropriate \$75,000 to be added to the existing Special Education Expendable Trust Fund, with up to \$75,000 to be funded from the June 30, 2020 unassigned fund balance available for transfer on July 1, 2020. No additional amount to be raised from taxation. (Majority vote required.)

Recommended by the School Board: 5-0 Recommended by the Budget Committee: 6-0

WARRANT ARTICLE 5: SPECIAL EDUCATION EXPENDABLE TRUST



AMOUNT: \$75,000

FUNDING SOURCE: Unreserved Fund Balance

Budgeting and associated funding for special education continues to present fiscal challenges to the district.

The Special Education Expendable Trust was established for the purpose of funding unanticipated special education costs. As such, it is beneficial to replenish the Special Education Expendable Trust to safeguard and mitigate future unexpected costs.

Important Note: Funding for the Special Education Expendable Trust comes from any potential available year-end fund balance – not raised via additional taxation.

Expendable Trust:

Special Education:

Balance:

\$319,325

Target:

\$400,000 *(updated to reflect increased out of district placement costs)*

WARRANT ARTICLE 6: HEALTH CARE EXPENDABLE TRUST



To see if the School District will vote to raise and appropriate \$75,000 to be added to the existing Health Care Expendable Trust Fund, with up to \$75,000 to be funded from the June 30, 2020 unassigned fund balance available for transfer on July 1, 2020. No additional amount to be raised from taxation. (Majority vote required.)
Recommended by the School Board: 5-0 Recommended by the Budget Committee: 6-0

WARRANT ARTICLE 6: HEALTH CARE EXPENDABLE TRUST



AMOUNT: \$75,000

FUNDING SOURCE: Unreserved Fund Balance

The Health Care Expendable Trust was established for the purpose of funding and safeguarding the school district against increasing health insurance premium costs, or unanticipated health insurance related expenditures. The Health Care Expendable Trust also allows for mitigation of large potential budget increases due to rising health insurance rates.

Important Note: Funding for the Health Care Expendable Trust comes from any potential available year-end fund balance – not raised via additional taxation.

Expendable Trust:

Health Care:

Balance:

\$154,029

Target:

\$300,000

WARRANT ARTICLE 7: CITIZEN'S PETITION – SANCTUARY CITIES



To see whether police officers shall be permitted to enforce federal immigration laws, comply with immigration detainer requests, or contact federal immigration authorities to conduct a background investigation on anyone arrested on evidence of any other crime. No school district nor town official shall establish “Sanctuary Cities” policies that prevent immigration laws from being enforced by any police officer nor federal immigration officer in the performance of their job. Four towns, Cheshire County, and the City of Manchester have enacted “Sanctuary City” policies for illegal immigrants without notifying the general public beforehand. A Yes vote is to stop our communities from being turned into Sanctuary Cities.” CITIZEN’S PETITION by 25 or more registered voters of the Winnacunnet School District. (Majority vote required.)

THE WINNACUNNET COMMUNITY

Thank you to the school
boards, parents,
students, staff, and
community for the
outstanding support of
the Winnacunnet
Cooperative High School!



WINNACUNNET
HIGH SCHOOL

HOME OF THE WARRIORS

