



Selectmen's Meeting
Town Office
Wednesday, February 6, 2013
6:00 P.M.

Present: Jed Brummer, Sam Seppala, Roberta Oeser, Carlotta Lilback Pini, Linda Stonehill
Approved Minutes

CALL TO ORDER / PLEDGE OF ALLEGIANCE

CITIZEN'S FORUM

Dick Call: Why are there no flags flown in front of the office?

Carlotta: I was told it was taken down because it was ripped, so we should follow up to get a replacement.

Jed: this will be duly noted and taken care of promptly, even if we have to get a flag from the Cathedral.

Paul O'Conner: We'd like to donate a beautiful flag to the Town—it belonged to the Patrick Leahy's mother.

GENERAL BUSINESS

General Business:

Approval of manifests: Sam motioned to approve the accounts payable and payroll for 2/7, Roberta seconded and all were in favor.

Minutes: Dec. 5th and Dec. 19th. Roberta motioned to accept Dec. 5th and Dec. 19th with two changes,
Jed: Erin: connected with the Derry Police Dept. and will be our second female officer and we service 6,100 people, a lot of which are coeds at FPU to have a qualified, certified officer that can help in many ways and also help Rindge citizens, she has been sworn in as an officer as of last Friday,

Frank: Not only is Erin a native of Rindge, she is a former student of Pat Barry's and has a Plymouth University's degree in Criminal Justice.

Rick Sirvint: summary of the school budget:

The meeting is tomorrow. Rick: they had their budget hearings and came up with a recommended budget with warrant articles, and they're going to present to the school deliberative assembly tomorrow. I created a report, and my conclusions are on the back I would encourage everyone to accept the budget as presented. The state is putting more demands on the district for what they have to pay and for the

teacher's retirement, the same as the select board didn't have a choice when the town has to contribute. 94% are non-discretionary, and only 6% discretionary—the rest they were compelled to do.

The big thing is they're going to switch to a partial hybrid schedule next year and will be completed in late 2014. Last year at the high school, teachers taught three classes and 50 students, a very light schedule. The middle school teachers have five classes and 100 students, double the load at Conant. They're making the right move, over teaching opposition. I still don't believe they need a Gifted and Talented coordinator: it's about an \$80,000/year position. And at the high school level, you have advanced classes for the highly motivated. Gifted and Talented programs as described last year are basically enrichment programs. You could have more homogenous classes where they're all on the same level, then structured within the class there would be different activities based on the ability level of the student. Since these things exist and are not being used, I have a question on this. I have felt that every student regardless of their ability needs enrichment.

Rick: re: the SRO: two years ago, when I brought it up at deliberative, this year they did away with it. There was a lot of soul-searching by the board and I agree with their decision not to have an SRO. Because, an SRO is not a security officer waiting by the door waiting for someone to come in. You have four schools in Rindge, so s/he would be leaving the other 3 schools unprotected. What they're doing in Peterborough is a good idea—they're hiring a security firm to review the security procedures at all the schools and suggest ideas. There is no national or state evidence I've seen but it makes it easier for administrators and teachers to have a police officer around. I think the students have to learn without someone with a gun standing next to them. Charlie: He is a full police officer and carries a gun. Rick : there would be a need if this were a large school system with a lot of gang violence. The only other area of concern I have is on the technology. They're making a lot of effort on that and I'm not critical of that but how do we know it's working? There is no outside indication that it's working or that state test results have improved. Jed: the program's just started. Rick: that's correct, but you can spend an infinite amount of money on the technology and hiring people., so you need to make sure it works. It's like bilingual education that has cost billions of dollars while someone coming to this country would pick up the language in a few years.

Technology: I have seen young children using technology outside of the school setting, so it may not be necessary for the school to supply it. But a lot of things the school is doing are good, so I have no problem supporting the budget, except I would disagree about putting back an SRO. School gun violence has declined dramatically over the last 20 years. There is a significant reduction of crime since Rindge put together the Crime Watch Group.

Roberta: you say it's \$700,000 over the last budget, but since they got the \$700,000 back last year because it wasn't included last year because of the grant, it looks like it's \$1.4M higher. Rick: this budget is \$700,000 above what they submitted last year. They're making an effort in vocational, and I've mentioned the gasoline reimbursement for the students. They bus the students to Nashua since it would be too expensive to create a vocational shop here. They're trying to take care of all the students, including those that will not go on to college and I think that's commendable. Charlie: they were underspent last year. Roberta: so the taxes reflected \$700,000 in the budget. Charlie: historically, the district is underspent because they conservatively estimate adequacy grants from the state because the state can't tell us what they'll give us per student – there's an amount of \$ per student they're supposed to spend. Jaffrey has a lot of Tier 2 students so they get a lot more adequacy funding. If they give us more adequacies funding, then we have a surplus. It's not the spending; it's what the state gives us. Jed: what do we spend per student? We have 1,515 students, \$13,083 per student spent (over \$16,000 but calculated on a comparison basis). Jed: Every child that gets on the bus or gets driven there, is worth \$13,083. Charlie: Rick has good suggestions. But there are two things: referring to the technology, we

believe we do need to do objective state measurement, but that happens in October and they just got their ipads in September so we'll need to wait till next October. Every budget presenter needed to ask six questions. Innovation, integrate the community, what's being sun-setted, major differences and how that's reflected. We asked what is important to their budget?

Rick: the process I observed was excellent; in the education special needs, this is also an estimate because someone might come in in the middle of the year. Jed: It could be a \$300,000 charge. Rick: exactly. If the state allows taxpayer money for private, religious and charter schools, it will hurt the taxpayer a lot. I understand that charter schools play with the statistics; they pick their students and one skewed their statistics. My concern is that would take money away from the schools. I don't think other people should have to pay for people who go to private schools.

Sam: the 50 students are per day? Rick: yes, three classes of about 17 people each. I was shocked when I heard that. When I had over 100 students, we worked very hard. If the middle school has 100, at the elementary level, you're not teaching it at the depth at the high school level, but it's such a low level of workload, they should reduce the number of teachers as time goes on. I used to supervise teachers; you can stretch out a lesson in 45 minutes or an hour and a half. Using that logic, you could have 12 teachers and everyone watch it on television.

Rick: yes, the enrollment's been dropping, therefore you need fewer teachers. It hasn't been reflected because of the block scheduling. Charlie: we're losing one .8FTE building administrator because we're having one principal; we're dropping one student services teacher, one instructional coach, dropping some associates. (1 FT teacher and 1 instructional associate). Auto shop will be available in Nashua.

Pat Martin: re: the reduction in teachers; grade by grade, it's tough; where the ideal might be 20 and you have 17, you can't really eliminate one teacher. They're in a middle area right now. Not that I agree with a SRO, but I hear from parents of kids with individual education plan (special needs) students, the SRO has changed the climate in terms of bullying.

Charlie: We have four blocks (classes) per day. So if you have 15 in a block, you'll have 60 students. This year, we'll have 15 times five or six with the new hybrid schedule. Rick: you have to be in the building four periods a day, but it was three classes that you had to stand in front of, not four classes.

Kimball Road Rights of Way:

Jed: the people on Pearly Pond are here and they're written up a report for our consideration. And the Association has the help of Kathleen---- of FPU who got a \$90,000 grant to help with the phosphorus.

Dave DuVernay: three rights of way that Rindge owns by tax deed, and we've been figuring out a way to deal with them. The Assn. will maintain them if we will block them off with a key on one side that the assn. will have keys to and a lock on the other side that only the fire dept. will have access to. My only real concern is that one of the things they want to do is allow people on Kimball Road to put sheds or racks in their rights of way. We allowed it in only one case and only if he signed a waiver, which he did. I would like to draw some agreement with the Assn. that not only will they maintain these rights of way but that anyone that puts anything in the rights of way will have to sign a waiver similar to the one David did.

Roberta: Is Pearly Pond Assn. a nonprofit? Didn't the town give property to a nonprofit without a bid? Carlotta: there are laws about how to dispose of tax deeded property. The only available is to return it to

the former owner or to advertise it by sealed bid. We've had it for over 10 years. That wasn't tax-deeded. Tax deeded property is treated in a specific way.

Sam: Is there other public access to the lake? Paul: yes, along the road. The university allows people to swim there. There's no ramp or boat launch but you could put a carry-on canoe or boat in from there. Dave Du: I think it's appropriate to limit access to people who might have weeds in the bottom of their boats. Roberta: Can we lease town property to eliminate responsibility and access? Dave: this does that. Dick Isakson: I've been there since 1990. We've had milfoil problems and the assn owns the dam – we've probably dropped \$50-\$60,000 on that dam. We're in the process of receiving another grant and will be spending it this spring again. I have Dr. Koenig from the University and I'd like her to explain this grant. Koenig: it's a planning grant and it helps lakes that've been impaired, as this one has by phosphorus. The goal of the grant is to identify where the phosphorus is coming from and then how we can work to reduce it. The balance of the grant will be used to find methods to avoid additional buildup. It's a matching grant and most of the match we'll provide is labor and some cash to pay for the work samples. Jed: I think the cooperation between the residents, lake assn. and university is very commendable. Kathy Isakson: we've also received a grant from DES. Dick: labeling anything that goes in there, we can keep it clean and taken care of.

Holly: no parking is allowed on the rights of way? Dave D: correct. We want to restrict. Dick: they'd have to come and get a waiver to put a structure there.

MOTION: Roberta motioned to chain off the three right of ways on Kimball Road with double locks to allow those with deeded rights of way to retain access, also reserving access for the Fire Department. Pearly Pond Association will maintain the rights of way. Dave DuVernay will draw up an agreement, Sam seconded, and all were in favor.

Adoption of the Safety Manual – Town of Rindge

Carlotta: the town has an active joint loss management committee which is the legal name of the safety committee. The committee meets monthly though we're only required to meet quarterly. With the help of Phil St. Cyr, our representative of Primex, our risk management pool, we have gotten it into a form that satisfies them, and if we adopt this manual, Phil St. Cyr will come to this meeting and present this board with an award for achieving Prime Status – highly coveted status – just 6% of NH municipalities are their clients, and we get 2.5% off our worker's comp and property liability insurance and a plaque. Linda and Ellen and Bob Cleland have worked very hard on this and I'm proud of where we are now. That 2.5% was part of what helped keep our budget flat.

I hope the Safety Manual meets Kim's satisfaction as well. Kim McCummings: Training: Carlotta: we have held two mandatory employee meetings on this manual to get input on this while it was being developed. Primex also conducted two harassment prevention seminars last week for all the employees. We have their training calendar on the wall in the accountant's office. They have programs on safe driver training for the PD, chainsaw safety for Highway. I think we're fortunate to have a relationship with Primex.

MOTION: Sam motioned to accept the Safety Manual for 2013, Roberta seconded and all were in favor.

Don Jacobs' Performance Management

Carlotta; during the budget process, I had obtained an estimate from MRI for updating our classification plan. People said at the budget meeting let's not pursue it. The Personnel Committee did say let's pursue

reinstating a performance evaluation system for the employees. I told the dept. heads we would do that and we were interested in their feedback, to get them to me and we would talk about it. Unfortunately, I did not get any feedback. Roberta: I thought we made a motion that it was mandatory. Carlotta: we did make a motion that by the end of the year we would have a system but we haven't done that yet. I reached out to the gentleman who did our classification study in 2002, and he's still in the business. I explained to him that we had been discussing an update to the plan as well as this performance evaluation system and he put together this proposal to say he would do both those projects for \$3,500. He would be willing to do one part of that project. Would the board be willing to hear this man give his proposal? Jed: this came up at Deliberative: cutting \$104,000 off of salaries. First of all, I know people are upset about high taxes. But you're not talking about 83%. We're talking about 17% of taxes—our town. When it comes to Rindge and the budgets I've seen over the last six years, we're pretty thin. When you cut out \$100,000 or \$200,000 it won't cut a lot out of your taxes, but it will cut down on your services. From what I see, I think we need someone independent to evaluate our wage structure and find out if we are competitive? Carlotta: he was doing two things – a plan of what he did 10 years ago and would take all the job descriptions and to see whether they're adequately reflecting what people are doing, and look at the ranges, and do a review of the wages in the marketplace and look at implementing a performance evaluation. Sam: we could certainly listen to him without making a commitment. It sounds like a reasonable number. Carlotta: if the personnel committee wants to sit in on that meeting, and dept. heads, let's hear the guy out.

Carlotta: you have the draft ballot that Nancy is sending to the printer and I'd like to get your votes on these articles. [Carlotta confirmed that the Board wanted to send out the Voter's Guide and would email it to the Board for review first. We will incorporate the explanations of impact from the PowerPoint given at Deliberative Session as well as Sam's votes on behalf of the BOS and BAC].

Roberta: Article 9 does have a fiscal impact.

Sam: 21 and 22 are no, and all the rest are yes.

Roberta: I'm having trouble with the bond, Article 7. Sam: you've got it covered with #9. Jed: do you think we should go to a fiscal year? Sam: Yes, I do. I think it's worth the money. Roberta: I think it's too much money. It's \$76,000 in interest to borrow money. Sam: we're headed for more TANS. Roberta: we can pass a \$200,000 warrant to add to surplus. Sam: we borrowed for the county – the reason why we didn't have the TANS is because they let us stretch out our payments to the school. Sam: wait till inflation kicks in and they'll be paying 18% on a TANS. Roberta: we'll still be doing the budget in Nov, Dec, Jan. Jed: we'll be able to plug in better numbers and do a better budget. Sam: it's not going to start until July. Roberta: it will be the same as the school does it now. Sam: we'll be right in sync with them. Roberta: assuming it does pass, two years from now people will forget they're paying the bond off and that there is \$200,000 in the budget each year for five years. Roberta: No one's looking out for the taxpayers. Charlie: we enter into 95% of our contract from July to June. We know exactly what our budget is because it's approved ahead of time. Sam: now the voters have the option. If they vote for 9, they could possibly save \$80-\$100 over five years. And doing the bond is the best possible option; it's the cheapest way.

Carlotta will add all their votes to BAC and BOS.

Linda and I are working on the Voters' Guide and work on the explanations at Deliberative Session. Will send it to the BOS to review.

Telecommunications Committee is talking about exploring ways to expand the network beyond the grant-funded area. We met with a provider who said he would consider branching out wirelessly from that fiber network.

The voters' guide will go to all people, and this FastRoads mailer will have to go separately. In terms of my ongoing business, I want to report that our architect, Richard Monahan, was killed in a car accident, and he was helping us develop the bid specifications for the windows on the Meeting House and we'll be meeting with his associate at 2:30 tomorrow. The Economic Development Task Force has not met the past couple of months and I believe Burt has sent out notices. The Town Gown – we'll need to see which selectmen will serve on that committee, as well as another resident since Andre Aho has resigned. Have a meeting with the roadway committee tomorrow and the Cemetery Trustees. We do need to advertise and go forward with that auction on the old trucks and cruisers. We need to establish minimum bid prices. Roberta: it should be a sealed bid.

Rec Committee: ski program went from 25 members to 47, and Jakob Miller for his Eagle Scout is going to try to mitigate the flooding problems on Wellington Field.

Mondays and Fridays – Kim offered to help sell dump stickers and punch cards.

TOWN ADMINISTRATOR'S REPORT

Ongoing Business:

Schedule Retreat:

INFORMATIONAL ITEMS / COMMUNICATION

NP: Roberta motioned to go into Nonpublic for personnel, Sam seconded and all were in favor.