



**City Council Meeting Minutes
Monday, November 6, 2023 - 6:00 p.m.
Franklin Lodge of Elks**

Council in attendance: Mayor Jo Brown, Councilor Jay Chandler, Councilor Leigh Webb, Councilor Ted Starkweather, Councilor Valerie Blake, Councilor Vince Ribas, Councilor Olivia Zink, Councilor Paul Trudel, Councilor Bob Desrochers and Councilor George Dzujna

Absent: None

Others in attendance: City Manager Judie Milner, City Department Heads, and members of the public.

Mayor Brown called the meeting to order in Council Chambers at 6:00 p.m.

Salute to the Flag was led by Councilor Webb. Councilor Desrochers stated that there had not been any veterans that passed away last month, however, he read something that he wrote in honor of Veteran's Day. This can be found attached to the end of the minutes.

Public Hearings:

Resolution 09-24 appropriating \$374,129 to the Franklin School District fiscal year 2024 budget and appropriating \$150,000 to the Franklin School District for the Portrait of a Graduate grant from the Barr.

The public hearing opened at 6:03 p.m.
There was no discussion on this hearing.
The public hearing on Resolution 09-24 closed at 6:04 p.m.

Resolution 10-24 accepting and appropriating a federal grant in the amount of \$1,923,850 for the environmental clean-up of the Stanley Mill site.

The public hearing opened at 6:04 p.m.
There was no discussion on this hearing.
The public hearing on Resolution 10-24 closed at 6:04 p.m.

Authorizing the City to apply for a Community Centers Program grant through the Community Development Finance Authority for up to \$1m for the expansion of the Bessie Rowell Community Center.

Milner stated that the third public hearing had been cancelled. They decided not to move forward with this grant at this time due to the preliminary numbers being too large and still needing to find other funding sources.

Legislative Update:

There was no update at this time.

Comments from resident Steve Rayno Regarding Air Quality in Franklin:

Mr. Rayno was not present to give any comment.

Comments from the Public:

Mayor Brown reminded everyone that persons wishing to address the council may speak for a maximum of three minutes and no more than thirty minutes would be devoted to public commentary.

Public comments opened at 6:05 p.m.

Many residents approached the council with comments and they are outlined below:

- Three teachers from the Franklin school district came before the council to speak about the nationwide teacher shortage and asked for support on Agenda Item IV regarding the 2024-2026 Franklin Education Association Collective Bargaining Agreement.
- A resident asked about the Rec Center being shutdown and asked why no one was aware of it. Milner answered stating that the Rec Center (Bessie Rowell) is not shutdown. It is the Proulx Center that has a notice of hazard. The majority of the information on that building is not public knowledge at this time.
- A question came up asking what the 5% equated to for the teachers if the council approves Agenda Item IV. Milner stated that this will be discussed in more depth once they get to that agenda and Mr. Dow can go over the details.

Coalition Coordinator, Stephanie Wolff, had some updates for Franklin Partners in Prevention:

- On October 21st they hosted Franklin Fall Fest in partnership with the Parks & Rec department. Despite the rain, they had a very successful event with 200 attendees for the annual Soup Fest event. Partners in Prevention was able to raise over \$2,700 during this event. Thank you to all of the soup makers for such a successful event.
- October 28th was the DEA's National Drug Take Back Day. She thanked Judie Milner for volunteering to spearhead this event while she was away visiting family. Over 250lbs of prescription medications were collected that day, between the collections at CVS and the collections at the Police Department Drop Box.
- Red Ribbon Week was celebrated from October 22 - 27 to promote drug-free living. Franklin High School and the Middle School celebrated with Door Decorating competitions, spirit days and lunch room trivia. She thanked all of the teachers that participated in this competition. They had some very creative doors!

Public comments closed at 6:20 p.m.

City Council Acknowledgement:

Councilor Zink stated that today is National Election Worker Day, so she thanked all of the City Clerk staff, ward clerks, moderators, supervisors of the checklist, and the 30 election workers throughout the city that help make elections run.

Councilor Webb congratulated Stephanie Wolff and Krystal Alpers for Fall Fest. They did a great job with coordinating that. He also mentioned that Drug Take Back Day and Octoberfest were also great events last month.

Mayor's Update:

- She gave her congrats to the very successful Fall Fest at Bessie Rowell. It was an outstanding event and a lot of people attended.
- The Octoberfest at the Veterans Memorial Ski area was very well attended as well. There were 3-4 bands that played that were very good.
- Another event that may have been under the radar was A Day of Caring, that was held at the Food Pantry on the same day as Fall Fest. It was a wonderful opportunity for locals to find out about all of the different programs that are available to them.

Agenda Item II. (Skipped Agenda Item I)

City Manager's Update.

- Next City Spirit meeting with DOJ is scheduled for Monday, 11/13, at 5:30pm at Peabody Place.
- Franklin was awarded the \$500,000 CDBG grant for the Healthfirst project that was applied for. This will be brought to the council for appropriation at the December meeting. The next steps are hiring a grant administrator and the RFP will be going out this week. The mandatory CDBG workshop will be 11/21 and she is in need of volunteers for this 4-hour workshop. This was an exciting award for the city of Franklin.
- The land & water conservation fund walk grant walkthrough was today. The two open land & water conservation grants for Mill City Park were closed and they two additional fund grants were pitched that the city will be applying for. The deadline for that grant application is December 15th.
- Cable Franchise Agreement Update – The city is currently in a one-year extension, which means through December 21st of 2024, with Breezeline. They are looking to become more in line with agreements that Comcast has throughout the state. Comcast has reached out to the city of Franklin about becoming a provider here. Milner has a meeting with them coming up along with her broadband consultant.
- Welcome Aboard – Firefighter Michael Dery
- Congratulations to Gary Plourde from the Buildings & Grounds department in MSD on his retirement from the city of Franklin. Milner thanked him for his service.

- Congratulations to the fire department because they beat City Hall soup by 2 votes at Franklin's Soup Fest. However, they did come in 3rd place behind Peabody Place and Double D.
- Congrats to firefighter Nate Ecker, who completed his FF1 and FF2 requirements.
- Shout Out to Franklin Lodge of Elks, Mr. DeLange and Ms. Noyes for a successful Youth Government this year.
- Shout Out to Willow Hill again for their fantastic Halloween decorations.
- The Franklin bus route buy the Merrimack Belknap Community Action Program, that goes to Franklin to Concord to Laconia, is working out some kinks. The city is working on a few bus stop locations within Franklin.
- Random Acts of Community – She gave a shout out to the volunteers that helped Mill City Park put up the timbers frame pavilion. This is the last piece of the match of a grant with the land & water conservation fund that was received before Covid. This piece was to be done through the NH Timber Frame Guild, but this class did not happen due to Covid. She thanked all of the volunteers who stepped up to make this happen and for all of the donated wood.
- Contingent Grant Line – Received \$75 for recreation scholarships, \$495 from various people for the downtown lights, and \$2,658 for Franklin's Partners in Prevention's Fall Fest/Soup Fest.
- Trust funds for school funding is at \$272.55.
- Randy Kovach visited Milner about putting up signage to find the historical marker for Fort Stevenson. Without objection, Milner would like to give Mr. Kovach permission to do that. It was mentioned that he should also get permission from the Webster Place Cemetery, as they own the post it would hang from.
- Nicole Esteban from the Chronicle in Boston was in Franklin for a day highlighting the revitalization efforts around outdoor recreation. She spent time in Mill City Park and the Veterans Memorial Ski Area with the New England Bike Association and doing the trails up there. It should be on Chronicle within the next week or so.
- City offices are closed this month on 11/10, in observance of Veteran's Day and on 11/23 & 11/24, to celebrate the Thanksgiving holiday.
- The city applied for a clean diesel grant through DES. This is an 80% grant, 20% match for one six-wheel dump truck with a plow and wing, and one truck with a landscape body style for buildings & grounds. So, this will replace two pieces of equipment.
- Meetings for November:
 - Fire Committee – 11/13 @ 6pm at the fire station
 - MSD Committee – TBD
 - Joint Finance Committee – 11/29 @ 5:30pm at the Franklin Public Library
 - City Council Workshop - 11/20 @ 6pm at the Lodge of Elks
- The Holiday Stroll is scheduled for December 1st from 3pm – 8pm in downtown Franklin.
- Legislative Updates for this year – There are a few that may be of interest to the council that were brought up at a recent meeting at NHMA:
 - The Labor Committee is going to have a recommendation through a vote on whether or not to adopt OSHA standards for municipalities. Right now the rules for municipalities are governed by NHDOL and they are talking about adopting OSHA.

- There is a bill out right now for voluminous Right to Know requests that take more than 10 hours to develop there would be a fee of \$25/hour for anything over the 10-hour mark. This is something that the NHMA is going to support to eliminate some of the high-volume requests that really only benefit one person, as opposed to the entire community.
- Again, there is another bill out there that will not allow NHMA to advocate on the behalf of the municipalities. It is very important to have that advocate and to have someone down in Concord with their feet on the ground. We anticipate a letter that will go out that will be signed by the council not supporting this bill.
- There is a bill out there that will allow Planning Boards to accept roads and not the municipal governing body. This is another thing that we are looking at to make sure it does not go through.
- There are a couple of bills on accessory dwelling units and short-term rentals.
- On rooms and meals tax we are seeing a 6% - 8% higher increase, so that should be in next year's budget.
- The state, after last year, ended up having a \$36M surplus. We will still see some one-time revenues coming in within the next couple of months.
- There are just over 800 house bills that will be heard in the first 3 weeks of January.
- Lastly, the tax rate was set today for the city of Franklin for 2023. The tax rate is \$16.26, which is the lowest in Milner's tenure (15 years).

Agenda Item I.

Council to consider the minutes of the October 10th, 2023 City Council meeting.

Motion – Councilor Dzujna moved that the Franklin City Council approve the minutes of the October 10th, 2023 City Council meeting. Seconded by Councilor Ribas.

Mayor Brown asked if there was any discussion on this motion.
No discussion ensued.

All in favor. Motion PASSED

Agenda Item III.

School Board Update.

Superintendent LeGallo's updates are as follows:

- **Preplacement Transformer:** On Friday it was noticed that oil was leaking from the main ground transformer in the back of the high school. Eversource came in after school and replaced the transformer and the 4 isolators on the pole as well. Power was shut down from 4pm to 1am. The good news is that it was at no cost to the district.
- **High School Redesign:** The high school redesign work is moving along nicely. This week is the end of their first round of project block classes and they are all set to start their

quarter 2 classes. Youth Government night last Thursday was the culminating event from one of the best in the last classes. It was very well attended by the students and LeGallo thought it was one of the best in the last nine years that he has been attending. He thanked the City Councilors, the City Manager, and the Fire and Police Chief, who were able to attend the dinner and presentation.

- **Partnership with Plymouth State:** They are continuing and expanding their partnership with Plymouth State University this year. They had 2 positive articles, one in Laconia Daily Sun and one in Concord Monitor about the partnership. The goals of the partnership are to improve teaching and learning through offering weekly support to teachers as well as on-site Masters' degree courses. Currently, they have 22 teachers enrolled in their fall course. This approach is also aimed at teacher retention and recruitment.
- **Teacher's Contract:** They are asking for support on the 2 years' teachers' contract, as it will assist them in retaining and recruiting teachers during this difficult time of a teacher shortage.

Agenda Item IV.

Council to consider the 2024-2026 Franklin Education Association Collective Bargaining Agreement as approved by the Franklin School Board and Franklin Education Association.

**Motion - Councilor Ribas moved that the Franklin City Council ratifies the Franklin Education Association Agreement from 9/1/2024 – 6/30/2026 as presented by the school board.
Seconded by Councilor Zink.**

Mayor Brown asked if there was any discussion on this motion.

Superintendent LeGallo went through the language changes in the tentative agreement, which is attached to the end of the minutes, and Tim Dow went over the financial impact, which is also included at the end of the minutes.

The council had a lengthy discussion on this matter.

By a roll call vote.

Roll Call:

Councilor Blake	<u>yes</u>	Councilor Desrochers	<u>yes</u>	Councilor Starkweather	<u>yes</u>
Councilor Webb	<u>yes</u>	Councilor Dzujna	<u>yes</u>	Councilor Trudel	<u>yes</u>
Councilor Chandler	<u>yes</u>	Councilor Ribas	<u>yes</u>	Councilor Zink	<u>yes</u>

All in favor. Motion PASSED

Agenda Item V.

Council to consider Resolution 09-24 appropriating \$374,129 to the Franklin School District fiscal year 2024 budget and appropriating \$150,000 to the Franklin School District for the Portrait of a Graduate grant from the Barr.

Motion - Councilor Ribas moved that the Franklin City Council adopt Resolution 09-24 appropriating \$374,129 to the Franklin School District fiscal year 2024 budget and appropriating \$150,000 to the Franklin School District for the Portrait of a Graduate grant from the Barr Foundation. Seconded by Councilor Webb.

Mayor Brown asked if there was any discussion on this motion.

No discussion ensued.

RESOLUTION # 09-24

A Resolution Granting Authority to Accept and Appropriate \$374,129 of Additional Adequacy Aid and Fund Balance Funding and \$150,000 in Grant Funding for the Franklin School District for Fiscal Year 2024.

In the year of our Lord, Two Thousand Twenty-Three,

WHEREAS, the City Council of the City of Franklin, New Hampshire recognizes that the school district will receive additional adequacy aid of \$201,809 from the final updated calculation of ADM; and,

WHEREAS, the City Council of the City of Franklin, New Hampshire recognizes that the school district has identified additional year end fund balance of \$172,320; and,

WHEREAS, the City Council of the City of Franklin, New Hampshire recognizes that the school district will receive a grant award of \$150,000 entitled Portrait of a Graduate from the Barr Foundation; and,

WHEREAS, the City Council of the City of Franklin would like to appropriate an additional \$374,129 to preserve potential fund balance from the 2024 year to be carried over to the 2025 fiscal year. Due to the challenges and uncertainties regarding the adequacy funding formula and the expiration of the Elementary and Secondary Schools Emergency Relief (ESSER) grants, these funds could help support the next budget cycle. And City Council of the City of Franklin would like to appropriate \$150,000 of the Portrait of a Graduate grant funding from the Barr Foundation; **Now,**

THEREFORE, BE IT RESOLVED, *that at a regularly scheduled meeting of the City Council on November 6, 2023, the City Council of Franklin New Hampshire does hereby vote to adopt*

resolution #09-24 to formally accept and appropriate \$524,129 of additional revenues for the Franklin School District as follows:

An Increase in Revenues:

Adequacy Education Aid – Two Hundred One Thousand, Eight Hundred Nine Dollars (\$201,809)

Use of Fund Balance – One Hundred Seventy-Two Thousand, Three Hundred Twenty Dollars (\$172,320)

Grant Revenue – Portrait of a Graduate – One Hundred Fifty Thousand Dollars (\$150,000),

An Increase in Expenditures:

School District Expenditures – Three Hundred Seventy-Four Thousand, One Hundred Twenty-Nine Dollars (\$374,129)

Grant Expenditure – Portrait of a Graduate - One Hundred Fifty Thousand Dollars (\$150,000)

By a roll call vote.

Roll Call:

Councilor Blake	<u>yes</u>	Councilor Desrochers	<u>yes</u>	Councilor Starkweather	<u>yes</u>
Councilor Webb	<u>yes</u>	Councilor Dzujna	<u>yes</u>	Councilor Trudel	<u>yes</u>
Councilor Chandler	<u>yes</u>	Councilor Ribas	<u>yes</u>	Councilor Zink	<u>yes</u>

All in favor. Motion PASSED

Agenda Item VI.

Council to consider Resolution 10-24 accepting and appropriating a federal grant in the amount of \$1,923,850 for the environmental clean-up of the Stanley Mill site.

Motion - Councilor Dzujna moved that the Franklin City Council adopt Resolution #10-24, accepting and appropriating the U.S. Environmental Protection Agency Brownfield Cleanup Grant for the Stanley Mill site in the amount of \$1,923,850 and authorizing the City Manager to execute all documents relating to the grant. Seconded by Councilor Trudel.

Mayor Brown asked if there was any discussion on this motion.
No discussion ensued.

RESOLUTION #10-24

A Resolution Relating to a Supplemental Appropriation for Fiscal Year 2024.

In the year of our Lord, Two Thousand Twenty-Three,

WHEREAS, the City Council of the City of Franklin, New Hampshire adopted a budget for Fiscal Year 2024 which began July 1, 2023, **and;**

WHEREAS, the City Council of the City of Franklin, New Hampshire understands the Stanley Mill property (Map/Lot 117-142) is an extensive environmental clean-up project, **and;**

WHEREAS, the City Council of the City of Franklin, New Hampshire understands the City received federal grant funds through the Environmental Protection Agency Brownfield Program in the amount of \$1,923,850 for the purposes of hazard mitigation and environmental clean-up of the Stanley Mill Property, **and;**

WHEREAS, the City Council of the City of Franklin, New Hampshire wishes to appropriate the grant, **Now,**

THEREFORE, BE IT RESOLVED that at the scheduled meeting of the City Council on Monday, November 6, 2023 at 6pm the City Council of the City of Franklin, New Hampshire does hereby adopt resolution #10-24 accepting the Brownfield Program grant through the federal Environmental Protection Agency in the amount of \$1,923,850 grant, authorizing the City Manager to execute all grant related documents and authorizing a non-lapsing appropriation through an increase in FY2024 revenues:

Federal Grant Brownfield Acct. No. 01-0-000-33110-413 – One Million Nine Hundred Twenty-Three Thousand Eight Hundred Fifty dollars (\$1,923,850)

And an increase in FY2024 expenditure accounts,

Nuisance Abatement Brownfield Acct No. 01-1-302-40491-413 – One Million Nine Hundred Twenty-Three Thousand Eight Hundred Fifty dollars (\$1,923,850).

By a roll call vote.

Roll Call:

Councilor Blake	<u>yes</u>	Councilor Desrochers	<u>yes</u>	Councilor Starkweather	<u>yes</u>
Councilor Webb	<u>yes</u>	Councilor Dzujna	<u>yes</u>	Councilor Trudel	<u>yes</u>
Councilor Chandler	<u>yes</u>	Councilor Ribas	<u>yes</u>	Councilor Zink	<u>yes</u>

All in favor. Motion PASSED

Agenda Item VII.

Council to consider authorizing the City to apply for a Community Centers Program grant through

the Community Development Finance Authority.

This is the public hearing and agenda item that was cancelled.

Agenda Item VIII.

Council to consider amending the Welfare Guidelines.

Motion - Councilor Ribas moved that the Franklin City Council approve changes to the Welfare Guidelines, Housing 1B Rental Rates and Utilities 2C Restoration of Services. Seconded by Councilor Webb.

Mayor Brown asked if there was any discussion on this motion.

There was a small discussion on the changes that were made. Councilor Webb did state that this came before the Legislative Committee and was unanimously supported.

Milner also added that the city does not receive any federal aid and the city, per RSA, is to be the last stop for assistance. State programs, like CAP, should be utilized first.

All in favor. Motion PASSED

Agenda Item IX.

Council to consider appointments to the Lakes Region Planning Commission.

Motion - Councilor Ribas moved that the Franklin City Council appoint Chip Ach to serve a 4-year term as Commissioner to the Lakes Region Planning Commission, Jo Brown to serve a 2-year term as Commissioner to the Lakes Region Planning Commission and David Liberatore to serve a 3-year term as Alternate Commissioner to the Lakes Region Planning Commission. Seconded by Councilor Dzujna.

Mayor Brown asked if there was any discussion on this motion.

No discussion ensued.

**All in favor of Chip Ach and Jo Brown. 8 in favor; 1 opposed to David Liberatore.
Motion PASSED**

Agenda Item X.

Council to consider date of 2024 Inaugural meeting.

Motion - Councilor Zink moved that the Franklin City Council move the January 1, 2024 City Council meeting to Monday, January 8, 2024. Seconded by Councilor Webb.

Mayor Brown asked if there was any discussion on this motion.

No discussion ensued.

All in favor. Motion PASSED

Agenda Item XI.

Other Business:

1. Committee Reports

Councilor Dzujna let the council know that there was an MSD Committee meeting on October 16th where they had an enterprise and general fund discussion. There were six options that were discussed and two of them will be brought to the council when they have a workshop meeting setup for this. One option is having a separate enterprise fund and general fund and the other option is to have an automated work order system.

Councilor Webb stated that the Legislative Committee meeting was on October 11th. The following items were discussed:

- Welfare guidelines - The revisions were accepted by the committee.
- Short term rentals – There was a lengthy discussion on this and there will not be any new ordinances, however, the new action is that the PD will be tracking the number of calls per property so they can take the complaints to the property owners and they will also be making sure that existing ordinances are being enforced.
- Solar exemptions – They are still waiting on information.
- Follow-up on the 91A changes – A recommendation for an ordinance language change will be coming to the committee in the short-term.
- Follow-up on charter review – A motion was made to delay that until after the new appointments are made to this committee in January.

ADJOURNMENT:

Motion to adjourn was made by Councilor Dzujna and seconded by Councilor Ribas.

All in favor. Motion PASSED

The meeting adjourned at 7:36 p.m.

Respectfully submitted,

Lisa A. Jones
Executive Secretary

Veterans Day
11 November 2023
(Armistice Day)

The original reason for Veterans Day was to give recognition to celebrate the ending of World War I fighting at 11:00 A.M., November 11, 1918 (the 11th hour of the 11th day of the 11th month). The war fought to end all wars.

The first celebration using the term Veterans Day was in Birmingham, Alabama in 1947. Raymond Weeks a World War II veteran organized "National Veterans Day" with a parade to honor all veterans.

Fact #1 there are Approx. 19 million U.S. veterans

Fact #2 Women make up 13% of all veterans in the U.S.

Fact #3 only 1% of the population of the U.S. serve in the military. That equates to approximately 3,360,000 Americans.

Veterans of my generation (Viet Nam Era) were sometimes spat on, urinated on, called baby killers by some so called Americans.

Viet Nam veterans in some instances had to change their uniforms at the airport upon returning home in order to avoid protesters abuses.

Gulf war veterans had protesters at the funeral services of the fallen.

My father was a Marine in the Pacific Theatre (Iwo Jima, Saipan, Tinian and Roi-Namur), One uncle was on Guadalcanal where he was awarded a Purple Heart, another uncle also was in the Pacific Theatre.

These and other reasons are why Veterans Day and veterans hold a special place of honor with me.

Some of you may recognize what I'm about to read.

I, _____, do solemnly swear that I will support and defend the Constitution of the United States against all enemies foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.

Those of you unfamiliar with what was just read, it is the Oath of Enlistment of the U.S. military.

To all of the veterans out there WELCOME HOME.

TENTATIVE AGREEMENT

Between the
Franklin Education Association
and
the Franklin Board of Education

September 13, 2023

This proposal calls for no changes to the parties' 2022-2024 collective bargaining agreement, except as expressly referenced herein.

Items in bold and *italicized* are to be added and items ~~struck-through~~ are to be deleted.

ARTICLE VII

TEACHER EMPLOYMENT

- 7.10 The Board will reimburse teachers 100% of the actual cost of a course offered at University System of New Hampshire (USNH) or 80% of the actual cost of a course from another approved college when the course is not offered within USNH. This will be approved by the Superintendent or his/her designee, subject to the following criteria: ~~applicant's minimum of 2nd year of employment with the Franklin School District~~, course content; availability of funds; and ~~the timeliness of request~~ ***prior approval to the start date of the course.*** The Superintendent, or his/her designee, shall have the sole and exclusive judgment under the provisions of this Section 7.10. This Section 7.10 shall require documentation of a grade of B- or better upon completion of the course in order to receive reimbursement as set forth herein. Teacher reimbursement will be limited to one course per year, but can reapply after the first semester if funds remain available. There shall be a minimum of \$15,000 available for this provision.

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- 7.13 ~~The Board will reduce staff in accordance with Board policy #GCQA, and the Board agrees not to change said policy for the duration of this Agreement.~~

The following reduction-in-force provisions will be implemented when the Board finds it necessary to reduce the number of certified positions. These provisions will apply to both full-time and part-time certified positions.

The board may reduce-in-force certified positions for reasons of: declining enrollment; budget reductions; changes in or consolidation of Board-authorized programs; or any other reason determined by the Board to be necessary or desirable.

Notice: As soon as the Board determines that a reduction in force is necessary, the Superintendent shall notify the President of the Teachers' Association of the Board's determination. The decision to implement the reduction-in-force shall be made at the sole discretion of the School Board.

~~Classifications of Certified Staff For the purposes of this policy, classifications are defined as follows:~~

- ~~1. Kindergarten through fifth grade.~~*
- ~~2. Sixth grade through eighth grade.~~*
- ~~3. Ninth grade through twelfth grade.~~*

Factors for Determining Reduction in Force

- 1. If reductions in staff are necessary or desirable, the District will first accomplish any reductions through attrition, such as resignations, retirements, or probationary status. ~~retain those teachers who, at the Board's sole discretion, will be the best teachers for the District and students.~~*
- ~~2. The best teachers will be retained regardless of a teacher's seniority or years of service in the District. A teacher with more than five years of employment in the District will not have an automatic right to displace another teacher with fewer than five years of service in the School District.~~*
- 32. If further reductions are necessary, the Administration shall ~~In identifying which~~ teacher(s) to release, ~~the administration and the Board will consider based on the following factors: certification, academic preparation, professional growth, job performance, and experience in certified area and/or job classification, ability, and overall effectiveness. If all of the factors are equal, then seniority may be considered in making a final determination. However, no reduction in force will be based solely on seniority. Seniority is defined as the total number of years continuously employed in the District.~~*
- 43. There will be ~~no~~ a recall rights for one year for terminated employees. ~~However, After one year, the administration may consider the applications of terminated employees for such positions which may become available in subsequent years, provided the terminated employee(s) submit a seasonable and timely application at the time the position becomes vacant. A previously employed teacher who returns to a teaching position within a three-year period shall resume employment at no less than the shall be placed on step in accordance with the collective bargaining agreement occupied when the teaching position previously held was terminated.~~*

54. Any transfer, assignments, or re-assignments resulting from or involved with a reduction in staff, will be made at the sole discretion of the Superintendent. However, every effort will be made to keep staff movement within the building where the reduction in force occurs. In the event of a change of assignment or transfer as a result of the reduction-in-force, the teacher involved shall be notified of such change and shall have the option to resign without prejudice should they not accept the transfer or re-assignment.

~~6. This reduction-in-force procedure is the only procedure that may be used in a reduction-in-force. No other personnel action, other than a reduction in force, may be considered under this policy.~~

~~7. A reduction-in-force will not be grievable under the collective bargaining agreement grievance procedures unless specifically allowed under the terms of the agreement.~~

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- 7.17 When a suitable substitute cannot be obtained, a Teacher may at his/her discretion cover a class during his/her preparation time. The Teacher will be compensated as detailed below *at a rate of .65/per minute (\$39/hour)*.

Elementary School	45 minute block	\$24.00
Middle School	58 minute block	\$30.00
High School	68 minute block	\$35.00

Such substitution is purely voluntary and refusal of substitution will not be used for evaluation purposes. No teacher will be expected to cover for their co-teacher in lieu of a substitute. When a substitute cannot be obtained, and non-study hall classes are combined by the building administrator or designee, additional compensation that equates to the pro rata daily substitute rate (hourly basis) shall be paid to the teacher covering the combined class.

ARTICLE X

LEAVES OF ABSENCE

- 10.3A Teachers shall accumulate annual sick leave of fifteen (15) days at the rate of 1.5 days per month from September through June; for part-time employees, the number of days

shall be prorated. Teachers shall be entitled to accumulation of sick leave up to a maximum of one hundred twenty (120) days plus the days earned in the current school year. (By way of example, staff members who end the school year with at least the maximum number of days will carryover 120 days and may accumulate fifteen (15) days during the course of the year, at the rate listed above, for a maximum of 135 days available to the teacher during the school year). The immediate supervisor and/or Superintendent may request medical evidence from the Board's physician whenever he/she feels it necessary or appropriate. The Board shall pay the cost of any such examination. Medical records developed under this Section 10.3 shall not become a part of a teacher's personnel files. ~~Absence for the teacher's own illness or disability, or disability caused or contributed to by pregnancy, childbirth and recovery therefrom, shall be charged against sick leave.~~

- 10.3 E** Absence for the teacher's own illness or disability, or disability caused or contributed to by pregnancy, childbirth and recovery therefrom, shall be charged against sick leave.¹ *Furthermore, employees who give birth shall be eligible to use any available sick leave concurrently with approved FMLA leave, beyond the period of illness or disability. Employees are not eligible for the sick leave bank for any days requested beyond the period of illness or disability.*

ARTICLE XVI DURATION OF AGREEMENT

- 16.1 This Agreement shall continue in full force and effect from July 1, ~~2022~~, **2024** until twelve o'clock midnight June 30, ~~2024~~ **2026**, and from year to year thereafter, unless written notice of desire to terminate or modify this Agreement is given by either party to the other by registered or certified mail on or before October fifteenth (15th) of any year.

APPENDIX A

FRANKLIN TEACHER COMPENSATION 2024-2026

4. Teachers shall receive annually an additional ~~\$500~~ *upon completion of ten (10) years of service to the District through the fourteenth (14th) year. Unit members shall receive annually an additional \$1000 upon completion of the fifteenth (15th) year through the nineteenth (19th) year. Unit members shall receive \$750* **\$1500** upon completion of twenty years (20) of service to the District through the twenty-~~fifth~~ **fourth (25th) (24th)** year. Unit members shall receive annually an additional ~~\$1,000~~ **\$2000** upon completion of ~~twenty-five (25)~~ **twenty-five (25)** years of service to the District, which will continue for each additional year of service thereafter.

¹ This sentence is not new. It is moved from the above section (stricken) to a new article number.

APPENDIX A-1
FRANKLIN TEACHER COMPENSATION
2024-2025

Salary:

2024-2025 - YEAR 1				
Increase	5.00%			
Step	BA	BA +15	MA	MA+15
1	38,267	39,973	41,592	43,042
2	39,939	41,560	43,014	44,380
3	41,527	42,982	44,351	45,716
4	42,948	44,320	45,688	47,054
5	44,286	45,656	47,026	48,392
6	45,623	46,994	48,363	49,729
7	46,960	48,332	49,701	51,067
8	48,298	49,669	51,039	52,405
9	49,636	51,007	52,376	53,741
10	50,974	52,345	53,713	55,079
11	52,311	53,681	55,051	56,417
12	53,648	55,019	56,388	57,755
13	54,986	56,357	57,726	59,092
14	56,323	57,694	59,064	60,430
15	57,661	59,032	60,402	61,766
16	58,999	60,370	61,737	63,104
17	60,336	61,705	63,076	64,442
17+	5.00%			

1. *All eligible employees shall advance one step on the 2024-2025 salary schedule. Teachers who have been on step 17 for one or more years shall receive a 5.0% pay increase to their base wages for the 2024-2025 school year.*
2. *All on step employees who received \$1000 or \$2000 as part of the 2020-2022 CBA shall continue to carry those additional payments in addition to their base pay until they move off step, at which point the payments become part of the base pay.*
3. *Additionally, all on-step employees who received an additional \$1,000 for the 2022-2024 CBA shall carry those additional payments in addition to the base pay until they move off step, at which point the payments become part of the base pay.*
4. *All teachers that were employed for the 2023-2024 school year and return for the 2024-2025 school year will receive a \$2,000 retention stipend to be paid on the last payroll of September 2024. This is a one-time payment and will not be added to the base salary for subsequent years.*

APPENDIX A-1
FRANKLIN TEACHER COMPENSATION
2025-2026

Salary:

2025-2026 - Year 2				
Increase	4.50%			
Step	BA	BA +15	MA	MA+15
1	39,990	41,771	43,463	44,979
2	41,736	43,430	44,949	46,377
3	43,395	44,916	46,347	47,774
4	44,881	46,314	47,744	49,171
5	46,279	47,711	49,142	50,569
6	47,676	49,109	50,540	51,967
7	49,074	50,506	51,938	53,365
8	50,472	51,904	53,335	54,763
9	51,869	53,302	54,733	56,160
10	53,267	54,700	56,130	57,558
11	54,665	56,097	57,528	58,956
12	56,062	57,495	58,926	60,354
13	57,460	58,893	60,324	61,751
14	58,858	60,291	61,722	63,149
15	60,256	61,689	63,120	64,545
16	61,654	63,086	64,515	65,944
17	63,052	64,482	65,914	67,342
17+	4.50%			

- 1. All eligible employees shall advance one step on the 2025-2026 salary schedule. Teachers who have been on step 17 for one or more years shall receive a 4.5% pay increase to their base wages for the 2024-2025 school year.*
- 2. All on step employees who received \$1000 or \$2000 as part of the 2020-2022 CBA shall continue to carry those additional payments in addition to their base pay until they move off step, at which point the payments become part of the base pay.*
- 3. Additionally, all on-step employees who received an additional \$1,000 for the 2022-2024 CBA shall carry those additional payments in addition to the base pay until they move off step, at which point the payments become part of the base pay.*

For the Franklin Education Association

For the Franklin Board of Education

Date

Date

Franklin Education Association
Agreement Cost Analysis 2024-2026

	Year 1 Gen Fund	Year 1 Grant Fund	Year 1 Total	Year 2 Gen Fund	Year 2 Grant Fund	Year 2 Total
Wages	\$ 386,204	\$ 41,519	\$ 427,723	\$ 375,664	\$ 39,976	\$ 415,640
ESSER		\$ 241,851	\$ 241,851			
Longevity	\$ 25,776		\$ 25,776	\$ 1,909		\$ 1,909
Total	\$ 411,980	\$ 283,370	\$ 695,350	\$ 377,573	\$ 39,976	\$ 417,549

2-year total Gen Fund	\$ 789,553
2-year total with Grant Funding	\$ 1,112,899

Salary Table District Comparison

2023-2024

District	BA Step 1	BA Top Step	Step #	MA Step 1	MA Top Step	Step #
FRANKLIN	\$36,445	\$57,463	17*	\$39,611	\$60,072	17*
Alton	\$41,992	\$64,468	13	\$47,035	\$72,951	13
Ashland	\$41,992	\$68,925	16	\$45,202	\$74,190	16
Barnstead	\$39,400	\$52,400	16	\$41,808	\$55,602	16
Belmont/Shaker Reg.	\$42,836	\$53,613	10**	\$44,915	\$55,272	10**
Bow	\$42,072	\$71,341	15	46,865	79,472	15
Gilford	\$44,270	\$65,275	16	\$47,586	\$77,306	20
Kearsarge	\$41,016	\$62,795	10	\$46,140	\$82,506	17
Laconia	\$43,973	\$70,910	23***	\$47,073	\$80,631	23***
Winnisquam	\$44,660	\$56,636	20	\$47,705	\$63,288	20

2024-2025

District	BA Step 1	BA Top Step	Step #	MA Step 1	MA Top Step	Step #
FRANKLIN	\$38,267	\$60,335	17*	\$41,592	\$64,442	17*
Alton	\$43,462	\$66,725	13	\$48,681	\$75,504	15
Ashland	\$43,462	\$71,337	16	\$46,784	\$76,787	16
Barnstead	\$40,000	\$53,000	16	\$42,444	\$56,239	16
Belmont/Shaker Reg.	\$44,486	\$53,789	10**	\$46,565	\$56,303	10**
Bow	\$42,913	\$72,687	15	47,802	80,972	15
Gilford	\$45,598	\$67,234	16	\$49,014	\$79,625	20
Kearsarge	\$41,181	\$62,989	10	\$46,325	\$83,662	17
Laconia	\$44,173	\$72,310	23***	\$47,273	\$79,998	23***
Winnisquam	\$45,330	\$57,486	20	\$48,421	\$64,638	20

* Off step gets a COLA

** \$1325 added after step 10

*** \$1400 off step

Difference Between Franklin and Other Districts						
District	BA Step 1	BA Top Step	Step #	MA Step 1	MA Top Step	MA Top Step
FRANKLIN	\$0	\$0	17*	\$0	\$0	\$0
Alton	(\$5,547)	(\$7,005)	13	(\$7,424)	(\$12,879)	(\$12,879)
Ashland	(\$5,547)	(\$11,462)	16	(\$5,591)	(\$14,118)	(\$14,118)
Barnstead	(\$2,955)	\$5,063	16	(\$2,197)		
Belmont/Shaker Reg.	(\$6,391)	\$3,850	10**	(\$5,304)	\$4,800	\$4,800
Bow	(\$5,627)	(\$13,878)	15	(\$7,254)	(\$19,400)	(\$19,400)
Gilford	(\$7,825)	(\$7,812)	16	(\$7,975)	(\$17,234)	(\$17,234)
Kearsarge	(\$4,571)	(\$5,332)	10	(\$6,529)	(\$22,434)	(\$22,434)
Laconia	(\$7,528)	(\$13,447)	23***	(\$7,462)	(\$20,559)	(\$20,559)
Winnisquam	(\$8,215)	\$827	20	(\$8,094)	(\$3,216)	(\$3,216)

Difference Between Franklin and Other Districts						
District	BA Step 1	BA Top Step	Step #	MA Step 1	MA Top Step	MA Top Step
FRANKLIN	\$0	\$0	17*	\$0	\$0	\$0
Alton	(\$5,195)	(\$6,390)	13	(\$7,089)	(\$11,062)	(\$11,062)
Ashland	(\$5,195)	(\$11,002)	16	(\$5,192)	(\$12,345)	(\$12,345)
Barnstead	(\$1,733)	\$7,335	16	(\$852)	\$8,203	\$8,203
Belmont/Shaker Reg.	(\$6,219)	\$6,546	10**	(\$4,973)	\$8,139	\$8,139
Bow	(\$4,646)	(\$12,352)	15	(\$6,210)	(\$16,530)	(\$16,530)
Gilford	(\$7,331)	(\$6,899)	16	(\$7,422)	(\$15,183)	(\$15,183)
Kearsarge	(\$2,914)	(\$2,654)	10	(\$4,733)	(\$19,220)	(\$19,220)
Laconia	(\$5,906)	(\$11,975)	23***	(\$5,681)	(\$15,556)	(\$15,556)
Winnisquam	(\$7,063)	\$2,849	20	(\$6,829)	(\$196)	(\$196)