



Designing Franklin's Education for the 21st Century

June 25, 2019
Education Forum
Franklin, NH

Designing Franklin's Education for the 21st Century



- Mayoral Committee to study Franklin's current education process and provide suggestions on ways to restructure Franklin's K-12 education system to meet the needs of the 21st Century student
- The committee will review the delivery of an education structure facing continuing reductions in financial assistance from the federal and state government, while recognizing that local property taxpayers are financially unable to substitute for these reductions
- The committee will provide recommendations on how technology, city/school partnering, regional opportunities and other solutions could be utilized to reduce the cost of education while improving the educational experience of the city's students.

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- Committee Members:
- Jo Brown, Chair, City Councilor, Ward 1
- Chris Kneeland, Member, School Board
- Sandra Burney, Retired Teacher/Administrator, Merrimack Valley/Hopkinton School Districts
- Carol Hodgdon, Retired Teacher, Franklin High School

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- Vision: To prepare all students to become responsible, caring and involved adults and community partners.
- Mission: To offer the opportunity to every student to develop their innate talents and desires through a structured, supported school curriculum that addresses individual differences and promotes the development of caring adults able to function successfully in the work environment of today and in the future.

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- The team listened to:
- Teachers and students past and current, parents, general public
- Feedback received via email, meetings, public meetings, one on one discussions, etc.
 - Feedback was posted on our City Website under Designing Franklin's Education
- So what did we hear:
 - Several concerns were common across the populations

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- Annual loss of teachers either through resignation or management decisions
 - In 2018 over 16 teachers resigned from the school system, several more were cut in the budget process
- There was concern that such high turnover impacts the ability to provide the opportunity for growth and professional development, and developing a strong teacher support system year over year
- In the summer of 2018 there was a concern among some teachers about a sense of complacency
- There was a feeling of lack of support from management

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- The teachers also stressed that it was not always about the money and a perceived lack of support and little opportunity for mentorship of new teachers was equally concerning
- Several commented about a desire for more accountability – do not pass everyone to the next grade
- There was a desire for more support for teachers on discipline issues
- There was a suggestion of using contract teachers versus a “fully loaded” teacher to fill in the gaps in specialty areas that may not have many students – Consider Teach for America

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- Consideration of consolidation of like functions was a brought up by many:
- Most popular: Finance
- The need for Transparency
- Goal: Free up more money for direct teaching tasks and the top needs of the community

City of Franklin, New Hampshire								
FY2020 Budget								
Expenditures								
		FY 2019		FY2020 Budget				
	Prior Year Encumbrances	Council Adopted Expenditures	Actual Expenditures (thru 06/30/19 Unadjusted)	Department Proposed Expenditures	Managers Proposed Expenditures	Council Adopted Expenditures	% Change Over Prior Year Appropriated Expenditures	Account Detail
GENERAL FUND EXPENDITURES:								
MUNICIPAL SERVICES DEPARTMENT	"Better working together."							
Municipal Services Admin								
01-3-121-40110-000 MSD Admin FT Wages		0	0	0	0	0	0.0%	Director (Sullivan 40%); Deputy Director (Barry 20%); Account Clerk (Creasey 40%); remaining wages budgeted in water & sewer funds
01-3-121-40210-000 MSD Admin Health & Dental Ins		0	0	0	0	0	0.0%	Medical (New Hampshire Interlocal Trust Harvard Pilgrim) an 8.51% increase in premiums over FY19 rates; Co-pay \$15; RX 0/25/40; Deductible \$500 single, \$1,000 2-person, \$1,500 family; Dental (new vendor Anthem), same plan offerings with a 12% decrease in premiums as compared to FY20 increased renewal rates; Rate & enrollment changes affect this line year over year
01-3-121-40215-000 MSD Admin Life Ins		0	0	0	0	0	0.0%	9.0% decrease in life & disability premiums as compared to FY20 increased renewal rates; premiums are a % of wages
01-3-121-40220-000 MSD Admin FICA		0	0	0	0	0	0.0%	6.2% (set by federal government)
01-3-121-40225-000 MSD Admin Medicare		0	0	0	0	0	0.0%	1.45% (set by federal government)
01-3-121-40230-000 MSD Admin NHRS		0	0	0	0	0	0.0%	Retirement rates as of 7/1/19: 11.17% employee, 17.80% teacher, 28.43% police, 30.09% fire
01-3-121-40250-000 MSD Admin Unemployment		0	0	0	0	0	0.0%	7.8% rate decrease from FY19; premiums are allocated per regularly scheduled employee
01-3-121-40260-000 MSD Admin WC Ins		0	0	0	0	0	0.0%	8.4% increase in contribution rates from FY19; premiums are a % of wages
01-3-121-40290-000 MSD Admin Prof Devel		0	0	0	0	0	0.0%	Training for management
01-3-121-40291-000 MSD Admin Staff Devel		0	0	0	0	0	0.0%	Training for staff
01-3-121-40341-000 MSD Admin Telephone		0	0	0	0	0	0.0%	Office fax, phones, cell phones
01-3-121-40350-000 MSD Admin Medical		0	0	0	0	0	0.0%	Pre-employ physicals, Random drug testing, Fitness tests, DOT physicals
01-3-121-40439-000 MSD Admin Other Contracted Services		0	0	0	0	0	0.0%	1/3 copy machine maintenance
01-3-121-40440-000 MSD Admin Equip Lease		0	0	0	0	0	0.0%	1/3 copier lease payment
01-3-121-40560-000 MSD Admin Membership/Dues		0	0	0	0	0	0.0%	APWA, NH Road Agents
01-3-121-40610-000 MSD Admin Supplies - Operating		0	0	0	0	0	0.0%	Paper, pens, stationery etc.
01-3-121-40625-000 MSD Admin Postage		0	0	0	0	0	0.0%	Legal ads/mailings
Total Municipal Services Admin	0	0	0	0	0	0	0.0%	

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- Consideration of consolidation of other functions:
 - Buildings and Grounds – Lawn and Snow
 - SAUs – Consolidating with Winnisquam
 - Teacher/City Employees medical plans – larger numbers/lower premiums?
 - Joint Purchase of city and school supplies

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Breaking the Tax Cap
The Solution to all School Funding
Problems?

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A picture of the Budgets:

While it is true the city does not distribute property taxes between municipal and school the same as other communities, we need to look at the total funding picture with **all** sources of funding included:

	FY2018	FY2019	FY2020
SCHOOL	16,208,339	18,571,401	15,930,588
CITY	11,450,187	11,784,162	12,066,439
DIFFERENCE	4,758, 152	6,787,239	3,894,139

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- Any Good News?
 - Yes! Paul Smith has reinvented itself to provide a more personalized one-on-one education to our primary students based on a very successful program in Manchester
 - The Leveled Literacy Intervention program for the Title One students is yielding positive results. Testing of students has shown measurable growth in their reading ability.

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- Any Good News?
 - Yes! The Franklin Middle School is working to ensure all its students are ready for high school through new programs and visible leadership
 - The Middle School is reorganizing into Academy and Allied Arts Teams

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- Any Good News?
 - Yes! The Franklin High School continues to look at Extended Learning Opportunities for its students to prepare them for life after high school through hands on opportunities with industry
- Awesome Robotics Team!

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RECOMMENDATIONS



- Serious consideration of the consolidation of the city and school financial operations and Buildings and Grounds support. This feedback was given by **both** the teachers and those who attended our public hearings.
- Look at ways to streamline the SAU office – utilize current staff to support both city and school functions and free up the Superintendent to spend more time on academic endeavors.
- Take teachers seriously – don't make them the funding source for budget shortfalls – look to non-academic areas first for cuts before removing the most important individual in the school system – a trained and valued teacher.

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RECOMMENDATIONS



- Consider using part time or contract teachers to teach special areas of interest where a full-time teacher, with benefits may not be essential.
- Have a transparent budget that shows how much is being spent on every line item in both the city and school budget.
- Administrative support to include time for professional development of staff.

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