

# School Board And Teachers Reach Agreement

By Vicky Mishcon  
Andover School Board

This fall it was time to negotiate a new contract between the Andover School Board and the Andover Education Association, the AE/MS teachers' new union. This by itself is news, but the real news is the process by which agreement was achieved.

Both the Association and the Board had expressed the desire to change from the traditional style of negotiation to the "win-win" style of bargaining. We wanted to "do it right," so a two-day training in August was set up for both groups to attend together.

Teachers, Board members, administrators, and SAU personnel were invited to attend. The training was provided at no cost by the Federal Mediation and Conciliation Service. The official title of the workshop was "Interest-Based Bargaining."

In the traditional form of negotiation, both sides come to the table with a list of issues, usually in the form of a position or demand, and a solution. For example, a dissatisfied customer might say, "I won't pay for the newspaper unless it is on my front step every morning."

Position statements are usually exaggerated initially, with the knowledge that the

bargaining process will require compromise. It is often said that when an "agreement" is reached, neither side is happy.

In Interest-Based Bargaining (IBB), both parties come to the table with a list of issues or topics and jointly select which issues will be discussed. It is important to separate solutions from the problems at this stage and to depersonalize the statement. For example, our unhappy newspaper subscriber might say, "The paper delivery boy doesn't get the morning paper close to the front door."

Sometimes it is helpful to frame the issue as a question, such as, "How  
See Contract on page 10



**Extreme Holiday Joy - Koby Perreault expresses his delight with a gingerbread house at East Andover Village Preschool. For more about the Preschool, see the article on page 19. Photo by Doreen Perreault**

## Last Month In Andover

**Beacon honored** – NH House recognizes the return of the *Beacon* Page 2

**Hazard Mitigation Plan** – Committee starts work Page 6

**Master Plan Update** – Brainstorming yields a long list of items to consider Page 6

**Rail Trail Elects Officers** – Group organizes, continues research into recreational use Page 11

**Larry Wilson Ships Out** – Another Andover resident has left to serve in Iraq Page 15

**Lions Honored** – NH House recognizes 50 years of service Page 16

**AE/MS' Busy December** – The run-up to the holidays was hectic Page 23

## Emergency Services Quick To Respond To Ammonia Leak At Proctor Ice Rink

By Chelsea Conaboy  
Concord Monitor staff

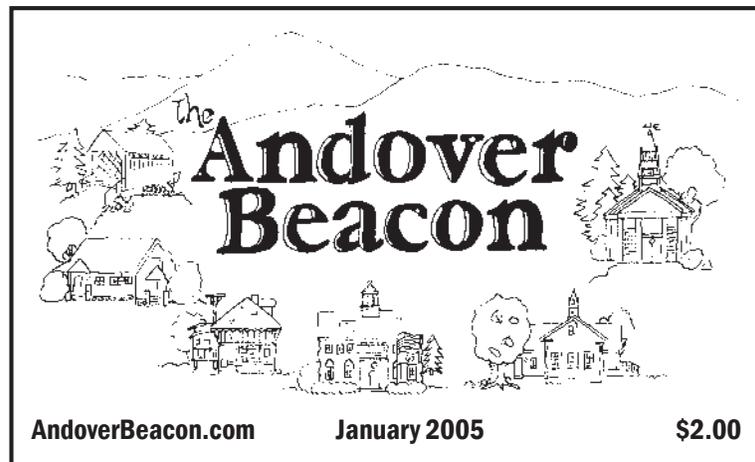
*Condensed with permission from the Concord Monitor.*

Proctor Academy evacuated seven dormitories and the Teddy Maloney Hockey Rink after an ammonia leak in the rink's coolant system set off an alarm Wednesday night [December 15]. Four people were taken to the hospital with symptoms of exposure.

Rink Manager Todd Goings noticed an alarm signaling a leak at about 8:30 PM when the girls' under-18 team from the Kearsarge Youth Hockey league had just stepped onto the ice. He called the fire department and evacuated the building.

"I went in to close the valve myself, and I could see where (the ammonia) was coming from," Goings said. When he tried to close the valve, he burned his

See Rink on page 11



## Budget Committee Vets 2005 Budgets

By Ed Hiller  
Chairman, Budget Committee

One of the most significant items to face the voters at the upcoming Town Meetings in March is the matter of appropriating the necessary funds to conduct the Town's business for the coming year. The appropriations that are voted at these annual meetings are directly responsible for the tax rates and therefore the tax bills that we all will be receiving next December.

The Town departments are presently in the process of reviewing their budget requests for the coming year with the Budget Committee. As a result of this review process, this Committee will present its budget recommendations to the Town Meetings in March for their consideration.

Present indications are that the Budget Committee will be forced to recommend budgets significantly larger than last year, and hence that we all will be facing higher tax bills next December.

The budget requests for the coming year (2005) are still under discussion, so nothing definitive can be presented at this time. But a review of the present year's budget (2004) can help to understand the matter.

### 2004 Budgets

The budgets appropriated at the Town Meetings in 2004 amounted to about \$4.3

million. Adding the Merrimack County assessment of \$472,962 (over which Andover has very little control) brought the total appropriations to about \$4.8 million.

Various sources of revenue other than real estate taxes reduced this total to about \$2.8 million that had to be raised by local real estate taxes. This tax bill came from the various departments as shown in the table below.

Each property owner's 2004 tax bill

ANDOVER BUDGETS 2004				
Department	Appropriations	Revenues	Net to Taxes	% of Total
School	\$3,000,755	\$1,095,784	\$1,904,971	67%
Town	\$1,175,751	\$813,416	\$362,335	13%
Fire Depts	\$108,090	-0-	\$108,090	4%
County	\$472,962	-0-	\$472,962	17%
<b>TOTAL</b>	<b>\$4,757,558</b>	<b>\$1,909,200</b>	<b>\$2,848,358</b>	<b>100%</b>

was computed by apportioning this total tax bill of \$2.8 million in proportion to the assessed valuation of his or her property.

Approximately 67% of each owner's tax bill in 2004 went toward funding the Andover School District. The School's appropriation for 2004 included approximately \$2.0 million for Basic Education and \$0.4 million for the federally-mandated Special Education program. The remainder went toward administration and building costs.

## This Month In Andover

**2005 Session** – NH Legislature begins a new session with a new representative from Andover Page 3

**Town Forum** – Conservation Commission responds to budget questions Page 4

**Improvements Coming** – Recreation Committee raising funds for improvements to fields Page 6

**Italian Buffet** – The Snowmobile Club's popular fundraiser is coming soon, and the Skidoo raffle is to be drawn, too Page 10

**Quilt Documentation Day** – The Constant Quilter is planning an event to examine and document old quilts brought in by the public Page 12

**Big Brother / Big Sister** – AE/MS and Proctor are working together again on a program to provide role models Page 22

**Parent Education Series** – Help for parents of children five to ten years old continues with a talk on "Development and Discipline" Page 22

The Town appropriation for 2004 included approximately \$531,000 for Highways and Bridges, \$263,000 for Town Office expenses, \$145,000 for the Transfer Station, and \$124,000 for the Police Department.

### Changes For 2005

The Andover School District budget request for 2005 is anticipated to be about 7.5% higher than the appropriation for 2004. Several factors contribute  
See Budget on page 11

**SUPPORT THE BEACON!**

The Andover Beacon is mailed free to all Andover addresses thanks to the support of our volunteers, our members, and our advertisers. Have you done your part to support our community newspaper?

Andover Beacon  
PO Box 149  
Andover NH  
03216-0149

POSTAL CUSTOMER

Prsrt Std  
ECRWSS  
US Postage  
PAID  
Permit No. 5  
Andover NH