

**ARTICLE 3 - PESPA COLLECTIVE BARGAINING AGREEMENT**

Shall the Pelham School District vote to approve the cost items included in the collective bargaining agreement reached between the Pelham School District and the Pelham Education Support Personnel Association (PESPA) that calls for the following increases in salaries and benefits over the amount paid in the prior fiscal year at current staffing levels:

Year	Estimated Increase
2023-2024	\$101,576
2024-2025	\$ 93,072
2025-2026	\$ 88,091

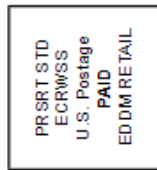
and further to raise and appropriate the sum of One Hundred One Thousand, Five Hundred Seventy-Six Dollars (\$101,576) for the 2023-2024 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement that would be paid at current staffing levels?  
*(Majority vote required)*

***Recommended by the School Board  
Recommended by the Budget Committee (11-0-0)***

**ARTICLE 3 - EXPLANATION**

The School Board’s goals for this three-year contract centered on attracting and retaining quality staff in a highly competitive labor market and doing so with a reasonable budget impact. Key provisions include:

- Wage increases of 4.5%, 4.0%, and 3.5% in each of the three years to the starting wage for new Instructional Assistants.
- Wage increases of 3.0% annually for Title I and Academic Tutors.
- For the 2023-2024 school year, the District will provide up to \$7,500 per employee. The current year’s contribution amount is \$7,250.
- Reduced employer and employee premiums by changing prescription plans.



\*\*\*\*\*ECRWSS\*\*\*\*\*

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**2023 VOTER GUIDE**

To Our Friends and Neighbors, the Residents of Pelham,

We put together this Voter Guide to help you make an informed decision on Election Day. The guide includes each of the three School District Warrant Articles and provides a brief explanation of each one.

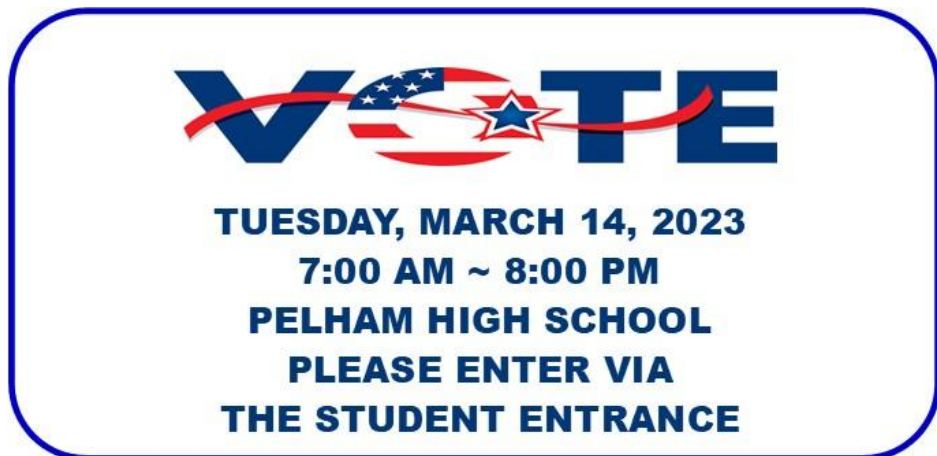
Please do not hesitate to reach out to us at [psb@pelhamsd.org](mailto:psb@pelhamsd.org) or visit us at [www.pelhamsd.org](http://www.pelhamsd.org) for additional information. All of the detail from the budget process can be found under *School Board ⇒ Voting & Elections ⇒ Budget Information*. School Board members, school administrators, and SAU staff are happy to answer any questions you may have.

Our hope is that this guide provides you with the information necessary to cast a well-informed vote. Election Day is Tuesday, March 14, 2023, between 7:00 AM and 8:00 PM, at Pelham High School. We appreciate your support and look forward to seeing you at the polls.

Respectfully yours,

**Pelham School Board**

- Megan Larson, Chair*
- Troy Bressette, Vice Chair*
- Thomas Gellar*
- Darlene Greenwood*
- G. David Wilkerson*



**ARTICLE 1 - ELECTION OF OFFICERS**

To elect by ballot the following School District Officers:

- School Board Member 3-Year Term
- School District Treasurer 3-Year Term
- School Moderator 3-Year Term
- School District Clerk 3-Year Term

**ARTICLE 2 - OPERATING BUDGET**

Shall the Pelham School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session of the annual school district meeting, for the purposes set forth herein, totaling Forty Million, Nine Hundred Sixty-Five Thousand, Six Hundred Ninety-Three Dollars (\$40,965,693)? Should this article be defeated, the default budget shall be Thirty-Nine Million, Eight Hundred Sixty-Seven Thousand, Three Hundred Five Dollars (\$39,867,305), which is the same as last year, with certain adjustments required by previous action of the Pelham School District or by law: or the Pelham School Board may hold one special meeting, in accordance with RSA 40:13 X and XVI, to take up the issue of a revised operating budget only. ***(Majority vote required)***

***Recommended by the School Board  
Recommended by the Budget Committee (9-0-0)***

**ARTICLE 2 - EXPLANATION**

The School Board is asking voters to approve the 2023-2024 school year budget of \$40,965,693, which reflects an increase of \$1,053,200, or 2.65%, over the current year’s budget of \$39,912,493. Recognizing the current economic environment, the Board directed administration to significantly limit any new initiatives, and to explore options to reduce expenditures wherever possible.

Overall, School District goals and commitments provide the framework within which the budget is built. These include the following.

**School District Goals**

**Improve Student Performance in Mathematics**

- Prioritize professional development in this area.
- Provide accelerated math at PMS to allow for a high school level Algebra I in 8th Grade.
- Complete the scheduled update of the current math program at PES.

**ARTICLE 2 - EXPLANATION (CONTINUED)**

**Belonging**

- Use of programs designed to improve student connections (e.g. Responsive Classroom, Second Step, BIMAS Survey).
- Hire staff with clinical mental health experience.
- Prioritize professional development in this area.

**Making Pelham One of the Best Places to Work**

- Attract and retain high quality staff in all positions.
- Earn voter support for the collective bargaining agreement in Article 3.
- Integrate Human Resources, Technology, and the Business Office to enhance efficiency and effectiveness.

**School District Commitments**

- Maintain programming and class size guidelines.
- Maintain long-term plans for technology, instructional materials, and capital maintenance.

In addition, non-discretionary spending increases are related to legal and contractual obligations. These are outside the control of the Board. The year-over-year budget increase of \$1,053,200 is less than the total non-discretionary items because the Board and administration reduced expenses in other areas to offset these. The following table reflects non-discretionary items.

Non-Discretionary Spending Increases	Amount
Energy & Waste Removal	\$209,958
Contractual Salaries & Benefits	\$381,130
Health Insurance	\$663,200
<b>Total</b>	<b>\$1,254,288</b>

The table below depicts historical, current, and projected enrollment between 2018 and 2024.

October 1 Enrollment	18-19	19-20	20-21	21-22	22-23	23-24*
Pelham Elementary (Pre-K–5)	775	766	711	715	756	762
Pelham Memorial (6–8)	489	453	433	383	356	341
Pelham High School (9–12)	623	603	606	580	581	573
<b>Total</b>	<b>1,887</b>	<b>1,822</b>	<b>1,750</b>	<b>1,678</b>	<b>1,693</b>	<b>1,676</b>

*\*Projected*

**ARTICLE 2 - EXPLANATION (CONTINUED)**

The budget also includes the following staff reductions due to the declining enrollment as shown in the preceding table:

- 3.7 Full Time Equivalent (FTE) Teachers
- 1.0 FTE Hall Monitor
- 8.0 FTE Instructional Assistants
- Additionally, 1.0 FTE open Math position to be reassigned from PHS to PES to support math instruction. There is no budgetary impact related to this reassignment.

Demonstrating the Board’s continued commitment to fiscal responsibility, the Pelham School District had the 19th lowest per student spending across 177 school districts in the State of New Hampshire (2021-2022).

Year	Pelham	NH State Average
2021-2022	\$ 16,583	\$ 19,400

