TOWN OF DERRY

Town Council
Derry Municipal Center
14 Manning Street

Tuesday, September 22, 2026
3rd Floor Meeting Room

MINUTES

Special Town Council Meeting & School Board Workshop

5:15 PM **Call to order – Chair Spencer**

Roll Call: Councilors Milz, Chase, Flood, Foote, Webb, Spencer
Remote: Councilor Healey
Absent: None
Present: TA Michael Fowler, Town Clerk Tina Guilford

Pledge of Allegiance, warning of fire exits, handicap access, & turn off all cell phones

Consent Agenda

26-89 Ordinance 2026-004 – Adopt Chapter 40 of the General Code regarding Electioneering at Polling Places

Motion by Councilor Webb to RECESS to 5:30PM, seconded by Councilor Milz
Roll Call Vote: 7-0-0

5:30 PM **Joint Workshop Town Council & School District**
Call to order – Chair Thiele

Roll Call: Councilors Milz, Webb, Spencer, Chase, Foote, Spencer, Healey {Remote}
School Board Members Theroux, Paradise, Willis, Carreau, Clapp, Rand, Chair Thiele
Absent: None
Present: TA Michael Fowler, Superintendent Michael Flynn, School District Business Administrator Jane Simard, Town Clerk Tina Guilford

Town Administrator Fowler - For tonight's agenda, Superintendent Flynn and I had brainstormed a little about some of the ideas that are relevant coming up for both of the bodies I think the theme for all of this is coordination and collaboration. This is one town, not two separate governmental agencies we're talking about here. I think the first item that is out there is just some discussion from a higher-level picture for the public about what is pending in some of the recent legislative actions. So obviously, House Bill 1300, which is going on the ballot in the general election on November 3. So essentially, what's at stake here is a mandated tax cap for the school district funding only. That would not affect the town side. The town side is already under a tax cap, and I'll explain a little bit the mechanics in one of the later agenda items. HB1300 is something that the voters will have an opportunity to vote on coming up this November. Then you also have House Bill 1331, which is a local issue. It's enabling legislation which allows for an action of the town council through a vote to potentially absorb the school

district into the town. The concept of that would be a combined tax cap, if you will. So that's a separate entity, just for full disclosure, but those would be working in that certain sequence. And so, the town council would have some items that they would need to consider relative to if there were a petition to be received, how that would operate, the mechanics of that.

Superintendent Flynn - I think we're attacking it November and then March, right, in two separate phases. More importantly, I think our board did a great job discussing it at our last meeting, more specifically on the lack of clarity that we're receiving both from the state, from DRA, and then really with our legal teams. Some of that's becoming clearer. We feel like some of the math is coming into focus a little bit of the baseline of that number. Because what we really want to do, and what we said the other night as a board, is we want to be able to provide the picture for the community on if this, then that, right? So, our board's been pretty clear on a target that seems to be below what the anticipated number would be on that vote either way, but that's something that we're working on the administrative side. HB1331 is a different approach. You and I have had meetings to discuss how that would look, what it would look like. But just to clear it up a little bit, that just precedes with the next step, right? That doesn't automatically make that vote in March, if that were to occur. It moves on to the next vote, right, the charter and so forth and so on. So that's kind of where we are on our side, but I think the board did a pretty good job discussing it the other night, waiting for some clarifications on what the math would be, more specifically on what that number should be. And then there were some other discussions on default budget, if that's higher than what is voted on, what supersedes. So, we're still trying to get some legal clarity as well.

Administrator Fowler - I think that segues into the second topic in terms of town budgeting. One of the things is that the town has had a longstanding tax cap that goes back over 30 years, and it's been implemented. And I'm just going to go through the mechanics of it real quick, just so there's some basic understanding of how at least ours operates. So, each year, everyone's aware that the Bureau of Labor Statistics publishes data for what they call the Consumer Price Index, the CPI. And so basically, you look at the trailing 12 months, the difference between what there's an index, and you create a percentage that you're allowed to go up on the tax rate, which essentially is your increase that you're allowed to go on your expenditures. So, for the town of Derry last year, that number was 3.3%. And so that drove us to how we calculated a bottom line. We incorporated all of our expenditures, subtracted out our revenues to arrive at a net number. We're projecting the CPI probably is going to land somewhere between 3.7 and 3.8 percent. That could change in the final couple of months here, depending upon some of the world events. But essentially, what our task is, when we set the town's budget, we will go forward and we establish a target of what we think that the spending is going to be based on. At 3.7, 3.8 percent, that would probably allow us somewhere in the range of about $1.4, $1.5 million of new expenditures. Now, that sounds like a lot, but when you really think about some of the things that hit us in terms of health insurance costs, things like salt, things like fuel costs, things that sometimes you don't control, and obviously employee costs being one of the largest pieces of our budget, all those things have to be combined within there, including debt payments, so that we arrive at that number. So then that number is given to the council. Oftentimes, we start with a budget that is higher than what the tax cap allows, and then that gives the council an opportunity to go through and make some decisions about what services that they want to deliver, what things that they emphasize, what they're hearing from their constituents on that. We're working on that process. Obviously, the town's budget process is a little different than what currently the school district does, but essentially, we have our staff working on our capital improvement projects now as we're starting to budget for that. The CIP will be delivered to the planning board in February, and we deliver the budget to the town council by April 1, and we work our way through some workshops. We generally vote in May, and then that new budget begins July 1. So, we're on a fiscal year as far as that's concerned.

Superintendent Flynn – At our next meeting, we'll be finally rolling out our capital improvement plan that goes out to 2033. We had to make some adjustments due to the savings of the bond projects that are occurring, significantly on the most recent at South Range, in which we had two separate projects that were anticipated that were combined into one with windows, doors, facade, roof. I know that sounds like a lot, but that all ended up being one bid, which came significantly under what was projected when you guys were putting that together. And with that, we are now developing basically an excess bond usage plan, which is going to help pull away from some of the items that were initially on the capital improvement plan, which is great. So, we're going to be able to do some more jobs that are needed to get our buildings up to a baseline, and then that's going to shift our CIP plan, which is also a benefit because then you can move those items—it's a living document—up sooner rather than later. So that's going to be coming to the board next meeting, and that will be living on our website for the community to see what the targets and goals are at each facility and anticipated spending. We this past year put a warrant article on to ask the community to approve continuing to add to our capital improvement plan. So that passed unanimously, so we were able to add $500,000 to that capital improvement plan, and we went right to work this past summer. We changed out nearly 20,000 square feet of flooring in all the schools, so we were able to chip away at some of those CIP plans earlier. Mike and I have talked about our capital improvement plan becoming a big part for the community so that we can have those discussions on, not having spikes with our community members in regards to being more predictable. I think that's our real goal that we continue to say in the school side is we want to become predictable for the community so that it's not, "Where did this come from? Why are we asking for it now?" So, it's a little bit of the overview of what we have coming. I anticipated it being done a little bit earlier, but the savings that we had at our last facilities meeting, we really want to make sure we use the bond money to full effect.

School Board Member Rand - I just have one question on the tax cap for our town. Sure. Have you ever been in a deficit? Like, you've done this for, you said, 30 years. You've been under a tax cap. Have we ever been in a deficit from that?

Administrator Fowler - No. To my knowledge, there's never been any opportunity for an override. One of the interesting things that is a little nuance of the tax cap, let's say we have a benign inflation year, so we only have—and we have had these where the tax rate can only go up by 1.2 percent, 1.4 percent—that sometimes strains your ability to do some other items. For example, if you had a collective bargaining agreement where you had made a deal that you're paying 4% to each one of the members of that particular unit, that continues on. That's an agreement that's been made, but your tax cap only allows 1.4 percent. That has some issues within the rest of your budget. So fortunately for the town, we've been able to put aside certain designated funds. We have the ability in certain situations to utilize those funds as basically rainy day funds or unrestricted fund balance to cover that. But you don't want to go to that well too many times because you deplete the fund balance. But to date, we've been able to manage, and I say this often, sometimes the town has to do without. There are certain things that maybe we don't have as many staff members as other peer communities would have. And I'll give you a good example. In the Code Enforcement Department, many other towns of our size have seven or eight inspectors. We were two up until July 1, 2026. We just added a third inspector for the town. So, there's examples like that that maybe have to be a little bit more lean, but overall, we are able to deliver those services without going over the cap. Thank you. So, to segue on what Mike had said, we were talking a little bit about the CIP project. So, the town's process, again, we project out six years as well. So, we will be looking, believe it or not, into fiscal '33 with our next view on projects. A lot of what the town does, it's projecting a lot of equipment.

So, things such as a fire truck might be $1.3 million with a three-year lead time. Some of that has really stretched out because of some of the equipment difficulties. A dump truck might be a quarter million dollars now that we use. But we try to keep that rolling stock replenished so that we don't catch a year that if a truck is on year 11 or 12 and it's starting to be a problem mechanically, that we don't have a replacement in the line on that. We rely on our department heads to look at that. Same thing with police cruisers. As far as major building projects, we just finished the fire station at approximately $21.5 million. We have a 20-year repayment on that. The parking garage at Abbott Court, that is also in a 20-year principal and interest payment. That project had a $23.3 million bond issue, and that's within the TIFF district, so that is covered within the captured values of one of the two TIFF districts that we have in the community. At some point, we're going to be looking at perhaps a police station. We haven't worked out any of the details on when and how, but I think that would be an example of how we would want to coordinate discussing with the school district, "What are your big projects? When, how, and what those impacts were so that we could figure out where we would be and where we would want to be relative to that. Otherwise, most of the large projects are under the enterprise funds, they are water and sewer projects, so those are generally covered by the ratepayers as opposed to the tax levy. So that's just a general idea. But as we move forward, Mike and I are committed to talking through the various items and the timing of it just for the purposes of the confidence that we are coordinating those items

School Board Member Clapp - How much is in your rainy day fund, just out of curiosity?

Administrator Fowler - So as it stands right now, we are forced to retain by our policy $13.5 million. I think the last audit, which was June 30th, 2025, had about $18.5 million. So about $5.6 million over what the retain percentage is. We're going to have a new number for June 30th, 2026, as we're going through the audit. I do expect that to grow a little bit. We probably will be somewhere in that $21 to $22 million. Yeah.

Town Councilor Webb - Just to remind people of the importance of that unexpended fund balance is in capital projects like this. This building was built using those funds. So, we think of it as being a big number, which it is, but it helps keep our bond rating down, our bond interest costs down. It helps fund the CBA trust, which is one of the ways that he was alluding to, to prevent those spikes, particularly if we have a lean year, to fund the contracts. So, it helps smooth things out. And it's one of the things that I'm glad to see you're putting into a capital reserve fund and having this because I can remember not too long ago, it was before all of you were on the board, that there was a major mechanical issue at the school and you didn't have a fund balance or a capital reserve to repair it. If we, God forbid, wreck a fire truck or something like that, that's a million-dollar expense.

School Board Member Thiele - I mean, the options that the school district has for this are very limited right now. We can do a trust fund, which of course requires a town vote in March. Even to move money from the unreserved fund balance into a trust fund requires a vote of the town. We can create a contingency fund where we can move money from the last year's unreserved fund balance into a contingency fund.

Councilor Webb - That was something that is, from what I understand, you explained, is something that's fairly recently only allowed by the law.

School Board Member Thiele - It was fairly recent, and there was actually a law that passed this year that would have eliminated the contingency fund, and it took a veto of the governor to save it.

School Board Member Clapp - Just out of curiosity, I assume that $18 million took a while to build up, right? It's not something over years?

Administrator Fowler - Yes. And the council has set a, by their policy, a percentage of retained costs. So essentially what you do is you take the total tax levy from town plus school plus the county. I think we leave out the swept on that part of it. And we've determined that 9.5% is the retained percentage. And that's just an accounting standard. You can take different standards. There's a range of between 5 and 17 percent. We've talked on the town council level, do we want to increase that to 10, 10 and a half percent. That's on the table, but that's a decision that they're going to make. But you're right, it's been a slow process to build up to that. As the budgets have increased, what we've had to retain has also increased.

Councilor Spencer – I would like to speak on the next agenda item; I do want to be mindful before we go down this road that there are candidates present, it is election season, and we don't want to cross that line to electioneering in this moment. So, asking things about the future of legislation may not be appropriate at this moment in this meeting.

Superintendent Flynn – We will move on to adequacy with Jane.

Business Administrator Simard - The swept account is where we expected, and adequacy actually came in just within a couple thousand dollars of what we had budgeted. Now, it's still over $400,000 less than our current year, but it's pretty close to what we had estimated. So at least there's not a huge shift in our estimations, but they just released that number just maybe two weeks ago, somewhere around there. So, we're right on target of where we thought we would be and are we anticipating it decreasing again next year with the way the formula is working.

School Board Member Thiele - The hold harmless is phasing out. And I mean, that is a cause to be concerned about this tax cap question, the way that it's constituted, because there are two methods that were already in state law for a tax cap. You had a local tax cap and then a school district budget cap. So, this question that's going to be on the ballot in November is going to be a tax cap. So, it would limit the tax assessment. We don't have a ton of funding sources. The core of our funding is the local tax assessment and the state adequacy. And there's a few other much smaller sources of revenue, but that's the bulk of it. And a lot of years when the state aid goes down, you're making up for that in a local assessment. So, if we have a year possibly where we're anticipating the state aid going down and then we're also capping the assessment, you're being squeezed from both sides.

Business Administrator Simard - So just to give you an idea as far as revenue that we receive from the district, there are really probably four areas where we would collect more than $100,000 in revenue. One of them would be our tuition for our preschoolers and also Medicaid reimbursement, special education aid reimbursement, and adequacy. Those are our only areas of revenue for the district and local taxation, swept and local taxation.

Administrator Fowler - One other thing that I think for the good of the public to talk about is one other avenue is looking at new growth within the community. One of the things that we continue to talk about on the town side is growth. And again, when you have more valuation in your system, you have more ability to meet the needs of the school and the town. So, we've been growing quite well over the last couple of years. In the last year, the tax year 2025, we grew by $55 million. We had projected $20 million, and we had a much better year than anticipated. I don't have the new numbers yet for 2026. Those are going to get a little skewed because we did a revaluation in '26. So most, for example, single-family properties went up about 10% on their

valuation. In theory, that's just a balancing exercise between all the properties. But we were anticipating, again, in our budget, $55 million of new valuation. So, prior to the revaluation, we were at about $5.7 billion in valuation. That represents a 1% increase. Doesn't sound like a lot, but that does create some opportunities for meeting a future cap, meeting some of the needs that we have within the community. And that's the whole concept behind some of the developments that you're seeing going on. Regardless of your opinion on 4A and some of the other projects that we have, we've got a lot of construction going on in the community. The whole idea behind this is the infrastructure is going to drive opportunities for economic development. So, when you see an apartment complex that goes up on Rockingham Road, well, that project is generating alone $34 million in new valuation. I just looked it up. I'm not sure that that's the full valuation because that was as of April 1st, but that's an example of a project that, again, will contribute to new valuation. So, we're going to continue to see these projects, the economic development staff, the planning staff, the planning board. Everybody's been on board with trying to find the right type of development for the community. And I think that continued growth is going to give us opportunities to meet the needs of both of our entities. So that's just an important point to put out there, regardless of the tax cap and some of the other items that we talked about, that math. Growth is going to be a key component to continue to keep this wheel moving in the right direction.

School Board Member Thiele - And of course, you want to make sure that that growth is balanced between residential, industrial, commercial uses. If we focus too much on residential, more housing units there are in town, the more of a stressor that that is on the school district, the more money it costs to operate the schools. So really, when you have more commercial, more industrial development, that is going to benefit the taxpayers more because a commercial business isn't putting kids in the schools.

Councilor Webb - Unfortunately, I think the way that this town is developed, the land available is for what we view as industrial development, just isn't there. I look at Exit 4A as a redevelopment project. There are some sections of land that hopefully we can develop commercially, such as the stuff across from Rockingham Road but just going north. There's a pumping station just north of Clam Haven. There's potential for there. I think what we really have to look at is not only developable land, but we have to look at demographics because, in essence, we provide services to people, and our primary cost is people. A municipal budget is 94 to 97 percent personnel cost. Yours has got to be very similar. Yeah, we have other things. So, when we have to look at our expenditures, we have to also look at the demographics. What is the population growth in town and what age groups are population? Because that's going to drive where you have to target your services. We have to sort of predict those and look at them with a five-year look ahead because if you don't, you just get behind the curve. So, if you're looking at an aging population, then maybe we have to begin looking at what services we have to provide for that. If we're looking at now we're having influx of younger people, are they having two kids or are they just having one? Are they having three kids? And how is that going to find the population in five years when they're six?

Administrator Fowler - I think we all share the same goal in terms of responsible developments. We want items that are going to enhance this community for quality of life and also areas that will create a good tax base for us. So again, it's been incremental. We haven't obviously had the same scope of development that you would see in Londonderry or Salem. And I'm not sure that that would be necessarily an answer for Derry just because of the way that we have been built out in the past. But I think it's careful development. I think we are trying to target the right types of development. And with that, we are seeing incremental growth that we're going to continue to prosper and move forward on. I think that's something to put some confidence out there for the public on that. I want to talk about item G on the agenda. The town and school collective

purchasing opportunities. So, one of the things that when we talk about budgeting and what we do on the town and obviously, I've coordinated with Jane on numerous years, numerous times on various projects. And we talk often about various commodities. One of the concepts that we've always gone with is averted cost, right? So, some of the things you can't control, such as electricity costs, natural gas costs, fuel costs. But where we can, the town and school, where possible, have collaborated on these larger collective purchases. So, we've always had a very long history of combining our electrical use. And usually, the answers to that had been we'd get a rate that was 7 cents and the market rate from Eversource was 9 cents. So, you would be saving money by virtue of combining those, and there was no impact to your service. We've done that on natural gas now for probably about 15 years. Matter of fact, back in the day, the school district, how many gallons did you used to have a contract? We were up around 180,000 gallons a year for oil. Imagine at $5.50 a gallon, what you'd be paying right now for oil, right? Instead, you converted over all of the buildings to natural gas where we could. And those facilities are now burning natural gas. I believe the market rate for the supply this year on a three-year contract combined with the town is 74 cents per therm. The rate that the default utility from Liberty is $1.74, right? It's a dollar per therm. I think we burn combined about 80,000 therms per year. That's $80,000 that was averted that we don't have to spend and can be used elsewhere. There's a number of stories like that that we continue to work together. We work hard to try to stretch every dollar that we can in these fuel commodities in a market where prices continue to grow. We talked about heating oil on the town side. We still have some facilities that we can't convert. It's a much smaller contract now. We locked in at $4.39. So, we're doing better than probably what the market's going to be this summer. Again, those costs are things that we're not having to shell that money out and make concessions in other areas. We've had a long history, Jane and I, in looking at ways that we can collaborate salt purchases, formerly, I think the school district used to go out and buy its own and paid more because it was a smaller contract. Now the trucks have just come over, we fill them up. And so, I think there's been a long history of collaboration that maybe the story hasn't been told well enough, but I think we're going to continue to do that where possible in many of those commodity areas. So just wanted to kind of put that out there as far as we are diligent about that.
Business Administrator Simard - I think we looked at other areas too, but the ones that made the most sense were the ones that you've mentioned, mostly utilities. But we work together on a lot of projects where we can, we've called the town if we needed help with equipment. So, the town's come over and whether it's digging out a hole for a maintenance project, it's a cost saver for us. We've been able to collaborate with the town. So vice versa. We've had a really good working relationship on trying to find any area for cost savings.

Administrator Fowler - I think that's a credit to the people. It's a credit to you, Jane, in terms of your long tenure here. And we've always had that great relationship. So, I just want to make sure that the public hears that that is something that goes on every day and there's always discussions about how do we save collectively money across the board and commodities, utilities are one way that we have collaborated heavily over the past number of years.

School Member Clapp - I know you guys are studying health insurance costs, which is great. One thing I'm not up on and I don't have the answer for, and maybe you guys do. When it comes to our collective bargaining agreements, can you switch out health insurance during a bargaining agreement as long as you provide the same services and same employee cost? Or is that something you have to work, is it a tight rope to move through?

Administrator Fowler - It's a complicated question. I think it would vary between the unit. The ask that we put together with health trust is, what if we took the school district and the town and just give us a combined number? So, what I've been told is October 7th is the date that we're going to see the release of the health trust numbers. And then within probably 10 days after

that, we'll get a what if. It's just a pricing quote that we have. History has kind of proven, not Derry specifically, but across the state, when bargaining units are faced with any changes to their plan that they feel are substantive, that puts them into the impact bargaining. So, you might have to talk to them on that. If you can simply just do what we're asking is, if the school district keeps theirs and the town keeps theirs, does that improve the pricing for either or both or not at all? So that's really the question we've tasked them with. So, we didn't really get into the nuts and bolts of, let's eliminate this prescription drug, let's eliminate that service. That wasn't really what the ask was. I mean, that's a larger question maybe that the school district would handle on its own and the town would handle on its own. But from a pricing exercise, it's just current situation.

Councilor Webb - I've been on that side of where I have both worked on changing health insurance while as a union member townwide. And this was back in 1995. And the best way to do that is you have to get your union involved at ground zero if you're looking at doing a major change. And a major change, for instance, could be going with a self-funded health insurance where you have a third-party administrator, you have a gap insurance or umbrella insurance that covers both major personal expenditures and major costs to there. But you still need to get your employees involved. And health insurance is probably your second largest expenditure next to wages. So, it's a way that you can have a real positive impact on your budget. But the hidden cost is vacancies. So, if you've got all these vacancies because people say, "I don't want to go there because their benefits suck," that drives up costs on another end. So, it's a really fine balance. But the best way is to get them invested in having as good a health plan as they can get, but they're also invested in the balance of, "Well, if I have the Cadillac health plan, I can only afford a Fiat."

Administrator Fowler - We had some rates last year that for a family plan, total cost, employer and employee share that are approaching $50,000 per year. That's unbelievable. We're trying our best to try to mitigate those cost increases, but I don't know that there's any easy fix to reducing health costs. It might be a function of just trying to slow down the rate of increase on that going forward. But we'll have a better idea, at least on the town side, October 7th when they release those rates. And that'll obviously roll us into some of the other calculations that we need to have as we go into our next fiscal '28 budget. So, the last item on the agenda that we felt was relevant was other topics, open discussion. So, this is an opportunity for anybody to throw out there any questions, any statements that they'd like to make for both sides. I think we've covered a lot of various topics tonight on the financial side.

Superintendent Flynn - I just want to thank the Derry Police Department in their partnership over the past 15 months that I've been here now. It's been really phenomenal to work with Chief Feoli and Captain Breen there. But they've been so responsive, and I know they're dealing with staffing challenges, which then impacts our SROs. We do not have any currently. But at the same time, they've been doing drive-by and walkthroughs regularly. So, it doesn't feel like we're missing a beat. I just think that their responses to our students and our families, the help that they've provided, really is another avenue of showing partnership between the town and the schools. And I just want to thank them for all the time and efforts that they put in for our families and our students, so.

Councilor Milz - I just want to stress that I think one of the most important things that the public should be aware of about is the coordination we try and keep between the town and the school district as far as all the huge capital projects. Labor costs are one thing, but we know that the capital projects are the ones that always make the news because monetarily, they're just big elephants in a room. And the fact that we try and coordinate them so that you're not trying to build a new school at the same time we're going to build a police station. And oh, by the way,

your taxes just went up $10 apiece. I think that coordination is a huge, huge step and the public should be aware of it.

School Board Member Clapp - The only other thing I would say is we have our budget process coming up in the next month or so. Obviously, people here, listening online, they should watch that process because more feedback that we get and I think for some people it'll be an eye-opening experience of what we can actually mitigate and do to try to keep the numbers as manageable as possible. And just watch and share ideas with us because there's a very small pie that we can actually affect when it comes to the budget process, especially with health insurance, labor, and all that kind of stuff that is scheduled to go up at high numbers. That's all I got to say about that. It's just something that I would hope people would do because things you read, things you hear, even when you read HB1300, when they talk about tax cap, and there's a line there that says, "This will not affect classroom expenses." I don't know how you can make that claim when if you've watched a budget process, you can't make that claim. And I wonder when people talk about it like that, I just don't know how that is a viable point to make. So I encourage everyone running for office, families, whatever, just watch the process and give any input that you have.

School Member Thiele - To that point too, you guys are under a charter, and you set your budget. All the school board does is propose a budget. And then we have a deliberative session where everyone in town can come and voice their opinion on the budget. The people in that room, you have to vote on what the budget is going to be. Anyone in that room can propose a change to what we proposed. And if the people in the room, a majority of them agree with that, then that's what goes to the ballot. And then once something comes out of that room and gets on the ballot, then you have another chance to vote on that or the default budget. So, I would especially encourage everyone in town to pay attention to the budget process because it's your budget.

Councilor Webb - I think people forget that 94 to 97 percent of our budgets right now are all personnel costs. It doesn't leave much room so that if you want to say, "Oh, we need to cut here, cut there," you have to ask, "Okay, what personnel are you cutting? What services are you cutting?"

School Board Member Thiele - I mean, that's absolutely right. I mean, on our side, those are the big movers, right? Personnel and benefits. We can cut these little things that they're not going to have a big impact. If you have to make a big cut, that's the bulk of it. Yeah.

Scholl Board Member Clapp - We lost a half million dollars coming into this fiscal year. So, you get costs going up, whatever they are, three, four, five percent, and you lose a half million dollars on it's just one more thing that people need to understand and take into consideration.

For the school board, we will be in recess until 6:30 until we begin our regular meeting.

Motion by Councilor Milz to ADJOURN, seconded by Councilor Foote
Roll Call Vote 7-0-0

Adjourn: 6:16 PM

Cristina Guilford
Town Clerk

October 6, 2026
Date

Recording & Transcription by: Cristina Guilford, Town Clerk