

TOWN OF TEMPLE, NEW HAMPSHIRE  
BOARD OF SELECTMEN  
FEBRUARY 2, 2016  
MINUTES OF PUBLIC MEETING

Board members present: Gail Cromwell, George Willard, Ken Caisse

Call to order by Cromwell at 6:30 p.m.

School Budget: Cromwell explained that Dave Martz, School Board Representative, had been invited to speak to the Board about the 2016-2017 school budget and teacher's contract. Cromwell also stated that the Selectmen's Advisory Committee (SAC) had requested the Boards of Selectmen vote on whether they supported the school budget and teacher's contract. The Board determined that they would not support the 2016-2017 school budget.

Cromwell stated that the first year of the teacher's contract had passed in 2015, except for salaries, which is why there will be a warrant article this year. Martz stated that 2016-17 salary increase would be 2 ½% and 2017-18 would be 2 ¼% plus the possibility of bonuses. The total is \$150,000 for increases and the bonuses bring this total up to \$170,000. Health insurance will be decreased by 1 million dollars. The health insurance deductibles will be increased and the district will pay a portion of the deductibles, however, the district will still save money with this plan. Martz also stated that an evaluation system will be implemented for the teachers and should be in effect within 2 years. Cromwell stated that the teachers are the backbone of the education system but questioned an 8% increase over the 3 years of the contract.

Martz reviewed the school budget, he explained that the cost of energy is down and the budget is less than the 2015-16 budget. The Board will discuss whether to support the teacher's contract at their next meeting.

Budget/Town Meeting Preparation: Ken Caisse gave estimates on repairing the foyer, hallway and bathrooms in the Municipal Building. The estimate for this project is \$4,000.00.

Discussion of Cemetery Maintenance, the Cemetery Trustees requested \$11,000 in this line item for the project to repair old headstones. This amount will be offset by the \$1,000 grant from the 250<sup>th</sup> Anniversary Fund and \$10,000 from cemetery trust funds. Maureen Cullinan informed the Board that she has tried to obtain a second quote for this work, but has not been successful. The Board requested that she obtain references for the one vendor who has responded and given a quote.

Reviewed the Recreations Commissions request for \$3,296 for tennis court repairs and \$1,000 to replace equipment on the toddler playground. Move by Willard to increase the Recreation budget to \$8,000, second by Caisse and voted in the affirmative. Amy Cabana spoke to the Board about allowing an alternate use on one of the tennis courts. Move by Cromwell to allow an alternate use of one tennis court for a period of one year, to be evaluated at the end of that year, second by Willard and voted in the affirmative.

Discussion about putting the purchase of the propane tank for the Library and Highway Dept. into their budgets at a 75% - Library, 25% - Highway split. The Board will discuss this further at the 2/9/16 meeting.

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The Board reviewed the known warrant articles, the first four articles are voted at the ballot booth. Discussion about the article to demolish the property at 400 NH RT 45. Willard stated that West Rindge Builders inspected the building to determine if it could be gutted and the shell left. It is estimated that the cost to gut the building to floor level would be \$85.00/sq ft. Cromwell stated that it has not been determined what type of use the property could be used for, the town may have no use for the footprint of this building. It was agreed that the PB, CIP and BAC would be invited to look at the building. The other articles will be voted on at the town meeting.

Wage Discussion: Wendy Drouin, Town Clerk requested a discussion about wages and salaries. Caisse stated that there are several issues to be addressed on this subject. Betsy Perry, Office Assistant, gave the Board a letter signed by the office personnel regarding wages and maintenance at the Municipal Building. Perry conceded that the Board had just discussed the maintenance issue and thanked them for that. Perry asked copies of the research done by Cromwell that backs the conclusion that the Highway Department is underpaid but the Office staff is adequately compensated. Perry also stated that job titles do not match the actual jobs performed. The Administrative Assistant gave the Board a copy of a wage and benefit survey done by the NH Municipal Association in 2001. Cromwell stated that the Board has been remiss in performing evaluations. Kent Perry, Lyndeborough Road Agent and Temple Citizen, requested permission to speak. K. Perry informed the Board that Lyndeborough recently went through an evaluation of job titles and job descriptions. Once this step was complete Lyndeborough set up a step system for wage and salary increases. Caisse stated that there are positions that have not received any kind of increase in 7 to 8 years. After a brief discussion this subject it was decided that there would be further discussion at another meeting.

Miscellaneous: Discussion about the 2/9/16 meeting and the Presidential Primary which is also 2/9/16. At least two Board members need to be at the polling place during the primary. The Board determined that the 2/9/16 meeting will occur at 1:00 pm at the Town Hall during the voting hours.

Motion to adjourn at 8:25 pm by Caisse, second by Cromwell and voted in the affirmative.

Minutes submitted by Debra Harling

*~ Next meeting scheduled for Tuesday, February 9, 2016 at 1:00 pm, Town Hall ~*