

2021

ANNUAL REPORT

Andover School District • SAU #46



Turning the page on 2020!

◦ **AEMS Eagle Code** ◦

*Always be RESPECTFUL
Everyone is RESPONSIBLE
Make GOOD CHOICES*

Safety, First, Last, and Always



SAU #46



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Andover School District

2021 Annual Report

Andover School District Board

Aimee Menard (Chair) - Term Expires 2021

Brandon Adams - Term Expires 2023

Dean Barker - Term Expires 2022

Theresa Georges - Term Expires 2021

Adam Jones - Term Expires 2022

District Officers

Shirley Currier - Treasurer

Adrienne Summers - Moderator

Christie Coll - Clerk

Central Office Staff

Mark MacLean, Superintendent of Schools

Randy Wormald, Assistant Superintendent

Hilary Denoncourt, Business Administrator

Kathleen Boucher, Human Resources Manager

Katie Keyser, Executive Assistant to Superintendent

Tina Reardon, Bookkeeper

Andrea Reagan, Bookkeeper

Rebecca Butt, Student Services Executive Assistant



Rogue Ordway - Kindergarten

State of New Hampshire
ANDOVER SCHOOL DISTRICT
WARRANT
Annual School District Meeting
March 1, 2021

To the inhabitants of the School District in the Town of Andover qualified to vote in District affairs:

You are hereby notified to meet at the Andover Elementary/Middle School Gymnasium in said District on Monday, the 1st day of March 2021, at 7:00 p.m. to act upon the following subjects:

ARTICLE 1. To see if the School District will vote to accept the reports of Officials, Agents, Auditors and/or Committees as printed in the School District report.

ARTICLE 2. To see if the School District will vote to raise and appropriate the cost items included in the collective bargaining agreement reached between the Andover School District and the Andover Education Association (AEA) which calls for the following increases in salaries and benefits at the current staffing level:

FISCAL YEAR	ESTIMATED INCREASE
2021-22	\$90,795
2022-23	\$45,231
2023-24	\$46,656

and further to raise and appropriate \$90,795 for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. Majority vote required. **[The School Board and the Budget Committee Support this Article]**

ARTICLE 3. To see, if Article 2 is defeated, if the School District will authorize the governing body to call one special meeting, at its option, to address Article 2 cost items only. Majority vote required.

ARTICLE 4. To see if the School District will vote to raise and appropriate the sum of Six Million One Hundred Eighty Two Thousand Five Hundred Ninety Four Dollars (\$6,182,594) for the support of schools, for the payment of salaries of School District officers and agents, and for the payment of statutory obligations of said District and to authorize the application against said appropriation of such sums that are estimated to be raised from the state's equalization payment, together with other income. The School Board shall certify to the selectmen of Andover the amount to be raised by taxation of said town. **[The School Board and the Budget Committee Support this Article]**

ARTICLE 5. To see if the School District will vote to raise and appropriate the sum of Thirty Thousand Dollars (\$30,000) with said funds coming from the unassigned fund balance on June 30, 2021, to be deposited in the Building and Maintenance Expendable Trust Fund for the purposes of saving for the boiler replacement. **[The School Board and the Budget Committee Support this Article]**

ARTICLE 6. To transact any other business that may legally come before this meeting.

Given under our hands at said Andover the 2nd day of February, 2021.

ANDOVER SCHOOL BOARD

Brandon Adams
Dean Barker
Theresa Georges
Adam Jones
Aimee Menard

**State of New Hampshire
ANDOVER SCHOOL DISTRICT
2021 Election WARRANT
March 9, 2021**

To the inhabitants of the School District in the Town of Andover qualified to vote in District affairs:

You are hereby notified to meet at the Andover Elementary/Middle School gymnasium in said District on Tuesday, the 9th day of March 2021 at 11:00 a.m. to act upon the following subjects:

ARTICLE 1. To choose by nonpartisan ballot the following school district officers, with the polls opening at 11:00 a.m. and remaining open continually until 7:00 p.m.

Moderator for the ensuing year

Clerk for the ensuing year

Treasurer for the ensuing year

Two School Board Members for the ensuing three years (2024)

Given under our hands and seal, the 2nd day of February 2021.

ANDOVER SCHOOL BOARD

Brandon Adams

Dean Barker

Theresa Georges

Adam Jones

Aimee Menard

**ANDOVER SCHOOL DISTRICT | 2021-2022 BOARD RECOMMENDED BUDGET
OVERVIEW SHEET**

2021 - 2022 | Total Budget **\$ 6,182,593.65**

FUNCTION	AREAS OF NET INCREASE	
1100	Regular Education - increase due to high school tuition, benefits, NHRS (retirement)	\$ 160,919.30
1210	Special Education - increase due to benefits and retirement	\$ 47,734.63
1211	Spec. Education Summer Program - increase due retirement	\$ 1,232.60
1410	Co-Curricular - increase due to retirement	\$ 330.26
2130	School Nurse - increase due to benefits and retirement	\$ 2,420.51
2140-2190	Spec. Educ. - contracted services (behavior, speech, OT, PT, Vision, Psych)	\$ 72,500.00
2220	Library Services - increase due to benefits and retirement	\$ 846.20
2310	School Board - increase due to cost of liability insurance	\$ 278.24
2410	Principals Office - increase due to benefits and retirement	\$ 5,314.73
2620	Building - net increase due to internet, NHRS, repair and maintenance, and supplies	\$ 7,939.43
2630	Bldg Grounds - Increase in supplies	\$ 2,050.00
2721	Reg. Transportation - anticipated transportation costs with new contract	\$ 18,000.00
4200	Site Improvement - increase due to security camera license renewals	\$ 1,500.00
5221	Food Service - increase to help offset annual leveling of account	\$ 14,580.00
	TOTAL INCREASES	\$ 335,645.89
	AREAS OF NET DECREASE	
2120	School Counselor - net decrease due to reduction in supplies	\$ (305.20)
2210	Mentors - decrease in workers compensation	\$ (2,727.00)
2312	Moderator/Clerk - decrease in workers compensation	\$ (5.40)
2318	Legal Expenses - decrease to align with longitudinal expenses	\$ (1,500.00)
2321	Assessment - decrease in assessment amount due to SAU	\$ (4,346.77)
2722	Special Education - decrease in expected transportation expenses	\$ (64,629.00)
2900	Salary Pool - reduction due to no expected seperation pay	\$ (31,011.92)
5120	Debt Service - decrease in interest due	\$ (7,411.93)
5252	Expendable Trust - added from fund balance in previous year	\$ (30,000.00)
	TOTAL DECREASES	\$ (141,937.22)
	NET TOTAL CHANGE	\$ 193,708.67
	% INCREASE BEFORE WARRANT ARTICLES	3.23%

Andover School Board Proposed Budget 2021-2022

	2020-2021 Adjusted	2021-2022 Proposed	Difference
1100 Regular Education			
Salaries	\$ 1,273,583.08	\$ 1,228,583.08	\$ (45,000.00)
Benefits	\$ 611,646.00	\$ 635,565.30	\$ 23,919.30
Repairs and Maintenance	\$ 17,939.00	\$ 17,939.00	\$ -
Tuition - HS	\$ 980,000.00	\$ 1,162,000.00	\$ 182,000.00
Supplies	\$ 31,440.00	\$ 31,440.00	\$ -
Curriculum Materials	\$ 30,230.00	\$ 30,230.00	\$ -
Total 1100 Function	\$ 2,944,838.08	\$ 3,105,757.38	\$ 160,919.30
1210 Special Education			
Salaries	\$ 293,883.00	\$ 283,040.00	\$ (10,843.00)
Benefits	\$ 167,741.00	\$ 180,968.63	\$ 13,227.63
Tuition and Travel	\$ 296,500.00	\$ 340,950.00	\$ 44,450.00
Supplies and Curriculum	\$ 1,850.00	\$ 2,750.00	\$ 900.00
Equipment and Furniture	\$ 195.00	\$ 195.00	\$ -
Dues	\$ 700.00	\$ 700.00	\$ -
Total 1210 Function	\$ 760,869.00	\$ 808,603.63	\$ 47,734.63
1211 Extended School Year			
Salaries	\$ 4,300.00	\$ 5,500.00	\$ 1,200.00
Benefits	\$ 891.00	\$ 923.60	\$ 32.60
Supplies	\$ 85.00	\$ 85.00	\$ -
Transportation	\$ 4,500.00	\$ 4,500.00	\$ -
Total 1211 Function	\$ 9,776.00	\$ 11,008.60	\$ 1,232.60
1400 Co-Curricular Programs			
Salaries	\$ 16,600.00	\$ 16,600.00	\$ -
Benefits	\$ 3,465.90	\$ 3,796.16	\$ 330.26
Contracted Services	\$ 2,300.00	\$ 2,300.00	\$ -
Supplies	\$ 3,826.00	\$ 3,826.00	\$ -
Dues	\$ 300.00	\$ 300.00	\$ -
Total 1400 Function	\$ 26,491.90	\$ 26,822.16	\$ 330.26
2120 School Counseling			
Salaries	\$ 53,310.00	\$ 53,310.00	\$ -
Benefits	\$ 20,665.00	\$ 22,602.80	\$ 1,937.80
Supplies and Curriculum	\$ 3,123.00	\$ 880.00	\$ (2,243.00)
Total 2120 Function	\$ 77,098.00	\$ 76,792.80	\$ (305.20)
2130 Health Services			
Salaries	\$ 52,277.00	\$ 52,277.00	\$ -
Benefits	\$ 38,568.00	\$ 40,988.51	\$ 2,420.51
Supplies and Curriculum	\$ 2,350.00	\$ 2,350.00	\$ -
Total 2130 Function	\$ 93,195.00	\$ 95,615.51	\$ 2,420.51
2140-2190 Contracted Services			
Psychological Services	\$ 21,500.00	\$ 30,000.00	\$ 8,500.00
Behavioral Services	\$ 56,000.00	\$ 120,000.00	\$ 64,000.00
Speech Services	\$ 75,000.00	\$ 75,000.00	\$ -
Vision Services	\$ 1,000.00	\$ 1,000.00	\$ -
Physical Therapy	\$ 10,000.00	\$ 10,000.00	\$ -

Andover School Board Proposed Budget 2021-2022

Occupational Therapy	\$	35,000.00	\$	35,000.00	\$	-
Other Services	\$	3,450.00	\$	3,450.00	\$	-
Total 2140-2190 Function	\$	201,950.00	\$	274,450.00	\$	72,500.00
2210 Staff Mentoring						
Salaries	\$	2,000.00	\$	-	\$	(2,000.00)
Benefits	\$	727.00	\$	-	\$	(727.00)
Total 2210 Function	\$	2,727.00	\$	-	\$	(2,727.00)
2213 Instructional Staff Training						
Course Reimbursement	\$	20,000.00	\$	20,000.00	\$	-
Workshops	\$	10,137.00	\$	10,137.00	\$	-
Total 2213 Function	\$	30,137.00	\$	30,137.00	\$	-
2220 Library Services						
Salaries	\$	22,056.00	\$	22,056.00	\$	-
Benefits	\$	15,232.00	\$	16,078.20	\$	846.20
Repairs and Maintenance	\$	500.00	\$	500.00	\$	-
Supplies and Curriculum	\$	4,300.00	\$	4,300.00	\$	-
Equipment	\$	400.00	\$	400.00	\$	-
Total 2220 Function	\$	42,488.00	\$	43,334.20	\$	846.20
2310 School Board Services						
Salaries	\$	500.00	\$	500.00	\$	-
Benefits	\$	8.00	\$	8.00	\$	-
Liability Insurance	\$	5,713.80	\$	5,992.04	\$	278.24
Supplies	\$	1,100.00	\$	1,100.00	\$	-
Dues	\$	3,300.00	\$	3,300.00	\$	-
Total 2310 Function	\$	10,621.80	\$	10,900.04	\$	278.24
2312 Moderator/Clerk Services						
Salaries	\$	150.00	\$	150.00	\$	-
Benefits	\$	9.00	\$	3.60	\$	(5.40)
Total 2312 Function	\$	159.00	\$	153.60	\$	(5.40)
2313 Treasurer Services						
Salaries	\$	1,000.00	\$	1,000.00	\$	-
Benefits	\$	15.00	\$	15.00	\$	-
Supplies	\$	400.00	\$	400.00	\$	-
Total 2313 Function	\$	1,415.00	\$	1,415.00	\$	-
2317 Audit Services						
Audit Services	\$	7,500.00	\$	7,500.00	\$	-
Total 2317 Function	\$	7,500.00	\$	7,500.00	\$	-
2318 Legal Services						
Legal Services	\$	11,700.00	\$	10,200.00	\$	(1,500.00)
Total 2318 Function	\$	11,700.00	\$	10,200.00	\$	(1,500.00)
2319 Background Checks/Advertising						
Background Checks/Advertising	\$	3,425.00	\$	3,425.00	\$	-
Total 2319 Function	\$	3,425.00	\$	3,425.00	\$	-
2321 SAU Assessment						
SAU Assessment	\$	119,102.00	\$	114,755.23	\$	(4,346.77)
Total 2321 Function	\$	119,102.00	\$	114,755.23	\$	(4,346.77)

Andover School Board Proposed Budget 2021-2022

2410 Office of the Principal

Salaries	\$	138,984.00	\$	138,984.00	\$	-
Benefits	\$	70,097.00	\$	75,411.73	\$	5,314.73
Repairs and Maintenance	\$	3,200.00	\$	3,200.00	\$	-
Supplies	\$	7,300.00	\$	7,300.00	\$	-
Equipment	\$	7,000.00	\$	7,000.00	\$	-
Dues	\$	675.00	\$	675.00	\$	-
Total 2410 Function	\$	227,256.00	\$	232,570.73	\$	5,314.73

2490 Graduation Expenses

Graduation Expenses	\$	225.00	\$	225.00	\$	-
Total 2490 Function	\$	225.00	\$	225.00	\$	-

2620 Operation and Maintenance

Salaries	\$	111,207.00	\$	111,207.00	\$	-
Benefits	\$	46,893.35	\$	50,356.82	\$	3,463.47
Repairs and Maintenance	\$	47,325.00	\$	52,325.00	\$	5,000.00
Purchased Services	\$	11,438.00	\$	16,913.96	\$	5,475.96
Supplies and Utilities	\$	90,500.00	\$	84,500.00	\$	(6,000.00)
Total 2620 Function	\$	307,363.35	\$	315,302.78	\$	7,939.43

2630 Grounds Maintenance

Snow Removal	\$	17,500.00	\$	17,500.00	\$	-
Repairs and Maintenance	\$	1,500.00	\$	2,500.00	\$	1,000.00
Supplies	\$	950.00	\$	2,000.00	\$	1,050.00
Total 2630 Function	\$	19,950.00	\$	22,000.00	\$	2,050.00

2721-2725 Transprotation

Regular Education	\$	342,918.00	\$	360,918.00	\$	18,000.00
Special Education	\$	137,629.00	\$	73,000.00	\$	(64,629.00)
Athletics	\$	4,500.00	\$	4,500.00	\$	-
Field Trips	\$	4,486.00	\$	4,486.00	\$	-
Total 2721-2725 Function	\$	489,533.00	\$	442,904.00	\$	(46,629.00)

2900 Collective Bargaining Costs

AEA CBA	\$	-	\$	-	\$	-
AESSA CBA	\$	-	\$	13,785.00	\$	13,785.00
Separation Pay	\$	54,796.92	\$	-	\$	(54,796.92)
Wage Pool	\$	-	\$	10,000.00	\$	10,000.00
Total 2900 Function	\$	54,796.92	\$	23,785.00	\$	(31,011.92)

4200 Site Improvement

Site Improvement	\$	500.00	\$	2,000.00	\$	1,500.00
Total 4200 Function	\$	500.00	\$	2,000.00	\$	1,500.00

4600 Building Improvement

Building Improvement	\$	-	\$	-	\$	-
Toal 4600 Function	\$	-	\$	-	\$	-

5110-5120 Debt Services

Principal	\$	240,000.00	\$	240,000.00	\$	-
Interest	\$	86,347.93	\$	78,936.00	\$	(7,411.93)
Total 5110 Function	\$	326,347.93	\$	318,936.00	\$	(7,411.93)

Andover School Board Proposed Budget 2021-2022

5221 Food Service Local

Food Service Local	\$	35,420.00	\$	50,000.00	\$	14,580.00
Total 5221 Function	\$	35,420.00	\$	50,000.00	\$	14,580.00

5252 Trust Funds

5252 Trust Funds	\$	30,000.00	\$	-	\$	(30,000.00)
Total 5252 Function	\$	30,000.00	\$	-	\$	(30,000.00)

Subtotal General Fund		5,834,884.98		6,028,593.65		193,708.67
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5221 Food Service State Federal	\$	72,000.00	\$	72,000.00	\$	-
5222 Federal Projects	\$	82,000.00	\$	82,000.00	\$	-

Grand Total Operating Budget		5,988,884.98		6,182,593.65		193,708.67
						3.23%

Warrant Articles	
Article II AEA Proposal	90,795.00
Article IV Proposed Budget	6,182,593.65
Total Budget with all Articles	6,273,388.65

October 1st Enrollment History										
Year	K	1	2	3	4	5	6	7	8	Total
2020	17	20	19	24	24	32	23	33	33	225
2019	26	20	23	24	35	25	33	31	30	247
2018	21	24	21	31	25	36	27	30	22	237
2017	19	22	33	23	34	30	29	24	35	249
2016	22	31	22	35	28	29	25	34	18	244

**ANDOVER SCHOOL DISTRICT | 2021-2022 BOARD RECOMMENDED BUDGET
ESTIMATED REVENUES 2021-2022**

	Actual 2019-2020	Dept. Rev. Approved 2020-2021	Board Estimated 2021-2022	Diff +/-
Revenue Other Than Assessments				
General Fund				
Special Education Aid (Catastrophic Aid)	\$ 84,672.00	\$ 74,802.00	\$ 75,000.00	\$ 198.00
Kindergarten Aid	\$ -	\$ -	\$ -	\$ -
Medicaid Distributions	\$ 8,798.00	\$ 16,000.00	\$ 16,000.00	\$ -
Interest Revenue	\$ 5,987.00	\$ 4,000.00	\$ 4,000.00	\$ -
Adequate Education Grant	\$ 1,081,505.00	\$ 1,145,390.00	\$ 991,744.90	\$ (153,645.10)
State Wide Property Tax	\$ 553,109.00	\$ 563,304.00	\$ 534,415.00	\$ (28,889.00)
Other Income	\$ 1,265.00	\$ 500.00	\$ 500.00	\$ -
Total General Fund	\$ 1,735,336.00	\$ 1,803,996.00	\$ 1,621,659.90	\$ (182,336.10)
Fund Balances				
Fund Balance to Reduce Taxes	\$ -	\$ 55,504.00	\$ 80,000.00	\$ 24,496.00
Total Fund Balances	\$ -	\$ 55,504.00	\$ 80,000.00	\$ 24,496.00
Federal Funds	\$ 113,188.00	\$ 82,000.00	\$ 82,000.00	\$ -
Food Service Fund				
Sale of Lunches	\$ 29,992.00	\$ 39,000.00	\$ 39,000.00	\$ -
Federal Child Nutrition	\$ 44,590.00	\$ 36,000.00	\$ 36,000.00	\$ -
State Child Nutrition	\$ 1,806.00	\$ 2,000.00	\$ 2,000.00	\$ -
Total Food Service Fund	\$ 76,388.00	\$ 77,000.00	\$ 77,000.00	\$ -
Total Revenue Other Than Assessments	\$ 1,924,912.00	\$ 2,018,500.00	\$ 1,860,659.90	\$ (157,840.10)
Total Budget	\$ 5,655,656.00	\$ 5,988,884.98	\$ 6,182,593.65	\$ 193,708.67
Assessment (estimated)	\$ 3,781,341.00	\$ 3,943,370.00	\$ 4,321,933.75	\$ 378,563.75

Per RSA 32:11-a, the following information is provided regarding special education expenditures and revenues for the past two fiscal years.

	2018-2019	2019-2020
Special Education Expenditures	\$ 1,293,847.00	\$ 1,225,913.00
Special Education Revenues	\$ 72,174.94	\$ 53,387.68
Net Special Education Costs	\$ 1,221,672.06	\$ 1,172,525.32

School Board Report

Andover Elementary Middle School has had a most unique year. Much like our friends and neighbors across the region and the country, our community has had to pivot and take on those challenges with purpose and determination.

The Covid-19 pandemic brought many challenges to the school and community in 2020 and we are not out of the woods yet. I would like to thank the teachers, staff, and SAU administration for their tireless support and commitment to AEMS. Starting with the teachers who have worked and reworked lesson plans to provide a thoughtful and meaningful education to students both remote and in-person. Teaching in a hybrid model has not been done before and my hat is off to the teachers that have worked many untold hours to make it a success.

To the staff at the SAU for their tireless dedication to the support of the school; the behind-the-scenes weekly meetings in the summer, at times daily guidance on policy and protocols; to the extra support given to AEMS when the school needed a top-down cleaning and tech support. A special thanks to the parents and community for their patience and support as we all work together to provide a safe and well-meaning educational experience. We are all looking forward to the time when we can send our children to school in-person, cheer them on whether it be at the school's concert, poetry night, or a Friday night sporting event.

Beyond the trials that Covid-19 has introduced into our day-to-day planning, this past year has given us the pleasure of welcoming in many new helpful and remarkable faces. I would like to start with our new principal, Dennis Dobe. During these trying and difficult times Dennis's leadership has been invaluable. He started off his job directly in the face of a global pandemic that has forever changed the way we live, work, and learn in a small community. His efforts have kept us all informed, educated, calm, and moving forward, we truly owe him our gratitude.

We also welcomed Dennis Audet as our new facilities manager. He and his small but mighty staff have done a tireless and thorough job of keeping the building clean and open. I would like to recognize that Dennis has taken some students under his wing and has been teaching them simple repair skills. While identifying areas around the school that need attention, he has performed these repairs, while also taking the opportunity to teach interested students some valuable lessons, which will no doubt help shape them into our community's future trade professionals.

The School Board welcomed Brandon Adams at the beginning of the year. Brandon has been thrust into the thick of things and we thank him for his thoughtful insight. I would like to highlight a few of the things that have taken place with the Board over the course of 2020. The ongoing work with Merrimack Valley to review the high school tuition agreement has been a large time commitment; Adam and Brandon are working hard on this committee to continue a great educational option for our AEMS graduates. Adam and Theresa served on the reopening committee to guide the Board in how to handle day-to-day schooling, transportation and addressing the concerns of our community. Dean and I worked with the teachers to renegotiate a new teacher's contract which will continue our tradition of engaged educators working to guide our students.

Thank you and we look forward to serving you in 2021.

Respectfully,

Aimee Menard
Andover School Board Chair

Superintendent's Annual Report

It is easy and understandable to view 2020 as a year “unlike any other” that stole so many things from our students, families, and community. Beyond having to “pivot” and adjust to the “new normal,” 2020 forced a distance upon our social interactions that has been very difficult to navigate. Ideally, schools are designed to be inviting locations where learners and teachers gather for personalized, interactive, memorable, and engaging educational experiences. Connecting with peers and teachers is not supposed to involve a Google Meet or Zoom invite! COVID-19 has coerced a sterile and cautious approach to education that will have long lasting effects. However, we can (and should) also search for the silver lining. What has 2020 compelled us to do that we'll hold on to post-pandemic? Strategically infusing technology into interactions, instruction, and assessment equips our students (and teachers) with perseverance, agility, and modern skills that will surely hold them in good stead moving forward. In-person instruction and assessments will benefit from these digital and virtual experiences. Stronger partnerships have been forged between the school and homes. Responsive and bidirectional communications have become the norm. In the 1980s, Cinderella (not the princess) told us that “you don't know what you got (till it's gone).” The words of this power ballad ring true today. AEMS students, interacting in their in-person cohort groups, are showing a true appreciation for each other. Once this pandemic is in our collective rearview mirror, people may indeed be even kinder to one another and increasingly grateful for their colleagues, students, teachers, parents, and peers. 2020 was difficult, and we have all done our best considering the circumstances. Here's to 2021 and better times ahead!

This is the 7th Annual Report submission that I've composed in my tenure as the Superintendent of SAU #46 (Merrimack Valley and Andover). I'll take this opportunity to thank all of those who have gone above and beyond in this extraordinary year. Administration, department directors, teachers, and staff have all done a tremendous job of thinking differently and utilizing resources in new and innovative ways. Parents and students are also extremely deserving of praise and thanks -- AEMS would not have been able to sustain their learning model without your continued support, flexibility, and understanding! This report is a great chance to highlight two new members of the AEMS community. Mr. Dennis Dobe, your new principal, is doing an outstanding job. Imagine signing on to be the new principal of small community school (where your predecessor's tenure was multiple decades) and then finding out you have to transition and lead during a global pandemic! Mr. Dobe's caring nature, attention to detail, and open-minded approach has AEMS in a great position. Mr. Dennis Audet, the new AEMS Plant Manager, is proving to be invaluable as well. Mr. Audet brings a keen eye, a tremendous skill set, and an immeasurable work ethic to his post. The buildings and grounds at AEMS are in good hands! We're lucky to have both the Dennises!

The District's primary goal is to deliver a safe, inclusive, and high quality education to the 220 +/- students in grades K - 8 in the Andover School District. With that charge, the Board and administration also strive to be fiscally responsible, appreciative, and ever-mindful of where education funding comes from. This approach held true in forecasting needs for students, teachers, employees, and the Andover community for the 2021-2022 school year.

There were some challenges (expected and unexpected) faced in this year's budget planning process. The New Hampshire Retirement System (NHRS) imposed an increase on all schools and municipalities throughout the state. In the ASD, this increase resulted in approximately \$47 thousand in additional retirement expenses. While the District is statutorily obligated to meet these costs, legislation from a decade ago relinquished the state from sharing in any portion of these expenses. Each year, health and benefits expenses also increase. Although in recent years the District has taken

multiple steps to mitigate health care costs, we still find the need to prepare for nearly \$8 thousand in additional premium expenses. Previously approved collectively bargained agreements (CBAs) account for nearly \$14 thousand of new expenses as well. More significantly, in terms of monetary impact, special education expenses are also forecasted to increase. These services and expenses are connected to specialized and individual education plans. Overall, special education functions have over \$120 thousand in expected increases. From changing learner needs, to students aging out and graduating, each year the special education department projects expenses based on current program accommodations and modifications. Anticipating these unique learner needs almost 18-months in advance is a difficult proposition!

The singular line item with the most weighty impact on expenses is high school tuition. The increase in this line is \$182,000. This represents 94% of the entire net increase in the proposed budget. Simply put, Andover has more students entering Merrimack Valley High School (MVHS) than are leaving. Next year's incoming freshman class has 33 students, while this year's senior class has only 12 Andover students. While not all incoming freshmen will end up at MVHS, the District does have to prepare for a higher concurrent enrollment in the 2021-2022 school year, thus the large increase to this expected expense.

The Andover School District has a long-standing agreement with the Merrimack Valley School District to tuition their high school students to MVHS. This per pupil agreement represents a cost-effective solution. The MVHS per pupil cost to Andover is 16.5% lower than the New Hampshire State average. To add further (and local) context, the published cost to educate high school students in the Franklin School District is \$18,717/student, which is 25.2% higher than the per pupil agreement at MVHS. In the Kearsarge School District, each high school student represents an annual cost of \$21,925 (2019-2020 numbers from the Department of Education). This is 36.1% higher than the agreement with MVHS. All this stated, the current tuition agreement with MVHS expires at the end of the 2022-2023 academic year. Board members from each district have formed a joint review committee to begin to determine next steps.

With the predominant goal of serving students, the Board and administration sought ways to reduce projected expenses and think differently about spending. To that end, the 2021-2022 budget includes a reduction of one classroom teaching position. This reduction resides within the 1100 (Regular Education) function. While losing personnel compels the school to plan and allocate resources differently, we are confident that this cut will not impact student services in any negative manner. Even with this reduction, the slightly declining enrollment at AEMS helps the school retain comparably smaller class sizes.

2020 reminds us to be grateful. The Board and administration continue to strive to efficiently innovate and improve upon our systems and processes. These goals are not plausible without the effective partnership of our families and the Andover community. As always, our hope is to strengthen these bonds and continually earn your trust. We are optimistic that 2021 will find us congregating, innovating, collaborating, creating, and thankful for all that we have. While this past year may have challenged us on many fronts, our resolve remains strong!

Respectfully submitted,



Mark MacLean

Ager, Alex	Grades K-8 Music Teacher	Lane, Lisa	School Counselor
Audet, Dennis	Plant Manager	LaRoche, Kristy	Grade 4 Teacher
Bendixsen, Stephanie	Grade 1 Teacher	Lauster, Amanda	Title I Reading Teacher
Bent, Jennifer	MS ELA Teacher	Merchant, John	Custodian
Capone, Haylea	Special Ed Paraprofessional	Minnehan, Courtney	Grades K-8 Art Teacher
Clark, Hayley	Grade 1 Teacher	Murphy, Ryan	MS School Science Teacher
Colson, Sara	MS Math Teacher	Page, Beth	Special Education Teacher
Croteau, Holly	Library Paraprofessional	Parenteau, Gail	Administrative Assistant
Crucitti, Deana	Kindergarten Teacher	Pearson, Mary	Food Service Assistant
Dobe, Dennis	Principal	Peters, Haley	Special Ed Paraprofessional
Dow, Katie	Grade 5 Teacher	Peters, Stephanie	Grade 3 Teacher
Frost, Christine	School Nurse	Phelps, Alita	Special Education Teacher
Gilmore, Alyssa	Special Ed Paraprofessional	Philbrook, Megan	MS Social Studies Teacher
Hattan, Anna Kate	Reading Specialist	Robinson, Doreen	Paraprofessional
Hildebrand, Gretchen	Grade 2 Teacher	Schoch, Kasey	MS ELA Teacher
Horbert, Michelle	Paraprofessional	Silverstein, Michael	Grades K-8 PE Teacher
Hubbard, Jay	Grade 3 Teacher	Turk, Judith	Assistant Principal/SpED Director
Jensen, Michael	Grade 5 Teacher	Welch, Vanessa	Special Ed Paraprofessional
Jurta, Brenda	Special Ed Paraprofessional	Wiley, Michael	Technology Integrator
Kidane, Molly	Grade 4 Teacher	Young, Joanne	Kitchen Manager
Lance, Brenda	Elementary Teacher		



October 1, 2020 Enrollment

Kindergarten	17
Grade 1	20
Grade 2	19
Grade 3	24
Grade 4	24
Grade 5	32
Grade 6	23
Grade 7	33
Grade 8	33
Total	225

Students Tuitioned to MVHS

Grade 9	18
Grade 10	15
Grade 11	24
Grade 12	12
Total	69



2020 AEMS Graduates

- Oliver Andrews
- Brice Bendixsen
- Isaac Bowers
- Norah Carlson
- Cameron Chevarie
- Chloe Colby
- Trinity Delaney
- Luke Demers
- Xavier Fredette
- Dylan Hammond
- Dylan Heller
- Elizabeth Henderson-McDonald
- Nicholas Horbert
- Miles Hurlbutt
- Wyatt King
- Jason Koziol
- Violet Kraft-Lund Marley
- Kyrie-Mae McMurray



2020 MVHS Graduates

- Caleb Chevarie
- Alexis Geyer
- Hunter Hawks
- Jocelyn Horbert
- Riley Keezer
- Chase Keyser
- Cyrus King
- Garrett Munson
- Dillan Reed
- Elijah Wakeman

- Jeremiah Mock
- Dante Mori
- Enrico Mori
- Ashley Neuberger
- Ella Noyes
- Arienna Perry
- Grace Plante
- McKensi Silver
- Moriah Sirois
- Cole Summers
- Ellie Welch
- Delaney Young

Proposed ASD Board Meetings

- April 6, 2021
- May 4, 2021
- June 1, 2021
- August 3, 2021
- September 7, 2021
- October 5, 2021
- November 2, 2021
- December 7, 2021
- January 4, 2022
- February 1, 2022



ANDOVER SCHOOL DISTRICT MEETING

March 2, 2020

Moderator Betsy Paine called the meeting to order at 7:00 PM. The cast of the AE/MS play “Wizard of Oz” led the meeting in reciting the Pledge of Allegiance. AE/MS music teacher, Alex Ager, sang “The Star-Spangled Banner.” AE/MS students then performed “The Witch Is Dead” from their upcoming play, “Wizard of Oz.”

Moderator Paine introduced the SAU #46 attorney Jim O’Shaughnessy, Superintendent Mark MacLean, Andover School Board members present: Dean Barker, Aimee Menard, Adam Jones, and Brian Gilman, and the Andover Budget Committee members present: Arch Weathers, Mary Anne Levesque, Chuck Keyser, Todd Goings, and Jim Hersey. Assistant Superintendent Randy Wormald, SAU #46 Business Administrator Robin Heins, SAU #46 Human Resources Manager Kathleen Boucher, AE/MS Principal Jane Slayton, and AE/MS Assistant Principal Judy Turk were also introduced.

Andover School Board Chair Dean Barker thanked the following for their service: Brian Gilman, retiring school board member; Robin Heins, retiring SAU #46 Business Manager, with 35 years of service; Gail Parenteau, retiring AE/MS Administrative Assistant, with 35 years of service; and Jane Slayton, retiring AE/MS Principal, with 24 years of service. Principal Slayton stated it was an honor to be part of the Andover community.

Assistant Superintendent Randy Wormald announced that of 24 applicants, the AE/MS Principal next year would be Mr. Dennis Dobe. Mr. Dobe has 30 years of experience in NH public schools including special education, middle school and high school social studies, and assistant principal and principal positions in a variety of school districts.

Dean Barker announced that SAU #46 Superintendent Mark MacLean has been named the 2020 Superintendent of the Year by the NH School Administrators Association.

Moderator Paine briefly reviewed the rules of the meeting. Only registered voters may vote. All meeting participants have the right to speak but may not be able to speak more than once during each specific discussion. All meeting participants should remain seated unless recognized to speak. Only one person at a time may speak and all comments should be addressed to the Moderator. Motions to restrict reconsideration of a vote may be made by any meeting participant. Only one amendment will be considered at a time to maintain clarity. The meeting participants serve as the legislative body while the Andover School Board serves as the governing body. The meeting gave permission to waive the reading of the entire warrant article.

ARTICLE 1. To see if the District will vote to accept the reports of Officials, Agents, Auditors and/or Committees as printed in the School District report.

Mark Stetson moved to accept Article 1; Brad Hardie seconded.

ARTICLE 1 was adopted with no discussion.

ARTICLE 2. To see if the School District will vote to raise and appropriate the sum of Five Million, Eight Hundred Nineteen Thousand, Seven Hundred Twenty-One Dollars (\$5,819,721) for the support of schools, for the payment of salaries for the School District officers and agents, and for the payment for the statutory obligations of said district and to authorize the application against said appropriation of such sums that are estimated to be raised from the state’s equalization payment, together with other income. The School Board shall certify to the selectmen of Andover the amount to be raised by taxation of said town. **(The Budget Committee recommends this appropriation. The School Board recommends a proposed budget of \$5,866.221.)**

Arch Weathers moved to accept Article 2; Greg Stetson seconded.

Budget Committee Chair, Arch Weathers recognized the efforts of the Budget Committee, the School Board, the SAU, and the administrators, staff, maintenance, and bus drivers of AE/MS. Dean Barker reviewed the line items of the

proposed budget with significant changes. Increases included high school tuition, special education, operations & maintenance, grounds upkeep including snow removal (previously paid by the town), a new 5 year transportation contract, and Year 3 of the collective bargaining agreement with AE/MS teachers. Brian Gilman explained the difference in the amount the Budget Committee is recommending and the amount the School Board recommends. With the expansion of the school facility and the retirement of Principal Slayton, the School Board wanted to increase the maintenance department from 2 full time positions to 2.5 full time positions. One of the full time positions would be as plant manager. This position would entail being on call for maintenance issues, require knowledge of the building's systems, and become more proactive with maintenance needs. Mark MacLean stated that with the capital improvements made in the last few years, it would be prudent to become more proactive regarding the care and maintenance of the school and the building's systems. Major decreases in the proposed budget were due to staff retirements this year and the decrease in the annual bond interest.

Dean Barker reviewed the estimated revenue sources for the proposed budget. Projected Special Education Aid revenue and the Adequate Education Grant revenue are expected to increase. The Kindergarten Aid revenue has become part of the Adequate Education Grant revenue.

Greg Stetson asked if the SAU and the School Board recommended the loss of one classroom teaching position with an increase in class size under line item 1100 Regular Education. Mark MacLean stated that under the projected enrollment numbers, the reduction of one staff member was justified.

Brad Hardie equated a smaller class size with an increase in the value of education received. Mark MacLean stated that the education received was based upon many factors including the skill of the teacher, the mix of students, and the needs of the students. A critical mass of students was required to create empathy among the students and facilitate group work. Brad Hardie also understood the position of the reading teacher was being reduced from 3 days a week to 2 days.

Brad Hardie moved the following amendment:

I make a motion to amend ARTICLE 2 to adjust the entire proposed budget by \$75,000 from \$5,819,721 to \$5,894,721 to fund a 5th teaching position.

Molly Morgan seconded the amendment. Molly Morgan told the meeting of her child's experience learning in a larger class last year. Greg Stetson wanted to maintain a buffer for smaller class size by keeping a 5th teacher. He asked for Principal Slayton's opinion. Jane Slayton stated she didn't want to lose the position. The population of students at AE/MS has shifted over the last few years. There are now larger elementary classes with smaller middle school classes. Projected class sizes are hard to judge with students moving in and out of Andover and staffing is an ongoing balancing act. Mark MacLean stated the School Board, in collaboration with the Budget Committee, worked diligently to strike a balance between cost to the taxpayers and the needs of the students. Gretchen Hildebrand declared the largest class she has taught contained 32 students while the hardest class she has taught had only 12 students. Many of the students in the last few years have come to school with a deficit in their ability to learn to read. Wood Sutton expressed that he had received a good public education and that he felt it was payback time to support the kids now. He was in favor of paying for more teachers for the education and safety of the students. Carla Lesveque worried that the intergenerational community of Andover was being taxed out of town. Kyle Tremblay felt that with larger class sizes, teachers would be unable to build individual relationships with students. Ryan Murphy was in favor of a full time health educator, foreign language education, and increased library media literacy. Katie Keyser asked how AE/MS class sizes compared to the state average. Mark MacLean affirmed class sizes were not atypical of state averages. Katie Keyser stated the School Board and the Budget Committee work hard year round and that voters should trust their judgement. Ken Wells did not want to save money if the quality of education decreased. He was in favor of more money for smaller class sizes. Andy Guptil expressed his concern regarding fixed income taxpayers. He stated that class sizes were the same as when he attended AE/MS in the 1980's. Kevin Ganley inquired into the tax impact of the proposed amendment. Mark MacLean stated it would be approximately \$50 for a \$200,000 home. Kevin Ganley was also concerned about the upcoming town meeting and the proposed tax increases at that meeting. Mark Cowdrey stated if you give something up, you shouldn't expect to see it again. Molly Morgan inquired as to the negative Fund Balance to Reduce Taxes in 2019-2020. Mark MacLean explained the Department of Revenue had miscategorized the reserve balance for high school tuition changes two years ago. Thomas Hardie stated that having larger class sizes due to tax considerations would be detrimental to student

learning and could jeopardize the school's reputation and have unforeseen consequences. Jeffrey Newcomb urged the meeting to vote conscientiously for a reasonable budget and to keep the tax rate as affordable as possible. Tom Morgan wanted to consider the balance of increased property value versus increased tax costs. Katherine Jones stated the amendment was not to add another teaching position but to maintain the current 15 positions to protect against contingencies.

The amendment to increase the proposed budget by \$75,000 to \$5,894,721 was approved.

Brad Hardie moved the following amendment:

I move to amend ARTICLE 2 to increase the budget from \$5,894,721 to a sum of \$5,910,123 which is an additional \$15,402 to fund two additional days for a reading specialist.

Molly Morgan seconded the amendment. Robin Davis asked if the previously approved \$75,000 could cover both the 15th classroom teaching position and the 2 additional days for a reading specialist. Mark MacLean stated the \$75,000 would provide salary, taxes, retirement costs, and a health plan for a teacher with some years of experience. Lynn George was concerned taxes would increase for two teachers as well as increases at the town meeting, and the plant manager position proposed. Tom Morgan stated that property valuation has increased and taxes have increased but the tax rate has actually decreased. Carla Levesque stated taxpayers would not realize an increase in property valuation unless they sold the property. Jay Hubbard, as a classroom teacher, stated how valuable he finds the reading specialist in developing and individualizing his instructional plans for his students. He asked if the previously approved amendment could cover both positions. Mark MacLean allowed for that possibility.

Jim Hershey moved to table the amendment for two additional days for a reading specialist; Jeffrey Newcomb seconded the motion. Moderator Betsy Paine explained this motion would prohibit any further consideration this year of this amendment.

The amendment was tabled.

Percy Hill moved the following amendment:

I would like to amend the budget; increasing it by the amount of \$46,500 thus making the total \$5,941,221.00

Heather Hill seconded the amendment. Arch Weathers explained the Budget Committee was concerned with the bottom line and thus had not included the increase in maintenance positions. He stated the School Board could fund the maintenance position as long as the total budget wasn't overspent. Paul Currier asked for more information regarding the plant manager position. Dean Barker explained the proposal was to increase maintenance from 2 full time positions to 2.5 positions with one of the full time positions a salaried position with on call responsibilities. Greg Stetson felt the meeting had reached a good compromise by maintaining teaching staff and should consider fixed income taxpayers before increasing taxes more. Molly Morgan stated there had been \$5,000 in subcontracted maintenance and overtime in this year's maintenance expenses and was concerned regarding the risk to the investment made in the upgraded facilities. Mark MacLean explained that anticipated revenue was expected to increase in part due to the second year of the state's biennium budget. Jim Hershey inquired if the increases in the Special Education Contracted Services line item 2190 could be offset from the Special Education Trust. Dean Barker and Robin Heins explained the Special Education Trust was for unanticipated costs of special education tuition and transportation, not for known costs.

The amendment was approved by a standing count of 42 in favor with 27 against.

ARTICLE 2 was adopted as amended to \$5,941,221.

Andy Guptil moved to restrict consideration of Article 2, Mark Stetson seconded the motion.

Reconsideration was restricted.

ARTICLE 3. To see if the School District will vote to raise and appropriate the cost items included in the collective bargaining agreement reached between the Andover School District and the Andover Support Staff Association which calls for the following increases in salaries and benefits at the current staffing level:

Fiscal Year	Estimated Increase
2020-21	\$17,665
2021-22	\$13,785
2022-23	\$10,815

and further to raise and appropriate \$17,665 for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. Recommendation required. Majority vote required. **[The School Board and Budget Committee recommend this article.]**

Mark Stetson moved to accept Article 3; Percy Hill seconded the motion.

ARTICLE 3 was adopted with no discussion.

ARTICLE 4. To see if the District, if Article 3 is defeated, authorize the governing body to call one special meeting, at its option, to address Article 3 cost items only. Majority vote required.

Moderator Betsy Paine ruled Article 4 moot since Article 3 was approved.

ARTICLE 5. To see if the School District will vote to raise and appropriate the sum of Thirty Thousand Dollars (\$30,000) with said funds coming from the unassigned fund balance on June 30, 2020, to be deposited in the Building and Maintenance Expendable Trust Fund for the purposes of saving for the boiler replacement. If there is insufficient fund balance available, the remainder will come from general taxation. **[The School Board and Budget Committee recommend this article.]**

Percy Hill moved to accept Article 5; Arch Weathers seconded the motion.

Dean Barker explained the concerns this year regarding the condition of the boiler. The boiler was not part of the last facilities upgrade. Wood Sutton explained his concerns regarding replacing the boiler with a gas version.

Wood Sutton moved the following amendment:

Article 5 to include ... for the purposes of saving for the boiler replacement with an oil burning unit. ...

SAU #46 attorney Jim O'Shaughnessy explained the decision regarding the expenditure of funds would be made by the School Board. The amendment would serve as an expression of the intent of the voters.

There was no second of the amendment.

Mary Anne Levesque stated current gas and propane boilers had built in safety features and that problems would most likely be caused from damage by third parties. Vicki Mishcon asked about the last sentence in article 5. Mark MacLean stated at this time, the School Board expects to return \$80,000 to the taxpayers. The \$30,000 would come from that surplus. If, for some unforeseen reason, there is not at least \$30,000 to return to the taxpayers at the end of the fiscal year, the remaining balance of the \$30,000 would come from the general taxation. Molly Morgan commended the SAU and the School Board for listening to the constituents and taking action upon that input.

Article 5 was adopted with no opposition.

ARTICLE 6. To transact any other business that may legally come before this meeting.

Dean Barker recognized Moderator Betsy Paine's 8 years of service.

Andy Guptil made the following motion:

Motion to resolve to instruct the board to use the high school expendable trust fund to reduce increases in high school tuition impact on taxation.

Mary Anne Levesque seconded the motion. Moderator Betsy Paine explained adopting this motion would not be binding upon the School Board but would provide a sense of the meeting. Mark MacLean stated the trust fund was established in 2006 to offset unexpected increases in high school tuition due to new students. Tuition is currently \$14,500 per student. Todd Goings stated he would have recommended this last year but not this year. With a balance of approximately \$74,000, the trust fund would only cover 4 to 5 students and once used, would be gone with no backup available.

The motion was defeated.

Greg Stetson moved to adjourn the meeting; Mark Stetson seconded. With no discussion, the meeting was adjourned at 9:45 pm.

Respectfully submitted,

Christie Coll
School District Clerk