











Hooksett School District Deliberative Sessions

Session 1

Friday, February 6, 2015 at 7:00 pm

Session 2

Tuesday, March 10, 2015 6:00 am to 7:00 pm

INTRODUCTION

The information included in this 2015 School Meeting Guide is that data required to inform the voters and to conduct the affairs of the 2015 School Meeting. You are notified to meet at the David R. Cawley Middle School on Friday, the 6th day of February 2015 at 7:00 p.m. for the first session of the School Meeting to discuss and amend as required, the 2015-2016 School District Budget and Warrant Articles. The final ballot vote for School District Warrant Articles will take place at the David R. Cawley School on Tuesday, the 10th of March 2015. The polls will be open from 6:00 a.m. to 7:00 p.m.

HOOKSETT SCHOOL DISTRICT 2015-2016 WARRANT ARTICLES

Article 1: To choose the following school district officers:

| a) | Two School Board Members | 3-year term |
|----|---------------------------|-------------|
| b) | One School Board Member | 1-year term |
| c) | School District Treasurer | 1-year term |
| d) | School District Clerk | 1-year term |
| e) | School District Moderator | 1-year term |

Article 2:

Shall the Hooksett School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$30,607,507? Should this article be defeated, the default budget shall be \$30,757,659, which is the same as last year, with certain adjustments required by previous action of the Hooksett School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (Recommended by the School Board 6-0-0) (Recommended by the Budget Committee)

Article 3:

Shall The Hooksett School District vote to approve a tuition agreement with Pinkerton Academy for the education of some of Hooksett's high school students, which provides for a 10-year term beginning on July 1, 2016 that will automatically be extended for an additional five years every five years unless notice of an intent not to extend the agreement is provided by one of the parties, and further calls for Hooksett to agree that beginning in the 4th year of the agreement (that is, during the school year 2019-2020), the District will commit to a minimum financial enrollment set as the average percentage of its 8th grade students who enroll as 9th graders in the Academy in the years 2016-2017, 2017-2018, and 2018-2019; such minimum financial enrollment percentage will thereafter remain fixed for the duration of the Agreement, unless the parties otherwise mutually agree to a change, and for Hooksett to pay tuition based on Pinkerton's operating costs per high school student in an amount equal to tuition charged to other Pinkerton sending districts, and for a Hooksett resident to be appointed as a member of Pinkerton Academy's Board of Trustees; and further to authorize the School Board to take such other and further actions as are necessary to carry the tuition agreement into effect, including the adoption of minor amendments to the agreement from time to time during its term, without further action by the School District meeting? (Not Recommended by the School Board 3-3-1)

Article 4:

Shall the Hooksett School District vote to raise and appropriate the sum of \$65,000 for the purpose of replacing the upper parking lot at the David R. Cawley Middle School. (Recommended by the School Board 5-1-0) (Recommended by the Budget Committee)

Article 5: Shall the Hooksett School District vote to raise and appropriate the sum of \$95,500 to be added to the Construction and Equipment Capital Reserve Fund established in March of 1990. NOTE: this is the first payment of a four year plan to acquire the funds needed to replace the roof on the Fred C. Underhill School. (Recommended by the School Board 5-1-0) (Recommended by the Budget Committee)

Article 6: Shall the Hooksett School District vote to authorize the School Board to convey part of the land on which the Hooksett Memorial School is situated, consisting of approximately 7 acres, on the far westerly side of the parcel, to the Town of Hooksett, on such terms and conditions as the School Board shall determine are in the best interest of the District. (This land will be used by the Hooksett Wastewater Department for the further expansion of the wastewater treatment facility). (Recommended by the School Board 4-2-0)

Article 7: Are you in favor of changing the terms of the School District Clerk, Moderator and Treasurer from one year to two years, beginning with the terms of the School District Clerk, Moderator and Treasurer to be elected at next year's regular School District Meeting? (Recommended by the School Board 6-0-0)

Given under our hands and seal at said Hooksett, New Hampshire, this _____ day January, 2015.

SCHOOL BOARD OF HOOKSETT, NEW HAMPSHIRE

Joanne McHugh, Chair Amy Boilard, Vice Chair Todd Lizotte, Clerk David Pearl John Lyscars Mike Berry James Sullivan

Hooksett School District 15-16 Proposed Budget

| | 13-14 Actuals | 14-15 Approved Budget | 15-16 SB Proposed | 15-16 BC Proposed | Budget Committee |
|---|----------------------|-----------------------|----------------------|----------------------|-------------------|
| Account Number / Description | 7/1/2013 - 6/30/2014 | 7/1/2014 - 6/30/2015 | 7/1/2015 - 6/30/2016 | 7/1/2015 - 6/30/2016 | (not recommended) |
| 1100 Regular Education Programs | 8,206,727.54 | 8,142,175.82 | 8,278,758.03 | 8,276,758.03 | 2,000.00 |
| 1105 Regular Ed High School Tuition | 5,581,160.38 | 6,198,081.68 | 6,446,545.30 | 6,446,545.30 | |
| 1200 Special Programs | 4,456,063.00 | 5,597,229.33 | 5,663,195.86 | 5,663,195.86 | ٠ |
| 1210 SPED (for students with disabilities) | 14,823.26 | | • 7. | • | * |
| 1230 Extended School Year | 112,476.19 | 120,724.43 | 123,917.11 | 123,917.11 | |
| 1260 English Language Learners | 170,511.04 | 199,596.31 | 221,996.51 | 221,996.51 | |
| 1270 Enrichment Education | 183,952.35 | 197,221.38 | 80,984.94 | 80,984.94 | |
| 1410 School Sponsored Cocurricular Activities | 50,000.29 | 50,146.48 | 57,947.40 | 57,947.40 | |
| 1420 School Sponsored Athletic Activities | 38,521.66 | 41,406.61 | 45,693.84 | 45,693.84 | |
| 1490 Other | 13,110.63 | 29,408.63 | 25,977.23 | 25,977.23 | |
| 2120 Guidance Services | 323,706.70 | 363,226.44 | 404,171.88 | 404,171.88 | 1 |
| 2130 Health Services | 219,659.71 | 218,754.34 | 232,508.55 | 232,508.55 | |
| 2140 Psychological Services | 239,277.33 | 227,041.06 | 233,213.91 | 233,213.91 | Đ. |
| 2150 Speech Pathology and Audiology Services | 452,841.32 | 493,378.70 | 660,892.70 | 660,892.70 | (#) |
| 2160 OT Services | 164,059.61 | 161,718.00 | 185,833.53 | 185,833.53 | (a) |
| 2162 PT Services | 41,571.16 | 48,000.00 | 48,000.00 | 48,000.00 | • |
| 2190 Other Support Services - Student | 14,024.22 | 15,022.15 | 15,410.90 | 15,410.90 | |
| 2210 Improvement of Instruction Services | 52,292.11 | 56,127.50 | 63,942.87 | 63,942.87 | 3 |
| 2220 Educational Media Services | 429,045.90 | 464,124.79 | 450,723.20 | 450,723.20 | |
| 2310 School Board Services | 165,599.27 | 96,719.63 | 122,948.63 | 122,948.63 | 33013 |
| 2320 Executive Administration Svcs | 519,524.00 | 584,189.00 | 586,047.00 | 586,047.00 | |
| 2410 Office of the Principal | 1,046,690.53 | 1,131,866.91 | 1,237,988.80 | 1,237,988.80 | |
| 2500 Support Services - Business | 16,513.01 | 13,125.00 | 19,634.93 | 19,634.93 | E. |
| 2600 Operation & Maintenance of Plant | 1,489,511.73 | 1,735,373.35 | 1,593,935.24 | 1,593,935.24 | |
| 2700 Student Transportation Services | 1,157,635.46 | 1,344,860.00 | 1,375,393.00 | 1,305,393.00 | 70,000.00 |
| 2814 Evaluation Services | • | 750.00 | 1,000.00 | 1,000.00 | • |
| 2835 Health Services | 368.00 | 250.00 | 400.00 | 400.00 | 1 |
| 2840 Information Management Services | 218,724.35 | 266,187.99 | 319,886.52 | 319,886.52 | 114 |
| 3100 Food Service | 581,037.64 | 649,359.50 | 631,335.88 | 631,335.88 | Ø • / |
| 3300 Community Use of Facilities | • | 1.00 | 1.00 | 1.00 | |
| 4100 Site Acquisition Services | | 1.00 | 1.00 | 1.00 | * |
| 4900 Other Facilities Acquisition Svcs | 13,222.00 | 13,164.00 | 13,164.00 | 13,164.00 | 4 |
| 5100 Debt Service | 1,035,000.00 | 1,035,000.00 | 1,035,000.00 | 1,035,000.00 | 21 |
| 5120 Interest on Debt | 476,652.50 | 431,630.00 | 385,055.00 | 385,055.00 | (100) |

Hooksett School District 15-16 Proposed Budget

| | 13-14 Actuals | 14-15 Approved Budget | 15-16 SB Proposed | 15-16 BC Proposed | 15-16 BC Proposed Budget Committee |
|---|----------------------|-----------------------|----------------------|----------------------|--|
| Account Number / Description | 7/1/2013 - 6/30/2014 | 7/1/2014 - 6/30/2015 | 7/1/2015 - 6/30/2016 | 7/1/2015 - 6/30/2016 | 7/1/2015 - 6/30/2016 (not recommended) |
| 5221 Transfer to Food Service Fund | 78,959.32 | 100,000.00 | 93,000.00 | 93,000.00 | |
| 5230 Transfer to Capital Projects Fund | | 78,119.00 | 1.00 | 1.00 | |
| 5250 Transfer to Trust/Agency Funds | ı | 1.00 | | | |
| 5252 Transfer to Other Expendable Trust Funds | (0 | 1.00 | 1.00 | 1.00 | |
| 5310 Charter School Allocations | 11,497.55 | 30,000.00 | 25,000.00 | 25,000.00 | • |
| Operating Budget Total | 27,574,759.76 | 30,133,982.03 | 30,679,506.76 | 30,607,506.76 | 72,000.00 |
| Warrant Articles: | | | | | |
| Replace Upper Parking Lot at David R Cawley Middle School | idle School | | 65,000.00 | 65,000.00 | |
| First payment for Fred C Underhill roof replacement | ıt | | 95,500.00 | 95,500.00 | |
| Total Warrant Articles | | | 160,500.00 | 160,500.00 | |

Hooksett School District 15-16 Estimated Revenues

| Acct.# | SOURCE OF REVENUE | Revised Revenues Current Year | School Board's Estimated Revenues | Budget Committee's Est. Revenues |
|--------------|---|-------------------------------------|---|--|
| | REVENUE FROM LOCAL SOURCES | | | |
| 1300-1349 | Tuition | 15,000 | 24,300 | 24,300 |
| 1400-1449 | Transportation Fees | 15,000 | 20,000 | 20,000 |
| 1500-1599 | Earnings on Investments | 350 | 350 | 350 |
| 1600-1699 | Food Service Sales | 472,109 | 454,836 | 454,836 |
| 1700-1799 | Student Activities | | | |
| 1800-1899 | Community Services Activities | | | |
| 1900-1999 | Other Local Sources REVENUE FROM STATE SOURCES | 400,000 | 109,500 | 109,500 |
| 3210 | School Building Aid | 330,172 | 310,500 | 310,500 |
| 3220 | Kindergarten Aid | | | |
| 3215 | Kindergarten Building Aid | | | |
| 3230 | Catastrophic Aid | 294,064 | 275,000 | 275,000 |
| 3240-3249 | Vocational Aid | | | |
| 3250 | Adult Education | | | |
| 3260 | Child Nutrition | 7,250 | 6,500 | 6,500 |
| 3270 | Driver Education | | | |
| 3290-3299 | Other State Sources | | | |
| | REVENUE FROM FEDERAL SOURCES | | | |
| 4100-4539 | Federal Program Grants | 225,000 | 235,000 | 235,000 |
| 4540 | Vocational Education | | | |
| 4550 | Adult Education | | | |
| 4560 | Child Nutrition | 170,000 | 170,000 | 170,000 |
| 4570 | Disabilities Programs | 300,000 | 325,000 | 325,000 |
| 4580 | Medicaid Distribution | 160,000 | 165,000 | 165,000 |
| 4590-4999 | Other Federal Sources (except 4810) | | | |
| 4810 | Federal Forest Reserve | | | |
| 5110 5120 | OTHER FINANCING SOURCES | | | |
| 5110-5139 | Sale of Bonds or Notes | | | |
| 5221 | Transfer from Food Service-Spec.Rev.Fund | | | |
| 5222 | Transfer from Other Special Revenue Funds | | | |
| 5230 | Transfer from Capital Project Funds | 70 110 | | |
| 5251 5252 | Transfer from Capital Reserve Funds Transfer from Expendable Trust Funds | 78,118 | | - |
| 0202 | | | | |
| | Supplemental Appropriation (Contra) | | | |
| | Voted From Fund Balance Fund Balance to Reduce Taxes | 234,506 | | |
| | Total Estimated Revenue & Credits | 2,701,569 | 2,095,986 | 2,095,98 |

Hooksett School District 15-16 Estimated Revenues

| **BUDG | ET SUMMAR | Υ** | |
|--|--------------------------------|--------------------------------------|--|
| | Current Year Adopted Budget | School Board's Recommended Budget | Budget Committee's Recommended Budget |
| Operating Budget Appropriations Recommended (from page 3) | 30,133,982 | 30,679,507 | 30,607,507 |
| Warrant Articles Recommended | 0 | 160,500 | 160,500 |
| TOTAL Appropriations Recommended | 30,133,982 | 30,840,007 | 30,768,007 |
| Less: Amount of Estimated Revenues & Credits (from above) | 2,701,569 | 2,095,986 | 2,095,986 |
| Less: Amount of State Education Tax/Grant | 3,585,500 | 3,872,340 | 3,872,340 |
| Estimated Amount of Local Taxes to be Raised For Education | 23,846,913 | 24,871,681 | 24,799,681 |

Hooksett School District 2015 - 2016 Estimated Tax Impact

| | Lotimated 10 | | past | _ | | _ | | | |
|---|--------------|----|-------------------------|----------|-------------------------|----|--------------------------|----|-----------|
| | | | Approved 2014 - 2015 | _ | School Bd 015 - 2016 | | 3dgt Comm 2015 - 2016 | In | cr/(Decr) |
| | | _ | 01.1 20.0 | <u> </u> | 010 2010 | r | | | 01/(2001) |
| Total Appropriations-General Fund | | \$ | 28,959,623 | \$ | 29,488,171 | \$ | 29,416,171 | \$ | 456,548 |
| Warrant Articles: | | | | | | | | | |
| Replace Upper Parking Lot at Cawley Middle School | | \$ | S#: | \$ | 65,000 | \$ | 65,000 | \$ | 65,000 |
| First allocation for Fred C Underhill roof replacemen | | \$ | 651 | \$ | 95,500 | \$ | 95,500 | \$ | 95,500 |
| Total Appropriations-Federal Fund | | \$ | 525,000 | \$ | 560,000 | \$ | 560,000 | \$ | 35,000 |
| Total Appropriations-Food Service Fund | | \$ | 649,359 | \$ | 631,336 | \$ | 631,336 | \$ | (18,023 |
| Grand Total Appropriations | | \$ | 30,133,982 | \$ | 30,840,007 | \$ | 30,768,007 | \$ | 634,025 |
| Total Receipts-General Fund | | \$ | 1,292,704 | \$ | 904,650 | \$ | 904,650 | \$ | (388,054 |
| Total Receipts-Federal Fund | | \$ | 525,000 | \$ | 560,000 | \$ | 560,000 | \$ | 35,000 |
| Total Receipts-Food Service Fund | | \$ | 649,359 | \$ | 631,336 | \$ | 631,336 | \$ | (18,023 |
| Voted From Fund Balance | | \$ | | \$ | - | \$ | ** | \$ | |
| Transfer From Capital Reserve Fund | | \$ | 2=2 | \$ | | \$ | : - 2: | \$ | - |
| Unencumbered Fund Balance | | \$ | 234,506 | \$ | | \$ | - | \$ | (234,506 |
| State Education Grant | | \$ | 3,585,500 | \$ | 3,872,340 | \$ | 3,872,340 | \$ | 286,840 |
| State Education Tax | | \$ | 3,555,860 | \$ | 3,815,350 | \$ | 3,815,350 | \$ | 259,490 |
| Grand Total Receipts | | \$ | 9,842,929 | \$ | 9,783,676 | \$ | 9,783,676 | \$ | (59,253 |
| Net District Assessment | | \$ | 20,291,053 | \$ | 21,056,331 | \$ | 20,984,331 | \$ | 693.278 |
| Tiot Biodriot / Rossostito III | | Ť | | Ť | | Ė | | | |
| 2014 School District Tax | | | \$12.90 | | | | | | |
| Assessed Valuation used for 2014 Tax Rate | \$1,573,448 | | | | | | | | |
| Anticipated 2015 School District TaxSchool Board | | | | | \$13.38 | | | | \$0.48 |
| Anticipated 2015 School District TaxBudCom | | | | | | | \$13.34 | | \$0.44 |

Hooksett School District 2015 - 2016 General Fund Budget Review Analysis

| | | School Board | Bdgt Comm | |
|---|-------------|--------------|-------------|--------------------------------------|
| | Adopted | Proposed | Proposed | Budget |
| | 2014 - 2015 | 2015 - 2016 | 2015 - 2016 | Increase |
| | | | | |
| General Fund Budget | 28,959,623 | 29,488,171 | 29,416,171 | 456,548 |
| Non Discretionary Accounts | | | | |
| Salaries (100 Series) | 9,057,555 | 9,078,228 | 9,078,228 | 20,673 |
| Benefits (200 Series) | 5,050,790 | 5,339,390 | 5,339,390 | 288,600 |
| Contracted SPED Services | 334,291 | 720,081 | 720,081 | 385,790 |
| Water & Sewer | 28,680 | 30,304 | 30,304 | 1,624 |
| Maint Contracts (430) | 94,185 | 98,475 | 98,475 | 4,290 |
| Equip Rental (450) & Leases (442) | 29,719 | 29,806 | 29,806 | 87 |
| Property & Liability Insurance | 58,523 | 62,620 | 62,620 | 4,097 |
| Telephone | 28,381 | 27,600 | 27,600 | (781 |
| Utilities (621-624) | 467,053 | 429,029 | 429,029 | (38,024 |
| Portable Classroom Lease (441) | 13,164 | 13,164 | 13,164 | - |
| Regular Ed Transportation | 998,132 | 967,244 | 897,244 | (100,888 |
| Principal & Interest | 1,466,630 | 1,420,055 | 1,420,055 | (46,575 |
| HS Regular Ed Tuition | 6,198,082 | 6,446,545 | 6,446,545 | 248,463 |
| SPED Tuition | 3,118,377 | 2,867,047 | 2,867,047 | (251,330 |
| SAU Assessment | 584,189 | 586,047 | 586,047 | 1,858 |
| SPED Transportation | 318,000 | 376,624 | 376,624 | 58,624 |
| Total Non Discretionary | 27,845,751 | 28,492,259 | 28,422,259 | 576,508 |
| Percentage | 96.15% | 96.62% | 96.62% | |
| Discretionary Accounts | | | | |
| Wage Pool (111) | 26,435 | 28,989 | 28,989 | 2,554 |
| Building Repairs (432) | 195,481 | 112,429 | 112,429 | (83,052 |
| Maint Repairs (431,433,435,436) | 35,356 | 35,468 | 35,468 | 112 |
| Supplies (610) | 245,396 | 242,369 | 240,369 | (5,027 |
| Textbooks - Cycle (641) | | | | - |
| Textbooks - All Others (641) | 22,133 | 23,275 | 23,275 | 1,142 |
| Software (642) | 22,493 | 22,736 | 22,736 | 243 |
| Workbooks (645) | 37,821 | 41,483 | 41,483 | 3,662 |
| All Other Furn & Equip (731,733,735,737,739) | 199,670 | 148,261 | 148,261 | (51,409 |
| Transfer to Food Service | 100,000 | 93,000 | 93,000 | (7,000 |
| Transfer to Expendable Trust/Capital Reserves | | a#a | :=: | |
| All Other Costs | 229,087 | 247,902 | 247,902 | 18,815 |
| Total Discretionary | 1,113,872 | 995,912 | 993,912 | (119,960 |
| Percentage | 3.85% | | 3.38% | (,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, |

5 6 3 1 2 4 **Prior Year** Minus Reductions & **DEFAULT BUDGET** PURPOSE OF APPROPRIATIONS Adopted 1-Time Increases **Operating Budget** Appropriations (RSA 32:3,V) Acct.# INSTRUCTION 14,340,257 479,121 14.819.378 1100-1199 Regular Programs 6,132,866 18,094 Special Programs 6,114,772 1200-1299 1300-1399 Vocational Programs 2,159 123,121 Other Programs 120,962 1400-1499 1500-1599 Non-Public Programs Adult/Continuing Ed. Programs 1600-1699 1700-1799 Community/Jr.College Ed. Programs 1800-1899 Community Service Programs SUPPORT SERVICES (2000-2999) 246,609 1,773,749 1,527,140 Student Support Services 2000-2199 506,785 (13,467)2200-2299 Instructional Staff Services 520,252 GENERAL ADMINISTRATION 2310 840 School Board Contingency Other School Board 96.720 10,526 107,246 2310-2319 **EXECUTIVE ADMINISTRATION** 2320-310 SAU Management Services 1,858 586,047 584,189 All Other Administration 2320-2399 1,224,538 School Administration Service 2400-2499 1,131,867 92,671 19,024 5.899 13,125 2500-2599 **Business** 1,627,239 197,118 2600-2699 Operation & Maintenance of Plant 1.813.491 10.866 1,372,596 1,344,860 27,736 Student Transportation 2700-2799 270,570 3.382 2800-2999 Support Service Central & Other 267,188 NON-INSTRUCTIONAL SERVICES 631,278 (18,083)Food Service Operations 649,361 3100 3200 Enterprise Operations **FACILITIES ACQUISITION AND** CONSTRUCTION Site Acquisition 4100 Site Improvement 4200 Architectural/Engineering 4300 Educational Specification Develop. 4400 **Building Acquisition/Construction** 4500 **Building Improvement Services** 4600 Other Facilities Acquisition and 13,164 4900 13,164 Construction Services

MS-DS Rev. 10/10

| 1 | 2 | 3 | 4 | 5 | 6 |
|-----------|---|---|--|-----------------------------------|----------------|
| Acct.# | PURPOSE OF APPROPRIATIONS (RSA 32:3,V) | Prior Year Adopted Operating Budget | Reductions & Increases | Minus 1-Time Appropriations | DEFAULT BUDGET |
| | OTHER OUTLAYS (5000-5999) | 10000000000000000000000000000000000000 | 10000000000000000000000000000000000000 | · 图》(图) | 2. 种类类型 |
| 5110 | Debt Service - Principal | 1,035,000 | | | 1,035,000 |
| 5120 | Debt Service - Interest | 431,630 | (46,575) | | 385,055 |
| | FUND TRANSFERS | 10分 年次四级和国际成 | | | 代表。相对为自然自己 |
| 5220-5221 | To Food Service | 100,000 | | | 100,000 |
| 5222-5229 | To Other Special Revenue | | | | 2 |
| 5230-5239 | To Capital Projects | 1 | | | 1 |
| 5254 | To Agency Funds | 1 | | | 1 |
| 5300-5399 | Intergovernmental Agency Alloc. | 30,000 | | | 30,000 |
| | SUPPLEMENTAL | | | | |
| | DEFICIT | | | | |
| | TOTAL | 30,133,981 | 820,796 | 197,118 | 30,757,659 |

Please use the box below to explain increases or reductions in columns 4 $\&\ 5_{\odot}$

| Explanation for Increases | Acct # | Explanation for Reductions |
|---------------------------------------|--|---|
| CBA, Benefits, HS Tuition | 2200 | Health Insurance |
| CBA, Benefits, | 2600 | One time expenditures |
| CBA & NHRS | 5120 | Interest |
| CBA, Benefits | | |
| School Board Secretary & SAU services | | |
| CBA, Benefits | | |
| Benefits | | |
| Contractual Obligation | | |
| Health Insurance | | |
| | CBA, Benefits, HS Tuition CBA, Benefits, CBA & NHRS CBA, Benefits School Board Secretary & SAU services CBA, Benefits Benefits Contractual Obligation | CBA, Benefits, HS Tuition 2200 CBA, Benefits, 2600 CBA & NHRS 5120 CBA, Benefits School Board Secretary & SAU services CBA, Benefits Benefits Contractual Obligation |