

**HOLLIS BROOKLINE COOPERATIVE SCHOOL BOARD  
FEBRUARY 15, 2017  
MEETING MINUTES**

A regular meeting of the Hollis Brookline Cooperative School Board was held on Wednesday, February 15, 2017 at 6:00 p.m. at the Hollis/Brookline Middle School Library.

Chairman Elizabeth Brown presided:

Members of the Board Present: Tom Solon, Vice Chairman (arrived at 6:10 p.m.)  
Holly Deurloo Babcock, Secretary  
Eric Pauer  
Cindy VanCoughnett  
Krista Whalen (arrived at 7:10 p.m.)

Members of the Board Absent: Christopher Adams

Also in Attendance: Andrew Corey, Superintendent  
Gina Bergskaug, Assistant Superintendent  
Kelly Seeley, Business Administrator  
Amy Rowe, Director, Student Services  
Linda Sherwood, Assistant Business Administrator  
Rick Barnes, Principal, Hollis Brookline High School  
Bob Thompson, Principal, Hollis Brookline Middle School  
Khushali Patel, Student Representative, Hollis Brookline High School  
Erin Moynahan, Sophomore Class Representative, Hollis Brookline High School

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APPOINTMENT OF PROCESS OBSERVER

Eric Pauer volunteered to serve as Process Observer.

AGENDA ADJUSTMENTS

Superintendent Corey spoke of the impending weather, and noted as there would have been extensive travel involved for the representatives from Marsh & McLennan Agency, LLC to be present, Kelly Seeley, Business Administrator, would provide an overview of the insurance presentation. Should the matter progress further, a formal presentation could be made in the March/April timeframe.

APPROVAL OF SCHOOL BOARD MEETING MINUTES

Hollis Brookline Cooperative School Board . . . . . January 18, 2017

*The following amendments were offered:*

- Page 2, Line 31; replace “contained” with “container”
- Page 2, Line 39; replace “received” with “receive”
- Page 2, Line 44; insert “to” between “look” and “acquire”
- Page 3, Line 32; replace “Chairman Mann” with “Chairman Brown”
- Page 4, Line 41; insert “number” between “the” and “of”
- Page 6, Line 17; replace “is” with “in” before “Science”

**MOTION BY MEMBER PAUER TO APPROVE AS AMENDED  
MOTION SECONDED BY MEMBER DEURLOO BABCOCK  
MOTION CARRIED  
4-0-0**

Hollis Brookline Cooperative School Board – **Non-Public** . . . . . January 18, 2017

**MOTION BY MEMBER VANCOUGHNETT TO APPROVE AS PRESENTED  
MOTION SECONDED BY MEMBER DEURLOO BABCOCK  
MOTION CARRIED  
4-0-0**

NOMINATIONS / RESIGNATIONS / CORRESPONDENCE

Superintendent Corey provided the Board an example of the citizen Petition Warrant Article relative to SB2, which was received by the Administration. A Public Hearing will be scheduled to adhere to the legal requirements. Being considered is the Tuesday or Wednesday of school vacation week.

Mr. Pauer commented if looking to hold a Public Hearing 15 days in advance of the March 13<sup>th</sup> District Meeting date, that would fall on February 26<sup>th</sup>. Superintendent Corey noted there to also be requirements associated with public notice of the hearing date. He spoke of the timing associated with receipt of the Petition, providing proper notification of a hearing, which legal counsel has indicated to be the critical piece, and the timing of the actual hearing date. Superintendent Corey indicated he would follow up with legal counsel to ensure they proceed as prudently as possible.

Superintendent Corey informed the Board of receipt of a request for Student Directory information. District policy was reviewed and legal counsel consulted. The District has never provided student directory information for commercial purposes. The legal opinion was received, and the requestor was informed the District would not be providing the requested information. Superintendent Corey noted he has requested the policy, JRA - Student Records and Access, be reviewed by the Policy Committee.

Mr. Pauer questioned if the Board has discussed a temporary teacher at the Hollis Brookline Middle School (HBMS) who is covering for an employee on maternity leave. Principal Thompson responded, at the time of the last meeting, the candidate had not been identified. A candidate is now serving in that position for the period of the maternity leave. That information is included in the Principal Report, which is part of the [agenda packet](#).

PUBLIC INPUT - None

HEALTH INSURANCE PRESENTATION

Ms. Seeley provided a copy of the presentation prepared by Marsh & McLennan Agency, LLC (copy attached). This was in response to the Health Trust Guaranteed Maximum Rates (GMR) that came in at a 15.9% increase. The agency was asked to go out and look at quality vendors that could offer similar plans at a lower cost. One of the things they wanted to be sure not to do was to find a solution that might be lower cost, but start slashing benefits, raising deductibles, etc. Another area considered during this review was network providers.

Marsh & McLennan Agency (MMA) has provided several options for consideration. All quotes assume a July 1<sup>st</sup> effective date.

The current provider, Health Trust, is a risk pool meaning the District is lumped in with other Health Trust school districts. Anthem Blue Cross/Blue Shield looks at the experience of that entire risk pool when considering rates. New Hampshire Interlocal Trust (another risk pool) was reviewed. They made some presentations to some of the unions last year, and showed pretty well. As a risk pool, it is pretty much the same as the current plan. However, this plan is underwritten by Harvard Pilgrim Health Care. They also looked at Harvard Pilgrim Health Care on a direct basis for which there are pros and cons. Another considered was School Care, which is underwritten by CIGNA. School Care works with a lot of New Hampshire school districts.

Ms. Seeley noted the information provided was representative of the SAU as a whole. The SAU is currently paying roughly \$3.8 million in premiums. The proposed increase from Health Trust at 15.9% would be an additional \$600,000. The Interlocal Trust came in at half that; \$300,000 proposed savings over what Health Trust is proposing. Harvard Pilgrim (direct) came in below what Anthem Health Trust is proposing (about 3% below or a 12.4% increase). School Care/CIGNA was not quite as competitive as they have been (13.5% increase over current or a 2.1% difference from current carrier). The Interlocal Trust underwritten by Harvard Pilgrim, from a financial perspective is probably the most advantageous.

A chart was provided highlighting current benefits, which remain unchanged under renewal. The different enrollments and level of participation were identified as: Blue Choice plan (5% of employees utilize), \$5 co-pay plan (5%), \$10 co-pay plan (21%), and predominantly the largest representation of people in the 20/40 co-pay plan, which has a \$1,000 deductible. That is the most cost effective plan and what a lot of employees chose. A total of 241 employees are currently covered in all of the different plans. The renewal offered was with a 15.9% increase.

Interlocal trust is offering four different plans that correlate. Enrollment assumptions were made as to where employees might migrate. They are offering very similar plans: Point of Service (POS) Plan, which will offer in and out-of-network benefits with a \$500 deductible, an HMO Plan (very rich) with a \$5 co-pay, the \$10 co-pay plan with a \$250 deductible, and the most popular plan where people gravitate to because it is very cost effective, the HMO plan with a \$25 co-pay and \$1,000 deductible.

Harvard Pilgrim Healthcare (direct) also offers four plans; a \$500 deductible PPO Plan, which has in and out-of-network benefits, a very rich \$5 co-pay plan, a \$10 co-pay plan, and a 24/40 co-pay split with a \$1,000 deductible. They offered a competitive proposal, but came in at a 12.4% increase over current.

School Care has very stringent packages that they offer. The closest package that would match up had only two options. They are rich plans, which is good but you pay for those with an overall increase of 13.5%. Their two open access plans; \$250 deductible plan and the other a \$20 co-pay and no deductible.

Interlocal Trust has been looked at in previous years and is most competitive. They were established in 2012. They are focused on New Hampshire local governments. They have a not-for-profit partnership with Harvard Pilgrim. They use the Harvard Pilgrim network. In terms of local geographics, they have over 200 participating primary care physicians and 550 specialists within a 10-mile radius. They also have a unique feature; LP - Low Cost Provider where for certain benefits, e.g., out-patient surgery, labs, etc. they will help subscribers find the lowest cost provider. Subscribers are able to search on their own, and will receive a reward for having gone to them and get a much better benefit. The 90-day supply for prescription drugs is offered through the Walgreen mail order program. Interlocal Trust is set up to work with public employers and offers additional services at no additional costs, e.g. COBRA, direct invoicing for retirees.

They offer a fitness reimbursement and have a whole worksite wellness team that would come out and work with the SAU to create programs; flu shots, etc. Access is provided to the Harvard Pilgrim website. They have the cost transparency tools, which is their Save-On program; working with the LP providers. They also have an online cost estimator tool. In addition, they offer an employee assistance program, telemedicine benefit, and a hearing aid benefit.

Ms. Seeley stated the next steps to include meeting with union leadership of all unions within the SAU. In order for a change to occur there is the need to gain buy-in from every union and every School Board. If any one of those entities is not in agreement, this cannot occur. A change would also involve sidebars with each of the unions.

Ms. Seeley provided the Board with a handout identifying how such a change would impact the Hollis Brookline Cooperative School District.

When asked, Ms. Seeley stated there to be a requirement for a certain percentage of membership to participate in order to have Health Trust as a carrier (likely between 50-75%). Vice Chairman Solon questioned what would occur if the majority of entities voted in favor of a change. Ms. Seeley stated it would be dependent upon whether that percentage could be met. She added although a majority vote to switch may meet the requirements of Interlocal Trust, those remaining would not be able to stay with Health Trust.

Superintendent Corey commented on being optimistic based on the fact that this process was started almost a year ago, and this is the second time the unions are coming to the table. There are no surprises, and their big question has been how it would benefit membership. He suggested the Board wait to see how the meetings scheduled for the following week go, and that the Administration provide an update to the Board at its next meeting.

Vice Chairman Solon commented there has been resistance in the bargaining units in the Brookline School District in making changes in the past. He is concerned that resistance might persist in this environment as well. Superintendent Corey responded last year the stated concern was with being able to move from one plan to another that was almost identical. He commented that is where the consultants have done a remarkable job; the plans are very close. He stated a desire to defer until the discussions have taken place, and then would be open to contacting legal counsel to identify alternatives.

Mr. Pauer questioned if there is any understanding of what the trend might be in terms of increase for the following years. Ms. Seeley responded this particular vendor does not have a history of gouging up prices. Although almost impossible to say what that means, they will want to keep the SAU's business.

## PRINCIPAL REPORTS

Principal Thompson spoke of having been contacted by Whole Foods, and informed the District is the recipient of their Whole Kids grant in the amount of \$2,000 to be utilized towards the greenhouse. With the funds in place to construct the greenhouse, this grant will go towards purchasing the needed supplies, e.g., lumber required for raised beds, etc.

Principal Thompson spoke of the 8<sup>th</sup> grade students' participation in the SeaPerch Program, which is a partnership between engineers at the Portsmouth Naval Shipyard (PNS) and Research Scientists from the University of New Hampshire (UNH). An army of people were at the HBMS over the past two days assisting students in building underwater remote-control vehicles. Students complete this project in three phases; design the structure (made out of PVC piping), develop a propulsion system for them (motorized), and develop a control box. Students need to learn how to problem solve, work with a multitude of tools, there is a great deal of measuring and critical thinking involved, etc. Principal Thompson remarked it has been an amazing experience that involved every 8<sup>th</sup> grade student. The next phase is for the students to travel to the Marine Institute Lab at UNH where they will test their remote-control vehicles in the pool. Students will have the opportunity to tour the facility and eat in the dining hall.

Principal Thompson remarked the project is a great way to promote engineering and the STEM professions. The PNS commented they are really hurting for quality engineers to come work for them as are a lot of the other businesses and industries in the State. This is one way to really promote STEM in our school.

Principal Barnes spoke of the requests before the Board for the fieldtrips hoped to take place this time next year. He noted a few changes to the information submitted for the World Language trip to Costa Rica. The idea is that it is a service oriented trip; students wishing to participate need to have that in mind. One of the things the chaperones were bantering about as an idea was to have students have a mandatory project. Although it is something they would like to explore in the future, making it mandatory is likely not feasible. They would like to have students have the potential to earn elective credit while on the trip. EF Tours is accredited. Their request asks for Board approval to earn high school credit. Principal Barnes stated his belief having reviewed the policies he does not believe that to be required. The District does accept credit from other accredited high schools. He commented, in some ways, this is a typical field trip; we have been there before, but the desire is to take the next step in the spirit of the 4 Cs and 21<sup>st</sup> Century Learning, and make the trip count for something in terms of credit(s). Students would leave a little before the school vacation and come back on the Friday during vacation. The Administration is looking at students who are in Spanish III or above because some level of fluency is needed for the trip.

The Social Studies trip to Italy/Greece would be a new trip. AP World History has been a pretty big success. The idea would be to take students next year who are in AP World History (sophomores and open it up to students who took it this year if the numbers are needed). Another tremendous opportunity for students; aligned with curriculum.

Vice Chairman Solon questioned if the District is successfully supporting participation of students who cannot fund such a trip on their own. Principal Barnes responded he is not aware of any instance where a student has wanted to do something and the Administration has not been able to find a way to make it happen. Although he did not have a specific example related to trips abroad, Principal Barnes remarked there have been instances where students have come forward relative to other opportunities that had a significant cost. The Student Council has a 10% fund (they raise funds), and has been very active about ensuring the Administration expends it. He receives regular inquiries regarding activity. He believes there to be a culture of students feeling comfortable enough to come forward.

Principal Barnes noted the deadline for course selection was extended until February 22, 2017 as a result of snow days.

The Calculus and Pre-Calculus programs were approved for dual credit through Southern New Hampshire University (SNHU) for next year. It is anticipated that any student who is in one of those courses can earn dual college credit during their time at HBHS. It could be 100-125 students having that opportunity for a nominal fee. He credited the Math Department and their Department Chair, Mrs. Stacey Plummer, for doing a lot of the extra work involved to get this done.

Mr. Pauer questioned if SNHU has put any requirements on the District in order to obtain those college credits. Principal Barnes stated his belief there is a review of the course syllabus to ensure the required material is being covered, which is a commitment made in the agreement, and that students have to earn a grade of B or above to be eligible for the credit. He stated his belief SNHU would send someone out for a visit to view the program.

Mr. Pauer questioned if students need to take the AP exam, and was informed they would not. Principal Barnes remarked one could make the argument that this credit might be more transferable than some of the AP. AP has a name and a

brand that it promotes, which presents itself on the transcripts, but there might be situations where this credit is accepted and AP not because we're not issuing the credit, it is a university doing that. This targets a population of students that might not be going to a super competitive school right out of high school, which is the bulk of our students.

Principal Barnes noted his report included the information requested on athletic participation numbers.

Khushali Patel, Student Representative, spoke of the Chem Club providing a Junior Chem presentation earlier in the day in addition to one done a few weeks prior. During these events elementary students were invited to view the presentations, which were on physical versus chemical changes, chemical reactions, and light. The turnout was great.

The Class of 2019 made a scrapbook for Niko Martin, a member of the sophomore class who is fighting a battle with Cancer. His classmates wrote letters to be included in the scrapbook, which was delivered to him. The gift was well received and appreciated.

Ms. Patel spoke of mid-terms having been completed, and commented they seemed to occur a bit early this year. Although she felt it to have been a stressful time she believes the process went smoothly. The Start Time Public Forum went well. A good many Student Council members were in attendance, and spoke at the forum. There is hope that this effort will be successful.

Chairman Brown relayed the news that Niko Martin is back in the hospital, and encouraged the community to wrap its arms around the family. A Facebook page has been established, which can be used as a means of tracking his progress.

#### DELIBERATION

- To see what action the Board will take regarding Principal Barnes' request for overnight fieldtrips to Costa Rica and Italy/Greece

**MOTION BY MEMBER VANCOUGHNETT TO APPROVE THE REQUEST FOR THE WORLD LANGUAGE TRIP TO COSTA RICA SCHEDULED FOR THURSDAY, FEBRUARY 22, 2018 TO FRIDAY, MARCH 2, 2018  
MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

#### ON THE QUESTION

When asked, Principal Barnes stated his understanding, as it is not mandatory, there are a handful of students who will be doing projects that are approved by Mrs. Sheehan who is running the trip, and the credit would be granted through EF Tours. Students additionally have the opportunity to earn 3 credits through SNHU. The District would not be offering 3 high school credits for this trip, but instead would consider perhaps half a credit. Principal Barnes noted Board approval was not required for the issuance of credits as that is covered under existing policy.

**MOTION CARRIED**

**4-1-0**

*Member Pauer voted in opposition*

**MOTION BY MEMBER VANCOUGHNETT TO APPROVE THE REQUEST FOR THE SOCIAL STUDIES TRIP TO ITALY/GREECE SCHEDULED FOR THURSDAY, FEBRUARY 22, 2018 TO THURSDAY, MARCH 1, 2018  
MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

#### ON THE QUESTION

When asked, Principal Barnes stated the trip would be made up of mostly sophomore students that are in AP World History, and juniors who took the class this year. When asked if AP is a requirement, Principal Barnes stated that is who is being targeted. If it meant the difference between going and not going he is certain it would be considered, but the point is these are the places they study.

It was noted current juniors will not be eligible to go because AP was not offered. When asked if a shortage of numbers would open it up to that group, Principal Barnes stated he would have to speak with the Teacher about that as he cannot imagine it would be difficult to get the numbers between two classes.

**MOTION CARRIED**

**4-1-0**

*Member Pauer voted in opposition*

- To see what action the Board will take regarding Policy JLCK - Special Physical Health Needs of Students
  - 1<sup>st</sup> Reading – January 18, 2017

*Given its second reading;*

**MOTION BY MEMBER SOLON TO ACCEPT THE SECOND READING, WAIVE THE THIRD READING, AND ADOPT POLICY JLCK – SPECIAL PHYSICAL HEALTH NEEDS OF STUDENTS  
MOTION SECONDED BY MEMBER DEURLOO BABCOCK  
MOTION CARRIED  
5-0-0**

- To see what action the Board will take regarding Policy JRA - Student Records and Access
  - 1<sup>st</sup> Reading – October 19, 2016 (as amended)

*Given its second reading;*

**MOTION BY MEMBER VANCOUGHNETT TO AMEND POLICY JRA - STUDENT RECORDS AND ACCESS, IN ITS ENTIRETY, BY REPLACING IT WITH THE COPY PROVIDED WITH THE AGENDA  
MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Chairman Brown noted the policy received its first reading at the Board's October 19<sup>th</sup> meeting, and was amended at that time. The document went back to the Policy Committee, has been reviewed by legal counsel, etc., and considerable additional amendments have been recommended. Amy Rowe, Director, Student Services, spoke of changes to the FERPA law as well as NH Statute. Chairman Brown commented those involved are comfortable with the policy as it is now being presented. However, in light of the numerous changes, the desire was for a second reading, as amended. The anticipation is that this policy, as amended, would receive a third and final reading at the next regular Board meeting.

**MOTION CARRIED  
5-0-0**

**MOTION BY MEMBER PAUER TO FURTHER AMEND BY REPLACING "DIRECTIONS" WITH "DIRECTORY" IN THE FIRST SENTENCE UNDER "DIRECTORY INFORMATION", BY REPLACING "FEW" WITH "FEE" ON THE THIRD PAGE UNDER "COPIES OF RECORDS", AND IN THE LAST SENTENCE BY REPLACING "OFFICES" WITH "OFFICER", AND ACCEPT THE SECOND READING, AS AMENDED  
MOTION SECONDED BY MEMBER SOLON  
MOTION CARRIED  
5-0-0**

Mr. Pauer questioned if the intent of the policy is that any record on a student could be accessed by student/parent for inspection. Director Rowe stated that to be the case. Vice Chairman Solon remarked it restricts access to all others unless required by law. Mr. Pauer questioned what would occur in the instance of adult students, e.g., parent access. Director Rowe responded if the child were still considered a dependent there may still be FERPA rights held by the parents, but if the child is an adult student written permission would be required. Whether or not the records remain active (within the boundaries of the retention policy) would be the question.

- To see what action the Board will take regarding Policy IHBG – Home Education Instruction and Access to Public School Programs by Nonpublic, Public Chartered Schools or Home Educated Pupils
  - 1<sup>st</sup> Reading – October 19, 2016 (as amended)

*Given its second reading;*

Chairman Brown noted the policy was before the Board, for a first reading, at its October 19, 2016 meeting.

**MOTION BY MEMBER SOLON TO AMEND POLICY IHBG - HOME EDUCATION INSTRUCTION AND ACCESS TO PUBLIC SCHOOL PROGRAMS BY NONPUBLIC, PUBLIC CHARTERED SCHOOLS OR HOME EDUCATION PUPILS, IN ITS ENTIRETY, BY REPLACING IT WITH THE COPY PROVIDED WITH THE AGENDA, AND ACCEPT A SECOND READING, AS AMENDED  
MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Mr. Pauer questioned if it is intended to be the Superintendent or his/her designee that determines if a home schooler can take a class, as outlined under Section B - Request for Participation. Director Rowe responded it is not whether or not a class can be taken, but placement. It would be the designee, and most like the Principal, but it is with regard to whether or not they have met the proficiency standards for placement into a particular course. Previously the RSA acknowledged the possibility there may not be room available in a class. That possibility no longer exists; if a home schooled student or any student wants to have access to the course they can have access to the course, but the District does have the ability to say you have them at the competencies necessary as a pre-requisite course in order to enroll. It is not incumbent upon the District to provide testing, etc., to show competencies have been met; it is incumbent upon those coming in to show they have been met in some capacity.

**MOTION CARRIED**

**5-0-0**

- To see what action the Board will take regarding Policy ILD - Student Surveys and Marketing Information  
*Given its first reading;*

**MOTION BY MEMBER SOLON TO AMEND POLICY ILD – STUDENT SURVEYS AND MARKETING INFORMATION, IN ITS ENTIRETY, BY REPLACING IT WITH THE COPY PROVIDED WITH THE AGENDA, AND ACCEPT THE FIRST READING, AS AMENDED**

**MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Director Rowe stated as a result of the introduction of the Protection of Pupil Rights Act, there are explicit regulations with regard to notifying families of surveys being administered, when written consent is required, and when families can opt out of such surveys. Although the policy gives the appearance of inconsistencies, the language is prescribed by law. Chairman Brown stated the desire for a second and final reading to take place at the Board's next regularly scheduled meeting.

Mr. Pauer questioned if the District can be more restrictive, e.g., would like to see a requirement for parents to provide consent on student surveys. Director Rowe stated the District can be more restrictive, but cannot be less restrictive. The law requires written consent for anything in Category A, the notice and opportunity to opt out for anything in Category B and the pieces that talk about procedure for inspection of materials is outlined in Section D.

Vice Chairman Solon cautioned you would not want to create a situation where a classroom survey on the preferred flavor of ice cream would require written consent. Mr. Pauer stated his desire to require active consent for all surveys identified under Category B. Vice Chairman Solon remarked that would cover everything that isn't U.S. Government funded, which is every other survey. Mr. Pauer stated his belief surveys can be misused, and he would like to see that requirement in place. Vice Chairman Solon commented if heading in that direction he would recommend breaking Category B up into multiple categories as, in its current form, it is all encompassing. Chairman Brown suggested the possibility of including a definition of survey. Mr. Pauer remarked there is a difference between prior notice and active consent, and he is of the opinion active consent should be required.

Superintendent Corey cautioned that would run the risk of some students who haven't followed through to get the consent not being able to participate. He remarked he is aware the Principals have done a tremendous job of getting the information out to parents. He spoke of having received email notifications thanking the District for the job it is doing with the youth risk behavior survey as far as getting it out there, letting parents know a copy exists that can be examined, they have the right to opt their child out, etc. He remarked when getting into some of the upper level courses he can see some assignments being around surveys, and he would caution placing an undue burden on the teacher and administration. Although he understands the concern as a parent, at the same time, the potential for surveys is put in the course syllabus, there are teachers surveying at the HBMS that are purely academics (using online surveys), etc. Parents have opted out but it does make it much greater for the chance that we may miss someone or the student does not convey the information resulting in a student having taken a survey whose parents would not have wanted that to occur. When looking at the magnitude of a school district and 1,250 students, it is a lot to manage if having a parental signature on each one of those.

Chairman Brown stated her understanding of the point being made, noted that the issue could be discussed further by the Policy Committee, and reminded the Board what was before it was a motion for first reading.

**MOTION CARRIED**

**5-1-0**

*Member Pauer voted in opposition*

- To see what action the Board will take regarding the purchase of a school van to be utilized for in-district special education transportation

Director Rowe spoke of the information provided with the agenda relative to the costs associated with the purchase of an eight-passenger multi-purpose passenger vehicle as discussed, in detail, during the Board's January 18, 2017 meeting. The information identified costs associated with the initial expenditure as well as anticipated maintenance/cost for FY18 inclusive of mileage. The information provided also identified current budgeted expenses that would be replaced by use of the vehicle. Overall savings anticipated for FY18, as a result of purchasing the vehicle, is \$55,386.50.

Mr. Pauer asked for additional clarification of the item identified as monthly community costs; \$3,200 (total of \$32,000 for 10 months). Director Rowe explained that represents current costs for buses utilized for monthly transportation related to community trips for ADL and/or vocational jobsite trips students are participating in. When asked, she explained CMRC is the acronym for Crochted Mountain Rehabilitation Center.

**MOTION BY MEMBER SOLON TO APPROVE THE PURCHASE OF AN EIGHT-PASSENGER, MULTI-PURPOSE PASSENGER VEHICLE AT A TOTAL COST NOT TO EXCEED TWENTY NINE THOUSAND DOLLARS (\$29,000) TO INCLUDE VEHICLE PURCHASE, FIT-UP, REGISTRATION, AND INSPECTION COSTS. SOURCE OF FUNDING IS FY17 UNASSIGNED FUND BALANCE**

**MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Mr. Pauer questioned who would be authorized to drive the vehicle, etc. Director Rowe stated she has a process that will be implemented and utilized in the assigning and training of individuals who will be authorized to utilize the vehicle (predominantly support staff). When asked, she stated the number of individuals who would be authorized to drive the vehicle would likely be a dozen or less.

**MOTION CARRIED**

**6-0-0**

- To see what action the Board will take regarding the purchase of replacement computers for Room 217 – Graphics Lab at the HBHS

Superintendent Corey commented on prior budget discussions during which room 141 was identified as a computer need. The Board had agreed to remove the item from the budget discussion, and consider it as a pre-purchase. The Network Administrator came forward with the suggestion of replacing lab 217 (graphic arts lab) with the most up-to-date computers to satisfy the requirements in that room. The existing computers would be utilized in room 141 (part b) to satisfy the needs there.

When going through the budget process, the Board allocated \$12,600 for room 141. By making the requested purchase of \$13,310, the District is updating two computer rooms for roughly \$700 more. Some of the computers currently utilized in room 141 will have useful life remaining, and would be moved into the Library. Others would be utilized for parts and then scrapped.

The request before the Board was for the purchase of 22 units at a total cost of \$13,310 utilizing FY17 unassigned fund balance.

**MOTION BY MEMBER SOLON TO APPROVE THE PURCHASE OF TWENTY TWO (22) LENOVO THINKCENTRE M700 10GT COMPUTERS AT A UNIT PRICE OF SIX HUNDRED FIVE DOLLARS (\$605) FOR A TOTAL PURCHASE PRICE OF THIRTEEN THOUSAND THREE HUNDRED TEN DOLLARS (\$13,310). SOURCE OF FUNDING IS FY17 UNASSIGNED FUND BALANCE**

**MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Vice Chairman Solon questioned whether the motion should be phrased in such a way as to not limit the purchase to a specific device so as to provide flexibility for the Network Administrator to make adjustments in the brand, etc., should that be deemed to be the most beneficial to the District.

**AMENDED MOTION BY MEMBER SOLON TO APPROVE THE PURCHASE OF TWENTY TWO (22) LENOVO THINKCENTRE M700 10GT COMPUTERS OR EQUIVALENT AT A UNIT PRICE NOT TO EXCEED SIX HUNDRED FIVE DOLLARS (\$605) FOR A TOTAL PURCHASE PRICE OF THIRTEEN THOUSAND THREE HUNDRED TEN DOLLARS (\$13,310). SOURCE OF FUNDING IS FY17 UNASSIGNED FUND BALANCE**  
**MOTION SECONDED BY MEMBER DEURLOO BABCOCK**  
**MOTION CARRIED**  
**6-0-0**

Vice Chairman Solon commented on having conducted a search on these specific computers and equivalent computers, and found the price identified to be competitive (below list price).

***Vote on the main motion***

**MOTION CARRIED**  
**6-0-0**

- To see what action the Board will take regarding the Fiscal Year 18 Operating Budget and Warrant Articles

**Article 1**

To see if the school district will vote to approve the cost items for the second year of a two-year collective bargaining agreement reached between the Hollis Brookline Cooperative School Board and the Hollis Education Support Staff Association for the 2016-17 and 2017-18 school years, which calls for the following increases in support staff salaries and benefits at the current staffing levels:

<u>Fiscal Year</u>	<u>Estimated Increase</u>
2017-18	\$85,439

and further to raise and appropriate a sum of **\$85,439** for the second fiscal year (2017-18 school year), such sum representing the additional costs attributable to the increase in support staff salaries and benefits required by the new agreement over those that would be paid at current staffing levels. This is the second year of a two year agreement.

**MOTION BY MEMBER SOLON TO RECOMMEND ARTICLE 1 AS WRITTEN**  
**MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Chairman Brown stated Article 1 is related to the cost items of the Hollis Education Support Staff Association contract that was not sanbornized last year. There are contractual obligations to the support staff, and recommending the Article would reflect keeping with that contract. The Budget Committee recommended the Article 6-0-1.

Mr. Pauer stated his recollection the cost items assume retaining the current health insurance plan (15.9% GMR). Ms. Whalen noted the District's contribution is capped.

**MOTION CARRIED**

**5-0-1**

*Member Pauer Abstained*

**Article 2**

To see if the school district will vote to raise and appropriate a sum of **\$21,209,099** for the support of schools, for the payment of salaries for the school district officials and agents and for the payment of statutory obligations of the district. This appropriation does not include appropriations voted in other warrant articles.

Chairman Brown noted the Budget Committee recommended the Article 7-0-0.

**MOTION BY MEMBER SOLON TO RECOMMEND ARTICLE 2 AS WRITTEN  
MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Chairman Brown commented discussions on the budget began back in December. She stated her belief the proposed budget includes the items the Board requested be included, and is one that will support the schools going forward and allow the District to continue to excel and provide the type of education to our students that the Board wishes to offer.

Mr. Pauer provided graphs that indicated the population in the COOP peaked in 2010 and NESDEC projections are that by 2023 the District will be down by more than 200 students. Another graph aligned the historical population numbers as well as the projected numbers with previous and the proposed budget. Mr. Pauer stated there to be a rapidly increasing budget with a declining population. He suggested the Board should try to get the budget under control. With a declining population the budget should not be rapidly increasing.

Mr. Pauer stated over the 2007-2018 period the cumulative inflation (according to the Consumer Price Index (CPI)) has been 21%. The budget is up 31% during that same time period. At the same time, student population has declined by 9% and will be down by 14% by 2023. If looking at what was expended per student, that amount is up 44%; more than double the rate of inflation. The budget is not on a sustainable path. It didn't get to this point in one year and will not be fixed in one year. If you look at what the numbers mean, the budget has grown \$3.6 million faster than inflation every year when adjusted for the smaller student population.

Another graph depicted the expenditure per student in the COOP. It also indicates what would have been expended if staying at the CPI. It appears the District was tracking okay until 2012 when the District started diverging and getting the big gap where the expenditure was exceeding the rate of inflation.

When asked where the cost per pupil numbers were derived from, Mr. Pauer stated the figures are purely the budget numbers divided by population history. Vice Chairman Solon questioned if it represented the budget with or without warrant articles, and was informed it was the total budget history.

Superintendent Corey commented it was around 2012 when the State downshifted 25% of costs associated with the New Hampshire Retirement System (NHRS). That is where the numbers shift. Everyone in the State took a significant hit with the downshift of retirement costs when the State stopped meeting their mandate. Mr. Pauer commented that is one way to handle it is just to take the cost, the other thing is to compensate with a smaller staff. There are two schools of thought. Superintendent Corey responded he was simply trying to provide an explanation of why there was a large gap; there was no control, for any board, on those costs. Yes they could have eliminated staff, but that would have hurt the students. What most districts did was eat that cost.

Chairman Brown asked for clarification what was being stated was that the District should have (somewhere around 2012/2013) started eliminating staff. Mr. Pauer responded or find other ways of saving; probably a combination. Chairman Brown questioned what area the District is over staffed in. Mr. Pauer responded there would be the need to look through the District noting there are some math classes this year that have 3 students in a class; although an extreme example. Chairman Brown remarked there were a number of math classes, as was discussed at length during the last meeting, where class sizes were well above what the policy dictates. She questioned what size classes he believed the District should have for core classes in order to keep at the inflation based cost line. Mr. Pauer responded we have to look at maybe allowing them to go up. He added it is not a simple answer to give, but something that has to be looked at. As the population goes down you don't need quite as many teachers.

Vice Chairman Solon stated the Board has to authorize the Administration to deviate from the elements that have been dictated to them such as instruction, differentiation etc. That is the challenge the Board faces. He stated he does not dispute what was being noted financially. The challenge that has existed in the past and continues moving forward is saying what should be done differently that would be acceptable to the Board in terms of changing the educational process and standard from what the Board has dictated, that would allow that to happen.

Vice Chairman Solon stated there may be a handful of classes that have very low population, and those are some that are State or federally mandated where you have to have some remedial capabilities for a certain portion of the population, and fortunate or unfortunate we don't have a lot of students that fall into those situations. Then we have the ones where

we've combined classes, and he agrees and has actually advocated here and at the elementary level for a review of the degree to which we granulate our courses, e.g., electives, etc., but he believes they are talking small numbers compared to what is being proposed. Perhaps there is a person here or there that could be consolidated out and that the Board should aim to do, but it would not achieve the kind of savings that would be necessary to follow a CPI type growth.

Ms. Whalen remarked the difference is that of 135 students from the highest level to the current level. If you break that down, it is approximately 22.5 students per grade. If you take 22 students in a freshman class, it is not a class per se it is 1 or 2 throughout the different classes they take. She stated she could not find the justification for decreasing Full Time Equivalents (FTEs) because we have 135 less students. She stated her belief the District has decreased FTEs in certain areas, e.g., when employees have left and not been replaced, etc. She does feel the District has been working in that area, and certainly is aware of it. She reiterated she would not say 135 students over 6 grades would justify too many FTE losses.

Mr. Pauer stated it to be a 9 or 10% decrease in students. He reiterated he does not believe this could be corrected in a single year, he was simply saying the District should try to get more sustainable. He is uncertain the District could ever stay at CPI, but believes it could do better than it has done.

Mr. Pauer spoke of having resided in Brookline in 1997 when the high school was approved; a twenty year bond, which was paid off last year. Taxpayers should see nearly a million dollars in savings. With all of the increases proposed, that savings is nearly eaten up completely. That is not sitting well with a lot of the taxpayers he talks to.

Mr. Pauer stated a desire to support a budget that would return that \$909,000 to the taxpayers in the form of reduced expenses. He proposed an amount that would be \$660,000 less than what the Budget Committee has recommended for FY18. He remarked, in order to get back to a sustainable budget, this is what is necessary.

Vice Chairman Solon asked for additional clarification. Mr. Pauer stated the proposal to be taking the FY17 approved budget, reducing that amount by Articles, 1, 3, 4, 5, 6, and 7, and then take off the bond retirement savings. Vice Chairman Solon remarked that is essentially a flat budget less the bond savings. Mr. Pauer stated that would represent a flat budget, and would be \$662,000 less than what the Budget Committee has recommended. Vice Chairman Solon questioned if that was being recommended as a change or a starting point for thinking about a change. Mr. Pauer stated that to be what he would recommend for Article 2, for a new number.

Vice Chairman Solon questioned if that would take into account the rise in some of the contractual elements of that flat budget such as negotiated salary increases, contractual obligations with healthcare, etc. Mr. Pauer responded "yes". Ms. Whalen questioned how the District would be run on \$661,000 less. Mr. Pauer stated the Board would find a way to do it; there would have to be staff reductions and other things that would have to be cut. Vice Chairman Solon questioned what those cuts would be, and commented hypothetically it sounds wonderful. Mr. Pauer stated the amount would represent about 6 teachers. Superintendent Corey asked for clarification Article 4 would be subtracted out, and suggested, at minimum, the default number would have to be included. Mr. Pauer stated the reduction would be to Article 2. Superintendent Corey stated what was not being taken into account was the \$377,231 in salary increases already approved by the voters. Mr. Pauer stated there would be the need to identify how that would be paid. He stated it to be a rough number that represents approximately 6-7 teacher reductions across the COOP; about 1 per grade. Chairman Brown questioned what classes or programs he would recommend be cut. Mr. Pauer responded the Board would have to look at the details of that.

Chairman Brown stated at the last Board meeting a considerable amount of time was spent reviewing every single class and the number of students in those classes. The Board was provided a good understanding of what the course offerings are. She questioned what he proposed be cut. Mr. Pauer remarked he saw a lot of classes that had small numbers of students, and believes there to be room to identify optimization. Chairman Brown remarked there are a handful of math classes that have a small class size. A large number of those classes have numbers above 25. Vice Chairman Solon stated there would be the need to find 6 classes that are taught by a teacher to allow that teacher to be taken out of the equation. Four teachers in the high school would represent removal of somewhere in the neighborhood of 24-25 classes, and they would have to be grouped in such a way that you could eliminate an individual to create that gap. In order to do that, you have to meet the requirements. Logistically he cannot conceive of doing that without decimating some programs. Ms. Deurloo Babcock stated programs would have to be eliminated, and the problem she sees with that is that historically whenever there is so much as a rumor of cutting a program 30± people turn out in protest. Mr. Pauer stated programs have been quietly removed. He commented when his son was in school there was a nice business program with accounting that just disappeared without a trace. Ms. Deurloo Babcock stated she has received a strong message from the community that they like the programs that are offered and the school we have. Mr. Pauer stated those are the

taxpayers that have kids in the schools. He has talked to a lot of people that are paying taxes and being killed by the tax increase. The COOP is the largest piece of the taxes. He stated he was trying to provide a reasonable way ahead. Yes, it would cause cuts to programs. He remarked that is his perspective, which may not be shared by everybody, but he wanted to at least make everyone aware of the trend we are on for population and the budget.

Chairman Brown stated the Board provides an opportunity for public input at all of its meetings. A joint meeting was conducted with the Budget Committee, and the Budget Committee conducted a Public Hearing on this budget. None of the public that he has indicated is upset about the tax rate and budget attended any of those meetings over the course of the last year. She suggested if there are people in the community who are concerned about the budget and feel as he does that they make those concerns known during meetings such as that the Board conducted this past July where discussions began around goals and what the Board would like to have included in upcoming budget(s). She commented it is in those early discussions that the public should start to weigh in on what the budget should look like.

Chairman Brown reiterated the Board has not seen any other public come forward with concerns or advocating that there are unnecessary or redundant programs at the high school. Taking a slashing sort of approach to a high school that is performing very well does not seem to her to be consistent with the community and what it has supported. She commented when the Board does something the community does not like it is usually made known. When acting consistent with the community, the community typically provides its support from the background with silence. She emphasized public participation during the process is very important. Mr. Pauer stated some of them may be seen at the District Meeting. Chairman Brown responded by the time the District Meeting comes along it is a little late. Really at that point all you are doing, instead of being part of the solution, is really being a problem. Coming in and simply moving to reduce a budget when you can't fully comprehend what that would actually do to the budget or students inside the schools, is completely irresponsible.

Ms. Whalen commented the Board has been working on this budget for a long time (since last July). She stated she does not believe the Board is overspending to the point of ridiculousness. She believes the Board tries very hard to stay on a very tight budget. She spoke of the efforts of the Start Time Committee, and their goal of making any change budget neutral. During the public forum there was discussion of the possible approach of adding buses, which was completely negated because it would result in a cost, which the committee believed the taxpayers would not want. There were taxpayers who stood up and said who says we didn't want that. She is hearing from a different side. She commented although she still has children in the school district she is also a taxpayer. She spoke of the work that has gone into the proposed budget, and her belief planning on the FY18 proposed budget started earlier than has been the case in years past. She believes a reduction of \$661,000 would have a significant impact to regular education.

Vice Chairman Solon commented before he started on the Board the communities decided they wanted a Budget Committee. The formation of a Budget Committee created a division of responsibilities. The Budget Committee has the responsibility of establishing the appropriate fiscal amount that can be tolerated to run the school. The School Board has the responsibility to say can we meet our educational goals with what is being stated to be the appropriate fiscal amount. When looking at the budget he defers to the Budget Committee to have done their job properly. He questions the Administration and uses his own judgment when considering if it is sufficient to meet the goals; is it enough to meet the standards we have set, the policies we have created, and the direction we have given to our schools. In that context, he believes it does. He believes that in a qualified manner because he can see areas where he wishes more could be done. He trusts the Administration to make the decisions that will do well for our students. He personally thinks there are things that can be done that may lower costs in the future, and as a Board they will continue to work on that and push for it, but in deciding whether or not to recommend this budget he is looking at it from the standpoint of can we run our schools if this is how much we are provided to do that with, and that is the basis by which he says yes or no.

Ms. Deurloo Babcock questioned the number of times the COOP proposed budgets that were voted down by the taxpayers during Vice Chairman Solon's time on the Board. Vice Chairman Solon responded he believes there to have been one budget that was cut/amended down by about \$100,000 one year, and there have been numerous times where specific warrant articles that support that have lacked approval. Ms. Deurloo Babcock stated her belief there was an instance where the Board recommended a budget separate from the Budget Committee. Vice Chairman Solon remarked up until about 5 years ago almost always the Board was recommending a higher budget than the Budget Committee. It was noted if the Board supports the proposed budget it would be supporting the same budget the Budget Committee supports. Chairman Brown stated the Board would basically be indicating it can provide the services it believes it should with the funds the Budget Committee has proposed. Ms. VanCoughnett remarked it would be less than what was proposed because the budget, as it stands, is below guidance. She stated her belief the Board is being really frugal, and perhaps too frugal, and it will probably come back at some point where the Board will regret some of the decisions made to make certain cuts as it may end up costing more in the end.

Vice Chairman Solon remarked he is disappointed that a bond is being paid off, and the District is not seeing anything approaching a comparable reduction. He was expecting a reduction, but what he was not expecting is what is happening with healthcare costs. He noted he pulled the numbers for CPI on medical care. Medical care from 2007 to now is up 38%. It was up 4% last year, 2.6% the year before, etc. He remarked the District has had a very stable professional staff, and as such we have seen salary growth there. He commented it is worth being aware of the data that Mr. Pauer has shown the Board. What he does not support is the belief that it is appropriate or the Board's role to go in and take a bunch of money away. The community has essentially stripped the Board of that fiscal authority.

Vice Chairman Solon commented the irony of this is Hollis Brookline is one of the two communities in the State, with the credentials it has, that are highlighted by other communities as a benchmark of what they should be achieving on a cost-per-pupil basis. Not to say that we can't do better or that it wouldn't be nice to do better, but to say that we are being held up as an example of how to do it well. Chairman Brown commented that cost-per-pupil data was looked at over and over again, and we realized we were getting quite the bargain for our dollar. Vice Chairman Solon commented if we had a commercial tax base we wouldn't be having this discussion.

Mr. Pauer remarked people compared our per-pupil-cost to what it costs to send a student to UNH. We're spending more than UNH mandatory fees and tuition on our per-student basis. Ms. Deurloo Babcock commented our students attend school for more hours than students at UNH, and have a lot more teachers. Chairman Brown commented UNH isn't providing special education services either, which the District has no control over. The Board also has an obligation to ensure all of its students an education. When we start to cut budgets tightly those that are mandated take precedence.

**MOTION CARRIED**

**5-1-0**

*Member Pauer voted in opposition*

**Article 3**

To see if the school district will vote to establish a contingency fund for the current year for unanticipated expenses that may arise and further to raise and appropriate up to **\$100,000** to go into the fund. This sum to come from the unassigned fund balance available on July 1, 2017, and no amount to be raised from taxation. Any appropriation left at the end of the year will lapse to the general fund.

**MOTION BY MEMBER SOLON TO RECOMMEND ARTICLE 3 AS WRITTEN**

**MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

**ON THE QUESTION**

Vice Chairman Solon questioned, and was informed the fund is an existing, lapsing fund. Ms. Seeley stated the monies in the fund lapse to the unassigned fund balance when not utilized. Vice Chairman Solon commented, if the Article is approved, those funds would essentially roll over back into the account. He questioned the type of expenditures that this fund would be utilized for versus those addressed through use of the retained fund balance. Superintendent Corey provided the example of a population explosion resulting in the need to hire an additional teacher as an expenditure that the Administration would look to the contingency fund to cover. Approval to utilize that fund would be required from the Board and the Budget Committee. The Retained Fund Balance would be utilized for an unanticipated expense such as an elevator needing repair/replacement. Approval to utilize those funds would be required from the Board, the Budget Committee, and the Commissioner.

**MOTION CARRIED**

**5-1-0**

*Member Pauer voted in opposition*

**Article 4**

Shall the District vote to raise and appropriate the sum of **\$754,648** as the Hollis Brookline Cooperative School District's portion of the SAU budget of \$1,498,630 for the forthcoming fiscal year? This year's adjusted budget of \$1,485,787 with \$748,044 assigned to the school budget of this school district will be adopted if the article does not receive a majority vote of all the school district voters voting in this school administrative unit.

**MOTION BY MEMBER SOLON TO RECOMMEND ARTICLE 4 AS WRITTEN**

**MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Vice Chairman Solon noted the difference between the COOP's portion of the recommended budget and the default is \$6,600. Mr. Pauer stated he voted against this budget at the Governing Board, and would continue to do so as he does not agree with all of the expenditures within the SAU.

**MOTION CARRIED**

**5-1-0**

*Member Pauer voted in opposition*

**Article 5**

To see if the school district will vote to raise and appropriate up to the sum of **\$67,000** to be added to the previously established Athletic Program and Services Expendable Trust Fund. The sum to come from the Hollis Brookline Cooperative School District's June 30, 2017 unassigned fund balance, available on July 1, 2017.

**MOTION BY MEMBER SOLON TO RECOMMEND ARTICLE 5 AS WRITTEN  
MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Chairman Brown commented the Article is procedural as the funds have to be moved from the unassigned fund balance into the Trust. The Trust was established about 6 years ago as a placeholder for the funds collected from the student athletes for participation in sports. The funds are intended to be expended by the Board for athletic programs only, and have been used in the past for any number of things from transportation, to officials, uniforms, equipment, etc.

**MOTION CARRIED**

**6-0-0**

It was noted warrant articles are funded, upon approval, in the order they appear. Vice Chairman Solon questioned if there is a risk the unassigned fund balance would not be sufficient to cover all of the articles. Ms. Seeley stated her belief that would not be the case this year unless a catastrophic event occurs. Vice Chairman Solon requested the Board be made aware in the event the possibility exists. Were such a possibility to exist, he would want the articles to be renumbered to ensure Article 5 is funded.

**Article 6**

To see if the school district will vote to raise and appropriate up to the sum of **\$20,000** to be added to the previously established School Building and Facilities Maintenance Expendable Trust Fund. The sum to come from the Hollis Brookline Cooperative School District's June 30, 2017 unassigned fund balance, available on July 1, 2017.

**MOTION BY MEMBER SOLON TO RECOMMEND ARTICLE 6 AS WRITTEN  
MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Ms. Seeley stated the current balance to be \$60,000. Chairman Brown stated the Budget Committee recommended the Article 7-0.

**MOTION CARRIED**

**5-1-0**

*Member Pauer voted in opposition*

**Article 7**

To see if the Hollis Brookline Cooperative School District will vote to establish a Special Education Expendable Trust Fund per RSA 198:20-c, to be used for special education expenses and to raise and appropriate up to **\$50,000** to put in the fund, with this amount to come from fund balance available for transfer on July 1. No amount to be raised from taxation; further to name the school board as agents to expend from the fund. The fund cannot exceed \$125,000.

**MOTION BY MEMBER SOLON TO RECOMMEND ARTICLE 7 AS WRITTEN  
MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Chairman Brown commented the vote of the Budget Committee to recommend was 6-1-0. The Article would establish a new expendable trust fund. The desire is to establish an expendable trust for special education needs, which can be unpredictable and very expensive. By having funds set aside, monies would be available to help address unanticipated costs associated with special education without disrupting the regular education budget.

**MOTION CARRIED**

**5-1-0**

*Member Pauer voted in opposition*

Chairman Brown mentioned during the Public Hearing she and Vice Chairman Solon voiced the desire to see the amount and cap higher than what has been proposed. In its current form, it is a step in the right direction to protect the budgets.

Vice Chairman Solon stated agreement with the remarks made, and added one of the things the Board has been pushing hard for and has seen demonstrated by the Budget Committee is their success with bringing overages of their budget down. If you go back 5-10 years there was a very significant gap, and there was a legitimate claim that the budgets were being built with a good deal of cushion primarily due to the fear of unanticipated expenses. As the Board has started establishing accounts such as this, it has given them the confidence to bring the budgets down knowing that the truly unexpected situations are covered. The real shame is when you have an unexpected expense come about for special education, which is required to be funded, and results in decimating all of the plans that were in place and inefficiencies that occur when all of a sudden you have to start reallocating resources, stop using equipment, not replace items needing replacement, etc. Having this cushion, which would be saved and capped, would provide them the confidence they have a real budget to work with and reduce the risk of them inflating the budget just in case.

**Article 8**

To see if the school district will authorize the Hollis Brookline Cooperative School Board to access future year state and federal catastrophic aid funds in the event that special education costs exceed budget limitations.

**MOTION BY MEMBER SOLON TO RECOMMEND ARTICLE 8 AS WRITTEN**

**MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Chairman Brown noted this article is voted on every year; is standard procedure in order for the District to access federal catastrophic aid, if necessary.

**MOTION CARRIED**

**6-0-0**

**Article 10**

Shall the school district adopt the provisions of RSA 40:13 (known as SB 2) to allow official ballot voting on all issues before the Hollis Brookline Cooperative School District on the second Tuesday of March?

Chairman Brown stated the need for a recommendation on the Petition Warrant Article.

**MOTION BY MEMBER PAUER TO RECOMMEND ARTICLE 10 AS WRITTEN**

**MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

ON THE QUESTION

Vice Chairman Solon asked for clarification, if the motion carries, the recommendation of the Board would be to move to SB2, and was informed that would be the case.

It was noted the Article would not come up at the District Meeting. It will be placed on the ballot during Town Elections.

Mr. Pauer stated his opinion SB2 is a good idea; lets more people vote. It is secret ballot voting so people don't feel intimidated. People also don't have to make a decision at the last minute. He commented there are times when there are only a few seconds or a minute to make a decision as things are changed, etc. With the secret ballot there are at least 30

days to think about it, understand it, and make an informed decision. An absentee ballot can be provided. Another nice thing about this is right now there is a super majority of 2/3 required to pass a bond for anything, and if SB2 is adopted only 60% is required. He stated his belief it increases participation, and noted the Brookline School District adopted this last year. The first Deliberative Session has been conducted in Brookline. He stated his opinion having SB2 for the COOP School District makes a lot of sense. He also stated his belief it makes the School Board and Budget Committee do a better job of talking about the warrants and ensuring the story is told about them.

Vice Chairman Solon commented having attended the Brookline School District SB2 Deliberative Session he believes it to have been a fiasco. Not many people showed up; around 30 voters. There was no material available for review; those voting were relying on whatever was said by those who provided clarification of what the vote was on. Annual Reports are not available. Now what will happen is people will go to vote in Brookline in March and see two numbers; one higher than the other, and the wording of a warrant article and nothing else. It is basically like saying I am coming to take money out of your pocket, do you want me to take a dollar or fifty cents. He remarked unless someone has engaged to find out what is in the budget, what the warrant articles are paying for, etc., it is a foregone conclusion of the way it will work. On top of that, as was heard last year, the whole premise of the rules of SB2 are in a frequent state of flux depending on how many bills are active at any given time to change it.

Vice Chairman Solon commented the district is fortunate to have the opportunity to participate in the future through the meeting format, and that should be held onto and cherished.

Ms. Whalen stated her opposition to the Article, and her appreciation for being able to participate in Town Meeting. She believes that to be local politics at its best. She spoke of also having attended the Brookline Deliberative Session. Although there were more in attendance than she had anticipated, she shares the belief residents will vote without understanding what they are voting for. Although she understands allowing more people to vote, with one annual meeting a year she does not believe it is too great an ask for people to come out and participate in their community and be a part of it.

**MOTION FAILED**

**1-5-0**

*Members Solon, Whalen, VanCoughnett, Deurloo Babcock, and Brown voted in opposition*

Mr. Pauer questioned how the vote of the Board would be identified on the article. Superintendent Corey stated it would say the School Board does recommend the article 1-5-0. Vice Chairman Solon stated, in the past, in order to avoid confusion, the wording has been flipped in the instance of a negative vote.

Mr. Pauer stated his belief the wording has to be done in a specific manner. Vice Chairman Solon stated a motion has to be made in the affirmative. In terms of how it is published, he has seen the wording "does not approve". Superintendent Corey stated the Administration could seek legal counsel on the matter.

**MOTION BY MEMBER SOLON THAT, IF LEGALLY PERMISSIBLE, THE WARRANT ARTICLE LANGUAGE STATE THE MAJORITY OF THE SCHOOL BOARD DOES NOT RECOMMEND ARTICLE 10**

**MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

**MOTION CARRIED**

**5-1-0**

*Member Pauer voted in opposition*

Mr. Pauer questioned the dates of the SB2 hearing noting State RSA that indicates the hearings have to happen in both towns, cannot be on the same day, and have to be 15 days or more ahead of the Annual Meeting. Chairman Brown stated the Superintendent has indicated he would contact legal counsel, and they would do what is necessary.

DISCUSSION

- Start Time Committee - Update

Ms. Whalen spoke of the public forum conducted, and the input received. The Committee continues its work, and is hopeful to bring forward a recommendation.

Mr. Pauer questioned if any decision made would be made solely by the Board or would require a District meeting. Chairman Brown responded, as the matter does not have a cost impact, approval could be granted by a vote of the Board.

- Facilities Committee - Update

Superintendent Corey stated the Committee met and formed three subcommittees; one is reviewing the matter from the standpoint of athletics, one through the lens of academics, and the third looking at the needs of the drama program. The hope is to have a recommendation in the May timeframe.

- Discussion of NH School Board Association and Lobbying Activities

Mr. Pauer commented on the services provided the District by the New Hampshire School Board Association (NHSBA). One of the activities of the NHSBA is lobbying the New Hampshire State Legislature on positions that not every board or board member agrees with. He stated concern with taxpayer funds supporting an organization that does lobbying, which may or may not be in the best interest of the District.

When asked, Superintendent Corey stated each of the school boards within the SAU belongs to the NHSBA. The NHSBA holds an annual meeting at which each board is provided the opportunity to submit information. They then have a session where they complete their platform, which is what they lobby based on. He remarked they lobby based on the information gathered, e.g., work off a majority vote. Most times they are lobbying because the majority of their membership has taken a position.

Mr. Pauer questioned if other members of the Board had concerns, is aware of the activities of the NHSBA, etc. Vice Chairman Solon stated his awareness noting he reads the updates provided, positions taken, etc. Chairman Brown remarked the NHSBA sends out regular communications to its membership. Vice Chairman Solon commented he does not agree with every position they take but in general believes they have done a good job representing the platform that is consistent with what the Board, in general, has done. He also feels the way in which they take their positions is representative of their membership. Membership in the NHSBA is voluntary. He remarked, from that standpoint, he does not see anything improper. He does find it somewhat unusual that a public institution like the public school system is using private lobbying to lobby the government, which is supposedly the public, which is us. Chairman Brown stated her involvement with the NHSBA deals primarily in three areas; attending their educational seminars, and training, which she has found to be excellent and provides valuable information to school board members, their staff attorneys are generally accessible and very knowledgeable, and the third area is that of policy work. The NHSBA provides excellent model policies. She stated her opinion what the Board receives for the cost is a good buy.

- School Calendar 2017-2018

Chairman Brown spoke of the calendar provided with the agenda, noting there are differences between it and the original draft that was provided back in March of 2016. The revised draft identifies the start of school as a day earlier and in-service days differ. Assistant Superintendent Bergskaug stated a professional development day previously scheduled for October 27<sup>th</sup> has been removed. The currently proposed professional development days are November 7<sup>th</sup> (traditional November voting day), November 22<sup>nd</sup>, which is articulated the way she felt the Board had requested; middle school teacher professional day and high school no school students or staff, and March 13<sup>th</sup>, which was part of the original draft calendar. It is desirable and beneficial to have a professional development day in the middle of the year, but March is a good time for that.

With regard to the change in the August dates, the grades 7 and 9 start day; orientation day has always been the Wednesday with students returning on Thursday and Friday. Whether or not that is a professional development day or just a new student orientation day is up for discussion. The change is to bring it in line with what the District has always done; how it was this year.

Ms. VanCoughnett stated the end date differs from the original draft (had been the 18<sup>th</sup> and being proposed is the 19<sup>th</sup>). Superintendent Corey stated that directly corresponds to the March professional development day. He noted the Assistant Superintendent put on a professional development event this fall where all of the in-house staff participated. He spoke of the success of that event. That model is being considered for that March date.

Vice Chairman Solon commented were there no snow days, the calendar indicates a last day of school for students as June 12<sup>th</sup>. He questioned if the last three days, where staff would be present and students would not, should be categorized as professional development days. Assistant Superintendent Bergskaug stated they should. When asked for the total number of professional development days, it was noted there are 8 identified where the contract calls for 7.

Mr. Pauer commented when his children were in the middle and high school there were 182 student days. The proposed calendar indicates four less. He questioned how that occurred. Vice Chairman Solon stated part of that is in the counting;

were not counting that first Wednesday as a professional development day. The other part is a decision that was made to take the three days at the end of the year for professional development. That change was made three years ago when the belief was that the value of the teaching that was going on at the very end of the year was minimal compared to the value of getting the teachers that time for professional development.

Ms. VanCoughnett commented on being asked by parents on a regular basis why the District does not base the school year on hours rather than days. So many districts utilize hours and end the school year sooner, have a set end date, are not impacted by snow days, etc. The answer is we are successful with what we do. She suggested the District is in a good place in terms of balancing what families in the COOP want.

Superintendent Corey stated the calendar should identify two professional development days at the start of the year, three during the school year, and two at the end to make up a total of 7 professional development days. That would result in the last day for teachers being June 21<sup>st</sup>.

Ms. Deurloo Babcock spoke of the March 13<sup>th</sup> date noting it is most likely Election Day. She commented the March date is a real struggle for her given it is a month and a half before students will be taking AP tests. She does not see the benefit to the students. Vice Chairman Solon questioned if the Administration could see a way to provide for the professional development and keep it outside of that critical window. Assistant Superintendent Bergskaug spoke of the previous proposal for a professional development day in October. She stated her opinion a professional development day mid-year is far more valuable, and can do so much more for the quality of instruction. The March day has historically been a professional development day in the District. March is a long month. It often is a welcome break at that time. Ms. Deurloo Babcock commented she understands that March is a long month, can see the benefit of the professional development day, but just sees the students in February struggling, and then they come back from a break, which she supports, but then have a limited amount of time before they have to prepare for the tests.

Chairman Brown stated her belief students need to be in school that week. Vice Chairman Solon remarked Assistant Superintendent Bergskaug has taught a lot of AP classes, and questioned her feelings on how this factors into the equation. Assistant Superintendent Bergskaug responded she taught AP when the District had the day off in March and had the ice storm, and her students did really well. She stated her belief one day will not make or break it. Ms. VanCoughnett stated her opinion it makes a difference in terms of the stress placed on the students.

Chairman Brown questioned if the November 7<sup>th</sup> professional development day could be pushed back to the 21<sup>st</sup>. Superintendent Corey remarked that could result in students in school on voting day.

Chairman Brown stated her belief there is the desire for less interruptions to the high school schedule. Full weeks are something she believes the Board values. The conceptual possibility of having the whole week in November off and having two professional development days occur is something to consider.

Superintendent Corey stated all of the input would be taken into consideration. He suggested there to be the need for a separate discussion around ways to build in things for AP students when going through times like this, e.g., use of CAVblock, etc.

Principal Barnes stated a concern with the potential for loss of PLC time, etc. Ms. VanCoughnett questioned if three mid-terms could occur in a single day and a study day the next day.

- Formation of an Athletic Trust Committee

Chairman Brown spoke of previous discussions around the Athletic Trust Fund; how the funds are used, its intended purpose(s), what the pay-to-play fee should be set at, etc. She spoke of what the composition of the committee may look like, and requested any member of the Board interested in serving in such a capacity make that desire known to her prior to the next meeting.

- Vocational Technical Site Discussion

Superintendent Corey stated he and Principal Barnes are in discussion on whether the District should declare a single vocational site for students. Transportation costs of students traveling to multiple sites are becoming significant.

- Setting a Date for a Workshop in April

Chairman Brown commented there are a number of issues the Board has expressed a desire to continue discussions on, and suggested a workshop be scheduled for Saturday, April 8<sup>th</sup>.

NON-PUBLIC SESSION

**MOTION BY MEMBER VANCOUGHNETT THAT THE BOARD, BY ROLL CALL, GO INTO NON-PUBLIC SESSION PURSUANT TO RSA 91-A:3 II (a) THE DISMISSAL, PROMOTION OR COMPENSATION OF ANY PUBLIC EMPLOYEE AND RSA 91-A:3, II(c) TO DISCUSS A MATTER, WHICH IF DISCUSSED IN PUBLIC, WOULD LIKELY AFFECT ADVERSELY THE REPUTATION OF A PERSON, OTHER THAN A MEMBER OF THE BODY OR AGENCY ITSELF**

**MOTION SECONDED BY MEMBER DEURLOO BABCOCK**

*A Viva Voce Roll Call was taken, which resulted as follows:*

Yea: Holly Deurloo Babcock, Elizabeth Brown, Eric Pauer, Tom Solon, Cindy VanCoughnett, Krista Whalen  
6  
Nay: 0

**MOTION CARRIED**

*The Board went into non-public session at 9:20 p.m.*

*The Board came out of non-public session at 10:22 p.m.*

REPORT OUT BY PROCESS OBSERVER

Mr. Pauer noted the meeting ran about 30 minutes later than expected, yet discussions were pertinent and a variety of views were expressed.

ADJOURNMENT

**MOTION BY MEMBER DEURLOO BABCOCK TO ADJOURN**

**MOTION SECONDED BY MEMBER WHALEN**

**MOTION CARRIED**

**6-0-0**

*The February 15, 2017 meeting of the Hollis Brookline Cooperative School Board was adjourned at 10:26 p.m.*

Date \_\_\_\_\_ Signed \_\_\_\_\_

# SAU #41

## Medical Renewal Board Meeting

February 2017

**Marsh & McLennan Agency**  
100 Front Street, 8<sup>th</sup> Floor  
Worcester, MA 01608

# Topics of Discussion

- I. Executive Summary
- II. Renewal and Marketing Results
- III. Next Steps

Section I

# Executive Summary

# Executive Summary

## Overview

- SAU #41 engaged MMA to conduct a marketing analysis to evaluate opportunities to secure savings as compared to the upcoming renewal for the Health Trust medical plan
  - The following slides will provide the results of the analysis and recommendations for next steps
  - Considerations given to provider networks, plan designs similar to current and reductions in cost
  - All quotes assume a July 1, 2017 effective date
- Any future changes to the Affordable Care Act will be monitored with respect to possible plan design changes and changes to taxes/fees included in premium

# Executive Summary

## Marketing Overview

Carrier	Requested Funding	Quote Status/Notes	Network Quoted
<b>Health Trust (incumbent)</b>	<b>Risk Pool</b>	<b>Renewal Received</b>	<b><i>Anthem</i></b>
NHIT / Interlocal Trust	Risk Pool	Quoted	Harvard Pilgrim
Harvard Pilgrim Health Care (HPHC)	Fully Insured	Quoted	HPHC
School Care	Risk Pool	Quote	Cigna

# Executive Summary

## Financial Overview

- The following provides a summary of financial results from the marketing efforts

Carrier	Health Trust	Health Trust	Interlocal Trust	Harvard Pilgrim	School Care
<i>Network</i>	<i>Anthem</i>	<i>Anthem</i>	<i>HP</i>	<i>HP</i>	<i>Cigna</i>
	<b>Current</b>	<b>Renewal</b>	<b>Proposals</b>		
<b>Total Plan Cost</b>	\$3,776,117	\$4,376,498	\$4,077,313	\$4,243,608	\$4,284,730
<i>\$ Difference From Current</i>		\$600,381	\$301,196	\$467,492	\$508,613
<i>% Difference From Current</i>		15.9%	8.0%	12.4%	13.5%
\$ Difference From Renewal			(\$299,185)	(\$132,890)	(\$91,768)
% Difference From Renewal			-6.8%	-3.0%	-2.1%

Section II

# Renewal and Marketing Results

# RENEWAL RESULTS

# Current Plan Design & Cost

## Health Trust

Description	Blue Choice 3-Tier \$10 Copay	Blue Choice 3-Tier \$10 Copay	Blue Choice 3-Tier \$15 Copay, Inpatient Deductible	MT Blue HMO \$5 Copay	MT Blue HMO \$10 Copay, Inpatient Deductible	MT Blue HMO \$20/\$40, Inpatient Deductible	Lumenos \$2,500 (CDHP)							
<b>In Network</b>	<b>PCP Referred / Self Referred</b>	<b>PCP Referred / Self Referred</b>	<b>PCP Referred / Self Referred</b>											
Deductibles	\$300 / \$900 (Self Referred)	\$300 / \$900 (Self Referred)	\$300 / \$900 (Self Referred)	N/A	\$250 / \$750	\$1,000 / \$3,000	\$2,500 / \$5,000							
Office Visit Copay (illness)	\$10 / \$30	\$10 / \$30	\$15 / \$30	\$5	\$10	\$20	\$0 after deductible							
Wellness Visit Copay	\$0	\$0	\$0	\$0	\$0	\$0	\$0							
Specialist Visit Copay	\$10 / \$30	\$10 / \$30	\$15 / \$30	\$5	\$10	\$40	\$0 after deductible							
Short Term Rehab (PT/OT)	\$10 / \$30	\$10 / \$30	\$15 / \$30	\$5	\$10	\$40	\$0 after deductible							
Chiropractic Visit Copay	\$10 / \$30	\$10 / \$30	\$15 / \$30	\$5	\$10	\$40	\$0 after deductible							
Emergency Room Copay	\$50 / \$50 then 20%	\$50 / \$50 then 20%	\$75 before ded., then 20% after ded.	\$25	\$75 before deductible, 0% after deductible	\$100 before deductible	\$0 after deductible							
Inpatient Hospitalization	\$0 / 20%	\$0 / 20%	20% / 20%	\$0	\$0 after deductible	\$0 after deductible	\$0 after deductible							
Same Day Surgery or Ambulatory Care Setting	\$0 / 20%	\$0 / 20%	20% / 20%	\$0	\$0	\$75 at Preferred \$0 after ded, all others	\$0 after deductible							
Diagnostic Labs & X-rays	\$0 / \$0	\$0 / \$0	\$0 / \$0	\$0	\$0	\$0	\$0 after deductible							
High Tech Imaging	\$0 / 20%	\$0 / 20%	20% / 20%	\$0	\$0 after deductible	\$0 after deductible	\$0 after deductible							
Out-of-Pocket Max.	\$6,350 / \$12,700	\$6,350 / \$12,700	\$6,350 / \$12,700	\$6,350 / \$12,700	\$6,350 / \$12,700	\$6,350 / \$12,700	\$2,500 / \$5,000							
<b>Prescription Drugs</b>														
Generic	\$10	\$10	\$10	\$10	\$10	\$10	\$0 after deductible							
Preferred	\$20	\$20	\$20	\$20	\$20	\$20	\$0 after deductible							
Non-Preferred	\$30	\$45	\$45	\$30	\$45	\$45	\$0 after deductible							
Mail Order (90 days)	\$10 / \$20 / \$30	\$10 / \$20 / \$45	\$10 / \$20 / \$45	\$10 / \$20 / \$30	\$10 / \$20 / \$45	\$10 / \$20 / \$45	\$0 after deductible							
<b>Out-of-Network</b>														
Coinsurance	20%	20%	20%				30%							
Deductible	\$150 / \$450	\$150 / \$450	\$500 / \$1,500				\$2,500 / \$5,000							
Out-of-Pocket Max.	\$6,350 / \$12,700	\$6,350 / \$12,700	\$6,350 / \$12,700				\$5,000 / \$10,000							
<b>Rates</b>														
Individual	3	\$931.51	2	\$905.80	2	\$871.83	5	\$866.86	13	\$825.98	71	\$642.47	0	\$649.64
Two Party	1	\$1,863.02	1	\$1,811.60	0	\$1,743.66	2	\$1,733.72	16	\$1,651.95	42	\$1,284.95	0	\$1,299.28
Family	0	\$2,515.08	2	\$2,445.66	1	\$2,353.95	6	\$2,340.52	21	\$2,230.14	51	\$1,734.68	2	\$1,754.02
<b>Total</b>	<b>4</b>		<b>5</b>		<b>3</b>		<b>13</b>		<b>50</b>		<b>164</b>		<b>2</b>	
<b>Premium</b>														
<b>Monthly Premium</b>	<b>\$4,658</b>	<b>\$8,515</b>	<b>\$4,098</b>	<b>\$21,845</b>	<b>\$84,002</b>	<b>\$188,052</b>	<b>\$3,508</b>							
<b>Annual Premium</b>	<b>\$3,776,117</b>													

# Renewal Results

## Health Trust

- Blue Choice represents 5%
- MT \$5 represents 5%
- MT \$10 represents 21%
- MT \$20/\$40 represents 68% of all employees enrolled

Description	Blue Choice 3-Tier \$10 Copay		Blue Choice 3-Tier \$10 Copay		Blue Choice 3-Tier \$15 Copay, Inpatient Deductible		MT Blue HMO \$5 Copay		MT Blue HMO \$10 Copay, Inpatient Deductible		MT Blue HMO \$20/\$40, Inpatient Deductible		Lumenos \$2,500 (CDHP)	
In Network	PCP Referred / Self Referred		PCP Referred / Self Referred		PCP Referred / Self Referred									
Deductibles	\$300 / \$900 (Self Referred)		\$300 / \$900 (Self Referred)		\$300 / \$900 (Self Referred)		N/A		\$250 / \$750		\$1,000 / \$3,000		\$2,500 / \$5,000	
Office Visit Copay (illness)	\$10 / \$30		\$10 / \$30		\$15 / \$30		\$5		\$10		\$20		\$0 after deductible	
Wellness Visit Copay	\$0		\$0		\$0		\$0		\$0		\$0		\$0	
Specialist Visit Copay	\$10 / \$30		\$10 / \$30		\$15 / \$30		\$5		\$10		\$40		\$0 after deductible	
Short Term Rehab (PT/OT)	\$10 / \$30		\$10 / \$30		\$15 / \$30		\$5		\$10		\$40		\$0 after deductible	
Chiropractic Visit Copay	\$10 / \$30		\$10 / \$30		\$15 / \$30		\$5		\$10		\$40		\$0 after deductible	
Emergency Room Copay	\$50 / \$50 then 20%		\$50 / \$50 then 20%		\$75 before ded., then 20% after ded.		\$25		\$75 before deductible, 0% after deductible		\$100 before deductible		\$0 after deductible	
Inpatient Hospitalization	\$0 / 20%		\$0 / 20%		20% / 20%		\$0		\$0 after deductible		\$0 after deductible		\$0 after deductible	
Same Day Surgery or Ambulatory Care Setting	\$0 / 20%		\$0 / 20%		20% / 20%		\$0		\$0		\$75 at Preferred \$0 after ded, all others		\$0 after deductible	
Diagnostic Labs & X-rays	\$0 / \$0		\$0 / \$0		\$0 / \$0		\$0		\$0		\$0		\$0 after deductible	
High Tech Imaging	\$0 / 20%		\$0 / 20%		20% / 20%		\$0		\$0 after deductible		\$0 after deductible		\$0 after deductible	
Out-of-Pocket Max.	\$6,350 / \$12,700		\$6,350 / \$12,700		\$6,350 / \$12,700		\$6,350 / \$12,700		\$6,350 / \$12,700		\$6,350 / \$12,700		\$2,500 / \$5,000	
<b>Prescription Drugs</b>														
Generic	\$10		\$10		\$10		\$10		\$10		\$10		\$0 after deductible	
Preferred	\$20		\$20		\$20		\$20		\$20		\$20		\$0 after deductible	
Non-Preferred	\$30		\$45		\$45		\$30		\$45		\$45		\$0 after deductible	
Mail Order (90 days)	\$10 / \$20 / \$30		\$10 / \$20 / \$45		\$10 / \$20 / \$45		\$10 / \$20 / \$30		\$10 / \$20 / \$45		\$10 / \$20 / \$45		\$0 after deductible	
<b>Out-of-Network</b>														
Coinsurance	20%		20%		20%								30%	
Deductible	\$150 / \$450		\$150 / \$450		\$500 / \$1,500								\$2,500 / \$5,000	
Out-of-Pocket Max.	\$6,350 / \$12,700		\$6,350 / \$12,700		\$6,350 / \$12,700								\$5,000 / \$10,000	
<b>Rates</b>														
Individual	3	\$1,079.62	2	\$1,049.82	2	\$1,010.45	5	\$1,004.69	13	\$957.30	71	\$744.62	0	\$752.93
Two Party	1	\$2,159.23	1	\$2,099.64	0	\$2,020.90	2	\$2,009.37	16	\$1,914.61	42	\$1,489.25	0	\$1,505.86
Family	0	\$2,914.96	2	\$2,834.51	1	\$2,728.21	6	\$2,712.65	21	\$2,584.72	51	\$2,010.48	2	\$2,032.90
<b>Total</b>	<b>4</b>		<b>5</b>		<b>3</b>		<b>13</b>		<b>50</b>		<b>164</b>		<b>2</b>	
<b>Premium</b>														
<b>Monthly Premium</b>	<b>\$5,398</b>		<b>\$9,868</b>		<b>\$4,749</b>		<b>\$25,318</b>		<b>\$97,358</b>		<b>\$217,951</b>		<b>\$4,066</b>	
<b>Annual Premium</b>	<b>\$4,376,498</b>													
<b>Premium Change</b>	<b>\$600,381</b>													
<b>Overall Change</b>	<b>15.9%</b>													

# MARKETING RESULTS

# Marketing Results

## Interlocal Trust (NHIT)

Description	Interlocal Trust HP POS \$10		Interlocal Trust HP HMO \$5		Interlocal Trust HP HMO \$10 / \$250		Interlocal Trust HP HMO LP \$25 / \$1,000	
<b>In Network</b>								
Deductible (Ind / Family)	\$250 / \$750		\$0		\$250 / \$750		\$1,000 / \$3,000	
PCP Visit Copay	\$10		\$5		\$10		\$25	
Wellness Visit Copay	\$0		\$0		\$0		\$0	
Specialist Visit Copay	\$10		\$5		\$10		\$25	
Short Term Rehab (PT/OT)	\$0		\$5		\$10		\$25	
Chiropractic Visit Copay	\$10		\$5		\$10		\$25	
Emergency Room Copay	\$75		\$50		\$75		\$150	
Inpatient Hospitalization	\$0 after deductible		\$0		\$0 after deductible		\$0 after deductible	
Same Day Surgery or Ambulatory Care Setting	\$0 after deductible		\$0		\$0 after deductible		\$0 at select facilities, \$0 after deductible	
Diagnostic Labs & X-rays	\$0		\$0		\$0		\$0 at select facilities, \$0 after deductible	
High Tech Imaging	\$0 after deductible		\$0		\$0 after deductible		\$0 after deductible	
Out-of-Pocket Max.	\$1,000 / \$3,000		\$6,000 / \$12,000		\$1,000 / \$2,000		\$2,500 / \$5,000	
<b>Prescription Drugs</b>								
Generic	\$0		\$0		\$0		\$0	
Preferred	\$25		\$20		\$25		\$25	
Non-Preferred	\$40		\$30		\$40		\$40	
Mail Order (90 days)	\$0 / \$25 / \$40		\$0 / \$20 / \$30		\$0 / \$25 / \$40		\$0 / \$25 / \$40	
Separate Rx Out-of-Pocket Max	\$4,000 / \$8,000		N/A		\$4,000 / \$8,000		\$4,000 / \$8,000	
<b>Out-of-Network</b>								
Coinsurance	20%							
Deductible	\$500 / \$1,500							
Out-of-Pocket Max.	Combined with In-Network							
<b>Rates</b>								
Individual	7	\$943.05	5	\$946.52	13	\$896.80	71	\$693.41
Two Party	2	\$1,886.11	2	\$1,893.03	16	\$1,793.61	42	\$1,386.83
Family	3	\$2,546.24	6	\$2,555.59	21	\$2,421.37	53	\$1,872.22
<b>Total</b>	<b>12</b>		<b>13</b>		<b>50</b>		<b>166</b>	
<b>Premium</b>								
Monthly Premium	\$18,012		\$23,852		\$91,205		\$206,707	
Annual Premium							\$4,077,313	
Premium Change vs Current							\$301,196	
Overall Change							8.0%	

# Marketing Results

## Harvard Pilgrim Health Care

Description	HPHC PPO		HPHC Premium		HMO \$10 copay		HMO LP \$20/40 copay	
<b>In Network</b>								
Deductibles (Ind / Family)	\$500 / \$1,500		\$0		\$250 / \$750		\$1,000 / \$3,000	
PCP Visit Copay	\$15		\$5		\$10		\$20	
Wellness Visit Copay	\$0		\$0		\$0		\$0	
Specialist Visit Copay	\$15		\$5		\$10		\$40	
Short Term Rehab (PT/OT)	\$15		\$5		\$10		\$40	
Chiropractic Visit Copay	\$15		\$5		\$10		\$20	
Emergency Room	\$100		\$25		\$75		\$100 after deductible	
Inpatient Hospitalization	\$0 after deductible		\$0		\$0 after deductible		\$0 after deductible	
Same Day Surgery or Ambulatory Care Setting	\$0 after deductible		\$0		\$0 after deductible		\$75 at Select Providers / \$0 after deductible	
Diagnostic Labs	\$0		\$0		\$0		\$0 at Select Providers / \$0 after deductible	
High Tech Imaging	\$0 after deductible		\$0		\$0 after deductible		\$0 after deductible	
Out-of-Pocket Max.	\$3,000 / \$9,000		\$6,500 / \$13,000		\$6,500 / \$13,000		\$6,500 / \$13,000	
<b>Prescription Drugs</b>								
Generic	\$10		\$10		\$10		\$10	
Preferred	\$20		\$20		\$20		\$20	
Non-Preferred	\$30		\$30		\$30		\$30	
Mail Order (90 days)	\$20 / \$40 / \$90		\$10 / \$20 / \$30		\$10 / \$20 / \$30		\$10 / \$20 / \$30	
<b>Out-of-Network</b>								
Coinsurance	20%							
Deductible	\$1,000 / \$3,000							
Out-of-Pocket Max.	\$3,000 / \$9,000							
<b>Rates</b>								
Individual	7	\$1,033.90	5	\$998.26	13	\$864.79	71	\$738.79
Two Party	2	\$2,067.80	2	\$1,996.51	16	\$1,729.57	42	\$1,477.58
Family	3	\$2,791.54	6	\$2,695.30	21	\$2,334.92	53	\$2,005.08
<b>Total</b>	<b>12</b>		<b>13</b>		<b>50</b>		<b>166</b>	
<b>Premium</b>								
<b>Monthly Premium</b>	<b>\$19,748</b>		<b>\$25,156</b>		<b>\$87,949</b>		<b>\$220,782</b>	
<b>Annual Premium</b>	<b>\$4,243,608</b>							
<b>Premium Change vs. Current</b>	<b>\$467,492</b>							
<b>Overall Change</b>	<b>12.4%</b>							

# Marketing Results

## SchoolCare

Description	Red Open Access		Green Open Access	
<b>In Network</b>				
Deductible (Ind / Family)	\$250 / \$500		\$0	
Office Visit Copay	20% after deductible		\$20	
Wellness Visit Copay	\$0		\$0	
Specialist Visit Copay	20% after deductible		\$20	
Short Term Rehab (PT/OT)	20% after deductible		\$20	
Chiropractic Visit Copay	20% after deductible		\$20	
Emergency Room Copay	\$50		\$50	
Inpatient Hospitalization	20% after deductible		\$0	
Same Day Surgery or Ambulatory Care Setting	20% after deductible		\$0	
Diagnostic Labs	20% after deductible		\$0	
Diagnostic X-rays	20% after deductible		\$0	
High Tech Imaging	20% after deductible		\$0	
Out-of-Pocket Maximum	\$1,000 / \$2,000		\$1,000 / \$2,000	
<b>Prescription Drugs</b>				
Generic	\$10		\$10	
Preferred	\$30		\$30	
Non-Preferred	\$65		\$65	
Mail Order (90 days)	\$0 / \$30 / \$65		\$10 / \$30 / \$65	
Rx Out-of-Pocket Maximum	\$2,000 / \$4,000		\$2,000 / \$4,000	
<b>Out-of-Network</b>				
Coinsurance				
Deductible				
Out-of-Pocket Max.				
<b>Rates</b>				
Individual	78	\$780.50	18	\$830.50
Two Party	44	\$1,561.00	18	\$1,661.00
Family	56	\$2,107.50	27	\$2,242.50
<b>Total</b>	<b>178</b>		<b>63</b>	
<b>Premium</b>				
<b>Monthly Premium</b>	<b>\$247,583</b>		<b>\$105,395</b>	
<b>Annual Premium *</b>	<b>\$4,284,730</b>			
<b>Premium Change vs. Current</b>	<b>\$508,613</b>			
<b>Overall Change</b>	<b>13.5%</b>			

## Marketing Results

### Considerations – Interlocal Trust

- Established in 2012, focused on NH local governments
- Has not-for-profit partnership with Harvard Pilgrim Health Care (HPHC)
- Uses HPHC New England/Regional Network – all hospitals in NH, ME, MA, CT and bordering hospitals in VT and RI (inc. Boston teaching hospitals)
  - Approx. 200 participating PCPs and 550 Specialists within a 10 mile radius of Hollis
- LP (Low-Cost Provider) benefits applied to: Outpatient Surgery, Diagnostic Labs and Scopic procedures
- 90 day supply for Rx provided by Walgreen Mail Order Program
- Offers COBRA, Direct Invoicing, FSA administration at no additional cost

# Marketing Results

## Further Considerations

Program	Interlocal Trust
<b>Fitness Reimbursement</b>	\$150/family/calendar year
<b>Worksite Wellness</b>	Dedicated wellness coordinator will create program - on-site biometric screening and flu shot clinics, educational workshops/activities/demos, workplace wellness challenges, wellness reimbursements
<b>Member Savings</b> <a href="http://www.harvardpilgrim.org/savings">www.harvardpilgrim.org/savings</a>	<ul style="list-style-type: none"> <li>- Fitness/Nutrition, Dental, Eye &amp; Ear</li> <li>- Safety &amp; comfort care</li> <li>- New Parent Support/Eldercare</li> <li>- Complementary &amp; alternative medicine</li> </ul>
<b>Cost Transparency</b>	<ul style="list-style-type: none"> <li>- SaveOn Program – members eligible to receive a 20% reward (up to \$2,000 per service) of any savings on many non-emergency medical services</li> <li>- SaveOn Nurses identify lower cost facilities, make appointment changes, handle necessary referral transfers</li> <li>- Now iKnow online cost estimator tool</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>- Employee Assistance Program (EAP): 24/7 telephonic &amp; web-based access; 3 face-to-face visits/case included free of charge</li> <li>- Telemedicine benefit</li> <li>- Hearing Aid benefit</li> </ul>

Section III

# Next Steps

## Next Steps

- The following outlines action items required in order to proceed with a July 1, 2017 implementation date

Action Item	Responsibility	Timing
Board Meetings	SAU #41 / MMA	February 1 <sup>st</sup> , 6 <sup>th</sup> , 15 <sup>th</sup>
Open to all After School Sessions	SAU #41 / MMA / Carrier	February 21, 22, 23
Confirm carrier decision	SAU #41	March 24 <sup>th</sup>
Open Enrollment planning and communication development	SAU #41 / MMA / Carrier	April
Notify Health Trust of renewal decision	SAU #41	May 1 <sup>st</sup>
Open Enrollment meetings	SAU #41 / MMA / Carrier	Late May-Early June
Plan Year Effective	SAU #41	July 1 <sup>st</sup>



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