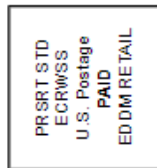


ARTICLE 2 - TEACHER CONTRACT

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 Association (PEA) 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
2024-2025	\$931,677
2025-2026	\$635,257
2026-2027	\$689,791

and further to raise and appropriate the sum of Nine Hundred Thirty-One Thousand, Six Hundred Seventy-Seven Dollars (\$ 931,677) for the 2024-2025 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 (5-0-0)
Recommended by the Budget Committee (9-0-0)

ARTICLE 2 - EXPLANATION

To improve and achieve our goal of making Pelham one of the best places to work, the District needs to recruit and retain great teachers. In the last four years, 117 teachers have left the Pelham School District. That is almost 30 per year.

Key Provisions

- Reduces health insurance costs by \$182,651 in year one and an additional estimated \$29,802 in year 2 and \$29,802 in year 3.
- Closes the gap in pay between Pelham and the average of our surrounding towns by almost half.
- Increases starting salaries for new teachers in Pelham to \$44,371 in 2026-27.

*****ECRWSS*****

Local
Postal Customer



2024 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 two 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 or visit us at 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 12, 2024, 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

- Troy Bressette, Chair*
- G. David Wilkerson, Vice Chair*
- Thomas Gellar*
- Darlene Greenwood*
- John Russell*



TUESDAY, MARCH 12, 2024
7:00 AM ~ 8:00 PM
PELHAM HIGH SCHOOL
PLEASE ENTER VIA
THE STUDENT ENTRANCE

ARTICLE A - ELECTION OF OFFICERS

To elect by ballot the following School District Officers:

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

ARTICLE 1 - 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-one million, seven hundred sixty-eight thousand, four hundred fifty-three dollars (\$41,768,453)? Should this article be defeated, the default budget shall be Forty-One Million, Five Hundred Three Thousand, Four Hundred Forty-Two Dollars (\$41,503,442), 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 (5-0-0)
Not recommended by the Budget Committee (4-5-0)

ARTICLE 1 - EXPLANATION

This article reflects the operating budget, which is the funding the School Board determined necessary to provide quality educational programming for our students next year. The proposed budget is \$265,011 more than the default budget (0.6%). The Board applied the following commitments and goals as the framework for developing the budget.

Commitments

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

Goals 2023-24

#1 - Improve Student Performance in Mathematics (Year 3 of 3)

- We met our annual benchmarks at the elementary and high school. Our focus is now at the middle school.

ARTICLE 1 - EXPLANATION (CONTINUED)

#2 - Develop a Culture of Belonging (Year 1 of 3)

- We have identified the key factors that are holding the District back. We have an improved process for collecting, analyzing, reporting, and acting on data.

#3 - Make Pelham one of the Best Places to Work (Year 2 of 3)

- A large step will be passing the PEA contract (Article 2).
- We met our benchmark for retention of hourly employees. Now our focus is for retention of teachers.

Key Budget Increases

The Pelham School District faces key budget increases that are related to legal and contractual obligations. These are outside the control of the Board. The overall budget that the School Board presented increased \$763,788. This is less than the increase of \$775,099 related to Special Education alone. This is because the Board reduced expenses in other areas.

Area	Explanation	Amount
Special Education	Increases are driven primarily by out of district tuition for day programs, extended school year, and related transportation costs.	\$775,099
Overall	Budget increase from FY24 to FY25.	\$763,788

Enrollment as of October 1

Level/Year	19-20	20-21	21-22	22-23	23-24	24-25*
Elementary (PreK–5)	766	723	715	753	752	773
Middle (6–8)	453	438	383	357	339	341
High School (9–12)	603	613	580	580	556	509
Total	1,822	1,774	1,678	1,690	1,647	1,623

**Projected.*

ARTICLE 1 - EXPLANATION (CONTINUED)

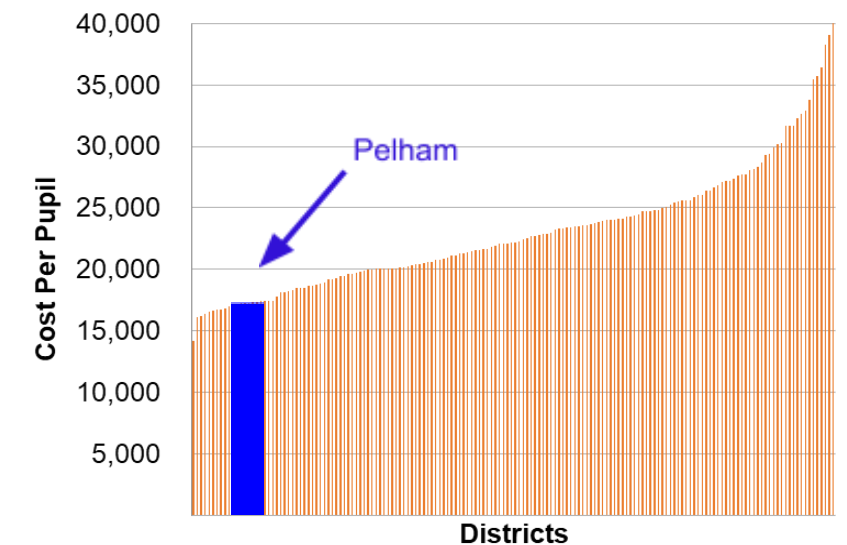
Personnel Adjustments

For the Proposed FY25 Budget, personnel is reduced by **(\$207,566)**.

- Pelham High School - Reduce 1 Special Education Teacher, 1 Science Teacher, and 1 Business Teacher.
- Pelham Memorial School - No change.
- Pelham Elementary School - Add 1 Special Education Nurse, 1 Kindergarten Teacher, 1 Kindergarten IA.
- Districtwide - Reduce 6.5 Special Education IAs.

Cost Per Pupil

The School Board remains committed to fiscal responsibility. As measured by cost per pupil, the Pelham School District is 150th out of 163 districts in New Hampshire for 2022-23. The average cost per pupil in New Hampshire was \$20,323. In contrast, Pelham’s cost per pupil was \$17,256. Pelham was only \$74 more per student compared to the previous year, an increase of less than half a percent.



Note: The New Hampshire Education Department calculates Cost per Pupil based on current expenditures as reported on each school district's Annual Financial Report (DOE-25). Cost per Pupil represents current expenditures less tuition and transportation costs. Any food service revenue is deducted from current expenditures before dividing by Average Daily Membership (ADM) in attendance. Capital and debt service are not current expenditures and are not included. Source: <https://www.education.nh.gov> ⇒ Who We Are ⇒ Bureau of Education Statistics ⇒ Financial Reports.