

Town of Bow
Annual Report
Town and School
2024



The Bow Gazebo gets a new standing seam metal roof after 23 years with a cedar roof

Town of Bow
New Hampshire
and
Bow School District

2024 Town and School
Annual Report

All photos by Eric E. Anderson, unless otherwise noted.

Annual School District Meeting
Friday, March 14, 2025
6:00 p.m. at Bow High School

Elections (Town & School) & Ballot Voting Day
Tuesday, March 11, 2025
7:00 a.m. to 7:00 p.m. at the Bow Community Center

Annual Town Meeting
Wednesday, March 12, 2025
6:30 p.m. at Bow High School



TOWN www.bownh.gov | SCHOOL www.bownet.org

Town of Bow - Phone List

<u>New 223 Numbers</u>		<u>Hours of Operation</u>
223-3900 Main Number - All departments		Monday -Friday 7:30 a.m to 4:00 p.m.
223-3910 Town Manager		
223-3920 Parks & Recreation		
223-3930 Public Works Office		
223-3935 Public Works, Shop		
223-3940 Emergency Management		
223-3950 Police		
223-3960 Fire		
223-3970 Community Development		
223-3980 Town Clerk		
Emergency Fire Department		911
Emergency Police Department		911
Dept.	Name	Department's New Direct Dial
Community Development		223-3970
Conservation Commission		223-3970
Planning Board		223-3970
Assessor		223-3970
Emergency Management	Director Lee Kimball	223-3940
Finance		223-3915
Fire		223-3960
Health Officer	Tom Ferguson	223-3960
Human Services / Welfare	Deb Bourbeau	223-3917
Library		224-7113
Parks & Recreation General #		223-3920
Celebrating Children	Director Alicia David	228-2214
Police	(non-emergency)	223-3950
Buildings and Facilities Department		223-3977
Public Works		223-3930
Town Clerk/Tax Collector		223-3980
Town Mgr./Selectmen		223-3910
Heritage Commission		223-3910
Recycling Committee		223-3910
Sau 67		224-4728
Bow Elementary School		225-3049
Bow Memorial School		225-3212
Bow High School		228-2212

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TOWN MEETING 2024

Warrant & Budget (MS-737)	BLUE
Moderator's Rules of Procedur	WHITE
Voters' Rights & Responsibilities	WHITE

SCHOOL DISTRICT

Annual Report.....	CREAM
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In Memoriam



EDWARD BERKE

Edward “Eddie” Higgins Berke passed suddenly due to a tragic accident, July 4th on Casco Bay off Falmouth, Maine. He was 31. He was the beloved son of Bruce A. and Nancy H. Berke of Bow, N.H, cherished brother of Hunter P. Berke of Charlotte, N.C., and life partner of Madelaine (Maddy) Pigott of Ontario, Canada and Stamford, CT.

Born in Concord, NH, he grew up in Warner and Bow, NH, where he attended school and played youth and interscholastic sports. He was a 2011 graduate of Bow High School.

Eddie was a people person and very likely never met anyone he didn’t like. Connecting with others and relationships were important to him and he was always there for you if you needed him for anything. The friends he made were friends for life. In part, they became lifelong friends because Eddie always expressed interest in what others were doing or involved with in their lives. And whenever he was planning for the next adventure, he was inviting others in hopes they would join him for the experience.



EMILY RACHEL GATZKE

Emily Rachel Gatzke, 34, of Boscawen, NH, passed away in Boston on January 9, 2024, with loved ones near, after a courageous journey of over three years with a rare form of cancer. She lived a life full of adventure and prioritized caring for others both personally and professionally.

Born in Washington, D.C., Emily was raised in Arlington, VA, before moving to New Hampshire after third grade. She attended the Center for Talented Youth program offered by Johns Hopkins University during summer breaks. She graduated from Bow High School in 2007.

In 2020, Emily was diagnosed with a rare sarcoma (EHE), a cancer found in only one in a million people worldwide and one for which the various cancer centers and experts she consulted had no playbook. Over the past three years, Emily worked diligently to find potential courses of treatment and document her experience to inform future research all while managing her pain, continuing to work as a nurse and spending time with loved ones.

Her family encourages all to visit fightehe.org to learn more about this challenging and unpredictable disease.

DEB BOURBEAU



It is with great honor the Board of Selectmen dedicates this year's Annual Report to Deb Bourbeau.

Deb served as the Town's Humans Services Director for over 24 years. During her tenure, she played a pivotal role in assisting Bow residents in need to connect with state and federal support programs.

Deb actively managed and led Thanksgiving food baskets, holiday gift-giving programs. She also provided assistance and support with many food collection drives put on by town organizations, neighborhoods and students.

During the pandemic, she coordinated two food collections drives in April 2020. A large food pantry was established at the Community Building with the food that was collected. With the assistance of many dedicated volunteers the pantry provided food aid to residents in April and May of that year. Additionally, Deb was instrumental in rallying the community for ongoing food drives throughout the year.

Her contributions have been invaluable, and she is highly appreciated for her dedication.

Elected Officials elected by the Voters of the Town of Bow

Board of Selectmen

Angela Brennan, Chair.....	2025
Eleana Colby, Vice Chair.....	2026
Christopher Nicolopoulos.....	2025
Ian Flanagan.....	2027
Kip McDaniel.....	2027

Budget Committee

Andrew Mattiace, Chairman.....	2027
Jeff Knight, Vice Chairman.....	2025
Michael Standafer, Secretary.....	2026
William Knapp.....	2026
Brock Ehlers.....	2025
Lisa Franklin.....	2027
Martin Osterloh.....	School Board Rep.
Melynie Klunk.....	School Board Alt.
Christopher Nicolopoulos.....	Board of Selectmen Rep.
Eleana Colby.....	Board of Selectmen Alt.

Supervisors of the Checklist

Kathryn Ess, Chair.....	2026
Beth Titus.....	2028
Amy Knepper.....	2030

Town Clerk / Tax Collector

Mridula Naik.....	2027
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Town Moderator

Peter Imse.....	2026
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Treasurer

Roland Gamelin.....	2027
Suzanne Campbell, Deputy Treasurer.....	2027

Trustees of the Baker Free Library

Bob Arnold, Chairman.....	2026
Eric Anderson.....	2029
Matt Gatzke.....	2027
Donna Deos.....	2025
Sherri Vincent-Crisp.....	2028

Trustees of the Trust Fund

John Caron.....	2026
Johnathan Marvin.....	2027
Mary Beth Walz.....	2025

Boards, Committees & Commissions appointed by the Board of Selectmen

Bow Community Center Committee

Colleen Hunter, Chair..... appointed in 2022
 Danielle Albushies, Vice Chair... appointed in 2023
 Brian Murphy, appointed in 2022
 David Cook..... appointed in 2022
 Janet Shaw appointed in 2022
 Kip McDaniel..... Selectmen Rep.
 Eleana ColbySelectmen Alt.

Bow Telecommunications Committee

Dee Treybig, Chair2026
 Deb McCann, Co-Chair2026
 Marilee Nihan.....2026
 Karri Makinen, Community Development Director
 Ian FlanaganBoard of Selectmen Rep.
 Kip McDaniel.....Selectmen Alt.

Business Development Commission (BDC)

Bill Hickey, Chairman2027
 Larry Haynes, Vice Chair2026
 Cody Herrick, Secretary2027
 Wendy Gazaway.....2026
 Christopher Johnson2025
 John Meissner.....2026
 Anthony Foote.....2026
 Don Berube, Jr.Planning Board Rep. 2027
 Ian Flanagan Selectmen Rep.
 Chris Nicolopoulos.....Selectmen, Alternate

Buildings and Facilities Advisory Committee

David Cook, Chairman2026
 Thomas Betteridge, Vice Chair.....2027
 Glenn Dugas2025
 Dan Thomas2027
 Angela Brennan Selectmen Rep.
 Ian FlanaganSelectmen Alternate
 Chris Andrews, Buildings and Facilities Manager

Capital Improvements Program (CIP) Committee

Mark Davis, Chair, Citizen Rep.....2025
 Glenn Dugas, Vice Chair, Citizen Rep.....2027
 Harry Judd, Citizen Rep.2027
 Jonathan Pietrangelo..... Planning Board Rep.
 Jeff Knight.....Budget Committee Rep.
 Kip McDaniel..... Selectmen Rep.
 Angela Brennan..... Selectmen Alternate Rep.

Community Power Committee

Russell Anderson, Chairman.....2026
 Robyn Sarette, Vice Chairman.....2026
 Michael Markett, Secretary2026
 Robert Trotte2026
 Richard Blake.....2026

Conservation Commission

Sandy Crystall, Chair2027
 Dik Dagavarian2026
 Andrew Mattiace2026
 Lisa Lindquist2027
 Tom O'Donovan, Alternate2026

Drinking Water Protection Committee

Cynthia Klevens, Chair2025
 Ken Conaty2026
 Greg Colby2026
 Tom O'Donovan2027
 Dan Wojcik Whitewater

Energy Committee

Nicholas Lydon, Chair 2026
 Michael Leuchtenberger.....2025
 Rob Trotte.....2027
 Chris Moore2025
 Stephen Elgert.....2023
 Russell Anderson2025

Heritage Commission

Eric Anderson, Chair..... 2027
 Susan Wheeler, Secretary..... 2026
 Dik Dagavarian, Treasurer 2025
 James Dimick..... 2026
 Donald Fournier 2026
 Faye Johnson..... 2027
 David Lindquist, Alternate..... 2027
 John Meissner 2025
 Eleana ColbySelectmen Rep.
 Ian Flanagan..... Selectmen Alternate

Planning Board

Don Berube, Jr.,Chair 2027
 Sandra Crystall, Vice Chair..... 2026
 Adam Sandahl, Secretary 2025
 Jonathan Pietrangelo 2025
 Michael Lawton 2027
 Jessica Duke, Alternate 2027
 Ben Davis, Alternate 2027
 Kip McDanielSelectmen Rep.
 Eleana Colby..... Selectmen Alternate

Boards, Committees & Commissions appointed by the Board of Selectmen (cont.)

Recycling and Solid Waste Committee

Sherri Cheney, Chair	2027
Danielle Ruane, Secretary.....	2027
Beth Titus	2026
Taj Pietkiewicz	2025
Mark Davis	2025
Heath Carder.....	2026

Bow Tax Increment Finance District (TIF) Advisory Board

Don Berube, Jr.....	2027
John Fournier.....	2025
Wendy Gazaway.....	2026
Larry Haynes	2026
Chris Nicolopoulos.....	Selectmen Rep.

South Bow (TIF) Advisory Board

Adam Bates	2027
Don Berube, Jr.....	2025
Marc Charbonneau	2026
Chris Nicolopoulos.....	Selectmen Rep.

Zoning Board of Adjustment

Harry Hadaway, Jr., Chairman	2025
Stephen Buckley, Vice Chairman.....	2025
Donald Burns, Secretary.....	2026
Robert Ives.....	2026
Michael O'Neil.....	2027
Joseph Conti, Alternate.....	2026
June Branscom, Alternate	2027
Garth Orsmond, Alternate	2026

Town Employees

Town Manager's Office

David Stack, Town Manager
Tonia Lindquist, Administrative Assistant

Town Clerk/Tax Collector's Office

Mridula Naik, Town Clerk/Tax Collector
Shannon Gula, Deputy Town Clerk/Tax Collector
Tammy Martin, Assistant Town Clerk/Tax Collector
Kate Ess, Account Clerk

Community Development Department

Karri Makinen, Director
Scott Tenney, Building Inspector
Ginger Iverson, Administrative Assistant
Judy Bibbins, Administrative Assistant

Finance Department

Cheryl Lindner, Director
Joyce Mooers, Bookkeeper
Adila Alwekrat, Account Clerk

Assessing Department

Catie Walker (Whitney Consulting Group), Assessor

Emergency Management Department

Leland Kimball, Director

Police Department

Kenneth Miller, Police Chief
Phillip Lamy, Lieutenant
Matthew Pratte, Lieutenant
Tyler Coady, Detective Sergeant
Jonathan Behning, Sergeant
Robert Welch, Sergeant
Harry Handy, Sergeant
Serena Shuter, Police Officer
J. Ricardo St. Marc, Police Officer
Joseph Rheaume, Police Officer
Seth Guilmette, K9 Officer
Hunter K-9
Stephanie Vogel, Administrative Assistant

Health Department

Thomas Ferguson, Health Officer
Leland Kimball, Deputy Health Officer

Human Services Department

Melissa Valance, Director

Fire Department

Dennis Comeau, Fire Chief
Michael Van Dyke, Deputy Chief
Brandon Skoglund, Captain Paramedic
Tom Ferguson, Lieutenant AEMT
Rich Oberman, Lieutenant Paramedic
Justin Abbott, Firefighter
Greg Brown, Firefighter Paramedic
David Eastman, Firefighter AEMT
Matthew Espinosa, Firefighter EMT
Corey Girard, Firefighter AEMT
Tim Ives, Firefighter EMT
Keith Lambert, Firefighter EMT
Angelo Puglisi, Firefighter/EMT
John Sartorelli, Firefighter EMR
Stephen Shirk, Firefighter/Paramedic
Craig Beaulac, Firefighter AEMT
Jonathan McDonald, Probationary Firefighter/AEMT
Thomas Holliday, Probationary Firefighter-Paramedic
Christopher Conary, Firefighter EMT
Jacob Paulsen, Firefighter
Amelia Aznive, Firefighter AEMT
Ryan Paterson, Firefighter, EMT
Derek Waldron, EMT, Chaplain
Tom Baldassare, Firefighter Paramedic
Paul Kelly, firefighter AEMT
Jackson Crosby, Firefighter AEMT
Kaylor Lodge, Firefighter AEMT
Kate Labrecque, EMT

Support Members

Edwin Bardwell, Support
Richard Bilodeau, Support
Kenneth Judkins, Support
Leland Kimball, Support
Maria Koustas, Support
Adam Seligman, Support

Public Works Department

Timothy Sweeney, Director
Lois Richards, Administrative Assistant
Michael Hague, Highway Foreman
Rick Wombolt, Fleet Manager
Andy Rich, Heavy Equipment Operator
Bruce Maxwell, Heavy Equipment Operator
Phil Anderson, Mechanic
Duane Resse, Mechanic
Bill Clement, Mechanic

Town Employees (cont.)

Brian Piroso, Driver/Laborer
Robert Cepurneek, Driver/Laborer
David Meyer, Driver/Laborer
Ed Foley, Driver/Laborer
Jack Burton, Groundskeeper
William Fanny, Seasonal Driver/Laborer
Roland Gamelin, On Call Seasonal Driver
Anthony Foote, On Call Seasonal Driver

Town Facilities Department

Chris Andrews, Manager
Myrton Fellows, Custodian
Vacant, Custodian

Baker Free Library

Kaitlin Camidge, Director
Juliana Gallo, Youth Services Librarian
Amy Bain, Library Assistant
Liesl Miller, Library Assistant
Lauren Porter, Library Assistant
Christina Landry-Boullion, Library Assistant
Ashley Audet, Library Assistant
Liberty Furr, Circulation Desk Assistant
Eliana Mears, Circulation Desk Assistant
Ella Smith, Circulation Desk Assistant
Owen Libby, Circulation Desk Assistant
Delaney King, Circulation Desk Assistant
Abe Anderson, Bookkeeper
Vacant, Custodian

Celebrating Children Preschool

(Parks and Recreation Department)

Alicia David, Director
Alexandra Welch-Zerba, Assistant Director
Karyn Golabiewski, Lead Teacher
Judith Acone, Assistant Teacher
Jody Valpey, Teacher Assistant
Asta Valaityte, Teacher Assistant
Brooke Sterling, Teacher Assistant & Sports Day Instructor
Jennie Lagasse, Assistant Teacher
Joy Van Wyck, Substitute Teacher

Parks and Recreation Department

Darcy Little, Director
Shannon Camara, Assistant Parks and Recreation Director
Malinda Blakey, Recreation Office Manager
Michele Myrdek, Program Coordinator

Instructors

Jessica Barley, Martial Arts Instructor
Tracey Beaulieu, Fitness Instructor

Christina Landry-Boullion, Art Instructor
Elsa Chern, Art and Science Instructor
Lucia Cote, Mindfulness Fitness Instructor
Sarah Cutter, Youth Sports
Becca Davis, Youth Pickleball
Kristina Lucas, Fitness Instructor
Joan Major, Pickleball Instructor
Brigitte Miner, Resin Art
Lucy Morris, Archery Instructor
Muriel Orcutt, Strings Instructor
Ethan Pelland, Assistant Youth Sports Instructor
Chris Proctor, Fitness Instructor
Jim Readey, Yoga
Jeni Speck, Colorguard Instructor
Melissa Valence, Instructor
Michele Vecchione, Fitness Instructor
Chris Yvars, Tennis

Camp Bowgie Staff

Sarah Cutter, Camp Director
Rosaria Anderson, Camp Counselor
Autumn Boisvert, Camp Counselor
Aiden Fisher, Camp Counselor
Nate Greene, Camp Counselor
Max Keefe, Camp Counselor
Victoria Legere, Camp Counselor
Maddie McSweeney, Camp Counselor
Melissa Valence, Substitute Counselor/Director
Carolyn White, Camp Counselor
Alexandra Boone, Camp Counselor

Bow Recreation Center

Sherri Wombolt, School Age Site Coordinator
Siobhan Droney, Administrative Assistant
Jessica Barley, Group Leader
Vivian Bedford, Group Leader, Summer Camp Counselor
Avory Brown-Arcoite, Group Leader
Kate Anoli, Group Leader
Haley Dame, Assistant Group Leader
Alanah David, Assistant Group Leader
Karyn Dickson, Group Leader
Caylee Jobin, Receptionist
Emma Lewis-Zanis, Assistant Group Leader
Aubrey Fischer, Group Leader
Colin Fitzpatrick, Assistant Group Leader
Karen Giaquinta, Group Leader
Ailey Moore, Group Leader
Mackenzie Nassar, Assistant Group Leader
Abigail Nover, Group Leader
Isabella Parkerson, Group Leader
Eathan Pelland, Group Leader

Town Employees (cont.)

Richard Sanford, Group Leader
Hunter Smick, Group Leader
Brooke Sterling, Group Leader
Peyton Sterling, Assistant Group Leader

Bow Recreation Day Camp Staff

Katherine Anoli, Camp Counselor
Vivian Bedford, Camp Counselor
Emma Cate, Camp Counselor
Rorie Cochrane, Camp Counselor
Emma Dobbins, Camp Counselor
Aubrey Fischer, Camp Counselor
Ryan Graham, Camp Counselor
Caylee Jobin, Receptionist/Assistant Camp Counselor
Emma Lewis-Zanis, Camp Counselor
Dominic Massaro, Camp Counselor
Gianna Massaro, Camp Counselor
Ailey Moore, Camp Counselor
Isabella Parkerson, Camp Counselor
Brooke Sterling, Camp Counselor
Peyton Sterling, Camp Counselor

2024 Town Meeting Results

Town Moderator Peter Imse listens to a question posed by an attendee

Photo by © Eric Anderson 13-Mar-2024 #4453

2024 TOWN MEETING, TOWN OF BOW, NH MARCH 13, 2024

Peter Imse, Moderator, called the Town Meeting to order at 7:00 a.m. on Tuesday, March 12, 2024 at the Bow Community Center. After the Pledge of Allegiance, the ballot box was inspected by the Moderator and Supervisor of the Checklist to verify it was empty and voting commenced. At 7:00 p.m. the polls were closed, and the meeting adjourned until Wednesday, March 13, 2024 at 6:30 p.m.

Town and School Election Results:

WARRANT ARTICLE #1 - TOWN AND SCHOOL OFFICES

Office	Vote for not more than	Term	Candidate (in Ballot order)	Results/Winner*
SELECTMAN	Two	Three	Ian Flanagan Kip McDaniel Matthew Poulin Brock Ehlers	944* 904* 721 576
BUDGET COMMITTEE MEMBER	Two	Three	Andrew Mattiace Lisa Franklin	1113* 1102*
TOWN CLERK/TAX COLLECTOR	One	Three	Mridula Naik	1377*
TOWN MODERATOR	One	Two	Peter Imse	1327*
TREASURER	One	Three	Roland Gamelin	1247*
TRUSTEE OF THE TRUST FUNDS	One	Three	Jonathan Marvin	1264*
SUPERVISOR OF THE CHECKLIST	One	Six	Amy Knepper	1276*
LIBRARY TRUSTEE	One	Five	Eric Anderson	1326*

SCHOOL CLERK	One	Three	John Rich	1262*
SCHOOL BOARD MEMBER	One	Three	Benjamin Davis Angela Hubbard Jeffrey Knight	720 726* 113

WARRANT ARTICLE #2 – PROPOSED ZONING AMEMDMENTS

Are you in favor of the adoption of the ZONING ORDINANCE AMENDMENTS presented below as proposed by the Planning Board?

- A. Are you in favor of the adoption of ZONING AMENDMENT A as proposed by the Planning Board vote of January 11, 2024, to amend Temporary Structures and Uses under Section 3.02 and add it as Section 7.27? The amendment has been on file at the Municipal Building since Friday, December 29, 2023. (Recommended by the Planning Board by a vote of 5-0).

PASSED - Yes: 1098 No: 210

- B. Are you in favor of the adoption of ZONING AMENDMENT B as proposed by the Planning Board vote of January 11, 2024, to delete Principal Uses Section 5.11.B12 Home Based Day Care, as the use also appears in the table as an accessory use? The amendment has been on file at the Municipal Building since Friday, December 29, 2023. (Recommended by the Planning Board by a vote of 7-0).

PASSED - Yes: 1107 No: 205

- C. Are you in favor of the adoption of ZONING AMENDMENT C as proposed by the Planning Board vote of January 11, 2024, to amend Section 10.02 Floodplain (F) District as printed? The amendment has been on file at the Municipal Building since Friday, December 29, 2023. (Recommended by the Planning Board by a vote of 7-0).

PASSED - Yes: 1094 No: 185

- D. Are you in favor of the adoption of ZONING AMENDMENT D as proposed by the Planning Board vote of January 11, 2024, to add attached and detached Accessory Dwelling Units (ADUs) under Section 5.11 Accessory Uses A.6a and b and to amend Section 7.04 to allow detached ADUs? The amendment has been on file at the Municipal Building since Friday, December 29, 2023. (Recommended by the Planning Board by a vote of 7-0).

PASSED - Yes: 1088 No: 233

- E. Are you in favor of the adoption of ZONING AMENDMENT E as proposed by the Planning Board vote of February 1, 2024 to amend Section 7.10 Radio/TV Tower or Antenna and Personal Wireless Service Facility (PWSF) Section E to allow PWSFs up to 190 feet in height and to modify the language regarding stealth technology? The amendment has been on file at the

Municipal Building since Friday, January 19, 2024. (Recommended by the Planning Board by a vote of 7-0).

PASSED - Yes: 1170 No: 213

- F. Are you in favor of the adoption of ZONING AMENDMENT F as proposed by the Planning Board vote of February 1, 2024 to amend 10.01 Wetlands Conservation (WC) District Sections D and E including clarifying language and updating the Table of Uses for the Wetland Conservation District? The amendment has been on file at the Municipal Building since Friday, January 19, 2024. (Recommended by the Planning Board by a vote of 7-0).

PASSED - Yes: 1089 No: 214

- G. Are you in favor of the adoption of ZONING AMENDMENT G as proposed by the Planning Board vote of February 1, 2024 to replace Article 17 Bow Mills Mixed Use District in its entirety? The amendment has been on file at the Municipal Building since Friday, January 19, 2024. (Recommended by the Planning Board by a vote of 7-0).

PASSED - Yes: 1037 No: 272

2024 Town Meeting, Town of Bow, NH

Second Session of Annual Town Meeting March 13, 2024

Call to Order

The Town meeting was convened on Wednesday, March 13, 2024 at 6:30 p.m. by Town Moderator Peter Imse. The Moderator read the opening paragraph of the 2024 Town Meeting Warrant. This meeting is being live-streamed and recorded and available at the following link: [Town of Bow NH Meeting 3/13/24 \(youtube.com\)](https://www.youtube.com/watch?v=...)

Presentation of Colors and National Anthem. The Colors were presented by the Scouts BSA Troop 75, under the leadership of Victor Carbonneau. Scouts: Gabe Abberton, Garrett Abberton. Laurel Downey, Lucy Heiss, Wyatt Worcester and Ben Carbonneau presented the colors and led the Pledge of Allegiance. Emily Fauteux sang the National Anthem.

Introductions

Town Moderator Imse recognized the head table. Selectmen: Angela Brennan, Eleana Colby, Matthew Poulin, Chairman Mike Wayne and Vice Chair Christopher Nicolopoulos.

Also present were Town Manager David Stack, Finance Director Cheryl Linder, Town Counsel Eric The assistant Moderators: Nick Watson, Catherine Minihan, Barbara Griffin, Jack Crisp, Harry Judd, Ben Kiniry, Eric Anderson, Bill Ames and Tamar Roberts.

Citizen of the Year and Recognitions

Greg Cordier, President of the Bow's Men Club, presented the Citizen of the Year Award to Sandy Crystall. Ms. Crystall was chosen for her devotion to the conservation of Bow. Sandy has been instrumental in protecting wetlands, conserving land for recreational use and protecting wildlife habitat in Bow for the last 23 years. She has served on the Conservation Commission for the last 15 years and has served for extended periods on the Planning Board, on the Drinking Water Protection Committee, and Bow Open Spaces. Her outward passion for the natural resources of Bow is contagious. Sandy's knowledge is critical to the commercial and residential development of Bow while keeping in mind the land and its natural inhabitants. President Cordier presented Sandy Crystall with a commemorative silver bowl.

Vice Chair Nicolopoulos spoke about outgoing Selectman Mike Wayne. When there is a difficult decision to be made Selectman Wayne dives in, does the research, meets with anyone who might have some information until he finds the best solution. He does the right thing because it is the right thing to do and has an unwavering desire to get it right every time. Selectman Wayne has also supported the Town by being the Select Board's representative to the Planning Board and a longtime volunteer of the Bow Men's Club. His wife, Deborah, has provided tremendous support for Mike in his work for this town. Vice Chair Nicolopoulos thanked him and presented Chair Wayne with a gavel as a token of their esteem.

Selectman Wayne said a few words. He thanked the voters for allowing him to serve these past six years. Together they have made it through the COVID years, paid their debt to Eversource, purchased the recreation center, and started the process to enhance cell phone coverage. He thanked the citizens of Bow, Town officials, employees, department heads, volunteers, and citizens who help make Bow a great community. Selectman Wayne specifically thanked his wife Deborah for her support and understanding over the last six years.

Vice Chair Nicolopoulos spoke about outgoing Selectman Matt Poulin. Selectman Poulin took on several tasks as a Select Board member including his commitment to the Bow Business Development

Commission (BDC). He worked with the BDC to change the perception that Bow was a tough place to do business in. Since then there have been tens of millions of dollars of commercial investment in Bow due to his work. Selectman Poulin has worked hard to find a potential solution to the water issues at Bow Mills. While there isn't a final solution yet, Selectman Poulin met with stakeholders and has made tremendous strides in the last eighteen months. He is also involved with future in sight and make a wish organization. Vice Chair Nicolopoulos thanked Selectman Poulin for his six years of support as a partner on the Board of Selectman and thanked Selectman Poulin's wife Emily for her support and understanding.

Selectman Poulin had a few remarks. To Selectman Wayne, he said it has been an honor working with him the last six years. He expressed his gratitude to those who have supported him. There were several projects he had been a part of that he had hoped to see to fruition but now it was up to the newly elected Board members to finish. Selectman Poulin highlighted the work on water for Bow Mills and cell phone tower. He thanked the Town employees, and department heads expressly mentioning the hard work of the Department of Public Works (DPW). During his tenure, the Town hired two fire chiefs and a police chief. He congratulated the two new members on their win and passed on to them a few words of wisdom he had learned while on the Board. Selectman Poulin urged town citizens to become involved in their Town.

Vice Chair Nicolopoulos took a moment to thank a person who is not on the Select Board but is someone he has worked closely with the last few years, School Board Member Jennifer Strong-Rain. She represented the School Board on the Budget Committee, while he represented the Select Board. She has been a great partner in the budget process. Through hard work, the Board of Selectmen and School Board have been able to come together and agree on consensus budgets. She was a partner in that process and will be missed. He asked for, and received, a round of applause for Jennifer Strong-Rain.

Rules or Order

Moderator Imse reviewed the 'Moderator's Rules of Procedures' as referenced in the Town and School Annual Report. If the meeting goes beyond 11:00 PM or there is a motion to reconsider, the Town Meeting will be continued until March 21, 2024. Only residents of the Town of Bow are allowed to speak. Moderator Imse called for a motion to adopt the Moderator's Rules as the town's rules for this meeting. Jack Crisp moved to adopt the rules of procedures and Steven Buckley seconded. Mr. Imse asked for any comments. Sensing none, he called for a vote. **The rules are adopted by majority vote.**

WARRANT ARTICLE #3 – Operating Budget moved by Jack Crisp and seconded by Steven Buckley.

To see if the Town will vote to raise and appropriate the Budget Committee's recommended sum of \$11,428,461 for general municipal operations. This article does not include appropriations contained in special or individual articles addressed separately. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Nicolopoulos spoke to the Article. The Town made its final power plant settlement payment leaving \$1.4 million dollars in additional funds for deferred town maintenance, vehicle replacements, personnel wage adjustments, additional staffing, and residential tax relief. The operating budget was unanimously approved by both the Select Board and the Budget Committee. Tax Impact = \$5.38 per thousand property value. Moderator Imse asked if anyone wanted to be heard on the article. Sensing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #4 - Page Road Bridge Replacement moved by Jack Crisp and seconded by Steven Buckley.

To see if the Town will vote to raise and appropriate the sum of \$1,491,800 for the reconstruction of the River Road Bridge; to authorize the receipt of a state grant in the amount of \$1,192,800 and the withdrawal of \$299,000 from the Bridge and Highway Construction Capital Reserve Fund for this purpose. This will be a non-lapsing appropriation per RSA 32:7, VI which will not lapse until the earlier of project completion or December 31, 2029. There is no tax impact. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Mike Wayne spoke to Article #4. The total cost of the project is \$1,491,800. The State will be covering 80% of the cost under the State of New Hampshire Bridge Aid Program. The Town's portion will come from the Bridge and Highway Capital Reserve Fund. There is no tax impact since the funds are coming from capital reserve. Moderator Imse called for comments on Article #4. Hearing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #5 – Deposits to Capital Reserve Funds moved by Jack Crisp and seconded by Eric Anderson. – Lots of discussion

To see if the Town will vote to raise and appropriate \$948,500 and authorize payment into existing capital reserve and expendable trust funds in the following amounts for the purpose for which such funds were established. (Majority Vote Required)

Public Works Department CRF	\$335,000
Fire Truck CRF	\$214,000
Municipal Buildings & Grounds CRF	\$150,000
Fire Equipment CRF	\$90,000
Police Department Equipment CRF	\$50,000
Water System Improvement/Replacement CRF	\$50,000
Revaluation CRF	\$30,000
Health Maintenance Trust Fund	\$12,000
Fire Suppression CRF	\$10,000
Library Building Repairs CRF	\$5,000
Library Emergency Repairs CRF	\$2,500

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectwoman Brennan spoke to the Article. The Capital Improvement Committee works to establish what are essentially "savings accounts" or Capital Reserves, to make sure there are monies available to fund future capital projects/purchases and to save any tax impact for those projects/purchases when they occur. This Article deposits a specific amount of money into specific capital reserve accounts (shown in the table) to save for upcoming capital projects or purchases. The tax impact of \$0.73 per thousand property value. Moderator Imse asked if anyone wanted to be heard on Article #5.

Jeffrey Martineau, 39 Allen Road, looking through the CIP over the years covered in the plan, it appears there are five dump trucks and three cruisers projected for purchase in the next six years. This is not including specialty vehicles such as the K-9 vehicle and SUV for the Fire Chief. He asked for further clarification of decision-making factors behind these projected purchases. Selectwoman Brennan responded. Proper planning allows the Town to have a level tax impact over the years. The Capital Improvement Committee takes information from various departments for the equipment they use, taking in the life span of that equipment to make sure they don't run into a year where they are purchasing multiple vehicles in one year which would cause a spike in the tax rate. The plan being to make the tax rate level for the community so there aren't those big jumps in the rate.

Selectman Nicolopoulos explained there were multiple purchases of equipment for DPW this year because over COVID the Board of Selectmen pushed out purchasing equipment. The CIP is the Town's best estimate of what the costs for capital projects might be. During the lean years, some equipment/vehicles were pushed out beyond their estimated life span. Current condition, mileage, operator hours, and cost of repairs are taken into consideration when making the decision of when or if, to make these capital purchases. Taxpayer and DPW employee William Fanny, 114 Brown Hill Road, said there is a lot of wear and tear on the trucks plowing the roads. Most of the trucks are 2008 and 2009. He

would characterize some of these plow trucks as being ready for the scrap yard. Tom Trimarco, 17 Page Road, asked about procurement. Responding, Selectman Nicolopoulos stated the Town goes out to bid or RFP and get quotes. The DPW makes a recommendation, presents it to the Select Board who makes the final decision. If there is a local vendor, the Board may ask DPW to get a quote from them as well. Any trade-in value is researched and taken advantage of. If the Town can reuse the vehicle, sometimes they do that too. If the purchase comes in underbid, the funds go into the town fund and lapses at the end of the year and will be used to reduce the tax rate.

Moderator Imse called for further comments. Sensing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #6 – Bow Bog Road Culvert Replacement moved by Jack Crisp and seconded by Steven Buckley.

To see if the Town will vote to raise and appropriate the sum of \$800,000 for the replacement of a drainage culvert on Bow Bog Road and to authorize the withdrawal of \$800,000 from the Bridge and Highway Construction Capital Reserve Fund for this purpose. This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse until the project is completed or by December 31, 2029, whichever is sooner. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Wayne spoke to the Article. The Article is to replace a culvert on Bow Bog Road near Dean Avenue. The total cost of the project is \$800,000. There will be no tax impact as funding will come from the Bridge and Highway Capital Reserve Fund.

Moderator Imse asked if anyone wished to speak. Steven Buckley, 28 Brown Hill Road, asked that the Town Department of Public Works (DPW) and the engineers be mindful of climate change and build these culverts to adapt to larger storms and also mentioned that the Southern New Hampshire Planning Commission (SNHPC) has just published a Roadway Adaptation Tool which is worth looking at. The Moderator asked if there were more comments. Sensing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #7 – Annual Road Paving moved by Jack Crisp and seconded by Eric Anderson.

To see if the Town will vote to raise and appropriate the sum of \$570,000 for the reconstruction and paving of Town roads. This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse until the project is completed or by December 31, 2029, whichever is sooner. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectwoman Colby spoke to the Article. This is the season's road repair and paving projects which includes multiple drainage projects and paving of approximately five miles of roadway, based on a twenty-year rotation schedule. The tax impact is \$0.44 per thousand property value. Moderator Imse asked if anyone wanted to speak to the Article. Sensing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #8 – Community Building Capital Reserve Fund moved by Jack Crisp and seconded by Bill Knapp.

To see if the Town will vote to raise and appropriate the sum of \$500,000 to be added to the Community Building Capital Reserve Fund previously established. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Poulin spoke to the Article. A Town Center Study Committee was established by the Board of Selectmen in 2022. The Committee was asked to engage the community with the goal of creating a welcoming gathering place; Work with the town residents, town organizations, entities and interested parties to establish the wants and needs of the community; Maximize the utilization of existing town owned spaces near the intersection of Knox Road/White Rock Hill Road and Logging Hill Road/Bow Center Road; Identify, study and propose new and reformed uses of public spaces to include, but not limited to, a phased change of use, construction or demolition (select or whole) of existing town owned spaces and assets; Identify resources to support the implementation of the committee's goals including, but not limited to, state or federal funding, local organization donations, and long and short-term revenue generating components to limit the burden on town taxpayers to the extent possible; and Based on the information gathered, present to the Board of Selectmen a proposal (s) for best use of public space to create a welcoming gathering place for the citizens of Bow. The tax impact is \$0.39 per thousand property value. There was \$35,000 appropriated at last year's Town Meeting for the purpose of hiring an architectural/engineering firm to work with the committee.

Moderator Imse asked if anyone would like to be heard on Article #8. Jeff Martineau, 39 Allen Road, asked if the \$570,000 was for something specific use or is it a deposit into the fund for future use. Selectman Poulin stated it would support whatever the Board decides to do with the building. Selectman Poulin also spoke about a letter from the New Hampshire Fire Marshall the Town had received, listing life safety and building code issues with the building. The Town has until 2025 to either correct the deficiencies and bring the building up to code or come up with a plan to move forward with the building. There are some concepts currently being discussed. Listening sessions for the public have also been held. A conceptual plan is available on the Town website. Mr. Martineau suggested bonding as an option to fund the Community Center, since the Town has other bonds being retired in the next five years. Selectman Nicolopoulos stated he is proud that the Town hasn't had to bond for anything since 2016. The Town has been able to appropriately plan and save for capital expenses rather than bonding for them.

There being no further people wishing to speak, the Moderator called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #9 – **Deposit to Community Building CRF** moved by Jack Crisp and seconded by Courtney Beach.

To see if the Town will vote to raise and appropriate the sum of \$150,000 to be added to the Community Building Capital Reserve Fund previously established and to authorize the transfer of \$150,000 from the Recreation Revolving Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Poulin spoke to the Article. This Article transfers \$150,000 from the Recreation Revolving Fund to the Community Building Capital Reserve Fund (CRF). No tax impact. Moderator Imse asked if there was anyone wishing to speak to the Article. Sensing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #10 - **White Rock/Falcon Way Intersection, Traffic and Pedestrian Improvements** moved by Jack Crisp and seconded by Andrew Howard.

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

To see if the Town will vote to raise and appropriate the sum of \$361,600 for safety improvements at the White Rock Hill Road/Falcon Way intersection and to authorize the withdrawal of \$361,600 from the Bridge and Highway Construction Capital Reserve Fund for this purpose. This will be a non-lapsing

appropriation per RSA 32:7, VI and will not lapse until the project is completed or by December 31, 2029, whichever is sooner. (Majority Vote Required)

Selectwoman Colby spoke to the Article. Dubois & King, Inc. conducted a study of the intersection of White Rock/Falcon Way to address concerns with traffic flow and pedestrian safety. They presented three options to the Board of Selectmen. They chose option three. Option three includes adding a new left turn lane on the Falcon Way approach to improve the flow of traffic into and out of the high school during school arrival and departure times. Pedestrian improvements will be made to address pedestrians walking to and from the school and the tennis courts. The crosswalk will be re-aligned, and a short piece of sidewalk built on the tennis court side of White Rock Hill Road. Existing pedestrian signage will be replaced with rectangular rapid flashing beacons at the crosswalk and the new "pedestrian ahead" signage. There is no tax impact as the funding will come from Capital Reserves.

The Moderator asked if anyone wished to speak to the Article. Sensing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #11 - Return State Bridge Aid to Bridge and Highway Capital Reserve Fund moved by Jack Crisp and seconded by Steven Buckley.

To see if the town will vote to raise and appropriate the sum of \$288,000 to be added to the Bridge and Highway Capital Reserve Fund previously established. This sum is to come from unassigned fund balance and represents State of NH Bridge Aid and Highway Aid received for the reconstruction of the Dunklee Road bridge and intersection project. No amount to be raised from taxation. (Majority vote required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Wayne Spoke to the Article. This Article will replenish the Capital Reserve Fund with State Aid received for the Dunklee Road bridge and intersection. Moderator Imse called for comments on the article. Since there was no one wishing to speak, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #12 - Six Wheel Dump Truck and Equipment moved by Jack Crisp and seconded by Steven Buckley.

To see if the Town will vote to raise and appropriate the sum of \$273,600 for the purchase of a six-wheel dump truck and equipment for the Department of Public Works and to authorize the withdrawal of \$273,600 the Public Works Department Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Poulin spoke to the Article. This Article is to purchase a six-wheel dump truck and equipment. This purchase replaces a truck that has a Max Force engine. Because the funding will come out of Capital Reserves, there is no tax impact.

Moderator Imse asked if anyone wished to be heard on Article #12. Don Caruso, 155 Hookset Turnpike, asked for an explanation of "no tax impact" because putting money away in Capital Reserves does have a tax impact. He thought the phrase may be misleading. Selectman Nicolopoulos acknowledged that money going into Capital Reserves does have a tax impact as shown in Article #5. Selectmen Poulin and Nicolopoulos responded to questions from Brian Beach, 4 Pine Crest Drive. The Max Force engine/truck is at end-of-life and needs frequent repairs. Tim Sweeney, Director of Public Works, said trucks with the Max Force engine are unreliable in the winter. When DPW has a truck down, it puts the system in turmoil causing a lot of shifting of trucks, plow routes and personnel. The Town will go out to bid for a new six-

wheel dump truck. Director Sweeney stated that both the Freightliner and Kenworth vehicles have served the department well in the past. Fleet mechanic Dan Snodgrass, 103 Brown Hill Road, confirmed that Max Force trucks are “junk.” Seeing no other person approaching the microphone to speak, the Moderator called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #13 - Backhoe – Department of Public Works moved by Jack Crisp and seconded by Steve Buckley.

To see if the Town will vote to raise and appropriate the sum of \$185,400 for the purchase of a backhoe for the Department of Public Works and to authorize the withdrawal of \$185,400 from the Public Works Department Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Wayne spoke to the Article. The current backhoe has 6,000 hours on it and has extensive wear in many areas. The backhoe is used almost every day and is the backbone of the DPW. There is no tax impact as the funding will come from Capital Reserves.

Moderator Imse asked if anyone wished to be heard on Article #13. From personal experience, Ray Johnson, 110 Knox Road, stated that the life expectancy of a loader/backhoe is 10,000 hours. Director Sweeney clarified for Mr. Johnson that the price of \$185,400 includes the estimated amount of trade-in value of the old vehicle. Mr. Johnson, in his opinion, felt the loader/backhoe wasn't ready to be replaced yet. There being no further comments, the Moderator called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE - #14 HVAC System – Public Works Facility moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$152,000 for the replacement of the HVAC system at the Department of Public Works facility and to authorize the withdrawal of \$152,000 from the Municipal Buildings and Grounds Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectwoman Brennan spoke to the Article. This project will improve the quality of air and provide a healthier environment for DPW workers. Two original shop heaters will be replaced, and a ventilation system will be installed. There is no tax impact as all funding will be from Capital Reserves. The Moderator asked if there were any comments on the Article. Sensing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #15 - Fire Command Vehicle moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$102,400 for the purchase of a command vehicle for the Fire Department and to authorize the withdrawal of \$102,400 from the Fire Department Equipment Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Poulin spoke to the Article. This project has no tax impact as the funding is coming from Capital Reserves. The new vehicle will replace the existing 2012 Chevy Tahoe Command vehicle.

Moderator Imse asked if anyone wished to speak to the Article. Sensing none, he called for a vote.
Motion carried by majority vote.

WARRANT ARTICLE #16 - Jaws of Life Equipment moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$94,500 for the purchase of Jaws of Life equipment for the Fire Department and to authorize the withdrawal of \$94,500 from the Fire Department Equipment Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Poulin spoke to the Article. Technology has changed and the current equipment is 19-24 years old. The current equipment has a gas motor hydraulic pump and multi-unit equipment. The new Jaws of Life will be battery operated, and single-unit type. No tax impact as money is coming from the Capital reserve fund. The Moderator asked for any public comment on Warrant Article #16. Since no one wished to speak, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #17 - Phase III Municipal Building Renovation moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$85,100 for Phase III renovation of the Municipal Office Building and to authorize the withdrawal of \$85,100 from the Municipal Buildings and Grounds Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectwoman Brennan spoke to the Article. This is Phase III of the renovation of the Municipal Office Building project and will use existing basement space to better secure the server room. There will be additional storage built for Town records, which will have one-hour fire rated walls. Phase III also includes replacement of four AC units with AC/heat units, new heat controls and balancing valves for the hot water heat system and relocation of some thermostats. There is no tax impact as the funds will come from Capital Reserves. Moderator Imse asked if anyone wished to speak to the Article. Sensing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #18 - Forestry Truck moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$79,400 in additional funds for the purchase of a forestry truck for the Fire Department and to authorize the withdrawal of \$79,400 from the Fire Department Equipment Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectwoman Colby spoke to the Article. The new forestry truck was included in the 2023-24 budget; however, the lowest bid came in at \$79,400 over the appropriation. The vehicle will replace the existing 2004 forestry truck. It will be a one-ton, four-door, pickup truck with a custom 400-gallon water tank. The forestry truck responds to all forest fires, trail and forest rescues and water rescues. Because of its smaller size it allows responders to access emergencies in tight spaces such as along the railroad tracks and Class 6 roads. This vehicle is also used to transport personnel and equipment, such as rescue boats and ATVs to the scene. There is no tax impact because the funding will come from Capital Reserves.

Moderator Imse asked if anyone wished to speak to Article #18. Tom Trimarco, 17 Page Road, asked if the Town looks at what other towns or fire departments are spending on a comparable piece of equipment or considered dual purchases? Selectman Nicolopoulos said with some specialized equipment it would be difficult to compare. The Board hadn't previously looked at comparisons for the average truck, but they could add it to their request for information from bidders. Brian Beach, 4 Pinecrest Drive, asked if any of the current equipment could be reused on the new vehicle or if all the equipment will be new. Selectman Nicolopoulos said there were some years they were able to save money by upfitting the new vehicle with existing parts but sometimes you can't. There will be two separate bids, one for the truck and one for the upfit of the truck. Karen Rabideau, 40 Stone Sled Lane, commented that there were different trucks and truck combinations depending on the different fire departments and their needs for their specific areas. There being no further comments, the Moderator called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #19 – Ambulance Power Cots moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$75,000 for the purchase of two (2) Stryker ambulance cots for the Fire Department and to authorize the withdrawal of \$75,000 from the Fire Department Equipment Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectwoman Brennan spoke to the Article. Power cots are used to lift a patient to the loading height of any ambulance. The current cots ended their expected life of service in 2023. By purchasing the two cots at the same time, the Town will realize \$41,179 in savings and a trade-in credit of \$5,000. Since the funding is coming from Capital Reserves, there is no tax impact. The Moderator called for comments on the Article. Judson Malone, 7 Audley Divide thanked the board for the additional details. **Motion carried by majority vote.**

WARRANT ARTICLE #20 – Revaluation moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$71,500 for the purpose of conducting a revaluation and to authorize the withdrawal of \$71,500 from the Revaluation Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Nicolopoulos spoke to the Article. The State of New Hampshire requires the Town to reassess the value of all the properties every five years. One quarter of the properties are inspected each of the four years. During the fifth year, the data is analyzed, and property values adjusted to current market value. Quoting the assessor, the properties in Bow are unvalued by 40%. There is no tax impact to Article #20, since the funding is coming from Capital Reserves. Moderator Imse asked if there was anyone wishing to speak to this Article. No one approached the microphone to speak, so he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #21 – Police Department K-9 Cruiser Replacement – moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$60,800 to purchase a K-9 police cruiser for the Police Department, and to authorize the withdrawal of \$60,800 from the Police Equipment Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Nicolopoulos spoke to the Article. Based on the current Police vehicle purchasing schedule, there are two cruisers up for replacement. While the Town currently doesn't have a K-9, they will still need two replacement vehicles all the same. After public hearings are held on acquiring a police K-9, they will decide whether to purchase two dedicated cruisers or have one outfitted for a K-9. There is no tax impact since the funding will come from Capital Reserves. Moderator Imse asked if anyone wished to speak to the Article.

Brian Beech, 4 Pinecrest Drive, asked if the price for a dedicated cruiser was comparable to that of one outfitted for a canine. Selectman Nicolopoulos responded, that they are approximately, but there would be some specialized upfit for the K-9 vehicle. There was some discussion about removing "K-9" from Article #21 wherever it appears.

Jeff Martineau, 39 Allen Road moved to remove "K-9" from the title and the body of the Article. Anthony Foote seconded the motion. The Moderator asked if anyone wished to be heard on the motion to amend. Meredith Kropp, 21 Jonathan Lane, asked if "K-9" was removed from the Article and the Town decided to get another dog, would they still be able to do that under the revised wording. Town Counsel indicated they could. There being no further speakers, the Moderator called for a vote on the Amendment to remove reference to "K-9" in Article #21.

Motion on the amendment was carried by majority vote.

WARRANT ARTICLE #21 – AS AMENDED – moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$60,800 to purchase a police cruiser for the Police Department, and to authorize the withdrawal of \$60,800 from the Police Equipment Capital Reserve Fund for this purpose. (Majority Vote Required)

Moderator Imse asked if anyone wished to speak on the Article #21, *as Amended*. Sensing none, he called for a vote. **Motion, as amended, carried by majority vote.**

WARRANT ARTICLE #22 – Pickup Truck – DPW moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$59,800 for the purchase of a pickup truck for the Department of Public Works and to authorize the withdrawal of \$59,800 from the Public Works Department Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Poulin spoke to the Article. This is a replacement pickup truck for the Department of Public Works. Funding is to come from Capital Reserves, so there is no tax impact. Moderator Imse called for public comment. Sensing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #23 – Gang Mower moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$49,300 for the purchase of a 96-inch gang mower for the Department of Public Works and to authorize the withdrawal of \$49,300 from the Public Works Department Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Wayne spoke to the Article. The Department of Public Works is requesting the purchase of a “gang” mower to replace their 2003 Walker riding mower. The new mower will replace a four-foot deck with a eight-foot deck, cut down on maintenance time, and allow for better field care. There is no tax impact since the funding is coming from Capital Reserves. The Moderator called for comments. Sensing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #24 – Gosling Field Parking Lot moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to raise and appropriate the sum of \$23,900 for reconstruction of the Gosling Field parking lot and to authorize the withdrawal of \$23,900 from the Recreation Improvements Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Selectman Nicolopoulos spoke to the Article. The purpose of the Article is to request funds to improve the Gosling Field parking lot. Because the funding will come out of Capital Reserves, there is no tax impact. Moderator Imse asked if anyone wished to speak to Article #24. Mike Abberton, 38 Albin Road, asked what the reconstruction would include. DPW Director Sweeney said the parking area by the pavilion was built many years ago and now has rocks poking up through it. DPW will peel back the asphalt, replace it with crushed gravel and re-pave it so the parking lot will last longer. The moderator called for any further comments. Sensing none, he called for a vote. **Motion carried by majority vote.**

WARRANT ARTICLE #25 Solar Project – Closed Landfill moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to authorize the Board of Selectmen to lease a portion of the Town-owned property located on Falcon Way and identified as Parcel 14-4-65 (constituting the closed Town landfill) and identified as Parcel 14-4-71 to Kearsarge Solar, LLC for the purpose of siting a solar energy facility for a period of up to thirty (30) years. If approved, the location and consideration, and other terms related to that lease arrangement will be subject to negotiation between the Select Board and Kearsarge Solar, LLC. Further, to see if the Town will vote to authorize the Select Board to negotiate and execute a lease agreement, power purchase agreement, and such other documents related and incidental to the lease of those parcels for that purpose on such terms as the Select Board deem reasonable.

Selectwoman Brennan spoke to the Article. This Article and the next one, Article #26, are part of a solar project solicited by the Energy Committee through an RFP process. The proposal has been evaluated by the Town Energy Committee in conjunction with the Town departments. The site is the closed landfill near the school. The landfill has been capped and lined. There will be no lighting on the site and the project will not affect existing drainage. No modifications to the land are proposed. The solar array would go on top of the landfill. This Article is to allow the Select Board to engage into good faith negotiations with Kearsarge Energy and enter into a lease agreement if it is determined the project is in the best interests of the Town. This is a revenue generating project at no cost to the taxpayers. Kearsarge Energy pays.

Moderator Imse asked if anyone wished to speak to Article #25. Rita Davis, 37 Evangeline Drive, asked about dimensions, lighting, cutting of trees and where to get more information. The Select Board clarified that the proposal is conceptual at this point with estimated dimensions. There will be no lighting, cutting down trees or changes to the land itself. If the Article passes, there will be public hearings where taxpayers can get more information and express any concerns they may have. Further concerns were expressed by Anthony Foote, 3 Logging Hill, Brian Beach, 4 Pinecrest drive, Jeff Martineau, 39 Allen road, Judson Malone, 7 Audley divide and others about projected revenue, decommissioning responsibilities,

indemnification for damages if caused by Kearsarge Energy and concern for keeping the capped landfill intact. Although not a resident of Bow, Alex Young from Kearsarge Energy was allowed to speak as agreed to by the voters. The company has done sixteen or seventeen projects on top of landfills. This is their area of expertise, and they work closely with the Department of Environmental Services (DES). The company put in the first solar array on Manchester's landfill and are currently working with Concord to install one on top of their landfill.

There was some concern that the Article, as written, would give the Select Board a "blank check" to enter into an agreement without further input from the taxpayers. Town Counsel Eric Meyer clarified that a lot of details has to be finalized and explained why the Board was asking for authority now is due to timing and to avoid possible delay of getting the project before the electric regulators for approval. Tom O'Donovan, 20 S. Bow Dunbarton Road, as a former DES employee, he had a role in developing and implementing the rules governing solar farms on landfills. He explained how rigorously the project has been evaluated and how concerns about the landfill have been considered. It was also pointed out that the taxpayers would have a chance to comment and ask questions about the project because all meetings are open to the public.

Nick Lydon, 19 Knox Road, has worked as a subcontractor of Kearsarge Energy on the Manchester land fill project told how they were monitored constantly by an independent monitor and expressed his confidence in Kearsarge. Deb Campelia, 9 Evangelyn drive had questions on whether the landscape would change. Moderator Imse asked for further comment. Sensing none, he called for a vote on Article #25.
Motion carried by majority vote.

WARRANT ARTICLE #26 – Solar Project – Allen Road moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to authorize the Board of Selectmen to lease portions of the Town-owned properties located on Allen Road and identified as Parcels 39-2-53-E and 33-2-69 to Kearsarge Solar, LLC for the purpose of siting one or more solar energy facilities for a period of up to thirty (30) years. If approved, the location and consideration, and other terms related to that lease arrangement will be subject to negotiation between the Select Board and Kearsarge Solar, LLC. Further, to see if the Town will vote to authorize the Select Board to negotiate and execute a lease agreement, power purchase agreement, and such other documents related and incidental to the lease of those parcels for that purpose on such terms as the Select Board deem reasonable.

Selectwoman Brennan spoke to the Article. This is the other part of the solar project on the landfill. This one is on Allen Road and includes a gravel pit which cannot be excavated any further. The project will have no impact on any trails. The site has been evaluated by the Energy Committee, DPW and Conservation Commission. There was a question as to whether this was the best use for this parcel. Selectwoman Brennan stated it has been evaluated for other uses but because it would prove detrimental to the underlying aquifer, they were not allowed.

Selectwoman Brennan noted the Article needed to be amended to correct the parcel numbers. Moderator Imse, asked for a motion to amend Article #26 by removing the parcel numbers "39-2-53-E and 33-2-69" and replacing them with parcels "33-2-53-E and 39-2-69." Jack Crisp moved the amendment and Anthony Foote seconded. The Moderator asked if anyone wished to be heard on the motion to amend. Sensing none, he called for a vote on the amendment. **Motion to amend carried by majority vote.**

WARRANT ARTICLE #26 – AS AMENDED - moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote to authorize the Board of Selectmen to lease portions of the Town-owned properties located on Allen Road and identified as Parcels 33-2-53-E and 39-2-69 to Kearsarge Solar, LLC for the purpose of siting one or more solar energy facilities for a period of up to thirty (30) years. If approved, the location and consideration, and other terms related to that lease arrangement will be subject to negotiation between the Select Board and Kearsarge Solar, LLC. Further, to see if the Town will vote to authorize the Select Board to negotiate and execute a lease agreement, power purchase agreement, and such other documents related and incidental to the lease of those parcels for that purpose on such terms as the Select Board deem reasonable.

Since there was an amendment to the lot numbers, the tax map of those parcels was displayed on the screen to provide clarity for the voters as requested by Anthony Foote, 3 Logging Hill.

Judson Malone, 7 Audley Divide was not happy about tying up flat land for 30 years for solar project as opposed to using it for other uses like ball fields as he has kids who play sports and encouraged everyone to vote NO on the article. Jessica Dunbar, Chair of the Energy Committee clarified that both the landfill project and this site were put forth as a package deal. If this one was not approved, it would affect the entire proposal and financial benefit of the whole project itself. Ryan Fontaine, 35 Allen Road, was not in favor of using the land for a solar farm because it would eliminate use of the land by the public for recreation. Tom Trimarco, 17 Page Road, asked about ground mounts and the effect those would have on the aquifer. Bob Lux, 7 Allen Road, spoke in favor of using the land for a solar farm. There were some questions by Jeff Martineau whether accessing the site or maintenance of the site would alter the terrain or damage the aquifer. Alex Young, representative of Kearsarge Energy, spoke to those concerns. An existing access road will be used. There isn't a lot of maintenance to solar arrays. Sandra Crystall, 1 Shoreview drive, mentioned that the land could not be used for ball fields as the fertilizer used for the Turf would affect the aquifer.

Moderator Imse asked if there was anyone else who wished to speak. Sensing none, he called for a vote on Article #26, *as Amended*. **Motion To approve Article #26, as amended, carried by majority vote.**

WARRANT ARTICLE #27 - Bow Business Corridor Tax Increment Finance (TIF) District Amendment moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote in accordance with RSA 162-K to amend the existing Bow Business Corridor Tax Increment Finance District adopted in March 2018. Copies of the amended plan and map are available on the Town website and in the Community Development office. (Majority Vote Required)

Selectman Poulin spoke to the Article. This Article will amend the Plan to remove the provision that retires the BCC TIF District after 20 years from its inception in 2017, which, if left in place, annually lowers the possible length of time of any future bonding, making the annual payments higher; The amendment would update engineering and construction cost estimates, some of which are significantly higher than estimated in 2017. It clarifies the areas in need of infrastructure and anticipated projects, The amendment would remove the requirement that any one project must guarantee to provide enough new incremental revenues to pay for all costs in all areas of the District, and it will clarify the permitted uses to include other related infrastructure requirements.

Harry Judd, 25 Stack Drive, proposed an *amendment* to Warrant Article #27 - the BBC TIF Amendment. When the TIF was written, it was assumed that at the end of twenty years the funds in the TIF would go into the General Fund and benefit the entire town by lowering the tax rate, not just benefit the TIF District. As written, Article #27 would change that. Since the amendment proposed is an amendment to the text of the TIF District agreement and not an amendment to the Article #27 text as presented, there was some consultation with the Town Counsel on how to proceed.

Brian Bennett, 15 Clough Road, moved to table Article #28. Harry Judd seconded the motion and spoke to it. He would rather see it tabled than voted down. To vote it down in his mind, means they are not in favor of the TIF. To table it tells the Select Board, the voters want you to fix it and bring it back. Selectman Nicolopoulos was not in favor of tabling and talked to the benefits of the TIF district to the town. Discussion on the motion to table continued, examining benefits and risks for tabling or not. Sensing no further comments, Moderator Imse called for a vote. **Motion to table failed by majority vote.**

Harry Judd moved to amend Article #27 by adding to the end of the article the wording, "...and will require that the TIF District will retire on the date that the bond is retired." Motion was seconded by Lisa Cohen.

Sensing no further discussion on the motion to amend Article #27, the Moderator called for a vote. **Motion to Amend carried by majority vote.**

WARRANT ARTICLE #27 – AS AMENDED

To see if the Town will vote in accordance with RSA 162-K to amend the existing Bow Business Corridor Tax Increment Finance District adopted in March 2018. Copies of the amended plan and map are available on the Town website and in the Community Development office and will require that the TIF District will retire on the date that the bond is retired. (Majority Vote Required)

Moderator Imse called for further comment. Sensing none, he called for a vote on Article #27, *as Amended*. **Motion to approve Article #27, as amended carried by majority vote.**

WARRANT ARTICLE #28 – South Bow Tax Increment Finance (TIF) District Amendment moved by Jack Crisp and seconded by Anthony Foote.

To see if the Town will vote in accordance with RSA 162-K to amend the existing South Tax Increment Finance District adopted in March 2019. Copies of the amended plan and map are available on the Town website and in the Community Development office. (Majority Vote Required)

Selectman Poulin spoke to the Article. The proposed amendment expands the District boundaries to make this optional economic development tool more effective by recognizing and anticipating the economic and demographic changes since the 2019 establishment of the South Bow TIF; Fixes technical issues and removes the reference to one specific project (a Bow to Hooksett water line) in favor of including any needed infrastructure being allowable. Selectman Poulin moved to amend Article #28 by adding to the end of the article the wording, "...and will require that the TIF District will retire on the date that the bond is retired." as requested by Harry Judd. Motion was seconded by Jack Crisp.

Moderator Imse asked if anyone wished to speak to the Amendment to Article #28. Sensing none, he called for a vote. **Motion to approve the amendment carried by majority vote.**

WARRANT ARTICLE #28 - AS AMENDED

To see if the Town will vote in accordance with RSA 162-K to amend the existing South Tax Increment Finance District adopted in March 2019. Copies of the amended plan and map are available on the Town website and in the Community Development office and will require that the TIF District will retire on the date that the bond is retired. (Majority Vote Required)

The Moderator asked for comment on Article #28, as Amended. Sensing none, he called for a vote. **Motion to approve Article #28, as amended carried by majority vote.**

WARRANT ARTICLE #29 – Noise Ordinance moved by Jack Crisp and seconded by Anthony Foote.

Are you in favor of the adoption of ordinance number 24-02-TM to amend the Code of the Town of Bow, New Hampshire to add Chapter 57 Regulation of Noise? A full copy of the text of the ordinance is on file and available for public inspection at the Office of the Town Clerk and at the Baker Free Library.

Selectwoman Colby spoke to the Article. The Town previously didn't have a noise ordinance but there has been an increase in noise-related complaints with construction crews starting work early in the morning. To address any current or future noise related concerns, the Selectmen are bringing this noise ordinance for the voter's approval. The ordinance has been reviewed by both Town Counsel and Chief of Police. The ordinance provides exemptions for emergency maintenance work, warning devices and safety signals, commercial snow removal needs, and well as options for a waiver. If adopted, the ordinance will be enforceable by the Bow Police Department and become effective April 1, 2024.

Susan Belair, 8 Edgewood Drive asked if there were quiet hours and decibel levels. The quiet hours are from 9:00 PM – 7:00 AM and decibel levels are not included because the Town doesn't have an instrument to measure them. Dan Snodgrass, 103 Brown Hill Road, spoke against the noise ordinance and felt a rural area such as Bow didn't need one. He cautioned if a noise ordinance were in the books, people would abuse it and constantly be calling the Police Department. Judson Malone, 7 Audley Divide, wondered if it might be better to have everyone vote no on the ordinance and bring it back next year. He's concerned about restrictive dates around fireworks. Susan Moore, 11 Crocket Drive, was concerned about constant noise from a building and suggested setting a not-to-exceed decibel level in the ordinance to cover the issue. Brian Beach, 4 Pine Crest Drive, said there was already a New Hampshire RSA 644:2 Disorderly Conduct that addresses noise. Eric Ives, 55 Bow Center Road, expressed concern that the ordinance would ban coyote hunting at night which is legal in New Hampshire. Spencer McCormick, 29 Putney Road, stated the ordinance was too vague and the language too broad. He agreed people would abuse the ordinance. Jared Bland, 4 Beaver Brook Road had questions on enforcement and allowing fireworks if a holiday falls on a weekday. A suggestion was made by Anthony Foote, 3 Logging Hill to vote no and if the issue was with contractor noise, then perhaps a more focused ordinance on construction was needed by the Planning Board. Continued Discussion echoed remarks already made.

Moderator Imse asked if anyone else wanted to speak to the Article. Sensing none, he called for a vote. **Motion failed by majority vote.**

WARRANT ARTICLE #30 By Petition moved by Jack Crisp and seconded by Anthony Foote.

Petitioner Dee Treybig moved to table the Article indefinitely. Deb McCann seconded the motion. The Chair called for any comment. Sensing none, he called for a vote. **Motion to table passes by Majority Vote.**

WARRANT ARTICLE #31

To transact any other business which may legally come before such meeting.

A motion was made by Judson Malone of 7 Audley divide to reconsider Article #26. The moderator announced that the rules stated that in order to move to reconsider an article, the person must have voted in favor of it. When asked, the gentlemen stated he had not voted in favor. The motion to reconsider is not recognized by the Moderator.

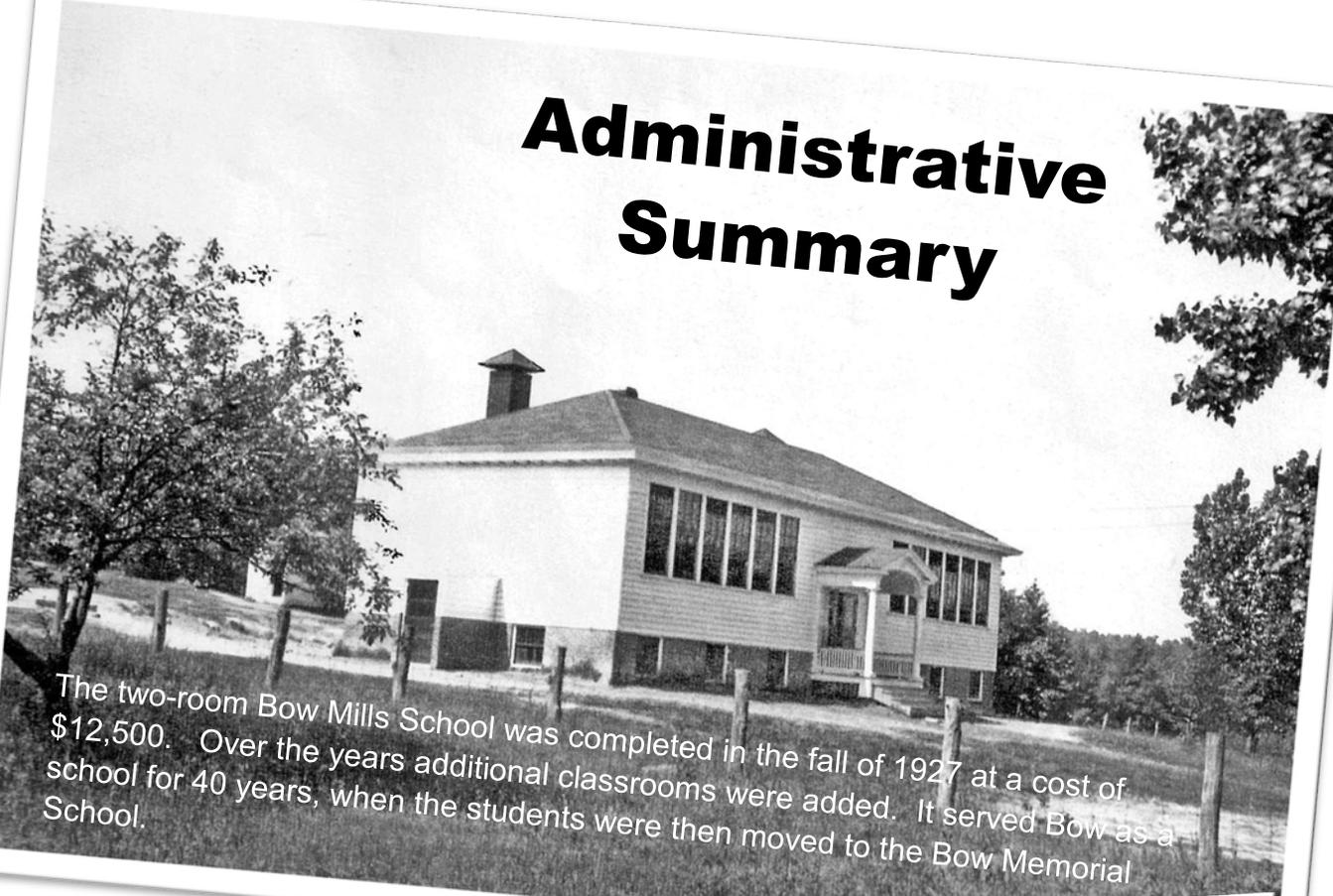
ADJOURN

Moderator Imse asked for any other comments, questions, or reports. Hearing none, he called for a motion to adjourn. Jack Crisp moved and Steven Buckley seconded a motion to adjourn the 2024 Bow Town Meeting at 10:32 PM. **Motion carried by majority vote.**

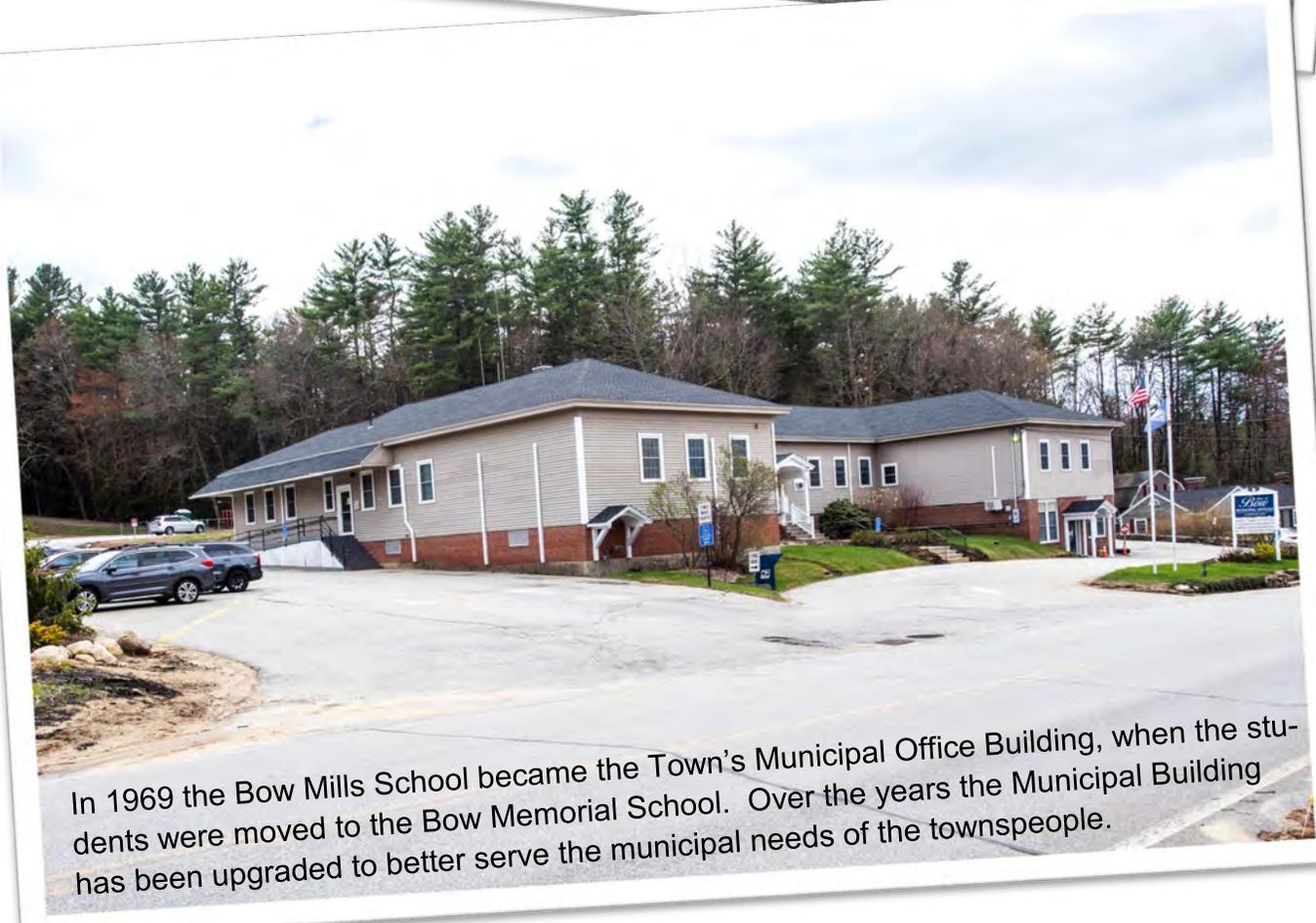
A handwritten signature in cursive script that reads "Mridula Naik".

Mridula Naik. Town Clerk/Tax Collector
Recorded and prepared by Wendy Gilman, Recording Secretary.

Administrative Summary



The two-room Bow Mills School was completed in the fall of 1927 at a cost of \$12,500. Over the years additional classrooms were added. It served Bow as a school for 40 years, when the students were then moved to the Bow Memorial School.



In 1969 the Bow Mills School became the Town's Municipal Office Building, when the students were moved to the Bow Memorial School. Over the years the Municipal Building has been upgraded to better serve the municipal needs of the townspeople.

Administrative Summary

BOARD OF SELECTMEN TOWN MANAGER

Board Chair Angela Brennan and Town Manager David L. Stack

We are pleased to submit the Board of Selectmen and Town Manager's Annual Report for 2024.

First and foremost, we would like to express our gratitude to Deb Bourbeau for her many years of service to the Town of Bow as the Human Services Director. Deb retired this year and we extend sincere appreciation for her dedication to the Town of Bow and wish her well in her next chapter. We are pleased to welcome Melissa Valence as our new Human Services Director.

This year, Fire Chief Eliot Berman moved on to the private sector and we were proud to select Captain Dennis Comeau as our new Fire Chief. Chief Comeau joined the Bow Fire Department in 2019 and has been hard at work in his new role.

We welcomed our new Building Inspector Scott Tenney who jumped right in and worked with Community Development Director Karri Makinen to streamline permitting and other department processes.

We are very proud of all our Town employees and the great work that they perform year in and year out. All departments and employees continue to provide excellent service to the residents of Bow and take pride in the work that they do. Thank you all.

The Board would also like to express its appreciation to the many residents who volunteer to serve on boards, committees and commissions. The time and energy you put into serving the Town in these roles makes a difference and we are a better Town as a result of your volunteer work. Thank you.

Bow Center Cell Tower: In the spring, Rising Tide Towers constructed a new communications tower on a Town owned parcel of land located on Branch Londonderry Turnpike East. The tower was put into service at the end of July with the activation of AT&T service. Verizon recently installed its equipment and will soon be putting it into service.

Solar Power Project: The Town conducted a Request for Proposal process in 2023 for locating renewable energy projects on Town and School property. The Bow Energy Committee reviewed the two proposals that were received and recommended that the Board of Selectmen and School Board enter into negotiations



BOARD OF SELECTMEN

Seated L to R Chair Angela Brennan, Vice Chair Eleana Colby, Standing L to R Selectman Ian Flanagan, Selectman Christopher Nicolopoulos and Selectman Kip McDaniel. (Photo by Eric Anderson)

with Kearsarge Solar, LCC. Kearsarge’s proposal includes developing ground-mounted solar arrays on two Town properties and rooftop solar arrays on the Elementary and Memorial Schools. The 2024 Town Meeting authorized the Board of Selectmen to lease portions of Town-owned property on Allen Road and Falcon Way for siting the arrays. The School Board also received approval to enter into negotiations with Kearsarge. Our town counsel is finalizing the terms of a lease.

Telecommunications Committee: The Telecommunications Committee continued to investigate how to provide additional cell coverage in order to cover most areas of the Town. A radio frequency (RF) study was conducted, and general locations were identified for potentially siting new towers to expand coverage.

Community Power: A Community Power Committee was formed to research options for aggregating community power and develop recommendations for presentation to the Board. The Committee recommended joining Merrimack County Community Power to provide default supply service on an opt-out basis to retail electricity customers within the Town. The Board concurred and Robyn Sarette was appointed to serve as the Town’s representative on the Merrimack Community Power Council. The Council is in place to provide oversight of the program as provided for and subject to the terms of the County’s electric aggregation plan.

Town Hazard Mitigation Plan: The Town’s Hazard Mitigation Plan was updated through the hard work of the Hazard Mitigation Committee, in conjunction with the Central New Hampshire Regional Planning Commission. Hazard mitigation planning is a proactive effort to identify long-term strategies and actions that can be taken to reduce the dangers to life and property from natural hazard events such as extreme weather, flooding, tornadoes, wildfire, or infectious diseases. All municipalities wishing to be eligible to receive Federal Emergency Management Agency (FEMA) grant funding for hazard mitigation must adopt a local plan and update this plan every five years. To date, the Town of Bow has been awarded \$1.2 million dollars in federal assistance.

Page Road Bridge replacement: The project to replace the Page Road Bridge was put out to bid and the contract has been awarded to William P. Davis Excavation from Hampton, NH. The State will be covering 80% of the project cost. Construction is scheduled to begin in spring 2025.

White Rock/Falcon Way Project: Engineers are currently designing a project to add a new turn lane on Falcon Way and make safety improvements, including a new crosswalk and pedestrian crossing signals. The current plan is to complete the project in summer 2025.



DEPARTMENT HEADS

Seated L to R Police Chief Kenneth Miller, Town Manager David Stack and Fire Chief Dennis Comeau Standing L to R: Parks and Recreation Director Darcy Litte, Town Clerk/Tax Collector Mridula Naik, Public Works Director Tim Sweeney, Town Facilities Manager Chris Andrews, Library Director Kaitlin Camidge, Emergency Management Director Lee Kimball, Community Development Director Karri Makinen and Finance Director Cheryl Lindner.

Heritage Commission's new home: The Commission and the Town's vast collection of historical items have been given a new home in the lower level of the Municipal Building. The space had been vacated when the Community Development Department was moved to the main level. Commission members and volunteers have transformed the rooms into a place to display and store artifacts as well as providing a space for their work cataloging all of the items in the collection. We encourage community members to visit the Heritage Commission's new space.

AV equipment: New AV equipment has been installed in the Board of Selectmen's meeting room to better provide livestreaming and video recording services of public Board meetings. The upgrades were made using federal funds and have improved the quality of meeting recordings.

Military Flags: The Board is proud to recognize the service and sacrifice of our military members and families in a new display of military flags installed this year at our Town gazebo.

300th Celebration Committee: The Selectboard would like to invite community members to volunteer for a new committee that will spearhead celebratory planning for the 300th anniversary of the Town of Bow. The tricentennial occurs in 2027 so we need to begin making preparations now and we need your help.

FINANCE DEPARTMENT



Seated Cheryl Lindner Finance Director, standing L to R Adila Alwrekat Finance Clerk and Joyce Mooers Bookkeeper

A group of wild turkeys is shown in a natural setting. One turkey stands prominently on the left, facing left. In the center and right, several other turkeys are foraging on the ground, which is covered with dry leaves and grass. The background is a grassy field with a line of trees in the distance. The text "Budget & Finance" is overlaid in the upper right quadrant of the image.

Budget & Finance

Budget and Finance

ANNUAL DEBT SERVICE ON OUTSTANDING BONDS

Fiscal Year 2024-25

Year End June 30	2011 Commercial Water/Sewer Bond		
	Principal	Interest (3.2%)	Total
2025	\$650,000	\$45,930	\$695,930
2026	\$650,000	\$10,395	\$660,395
2027	\$650,000	\$3,465	\$653,465
Total	\$1,950,000	\$59,790	\$2,009,790

Year End June 30	2008 Commercial Water/Sewer System Bonds			2016 Public Safety Building		
	Principal	Interest (4.0%)	Total	Principal	Interest (2.16%)	Total
2025	\$110,000	\$13,865	\$123,865	\$240,000	\$62,098	\$302,098
2026	\$110,000	\$9,121	\$119,121	\$240,000	\$51,250	\$291,250
2027	\$110,000	\$4,308	\$114,308	\$235,000	\$39,327	\$274,327
2028	\$110,000	\$951	\$110,951	\$235,000	\$31,055	\$266,055
2029	\$110,000	\$951	\$110,951	\$235,000	\$26,308	\$261,308
2030			\$0	\$235,000	\$21,414	\$256,414
2031				\$235,000	\$14,171	\$249,171
2032				\$235,000	\$4,724	\$239,724
Total	\$550,000	\$29,196	\$579,196	\$1,890,000	\$250,347	\$2,140,347

Year End June 30	Total		
	Principal	Interest	Total
2025	\$1,000,000	\$121,892	\$1,121,892
2026	\$1,000,000	\$70,766	\$1,070,766
2027	\$995,000	\$47,101	\$1,042,101
2028	\$345,000	\$32,006	\$377,006
2029	\$345,000	\$27,259	\$372,259
2030	\$235,000	\$21,414	\$256,414
2031	\$235,000	\$14,171	\$249,171
2032	\$235,000	\$4,724	\$239,724
Total	\$4,390,000	\$339,332	\$4,729,332

MANAGEMENT'S DISCUSSION AND ANALYSIS

Having responsibility for the financial management of the Town of Bow ("Town"), we offer readers of the Town's financial statements this narrative overview and analysis of the financial activities of the Town for the year ended June 30, 2023.

Financial Highlights

As of June 30, 2023, the assets of the Town exceeded its liabilities by \$45,799,499 (net position). This represents an increase of \$5,679,735 over the prior year.

As of June 30, 2023, the Town's governmental funds reported combined ending fund balances of \$12,224,269, an increase of \$2,441,935 in comparison with the "restated" prior year.

As of June 30, 2023, the \$3,995,844 unassigned fund balance of the General Fund represented 35% of total General Fund expenditures.

During the year ended June 30, 2023, the Town's total general obligation bonded debt decreased by \$1,060,000, representing bond principal payments.

Overview of the Financial Statements

The following discussion and analysis are intended to serve as an introduction to the Town's basic financial statements. The Town's basic financial statements comprise three components: government-wide financial statements; fund financial statements; and notes to the financial statements. This report also contains other supplementary information in addition to the basic financial statements themselves.

Government-wide financial statements. The government-wide financial statements are designed to provide readers with a broad overview of the Town's finances, in a manner similar to a private-sector business.

The Statement of Net Position presents information on all of the Town's assets and liabilities, with the difference between the two reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of the Town is improving or deteriorating.

The Statement of Activities presents information showing how the Town's net position changed during the year ended June 30, 2023. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods (e.g. uncollected taxes and earned but unused vacation leave).

MANAGEMENT'S DISCUSSION AND ANALYSIS

Fund financial statements. A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The Town, like other state and local governments, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. All of the funds of the Town can be divided into two categories: governmental funds and fiduciary funds.

Governmental funds. Governmental funds are used to account for essentially the same functions reported as governmental activities in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund financial statements focus on near-term inflows and outflows of spendable resources, as well as on balances of spendable resources available at the end of the fiscal year. Such information may be useful in evaluating a government's near-term financing requirements.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government's near-term financing decisions. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures, and changes in fund balances provide a reconciliation to facilitate this comparison between governmental funds and governmental activities.

The Town maintains several individual governmental funds. Information is presented separately in the governmental fund balance sheet and in the governmental fund statement of revenues, expenditures, and changes in fund balances for the General Fund and the Expendable Trust Fund, which are considered to be major funds. Data from the other governmental funds are combined into a single, aggregated presentation. Individual fund data for each of these non-major governmental funds is provided in the form of combining statements elsewhere in this report.

Fiduciary funds. Fiduciary funds are used to account for resources held for the benefit of parties outside the government. Fiduciary funds are not reflected in the government-wide financial statement, because the resources of those funds are not available to support the Town's own programs.

Notes to the financial statements. The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements.

Other information. In addition to the basic financial statements and accompanying notes, this report also presents certain supplementary information. Schedules related to other post-employment benefits and pensions are in the Required Supplementary Information Section, which follows the notes. The combining statements, referred to above in

MANAGEMENT'S DISCUSSION AND ANALYSIS

connection with non-major governmental funds, and detailed General Fund schedules are presented immediately following this information.

Government-Wide Financial Analysis

As noted above, net position may serve over time as a useful indicator of a government's financial position. In the case of the Town, assets and deferred outflows of resources exceeded liabilities and deferred inflows of resources by \$45,799,499, at June 30, 2023.

The largest portion of the Town's net position (100%) reflects its investment in capital assets (e.g., land, buildings and system, other improvements, machinery, equipment, and infrastructure); less any related debt used to acquire those assets that is still outstanding. The Town uses these capital assets to provide services to citizens; consequently, these assets are not available for future spending. Although the Town's investment in its capital assets is reported net of related debt, it should be noted that the resources needed to repay this debt must be provided from other sources, since the capital assets themselves cannot be used to liquidate these liabilities.

Net Position Governmental Activities

	<u>June 30, 2023</u>	<u>June 30, 2022</u>
Current assets	\$ 28,452,515	\$ 27,885,321
Capital assets	<u>48,386,847</u>	<u>48,493,434</u>
Total assets	76,839,362	76,378,755
Deferred outflows of resources	1,649,170	1,603,190
Long-term liabilities outstanding	13,789,990	15,827,858
Current liabilities	<u>14,116,788</u>	<u>15,866,299</u>
Total liabilities	27,906,778	31,694,157
Deferred inflows of resources	4,782,255	6,168,024
Net position:		
Invested in capital assets, net of related debt	42,639,261	41,630,007
Restricted	778,798	530,424
Unrestricted	<u>2,381,440</u>	<u>2,040,667</u>
Total net position	\$ 45,799,499	\$ 40,119,764

A relatively small portion of the Town's net position represents resources that are subject to external restrictions on how they may be used.

As indicated by the schedule below, the Town's net position increased by \$5,679,735 during the year ended June 30, 2023.

MANAGEMENT'S DISCUSSION AND ANALYSIS

Changes in Net Position

	<u>Year Ended</u> <u>June 30, 2023</u>	<u>Year Ended</u> <u>June 30, 2022</u>
Revenues:		
Program revenues :		
Charges for services	\$ 5,183,824	\$ 4,533,971
Operating grants and contributions	46,801	18,091
Capital grants and contributions	969,998	1,601,702
General revenues:		
Property taxes and other taxes	9,410,983	9,329,418
Licenses and permits	-	-
Unrestricted grants and contributions	724,847	591,415
Miscellaneous	<u>688,490</u>	<u>(374,685)</u>
Total revenues	17,024,943	15,699,912
Expenses:		
General government	2,174,321	2,389,231
Public safety	3,220,085	3,568,881
Highways and streets	2,712,833	3,299,828
Sanitation	1,335,933	1,327,979
Water distribution and treatment	90,140	132,489
Health and welfare	21,197	12,595
Culture and recreation	1,380,631	1,423,369
Conservation	1,434	10,645
Interest on long-term debt	118,984	173,738
Capital outlay	<u>289,650</u>	<u>687,218</u>
Total expenses	<u>11,345,208</u>	<u>13,205,973</u>
Change in net position	5,679,735	2,493,939
Net position – July 1	<u>40,119,764</u>	<u>37,351,301</u>
'Prior Year Restatement'	<u>274,524</u>	
Net position – June 30	\$45,799,499	\$39,845,240

Financial Analysis of the Town's Funds

As noted above, the Town uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

Governmental funds

The focus of the Town's governmental funds is to provide information on near-term inflows, outflows, and balances of spendable resources. Such information is useful in assessing the Town's financing requirements. In particular, unassigned fund balance may serve as a useful measure of a government's net resources available for spending at the end of the fiscal year.

As of June 30, 2023, the Town's governmental funds reported combined fund balances of \$12,224,269, an increase of \$2,441,935 in comparison to the prior year. This amount consists of: non-spendable fund balances of \$335,420 representing, tax deeded property

MANAGEMENT'S DISCUSSION AND ANALYSIS

for resale, prepaid expenditures and the non-spendable portion of permanent funds; restricted fund balances of \$546,621 representing the library fund and the expendable portion of permanent funds; committed fund balances of \$7,326,899 representing designations by Town Meeting votes for future expenditures and the special revenue and capital project funds; assigned fund balances of \$19,485 representing purchase orders or encumbrances authorized by the Board of Selectmen; and a General Fund unassigned fund balance of \$3,995,844.

The General Fund is the chief operating fund of the Town. As of June 30, 2023, the unassigned fund balance of the General Fund was \$3,995,844, while total fund balance amounted to \$4,512,463.

During the year ended June 30, 2023, the unassigned fund balance of the General Fund increased by \$1,321,820.

Budgetary Highlights

The Statement of Revenues, Expenditures, and Changes in Fund Balance – Budget and Actual demonstrates compliance with the adopted budget for the year ended June 30, 2023. Actual revenues and transfers in of the General Fund were over budgetary estimates by \$1,144,548 while expenditures and transfers out were \$569,895 under budget. This produced a favorable total variance of \$1,714,443.

Capital Asset and Debt Administration

Capital assets. The Town's investment in capital assets as of June 30, 2023 amounted to \$42,639,261 (net of accumulated depreciation and related long-term debt). This investment in capital assets includes land, buildings, improvements, machinery, equipment, vehicles, and infrastructure and represents an increase of \$1,380,318 compared to the investment in capital assets at July 1, 2022, which is the result of depreciation and reduction in related long-term debt.

Investment in Capital Assets

	<u>June 30, 2023</u>	<u>June 30, 2022</u>
Land	\$ 7,754,838	\$ 7,754,838
Buildings and improvements	10,807,693	9,818,182
Machinery, equipment, and vehicles	7,900,993	7,720,748
Infrastructure	60,371,022	60,371,022
Sewer lines	1,703,756	1,703,756
Construction in progress	<u>625,405</u>	<u>163,257</u>
Total investment in capital assets	89,163,707	87,531,803
Related long-term debt	(5,747,586)	(6,863,427)
Accumulated depreciation	<u>(40,776,860)</u>	<u>(39,409,433)</u>
Net investment in capital assets	\$ 42,639,261	\$ 41,258,943

MANAGEMENT'S DISCUSSION AND ANALYSIS

Additional information on the Town's capital assets can be found in financial statements.

Long-term bonded debt. As of June 30, 2023, the Town had total long-term bonded debt outstanding of \$5,390,000. The entire amount is backed by the full faith and credit of the Town.

Long-Term Bonded Debt

	<u>June 30, 2023</u>	<u>June 30, 2022</u>
2007 land acquisition bonds	0	55,000
2012 water and sewer system bonds	2,600,000	3,255,000
2008 water and sewer system bonds	660,000	770,000
2016 public safety bond	<u>2,130,000</u>	<u>2,370,000</u>
Total long-term debt	\$5,390,000	\$6,450,000

There were no authorized but unissued bonds at June 30, 2023.

Economic Factors

The general outlook for Bow's economy seems to be stable. Based on New Hampshire Office of Employment Security estimates, Bow's population is 8,386 and has increased by 2% since the 2020 census and by 11.5% since the 2010 census. The median household income in Bow of \$132,774, has long been considerably greater than state and national averages. The unemployment rate for Bow has been 2.1% during the past year and still compares favorably with state and national rates of 2.5% and 3.7%, respectively. More importantly, there continues to be new real estate development and an increase in new motor vehicle registrations each year. The Bow Business Development Commission continues to work toward attracting new businesses. Feasibility studies of water and sewer system expansions in the business districts, suggest continued industrial and commercial growth, which Bow has started recently enjoying and which is so important to increasing the tax base and to providing diverse employment opportunities. Of course Bow's economy is influenced by national and state economic conditions which have been uncertain this past year and may continue into the near future.

Requests for Information

This financial report is designed to provide a general overview of the Town's finances for all those with an interest in the Town's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be directed to the following address.

Town of Bow
Selectmen's Office
10 Grandview Road
Bow, NH 03304

BUDGET COMMITTEE

Andrew Mattiace, *Chair*

MEMBERS

Andrew Mattiace, *Chair*
Jeffrey Knight, *Vice Chair*
Brock Ehlers, *Secretary*
William Knapp
Michael Standafer
Lisa Franklin
Chris Nicolopoulos, *Board of Selectmen Rep.*
Eleana Colby, *Board of Selectmen Alt. Rep.*
Martin Osterloh, *School Board Rep.*
Melynie Klunk, *School Board Alt. Rep.*

The Bow Budget Committee consists of an eight-member group of fiscally conscious individuals who have experience in various facets of professional fields from finance, law, and private industry. Everyone brings their own unique perspective to the budget review process to be thorough in our analysis.

The eight-member group is comprised of six elected Budget Committee members – Andrew Mattiace, Lisa Franklin, Jeffrey Knight, Brock Ehlers, William Knapp, and Michael Standafer – along with a Select Board representative, Chris Nicolopoulos, Select Board Alternate Eleana Colby, School Board Representative, Martin Osterloh, and School Board

Alternate Melynie Klunk. The budget review process consists of a line-by-line review and analysis through every department both for the town and the school. Both the town and the school perform a similar process as detailed below.

The town departments compose their budgets and submit them to the Town Manager for review. The Town Manger makes any necessary adjustments and then submits to the Select Board for their review. Once the Select Board has had an opportunity to analyze their standards it is then presented to the Budget Committee for its analysis.

The School Board acts in a similar fashion. Each respective department composes their budget as they believe it necessary to deliver upon the educational goals and objectives for the Town of Bow. Those departmental budgets are then handed over to the School Board and Office of Superintendent for further review and to the Budget Committee for final review.

The budget review process kicks into gear at the beginning of January as the Committee meets twice a week for up to 6 weeks leading up to public hearings for both the town and school budgets. Each week the Committee meets with both the town and school on separate evenings and walks through each departmental expenditure, as well as the revenues.

We spend a great deal of time discussing the merits of various expenditures, discussing alternate ways of achieving comparable results for reduced costs, reviewing present and future expenses, warrant articles, alternative revenue creation, as well as many others to be prudent with your tax dollars. It should be noted that a great deal of work goes into the creation of the budget review packages by both the town officials as well as the school department. Their input is invaluable to our process, and we appreciate all that they do for the town.

Most individuals who have chosen to dedicate their valuable time to the budget review process also serve, or have served, on various other committees throughout the town such as the CIP (Capital Improvement Program), Public Safety Committee and Benefits Committee, to name a few. Their dedication to community service is welcomed and appreciated



From Top Left: Melynie Klunk (School Alternate), Lisa Franklin, William Knapp, Martin Osterloh (School Rep), Michael Standafer, Christopher Nicolopoulos (Select Rep)
From Front Left: Jeffrey Knight (Vice Chair), Andrew Mattiace (Chair), Brock Ehlers (Secretary). Missing: Eleana Colby (Select Alternate)

CIP COMMITTEE (Capital Improvements Plan)

Mark Davis, Chair

MEMBERS

Mark Davis, *Chair, Citizen Rep.*
Glenn Dugas, *Vice Chair, Citizen Rep.*
Jonathan Pietrangelo, *Planning Board Rep.*
Jeffrey Knight, *Budget Committee Rep.*
Harry Judd, *Citizen Representative*
Bryce Larrabee *(School Board Representative)*
Kip McDaniel *(Select Board Representative)*
Angela Brennan *(Select Board Alternate)*

The Town's Capital Improvements Plan (CIP) remains a crucial starting point in the annual budgeting process. Each June, the Town Manager, Select Board, School Board, and Library Trustees submit project worksheets for all capital projects and purchases exceeding \$25,000 to the CIP Committee. Again, this year, the School Board presented its own comprehensive CIP for our review. The Committee then reviews these worksheets with the Finance Director and department heads to evaluate each project's necessity. Based on this evaluation, projects are prioritized and assigned to a six-year schedule.

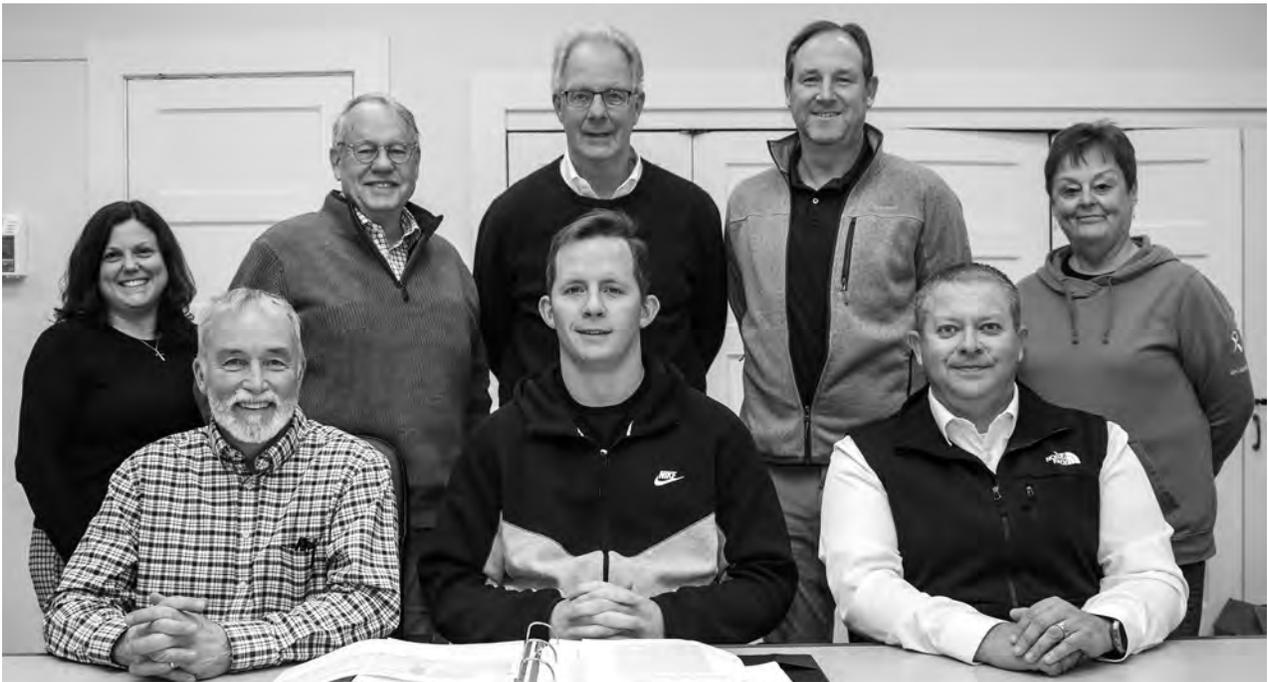
In developing the six-year schedule, the Committee assesses potential impacts on the Town's property tax for both the Town and School District, aiming to avoid large tax rate spikes or town indebtedness from year to year. Some projects may be postponed or divided across multiple years, with equipment purchases adjusted based on condition or necessity.

Capital projects and purchases are funded through general taxation, borrowing, or capital reserve funds. When using capital reserves, the Committee determines the necessary deposit amounts for each fund to fully finance projects, equipment, or infrastructure improvements, factoring in potential inflation for future purchases.

The Capital Improvements Plan is advisory and presented to the Town Manager, Select Board, School Board, Library Trustees, and Budget Committee as a tool in the budgeting process. Residents make funding decisions at the Annual Town and School District Meetings.

The Committee extends its gratitude to the Town Manager, Finance Director, Select Board, School Board, Library Trustees, and department heads for their contributions.

The following pages outline each request included in the six-year CIP program, with spreadsheets detailing the CIP schedule, funding sources, tax impacts, and additional relevant information.



Front row from left to right: Glenn Dugas, Vice Chair (Citizen Rep.), Mark Davis, Chair (Citizen Rep.)
Jonathan Pietrangelo (Planning Board Representative)
Back row from left to right: Cheryl Lindner, Finance Director, Harry Judd (Citizen Rep.), Jeffrey Knight (Budget Committee Rep.), Bryce Larrabee (School Board Rep.), Wendy Gilman, Recording Secretary
Absent: Kip McDaniel (Select Board Rep.). Angela Brennan (Select Board Alt.)

**SUMMARY OF CAPITAL IMPROVEMENTS PROJECTS
FY2025-26 to FY2030-31**

Town of Bow										
Summary of Capital Improvement Projects and Funding										
		Source	Rating	Current	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Capital Projects Summary										
	Town Projects			\$3,542,237	\$3,102,700	\$2,054,400	\$1,165,350	\$1,798,600	\$1,520,100	\$1,947,400
	School Projects			\$1,224,600	\$1,148,700	\$739,700	\$840,700	\$863,000	\$569,500	\$193,100
Total All Capital Projects				\$8,309,074	\$7,354,100	\$4,848,500	\$3,171,400	\$4,460,200	\$3,609,700	\$4,087,900
Current & Proposed Debt Expense										
	Outstanding Bonds (Town)	GF		\$1,326,406	\$1,284,215	\$1,181,285	\$1,121,892	\$1,070,766	\$1,042,101	\$377,006
	Outstanding Bonds (School)	SDGF		\$231,500	\$222,500	\$216,500	\$204,500	\$0	\$0	\$0
	Elementary School (School)	SDGF		\$1,108,863	\$1,079,929	\$1,050,995	\$1,022,060	\$993,126	\$964,191	\$935,258
Total Debt				\$2,666,769	\$2,586,644	\$2,448,780	\$2,348,452	\$2,063,892	\$2,006,292	\$1,312,264
Net Tax Impact Per Thousand				\$1.36	\$1.31	\$1.24	\$1.18	\$1.03	\$1.00	\$0.65
General Fund Expense										
	Town Projects	GF		\$570,000	\$723,000	\$740,000	\$669,350	\$764,200	\$675,400	\$677,700
	School Projects	SDGF		\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000
Total				\$670,000	\$823,000	\$840,000	\$769,350	\$864,200	\$775,400	\$777,700
Net Tax Impact Per Thousand				\$0.34	\$0.42	\$0.42	\$0.39	\$0.43	\$0.39	\$0.38
Recreation Fund Expense										
	Town Projects	RRF		\$23,900	\$0	\$0	\$0	\$0	\$101,400	\$149,500
Total				\$0	\$0	\$0	\$0	\$0	\$101,400	\$149,500
Net Tax Impact Per Thousand				\$0.00						
Capital Reserve Funds - Contributions										
	Buildings & Facilities	GF		\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
	Bridges & Highways	GF		\$1,000	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000
	Community Center CRF	GF		\$500,000	\$500,000	\$500,000	\$500,000	\$500,000	\$500,000	\$0
	Fire Department Equipment	GF		\$90,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000
	Fire Department Trucks and Ambulance	GF		\$220,000	\$275,000	\$275,000	\$275,000	\$275,000	\$275,000	\$275,000
	Fire Suppression Water Supply	GF		\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
	Library Maintenance	GF		\$5,000	\$60,000	\$60,000	\$20,000	\$20,000	\$20,000	\$20,000
	Library Emergency	GF		\$2,500	\$0	\$0	\$0	\$0	\$0	\$0
	Parks & Recreation Improvements	GF		\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Police Department Equipment	GF		\$50,000	\$78,000	\$78,000	\$78,000	\$78,000	\$78,000	\$78,000
	Public Works Equipment	GF		\$335,000	\$335,000	\$335,000	\$335,000	\$335,000	\$335,000	\$335,000
	Water System	GF		\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
	Property Revaluation	GF		\$18,000	\$30,000	\$30,000	\$20,000	\$20,000	\$20,000	\$20,000
	School	SDGF		\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000
Total				\$2,431,500	\$2,563,000	\$2,563,000	\$2,513,000	\$2,513,000	\$2,513,000	\$2,013,000
Net Tax Impact Per Thousand				\$1.24	\$1.30	\$1.29	\$1.26	\$1.26	\$1.25	\$1.00
Total Tax Impact Per Thousand				\$2.94	\$3.03	\$2.95	\$2.83	\$2.72	\$2.63	\$2.03
Tax Base				1,962,836	1,972,650	1,982,513	1,992,426	2,002,388	2,012,400	2,022,462
Total CIP Tax Impact \$ 400,000.00 Home				\$1,175.50	\$1,211.09	\$1,180.68	\$1,130.44	\$1,086.92	\$1,052.41	\$811.48
Total CIP Tax Impact \$ 500,000.00 Home				\$1,469.37	\$1,513.86	\$1,475.85	\$1,413.05	\$1,358.65	\$1,315.52	\$1,014.35
Total CIP Tax Impact \$700,000.00 Home				\$2,057.12	\$2,119.41	\$2,066.19	\$1,978.27	\$1,902.11	\$1,841.72	\$1,420.09

**SUMMARY OF CAPITAL IMPROVEMENTS PROJECTS
FY2025-26 to FY2030-31**

Town of Bow											
Summary of Capital Improvement Projects and Funding											
Bridge and Highway Construction											
Funding Source		Current	Purchase	Est.							
Purchase / Project		Est. Cost	Year	Life	Current	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
General Fund Taxation											
	Annual Road Paving	550,000	2024-25	1	570,000	656,000	671,000	598,250	691,000	600,000	600,000
	<i>Total:</i>	<i>550,000</i>			<i>570,000</i>	<i>656,000</i>	<i>671,000</i>	<i>598,250</i>	<i>691,000</i>	<i>600,000</i>	<i>600,000</i>
Bridge & Highway Construction Capital Reserve Fund											
	Bow Bog Road Culvert	800,000	2024-25	50	800,000	-	-	-	-	-	-
	Falcon Way/White Rock Hill Rd Interse	361,600	2024-25	50	361,600	-	-	-	-	-	-
	River Road Bridge	1,435,200	2024-25	50	299,000	-	-	-	-	-	-
	White Rock Hill Culvert	100,000	2030-31	50	-	-	-	-	-	-	123,000
	River Rd. Railroad Bridge	1,092,800	2039-40	50	-	-	-	-	-	-	-
	Garvin Falls Road Culvert	108,000	2058-69	50	-	-	-	-	-	-	-
	Birchdale Road Bridge	789,000	2067-68	50	-	-	-	-	-	-	-
	River Road Culvert - boat ramp	54,700	2068-69	50	-	-	-	-	-	-	-
	So. Bow Road Culverts (3)	131,200	2068-69	50	-	-	-	-	-	-	-
	Dunklee Bridge	1,501,800	2070-71	50	-	-	-	-	-	-	-
	Dunklee /Rt 3A Intersection	1,390,400	2070-71	50	-	-	-	-	-	-	-
					-	-	-	-	-	-	-
					-	-	-	-	-	-	-
	<i>Total:</i>	<i>7,764,700</i>			<i>1,460,600</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>123,000</i>
	Beginning Capital Reserve Balance				1,217,299	45,699	60,699	75,699	90,699	105,699	120,699
	Proposed Contribution				1,000	15,000	15,000	15,000	15,000	15,000	15,000
	State Bridge Aid Reimbursement				288,000						
	Proposed Expenditure				(1,460,600)	-	-	-	-	-	(123,000)
	Ending Est. Capital Reserve Balance				45,699	60,699	75,699	90,699	105,699	120,699	12,699
Bridge Capital Reserve Fund											
	Page Road Bridge	1,771,600	2024-25	50	232,637	-	-	-	-	-	-
	Page Road Culvert - Br. London TPK W	50,200	2072-73	50	-	-	-	-	-	-	-
					-	-	-	-	-	-	-
	<i>Total:</i>	<i>1,821,800</i>			<i>232,637</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
	Beginning Capital Reserve Balance				253,333	20,696	20,696	20,696	20,696	20,696	20,696
	Proposed Contribution				-	-	-	-	-	-	-
	State Bridge Aid Reimbursement										
	Proposed Expenditure				(232,637)	-	-	-	-	-	-
	Ending Est. Capital Reserve Balance				20,696	20,696	20,696	20,696	20,696	20,696	20,696
Tax Impact											
	Amount Raised by Taxes					671,000	686,000	613,250	706,000	615,000	615,000
	Estimated Tax Rate Impact					\$ 0.51	\$ 0.52	\$ 0.46	\$ 0.53	\$ 0.46	\$ 0.46

**SUMMARY OF CAPITAL IMPROVEMENTS PROJECTS
FY2025-26 to FY2030-31**

Town of Bow										
Summary of Capital Improvement Projects and Funding										
Public Works Department										
<u>Funding Source</u>	Current	Purchase	Est.							
Purchase / Project	Est. Cost	Year	Life	Current	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Public Works Capital Reserve Fund										
2011 6-Wheel Dump Truck (T-2)	265,600	2024-25	15	273,600	-	-	-	-	-	-
Toro Parks & Rec Lawn Mower	51,800	2024-25	7	50,000	-	-	-	-	-	-
2013 Backhoe	170,000	2024-25	9	182,000	-	-	-	-	-	-
2014 Pickup Truck, PWD Dir.	53,600	2024-25	10	57,300	-	-	-	-	-	-
2009 6-Wheel Dump Truck (T-3)	276,200	2025-26	15		293,100	-	-	-	-	-
2008 6-Wheel Dump Truck (T-4)	276,200	2025-26	15		293,100	-	-	-	-	-
2015 Loader	227,300	2026-27	12		-	248,400	-	-	-	-
Radios	56,900	2026-27	8		-	62,200	-	-	-	-
2020 6-Wheel Dump Truck (T-5)	276,200	2026-27	15		-	301,900	-	-	-	-
Utility Service Truck (T-71)	81,100	2027-28	12		-	-	91,300	-	-	-
Grapple Trailer	39,900	2027-28	10		-	-	44,900	-	-	-
2014 6-Wheel Dump Truck (T-1)	276,200	2028-29	12		-	-	-	320,200	-	-
2016 Excavator	135,800	2028-29	10		-	-	-	157,500	-	-
2019 Pickup Truck, Foreman	91,700	2028-29	8		-	-	-	106,400	-	-
2010 1-Ton Utility Truck (T-9)	84,000	2028-29	8		-	-	-	97,400	-	-
2012 Chipper	58,600	2029-30	20		-	-	-	-	70,000	-
2008 John Deere Mower (P&R)	36,300	2029-30	10		-	-	-	-	43,400	-
2018 Pickup Truck, Parks&Rec	78,700	2030-31	8		-	-	-	-	-	96,800
2022 1-Ton Dump Truck (T-10)	90,000	2030-31	15		-	-	-	-	-	110,700
2007 Jet & Vac	125,000	2031-32	20		-	-	-	-	-	-
2017 10-Wheel Dump Truck (T-8)	305,300	2032-33	15		-	-	-	-	-	-
2018 Tractor w/ Mowing Attachment	134,700	2033-34	15		-	-	-	-	-	-
2018 6-Wheel Dump Truck (T-7)	276,200	2033-34	15		-	-	-	-	-	-
2004 10-Wheel Dump Truck (T-6)	305,300	2035-36	15		-	-	-	-	-	-
2019 John Deer Tractor (P&R)	30,600	2041-42	20		-	-	-	-	-	-
Tiltrotator Attachment for Excavator	34,000	2046-47	25		-	-	-	-	-	-
	0				-	-	-	-	-	-
<i>Total:</i>	4,222,900			562,900	586,200	612,500	136,200	681,500	113,400	207,500
Beginning Capital Reserve Balance				935,791	707,891	456,691	179,191	377,991	31,491	253,091
Proposed Contribution				335,000						
Proposed Expenditure				(562,900)	(586,200)	(612,500)	(136,200)	(681,500)	(113,400)	(207,500)
Ending Est. Capital Reserve Balance				707,891	456,691	179,191	377,991	31,491	253,091	380,591
Tax Impact										
Amount Raised by Taxes					335,000	335,000	335,000	335,000	335,000	335,000
Estimated Tax Rate Impact					\$ 0.26	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25

**SUMMARY OF CAPITAL IMPROVEMENTS PROJECTS
FY2025-26 to FY2030-31**

Town of Bow										
Summary of Capital Improvement Projects and Funding										
Fire Department										
Funding Source	Current	Purchase	Est.							
Purchase / Project	Est. Cost	Year	Life	Current	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Fire Truck Capital Reserve Fund										
Forestry Truck (additional)	179,400	2024-25	10	79,400	-	-	-	-	-	-
SUV (C-1)	102,400	2024-25	10	102,400	-	-	-	-	-	-
Pumper (E-1)	1,065,400	2025-26	15		1,118,700	-	-	-	-	-
Ambulance (A-1)	440,000	2025-26	10		462,000	-	-	-	-	-
1-Ton Pickup Truck	88,600	2029-30	8		-	-	-	-	118,700	-
Ambulance (A-2)	440,000	2030-31	10		-	-	-	-	-	589,700
Pumper (E-3)	1,065,400	2034-35	15		-	-	-	-	-	-
Tanker (T-1)	416,700	2035-36	20		-	-	-	-	-	-
<i>Total:</i>	<i>3,797,900</i>			<i>181,800</i>	<i>1,580,700</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>118,700</i>	<i>589,700</i>
Beginning Capital Reserve Balance				1,073,608	1,111,808	338,808	81,108	356,108	631,108	787,408
Proposed Contribution				220,000	275,000	275,000	275,000	275,000	275,000	275,000
Proposed Expenditure				(181,800)	(1,048,000)	(532,700)	-	-	(118,700)	(589,700)
Ending Est. Capital Reserve Balance				1,111,808	338,808	81,108	356,108	631,108	787,408	472,708
Fire Equipment Capital Reserve Fund										
Jaws of Life	89,200	2024-25	10	94,500	-	-	-	-	-	-
Power Cot	37,100	2024-25	10	37,500	-	-	-	-	-	-
Power Cot	37,100	2024-25	10	37,500	-	-	-	-	-	-
Radio Equipment	164,300	2028-29	10		-	-	-	188,500	-	-
Turnout Gear	87,400	2031-32	10		-	-	-	-	-	-
SCBA Equipment	197,800	2032-23	10		-	-	-	-	-	-
Rescue Boat	20,100	2033-34	20		-	-	-	-	-	-
SCBA Air Compressor	55,700	2042-43	25		-	-	-	-	-	-
<i>Total:</i>	<i>746,000</i>			<i>169,500</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>188,500</i>	<i>-</i>	<i>-</i>
Beginning Capital Reserve Balance				185,105	105,605	165,605	225,605	285,605	157,105	217,105
Proposed Contribution				90,000	60,000	60,000	60,000	60,000	60,000	60,000
Proposed Expenditure				(169,500)	-	-	-	(188,500)	-	-
Ending Est. Capital Reserve Balance				105,605	165,605	225,605	285,605	157,105	217,105	277,105
Fire Suppression Water Supply CRF										
Hamshire Hills Dr.,3conc.-10K,1996	60,000	2036-37	40		-	-	-	-	-	-
Windchime Dr.,3concrete-10K,2002	60,000	2042-43	40		-	-	-	-	-	-
Stone Sled Ln.,3concrete-10K,2004	60,000	2044-45	40		-	-	-	-	-	-
Sundance Ln.,3concrete-10K,2005	60,000	2045-46	40		-	-	-	-	-	-
Dicandra Dr.,3concrete-10K,2008	60,000	2048-49	40		-	-	-	-	-	-
Peasley Rd.,3concrete-10K,2008	60,000	2048-49	40		-	-	-	-	-	-
Thibault Dr.,steel-30K,2015	60,000	2035-36	20		-	-	-	-	-	-
Town Pond Dry Hydrant	60,000	2037-38	20		-	-	-	-	-	-
Safety Center,steel-25K,2017	60,000	2037-38	20		-	-	-	-	-	-
<i>Total:</i>	<i>540,000</i>			<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
Beginning Capital Reserve Balance				41,102	51,102	61,102	71,102	81,102	91,102	101,102
Proposed Contribution				10,000	10,000	10,000	10,000	10,000	10,000	10,000
Proposed Expenditure				-	-	-	-	-	-	-
Ending Est. Capital Reserve Balance				51,102	61,102	71,102	81,102	91,102	101,102	111,102
Tax Impact										
Amount Raised by Taxes					345,000	345,000	345,000	345,000	345,000	345,000
Estimated Tax Rate Impact					\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26	\$ 0.26

**SUMMARY OF CAPITAL IMPROVEMENTS PROJECTS
FY2025-26 to FY2030-31**

Town of Bow										
Summary of Capital Improvement Projects and Funding										
Police Department										
<u>Funding Source</u>	Current	Purchase	Est.							
Purchase / Project	Est. Cost	Year	Life	Current	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
General Fund Taxation										
Patrol Vehicle - GF	65,000	2025-26	1		67,000	69,000	71,100	73,200	75,400	77,700
<i>Total:</i>	65,000			-	67,000	69,000	71,100	73,200	75,400	77,700
Police Capital Reserve Fund										
Patrol Vehicle - K9	73,510	2024-25	6	60,800	-	-	-	-	-	72,600
Firearms	24,400	2026-27	5		-	26,100	-	-	-	-
Radio Equipment	48,600	2026-27	10		-	51,700	-	-	-	-
Chiefs Vehicle	53,600	2027-28	6		-	-	59,400	-	-	-
Body Cameras	77,800	2027-28	6		-	-	86,300	-	-	-
Detective's Vehicle	53,600	2028-29	6		-	-	-	61,100	-	-
Mobile Data Terminals	46,700	2028-29	6		-	-	-	54,100	-	-
Tasers	73,510	2029-30	5		-	-	-	-	87,800	-
Security Monitoring Equip	36,400	2032-33	10		-	-	-	-	-	-
<i>Total:</i>	488,120			60,800	-	77,800	145,700	115,200	87,800	72,600
Beginning Capital Reserve Balance				131,047	120,247	198,247	198,447	130,747	93,547	83,747
Proposed Contribution				50,000	78,000	78,000	78,000	78,000	78,000	78,000
Proposed Expenditure				(60,800)	-	(77,800)	(145,700)	(115,200)	(87,800)	(72,600)
Ending Est. Capital Reserve Balance				120,247	198,247	198,447	130,747	93,547	83,747	89,147
Tax Impact										
Amount Raised by Taxes					145,000	147,000	149,100	151,200	153,400	155,700
Estimated Tax Rate Impact					\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.12

Town of Bow										
Summary of Capital Improvement Projects and Funding										
Property Revaluation										
<u>Funding Source</u>	Current	Purchase	Est.							
Purchase / Project	Est. Cost	Year	Life	Current	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Property Revaluation Fund										
5 year Revaluation	71,500	2024-25	5	71,500	-	-	-	-	82,900	-
<i>Total:</i>	71,500			71,500	-	-	-	-	82,900	-
Beginning Capital Reserve Balance				68,131	26,631	56,631	76,631	96,631	116,631	53,731
Proposed Contribution				30,000	30,000	20,000	20,000	20,000	20,000	20,000
Proposed Expenditure				(71,500)	-	-	-	-	(82,900)	-
Ending Est. Capital Reserve Balance				26,631	56,631	76,631	96,631	116,631	53,731	73,731
Tax Impact										
Amount Raised by Taxes				30,000	30,000	20,000	20,000	20,000	20,000	20,000
Estimated Tax Rate Impact				\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.01	\$ 0.01

**SUMMARY OF CAPITAL IMPROVEMENTS PROJECTS
FY2025-26 to FY2030-31**

Town of Bow											
Summary of Capital Improvement Projects and Funding											
Municipal Facilities											
Funding Source	Current	Purchase	Est.								
Purchase / Project	Est. Cost	Year	Life	Current	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031	
Municipal Buildings and Grounds CRF											
Municipal Office Building (1927)											
Phase II Renovations	126,000	2023-24	30	85,100	-	-	-	-	-	-	-
Server Room Improvements	42,000	2023-24	15		-	-	-	-	-	-	-
Work Van (originally 1 t. Work Truck)	40,000	2025-26	15		42,500	-	-	-	-	-	-
LED lighting	30,000	2025-26	30		32,200	-	-	-	-	-	-
Heating System	77,300	2026-27	15		-	84,500	-	-	-	-	-
Phase III Renovation	40,000	2026-27	15		-	43,800	-	-	-	-	-
Transit Connect Van (replaces 3/4 t. truck)	40,000	2028-29	15		-	-	-	49,200	-	-	-
Paving	100,000	2029-30	15		-	-	-	-	119,500	-	-
Generator	30,100	2036-37	20		-	-	-	-	-	-	-
Exterior Walls - vinyl siding	46,700	2037-38	30		-	-	-	-	-	-	-
Air Conditioning	39,100	2047-48	15		-	-	-	-	-	-	-
Roof - asphalt	64,700	2047-48	30		-	-	-	-	-	-	-
Main Level Bathrooms-additional funds	27,400	2052-53	30		-	-	-	-	-	-	-
Total:	675,900			85,100	74,700	128,300	-	49,200	119,500	-	-
Public Works Building (1987)											
Air Conditioning	66,600	2025-26	20		66,600	-	-	-	-	-	-
Heating System	166,100	2026-27	30		-	181,500	-	-	-	-	-
Insulation	105,000	2027-28	50		-	-	120,500	-	-	-	-
Paving	100,000	2029-30	15		-	-	-	-	119,500	-	-
Roof - membrane	27,900	2032-33	20		-	-	-	-	-	-	-
Roof - metal	184,000	2037-38	50		-	-	-	-	-	-	-
Drainage	27,900	2037-38	50		-	-	-	-	-	-	-
Generator	39,100	2039-40	20		-	-	-	-	-	-	-
Fuel System Replacement	163,200	2041-42	20		-	-	-	-	-	-	-
Lighting	13,800	2042-43	20		-	-	-	-	-	-	-
Exterior Walls - vinyl siding	27,900	2044-45	30		-	-	-	-	-	-	-
Exterior Walls - metal	94,800	2051-52	50		-	-	-	-	-	-	-
Salt/Mixing Shed	300,500	2070-71	50		-	-	-	-	-	-	-
	0										
Total:	1,316,800			-	66,600	181,500	120,500	-	119,500	-	-
Public Safety Center (2017)											
Flooring - carpet	31,800	2027-28	7		-	-	35,800	-	-	-	-
Security System	80,100	2029-30	7		-	-	-	-	95,600	-	-
Garage Doors	50,100	2031-32	20		-	-	-	-	-	-	-
Paving	162,200	2032-33	15		-	-	-	-	-	-	-
HVAC	188,500	2036-37	20		-	-	-	-	-	-	-
Generator	84,400	2037-38	20		-	-	-	-	-	-	-
Roof - asphalt	130,100	2046-47	30		-	-	-	-	-	-	-
Exterior Walls - vinyl siding	89,600	2047-48	30		-	-	-	-	-	-	-
Drainage	27,900	2067-68	50		-	-	-	-	-	-	-
Total:	844,700			-	-	-	35,800	-	95,600	-	-
Other Buildings											
Bow Bog Meeting House- ext. paint	50,000	2026-27	20		-	53,600	-	-	-	-	-
Old Town Hall HVAC System	32,800	2033-34	15		-	-	-	-	-	-	-
Total:	82,800			-	-	53,600	-	-	-	-	-
Beginning Capital Reserve Balance				250,128	315,028	323,728	110,328	104,028	204,828	20,228	
Proposed Contribution				150,000	150,000	150,000	150,000	150,000	150,000	150,000	
Proposed Expenditure				(85,100)	(141,300)	(363,400)	(156,300)	(49,200)	(334,600)	-	
Ending Est. Capital Reserve Balance				315,028	323,728	110,328	104,028	204,828	20,228	170,228	
Municipal Facilities Emergency CRF*											
Beginning Capital Reserve Balance				31,543	31,543	31,543	31,543	31,543	31,543	31,543	
Proposed Contribution											
Proposed Expenditure											
Ending Est. Capital Reserve Balance				31,543							
<i>*Selectmen are agents to expend</i>											
Tax Impact											
Amount Raised by Taxes					650,000	650,000	650,000	650,000	650,000	650,000	150,000
Estimated Tax Rate Impact					\$ 0.50	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.11

**SUMMARY OF CAPITAL IMPROVEMENTS PROJECTS
FY2025-26 to FY2030-31**

Community Center CRF											
	Safety Code Compliance	206,000	2026-27	50		-	225,200	-	-	-	-
	<i>Total:</i>	206,000				-	225,200	-	-	-	-
	Beginning Capital Reserve Balance				123,365	623,365	1,123,365	1,398,165	1,898,165	2,398,165	2,898,165
	Proposed Contribution				500,000	500,000	500,000	500,000	500,000	500,000	-
	Proposed Expenditure						(225,200)	-	-	-	-
	Ending Est. Capital Reserve Balance				623,365	1,123,365	1,398,165	1,898,165	2,398,165	2,898,165	2,898,165
Tax Impact											
	Amount Raised by Taxes					500,000	500,000	500,000	500,000	500,000	150,000
	Estimated Tax Rate Impact					\$ 0.38	\$ 0.38	\$ 0.38	\$ 0.38	\$ 0.37	\$ 0.11

Town of Bow										
Summary of Capital Improvement Projects and Funding										
Baker Free Library										
<u>Funding Source</u>										
	Purchase / Project	Current	Current	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031	
Library Maintenance CRF										
	AC & Air Handlers		-	89,100	-	-	-	-	-	-
	Main Floor Carpet		-	-	57,800	-	-	-	-	-
	Basement Flooring		-	-	-	-	-	-	-	-
	Replace furnace & control system		-	-	-	-	-	-	-	-
	Replace shingle & flat rubber roof		-	-	-	-	-	-	-	-
	Elevator replacement		-	-	-	-	-	-	-	-
	Generator		-	-	-	-	-	-	-	-
	<i>Total:</i>	-	-	89,100	57,800	-	-	-	-	-
	Beginning Capital Reserve Balance	51,251	56,251	61,251	32,151	34,351	54,351	74,351	94,351	94,351
	Proposed Contribution	5,000	5,000	60,000	60,000	20,000	20,000	20,000	20,000	20,000
	Proposed Expenditure	-	-	(89,100)	(57,800)	-	-	-	-	-
	Ending Est. Capital Reserve Balance	56,251	61,251	32,151	34,351	54,351	74,351	94,351	114,351	114,351
Library Emergency CRF										
			-	-	-	-	-	-	-	-
	<i>Total:</i>		-	-	-	-	-	-	-	-
	Beginning Capital Reserve Balance	31,220	29,576	29,576	29,576	29,576	29,576	29,576	29,576	29,576
	Proposed Contribution	2,500	-	-	-	-	-	-	-	-
	Proposed Expenditure		-	-	-	-	-	-	-	-
	Ending Est. Capital Reserve Balance	33,720	29,576	29,576						
Tax Impact										
	Amount Raised by Taxes		5,000	60,000	60,000	20,000	20,000	20,000	20,000	20,000
	Estimated Tax Rate Impact		\$ 0.00	\$ 0.05	\$ 0.05	\$ 0.02	\$ 0.02	\$ 0.01	\$ 0.01	\$ 0.01

**SUMMARY OF CAPITAL IMPROVEMENTS PROJECTS
FY2025-26 to FY2030-31**

Town of Bow											
Summary of Capital Improvement Projects and Funding											
Parks & Recreation Improvements											
Funding Source		Current	Purchase	Est.							
Purchase / Project		Est. Cost	Year	Life	Current	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
General Fund Taxation											
Gergler Field Improvements		169,800	2023-24	20		-	-	-	-	-	-
<i>Total:</i>		169,800			-	-	-	-	-	-	-
Recreation ImprovementsCapital Reserve Fund											
Hanson Park Playground Equip.*		44,400	2024-25	20	46,400	-	-	-	-	-	-
Goodwin Parking Lot		42,000	2024-25	20	23,900						
Gosling Field Parking Lot		87,500	2029-30	20		-	-	-	-	101,400	-
Gordon Field Parking Lot		125,200	2030-31	20		-	-	-	-	-	149,500
Gergler Field Parking Lot		25,800	2031-32	20		-	-	-	-	-	-
Hanson Park Irrigation System		37,200	2032-33	20		-	-	-	-	-	-
St. Cyr playground Equip.		76,500	2034-35	20		-	-	-	-	-	-
Hanson Park storage Building		104,100	2045-46	50		-	-	-	-	-	-
<i>Total:</i>		712,500			23,900	-	-	-	-	101,400	149,500
Beginning Capital Reserve Balance					67,379	43,479	43,479	43,479	43,479	43,479	(57,921)
Proposed Contribution					-	-	-	-	-	-	-
Proposed Expenditure					(23,900)	-	-	-	-	(101,400)	(149,500)
Ending Est. Capital Reserve Balance					43,479	43,479	43,479	43,479	43,479	(57,921)	(207,421)
Tax Impact											
Amount Raised by Taxes						-	-	-	-	-	-
Estimated Tax Rate Impact						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Recreation Fund*											
Funding Source		Current	Purchase	Est.							
Purchase / Project		Est. Cost	Year	Life	Current	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Recreation Center											
Allocation for Comm Ctr Project		150,000	2024-25	1	150,000	150,000	75,000	75,000			
Addition Study		33,000	2024-25	1	33,000						
Addition		515,000	2025-26	50		500,000	-	-	-	-	-
Sound Dampen		15,000	2025-26	20		15,000					
Septic System		32,800	2029-30	20		-	-	-	-	38,100	-
Roof		43,800	2032-33	20		-	-	-	-	-	-
Elevator		20,700	2043-44	20		-	-	-	-	-	-
Playground		103,500	2045-46	25							
<i>Total:</i>		930,800			183,000	665,000	75,000	75,000	-	38,100	-
Beginning Fund Balance					715,487	704,707	217,675	272,041	275,375	300,126	230,515
Revenue					1,097,965	1,150,000	1,150,000	1,150,000	1,150,000	1,150,000	1,150,000
Expenses					(925,745)	(972,032)	(1,020,634)	(1,071,666)	(1,125,249)	(1,181,511)	(1,240,587)
Proposed Capital Expenditures					(183,000)	(665,000)	(75,000)	(75,000)	-	(38,100)	-
Ending Est. Fund Balance					704,707	217,675	272,041	275,375	300,126	230,515	139,928
*The source of revenue for this fund is fees from recreation program. No money is raised through taxation											
Tax Impact											
Amount Raised by Taxes						1,150,000	1,150,000	1,150,000	1,150,000	1,150,000	1,150,000
Estimated Tax Rate Impact						\$ 0.88	\$ 0.87	\$ 0.87	\$ 0.86	\$ 0.86	\$ 0.85

**SUMMARY OF CAPITAL IMPROVEMENTS PROJECTS
FY2025-26 to FY2030-31**

Town of Bow							
Summary of Capital Improvement Projects and Funding							
School District							
Funding Source							
Purchase / Project	Current	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
General Fund Taxation							
District Wide Projects	100,000	100,000	100,000	100,000	100,000	100,000	100,000
Elementary School Projects	-	-	-	-	-	-	-
Middle School Projects	-	-	-	-	-	-	-
High School Projects	-	-	-	-	-	-	-
<i>Total:</i>	<i>100,000</i>	<i>100,000</i>	<i>100,000</i>	<i>100,000</i>	<i>100,000</i>	<i>100,000</i>	<i>100,000</i>
Bonding							
District Wide Projects	-	-	-	-	-	-	-
Elementary School Projects	1,108,863	1,079,929	1,050,995	1,022,060	993,126	964,191	935,258
Middle School Projects	231,500	222,500	213,500	204,500	-	-	-
High School Projects	-	-	-	-	-	-	-
<i>Total Annual Bond Payments:</i>	<i>1,340,363</i>	<i>1,302,429</i>	<i>1,264,495</i>	<i>1,226,560</i>	<i>993,126</i>	<i>964,191</i>	<i>935,258</i>
School District - BES, BMS, BHS CRF							
District Wide Projects	82,400	54,800	38,300	10,200	-	52,600	-
Elementary School Projects	500,000	92,600	104,400	312,500	370,700	17,300	25,500
Middle School Projects	375,200	159,600	142,700	-	166,400	67,700	67,600
High School Projects	167,000	741,700	354,300	418,000	225,900	55,000	-
<i>Total:</i>	<i>1,124,600</i>	<i>1,048,700</i>	<i>639,700</i>	<i>740,700</i>	<i>763,000</i>	<i>192,600</i>	<i>93,100</i>
Beginning Capital Reserve Balance	1,722,548	1,597,948	1,549,248	1,909,548	2,168,848	2,405,848	3,213,248
Proposed Contribution	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Proposed Expenditure	(1,124,600)	(1,048,700)	(639,700)	(740,700)	(763,000)	(192,600)	(93,100)
Ending Est. Capital Reserve Balance	1,597,948	1,549,248	1,909,548	2,168,848	2,405,848	3,213,248	4,120,148
Athletic Fields & Facilities CRF							
High School Track	-	-	-	-	-	-	-
High School Bleachers & Lighting	-	-	-	-	-	276,900	-
<i>Total:</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>276,900</i>	<i>-</i>
Beginning Capital Reserve Balance	146,134	202,134	258,134	314,134	370,134	426,134	205,234
Proposed Contribution	56,000	56,000	56,000	56,000	56,000	56,000	56,000
Proposed Expenditure	-	-	-	-	-	(276,900)	-
Ending Est. Capital Reserve Balance	202,134	258,134	314,134	370,134	426,134	205,234	261,234
AREA School - Dunbarton Fees CRF							
District Wide Projects	-	-	-	-	-	-	-
Middle School Projects	-	-	-	-	-	-	-
High School Projects	-	-	-	-	-	-	-
<i>Total:</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
Beginning Capital Reserve Balance	432,598	504,598	576,598	648,598	720,598	792,598	864,598
Proposed Contribution (restr. & unrestr.)	72,000	72,000	72,000	72,000	72,000	72,000	72,000
Proposed Expenditure	-	-	-	-	-	-	-
Ending Est. Capital Reserve Balance	504,598	576,598	648,598	720,598	792,598	864,598	936,598
Tax Impact							
Amount Raised by Taxes	2,440,363	2,402,429	2,364,495	2,326,560	2,093,126	2,064,191	2,035,258
Estimated Tax Rate Impact	\$ 1.87	\$ 1.83	\$ 1.79	\$ 1.75	\$ 1.57	\$ 1.54	\$ 1.51

SCHEDULE OF TOWN-OWNED PROPERTY

ACRES	MAP	BLOCK	LOT	UNIT	LOCATION	BUILDINGS	LAND	TOTAL 2024 ASSESSED VALUE
0.000	36	5	19-E		159 RIVER ROAD	\$335,000	\$0	\$335,000
0.000	40	2	200CW		1420 ROUTE 3-A	\$6,365,300	\$0	\$6,365,300
2.290	15	1	143-A		10 GRANDVIEW ROAD	\$21,400	\$130,500	\$151,900
13.440	33	2	73-B		21 ALLEN ROAD	\$10,400	\$245,100	\$255,500
2.380	16	1	85		622 ROUTE 3-A	\$68,100	\$148,700	\$216,800
5.860	20	3	148-A		21 BOW CENTER ROAD	\$1,010,400	\$378,300	\$1,388,700
0.910	11	1	44		509 SOUTH STREET STS	\$2,333,600	\$321,100	\$2,654,700
0.450	18	3	69		2 WOODHILL ROAD	\$59,600	\$136,200	\$195,800
1.100	34	2	79		111 BOW BOG ROAD	\$116,100	\$133,200	\$249,300
8.380	18	3	95		91 BOW CENTER ROAD	\$300,100	\$367,100	\$667,200
171.000	10	4	77		37 ALBIN ROAD	\$211,400	\$2,355,800	\$2,567,200
5.190	30	2	109		12 ROBINSON ROAD	\$3,273,700	\$353,100	\$3,626,800
17.000	15	5	68		7 KNOX ROAD	\$3,292,900	\$714,700	\$4,007,600
28.000	15	3	147		2 KNOX ROAD RDS	\$1,102,800	\$658,400	\$1,761,200
1.300	15	1	143		10 GRANDVIEW ROAD	\$1,275,700	\$165,800	\$1,441,500
0.045	15	1	172	F2	TUREE VIEW DRIVE		\$4,700	\$4,700
0.138	15	1	172	F1	TUREE VIEW ROAD		\$6,300	\$6,300
0.220	35	2	174		1307 ROUTE 3-A		\$110,600	\$110,600
0.230	19	3	152-F		43 BOW CENTER ROAD		\$11,000	\$11,000
0.250	21	1	128		686 ROUTE 3-A		\$109,300	\$109,300
0.260	9	4	57-T		SURREY COACH LANE OPEN SP		\$4,400	\$4,400
0.270	2	4	11-D		CLINTON STREET		\$103,100	\$103,100
0.350	18	3	67		4 BR LONDONDERRY TPK-E		\$105,200	\$105,200
0.390	18	3	68		2 BR LONDONDERRY TPK-E		\$10,900	\$10,900
0.400	18	3	65-A		18 BR LONDONDERRY TPK-E		\$109,400	\$109,400
0.460	10	4	76-F		MELANIE LANE OPEN SPACE		\$2,300	\$2,300
0.510	28	2	53-E8		COLBY LANE OPEN SPACE		\$19,300	\$19,300
0.520	29	3	137-C	2	BOW BOG ROAD		\$12,000	\$12,000
0.550	8	4	96-P1		HAMPSHIRE HILLS DRIVE		\$126,700	\$126,700
0.700	30	2	109-H		ROBINSON ROAD	\$21,800	\$18,600	\$40,400
0.730	9	4	57-U		SURREY COACH LANE OPEN SP		\$4,400	\$4,400
0.840	15	5	67		HEIDI LANE		\$13,900	\$13,900
0.890	5	4	49-U		CHANDLER CIRCLE		\$13,600	\$13,600
1.100	2	4	20		161 HOOKSETT TURNPIKE		\$131,700	\$131,700
1.200	8	4	123-A3L		GILE ROAD		\$3,000	\$3,000
1.200	15	4	73		60 LOGGING HILL ROAD		\$113,800	\$113,800
1.300	2	4	29		539 CLINTON STREET		\$63,700	\$63,700
1.600	5	4	49-S		CHANDLER CIRCLE		\$8,800	\$8,800
1.700	36	2	193		4 FERRY ROAD		\$16,500	\$16,500
1.800	30	2	97-A		16-20 ROBINSON ROAD		\$137,100	\$137,100
1.900	5	4	49-T		CHANDLER CIRCLE		\$10,500	\$10,500
1.910	18	3	71		14 WOODHILL ROAD		\$139,800	\$139,800
2.300	14	3	118-A		73 WHITE ROCK HILL ROAD		\$143,700	\$143,700
2.700	3	4	30-A3		50 FOOTE ROAD		\$14,800	\$14,800
2.800	2	4	15		151 HOOKSETT TURNPIKE		\$148,700	\$148,700
3.270	43	2	65-A7		ROSEWOOD DRIVE OPEN SPACE		\$120,700	\$120,700
3.440	33	2	53-C		ALLEN ROAD OPEN SPACE		\$17,200	\$17,200
3.550	28	3	42-G		NATHANIEL DRIVE OP SPACE		\$38,400	\$38,400
4.420	30	2	116-F		FIELDSTONE DRIVE OPEN SP		\$22,100	\$22,100
4.570	9	4	57-V		SURREY COACH LANE OPEN SP		\$22,900	\$22,900
6.000	34	2	77		BOW BOG ROAD		\$25,900	\$25,900

SCHEDULE OF TOWN-OWNED PROPERTY

ACRES	MAP	BLOCK	LOT	UNIT	LOCATION	BUILDINGS	LAND	TOTAL 2024 ASSESSED VALUE
6.800	4	4	44		BR LONDONDERRY TPK-W	\$142,500		\$142,500
7.200	26	5	10		ROUTE 3-A	\$16,200		\$16,200
7.900	26	5	9-U		LINCOLN DRIVE	\$9,800		\$9,800
8.500	2	4	21		163 HOOKSETT TURNPIKE	\$20,200		\$20,200
8.890	24	3	133-AW		BOW BOG ROAD OPEN SPACE	\$192,600		\$192,600
9.000	9	4	66		OFF FALCON WAY	\$42,800		\$42,800
9.810	10	4	78-I		OFF FAWN COURT	\$214,400		\$214,400
10.650	8	4	90-A		HAMPSHIRE HILLS DR OP SP	\$244,500		\$244,500
10.950	36	2	178		260 RIVER ROAD	\$318,900		\$318,900
11.100	34	2	83		OLD JOHNSON ROAD	\$145,000		\$145,000
11.310	4	4	127-K20		12 BEAVER BROOK DRIVE OP SP	\$204,300		\$204,300
12.220	42	2	29-P		MERRILL CROSSING OPEN SP	\$203,600		\$203,600
14.000	14	4	71		FALCON WAY	\$300,300		\$300,300
14.580	8	4	91		BR LONDONDERRY TPK-W	\$242,800		\$242,800
15.600	27	3	2		HUNTER DRIVE OPEN SPACE	\$224,400		\$224,400
21.000	29	2	122		75-85 ROBINSON ROAD	\$308,700		\$308,700
38.000	20	5	64		HEATHER LANE	\$429,100		\$429,100
42.000	9	4	67		FALCON WAY	\$119,700		\$119,700
55.000	9	4	56		104 PAGE ROAD	\$596,500		\$596,500
58.610	37	2	5		SOUTH BOW DUNBARTON ROAD	\$537,600		\$537,600
60.000	23	3	63		ARROWHEAD DRIVE	\$601,400		\$601,400
67.950	23	3	62		21-51 BR LONDONDERRY TPK-E	\$649,200		\$649,200
76.100	2	4	26		531 CLINTON STREET	\$398,800		\$398,800
128.000	34	2	82		OLD JOHNSON ROAD	\$164,045		\$164,045
254.100	30	2	97		ROBINSON ROAD	\$842,375		\$842,375
3.900	14	4	69		WHITE ROCK HILL ROAD	\$159,700		\$159,700
6.600	14	4	65-A		30 WHITE ROCK HILL ROAD	\$184,500		\$184,500
0.650	2	4	9		532 CLINTON STREET OPEN SPACE	\$11,600		\$11,600
0.670	42	2	1-L		MOUNTAIN FARM ROAD	\$4,000		\$4,000
2.800	38	2	63-B		WOODHILL HOOKSETT ROAD	\$116,000		\$116,000
5.400	2	4	14		OFF HOOKSETT TURNPIKE	\$25,900		\$25,900
6.370	26	5	6		ROUTE 3-A OPEN SPACE	\$14,500		\$14,500
6.590	33	2	53-E23		ALLEN ROAD OPEN SPACE	\$31,600		\$31,600
8.000	8	4	119		26-30 BR LONDONDERRY TPK-W	\$147,900		\$147,900
8.500	30	3	141		ALEXANDER LANE OPEN SPACE	\$4,800		\$4,800
8.580	39	2	125-AD		BOW BOG ROAD OPEN SPACE	\$170,000		\$170,000
9.200	44	2	135-A		BOW BOG ROAD	\$87,400		\$87,400
16.800	40	2	88-A		OLD JOHNSON ROAD	\$57,300		\$57,300
17.000	39	2	126		BOW BOG ROAD OPEN SPACE	\$69,600		\$69,600
19.000	39	2	138		BOW BOG ROAD	\$81,200		\$81,200
20.000	13	4	118		32-44 BR LONDONDERRY TPK-W	\$150,800		\$150,800
21.000	44	2	130		BOW BOG ROAD	\$5,355		\$5,355
24.630	23	3	65-D13		ARROWHEAD DRIVE	\$97,500		\$97,500
32.000	33	2	53-E		45 ALLEN ROAD	\$384,200		\$384,200
35.000	39	2	128		BOW BOG ROAD	\$141,300		\$141,300
35.000	39	2	137-A		BOW BOG ROAD	\$141,300		\$141,300
40.000	8	4	120		BR LONDONDERRY TPK-E	\$343,700		\$343,700
40.000	8	4	121		20-24 BR LONDONDERRY TPK-W	\$343,700		\$343,700
42.000	9	4	67		FALCON WAY	\$119,700		\$119,700
79.000	13	4	116		46-58 BR LONDONDERRY TPK-W	\$365,600		\$365,600
79.150	40	2	141-A		OLD JOHNSON ROAD	\$155,400		\$155,400
98.200	5	4	50		BIRCHDALE ROAD	\$878,500		\$878,500

SCHEDULE OF TOWN-OWNED PROPERTY

ACRES	MAP	BLOCK	LOT	UNIT	LOCATION	BUILDINGS	LAND	TOTAL 2024 ASSESSED VALUE
318.030		20	3	138	60-66 ROBINSON ROAD OPEN SPACE		\$1,870,900	\$1,870,900
1.000	13		4	82-R	SAWMILL ROAD		\$165,200	\$165,200
254.100	30		2	97	ROBINSON ROAD		\$842,375	\$842,375
1.000	13		4	82-R	SAWMILL ROAD		\$165,200	\$165,200
1.470	27		3	35-P	TOWER HILL DRIVE OPEN SP		\$7,400	\$7,400
3.200	38		2	61	129 WOODHILL HOOKSETT ROAD		\$816	\$816
4.240	17		4	102	87 BROWN HILL ROAD		\$1,081	\$1,081
5.060	30		3	139-F	OFF ROBINSON ROAD OPEN SPACE		\$1,290	\$1,290
7.600	34		2	78	BOW BOG ROAD		\$1,938	\$1,938
9.040	18		4	106-L	OFF PINNACLE LANE		\$12,500	\$12,500
9.180	43		2	30	15 MERRILL CROSSING		\$2,341	\$2,341
19.280	31		5	17-A	RIVER ROAD		\$4,916	\$4,916
25.000	13		4	117	BR LONDONDERRY TPK-W		\$4,420	\$4,420
28.200	12		4	100-A	71-77 BROWN HILL ROAD		\$7,140	\$7,140
30.000	38		2	63-A	WOODHILL HOOKSETT ROAD		\$7,650	\$7,650
43.000	33		2	46	WOODHILL HOOKSETT ROAD		\$10,965	\$10,965
52.000	34		2	119	BRIARWOOD DRIVE		\$13,260	\$13,260
61.000	38		2	58	103 WOODHILL HOOKSETT ROAD		\$15,555	\$15,555
65.000	18		4	105	18-26 DUNBARTON CENTER ROAD		\$16,576	\$16,576
68.000	43		2	43-C	WOODHILL HOOKSETT ROAD		\$17,340	\$17,340
74.000	18		4	103	BROWN HILL ROAD		\$18,870	\$18,870
84.000	38		2	63	147 WOODHILL HOOKSETT ROAD		\$21,420	\$21,420
126.000	38		2	44	WOODHILL HOOKSETT ROAD		\$32,130	\$32,130
128.000	34		2	82	OLD JOHNSON ROAD		\$164,045	\$164,045
129.000	38		2	45	WOODHILL HOOKSETT ROAD		\$32,895	\$32,895
167.000	39		2	69	HOPE LANE		\$42,585	\$42,585
129 PROPERTIES						\$19,798,300	\$23,016,583	\$42,814,883

STATEMENT OF APPROPRIATIONS AND REVENUES

Fiscal Year 2024-25

<u>Appropriations</u>		<u>Estimated Revenues</u>	
Board of Selectmen	\$23,117	Timber Tax	\$10,000
Executive	\$319,500	Excavation Tax	\$0
Town Clerk - Tax Collector	\$280,431	Interest and Penalties	\$50,000
Elections, Voter Registration,	\$33,317	on Delinquent Taxes	
Energy Committee	\$750	Business License & Permits	\$3,200
Financial Administration	\$305,690	Motor Vehicle Permit Fees	\$2,879,000
Information Technology	\$102,050	Building Permits	\$85,150
Assessing	\$141,380	Other Licenses and Permits	\$22,900
Legal	\$60,000	State Revenue Sharing	\$0
Settlements	\$0	State Meals and Rooms Tax	\$750,000
Personnel Administration	\$11,760	State Highway Block Grant	\$225,000
Community Development	\$447,225	State and Federal Forest Land	\$75
General Government Buildings	\$457,242	Reimbursement	
Cemeteries	\$49,850	State Bridge Aid	\$1,192,800
Insurance	\$130,135	Other State Aid	\$950
Police	\$2,265,321	From Other Governments	\$0
Fire, EMS	\$1,591,377	Income from Departments	\$474,125
Emergency Management	\$34,774	Sale of Town Property	\$5,000
Public Works Administration	\$1,454,476	Interest on Deposits	\$450,000
Highway	\$512,060	Solid Waste	\$112,000
Bridge Maintenance	\$5,000	Other Revenue	\$170,000
Street Lighting	\$39,395	Transfer from Sewer Fund	\$178,684
Solid Waste Disposal	\$1,030,587	Water Revenue	\$132,631
Sewage Collection and Disposal	\$178,684	Transfer from Capital Reserve Funds	\$2,749,400
Water Services	\$132,631	Transfer from Conservation Fund	\$0
Health Administration, Agencies	\$2,703	Proceeds from Long Term Bonds	\$0
Welfare administration, Assistance	\$10,191	Transfer from General Fund	\$288,000
Parks and Recreation	\$41,600	Total Estimated Revenues	\$9,778,915
Library	\$644,071		
Other Culture and Recreation	\$1,250		
Principal - long-term bonds	\$1,000,000		
Interest - long-term bonds	\$121,894		
Interest - tax anticipation notes	\$1		
Land and Improvements	\$0		
Machinery, Vehicles, Equipment	\$980,200		
Buildings	\$308,600		
Improvements other than buildings	\$3,373,400		
Transfer to Capital Reserve Funds	\$1,736,500		
Total Appropriations	\$17,827,162		

SUMMARY OF PROPERTY VALUATION

as of April 1, 2024

	<u>Acres</u>	<u>Valuation</u>	<u>Total</u>
<u>LAND</u>			
Current Use	4,560.09	\$292,402	
Preservation Easements	0.35	\$8,800	
Residential	7,061.75	\$403,956,194	
Commercial / Industrial	1,332.24	<u>\$104,547,702</u>	
			\$508,805,098
<u>BUILDING</u>			
Residential		\$1,183,666,650	
Commercial / Industrial		\$215,038,350	
Preservation Easements		<u>\$88,000</u>	
			\$1,398,793,000
<u>PUBLIC UTILITIES</u>			
Electric		\$158,489,000	
Gas		\$5,670,200	
Water/Sewer		\$1,434,500	
Other		<u>\$102,300</u>	
			\$165,696,000
GROSS VALUATION			\$2,073,294,098
<u>EXEMPTIONS</u>			
Improvements for Persons with Disabilities		\$118,700	
Blind		\$75,000	
Elderly		\$4,594,000	
Disabled		\$143,000	
Wood		\$24,800	
Solar		<u>\$1,173,100</u>	
			<u>(\$6,128,600)</u>
NET TAXABLE VALUATION			\$2,067,165,498
<u>TAX EXEMPT & NON-TAXABLE</u>			
Land	3,888	\$31,719,678	
Building		<u>\$73,162,200</u>	
TOTAL TAX EXEMPT & NON-TAXABLE VALUATION			\$104,881,878

TAX COLLECTOR'S REPORT (MS-61)



New Hampshire
Department of
Revenue Administration

MS-61

Tax Collector's Report

For the period beginning and ending

This form is due **March 1st (Calendar Year) or September 1st (Fiscal Year)**

Instructions

Cover Page

- Specify the period begin and period end dates above
- Select the entity name from the pull down menu (County will automatically populate)
- Enter the year of the report
- Enter the preparer's information

For Assistance Please Contact:

NH DRA Municipal and Property Division
Phone: (603) 230-5090
Fax: (603) 230-5947
<http://www.revenue.nh.gov/mun-prop/>

ENTITY'S INFORMATION

Municipality: County: Report Year:

PREPARER'S INFORMATION

First Name Last Name
Street No. Street Name Phone Number
Email (optional)

TAX COLLECTOR'S REPORT (MS-61)



New Hampshire
Department of
Revenue Administration

MS-61

Debits						
Uncollected Taxes Beginning of Year	Account	Levy for Year of this Report	Prior Levies (Please Specify Years)			
			Year: 2023	Year: 2022	Year: 2011	
Property Taxes	3110		\$2,164,500.61			
Resident Taxes	3180					
Land Use Change Taxes	3120		\$9,820.00			
Yield Taxes	3185		\$9,082.59	(\$2.87)		
Excavation Tax	3187					
Other Taxes	3189					
Property Tax Credit Balance		(\$17,777.10)				
Other Tax or Charges Credit Balance						

Taxes Committed This Year	Account	Levy for Year of this Report	Prior Levies	
			2023	
Property Taxes	3110	\$18,303,426.00	\$19,737,858.05	
Resident Taxes	3180			
Land Use Change Taxes	3120	\$30,760.00	\$118,090.00	
Yield Taxes	3185	\$4,223.02	\$1,737.34	
Excavation Tax	3187	\$3,571.56		
Other Taxes	3189			
PAYMENT IN LIEU OF TAXES				

Overpayment Refunds	Account	Levy for Year of this Report	Prior Levies		
			2023	2022	2011
Property Taxes	3110	\$27,305.85	\$5,959.05		
Resident Taxes	3180				
Land Use Change Taxes	3120				
Yield Taxes	3185				
Excavation Tax	3187				
Adjustment for cross year refund of YLD tax	#3185			\$2.87	
Interest and Penalties on Delinquent Taxes	3190		\$25,330.77		
Interest and Penalties on Resident Taxes	3190				
Total Debits		\$18,351,509.33	\$22,072,378.41	\$0.00	\$0.00

TAX COLLECTOR'S REPORT (MS-61)



New Hampshire
Department of
Revenue Administration

MS-61

Credits				
Remitted to Treasurer	Levy for Year of this Report	2023	Prior Levies	
			2022	2011
Property Taxes	\$16,268,755.43	\$20,383,349.58		
Resident Taxes				
Land Use Change Taxes	\$15,380.00	\$127,910.00		
Yield Taxes	\$4,223.02	\$10,795.13		
Interest (Include Lien Conversion)		\$24,075.77		
Penalties		\$1,255.00		
Excavation Tax	\$3,563.64			
Other Taxes				
Conversion to Lien (Principal Only)		\$119,131.31		
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<div style="border: 1px solid black; width: 100%; padding: 2px;">PAYMENT IN LIEU OF TAXES</div>				
Discounts Allowed				

Abatements Made	Levy for Year of this Report	2023	Prior Levies	
			2022	2011
Property Taxes		\$1,405,861.62		
Resident Taxes				
Land Use Change Taxes				
Yield Taxes				
Excavation Tax				
Other Taxes				
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Current Levy Deeded				

TAX COLLECTOR'S REPORT (MS-61)



New Hampshire
 Department of
 Revenue Administration

MS-61

Uncollected Taxes - End of Year # 1080	Levy for Year of this Report	Prior Levies		
		2023	2022	2011
Property Taxes	\$2,066,835.71			
Resident Taxes				
Land Use Change Taxes	\$15,380.00			
Yield Taxes				
Excavation Tax	\$7.92			
Other Taxes				
Property Tax Credit Balance	(\$22,636.39)			
Other Tax or Charges Credit Balance				
Total Credits	\$18,351,509.33	\$22,072,378.41	\$0.00	\$0.00

For DRA Use Only	
Total Uncollected Taxes (Account #1080 - All Years)	\$2,059,587.24
Total Unredeemed Liens (Account #1110 - All Years)	\$221,578.08

TAX COLLECTOR'S REPORT (MS-61)



New Hampshire
Department of
Revenue Administration

MS-61

Lien Summary

Summary of Debits

	Last Year's Levy	Prior Levies (Please Specify Years)		
		Year: 2022	Year: 2021	Year: 2020
Unredeemed Liens Balance - Beginning of Year		\$162,824.61	\$51,560.92	\$48,131.15
Liens Executed During Fiscal Year	\$126,362.05			
Interest & Costs Collected (After Lien Execution)		\$6,135.36	\$7,641.41	\$10,097.58
Total Debits	\$126,362.05	\$168,959.97	\$59,202.33	\$58,228.73

Summary of Credits

	Last Year's Levy	Prior Levies		
		2022	2021	2020
Redemptions		\$94,270.80	\$38,105.90	\$34,235.62
Interest & Costs Collected (After Lien Execution) #3190		\$6,135.36	\$7,641.41	\$10,097.58
Abatements of Unredeemed Liens		\$349.47	\$338.85	
Liens Deeded to Municipality				
Unredeemed Liens Balance - End of Year #1110	\$126,362.05	\$68,204.34	\$13,116.16	\$13,895.53
Total Credits	\$126,362.05	\$168,959.97	\$59,202.32	\$58,228.73

For DRA Use Only	
Total Uncollected Taxes (Account #1080 - All Years)	\$2,059,587.24
Total Unredeemed Liens (Account #1110 - All Years)	\$221,578.08

TAX COLLECTOR'S REPORT (MS-61)



New Hampshire
Department of
Revenue Administration

MS-61

BOW (51)

1. CERTIFY THIS FORM

Under penalties of perjury, I declare that I have examined the information contained in this form and to the best of my belief it is true, correct and complete.

Preparer's First Name

MRIDULA

Preparer's Last Name

NAIK

Date

08-30-2024

2. SAVE AND EMAIL THIS FORM

Please save and e-mail the completed PDF form to your Municipal Bureau Advisor.

3. PRINT, SIGN, AND UPLOAD THIS FORM

This completed PDF form must be PRINTED, SIGNED, SCANNED, and UPLOADED onto the Municipal Tax Rate Setting Portal (MTRSP) at <http://proptax.org/nh/>. If you have any questions, please contact your Municipal Services Advisor.

PREPARER'S CERTIFICATION

Under penalties of perjury, I declare that I have examined the information contained in this form and to the best of my belief it is true, correct and complete.

Mridula Nair TOWN CLERK / TAX COLLECTOR
Preparer's Signature and Title

TAX INCREMENT FINANCE (TIF) DISTRICTS 2024

Business Corridor District

Beginning Balance, July 1, 2023		\$613,268
<u>REVENUES</u>		
Tax Increment	\$284,384	
Interest on Deposits	\$47,148	
	<hr/>	\$331,532
<u>EXPENDITURES</u>		
	\$92,853	
	<hr/>	\$92,853
Ending Balance, June 30, 2024		\$851,947
FY 2023-24 Captured Assessment		
Original District Assessment		\$76,706,430
District Assessment 4/1/2024		\$128,448,723
Captured Value		\$51,742,293
2024 Tax Rate	\$19.78	
Tax Increment Received		\$1,023,463
		<hr/>

South Bow District

Beginning Balance, July 1, 2023		\$219,764
<u>REVENUES</u>		
Tax Increment	\$61,357	
Interest on Deposits	\$16,924	
		\$78,281
<u>EXPENDITURES</u>		
	\$0	
	<hr/>	\$0
Ending Balance, June 30, 2024		\$298,045
FY 2023-24 Captured Assessment		
Original District Assessment		\$94,305,674
District Assessment 4/1/2024		\$146,892,462
Captured Value		\$52,586,788
2024 Tax Rate	\$19.78	
Tax Increment Received		\$1,040,167
		<hr/>

TAX RATE CALCULATION 2024

Total Taxable Assessment	\$1,962,836,417			
State Ed. Taxable Assessment	\$1,797,242,717			
<u>TOWN PORTION</u>				
Total Appropriations	\$17,851,061			
less: Town Revenues	(\$9,582,600)			
Fund Balance	(\$288,000)			
add: Overlay	\$1,021,467			
War Service Credits	\$353,000		Town Rate	<u>Percent</u>
Net Appropriation (raised by taxes)		\$9,354,928	\$4.76	24.1%
<u>SCHOOL PORTION</u>				
Net Appropriations	\$30,234,430			
Net Education Grant	(\$4,481,616)		Local	
State Education Taxes	(\$2,244,239)		School Rate	
Net Appropriation (raised by taxes)		\$23,508,575	\$11.98	60.6%
<u>STATE EDUCATION TAX PORTION</u>				
State Ed. Taxes to be raise		\$2,244,239	\$1.25	6.3%
<u>COUNTY PORTION</u>				
Due to County	\$3,510,169		County Rate	
Net Appropriation (raised by tax)		<u>\$3,510,169</u>	\$1.79	9.0%
<u>TAX COMMITMENT CALCULATION</u>				
Total Property Taxes Assessed		\$38,617,911	Total	
less: War Service Credits		<u>(\$353,000)</u>	Tax Rate	
Total Property Taxes Committed		<u>\$38,264,911</u>	\$19.78	

TOWN CLERK REMITTANCE REPORT
 July 1, 2023 - June 30, 2024

GENERAL FUND REVENUES COLLECTED:	FY 2024
BOATS – TOWN	5,032.00
COPIES	3.00
DOG FINES/FORFEITURES	1,477.00
DOG LICENSES - TOWN	7,115.00
FILING	10.00
FISH & GAME - TOWN	15.00
MARRIAGE LICENSES - TOWN	196.00
MOTOR VEHICLE PERMITS	3,193,204.00
MOTOR VEHICLE TITLE APPLICATIONS	4,114.00
MUNICIPAL AGENT FEES	38,172.00
POLE LICENSE	60.00
RETURNED CHECK FEE	100.00
SEWER INTEREST	349.00
SEWER RENTS RECEIVABLE	243,568.00
TRANSPORTATION FEE	67,650.00
UNIFORM COMMERCIAL CODE FEES	2,520.00
VITAL STATISTICS RESEARCH - TOWN	1,867.00
WATER INTEREST	57.00
WATER PAYMENT RECEIVABLE	59,619.00
WETLANDS	30.00
TOTAL REMITTED TO TREASURER	\$ 3,625,158.00

Respectfully Submitted By:

Mridula Naik

Mridula Naik, Town Clerk/Tax Collector

TREASURER'S REPORT
Fiscal Year 2023-2024

<u>DESCRIPTION</u>	<u>BALANCE</u>
BEGINNING BALANCE	\$23,624,359.43
Receipts	
Town Clerk-Tax Collector Deposits	\$38,292,581.42
Other Department Deposits	\$4,657,919.02
State Grant Transfers	\$964,768.46
	<u>\$43,915,268.90</u>
Disbursements	
Payroll Paid	(\$4,928,361.60)
Invoices Paid	(\$37,184,482.80)
State Motor Vehicle Fees	(\$749,363.66)
State Vital Statistics Fees	(\$3,501.00)
	<u>(\$42,865,709.06)</u>
Other Transactions	
Interest Earned	\$959,826.39
Bank Fees	(\$300.00)
Returned Items (checks, credit cards)	(\$16,465.85)
	<u>\$943,060.54</u>
ENDING BALANCE	\$25,616,979.81

Fund Allocation

General/Misc. Funds	\$20,464,609.96
Sewer Fund	\$1,700,415.38
Water Fund	(\$24,349.66)
Conservation Fund	\$758,967.92
Recreation Funds	\$741,572.65
Drug Forfeiture Fund	\$1,393.11
Grant Funds	\$571,487.53
Heritage Commission Fund	\$23,394.59
Welfare Fund	\$61,666.69
300th Anniversary Fund	\$2,140.40
TIF District Funds	\$1,315,681.24
Total Funds	<u>\$25,616,979.81</u>

Property Tax Receipt Distribution

Due to School District	(\$11,938,057.00)
Due to Merrimack County	(\$1,663,513.50)
Town Funds	<u>\$12,015,409.31</u>

TRUST FUNDS



New Hampshire
Department of
Revenue Administration

2024
MS-9

Bow

For reporting year Jul 1, 2023 through Jun 30, 2024.

Trustees

Name	Position	Term Expires
John Caron	Trustee	3/10/2026
Mary Beth Walz	Trustee	3/11/2025
Jonathan Marvin	Chairperson	3/9/2024

Ledger Summary

Number of Fund Records	34
Ledger End of Year Balance	\$7,656,090.73

This ledger was reviewed for accuracy and submitted electronically under penalty of perjury on August 2, 2024 by Jonathan Marvin on behalf of the Trustees of Trust Funds of Bow.



Trustees of the Trust Fund Photo
Standing L to R Mary Beth Walz, Johnathan Marvin, and John Caron



Report of Trust and Capital Reserve Funds

Donated Funds: Income-only Trust Funds

Name	Purpose						Creation Date	BOY Balance	Change	EOY Balance	BOY Balance	Change	EOY Balance
BAKER TRUST FUND	Library						12/11/1997	14,415.71			1,111.14		15,526.85
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	10,111.50	0.00	709.51	95.20	10,725.81		4,304.21	623.75	4,801.04		15,526.85	3,102.44	18,629.29
BARKER FREE LIBRARY TRUST FUND	Library						12/11/1997	19,664.21			1,499.44		21,163.65
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	13,645.64	0.00	957.49	128.49	14,474.64		6,018.57	841.78	6,689.01		21,163.65	4,186.79	25,350.44
CHARLES A. COFFIN, JR. SCHOLARSHIP FUND	Scholarship						1991	12,226.48			1,266.90		13,493.38
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	11,529.18	0.00	808.98	108.55	12,229.61		697.30	711.23	1,263.77		13,493.38	3,537.42	17,030.80
LOUISE WAGNER TRUST FUND	Scholarship						1987	4,209.56			412.40		4,621.96
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	3,753.00	0.00	263.34	35.34	3,981.00		456.56	231.52	640.96		4,621.96	1,151.50	5,773.46
MCNAMMARA SCHOLARSHIP FUND	Scholarship						6/6/1978	6,137.63			572.01		6,709.64
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	5,205.38	0.00	365.25	49.02	5,521.61		932.25	321.12	1,188.03		6,709.64	1,597.13	8,306.77

Donated Funds: Income-only Trust Funds Total End of Year Balance: **\$61,515.48**

Taxpayer Funds: Capital Reserve (RSA 34 / RSA 35) Funds

Name	Purpose						Creation Date	BOY Balance	Change	EOY Balance	BOY Balance	Change	EOY Balance
AREA SCHOOL CAPITAL IMPROVEMENTS - DUNBARTON FEES	Capital Reserve (Other)						3/14/2014	358,431.78			76,178.17		434,609.95
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	358,431.78	77,538.78	15.77	1,376.38	434,609.95		0.00	21,147.56	0.00		434,609.95	(11,684.40)	422,925.55
ATHLETIC FIELDS AND FACILITIES FUND	Parks/Recreation						3/11/2016	87,701.56			59,112.30		146,813.86
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	87,701.56	59,571.91	5.33	464.94	146,813.86		0.00	7,143.82	0.00		146,813.86	(3,947.06)	142,866.80
BOW HIGH SCHOOL CAPITAL IMPROVEMENTS	Capital Reserve (Other)						3/10/2000	24,711.24			(24,711.24)		0.00
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	24,711.24	61.31	0.00	24,772.55	0.00		0.00	122.62	0.00		0.00	0.00	0.00
BOW SCHOOL DIST, ELEMENTARY SCHOOL, MEMORIAL SCHOOL, HIGH SCHOOL BLDGS CONSTRUCTION AND CAP IMPROV FD	Educational Purposes						3/19/1992	650,655.90			1,071,892.20		1,722,548.10
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	650,655.90	1,072,515.88	62.48	686.16	1,722,548.10		0.00	81,957.76	0.00		1,722,548.10	(46,310.35)	1,676,237.75
BOW SCHOOL DISTRICT HVAC	Maintenance and Repair						3/15/1966	0.00			0.00		0.00
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00		0.00	0.00	0.00
BOW SCHOOL DISTRICT PAVING	Maintenance and Repair						3/10/2006	9,231.43			(9,231.43)		0.00
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	9,231.43	22.90	0.00	9,254.33	0.00		0.00	45.80	0.00		0.00	0.00	0.00
BRIDGE AND HIGHWAY CONSTRUCTION	Capital Reserve (Other)						3/10/1999	550,377.36			666,922.07		1,217,299.43
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	550,377.36	670,733.04	44.16	3,855.13	1,217,299.43		0.00	59,232.08	0.00		1,217,299.43	(32,726.86)	1,184,572.57
BRIDGE CAPITAL RESERVE FUND	Capital Reserve (Other)						3/13/2009	249,116.22			5,395.29		254,511.51
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	249,116.22	6,192.08	9.23	806.02	254,511.51		0.00	12,384.16	0.00		254,511.51	(6,842.49)	247,669.02
COMMUNITY BUILDING FUND	Capital Reserve (Other)						3/15/2017	20,749.93			102,615.17		123,365.10
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	20,749.93	103,001.37	4.48	390.68	123,365.10		0.00	6,002.74	0.00		123,365.10	(3,316.65)	120,048.45
FIRE DEPARTMENT EQUIPMENT	Police/Fire						3/11/1958	285,480.91			(100,376.00)		185,104.91
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	285,480.91	74,503.50	6.71	174,886.21	185,104.91		0.00	9,007.00	0.00		185,104.91	(4,976.51)	180,128.40
FIRE SUPPRESSION WATER SUPPLY FUND	Police/Fire						3/11/2020	30,231.09			10,871.30		41,102.39
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	30,231.09	10,999.99	1.49	130.18	41,102.39		0.00	1,999.98	0.00		41,102.39	(1,105.03)	39,997.36
FIRE TRUCKS	Police/Fire						3/13/1966	973,549.97			129,719.50		1,103,269.47
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	973,549.97	206,841.83	40.02	77,162.35	1,103,269.47		0.00	53,683.66	0.00		1,103,269.47	(29,661.19)	1,073,608.28



Report of Trust and Capital Reserve Funds

Taxpayer Funds: Capital Reserve (RSA 34 / RSA 35) Funds

Name	Purpose						Creation Date	BOY Balance	Change	EOY Balance			
HEALTH REIMBURSEMENT EXPENDABLE FD	Hospital/Health Donation						3/15/2017	154,736.46	4,984.08	159,720.54			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	154,736.46	46,885.89	5.79	41,907.60	159,720.54		0.00	7,771.78	0.00		159,720.54	(4,294.06)	155,426.48
LAND PURCHASE	Capital Reserve (Other)						3/8/2005	332,510.82	(327,776.65)	4,734.17			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	332,510.82	115.18	0.17	327,892.00	4,734.17		0.00	230.36	0.00		4,734.17	(127.28)	4,606.89
LIBRARY BUILDING MAINTENANCE FUND	Maintenance and Repair						3/15/2017	56,978.46	6,342.33	63,320.79			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	56,978.46	6,540.55	2.30	200.52	63,320.79		0.00	3,081.10	0.00		63,320.79	(1,702.37)	61,618.42
LIBRARY EMERGENCY REPAIRS EXPENDABLE TR FD.	Maintenance and Repair						3/9/2005	31,582.26	(1,869.17)	29,713.09			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	31,582.26	724.47	1.08	2,594.72	29,713.09		0.00	1,448.94	0.00		29,713.09	(798.83)	28,914.26
LIBRARY LOWER LEVEL	Maintenance and Repair						3/14/2012	237.59	5.12	242.71			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	237.59	5.90	0.01	0.79	242.71		0.00	11.80	0.00		242.71	(6.53)	236.18
MUNICIPAL AND REGIONAL TRANSPORTATION IMPROVEMENT FUND	Capital Reserve (Other)						3/9/2022	0.00	64,055.40	64,055.40			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	0.00	64,207.90	2.32	154.82	64,055.40		0.00	2,805.80	0.00		64,055.40	(1,722.12)	62,333.28
MUNICIPAL BUILDINGS AND GROUNDS	Maintenance and Repair						5/10/2006	250,128.19	(76,315.40)	173,812.79			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	250,128.19	129,228.76	6.31	205,550.47	173,812.79		0.00	8,457.52	0.00		173,812.79	(4,672.92)	169,139.87
MUNICIPAL FACILITIES EMERGENCY REPAIR	Maintenance and Repair						3/11/2015	33,446.43	724.38	34,170.81			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	33,446.43	831.35	1.24	108.21	34,170.81		0.00	1,662.70	0.00		34,170.81	(918.68)	33,252.13
PARKS & RECREATION FIELDS & PARKING	Parks/Recreation						3/11/2015	122,172.02	(52,931.23)	69,240.79			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	122,172.02	41,684.59	2.51	94,618.33	69,240.79		0.00	3,369.18	0.00		69,240.79	(1,861.53)	67,379.26
POLICE DEPARTMENT EQUIPMENT	Police/Fire						3/11/1970	119,043.36	12,004.04	131,047.40			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	119,043.36	44,188.31	4.75	32,189.02	131,047.40		0.00	6,376.62	0.00		131,047.40	(3,523.18)	127,524.22
PUBLIC WORKS DEPARTMENT EQUIPMENT	Capital Reserve (Other)						3/10/1959	898,018.74	37,772.15	935,790.89			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	898,018.74	252,767.17	33.95	215,028.97	935,790.89		0.00	45,534.34	0.00		935,790.89	(25,158.56)	910,632.33
REVALUATION FUND	Capital Reserve (Other)						3/17/2021	36,686.72	31,444.30	68,131.02			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	36,686.72	31,657.59	2.47	215.76	68,131.02		0.00	3,315.18	0.00		68,131.02	(1,831.69)	66,299.33
SEWER SYSTEM	Capital Reserve (Other)						10/9/2008	22,268.82	482.30	22,751.12			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	22,268.82	553.51	0.83	72.04	22,751.12		0.00	1,107.02	0.00		22,751.12	(611.66)	22,139.46
WATER CAPITAL REPLACEMENT/SYSTEM IMPROVEMENTS FUND	Maintenance and Repair						3/11/2020	153,206.48	54,401.02	207,607.50			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	153,206.48	55,050.97	7.53	657.48	207,607.50		0.00	10,101.94	0.00		207,607.50	(5,581.49)	202,026.01

Taxpayer Funds: Capital Reserve (RSA 34 / RSA 35) Funds Total End of Year Balance:

\$7,192,963.74

Cemetery Funds

Name	Purpose						Creation Date	BOY Balance	Change	EOY Balance			
CEMETERY DEVELOPMENT FUND	Cemetery Trust (Other)						3/14/2001	109,883.37	2,379.84	112,263.21			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	109,883.37	2,731.29	4.07	355.52	112,263.21		0.00	5,462.58	0.00		112,263.21	(3,018.17)	109,245.04
CEMETERY FUND	Cemetery Trust (Other)						2/21/1931	160,180.83	6,416.95	166,597.78			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	58,396.63	0.00	4,097.58	549.86	61,944.35		101,784.20	3,602.37	104,653.43		166,597.78	17,917.41	184,515.19
CEMETERY PERPETUAL CARE	Cemetery Perpetual Care						3/11/2003	111,397.27	11,353.25	122,750.52			
Principal	BOY Balance	Additions	Gains/Losses	Withdrawals	EOY Balance	Income	BOY Balance	Change	EOY Balance	Market	Cost Basis	Unrealized	EOY Value
	103,318.57	0.00	7,249.68	972.82	109,595.43		8,078.70	6,373.47	13,155.09		122,750.52	31,700.50	154,451.02

Cemetery Funds Total End of Year Balance:

\$401,611.51

EMPLOYEE WAGE SUMMARY

Calendar Year 2024

<u>Employee Name</u>	<u>Base Wages</u>	<u>Overtime</u>	<u>Other*</u>	<u>Total</u>
Abbott, Justin L	\$3,142.27	\$525.00	\$0.00	\$3,667.27
Alwrekat, Adila	\$17,912.83	\$0.00	\$0.00	\$17,912.83
Anderson, Philip R	\$63,682.00	\$6,474.03	\$0.00	\$70,156.03
Anderson, Rosaria O	\$4,675.46	\$0.00	\$0.00	\$4,675.46
Anderson, Sheldon P	\$2,072.72	\$0.00	\$0.00	\$2,072.72
Andrews, Christopher R	\$40,718.60	\$0.00	\$0.00	\$40,718.60
Anoli, Katherine I	\$9,532.75	\$0.00	\$0.00	\$9,532.75
Aucoin, Gregory D	\$1,945.38	\$0.00	\$0.00	\$1,945.38
Audet, Ashley A	\$16,098.05	\$0.00	\$0.00	\$16,098.05
Aznive, Amelia G	\$2,251.62	\$183.75	\$0.00	\$2,435.37
Bain, Amy E	\$31,733.74	\$0.00	\$0.00	\$31,733.74
Baldassare, Timothy L	\$30,585.08	\$3,696.83	\$1,568.18	\$35,850.09
Bardwell, Edwin	\$108.65	\$0.00	\$0.00	\$108.65
Barley, Jessica V	\$9,804.96	\$0.00	\$831.90	\$10,636.86
Beaulac, Craig R	\$8,201.33	\$0.00	\$0.00	\$8,201.33
Beaulieu, Tracey M	\$0.00	\$0.00	\$5,763.80	\$5,763.80
Bedford, Vivian	\$7,755.51	\$0.00	\$0.00	\$7,755.51
Behning, Jonathan A	\$73,736.19	\$10,187.85	\$18,638.16	\$102,562.20
Bitetto, Mark L.N.	\$38.32	\$0.00	\$0.00	\$38.32
Blakey, Malinda J	\$35,226.58	\$0.00	\$0.00	\$35,226.58
Blount, Anie L	\$3,594.33	\$0.00	\$0.00	\$3,594.33
Boisvert, Autumn E	\$4,147.22	\$0.00	\$0.00	\$4,147.22
Boone, Alexandra C	\$3,934.83	\$0.00	\$0.00	\$3,934.83
Bourbeau, Debra A	\$1,493.62	\$0.00	\$0.00	\$1,493.62
Brennan, Angela J	\$2,499.96	\$0.00	\$0.00	\$2,499.96
Brown, Gregory P	\$300.00	\$0.00	\$0.00	\$300.00
Brown-Arcoite, Ivory E	\$10,873.97	\$0.00	\$0.00	\$10,873.97
Buchanan, Robert J	\$22,331.60	\$1,090.41	\$0.00	\$23,422.01
Burton IV, John R	\$1,005.00	\$0.00	\$0.00	\$1,005.00
Camara, Shannon L	\$57,854.30	\$266.07	\$0.00	\$58,120.37
Camidge, Kaitlin B	\$9,205.27	\$0.00	\$0.00	\$9,205.27
Campbell, Katheryn, L	\$2,998.74	\$0.00	\$0.00	\$2,998.74
Campbell, Suzanne H	\$1,186.08	\$0.00	\$0.00	\$1,186.08
Caron, John C	\$529.26	\$0.00	\$0.00	\$529.26
Cate, Emma G	\$4,427.23	\$0.00	\$0.00	\$4,427.23
Cate, Jennie L	\$3,129.08	\$0.00	\$0.00	\$3,129.08
Cepurneek, Robert A	\$54,891.60	\$8,097.15	\$0.00	\$62,988.75
Chern, Elsa	\$0.00	\$0.00	\$6,227.20	\$6,227.20
Clement, William O	\$46,229.56	\$6,785.12	\$0.00	\$53,014.68
Coady, Tyler A	\$82,222.28	\$3,815.40	\$1,617.52	\$87,655.20
Cochrane, Rorie M	\$4,849.90	\$0.00	\$0.00	\$4,849.90
Colby,Eleana M	\$2,499.96	\$0.00	\$0.00	\$2,499.96
Comeau, Dennis R	\$94,509.60	\$0.00	\$9,986.60	\$104,496.20
Conary, Christopher T	\$57,796.08	\$10,679.31	\$2,781.73	\$71,257.12
Cote, Lucia L	\$0.00	\$0.00	\$657.00	\$657.00
Cox, Matthew T	\$3,405.92	\$0.00	\$0.00	\$3,405.92
Crosby, Jackson R	\$12,122.88	\$1,217.68	\$856.94	\$14,197.50

*Other includes health insurance opt-off payments, special detail pay (fully reimbursed by vendors), fire watches, and added hours not paid at OT rate.

EMPLOYEE WAGE SUMMARY

Calendar Year 2024

<u>Employee Name</u>	<u>Base Wages</u>	<u>Overtime</u>	<u>Other*</u>	<u>Total</u>
Cryans, Madison E	\$178.66	\$0.00	\$0.00	\$178.66
Cutter, Sarah	\$5,745.21	\$0.00	\$9,921.10	\$15,666.31
Dame, Hailey R	\$1,588.00	\$0.00	\$0.00	\$1,588.00
David, Alanah C	\$1,268.00	\$0.00	\$0.00	\$1,268.00
David, Alicia C	\$12,497.05	\$0.00	\$0.00	\$12,497.05
Dickson, Karyn G	\$6,465.87	\$0.00	\$0.00	\$6,465.87
Dobbins, Emma	\$4,880.24	\$0.00	\$0.00	\$4,880.24
Doucet, Juliette B	\$1,395.88	\$0.00	\$0.00	\$1,395.88
Drony, Siobhan M	\$8,430.75	\$0.00	\$0.00	\$8,430.75
Dwinelss-Rossetti, Nancy	\$795.10	\$0.00	\$0.00	\$795.10
Eastman Jr, David J	\$858.39	\$0.00	\$0.00	\$858.39
Erickson, Jeffrey T	\$172.80	\$0.00	\$0.00	\$172.80
Espinosa, Matthew R	\$480.92	\$0.00	\$0.00	\$480.92
Ess, Kathryn S	\$25,181.07	\$0.00	\$0.00	\$25,181.07
Fanny, William P	\$15,967.71	\$2,338.97	\$0.00	\$18,306.68
Fellows, Myrton H	\$45,052.00	\$7,643.32	\$0.00	\$52,695.32
Ferguson, Thomas H	\$35,220.42	\$630.00	\$1,318.48	\$37,168.90
Finn-Acone, Judith E	\$3,957.52	\$0.00	\$0.00	\$3,957.52
Fischer, Aubrey R	\$6,587.50	\$0.00	\$0.00	\$6,587.50
Fisher, Aiden R	\$4,279.97	\$0.00	\$0.00	\$4,279.97
Fitzpatrick, Colin R	\$3,073.74	\$0.00	\$0.00	\$3,073.74
Flanagan, Ian M	\$2,206.84	\$0.00	\$0.00	\$2,206.84
Foley, Lloyd E	\$27,077.29	\$2,362.50	\$0.00	\$29,439.79
Foote, Anthony C	\$2,502.50	\$0.00	\$0.00	\$2,502.50
Fox, Liana A	\$856.00	\$0.00	\$0.00	\$856.00
Furr, Liberty K	\$6,624.73	\$0.00	\$0.00	\$6,624.73
Gallo, Juliana M	\$53,319.20	\$0.00	\$7,500.00	\$60,819.20
Gamelin, Roland A	\$5,718.12	\$0.00	\$0.00	\$5,718.12
Giaquinta, Karen R	\$1,966.50	\$0.00	\$0.00	\$1,966.50
Gilman, Wendy B	\$1,394.99	\$0.00	\$0.00	\$1,394.99
Girard, Corey	\$38.32	\$0.00	\$0.00	\$38.32
Golabiewski, Karyn A	\$9,345.17	\$0.00	\$0.00	\$9,345.17
Goodman, Austin R	\$58,810.82	\$16,170.91	\$15,265.56	\$90,247.29
Graham, Ryan J	\$4,130.12	\$0.00	\$0.00	\$4,130.12
Greene, Nathan C	\$3,263.78	\$0.00	\$0.00	\$3,263.78
Grieve, Deanna N	\$4,305.42	\$0.00	\$0.00	\$4,305.42
Guilmette, Seth M	\$37,630.80	\$10,310.08	\$1,907.22	\$49,848.10
Gula, Shannon L	\$27,515.97	\$0.00	\$0.00	\$27,515.97
Hadaway, Harry	\$57.60	\$0.00	\$0.00	\$57.60
Hadaway, Jill	\$240.00	\$0.00	\$0.00	\$240.00
Hague, Michael D	\$66,641.60	\$10,092.67	\$0.00	\$76,734.27
Handy III, Harry O	\$65,370.23	\$18,584.85	\$8,624.66	\$92,579.74
Herbert Warfield, Jade B	\$9.60	\$0.00	\$0.00	\$9.60

*Other includes health insurance opt-off payments, special detail pay (fully reimbursed by vendors), fire watches, and added hours not paid at OT rate.

EMPLOYEE WAGE SUMMARY

Calendar Year 2024

<u>Employee Name</u>	<u>Base Wages</u>	<u>Overtime</u>	<u>Other*</u>	<u>Total</u>
Holdsworth, Amelia L	\$33,675.56	\$0.00	\$0.00	\$33,675.56
Holliday, Thomas D	\$405.02	\$0.00	\$0.00	\$405.02
Imse, Peter F	\$100.00	\$0.00	\$0.00	\$100.00
Iverson, Ginger L	\$54,052.83	\$518.52	\$0.00	\$54,571.35
Ives, Timothy K	\$1,019.38	\$0.00	\$0.00	\$1,019.38
Jobin, Caylee M	\$11,843.81	\$0.00	\$0.00	\$11,843.81
Judkins, Kenneth	\$108.65	\$0.00	\$0.00	\$108.65
Keef, Maximillian E	\$4,124.34	\$0.00	\$0.00	\$4,124.34
Kelly, Paul J	\$24,097.80	\$6,364.56	\$0.00	\$30,462.36
Kimball, Leland	\$25,802.20	\$0.00	\$598.88	\$26,401.08
King, Delaney J	\$1,328.34	\$0.00	\$0.00	\$1,328.34
Knepper, Annmarie	\$1,103.57	\$0.00	\$0.00	\$1,103.57
Koustas, Maria	\$189.63	\$0.00	\$0.00	\$189.63
Krause, Shannon L	\$47,894.38	\$16.66	\$9,986.60	\$57,897.64
Labrecque, Kate E	\$132.16	\$0.00	\$0.00	\$132.16
Lacerte Jr, Emile A	\$28,896.09	\$7,749.52	\$0.00	\$36,645.61
LaFlamme, Molly A	\$712.00	\$0.00	\$0.00	\$712.00
Lambert, Keith B	\$515.40	\$3,411.33	\$9,629.22	\$13,555.95
Lamey, Ryan J	\$10,011.18	\$0.00	\$0.00	\$10,011.18
Lamy, Philip T	\$90,483.18	\$48,952.56	\$10,679.80	\$150,115.54
Landry Boullion, Christinia C	\$11,408.15	\$0.00	\$0.00	\$11,408.15
LeBlanc, Matthew S	\$6,699.06	\$50.63	\$576.15	\$7,325.84
Legere, Victoria E	\$4,719.41	\$0.00	\$0.00	\$4,719.41
Levine, Ashlyn I	\$37,760.20	\$352.16	\$3,400.00	\$41,512.36
Lewis-Zanis, Emma R	\$15,620.06	\$0.00	\$0.00	\$15,620.06
Libby, Owen S	\$1,084.99	\$0.00	\$0.00	\$1,084.99
Lindner, Cheryl L	\$113,933.20	\$0.00	\$9,986.60	\$123,919.80
Lindquist, Tonia L	\$63,838.06	\$1,801.49	\$0.00	\$65,639.55
Little, Darcy E	\$75,441.60	\$0.00	\$0.00	\$75,441.60
Lodge, Kaylor R	\$234.36	\$0.00	\$0.00	\$234.36
Lucas, Kristina L	\$0.00	\$0.00	\$5,917.50	\$5,917.50
Makinen, Karri V	\$97,156.40	\$0.00	\$9,986.60	\$107,143.00
Martin, Tamara	\$55,857.63	\$223.43	\$0.00	\$56,081.06
Marvin, Jonathan W	\$529.26	\$0.00	\$0.00	\$529.26
Mason, Sydney M	\$3,262.78	\$0.00	\$0.00	\$3,262.78
Massaro, Dominic A	\$7,095.22	\$0.00	\$0.00	\$7,095.22
Massaro, Gianna K	\$6,615.00	\$0.00	\$0.00	\$6,615.00
Maxwell, Bruce K	\$7,218.26	\$0.00	\$0.00	\$7,218.26
McDaniel, Jennifer S	\$953.38	\$0.00	\$0.00	\$953.38
McDaniel, Kristopher P	\$2,083.30	\$0.00	\$0.00	\$2,083.30
McDonald, Jonathan C	\$47,280.32	\$11,667.97	\$5,615.10	\$64,563.39
McGrenaghan, Liam E	\$6,829.75	\$0.00	\$0.00	\$6,829.75
McSweeney, Madison E	\$3,776.44	\$0.00	\$0.00	\$3,776.44

*Other includes health insurance opt-off payments, special detail pay (fully reimbursed by vendors), fire watches, and added hours not paid at OT rate.

EMPLOYEE WAGE SUMMARY

'Calendar Year 2024

<u>Employee Name</u>	<u>Base Wages</u>	<u>Overtime</u>	<u>Other*</u>	<u>Total</u>
Mears, Eliana M	\$2,855.88	\$0.00	\$0.00	\$2,855.88
Meyer, David F	\$54,362.40	\$6,650.09	\$7,499.44	\$68,511.93
Michelson, Cynthia A	\$2,222.75	\$0.00	\$0.00	\$2,222.75
Miller, Kenneth P	\$115,958.40	\$240.00	\$9,986.60	\$126,185.00
Miller, Liesl K	\$12,722.54	\$0.00	\$0.00	\$12,722.54
Moltisano Jr, Stephen	\$242.00	\$0.00	\$0.00	\$242.00
Mooers, Joyce M	\$66,902.81	\$612.56	\$0.00	\$67,515.37
Moore, Ailey J	\$7,022.59	\$0.00	\$0.00	\$7,022.59
Moses, Whitney R	\$10,691.26	\$0.00	\$0.00	\$10,691.26
Myrdek, Michelle A	\$16,831.58	\$0.00	\$0.00	\$16,831.58
Naik, Mridula S	\$82,460.40	\$0.00	\$9,986.60	\$92,447.00
Nassar, Mackenzie S	\$5,176.00	\$0.00	\$0.00	\$5,176.00
Nericcio, Joseph A	\$804.72	\$0.00	\$0.00	\$804.72
Nicholls, Andrew J	\$190.44	\$0.00	\$0.00	\$190.44
Nicolopoulos, Christopher R	\$2,499.96	\$0.00	\$0.00	\$2,499.96
Nover, Abigail E	\$5,146.75	\$0.00	\$0.00	\$5,146.75
Oberman, Richard F	\$6,957.33	\$498.75	\$0.00	\$7,456.08
O'Connor, Lauren M	\$6,514.74	\$0.00	\$0.00	\$6,514.74
O'Dougherty, Robin P	\$1,192.23	\$0.00	\$0.00	\$1,192.23
Orcutt, Muriel M	\$0.00	\$0.00	\$2,606.25	\$2,606.25
Parkerson, Isabella M	\$10,095.38	\$0.00	\$0.00	\$10,095.38
Paterson, Ryan R	\$3,100.16	\$0.00	\$0.00	\$3,100.16
Paul, Steven R	\$4,327.56	\$182.42	\$0.00	\$4,509.98
Paulsen, Jacob L	\$4,299.01	\$367.50	\$0.00	\$4,666.51
Pelland, Ethan H	\$10,503.29	\$0.00	\$0.00	\$10,503.29
Peterson, Jacqueline C	\$268.80	\$0.00	\$0.00	\$268.80
Pickowicz, Donald J	\$31.48	\$0.00	\$0.00	\$31.48
Piroso, Brian M	\$53,355.99	\$9,253.08	\$0.00	\$62,609.07
Porter, Lauren M	\$36,141.61	\$1,369.32	\$0.00	\$37,510.93
Poulin, Matthew J	\$416.66	\$0.00	\$0.00	\$416.66
Pratte, Matthew A	\$90,349.98	\$26,411.76	\$7,772.14	\$124,533.88
Puglisi, Angelo C	\$63,857.27	\$12,206.21	\$3,596.80	\$79,660.28
Resse, Duane A	\$59,246.00	\$5,199.32	\$0.00	\$64,445.32
Rheaume, Joseph P	\$56,292.68	\$7,578.15	\$12,966.23	\$76,837.06
Rich, Norman A	\$58,614.01	\$2,777.77	\$3,900.00	\$65,291.78
Richards, Lois A	\$39,266.32	\$0.00	\$0.00	\$39,266.32
Roberge, Lily K	\$3,549.20	\$0.00	\$0.00	\$3,549.20
Roberge, Madison A	\$119.20	\$0.00	\$0.00	\$119.20
Roy, Carrissa A	\$7,058.14	\$0.00	\$0.00	\$7,058.14
Ruggles, Geoffrey B	\$1,337.96	\$0.00	\$0.00	\$1,337.96
Sanford Jr, Richard C	\$1,799.41	\$0.00	\$0.00	\$1,799.41
Sartorelli, John R	\$14,747.25	\$22,494.57	\$1,845.08	\$39,086.90
Selleck Olivia J	\$1,108.70	\$0.00	\$0.00	\$1,108.70

*Other includes health insurance opt-off payments, special detail pay (fully reimbursed by vendors), fire watches, and added hours not paid at OT rate.

EMPLOYEE WAGE SUMMARY

Calendar Year 2024

<u>Employee Name</u>	<u>Base Wages</u>	<u>Overtime</u>	<u>Other*</u>	<u>Total</u>
Sestak, Pancratia M	\$10,133.01	\$0.00	\$0.00	\$10,133.01
Shirk, Stephen D	\$76,415.66	\$10,325.04	\$3,266.09	\$90,006.79
Shuter, Serena L	\$44,692.02	\$3,931.85	\$5,645.60	\$54,269.47
Siegel, Jeffrey J	\$230.40	\$0.00	\$0.00	\$230.40
Skoglund, Brandon P	\$87,333.20	\$18,580.35	\$3,723.44	\$109,636.99
Smick, Hunter M	\$4,042.78	\$0.00	\$0.00	\$4,042.78
Smith, Ella R	\$2,863.50	\$0.00	\$0.00	\$2,863.50
Sole, Jennifer K	\$37,792.80	\$3,319.95	\$1,772.55	\$42,885.30
Speck, Jeni M	\$0.00	\$0.00	\$420.00	\$420.00
St. Marc, Joseph Ricardo	\$59,161.56	\$14,721.31	\$17,771.88	\$91,654.75
Stack, David L	\$133,690.70	\$0.00	\$2,673.84	\$136,364.54
Staley, Athena-Marie T	\$3,096.25	\$0.00	\$0.00	\$3,096.25
Sterling, Brooke D	\$11,933.33	\$0.00	\$0.00	\$11,933.33
Sterling, Peyton E	\$2,458.00	\$0.00	\$0.00	\$2,458.00
Sweeney, Timothy P	\$115,154.80	\$0.00	\$0.00	\$115,154.80
Tenney, Scott P	\$76,616.73	\$0.00	\$9,986.60	\$86,603.33
Titus, Beth A	\$1,965.53	\$0.00	\$0.00	\$1,965.53
Tucker, Gary R	\$1,976.69	\$0.00	\$0.00	\$1,976.69
Valaityte, Asta	\$6,457.18	\$0.00	\$0.00	\$6,457.18
Valence, Melissa A	\$606.76	\$0.00	\$2,420.60	\$3,027.36
Valpey, Jodi L	\$4,627.59	\$0.00	\$0.00	\$4,627.59
Van Dyke, Michael E	\$7,329.25	\$0.00	\$0.00	\$7,329.25
Van Wyck, Joy L	\$2,857.84	\$0.00	\$0.00	\$2,857.84
Vecchione, Michele	\$0.00	\$0.00	\$7,810.80	\$7,810.80
Vogel, Stephanie J	\$63,098.05	\$0.00	\$67.28	\$63,165.33
Waldron, Derek J	\$833.50	\$0.00	\$0.00	\$833.50
Walters, Martin T	\$71,269.38	\$0.00	\$0.00	\$71,269.38
Walz, Mary E	\$529.26	\$0.00	\$0.00	\$529.26
Warfield, Jeffris M	\$0.00	\$0.00	\$9.60	\$9.60
Wayne, Michael G	\$416.66	\$0.00	\$0.00	\$416.66
Welch, Robert F	\$44,138.31	\$0.00	\$480.00	\$44,618.31
Welch-Zerba, Alexandra	\$9,667.46	\$0.00	\$0.00	\$9,667.46
White, Caroline AT	\$3,368.35	\$0.00	\$0.00	\$3,368.35
White, Jennifer AT	\$5,163.75	\$0.00	\$0.00	\$5,163.75
Wombolt, Richard D	\$72,468.00	\$8,250.23	\$0.00	\$80,718.23
Wombolt, Sherri L	\$40,637.14	\$0.00	\$1,297.98	\$41,935.12
Wood, Brandon M	\$623.46	\$0.00	\$0.00	\$623.46

*Other includes health insurance opt-off payments, special detail pay (fully reimbursed by vendors), fire watches, and added hours not paid at OT rate.

EMPLOYEE WAGE SUMMARY

'Calendar Year 2024

<u>Employee Name</u>	<u>Base Wages</u>	<u>Overtime</u>	<u>Other*</u>	<u>Total</u>
Abbott, Justin L	\$3,142.27	\$525.00	\$0.00	\$3,667.27
Alwrekat, Adila	\$17,912.83	\$0.00	\$0.00	\$17,912.83
Anderson, Philip R	\$63,682.00	\$6,474.03	\$0.00	\$70,156.03
Anderson, Rosaria O	\$4,675.46	\$0.00	\$0.00	\$4,675.46
Anderson, Sheldon P	\$2,072.72	\$0.00	\$0.00	\$2,072.72
Andrews, Christopher R	\$40,718.60	\$0.00	\$0.00	\$40,718.60
Anoli, Katherine I	\$9,532.75	\$0.00	\$0.00	\$9,532.75
Aucoin, Gregory D	\$1,945.38	\$0.00	\$0.00	\$1,945.38
Audet, Ashley A	\$16,098.05	\$0.00	\$0.00	\$16,098.05
Aznive, Amelia G	\$2,251.62	\$183.75	\$0.00	\$2,435.37
Bain, Amy E	\$31,733.74	\$0.00	\$0.00	\$31,733.74
Baldassare, Timothy L	\$30,585.08	\$3,696.83	\$1,568.18	\$35,850.09
Bardwell, Edwin	\$108.65	\$0.00	\$0.00	\$108.65
Barley, Jessica V	\$9,804.96	\$0.00	\$831.90	\$10,636.86
Beaulac, Craig R	\$8,201.33	\$0.00	\$0.00	\$8,201.33
Beaulieu, Tracey M	\$0.00	\$0.00	\$5,763.80	\$5,763.80
Bedford, Vivian	\$7,755.51	\$0.00	\$0.00	\$7,755.51
Behning, Jonathan A	\$73,736.19	\$10,187.85	\$18,638.16	\$102,562.20
Bitetto, Mark L.N.	\$38.32	\$0.00	\$0.00	\$38.32
Blakey, Malinda J	\$35,226.58	\$0.00	\$0.00	\$35,226.58
Blount, Anie L	\$3,594.33	\$0.00	\$0.00	\$3,594.33
Boisvert, Autumn E	\$4,147.22	\$0.00	\$0.00	\$4,147.22
Boone, Alexandra C	\$3,934.83	\$0.00	\$0.00	\$3,934.83
Bourbeau, Debra A	\$1,493.62	\$0.00	\$0.00	\$1,493.62
Brennan, Angela J	\$2,499.96	\$0.00	\$0.00	\$2,499.96
Brown, Gregory P	\$300.00	\$0.00	\$0.00	\$300.00
Brown-Arcoite, Ivory E	\$10,873.97	\$0.00	\$0.00	\$10,873.97
Buchanan, Robert J	\$22,331.60	\$1,090.41	\$0.00	\$23,422.01
Burton IV, John R	\$1,005.00	\$0.00	\$0.00	\$1,005.00
Camara, Shannon L	\$57,854.30	\$266.07	\$0.00	\$58,120.37
Camidge, Kaitlin B	\$9,205.27	\$0.00	\$0.00	\$9,205.27
Campbell, Katheryn, L	\$2,998.74	\$0.00	\$0.00	\$2,998.74
Campbell, Suzanne H	\$1,186.08	\$0.00	\$0.00	\$1,186.08
Caron, John C	\$529.26	\$0.00	\$0.00	\$529.26
Cate, Emma G	\$4,427.23	\$0.00	\$0.00	\$4,427.23
Cate, Jennie L	\$3,129.08	\$0.00	\$0.00	\$3,129.08
Cepurneek, Robert A	\$54,891.60	\$8,097.15	\$0.00	\$62,988.75
Chern, Elsa	\$0.00	\$0.00	\$6,227.20	\$6,227.20
Clement, William O	\$46,229.56	\$6,785.12	\$0.00	\$53,014.68
Coady, Tyler A	\$82,222.28	\$3,815.40	\$1,617.52	\$87,655.20
Cochrane, Rorie M	\$4,849.90	\$0.00	\$0.00	\$4,849.90
Colby,Eleana M	\$2,499.96	\$0.00	\$0.00	\$2,499.96
Comeau, Dennis R	\$94,509.60	\$0.00	\$9,986.60	\$104,496.20
Conary, Christopher T	\$57,796.08	\$10,679.31	\$2,781.73	\$71,257.12
Cote, Lucia L	\$0.00	\$0.00	\$657.00	\$657.00
Cox, Matthew T	\$3,405.92	\$0.00	\$0.00	\$3,405.92
Crosby, Jackson R	\$12,122.88	\$1,217.68	\$856.94	\$14,197.50

*Other includes health insurance opt-off payments, special detail pay (fully reimbursed by vendors), fire watches, and added hours not paid at OT rate.

EMPLOYEE WAGE SUMMARY

Calendar Year 2024

<u>Employee Name</u>	<u>Base Wages</u>	<u>Overtime</u>	<u>Other*</u>	<u>Total</u>
Cryans, Madison E	\$178.66	\$0.00	\$0.00	\$178.66
Cutter, Sarah	\$5,745.21	\$0.00	\$9,921.10	\$15,666.31
Dame, Hailey R	\$1,588.00	\$0.00	\$0.00	\$1,588.00
David, Alanah C	\$1,268.00	\$0.00	\$0.00	\$1,268.00
David, Alicia C	\$12,497.05	\$0.00	\$0.00	\$12,497.05
Dickson, Karyn G	\$6,465.87	\$0.00	\$0.00	\$6,465.87
Dobbins, Emma	\$4,880.24	\$0.00	\$0.00	\$4,880.24
Doucet, Juliette B	\$1,395.88	\$0.00	\$0.00	\$1,395.88
Drony, Siobhan M	\$8,430.75	\$0.00	\$0.00	\$8,430.75
Dwinelss-Rossetti, Nancy	\$795.10	\$0.00	\$0.00	\$795.10
Eastman Jr, David J	\$858.39	\$0.00	\$0.00	\$858.39
Erickson, Jeffrey T	\$172.80	\$0.00	\$0.00	\$172.80
Espinosa, Matthew R	\$480.92	\$0.00	\$0.00	\$480.92
Ess, Kathryn S	\$25,181.07	\$0.00	\$0.00	\$25,181.07
Fanny, William P	\$15,967.71	\$2,338.97	\$0.00	\$18,306.68
Fellows, Myrton H	\$45,052.00	\$7,643.32	\$0.00	\$52,695.32
Ferguson, Thomas H	\$35,220.42	\$630.00	\$1,318.48	\$37,168.90
Finn-Acone, Judith E	\$3,957.52	\$0.00	\$0.00	\$3,957.52
Fischer, Aubrey R	\$6,587.50	\$0.00	\$0.00	\$6,587.50
Fisher, Aiden R	\$4,279.97	\$0.00	\$0.00	\$4,279.97
Fitzpatrick, Colin R	\$3,073.74	\$0.00	\$0.00	\$3,073.74
Flanagan, Ian M	\$2,206.84	\$0.00	\$0.00	\$2,206.84
Foley, Lloyd E	\$27,077.29	\$2,362.50	\$0.00	\$29,439.79
Foote, Anthony C	\$2,502.50	\$0.00	\$0.00	\$2,502.50
Fox, Liana A	\$856.00	\$0.00	\$0.00	\$856.00
Furr, Liberty K	\$6,624.73	\$0.00	\$0.00	\$6,624.73
Gallo, Juliana M	\$53,319.20	\$0.00	\$7,500.00	\$60,819.20
Gamelin, Roland A	\$5,718.12	\$0.00	\$0.00	\$5,718.12
Giaquinta, Karen R	\$1,966.50	\$0.00	\$0.00	\$1,966.50
Gilman, Wendy B	\$1,394.99	\$0.00	\$0.00	\$1,394.99
Girard, Corey	\$38.32	\$0.00	\$0.00	\$38.32
Golabiewski, Karyn A	\$9,345.17	\$0.00	\$0.00	\$9,345.17
Goodman, Austin R	\$58,810.82	\$16,170.91	\$15,265.56	\$90,247.29
Graham, Ryan J	\$4,130.12	\$0.00	\$0.00	\$4,130.12
Greene, Nathan C	\$3,263.78	\$0.00	\$0.00	\$3,263.78
Grieve, Deanna N	\$4,305.42	\$0.00	\$0.00	\$4,305.42
Guilmette, Seth M	\$37,630.80	\$10,310.08	\$1,907.22	\$49,848.10
Gula, Shannon L	\$27,515.97	\$0.00	\$0.00	\$27,515.97
Hadaway, Harry	\$57.60	\$0.00	\$0.00	\$57.60
Hadaway, Jill	\$240.00	\$0.00	\$0.00	\$240.00
Hague, Michael D	\$66,641.60	\$10,092.67	\$0.00	\$76,734.27
Handy III, Harry O	\$65,370.23	\$18,584.85	\$8,624.66	\$92,579.74
Herbert Warfield, Jade B	\$9.60	\$0.00	\$0.00	\$9.60

*Other includes health insurance opt-off payments, special detail pay (fully reimbursed by vendors), fire watches, and added hours not paid at OT rate.

EMPLOYEE WAGE SUMMARY

'Calendar Year 2024

<u>Employee Name</u>	<u>Base Wages</u>	<u>Overtime</u>	<u>Other*</u>	<u>Total</u>
Holdsworth, Amelia L	\$33,675.56	\$0.00	\$0.00	\$33,675.56
Holliday, Thomas D	\$405.02	\$0.00	\$0.00	\$405.02
Imse, Peter F	\$100.00	\$0.00	\$0.00	\$100.00
Iverson, Ginger L	\$54,052.83	\$518.52	\$0.00	\$54,571.35
Ives, Timothy K	\$1,019.38	\$0.00	\$0.00	\$1,019.38
Jobin, Caylee M	\$11,843.81	\$0.00	\$0.00	\$11,843.81
Judkins, Kenneth	\$108.65	\$0.00	\$0.00	\$108.65
Keef, Maximillian E	\$4,124.34	\$0.00	\$0.00	\$4,124.34
Kelly, Paul J	\$24,097.80	\$6,364.56	\$0.00	\$30,462.36
Kimball, Leland	\$25,802.20	\$0.00	\$598.88	\$26,401.08
King, Delaney J	\$1,328.34	\$0.00	\$0.00	\$1,328.34
Knepper, Annmarie	\$1,103.57	\$0.00	\$0.00	\$1,103.57
Koustas, Maria	\$189.63	\$0.00	\$0.00	\$189.63
Krause, Shannon L	\$47,894.38	\$16.66	\$9,986.60	\$57,897.64
Labrecque, Kate E	\$132.16	\$0.00	\$0.00	\$132.16
Lacerte Jr, Emile A	\$28,896.09	\$7,749.52	\$0.00	\$36,645.61
LaFlamme, Molly A	\$712.00	\$0.00	\$0.00	\$712.00
Lambert, Keith B	\$515.40	\$3,411.33	\$9,629.22	\$13,555.95
Lamey, Ryan J	\$10,011.18	\$0.00	\$0.00	\$10,011.18
Lamy, Philip T	\$90,483.18	\$48,952.56	\$10,679.80	\$150,115.54
Landry Boullion, Christina C	\$11,408.15	\$0.00	\$0.00	\$11,408.15
LeBlanc, Matthew S	\$6,699.06	\$50.63	\$576.15	\$7,325.84
Legere, Victoria E	\$4,719.41	\$0.00	\$0.00	\$4,719.41
Levine, Ashlyn I	\$37,760.20	\$352.16	\$3,400.00	\$41,512.36
Lewis-Zanis, Emma R	\$15,620.06	\$0.00	\$0.00	\$15,620.06
Libby, Owen S	\$1,084.99	\$0.00	\$0.00	\$1,084.99
Lindner, Cheryl L	\$113,933.20	\$0.00	\$9,986.60	\$123,919.80
Lindquist, Tonia L	\$63,838.06	\$1,801.49	\$0.00	\$65,639.55
Little, Darcy E	\$75,441.60	\$0.00	\$0.00	\$75,441.60
Lodge, Kaylor R	\$234.36	\$0.00	\$0.00	\$234.36
Lucas, Kristina L	\$0.00	\$0.00	\$5,917.50	\$5,917.50
Makinen, Karri V	\$97,156.40	\$0.00	\$9,986.60	\$107,143.00
Martin, Tamara	\$55,857.63	\$223.43	\$0.00	\$56,081.06
Marvin, Jonathan W	\$529.26	\$0.00	\$0.00	\$529.26
Mason, Sydney M	\$3,262.78	\$0.00	\$0.00	\$3,262.78
Massaro, Dominic A	\$7,095.22	\$0.00	\$0.00	\$7,095.22
Massaro, Gianna K	\$6,615.00	\$0.00	\$0.00	\$6,615.00
Maxwell, Bruce K	\$7,218.26	\$0.00	\$0.00	\$7,218.26
McDaniel, Jennifer S	\$953.38	\$0.00	\$0.00	\$953.38
McDaniel, Kristopher P	\$2,083.30	\$0.00	\$0.00	\$2,083.30
McDonald, Jonathan C	\$47,280.32	\$11,667.97	\$5,615.10	\$64,563.39
McGrenaghan, Liam E	\$6,829.75	\$0.00	\$0.00	\$6,829.75
McSweeney, Madison E	\$3,776.44	\$0.00	\$0.00	\$3,776.44

*Other includes health insurance opt-off payments, special detail pay (fully reimbursed by vendors), fire watches, and added hours not paid at OT rate.

EMPLOYEE WAGE SUMMARY

Calendar Year 2024

<u>Employee Name</u>	<u>Base Wages</u>	<u>Overtime</u>	<u>Other*</u>	<u>Total</u>
Mears, Eliana M	\$2,855.88	\$0.00	\$0.00	\$2,855.88
Meyer, David F	\$54,362.40	\$6,650.09	\$7,499.44	\$68,511.93
Michelson, Cynthia A	\$2,222.75	\$0.00	\$0.00	\$2,222.75
Miller, Kenneth P	\$115,958.40	\$240.00	\$9,986.60	\$126,185.00
Miller, Liesl K	\$12,722.54	\$0.00	\$0.00	\$12,722.54
Moltisano Jr, Stephen	\$242.00	\$0.00	\$0.00	\$242.00
Mooers, Joyce M	\$66,902.81	\$612.56	\$0.00	\$67,515.37
Moore, Ailey J	\$7,022.59	\$0.00	\$0.00	\$7,022.59
Moses, Whitney R	\$10,691.26	\$0.00	\$0.00	\$10,691.26
Myrdek, Michelle A	\$16,831.58	\$0.00	\$0.00	\$16,831.58
Naik, Mridula S	\$82,460.40	\$0.00	\$9,986.60	\$92,447.00
Nassar, Mackenzie S	\$5,176.00	\$0.00	\$0.00	\$5,176.00
Nericcio, Joseph A	\$804.72	\$0.00	\$0.00	\$804.72
Nicholls, Andrew J	\$190.44	\$0.00	\$0.00	\$190.44
Nicolopoulos, Christopher R	\$2,499.96	\$0.00	\$0.00	\$2,499.96
Nover, Abigail E	\$5,146.75	\$0.00	\$0.00	\$5,146.75
Oberman, Richard F	\$6,957.33	\$498.75	\$0.00	\$7,456.08
O'Connor, Lauren M	\$6,514.74	\$0.00	\$0.00	\$6,514.74
O'Dougherty, Robin P	\$1,192.23	\$0.00	\$0.00	\$1,192.23
Orcutt, Muriel M	\$0.00	\$0.00	\$2,606.25	\$2,606.25
Parkerson, Isabella M	\$10,095.38	\$0.00	\$0.00	\$10,095.38
Paterson, Ryan R	\$3,100.16	\$0.00	\$0.00	\$3,100.16
Paul, Steven R	\$4,327.56	\$182.42	\$0.00	\$4,509.98
Paulsen, Jacob L	\$4,299.01	\$367.50	\$0.00	\$4,666.51
Pelland, Ethan H	\$10,503.29	\$0.00	\$0.00	\$10,503.29
Peterson, Jacqueline C	\$268.80	\$0.00	\$0.00	\$268.80
Pickowicz, Donald J	\$31.48	\$0.00	\$0.00	\$31.48
Piroso, Brian M	\$53,355.99	\$9,253.08	\$0.00	\$62,609.07
Porter, Lauren M	\$36,141.61	\$1,369.32	\$0.00	\$37,510.93
Poulin, Matthew J	\$416.66	\$0.00	\$0.00	\$416.66
Pratte, Matthew A	\$90,349.98	\$26,411.76	\$7,772.14	\$124,533.88
Puglisi, Angelo C	\$63,857.27	\$12,206.21	\$3,596.80	\$79,660.28
Resse, Duane A	\$59,246.00	\$5,199.32	\$0.00	\$64,445.32
Rheaume, Joseph P	\$56,292.68	\$7,578.15	\$12,966.23	\$76,837.06
Rich, Norman A	\$58,614.01	\$2,777.77	\$3,900.00	\$65,291.78
Richards, Lois A	\$39,266.32	\$0.00	\$0.00	\$39,266.32
Roberge, Lily K	\$3,549.20	\$0.00	\$0.00	\$3,549.20
Roberge, Madison A	\$119.20	\$0.00	\$0.00	\$119.20
Roy, Carrissa A	\$7,058.14	\$0.00	\$0.00	\$7,058.14
Ruggles, Geoffrey B	\$1,337.96	\$0.00	\$0.00	\$1,337.96
Sanford Jr, Richard C	\$1,799.41	\$0.00	\$0.00	\$1,799.41
Sartorelli, John R	\$14,747.25	\$22,494.57	\$1,845.08	\$39,086.90
Selleck Olivia J	\$1,108.70	\$0.00	\$0.00	\$1,108.70

*Other includes health insurance opt-off payments, special detail pay (fully reimbursed by vendors), fire watches, and added hours not paid at OT rate.

EMPLOYEE WAGE SUMMARY

'Calendar Year 2024

<u>Employee Name</u>	<u>Base Wages</u>	<u>Overtime</u>	<u>Other*</u>	<u>Total</u>
Sestak, Pancratia M	\$10,133.01	\$0.00	\$0.00	\$10,133.01
Shirk, Stephen D	\$76,415.66	\$10,325.04	\$3,266.09	\$90,006.79
Shuter, Serena L	\$44,692.02	\$3,931.85	\$5,645.60	\$54,269.47
Siegel, Jeffrey J	\$230.40	\$0.00	\$0.00	\$230.40
Skoglund, Brandon P	\$87,333.20	\$18,580.35	\$3,723.44	\$109,636.99
Smick, Hunter M	\$4,042.78	\$0.00	\$0.00	\$4,042.78
Smith, Ella R	\$2,863.50	\$0.00	\$0.00	\$2,863.50
Sole, Jennifer K	\$37,792.80	\$3,319.95	\$1,772.55	\$42,885.30
Speck, Jeni M	\$0.00	\$0.00	\$420.00	\$420.00
St. Marc, Joseph Ricardo	\$59,161.56	\$14,721.31	\$17,771.88	\$91,654.75
Stack, David L	\$133,690.70	\$0.00	\$2,673.84	\$136,364.54
Staley, Athena-Marie T	\$3,096.25	\$0.00	\$0.00	\$3,096.25
Sterling, Brooke D	\$11,933.33	\$0.00	\$0.00	\$11,933.33
Sterling, Peyton E	\$2,458.00	\$0.00	\$0.00	\$2,458.00
Sweeney, Timothy P	\$115,154.80	\$0.00	\$0.00	\$115,154.80
Tenney, Scott P	\$76,616.73	\$0.00	\$9,986.60	\$86,603.33
Titus, Beth A	\$1,965.53	\$0.00	\$0.00	\$1,965.53
Tucker, Gary R	\$1,976.69	\$0.00	\$0.00	\$1,976.69
Valaityte, Asta	\$6,457.18	\$0.00	\$0.00	\$6,457.18
Valence, Melissa A	\$606.76	\$0.00	\$2,420.60	\$3,027.36
Valpey, Jodi L	\$4,627.59	\$0.00	\$0.00	\$4,627.59
Van Dyke, Michael E	\$7,329.25	\$0.00	\$0.00	\$7,329.25
Van Wyck, Joy L	\$2,857.84	\$0.00	\$0.00	\$2,857.84
Vecchione, Michele	\$0.00	\$0.00	\$7,810.80	\$7,810.80
Vogel, Stephanie J	\$63,098.05	\$0.00	\$67.28	\$63,165.33
Waldron, Derek J	\$833.50	\$0.00	\$0.00	\$833.50
Walters, Martin T	\$71,269.38	\$0.00	\$0.00	\$71,269.38
Walz, Mary E	\$529.26	\$0.00	\$0.00	\$529.26
Warfield, Jeffris M	\$0.00	\$0.00	\$9.60	\$9.60
Wayne, Michael G	\$416.66	\$0.00	\$0.00	\$416.66
Welch, Robert F	\$44,138.31	\$0.00	\$480.00	\$44,618.31
Welch-Zerba, Alexandra	\$9,667.46	\$0.00	\$0.00	\$9,667.46
White, Caroline AT	\$3,368.35	\$0.00	\$0.00	\$3,368.35
White, Jennifer AT	\$5,163.75	\$0.00	\$0.00	\$5,163.75
Wombolt, Richard D	\$72,468.00	\$8,250.23	\$0.00	\$80,718.23
Wombolt, Sherri L	\$40,637.14	\$0.00	\$1,297.98	\$41,935.12
Wood, Brandon M	\$623.46	\$0.00	\$0.00	\$623.46

*Other includes health insurance opt-off payments, special detail pay (fully reimbursed by vendors), fire watches, and added hours not paid at OT rate.

NOTES



Community Development

**Cell Tower just off of
Branch Londonderry
Turnpike—E to service
a large portion of Bow.
Other providers will be
coming soon**

Community Development

COMMUNITY DEVELOPMENT DEPARTMENT

Karri Makinen, *Community Development Director*

The primary role of the Community Development Department is to assist current and future residents and taxpayers with plans to use and develop property. In that capacity, the Department advises and provides support to the Planning Board, Zoning Board of Adjustment, Business Development Commission, Board of Selectmen, and various other committees; details of those activities are described elsewhere in the Town Report. The Department reviews site plans, subdivision plans, building permits, conditional use permits, septic permits and variance and special exception applications. The Department also works on a variety of special projects with the aim of expanding the Town's commercial and industrial tax base and assists with updates to Town plans and regulations. The Department prides itself on providing high quality customer service and maintaining a welcoming office environment.

After several years of staffing changes, I am happy to report that there are no new faces in the Department this year! We have established a solid team, ready to help with all of your Community Development needs. I have recently completed my second year as Community Development Director. Scott Tenney continues to serve as Building Inspector/Code Enforcement Officer, with administrative assistance from Shannon Krause. Shannon also provides Assessing support. Ginger Iverson is the Administrative Assistant for Planning and Zoning. We pride ourselves on being a friendly, approachable office, and always strive to provide the best possible customer service. We are making progress toward our goals of modernizing and digitizing the Department. We were very excited to launch online permitting through Cloudpermit on April 1, 2024. All building permits are now submitted and processed online, which has streamlined the process for both customers and staff. We are still in the process of transitioning Planning and Zoning applications to Cloudpermit and hope that those will also be fully online in the coming months as well.

We have contracted with Recordsforce to scan the property files. So far, they have collected a test batch and will then continue with the remainder of the files in the next few months. Once all the files have been scanned, they will be viewable via DocStar, and with cloud storage, they will be made available directly to the public. Looking ahead to next year, we will be beginning work on the Comprehensive Master Plan update. The plan was last updated in 2017 and should be updated every 5-10 years. Keep an eye out for opportunities to get involved with the process.

Bow is fortunate to have so many highly committed volunteers serving on its boards and committees. However, many of these boards and committees have vacancies and are seeking new members. If you are interested in serving your community in this capacity, please reach out to learn more. While subject matter knowledge is helpful, you do not have to be an expert to participate; all that is needed is a willingness to learn and to share your time. I look forward to continuing to work with Bow residents and business owners on their development projects, as well as all the residents who volunteer their time on boards and committees. If you would like to get involved or need help with a project, please contact me or stop by the office.



L to R: Scott Tenney (Building Inspector), Shannon Krause (Administrative Assistant), Ginger Iverson (Administrative Assistant), Karri Makinen (Community Development Director)

BOW BUSINESS CORRIDOR and SOUTH BOW TIF ADVISORY BOARDS

Don Berube, Jr. *Chair*

The Bow Business Corridor Tax Increment Finance (TIF) District Advisory Board was created in 2019 and the South Bow TIF Advisory Board was formed in 2021. The TIF Boards met twice in joint session in 2024 to review the TIF plans and finances, consider proposed amendments to the TIF District language, and report back to the Board of Selectmen, which administers the Districts. The Bow Business Corridor TIF Board met an additional time to consider a request for funding for a specific development project.

Bow voters adopted amendments to the TIF Districts at the 2024 Town Meeting to address the timing of the closure of the districts, update eligible projects and costs, and add additional parcels.

Members of the Bow Business Corridor TIF include Don Berube Jr., John Fournier, Wendy Gazaway, Larry Haynes, and Selectman Chris Nicolopoulos; South Bow TIF members include Adam Bates, Don Berube Jr., Marc Charbonneau, and Selectman Chris Nicolopoulos. The financial statements for the Districts are found elsewhere in this report.

The Advisory Committees continue to support moving forward with the design to extend the municipal water system north to Bow Mills and Bow Junction, as well as moving forward with plans to interconnect with Hooksett's utilities in the south. The Boards will continue to explore ways to extend infrastructure to the Districts with the underlying goal of expanding the Town's commercial/industrial tax base.

BUILDING INSPECTION

Scott P. Tenney, *Building Inspector*

Our office is responsible for reviewing and issuance of all building and construction related permits, such as those for new construction, remodels, decks, septic systems, pools, and many other property improvements. We are also responsible for performing the majority of inspections and any code enforcement actions.

As of November 25, 2024, we conducted over 703 in-person inspections for 568 permits that were issued. There were even more new single-family residences constructed than in past years, although some individual trade-type permits have slightly decreased.

Additionally, some renovation, additions and remodel permits have increased this year, along with an increase in generators and backup power systems throughout town. We have also seen a substantial increase in electric vehicle charging installations.

This past year has brought even more changes within our department. We began full utilization of our permit software, which has allowed us to streamline processes and better track our permitting. And our department carries on with continuing education and seminars, allowing us to better serve the community.

As always, we are available for any construction-related inquiries or to help with any proposed project. Please do not hesitate to call us with any questions, at (603) 223-3973, or by visiting the Town's website at www.BowNH.gov.



L to R: Shannon Krause (Administrative Assistant), Scott Tenney (Building Inspector)

BUSINESS DEVELOPMENT COMMISSION

William Hickey, *Chairman*

MEMBERS

William Hickey, *Chairman*

Larry Haynes, *Vice Chair*

Cody Herrick, *Secretary*

Wendy Gazaway

John Meissner

Christopher Johnson

Anthony Foote

Don Berube, Jr., *Planning Board Rep*

Ian Flanagan, *Selectmen Rep.*

Chris Nicolopoulos, *Selectmen Alt.*

The Bow Business Development Commission (BDC) started out as the Industrial Development Committee, created by a Town Warrant in 1978. While the name has changed and the membership has grown, its primary objective remains the same – to expand the Town’s commercial and industrial tax base. We hope to encourage the existing businesses in Town to grow and attract new businesses to Town.

Karri Makinen, the Community Development Director, continues to be a tremendous assist to the BDC as well as the Town. We would also like to thank Ginger Iverson for her assistance in taking meeting minutes and keeping us on the right track.

We lost one member of the BDC this past year, June Branscom. June has served the BDC for a number of years and was always a wealth of information when it came to the real estate market. Thank you to June for everything you did over the past few years for the BDC. Matt Poulin was the Selectboard representative for a number of years and always brought great energy and enthusiasm to our meetings. Ian Flanagan is the Selectboard representative, and we look forward to hearing from Ian.

We held a successful “Business to Business” event at the Grappone Ford in May and a second event at the Baker Free Library in October. Both events were well attended, and it was a terrific opportunity to catch up with old acquaintances and meet new ones.

We have been working with the Town on the design to provide Bow Junction with municipal water. Design options are currently being developed by Dubois & King. All designs are being funded by the monies collected as part of the Bow Business Corridor TIF District. We continue to work with State officials looking for any funding that may be available to assist with the construction of the water line.

Due to wetland impacts, the I89 and I93 interchange design will be going back to the drawing board. The BDC will continue to provide feedback to NHDOT and the design team for the project to ensure that the issues important to the Town are addressed.



Front Row L to R: Larry Haynes (Vice Chair), William Hickey (Chair), John Meisner, Ginger Iverson (Recording Secretary)

Back Row L to R: Karri Makinen (Director), Wendy Gazaway, Don Berube, Jr., David Stack, Ian Flanagan (Selectman Representative), Andy Foote, Dennis Comeau (Fire Chief)

We continue to have discussions with the Town of Hooksett to extend the Bow water line into Hooksett to serve any development needs that may occur on the north end of Hooksett with the understanding that Hooksett would extend the Hooksett sewer line into Bow to serve any developments on the south end of Bow.

BUSINESS DEVELOPMENT COMMISSION *Continued*

We have some exciting projects either in design, which have received approvals from the Town or have started construction.

- The first few buildings of the logistics project on Dow Road have been constructed and are occupied. They are currently looking to develop the next phase of the project.
- Coastal Forest Products has received approval for the expansion on Johnson Road.

Our meetings are held at 7:30 AM the first Wednesday of each month (except for July) at the Municipal Building, 10 Grandview Drive. Thank you to all the committee members, Town employees and business owners for their time and dedication. The public is welcome and encouraged to attend. For more information, please visit the Town's website.

CENTRAL N.H. REGIONAL PLANNING COMMISSION

28 Commercial Street, Suite 3, Concord, NH 03301 • phone: (603) 226-6020 • fax: (603) 226-6023 • web: www.cnhrpc.org

Established in accordance with state law, the Central New Hampshire Regional Planning Commission (CNHRPC) is a voluntary association of 20 communities in Merrimack and Hillsborough Counties. Stephen Buckley and Sandy Crystall were the Town's representatives to the Commission in 2024.

CNHRPC's mission is to comply with State statute (RSA 36:47) by preparing and adopting regional land use and transportation plans and a regional housing needs assessment. CNHRPC evaluates developments of regional impact (RSA 36:54-58) and provides data, information, training, and high-quality, cost-effective services to our member communities. CNHRPC also provides technical assistance services, including zoning ordinance development, grant writing assistance, circuit rider assistance, plan review services, local master plan development, capital improvements program development and guidance, hazard mitigation planning guidance, and Planning Board process training. CNHRPC advocates for member communities and assists and encourages them in both municipal and regional endeavors.

In 2024, CNHRPC undertook the following activities in Bow and throughout the Central NH Region:

CENTRAL N.H. REGIONAL PLANNING COMMISSION

28 Commercial Street, Suite 3, Concord, NH 03301 • phone: (603) 226-6020 • fax: (603) 226-6023 • web: www.cnhrpc.org

In 2024, CNHRPC undertook the following activities in Bow and throughout the Central NH Region:

- Provided continued technical assistance to Planning Boards on various topics.
- Coordinated the development of updated Hazard Mitigation Plans in nine communities under the federal Building Infrastructure and Resilient Communities (BRIC) 2021 and Hazard Mitigation Grant Program (HMGP) 4516. In Bow, CNHRPC staff provided assistance to complete the updated Bow Hazard Mitigation Plan 2025.
- Provided support to Economic Development Committees across the region, including meeting coordination, agenda development, and work plan identification. Staff provided assistance related to a variety of tools and tax incentives including the Community Revitalization Tax Relief Incentive (NH RSA 79E) and the Economic Revitalization Zone (ERZ) program (NH RSA 162-N).
- Provided assistance related to the Road Surface Management System (RSMS) program for three communities, including the proposed road maintenance plan, additional paving scenarios for comparison, and forecast of future road conditions under each scenario.
- Provided coordination assistance to the CommuteSmart NH program that works to support transportation demand management services and rideshare coordination across the state utilizing Agile Mile transportation demand management (TDM) software. In 2024 the CommuteSmart NH program saved commuters almost \$270,000 as a result of 32,000 reduced trips.
- Assisted with planning for the I-93 Bow-Concord project, including changes to the I-89 Exit 2 to improve safety and enable land use and economic development goals in the area.
- Conducted 186 state and local traffic counts throughout the region.
- Worked in coordination with Lakes Region Planning Commission to update the Mid State Region Coordinated Transportation Plan.
- Coordinated the activities of the CNHRPC Transportation Advisory Committee (TAC). In 2024, CNHRPC held six TAC meetings. The CNHRPC TAC solicited, evaluated, and ranked projects for inclusion in the NHDOT 2027-2036 Ten-Year Plan. Staff also followed progress on the NH3A safety improvements in the NHDOT Statewide Transportation Improvement Program, with construction scheduled at the Grandview Road intersection in the coming year
- Participated in a range of regional and statewide bicycle and pedestrian planning activities related to trails, sidewalks, bike lanes and bike shoulders, roadway surfacing, and safety. Assistance to local and regional trail organizations and trail committees is a key component to this work. In Bow, staff helped maintain and update a townwide GIS database of recreational trails and provided trail mileage and other statistics to the Conservation Commission.
- Provided maps of Town owned land and conservation properties.
- Continued to work with communities on Natural Resource Inventory (NRI) development. Tasks include the identification and mapping of natural resources and the development of methods to overlay and quantify the relative value of natural resources in the community. Interactive online StoryMaps were developed to communicate results.
- Provided Development of Regional Impact (DRI) review services for communities.

For additional information, please contact the CNHRPC staff or visit us at www.cnhrpc.org. CNHRPC Commission meetings are open to the public and those interested are encouraged to attend.

CONSERVATION COMMISSION

Sandra Crystall, *Chairperson*

MEMBERS

Sandra Crystall, *Chairperson*
Dik Dagavarian
Andrew Mattiace
Lisa Lindquist
Tom O'Donovan

The Bow Conservation Commission (BCC) under the authority of RSA 36-A, works to conserve the town's natural resources for the benefit of people, wildlife, and the environment. Protection of these resources maintains the quality of our water and air, preserves common and rare species of plants and animals, provides recreational opportunities, and contributes to the rural character of the town. As part of its responsibilities, the BCC advises the NH Dept of Environmental Services (NHDES) on applications for projects with proposed impacts to wetlands and surface waters under RSA 482-A and reviews town applications for subdivisions and wetland CUPs.

The BCC has identified the following goals for long-term protection and management of Bow's natural resources:

- Preserve, conserve, and manage Bow's abundant natural resources to promote healthy flora and fauna and enhance the quality of life for its residents.
- Maintain and enhance the rural character of Bow through a balance of developed and undeveloped areas.
- Grow a citizen base that has awareness of the strengths and vulnerabilities of the town's natural resources.

The Commission held twelve (12) meetings and convened or participated in eight site walks to review projects seeking wetland conditional use permits (CUPs) for impacts to wetlands or wetland buffers, state wetland permits, or to evaluate trail parking improvements. Additional time was spent monitoring easements and undergoing training.

Activities and Accomplishments

Turee Pond and Town Pond

There was significant growth of the invasive variable leaf milfoil in July 2024 in Turee Pond, thus harvesting by divers was not conducted. Treatment of the pond with an herbicide is planned for 2025. Water quality monitoring of Turee Pond and inlets is conducted by Commission volunteers under the NHDES Volunteer Lake Assessment Program (pronounced V-LAP). This program assists NHDES in evaluating lake water quality and provides communities with reports on lake health. The Commission sampled Turee Pond and inflowing streams for water quality in June and July. Stormwater runoff originating above Town Pond is an issue within the watershed as indicated by increased conductivity and chloride levels. Chloride compounds are applied to town roads and parking lots. Sodium chloride is typically used with water softeners and discharged to the groundwater that reaches our streams. For more information, visit the BCC page for Turee Pond.

Timber Harvest

The Commission completed a timber harvest on the Morgan Town Forest off Arrowhead Drive in January 2024.

Trails

The Commission continues to coordinate with Bow Open Spaces and other organizations on trail and land conservation activities. Permission from the town, and in some cases Bow Open Spaces, is required for any trail creation work. Coordination should be undertaken for maintenance work as well. Human activity impacts wildlife and we need to minimize our impacts. See NH Fish and Game's Trails for People and Wildlife.

Beaver Dam Subcommittee

The Subcommittee is near to completing a Beaver Policy and Procedures guidance for review and approval. In December, Skip Lisle with Beaver Deceivers LLC, installed a beaver deceiver to protect a culvert threatened by nearby beaver activity.

Opportunities for Community Engagement

There are many opportunities to contribute to maintain or improving conservation of our town's natural

resources. Anyone seeking a conservation project or students seeking community service hours are invited to contact the Commission for information about potential projects.

The Conservation Fund, a specific non-lapsing fund authorized by RSA 36-A, receives monies from the Land Use Change Tax (i.e., no tax dollars). It supports commission activities including land conservation purchases, milfoil management, and water quality sampling. The BCC welcomes donations to the Conservation Fund for projects and future land or conservation easement purchases. Land donations may be tax deductible under section 170(c) of the Internal Revenue Code.

The BCC meets monthly on the second or third Monday of the month (the Monday before the Planning Board's third Thursday meeting, unless it is a holiday), and the public is always welcome. Contact the Commission with any questions or concerns: conservation@bownh.gov.

We welcome Tom O'Donovan who was appointed as a member in late 2024. We are indebted to Bob Ball -- especially for VLAP work -- and Alex Grene; both resigned earlier this year due to moves out of town.

We are appreciative of the administrative support provided by Shannon Krause.



L to R- Andrew Mattiace, Lisa Lindquist, Sandy Crystall (chair), Dik Dagavarian, and Tom O'Donovan

PLANNING BOARD

Don Berube, Jr., *Chairman*

MEMBERS

Don Berube, Jr., *Chairman*
Sandy Crystall, *Vice Chair*
Adam Sandahl, *Secretary*
Johnathan Pietrangelo
David Glasier
Michael Lawton
Kip McDaniel, *Alternate*
Michael Wayne, *Selectmen Rep.*
Chris Nicolopoulos, *Selectmen Alt.*

The Bow Planning Board was established by Warrant Article 12 of the March 1953 Town Meeting “to make a study of the town’s development and report to the town appropriate recommendations for the promotion and maintenance of the town’s best development.” The Board prepares and updates the Master Plan, participates in the Town’s Capital Improvement planning process, and proposes amendments to the Zoning Ordinance for consideration at Town Meeting. Subdivision and Site Plan Review Regulations are adopted by the Board. In addition to its planning and rulemaking functions, the Board has the authority to regulate the subdivision of real property and the development of property for non-residential and multi-family uses.

The Board met 16 times during 2023 at public meetings to review development applications and proposed changes to Town ordinances and regulations. In addition, the Board conducted two site walks. Site walks provide the Board and other interested residents an opportunity to view properties proposed for development. The Board received 26 new applications in 2023, the same number as in 2022.

In 2023 the Board approved five site plans, one two-lot residential subdivision, one lot line adjustment, and seven conditional use permits. The Town issued 11 building permits for new dwelling units, which is the same number as last year. Approximately 7,175 sq. ft. of new commercial buildings were approved.

In February 2023, after hours of public hearings and careful deliberations, the Planning Board approved a site plan and conditional use permit for a proposed 190-foot cell tower to be constructed on Town-owned land. The decision was appealed to the NH Superior Court with an outcome still pending.



Seated L to R: Vice Chair Sandy Crystall, Chairman Don Berube, Jr., Secretary Adam Sandahl
Standing L to R: Community Development Director Karri Makinen, Jessica Duke, Ben Davis and Selectmen Alt. Eleana Colby
Photo credit: Eric Anderson

The Board held four meetings specifically to consider potential zoning amendments to be proposed for the 2024 Town Meeting.

The Board adopted a public safety impact fee in 2017. This year a total of \$4,557 was collected to help offset bond payments for the public safety building.

The members of the Planning Board work hard for you and appreciate the continued support of the citizens of Bow. Thank you. The Board encourages every resident to participate in its efforts. I encourage citizens willing to join us to submit a volunteer application form to the Board of Selectmen.

I also wish to thank the current members of the Planning Board. Each member commits many hours to meet the challenges of planning for and managing the growth and development of the Town. In addition, I wish to thank the Community Development staff for their many contributions in 2023.

ZONING BOARD OF ADJUSTMENT

Harry C. Hadaway, Jr., *Chairman*

MEMBERS

Harry C. Hadaway, Jr., *Chairman*
Stephen Buckley, *Vice Chairman*
Donald A. Burns, *Secretary*
Robert W. Ives, *Regular Member*
Michael O'Neil, *Regular Member*
Joseph Conti, *Alternate Member*
June Branscom, *Alternate Member*
Garth Osmond, *Alternate Member*

The Zoning Ordinance of the Town of Bow was first established on March 8, 1955, when the Town's voters approved Warrant Article 4 at the Town Meeting. Article XII of the newly adopted Zoning Ordinance directed the Board of Selectmen to appoint members to the Zoning Board of Adjustment (ZBA or Board) and to establish the Board's purpose. RSA 674:33 and Article 13 of the Zoning Ordinance describe the ZBA's powers, duties, and procedures.

The ZBA performs in a judicial capacity regarding the Zoning Ordinance and hears requests for variances, special exceptions, and equitable waivers of dimensional requirements, as well as appeals from decisions made by the Code Enforcement Officer / Building Inspector. There are also provisions for a rehearing of ZBA decisions under some circumstances.

The ZBA is a 10-member Board consisting of five regular members and five alternate members appointed by the Board of Selectmen to a 3-year term. Elected officers remained the same as last year. New volunteers are always welcome; there are currently two vacant alternate positions. If you are interested in becoming a member, please complete a volunteer application form, which can be obtained at the Municipal Office or found through the Town's website (<http://www.bownh.gov>).

The ZBA meets on the third Tuesday of the month at 7:00 PM in meeting room 'C' at the Municipal Office, 10 Grandview Road and the public is always welcome and will be given the opportunity to address the Board as cases are heard.

The Board held four regular meetings this year. The applications are reviewed for completeness and received by Community Development Department staff. Once a complete application has been received, a public hearing is scheduled, and abutters are notified by certified mail. The Chair of the Board schedules a site walk prior to the public hearing. There were four site walks held in 2024.



Seated L to R: Stephen Buckley (Vice Chair), Harry Hadaway (Chair), Don Burns (Secretary). Standing L to R: Karri Makinen (CD Director), Garth Orsmond, Michael O'Neil, Robert Ives. Not pictured: June Branscom and Joseph Conti.

Photo credit: Eric Anderson

This past year the Board received five applications for relief, four for a variance, of which one was withdrawn, two were granted, and one was denied. One special exception will be reviewed at the December meeting. There were no appeals of administrative decisions or motions for rehearing filed this year.

The ZBA meeting schedule, agendas, minutes, rules of procedure, application forms, and the Zoning Ordinance can all be found on the Town's website at <http://bownh.gov/325/Zoning-Board-of-Adjustment>.

The Board would like to thank Town officials, citizens, and business owners for their support, with special thanks to Community Development staff for their administrative support. On behalf of the Town, the Chairman extends appreciation to each and every Board Member for their commitment of time, energy, and ideas.

TELECOMMUNICATIONS COMMITTEE

Dee Treybig, *Chair* **Deb McCann**, *Vice-Chair*

MEMBERS

Dee Treybig, *Chair*

DebMcCann, *Vice-Chair*

Marilee Nihan

Mike Wheeler, *(until Nov 2024)*

Karri Makinen, *Community Development Director*

Ian Flanagan, *Selectmen Rep*

The Bow Telecommunications Committee was established in March 2023.

Committee Charge

The purpose of the committee is to create and present to the Board of Selectmen and Town residents a technology-based wireless communications plan to achieve maximum cellular coverage within the Town's borders.

The plan will include specific recommendations for the construction and location of cellular towers that will achieve this coverage while balancing the Town's interest in minimizing the number of towers to be constructed and the costs to the Town and other planning priorities such as preserving the Town's natural resources. The plan will provide a timetable for accomplishing the tasks it recommends and achieving the stated goals.

RF Study Final Report dated 6/11/24 posted on Committee's Town Website page.

Bow Community Cellular Phone Survey: 9 Question survey created and distributed for public input on cellular needs and concerns in June 2024. 784 responses with summary posted on committee webpage.

Public Information Meeting

On 9/9/2024, the committee gave a presentation at the Baker Free Library to share committee findings, plans, and report on its efforts to date. Transparency and the public posting of information is important to all committee members.

Town Website Page Updating

Bow Telecommunications Committee | Bow, NH. The committee posts all agendas, meeting minutes, reports, the town survey, the public presentation video, and more on their town website page for public viewing.

Developing the Next Steps

As the committee has met all of its current charges, we now need to determine the new charges to continue with obtaining maximum cellular coverage for our residents.

Cultural & Recreation

Mr. Aaron entertains over 250 youngsters at a Summer Concert sponsored by the Baker Free Library, BFL Foundation, and Bow Rotary Club

BOW HERITAGE COMMISSION

Eric Anderson, *Chair*

MEMBERS

Eric Anderson, *Chair*
Susan Wheeler, *Secretary*
Dik Dagavarian, *Treasurer*
Jim Dimick
Donald Fournier
Faye Johnson
David Lindquist
John Meissner
Eleana Colby, *Select Board Rep.*

VOLUNTEERS

Noelle Franey, *Kay Herrick,*
Candy Ricard, Janet Shaw,
Dick Stevens, John Urdi,
and Tom Wilson



Bow Heritage Commission – Eleana Colby, Select Board Rep; Susan Wheeler, Sec; Jim Dimick; Eric Anderson, Chair; Dik Dagavarian, Treas; and David Lindquist. Absent: Don Fournier, Faye Johnson, and John Meissner. Photo by Candy Ricard

Thank you – The Bow Heritage Commission wants to thank the Select Board for providing adequate space on the Lower Level at the Municipal Building for the BHC to collect, research, organize, display, and share with the community the Town’s long history. In preparing the space, the BHC also wants to thank Chris Andrews for getting many of the artifacts stored at the Department of Public Works moved to the Lower Level. In addition, he constructed covers to place over the many radiators to improve the appearance of the space. He arranged to have the well-worn carpet replaced and the lighting improved. The members of the BHC as well as its several volunteers rolled up their sleeves to clean, patch, and paint the trim and the walls.

Volunteer Thank You – The Commission wants to give a thank you to the several volunteers who have worked with Commission members over the past couple of years to assist in the setting up of the Lower Level for exhibits, and for the data entry of information on each of the items that are currently in the BHC’s possession.

Donor Thank You – In addition, the BHC wants to thank the donors who have recently made contributions of both money and artifacts. For instance, John Urdi has donated two historic saws: one for ripping posts and beams for construction, and the other is a 2-person crosscut saw for cutting down trees. He also donated two framed photographs for display of two early sawmills that were here in town. And finally, he and his Architectural firm donated two flat map file cabinets that will come in handy for safely storing flat maps and artwork. Also, longtime residents Dick and Alna Stevens have donated an old, handmade ladder and lopper that have been at their 1783

home for some 100 years they estimate. Both items are currently on display.

Boxes Opened – After a span of more than seven years, the boxes of scrapbooks, documents, photographs, and objects have been opened and examined. As a result, many interesting items have been uncovered.

Book Binding Town Reports - Town Reports going back to 1861 have been uncovered. To ensure that these original documents are preserved over the long haul, the Commission has arranged with the NH Bindery, owned by resident Tom Ives, to begin binding the reports into hard cover books for shelf storage, exhibit, and research.

PastPerfect Software – Just recently the Commission purchased a computer software program package entitled PastPerfect. The software will enable us to log-in items with information pertaining to a description, age, condition, location, purpose, use, donor, value, its history, etc. In addition, we will be able to easily acknowledge donors as their contributions are received.

Then and Now – With the old photos that we have uncovered, the Commission took on the project of returning to the earlier locations to take photos of the same subjects as they are seen today. The project is a work in progress, but it can be seen on the Heritage Commission’s website located on the Town’s website at www.bownh.gov.

And finally, the Commission wants to thank the Select Board and the Townspeople for its continuing support for the collection, preservation, and exhibition of the Town’s important heritage.



Bringing Bow's Heritage to the Residents: BHC Secretary Sue Wheeler and BHC Volunteer Candy Ricard participate in an information program at the Bow High School to inform Freshmen Class students' families of the Town's various groups and organizations that are available for them as a resource. Photo by Eric Anderson

BAKER FREE LIBRARY

Kaitlin Camidge, *Director*

Library Mission Statement

The Baker Free Library connects people and information to expand our horizons and strengthen our community.

Expanding Horizons

Baker Free Library achieved several milestones in 2024, including the installation of a new generator in partnership with the Emergency Management Department, the completion of our outdoor landscaping project, and the implementation of a new five-year strategic plan. In addition, after five years of service our previous director, Martin Walters, departed Baker Free Library and we have since welcomed Kaitlin Camidge as our new director.

The library continues to serve as an invaluable resource for the Bow community. Library visits have risen significantly in 2024, largely in response to a robust program calendar and use of our community meeting rooms. Last year, we had 765 reservations for our meeting rooms, doubling the number of those over the previous year. The library has also hosted nearly 200 programs this year to date, with more than 4,300 program participants.

Circulation of print materials remains high, while use of our digital resources has increased to 31,852 checkouts in the last fiscal year – largely in the form of eBooks, audiobooks, music, and movies. The use

of resources like Libby, Hoopla and Kanopy provide additional value to Baker Free library cardholders. In addition, the library's digital footprint is bolstered by more than 2,300 subscribers to our eNewsletter, and 32,892 remote searches on our catalog.

Strengthening Community

Baker Free Library's return on investment within the community is measurable by the amount saved by patrons when utilizing their public library. Students and teachers in Bow saved over \$75,000 this year, while adult cardholders saved over \$614,000. Apart from the financial savings, patrons also benefit from the social return on investment provided by Baker Free Library. While this may be more challenging to measure, community participation in our early childhood education programs, Summer Reading Program, and adult recreational programs were all up from previous years. Baker Free Library facilitated the 2024 Meet the Candidates Forum, and our art gallery hosted exhibits from local artists throughout the year. Annual events such as The Polar Express Holiday Party continue to attract large numbers of participants every year. In support of all our exceptional programs, Baker Free Library acts as a Passport Acceptance Facility. This year to date, library staff have overseen 384 passports resulting in an internal revenue of \$13,440. All passport revenue supports library programming and staff development.



Seated left to right: Amy Bain, Juliana Gallo, Kaitlin Camidge, Liesl Miller, Lauren Porter. Standing Ashley Audet, Liberty Furr, Christina Landry-Boullion, Ella Smith (Photo by Eric Anderson)

The New Horizon

As we look forward to the 300th anniversary of the Town of Bow, Baker Free Library has implemented its new five-year Strategic Plan. After a year of information gathering and community feedback, the following were identified as the library’s top five priorities:



Baker Free Library viewed from South Street with the newly completed landscaping. (Photo by Eric Anderson)

- 1) Supporting early childhood literacy;
- 2) Providing a comfortable and welcoming physical space;
- 3) Supporting adult life-long learning;
- 4) Supporting students with their learning; and
- 5) Supporting arts and culture in the community.

In 2024, working towards these goals, we expanded our Library of Things to include board and card games, renovated the staff room, hosted a concert as part of Bow Rotary’s Summer Concert series in conjunction with the Baker Free Library Foundation, and hosted a community event for 2024’s solar eclipse that provided free viewing glasses to our patrons. We look forward to continuing our work towards meeting these goals in 2025.

In addition, extensive work was done this year to enhance the library’s appearance and improve its outdoor spaces, providing additional walkways, seating, and program opportunities that will serve the Bow community well into the future.

2024 Statistics

Total Registered Patrons:	6,257
Size of Collection:	46,006
Items Added:	1,751
Items Weeded:	2,202
Value of Collection:	\$960,611
Print Circulations:	45,222 (YTD)
Interlibrary Loan Borrowing:	2,354
Interlibrary Loan Lending:	652
Amount Saved by Patrons:	\$844,148
Program Sessions:	175 (YTD)
Program Participants:	4,386 (YTD)

***Data reflects January through mid-November statistics**

BAKER FREE LIBRARY TRUSTEE REPORT

Bob Arnold, *Chair*



Eric Anderson - Treasurer, Sheri Vincent-Crisp, Bob Arnold - Chair, Sheila Williams, Matt Gatzke - Secretary Credit Photo by Eric Anderson

MEMBERS

Bob Arnold, *Chair*
Eric Anderson, *Treasurer*
Matt Gatzke, *Secretary*
Sheri Vincent-Crisp
Sheila Williams

The Baker Free Library had another successful, albeit eventful, year. Thanks to the dedicated efforts of our staff and the support of the trustees, the library navigated several changes smoothly. Among our most notable accomplishments were the completion of the landscaping project (approved in 2023), and the continued high-quality programming offered to the community through staffing transitions, and the hiring of a new director.

The landscaping project was completed in the Fall of 2024. The trustees worked closely with the library director to oversee this project, and we extend our gratitude to the Library Foundation for their support as well. With the project now complete, we are excited about the many possibilities this new outdoor space offers. We look forward to hosting a variety of outdoor programs and seeing the community gather together in this beautiful area. With the addition of outdoor seating, we hope that patrons will be able to enjoy lunch, connect with one another, and relax in a clean, safe, and inviting environment.

While we anticipate future programming in this new outdoor space, we are proud of the programming that continued throughout the year, despite staffing shifts. Library programming has become a key service we offer and fosters positive community connections. Thanks to the dedication and adaptability of our staff, we were able to maintain quality programming, including a Halloween costume swap, a presentation from TailWinds Raptor Education Center, story times, and our art gallery. With the library fully staffed, we look forward to a bright future of library programming for children and adults.

In August 2024, after five years of service, Martin Walters stepped down as Library Director to pursue the next chapter of his career. The library trustees thank Martin for his years of service.

In November, after an extensive search, we were pleased to welcome Kaitlin Camidge as the new Library Director. Kaitlin holds a Master's in Library and Information Science, as well as a BA in History and Sociology. With nearly twenty years of library experience, she has worked as a youth services librarian in a public library, a school library media specialist, and most recently as the Library Director in Epsom, NH. Kaitlin is passionate about relationship building, innovation, and community collaboration, and we are excited to have her join our library team.

Additionally, in 2024, Amelia Holdsworth transitioned from her role as Library Assistant to pursue new opportunities. We thank Amelia for her contribution. With the departure of Amelia, Liesl Miller was hired to fill this role bringing her experience as a desk clerk to this position. Liesl will be managing the scheduling of our meeting room spaces and overseeing adult services and programming.

The trustees thank Juliana Gallo (Youth Services Librarian) for her extensive efforts in her role as Interim Director. Juliana's leadership was critical in navigating the library during all of our staffing transitions.

The trustees and library staff continue to work diligently to serve the needs of the Bow community.

Per New Hampshire library statutes and the will of Colonel Henry Baker, the Baker Free Library Board of Trustees consist of five members elected by Bow residents to oversee library management, including budget, long-range planning, and staffing. The Trustees work closely with the Library Director to meet the needs and interests of Bow residents. In 2024, the Board was comprised of Trustees Bob Arnold, Chair, Eric Anderson, Treasurer, Matt Gatzke, Secretary, Shelia Williams, and Sheri Vincent-Crisp.

Comments and feedback about the library and its services are always welcome. The Trustees invite community input, and monthly Trustee meetings are open to the public. The Trustee meeting schedule and minutes are available, together with a wealth of other information, on the Baker Free Library website. Stay up to date on all that is happening at your library by signing up for the BFL Monthly Newsletter and by visiting our website at bow-bakerfreelibrary.org.

In 2023, Baker Free Library created a Strategic Plan Leadership Team consisting of trustee and staff representatives. The team conducted a Community Needs Survey from February through May of 2023 that garnered 240 respondents, a follow-up survey in July of 2023 with 126 respondents, and a variety of focus groups and one-on-one conversations throughout 2023. The data supported the formulation of the library's strategic priorities for 2024-2028. Those priorities include community connections and outreach, innovation and creativity, excellent customer experiences, and welcoming spaces. The new strategic plan will be released in January 2024.

Comments and feedback about the library and its services are always welcome. The Trustees invite community input, and monthly Trustee meetings are open to the public. The Trustee meeting schedule and minutes are available, together with a wealth of other information, on the Baker Free Library website. Stay up-to-date on all that is happening at your library by signing up for the BFL Monthly Newsletter and by visiting our website at bow-bakerfreelibrary.org.

PARKS & RECREATION DEPARTMENT

Darcy Little, *Parks and Recreation Director*

Parks and Recreation Mission Statement

To provide a diverse recreation program for all ages with programs that include sports, fitness & the arts; to provide safe, fun, engaging and nurturing preschool, Before & After School and Summer Camp programs; to improve quality of life and build a sense of community through our activities and special events; and to help people enjoy the outdoors with our fields, trails and programs.

Staff Changes

In 2024, we said goodbye to two instructors who had worked in the department for over ten years: Elsa Chern, who instructed children's Art and Science classes, and Kris Lucas, who taught adult Yoga classes. Both will be greatly missed. We welcomed Christina Landry-Bouillon, who previously instructed our Watercolor Painting classes for adults, as our new Art class instructor for children and Jim Readey as our new Yoga instructor. Jim brings many years of Yoga experience with him. Also new to the Parks and Recreation team are Brigitte Miner instructing Resin Art classes; Becka Davis, Youth Pickleball Instructor and Chris Yvars, Youth Tennis Instructor.

Programs

We offered a large variety of classes this year for ages preschool through adult. New programs included: Belly Dancing; Bollywood fitness; Cookie Decorating; Kayaking Club; Leader in Training Program; Middle School Pickleball; Pickleball Foundational Fitness; and Resin Art Classes.

This summer 105 campers attended Camp Bowgie, and 163 campers were enrolled in Bow Rec Day Camp with an average of ninety-five campers each day. Both Camps offered special theme weeks, field trip opportunities and lots of fun camp activities both indoors and out.

At Bow Recreation Center, we currently have twenty-seven children enrolled in Celebrating Children Preschool and 194 children enrolled in the Before and After School program with an average of twenty-two children attending the Before School Program and 143 children attending the After School Program on a daily basis.

Special Events

In February, we organized a fun Winterfest Event with the help of several Town of Bow organizations. It included a cardboard sledding contest, snow mini golf, snowshoeing, sledding, food, a magic show, and other events which had to be cancelled due to unsafe ice conditions. The day was sunny and warm, the snow was melting all around us, but those who attended had a fun time.

Our 2024 Easter Event was held at Bow Memorial School this year amidst a snowstorm. The kids had so much fun hunting for eggs in the snow! The Bow Men's Club put on a delicious breakfast where kids got to visit with the Easter Bunny.

For Halloween, we hosted our 4th Annual Trunk or Treat Event at BHS. People enjoyed seeing the creatively decorated vehicles and so many families dressed in costumes out trunk or treating.

The 2024 Tree Lighting Event held at the Town gazebo was hugely attended this year. Christmas carols were sung by the BMS chorus while waiting for Santa to arrive by fire engine. Many thanks to all the community groups who came together to make it a special night and to members of the community who brought homemade cookies for all to enjoy.

From the Director

On behalf of the Bow Parks and Recreation Department, I want to thank the numerous individuals and community organizations who volunteer their time to help with our special events and programs. The success of these events is a result of your contributions. I would also like to extend my thanks to the Board of Selectmen for their continued support and to the Bow schools for the use of their facilities throughout the year. Finally, a big thank you to the Parks and Rec team for all that you do to provide quality recreational opportunities for our community.



Top Row- Left to Right: Emma Lewis-Zanis, Mackenzie Nassar, Bee Nover, Hunter Smick, Anie Blount, Jennifer White, Jessica Barley.
Standing- Left to right: Richard Sanford, Shannon Camara, Karyn Dickson, Cindy Michaelson.
On Slide- Top to Bottom: Darcy Little, Hailey Dame, Sherri Wombolt.



L to R: Darcy Little Director, Shannon Camara Assistant Director, Malinda Blakey Recreation Office Manager and Michele Myrdek Program Coordinator

2024 Programs

- | | |
|--------------------------------|------------------------------------|
| Archery | Let's Go Fishing Program |
| Art Classes - Youth | Line Dancing (Beg.)– Adult |
| Basketball – Youth | Line Dancing (Int.) – Adult |
| Basketball – Adult | Morning Power Hour – Adult |
| Belly Dancing - Adult | Mountain Biking Group |
| Body Blast – Adult | Piano Lessons – Youth |
| Bollywood Fitness – Adult | Pickleball Club- Adult |
| Bow Rec Day Camp | Pickleball Foundational Fitness |
| Camp Bowgie | Pickleball Lessons - Adult |
| Celebrating Children Preschool | Pickleball Lessons – Middle School |
| Chess Club - Youth | Resin Art classes - Adult |
| Colorguard – Youth | Science classes - Youth |
| Cookie Decorating | Sports Day |
| Counselor in Training-Youth | Soccer - Youth |
| Dance – Youth | Strings lessons – Youth |
| Floor Hockey - Youth | Strong and Fit – Adult |
| Gently Yoga - Adult | Tennis – Adult |
| Ice Fishing | Tennis - Youth |
| Joyful Yoga & Meditation | T-Ball - Youth |
| Kayaking Group - Adult | Volleyball - Adult |
| Krav Maga – Youth | Watercolor Painting – Adult |
| Krav Maga – Adult | Yoga Fitness – Adult |
| Lacrosse – Youth | Zumba – Adult |
| Leader in Training - Youth | Zumba Toning - Adult |

CELEBRATING CHILDREN PRESCHOOL

Alicia David, Director

Celebrating Children Preschool experienced another successful school year! The 2023-2024 school year marked the twenty sixth year that Celebrating Children has been a Bow Parks and Recreation Program! Time passes quickly when there is so much fun to be had! This unique four-day preschool program develops the whole child through hands-on activities in music, recreation, art, play & education. Our goal each year is to have each child reach their full potential through playing, learning & growing!

This was our third year in our new location at the Town Recreation Building. With twenty-seven families participating throughout the year, we not only worked to build a strong individual learning foundation, but a sense of community. This year we were able to visit Meadow Ledge Apple Farm, Bow Baker Free Library, and Beech Hill Farm.

We were extremely fortunate to have Juliana Gallo visit us from the Baker Free Library twice a month sharing her wonderful story-time with the children! Mileva Loo shared her love of music with us during her monthly visits. The children loved singing and playing instruments with her. The Bow Fire Fighters came to visit us in October and even let the children explore their fire truck and ambulance.

At Celebrating Children Preschool, we love to celebrate everything from Halloween with our annual trick or treat walk, to a special visit with Santa at our Holiday party, to our Easter Parade hunting for eggs! We can never have enough party days at Preschool. Thank you so much to all the town departments and supportive parents for your help making these days extra special for the children this year.

Our Grand Finale for the school year was our annual “Class Night Presentation” held at the Bow High School Auditorium for all our Family & Friends! A big thank you goes out to the Staff at BHS. A very special thank you goes to BHS alumni Connor Parzick, for assisting with the technical side of the program. With their help, our evening was a wonderful success!

We were incredibly sad to say good-bye to Joy Van Wyck who retired in May. Thankfully, she still stops by to visit and substitute when she is in town. Asta Valaityte and Brooke Sterling have increased their hours to become full-time Assistant Teachers to our younger students, the Caterpillars. We are so lucky to have such wonderful teachers including Alex Zerba, Karyn Golabiewski, Judi Acone, Jodi Valpey, and Jennie Cate.



Photo credit: Allison McGrail

Standing L to R: Jennie Cate, Asta Valaityte, Jodi Valpey, Alicia David, Alex Zerba, Judith Acone, Joy Van Wyck, Karyn Golabiewski, Brooke Sterling

Celebrating Children will be accepting Pre-registrations for the 2025-2026 school year beginning on January 20, 2025. If you would like to learn more about our program, please give Celebrating Children a call at 603-228-2214 or email us at adavid@bownh.gov.

A special thank you to all our past and present Celebrating Children Families & Staff for continuing to make the school such a wonderful program for our youngest citizens!

UPPER MERRIMACK RIVER LOCAL ADVISORY COMMITTEE

The Upper Merrimack River Local Advisory Committee, (known locally and affectionately as UMLAC; pronounced Uhm'-re-lack) has had a year of transitions and is holding steady to its statutory roles reviewing state permits as a voice for its municipalities and to draft, publish and manage its river corridor plan.

The UMLAC was created as one of the first local river management advisory committees in 1990, enabled in RSA 483, as part of the New Hampshire Rivers Management and Protection Program. It was a grassroots effort by the communities of Boscawen, Bow, Canterbury, Concord, Franklin, and Northfield, which the UMLAC represents and for whom it conducts its statutory duties including permit review and management plan coordination. The UMLAC provides a voice for the upper Merrimack River towns and cities through the river's designation in the New Hampshire Rivers Management and Protection Program.

The UMLAC is updating the Merrimack River Management and Implementation Plan (<http://www.merrimackriver.org/managementplan>), which will bring it current with new requirements, and provide the basis for an evergreen document that allows for simple activity tracking and responsiveness to emerging issues or changing priorities.

The UMLAC reviewed and provided comment on over two dozen alteration of terrain, shoreland, underground storage tank, wetland, pesticide and herbicide application program, wastewater treatment plan operations, National Pollution Discharge Elimination System, and laboratory industrial discharge applications in the upper Merrimack corridor in Boscawen, Concord, and Franklin. Some reviews were informed by consultants and project principals participating in meetings to present the proposals and to answer questions. This participatory approach to permit review is expedient and provides the best possible result for each site.

Claire Lund prepared new categorical response letters for the major water-related permits that the UMLAC reviews.

Barbara Griffin is the UMLAC representative to the Brownfields Advisory Committee. Wayne Ives acts as lead in monitoring and commenting on Federal Energy Regulatory Commission applications for Lower and Upper Penacook Falls and Lakeport projects. Barbara and Krista Crowell participate in and follow the Bow-Concord Connections NH Department of Transportation project and provide Merrimack River watershed perspectives and documentation, including the Upper Merrimack Watershed Association's Turkey River Watershed Restoration and Management Plan.

The UMLAC welcomed a new representative Barbara Griffin from Bow. The annual meeting was convened in November. The slate of officers: Michele L. Tremblay, Chair; Steve Landry, Vice-chair; and Adrienne Hutchinson, Secretary, were elected.

Shane Csiki, State Geologist with the New Hampshire Geological Survey, NH Department of Environmental Services, provided a presentation to inform the UMLAC's work on the Merrimack River management plan revision. Tracie Sales and Sydney Gendreau, Rivers Management and Protection Program, NHDES provided information on management plan requirements and answered questions about revision processes. These expert presentations are essential so that UMLACers are well informed and can constantly improve their knowledge and skills.

The Committee continues to review and update all of its governance and guidance documents (<https://www.merrimackriver.org/upper-merrimack-river-local-advisory-committee/other-documents/>) including an evergreen version of the management plan update.

Non-statutory or discretionary programs include a variety of studies, planning activities, and programs related to the upper Merrimack River and its watershed, managed by the Upper Merrimack Watershed Association.

The UMLAC meets on a rotating basis in its six represented communities (where and when space is provided) on the second Monday of each month (except for holidays and unforeseen conflicts) at 7:00 PM. Thank you to the Towns, Cities, and other organizations in Boscawen, Bow, Canterbury, Concord, Franklin, and Northfield for graciously hosting Upper Merrimack River Local Advisory Committee meetings during the past year. All are welcome to attend. Should you be interested in becoming an UMLACer to represent your community, wish further information on the Committee, or want to know how to access meetings, please contact Michele Tremblay, Chair, via telephone at 603.796.2615, email at UMLAC@MerrimackRiver.org or through your representatives listed below, or visit <https://www.merrimackriver.org/upper-merrimack-river-local-advisory-committee>.

Boscawen

Vacant

Bow

Krista Crowell

Barbara Griffin

Canterbury

Adrienne Hutchinson

David Day

Concord

Claire Lund

At-large

Stephen C. Landry

Michele L. Tremblay

Franklin

Wayne Ives

Ted Nemetz

Northfield

Vacant

UNH COOPERATIVE EXTENSION MERRIMACK COUNTY 2024

UNH Cooperative Extension (UNHCE) serves residents in each of Merrimack County's 25 towns and two cities with diverse programming through 4-H Youth Development & Education, Health & Well-Being, Nutrition Connections, Food & Agriculture, Community & Economic Development, and Natural Resources. Extension is the public outreach arm of the University of New Hampshire, bringing information and education into NH's towns, helping to make individuals, businesses, and communities more successful and keeping NH's natural resources healthy and productive.

Food & Agriculture: We support the county's agricultural industries, including producers of fruits, vegetables, ornamental plants, and livestock, through workshops, trainings, diagnostic services, applied research, and one-on-one consultations. In 2023, a multitude of educational workshops were conducted with Extension at the helm. Hundreds of individuals received one-on-one consultation through email and phone conversations, 150 farm visits were conducted to fruit, vegetable, and dairy farms, during which recommendations were tailored towards the individual educational needs of the client. A total of 416 soil tests were reviewed and approved, optimizing soil fertility practices, and maximizing production on sites throughout the county. Widespread weather events in 2023 caused the greatest crop losses in decades. UNHCE leveraged relationships with partner organizations and growers to distribute a crop loss survey which captured estimated damage levels on over one hundred farms representing thousands of acres. Estimates of loss totaled \$15 million. As a result of our efforts, the Governor of New Hampshire allocated \$8 million in crop relief funding for impacted farms. Twelve Merrimack County farms received disaster relief awards totaling \$1,064,310. Farmers report that his funding enabled them to recover losses without taking on substantial new loans, pay for supplies needed for the 2024 season, pay for labor, and bring remaining debt from the prior year current to start 2024 with a clean slate.

Natural Resources: Our natural resources team provides research, education, and stewardship throughout the state with a "boots on the ground" approach, extending state-wide programs in forestry and wildlife, natural resource development, land and water conservation, and marine fisheries. This year, 1,124 Merrimack County residents received one-on-one education from woodlot visits, educational events, telephone calls, and email correspondence. At least 604 County residents participated in educational events: Tree Farm Field Days, Tree Id Walks, Invasive Plant Control workshops, Wildlife Habitat field tours, Forest Health workshops, and Forest Ecology Field Tours for Middle School Science Classes. To find out more about our programs and events check out the UNH Forestry and Wildlife Facebook page (<https://www.facebook.com/nhwoods.org>). This year, there were over four hundred Volunteers who worked with UNHCE in Merrimack County helping to conserve and manage its natural resources. The Volunteers participated in the Natural Resource Stewards program, the Coverts Project, Nature Groupie, the NH Big Tree Program, and the Lakes Lay Monitoring Program. Please visit our website to find out how to Volunteer with UNH Extension <https://extension.unh.edu/about/volunteering>.

Community & Economic Development (CED): The CED team provides programming and technical assistance to communities, businesses, and nonprofit organizations around New Hampshire to strengthen communities and the economy. Areas of focus include revitalizing main streets, retaining and growing local businesses, supporting entrepreneurs and innovators, and leveraging tourism and outdoor recreation to help grow the economy. Central to the CED team's work is engaging communities in developing a collective vision, designing an approach to achieve that vision, and organizing community leaders and volunteers to implement effective strategies. In terms of activities in Merrimack County over the past year, the CED team engaged over twenty businesses, organizations, and municipalities in the Developing Interconnections for Regional Trails (DIRT) project—a joint initiative with the Foothills Foundation—aimed at building the capacity of trail organizations to expand the region's network of biking trails to enhance recreational opportunities and support the economy. Additionally, the CED team completed the Downtowns and Trails program in Hopkinton and Contoocook, NH, and is now working with the town to implement strategies and actions aimed at building connectivity between local businesses and surrounding trails and recreational resources. Lastly, Extension engaged six Merrimack County communities in the Housing Academy, a program that is tied to the state's Housing Opportunity Planning (HOP) Grant program

and seeks to build communities' capacity to address housing challenges. Of the six Merrimack County communities that UNHCE engaged in the Housing Academy, four have since passed zoning amendments and warrant articles aimed at expanding housing opportunity.

4-H Youth Development & Education: 4-H is the youth development program of UNHCE and is offered in partnership with the USDA/ NIFA. The mission of 4-H is to provide hands-on learning opportunities, through positive youth-adult partnerships and peer-reviewed curriculum, to create tomorrow's leaders. 4-H programming helps youth find their spark, or their passion, so that in their adult life they find meaningful ways to contribute to their communities. A timeless tradition is Merrimack County 4-H members participating in events at the Hopkinton Fair. The 2024 fair hosted 110 4-H animal exhibitors and eighty-two youth exhibitors in the Ruth Kimball 4-H Exhibit Hall. All these opportunities serve as a capstone experience for a 4-H project, for youth to demonstrate their learning from the past program year. To close out the 2023-2024 program year, Merrimack County involved 316 youth in the program with the help of 108 volunteers.

Health & Well-being: Provides information, programs and training grounded in research to help individuals and their families succeed and thrive, such as Youth and Adult Mental Health First Aid Training, Chronic Disease, Diabetes, and Chronic Pain Self-Management Programs. We are collaborating with schools and public health partners to increase prevention and early intervention for mental health and wellness and substance misuse in communities. Our Merrimack County Field Specialist is serving as Project Director for the Community First Responder Program, funded by SAMHSA, which is bringing opioid prevention education to audiences across NH.

Through Nutrition Connections programming, limited-income youth, adults, and families are reached with evidence-based education around healthy eating and physical activity. In Merrimack County, adults were engaged through partnerships with local agencies, including housing sites for older adults, senior centers, family resource centers, adult education, peer support, and more. Nutrition Connections worked with youth in Franklin, Pittsfield, and Concord through partnerships with schools, afterschool programs, summer school programs, and Head Start.

We would like to thank our Advisory Council that consists of ten citizens from Merrimack County, and a representative of the County Commissioners office and County Delegation. These advisors assist Extension program staff to evaluate current programming, identify local educational and research needs, and to consider new programming across the county. Our 2023-2024 council members included: Janine Condi, Chip Donnelly, Ken Koerber, Josh Marshall, Jill McCullough, Tim Meeh, Page Poole, Scott Reynolds, Dee Treybig, Anya Twarog, Commissioner David Lovlien, and Rep. Thomas Schamberg.

Connect with us: <https://extension.unh.edu/facility/merrimack-county-office>

BOW COMMUNITY CENTER COMMITTEE

Colleen Hunter, Chairperson

MEMBERS

Colleen Hunter, *Chairperson*
Danielle Albushies, *Vice Chair*
Brian Murphy
David Cook
Janet Shaw
Kip McDaniel, *Selectmen Rep.*
Eleana Colby, *Selectman Alt.*

The face of the committee changed this year, and we welcomed Madison Barrett Bow High School Representative, Thomas Betteridge Building & Facilities Representative, Mike Mayo, and Kip McDaniel the Board of Selectman's Representative.

The Committee got right to work after the listening session in November 2023 and worked with the HL Turner to have them develop three revision levels of Concept # 1. All Revision levels 1,2, and 3 of Concept #1 utilized the existing building with no footprint expansion. The Concept #1 first revision level addressed only life safety compliance, second revision level addressed life safety compliance and some minor renovations for minimal meeting space utilization and third revision level with major renovations uti-

lizing the entire footprint. The Committee also requested HL Turner reduce the size of a new community building on lot #68 (Concept #3) to a one-story building. There were no requested changes to Concept #2.

At the same time, Mike Mayo, with the assistance of Darcy Little, Bow Parks & Recreation Director, completed a utilization study of the current space. From the report, the Committee learned the utilization rate for this building was about 37% which was in line with Concord's utilization, which ran between 35-40%.

Knowing the goal for this year was to bring to the Select Board a conceptual design made the most sense for the community meeting the needs now and in the near future, the Committee went through each of the three concepts (including multiple Revision Levels of Concept #1). All Revision Levels of Concept #1 were rejected due to lack of code compliance (occupancy, services/water closets for Revision Level 1 and 2) or a price estimate that was similar to Concept #2 (Revision Level 3). The Committee voted to only move forward with analysis of Concept #2 and #3.

The Committee then made presentations to the user groups including the Bow Athletic Club, Men's Club executive board, Young-at-Heart, Bow High School Student Senate, Bow School Principals, Pickleball group to name a few. The committee continued public outreach at the Elections. Responses from the public varied as some did not want to replace the building, while others realized the building had met its potential life and did not meet the current needs. Concern was expressed about closing the building for 12- 18 months for any major renovation. There was concern for what would happen to the sledding hill if a new Community Building was constructed on Lot #68. Concept #3 depicts a new sledding hill and a new park space on the location of the current Community Building which alleviated some concern.

In its last step to making their final decision, the Committee made a list of the pros and cons of each of the concepts. From that they were able to unanimously recommend to the Select Board consideration of a concept like that of Concept #3, build a new structure on lot #68. They further recommended that the Town continue to put significant funding into the capital reserve, that some funds be made available to better define the project scope and project budget with input from the user groups, and finally recommend the schedule coincide with the retirement of the 2011 Water/Sewer Bond, and the 2006 Memorial School bond.

To the Town residents: for more information and answers to the most frequently asked questions please visit the Town website www.bownh.gov, specifically by clicking on Government - Community Center Study Committee.

Public Works

A yellow snowplow is shown clearing a road during a heavy snowfall. The plow is moving from left to right, pushing a large amount of snow. The background consists of snow-covered evergreen trees and a misty, snowy atmosphere. The plow has a large blade and a light bar on top. The scene is captured in a cinematic style with soft lighting.

DPW snow plow operator begins to clear the snow off Shaw Divide during a snowfall in early January 2018

Public Works

DEPARTMENT OF PUBLIC WORKS

Timothy Sweeney, *Director*



Pictured from left to right, front row: Ed Foley, Rick Wombolt, Tim Sweeney, Lois Richards, Mike Hague, Duane Resse, and Bill Clement
back row: Phil Anderson, Dave Meyer, Andy Rick, Jack Burton, Bob Cerpurneek, and Brian Piroso.
Photo by Eric Anderson.

The Public Works Department mission is to enhance the quality of life for all residents and visitors by providing proper maintenance and safe operation of the Town's infrastructure including roadways, bridges, storm drains, cemeteries, public properties including parks and recreational field areas.

The department was challenged with a mixture of weather events and construction projects for the year 2024. The winter season proved to be one with a mixed bag of precipitation. We tackled approximately 24 winter events while balancing the concerns of salt usage. The most important objective is keeping the traveling conditions safe, followed by the environmental concerns associated with pollution of water supplies and the costs associated with both.



L to R: Bill Clement, Rick Wombolt, Phil Anderson, and Duane Resse

In the summer months and into November of 2024 there were drought conditions, but during December we made up the deficit.

Roads

In early April, we were able to lift the spring road weight restrictions so trucks could deliver goods again. After a long winter season and the threat of snow passed, street sweeping began. All the streets and parking lots of Town Buildings were swept up before summer.

The Town owns 159 roads equaling approximately one hundred miles of roads and approximately two hundred miles of roadside shoulders. All storms drain systems including over 470 catch basins and associated drain culverts cleaned, street signs, road striping, roadside mowing, tree removal and overhead tree trimming completed.

Road repair projects

2024 Construction season consisted of paving 4.4 miles of roadway, including culvert replacements, underdrainage installation, roadside ditching, and gravel shoulder installation on the following roads: Albin Road, Quimby Road, South Bow Dunbarton Road, Briarwood Drive and 1.2 Miles of Robinson Road.

Multiple hazard trees were removed throughout town on the following roads: Vaughn Road, Putney Road, Foote Road, Grandview Road, and Brown Hill Road.

Multiple hazard trees were removed throughout town on the following roads: Vaughn Road, Putney Road, Foote Road, Grandview Road, and Brown Hill Road.

Vehicles

The Fleet Management team provides quality service, repairs, and maintenance on the entire fleet of Town owned municipal vehicles. Our mechanics pride themselves for repurposing the Town's fire trucks into plow trucks. Added to that is the responsibility for the maintenance and repair of all Town owned vehicles and equipment including not only DPW trucks and other equipment but also Fire and Police vehicles. The ability to repair and service the entire Town fleet has provided large savings, especially with the costs associated with heavy equipment maintenance and repairs. The entire Town fleet consists of 58- major vehicles, 14- tow behind trailer units, 7-generator systems, and other smaller Town tools and mechanical equipment.



Cemeteries

The Director (Sexton) and Administrative Assistant manage the Cemetery Division. The number of burials YTD is fifteen (15) for Evans Cemetery and one (1) for Alexander Cemetery. So far for 2024, fourteen (14) lots have been sold for Evans Cemetery and none (0) for Alexander Cemetery for a total revenue received of \$8,400.

Before the opening day of April 15th, we performed the annual spring cleanup of Evans and Alexander Cemeteries. After opening day to the closing date of November 1st, Evans Cemetery, Alexander Cemetery, and Green Cemetery received mowing, trimming, raking, and removal of leaves and debris.

Parks and Public Properties

One Groundskeeper and one Seasonal helper currently manage the Parks and Public Properties Division and continue to provide safe and clean properties for all to enjoy. This year with the upgraded irrigation, we had results of lush green grass for the playing fields.

On behalf of the DPW staff, we look forward to continuing our efforts to provide safe travel for all who travel through Bow. We take pride in the work we do for the Town.

BUILDING AND FACILITIES ADVISORY COMMITTEE

Thomas Betteridge, Vice Chair/ Secretary

MEMBERS

Dave Cook, *Chair*
Thomas Betteridge, *Vice Chair/Secretary*
Glenn Dugas
Dan Thomas
Angela Brennan, *Selectmen Rep.*
Ian Flanagan, *Selectmen Rep. Alt.*

The Bow Building and Facilities Advisory Committee (BFAC) was established in 2020 to provide guidance to the Board of Selectmen, the Town Manager, and the Building and Facilities Manager regarding the town's buildings and facilities, including their construction, replacement, renovation, and maintenance. The BFAC plays a supportive role in the Capital Improvement Program (CIP) by helping develop improvement plans for each town building and facility. This committee allows the town to leverage the expertise and skills of town employees and community volunteers before turning to outside contractors, thereby reducing the financial burden on taxpayers.

Chris Andrews, the Building and Facilities Manager, continues to be an invaluable asset to the BFAC and the Town. We have also added a new committee member, Dan Thomas, who provides a fresh perspective on project funding and procurement. Dan is a fantastic addition to the BFAC.

Tom Betteridge has served as the BFAC committee liaison to the Community Center Study Committee (CCSC). The CCSC is focused on exploring options, determining the next steps, and assessing the town's needs for the Community Building. The BFAC has contributed its historical knowledge regarding the Community Building, as well as information on ongoing maintenance and future maintenance needs.

Throughout the year, the BFAC has collaborated with the Building Facilities Manager to establish the CIP budgets, projects, and essential items for each of the town's buildings. A primary focus has been on the Department of Public Works (DPW) Garage and the Municipal Building. At the beginning of the year, the BFAC concentrated on the Municipal Building, including its site and parking lot drainage recommendations. Additionally, the committee provided suggestions for the DPW ventilation project and outlined a replacement schedule and type for the heating and air conditioning equipment in the front office of the DPW Building.

We will continue to support the Town and its leaders in evaluating, maintaining, modifying, and constructing town buildings and facilities.

Our meetings take place at 6:00 PM on the third Tuesday of every month at the Municipal Building, located at 10 Grandview Road. We extend our gratitude to all committee members and Town employees for their time and dedication. Everyone from the public is welcome and encouraged to attend. For additional information, please visit the Town's website at <https://bownh.gov>.

TOWN FACILITIES

Chris Andrews, *Manager*

Mission Statement

The Town Facilities Department maintains the Town's public properties striving to meet the needs of employees and community. The Department provides custodial and maintenance services and project management for small and large projects.

In addition, the Department supports the efforts of the Bow Heritage Commission, Buildings and Facilities Advisory Committee, Bow Energy Committee, and the Bow Commons Study Committee.

Department Activities

The Facilities department completed several projects over the past twelve months that include both capital and small projects covered within our operational budget.

Municipal Building: The Town Clerk's office was renovated to better serve the needs of our employees and customers. The renovations included rotating the entire room 180 degrees in order that the two most frequented office spaces were easily accessible. In addition, a new counter was installed to provide better ADA access. In addition, the employee breakroom was also renovated to meet ADA requirements, new paint and signage were completed in the main hallways and the basement room formally home to Community Development was renovated to provide the Heritage Commission a new space. This work was completed entirely with our own Facilities staff. In addition, new heat pumps have been installed in all the meeting rooms, Clerk's office, and Finance Director's office, this should provide much improved comfort for our employees while providing energy savings. Finally, the basement renovations will commence in December to build a new storage area for the Town Clerk and provide enhanced security for the Town's important file storage.

Community Center: The Town faced a mold situation when an excessive amount of biofilm caused by a bacteria that reacts with water rendered the pumps ineffective, this is in addition to the nearly constant presence of moisture during certain times of the year. As of this writing the basement continues to be dry and is monitored regularly. Funds were expended to repair the boiler to continue its operation in the near term while the Town contemplates the facility's future. I continue to be an active advisor to the Community Center Study committee; the committee will be presenting their findings to the Selectboard in December. It is anticipated that there will be a request to withdraw funds at the March 2025 Town meeting to continue with the planning process.

Safety Center: I have consulted with the Town Manager and the Town's legal counsel in the hopes that we would be able to recover some if not all the expense that will be required to remediate the code violations that remain. The repairs to these items; FD heating and plumbing vents and woman's locker room drainage are contained in next year's budget request; it is anticipated that these repairs will be nearly \$50,000.

Recreation Center: Work continues towards a new addition to provide 1200 +/- of new storage and office space. Storage space in the facility is nearly non-existent and much of which is utilized by Celebrating Children and other Recreation programs are stored in the rear portion of the Community Center. With the anticipation that this space at the Community Center may not be available in a few years it is felt that an addition is necessary. We anticipate putting this project out to bid in February 2025.

Department of Public Works: The RFP to replace the shop heaters and provide ventilation improvements resulted in proposals that exceeded expectations. We have worked with the design engineer and the company that provided the lowest bid to evaluate the critical needs that we could do within the budgeted amount while providing the ventilation upgrades that we require, this new design will be presented to the Selectboard in December 2024 for approval. This facility suffered two large unanticipated repairs; heat-pump failure and roof leak. Both have been replaced/repared.

TOWN FACILITIES Cont.

Parks: At Hanson Park new ADA picnic tables were purchased last Spring, assembled, and placed at various locations for the benefit of the public, these replaced wooden tables that were beyond repair. A new playground that meets the new NH statutes improving access was installed in September. A new electrical system was installed in the new storage building for the groundskeeper, this work was completed by the Facilities Department staff collaborating with an electrician to reduce costs.

Staffing & Budget

The Facilities Department is budgeted for 2.5 positions, the Facilities Manager at 25 hrs. and a Custodian and Maintenance Aid both at 40 hrs. We have been challenged to fill the vacant position for a variety of reasons. As of this writing we are working with a candidate, we hope that we will be able to bring this person on board in the next few weeks. As a result of our staffing challenges, we have hired an outside firm to provide limited custodial services to assist our full-time custodian who has been responsible for four of our primary buildings as well as the Old Town Hall. I do want to acknowledge Town resident and per diem employee Gary Tucker who has been willing and able to assist me with several small projects these past few months.

I would like to thank the members of all the committees that I attend, this Town is truly blessed to have so many wonderful people willing to give their time and expertise to this Town for the purposes of improving our community's infrastructure in a fiscally responsible manner.

DRINKING WATER PROTECTION COMMITTEE

Cynthia Klevens, *Chair*

MEMBERS

Cynthia Klevens, *Chair*
Ken Conaty
Greg Colby
Tom O'Donovan

Shannon Krause, *Community Development*

Dan Wojcik Jr., *Whitewater Inc. Contract Water Operator*

The BDWPC is a group of volunteer water and public administration professionals who help ensure the safety of drinking water in Bow. The committee was created in 2005 by the Town Selectboard and currently consists of 4 volunteers plus 2 town appointees. We are actively recruiting a 5th volunteer to complete our roster. Interested residents may attend our monthly meetings on the second Wednesday of each month at the Town Municipal Building. This report highlights some of our activities for 2024.

For further information please visit <http://bownh.gov/320/Drinking-Water-Protection-Committee>, or contact us at Bowdrinkingwater@bownh.gov.

Ongoing Drought Conditions – Please Conserve Water!

The committee monitors drought conditions across the state to alert residents and post advisories if necessary. This fall, 64% of the state including Bow-Dunbarton are in Moderate Drought, while 12% along the southern border are in Severe Drought, requiring continued water conservation and awareness for all residents. Additional information and guidance is available through the NHDES Drought Management Program at <https://www.des.nh.gov/organization/divisions/water/dam/drought/index.htm>.

Annual Private Well Testing

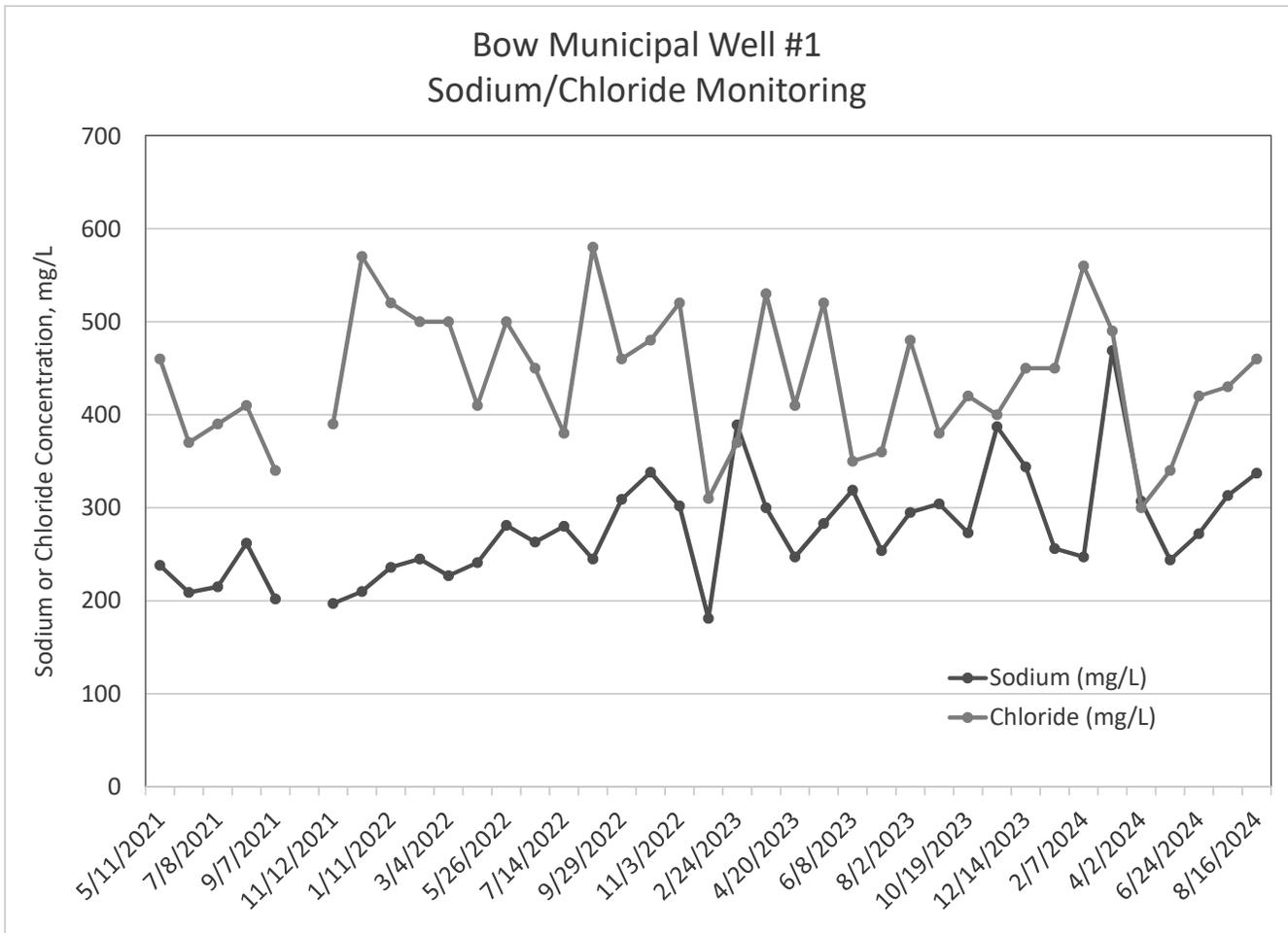
This year, the committee distributed 30 test kits and returned 25 samples to the State Lab. In addition, we mailed another 13 kits for families to collect and return to the Lab at their convenience. Continued water testing allows families to ensure their treatment systems are addressing common contaminants in our well water including arsenic, uranium, and radon, and guarding against lead leaching from home plumbing due to water corrosivity. Over the past decade, over 50% of Bow wells tested show Arsenic over the 5-ppb health standard, and 70% contain radon above the 4000 pCi/L guidance level. If you haven't already, we encourage you to test your well by ordering a sample kit at the State Public Health Lab for the Standard Analysis (\$85) plus Radon (\$20) at <https://www4.des.state.nh.us/DESOnestop/HOBottles.aspx>.



Seated L to R Tom O'Donovan, Cynthia Klevens Chair, and Ken Conaty

Salt Reduction and Controls for Bow Municipal Wells

Town Water Operator Whitewater Inc. monitors salt levels in our municipal wells due to decades of road salt contamination from the state highway and Route 3A corridor. The best approach to address salt contamination is by preventing, reducing, and controlling the sources of salt to the aquifer. Testing from 2021 to present show Chloride levels from 440 to 580 mg/L, about 2x the secondary standard of 250 mg/L. Sodium levels are also elevated over 300 mg/L, well above the federal guidance of 60 mg/L (see figure). To address these levels, the committee has recommended updates to Town ordinances to direct salt reduction strategies within the Wellhead Protection Area, continued training of Town and Private Plowing contractors through the state Green Snow Pro Program, and other mitigation measures.



ENERGY COMMITTEE

Nicholas Lydon, *Chair*

MEMBERS

Nicholas Lydon, *Chair*
Michael Leuchtenberger
Rob Trotte
Russell Anderson
Stephen Elgert

Over the last year, Bow's Energy Committee has been focused on assisting the Town and School in conducting a Request for Proposals (RFP) for Renewable Energy. The research done to form the Community Power Committee ended this year with the finalization of a deal for Bow residents. We hosted a Button Up Workshop in conjunction with the Baker Free Library and collaborated with the surrounding area Energy Committees on the 2024 NH Energy Expo.

Our committee membership has changed with the withdrawal from the Committee of Vice Chair Jessica Dunbar this summer. We have had a few other changes, as Alex also stepped down from the committee after moving out of town. Since that time, Rob Trotte has joined the committee, leaving one space still open.

Renewable Energy RFP

This year the RFP process has ended with the town now working with Kearsarge Energy to put solar on the landfill, gravel pit, and three schools. This work is expected to start in 2025 and should wrap the same year. This project took a considerable amount of work and planning to see come to fruition, and the efforts of everyone involved were extremely helpful.

Button Up Workshop

We did not host a stand-alone Button Up event in 2024. Instead, Andy Duncan did an informational booth at our Energy Expo instead. We will look to see if this is something that we can bring back for 2025.

NH Energy Expo

The Energy Committee's largest outreach event of the year was the NH Energy Expo on October 14th, organized in cooperation with the Dunbarton and Weare Energy Committees. Together, we provided a tremendous learning opportunity for our communities. Visitors were able to speak to companies selling electric vehicles and electric bikes as well as see the vehicles in person and talk to local electric car and bike drivers. Over twenty exhibitors, including nonprofits and local groups along with many vendors providing energy-related products and services, filled the gym at the Dunbarton Elementary School. Many of these exhibitors offered raffle prizes as well. Meanwhile, six workshop presentations happening throughout the day provided small group exploration of a variety of energy topics, from solar to heat pumps to energy policy. Attendance to the event and workshops, as well as



Seated L to R Michael Leuchtenberger, Nicholas Lydon Chair, Rob Trotte. Standing L to R Russell Anderson and Stephen Elgert

entry to the raffles, was all free. We received glowing feedback from those who attended and are excited to start planning the next Energy Expo! Please let us know if you have suggestions or would like to help.

What's Next

Our immediate focus is continuing to assist the Town and School on renewable energy projects. We are also looking forward to the 2025 New Hampshire Energy Expo. This year's expo was the highest attended we've had, and we look forward to even more in the future. The energy Committee is excited to get a start in 2025, to see how we can help the town out next.

We will be looking forward to your input and participation in these projects and there are many ways to stay informed and involved. Attend any of our monthly meetings; we meet in Room C of the Municipal Building at 6:30pm on the third Wednesday of the month. Follow our Facebook page for announcements. Join our email list to receive periodic summaries of our progress.

To join our email list or contact us with ideas or questions, please write to energycommittee@bownh.gov. We look forward to hearing from you!

RECYCLING & SOLID WASTE COMMITTEE

Sherri Cheney, Chair

MEMBERS

Sherry Cheney, *Chair*
Danielle Ruane, *Secretary*
Beth Titus
Taj Pietkiewicz
Mark Davis
Heath Carder

The Bow Recycling and Solid Waste Committee assists in the town's waste management activities, which includes monitoring the recycling and the disposal of solid waste and organizing the annual Household Hazardous Waste Day.

Waste Disposal and Recycling General Information

The Town is operating under a one-year extension of its contract with Pinard Waste Systems (now Casella Waste Systems) which will terminate on June 30, 2025. From January 1, 2024, through October 31, 2024, Bow disposed of 1,897 tons of residential trash and 683 tons of recyclable materials. These

numbers have remained steady over the last few years. For example, Bow disposed of 1,852 tons of residential trash and 701 tons of recyclable materials during the same months in 2023. The disposal cost at the Wheelabrator Incinerator in Penacook for trash this year was \$90/ton. The tipping fee for recyclables at the Casella facility in Allenstown continues to see fluctuations on a monthly basis. The fee increased from about \$20 per ton in mid-2017 to a high of \$147.23 in October 2022. The tipping fee has been slowly dropping with the most-recent published rate of \$102.03 per ton in October 2024. The Committee recommends continuing the curbside recycling program to avoid making changes that will likely cause confusion and be difficult to reverse when the markets improve. The Committee will continue to track the market fluctuations in the cost of the recycling program.

Household Hazardous Waste Day

Bow holds an annual hazardous waste collection event to help protect town groundwater and to ensure safe disposal of chemicals. A total of 451 households participated in this year's event on October 19, 2024. Over the last seventeen years, the average number of cars per year has been 378. The total cost of the 2024 collection using the vendor EPI was \$24,657.62, which amount was partially offset by participation by Dunbarton and by a state grant and continues to be a reduction in comparison to the prior vendor. The cost of the event remains less than the cost of \$30,022 in 2019 using a different vendor. The Committee intends to hold the next Household Hazardous Waste Day on November 15, 2025.

Other Programs

The Committee oversees drop-off programs for compost, Terracycle, and Trex plastic bag and film recycling which are all collected outside of the Bow Community Center (Knox Road side). The Committee also assists with a HELPSY program for the home pick-up of textiles.

Residential Composting Program: The compost drop-off program is organized through Renewal Garden and Compost. The program accepts all types of residential food scraps including fruit and vegetable scraps, meat, fish, dairy scraps, pasta, rice and bread scraps, hair, or fur, cut flowers (no yard waste) and certified compostable products.

Terracycle: The Terracycle collection program collects hard-to-recycle waste that is not accepted by our single-stream recycling program. The items currently collected include dental products, and all brands of snack and other food squeeze pouches and lids, disposable razors, and all brands of spray bottle trigger heads. The waste collected is sent to Terracycle for free, where it is sorted and sent to third-party partners who process it into items such as outdoor furniture, decking and athletic fields. The Committee sent over 460 pounds of waste to Terracycle for recycling since the town's collection began in July 2023.

TREX Plastic Bag and Film Recycling: The Committee began a plastic bag and film recycling collection program in January 2024. In the first year the Committee collected over 2,000 pounds of plastic bags and film for recycling. The Committee will be receiving a bench donated by TREX to be installed in town.

HELPSY: The Committee continues to partner with HELPSY for home pick-up of textiles which accepts clean, dry, and bagged textiles regardless of condition. HELPSY accepts used, stained, worn, or torn items such as

clothing, suitcases and backpacks, shoes, bedding, costumes, stuffed animals. HELPSY has collected a total of 11,861 pounds of textiles from the home pick-ups in Bow since its inception in 2022.

The Committee regularly responds to questions sent by residents to its email at bowrecycles@gmail.com. It has an active Facebook page, and it publishes educational materials on its website and the Bow Times. The Committee encourages all residents and businesses to maximize recycling and reduce waste generation.



Photo Taken by Eric Anderson

Sitting From the left: Danielle Ruane (Secretary), Sherri Cheney (Chair) and Beth Titus
Standing from the left: Taj Pietkiewicz, Mark Davis, Heath Carder

BOW COMMUNITY POWER COMMITTEE

Russell Anderson, Chair

MEMBERS

Russell Anderson, *Chair*
Robyn Sarette, *Vice Chair*
Michael Markett, *Secretary*
Richard Blake
Robert Trotte



Committee Meetings

Regular committee meetings were held monthly on the first Wednesday of the month at the town municipal building January through October 2024. The October 2nd meeting was the Committee's last official meeting. Community Power Committee Activities and Accomplishments 2024

Our activities in the first quarter of 2024 consisted of analyzing the New England power market, internal discussions with subject matter experts, attendance at other Towns' community power meetings and attending Merrimack County Community Power program meetings. The Committee also had a meeting with the Community Power Coalition of NH (CPCNH or Coalition).

During the first quarter of 2024, new details regarding a county-wide community power program in Merrimack County emerged. Committee members attended information sessions and carefully reviewed the Merrimack County Community Power Plan (MCCPP). The MCCPP's power aggregator is the CPCNH.

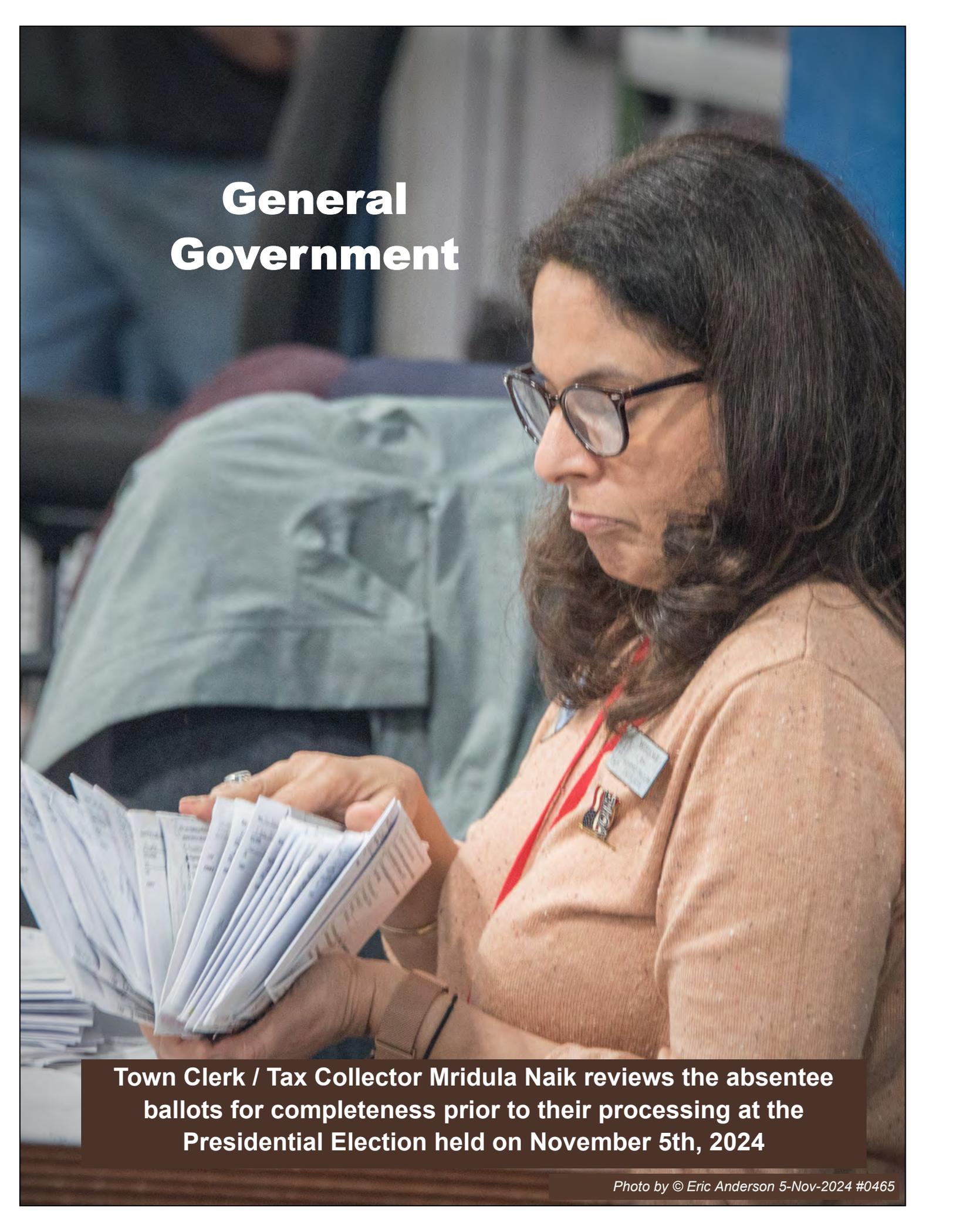
The Committee made a recommendation to the Bow Board of Selectmen (BOS) to not create an independent community power plan specifically for the Town of Bow as originally anticipated but rather Bow should adopt the MCCPP as a full participating member. The Committee's recommendation was provided to the BOS via a letter dated April 3rd, 2024, which included reasons supporting the Committee's recommendation. The Committee Chair and Vice Chair presented their findings and recommendations to the BOS on April 9th.

At the request of the BOS, the Committee held a community power public outreach event on May 2nd for Bow residents. The event was held at the Baker free library and was attended by approximately fifteen residents. Following the public outreach event the BOS voted on May 28th in favor of adopting the Merrimack County Community Power Program (MCCPP),

One of the requirements of Bow's participation in the MCCPP is to appoint a Town delegate to serve on the Merrimack County Community Power Council (Power Council), which will meet quarterly to monitor and make administrative decisions concerning the MCCPP. Robyn Sarette, Vice Chair of the Committee, was nominated by the Committee to be Bow's delegate to the Power Council and Mike Markett, Committee secretary, was nominated to serve as the alternate Bow delegate. Robyn Sarette's appointment was approved by the Board on August 13th.

NOTES

General Government

A woman with long dark hair and glasses, wearing a light-colored sweater and a red lanyard with a name tag, is shown in profile, looking down at a large stack of white absentee ballots she is holding in her hands. The background is slightly blurred, showing what appears to be a public office or election center setting.

Town Clerk / Tax Collector Mridula Naik reviews the absentee ballots for completeness prior to their processing at the Presidential Election held on November 5th, 2024

General Government

ASSESSING DEPARTMENT

Monica Hurley, Certified NH Assessor, Corcoran Consulting Associates

The Town of Bow conducted a full revaluation for the 2024 tax year. Bow's last revaluation took place in 2019 and at that time the median sale price for a single-family home was \$360,000 while the median sale price for a residential condominium was \$347,455.

By comparison, the median sale price for a single-family home in Bow today is \$600,000 and the median sale price for a condominium is now \$550,000. This represents an increase of 66% increase in single family sales and 58% increase in condominium sales over the last five years.

Currently, the Town of Bow has a total of 3,497 parcels, of which 3,329 were taxable and 168 were tax exempt. The Assessing Department utilizes a five-year cycled inspection process, whereby one-fourth of the town is measured and inspected each year on a rotating basis with the fifth year being the revaluation year (2024). The Assessing Department inspects all properties that have had a building permit issued over the last year or that have sold in the last year to verify the details of the building permit and or the sale.

The annual tax rate applies to your property's assessed value and determines the amount of tax you will pay. The municipal, the local school district, the county, and the state education taxing agencies all contribute to the total tax rate. The following chart compares the tax rates of each agency per \$1,000 of assessed value for the last five years:

YEAR	2024	2023	2022	2021	2020
Town of Bow	\$4.76	\$6.91	\$7.22	\$7.15	\$7.11
Bow School District	\$11.98	\$16.60	\$15.57	\$14.00	\$14.04
State Education	\$1.25	\$1.76	\$1.31	\$1.86	\$1.89
County	\$1.79	\$2.54	\$2.42	\$2.48	\$2.54
TOTAL RATE	\$19.78	\$27.81	\$26.52	\$25.49	\$25.58

Bow offers various property tax exemptions and credits to eligible residents, including veterans, elderly, blind, and disabled, as well as for solar and central wood heating systems. *The deadline for these applications is April 15th.*

The Veterans' Tax Credit allocations in Bow were as follows for 2024:

Standard Veteran's Tax Credit of \$750 (282)	\$ 211,500*
All Veterans' Tax Credit of \$750 (26)	\$ 19,500
Permanently Disabled Veteran's Credit of \$4,000 (30)	\$ 120,000
Surviving Spouse of Service member Killed of \$2,000 (1)	\$ 2,000
Total Amount of Veterans Credits	\$ 323,000

*Some recipients receive partial credits.

The following is the official summary of inventory in Bow of all real estate which was used to calculate the 2024 tax rate:

Residential Land	\$ 403,956,194
Commercial/Industrial Land	\$ 104,547,702
Discretionary Preservation Easement Land	\$ 8,800
Current Use Land	\$ 292,402
Total of Taxable Land	\$ 508,805,098
Residential Buildings	\$ 1,183,666,650
Commercial/Industrial	\$ 215,038,350
Discretionary Preservation Easement Buildings	\$ 88,000
Total of Taxable Buildings	\$ 1,398,793,000
Public Utilities	\$ 165,593,700
Other Utilities (private water companies)	\$ 102,300
Total of Utilities	\$ 165,696,000
Total Valuation (Before exemptions)	\$ 2,073,294,098
Less Improvements to Assessing the Disabled (2)	- 118,700
Modified Assessed Valuation	\$ 2,073,175,398
(This is used to calculate the total equalized value)	
Total Exemptions in Bow for 2023:	
Blind Exemption (1)	\$ 75,000
Elderly Exemption (29)	\$ 4,594,000
Disabled Exemption (5)	\$ 261,700*
Wood-Heating Exemption (10)	\$ 24,800
Solar Energy Exemption (17)	\$ 1,173,100
Total Amount of Exemptions	\$ 6,128,600

*Some recipients receive partial exemption. State MS1 filed at \$143,000. Corrected internally for 3 recipients at \$261,700 with 2 having partial exemption.

In 2023, Bow's equalization ratio (the equalization ratio measures the level of assessment and equity for each municipality), as determined by the Department of Revenue Administration was at 63.2%. Bow's estimated equalization ratio for 2024 is 100%.

If you believe your assessment is not in line with the equalized market value, or if there is a data error on your property record, the deadline to file an abatement with the Town is March 1st. Applications are available at www.bownh.gov (see Assessing page; property assessment and valuations; appeals; Quick Links under NH Board of Tax & Land Appeals). Town online maps and property record cards are available at www.axisgis.com/BowNH. If you have a question, or you need to obtain the most current, official property information, please contact the Assessing Office at 223-3973, or email the Assessing Clerk at skrause@bownh.gov.

I wish to bid a final farewell to the citizens of Bow. I have been the Assessor in Bow for the last 17 years. I will be departing in the spring of 2025 to start my own company. I will miss the Town of Bow, its wonderful staff at Town Hall and the citizens of this community and will look back on my time here fondly.

HUMAN SERVICES DEPARTMENT

Debra A. Bourbeau, Director

Mission Statement

The mission of the Bow Human Services Department is to reduce social and economic dependency by offering temporary financial aid and other essential services. We serve individuals in our community who are in need, including those who are elderly or disabled. When services needed are beyond what we can provide, we connect people with agencies in the Capital Region that can help.

Highlights of 2024

Food Assistance

Throughout 2024, the Bow Human Services Department provided food assistance to families in need. This was made possible thanks to the incredible generosity of our town residents, clubs, and local organizations. Food drives were held throughout the year, organized by businesses, residents, and groups such as the Bow Scouting Troops, Young at Heart Club, Bow Recreation, and the Pay It Forward Program. These drives brought in much-needed donations for our community members facing challenging times.

Holiday Assistance

The holiday season is one of the busiest times for the department. In November and December, we were able to provide holiday meals for 70 families and holiday gifts for 30 children.

- **Thanksgiving Assistance:** Food purchases were provided by the Bow Young at Heart Club, Bow Garden Club, Bow Recreation Michelle V's Fitness classes, Bow Methodist Church, and Community Crossroads Church.
- **Holiday Gifts:** These were donated by Toy's for Tots, the Giving Tree at the Bow branch of Merrimack County Savings Bank, the Bow High School Interact Club, local businesses, and generous residents who adopted families.
- **Holiday Meals:** The Capital Region Food Program provided food vouchers to Market Basket for Christmas, allowing families to enjoy a holiday meal with their loved ones.

A Heartfelt Thank You

Your continued generosity, care, and kindness helped us meet the needs of many in our community during an unprecedented year. I am grateful for all the ways you have contributed and continue to assist our residents.

Thank you for helping make Bow a place where people care for one another.

SUPERVISORS OF THE CHECKLIST

Kate Ess, Chair

SUPERVISORS

Kate Ess, *Chair*
Beth Titus
Amy Knepper

We began an extremely busy electoral year with the Presidential Primary on January 23, 2024. 3436 Voters participated in that election.

In March, we held our Town Election on Tuesday, March 12th, where 1621 voters cast their ballots. Our Town and School Meetings followed that week on March 13th & 16th with 234 and 124 attendees, respectively.

At our March Election, we bid goodbye to Jennifer McDaniel, our previous Supervisor Chair. Jenn was organized, precise, ethical, and helped us all run smooth, fair, efficient elections. She was great to work with and left large shoes to fill. We would all like to thank her profusely for all the hard work she has done over the last 7+ years. Thank you, Jenn!

At the same election, we welcomed Amy Knepper as our new Supervisor. Amy hit the ground running in an extremely busy year and has been a wonderful asset. She is intelligent, eager to learn and shows true integrity. We are enjoying getting to know her and are excited to have her join our team. Welcome, Amy!

On September 10th, 2024, voters cast their ballots in the State Primary.

At our final election of the year, the General Election on November 5th, there were 5457 voters. It was one of the biggest elections many of us had ever seen and we worked hard to create a positive, secure environment for our community members.

We'd like to thank all those who work so hard to ensure secure, efficient elections: Peter Imse our Town Moderator, Mridula Naik our Town Clerk, the Select Board, Tammy Martin & Shannon Gula in the Town Clerk's office and all the town employees who set up and maintain the Community Center on Election Day.

A special thanks to our 70+ volunteers who give their time and energy to add to successful election days. Without this entire hard-working team, we could not provide the best setting for such important civil duties. We would also like to thank our community for their patience, understanding and attendance!

In 2024, there were 721 total new registered voters.

HB 1569, effective November 11, 2024, makes several changes to the NH election law. To summarize, when registering to vote or voting, qualified documents proving identity, domicile and citizenship will be mandatory; affidavits will no longer be used. Document presentation varies for new voters and voting situations. For full information and a list of qualified documents, please visit sos.nh.gov.

The Supervisors hold public sessions every 90 days and prior to each election at the Bow Municipal Building. The dates of upcoming sessions are posted on the Town website and outside the Town Clerk's office. You can reach us via email at: checklist@bownh.gov.



From L to R: Amy Knepper, Kate Ess and Beth Titus (photo by Eric Anderson)

TOWN CLERK/TAX COLLECTOR'S OFFICE

Mridula Naik, *Town Clerk/Tax Collector*

Reflecting on 2024

We began 2024 in full election mode, diving into what would be a challenging year with four elections. By January 2nd, we were already processing numerous absentee ballot requests due to the Presidential Primary. Throughout the year, it felt like absentee ballots were a constant task. We received 264 requests in January, 103 in March, 238 in September, and 897 in November, alongside processing over 460 voter registrations and party changes. The influx of new residents updating their registration kept us on our toes.

The November 11th election was especially memorable, with lines wrapping around the community building and parking lots filled. It was inspiring to see voters willing to wait for hours to make their voices heard.

A heartfelt thanks goes to the Bow Police and Public Works crews. The police managed traffic and crowd control superbly, while Public Works ensured smooth election setup and cleanup.

The success of our elections was made possible by my dedicated office staff, the tireless efforts of the election supervisors, our incredible volunteers, and the Moderator. Their coordination and hard work ensured a seamless process, and I am deeply grateful for their contributions.

For frequent election updates, please visit our website at www.bownh.gov/elections.

Fiscal Highlights and Services

We collected \$32,070,468 in property taxes for the fiscal year ending June 30, 2024. On June 29th, tax liens were executed on 23 properties for unpaid 2023 property taxes, but no properties were deeded in 2024.

Motor vehicle registrations saw a significant increase, with 13,883 transactions processed, generating \$2,863,328 in revenue, an increase of \$232,255 from the prior year. As a boat agent since 2021, we continue to offer boat registration services as a convenience for residents, collecting \$5,032 in revenue this past year. Remember, boat registrations can be done in any town or at the state DMV, and all expire on December 31st. For more details, visit the Town Clerk's page at www.bownh.gov.



2024 Town-Wide Property Revaluation

As required by the State of New Hampshire, Department of Revenue Administration (DRA) municipalities must update property assessments at least once every five years. The last town-wide revaluation in Bow occurred in 2019. In 2024, the town conducted a town wide revaluation, updating property assessments to reflect 100% of the current market values as of April 1, 2024. Notifications of the new assessments were mailed to all property owners in August.

Standing L to R Shannon Gula Deputy Town Clerk/Tax Collector, Mridula Naik Town Clerk/Tax Collector, Tammy Martin Assistant Town Clerk/Tax Collector, and Kate Ess Clerk.

Following the revaluation, the town certified the assessed valuation of all taxable properties to the DRA. Based on this information and the budgets approved at the town and school meetings, the Department of Revenue set the 2024 tax rate in late October. The tax rate decreased from \$27.81 to \$19.78 per \$1,000 of assessed value. However, due to the significant increase in property values, all residents experienced higher property tax bills. The increased tax bills have been particularly challenging for elderly residents on fixed incomes. As a result, the town received a high volume of calls and emails from concerned and frustrated residents. We understand these concerns and are committed to explaining the revaluation and tax process.

Tax Billing Process

The property tax year runs from April 1 to March 31, with billing occurring twice a year:

1. The first bill, which is due in July, is an estimate based on 50% of the prior year's taxes.
2. After the new tax rate is announced in October by the DRA, the total tax for the year is calculated. Payments made on the first bill are deducted, and the balance is billed in the second installment as per the State law.

Tax bills and statements are available online at <https://pay.eb2gov.com/BowNH/>

We are always available to answer questions and provide clarity about the revaluation process, tax rates, and billing. Please do not hesitate to contact us if you need assistance or further explanation.

Reminders and Community Updates

A friendly reminder to license your dogs by April 30, 2025. You can register online, in person, by mail, or by dropping a check in the after-hours drop box. Late fees begin accruing on May 31st. In 2024, we issued a record 1,934 dog licenses, thanks to reminder emails and phone calls.

To our new residents: welcome to Bow! To those who have moved on, we bid you farewell. Bow continues to be a wonderful town to live in and raise a family.

Gratitude for My Team

I cannot say enough about my incredible team: Assistant Town Clerk/Tax Collector Tammy Martin, Deputy Shannon Gula, and Part-Time Clerk Kathryn Ess. Their hard work, dedication, and teamwork keep our office running smoothly, and I am immensely grateful for their support.

As your Town Clerk and Tax Collector, I remain committed to providing exceptional service in a friendly and welcoming environment. We value your input and welcome any suggestions for improvement. It is an honor to serve this community that my family and I have called home for over 30 years.

Thank you for your trust and support.

NOTES



Chief Comeau



Dir. Kimball



Chief Miller

A photograph of the Bow Safety Center building, a two-story structure with grey siding and white trim. The entrance is covered by a white portico supported by columns. The words "BOW SAFETY CENTER" are mounted in gold letters above the entrance. To the left, a tall antenna tower stands against a blue sky with scattered clouds. In the foreground, a paved area features a blue handicapped parking symbol. An American flag flies on a tall pole to the left of the building.

BOW SAFETY CENTER

Public Safety

EMERGENCY MANAGEMENT DEPARTMENT

Lee Kimball, Director



Lee Kimball, Director

Bow Emergency Management is responsible for initiating, coordinating, and sustaining an effective local response to disasters and emergency situations. The emergency management director's role is to ensure that all departments and participating partners are aware of their responsibilities and provide a basis for protective actions prior to, during, and after any type of disaster impacting the community and its residents.

The Town Emergency Operations Center (EOC) was activated on two occasions this past year. During these events, the emergency management team worked aggressively to identify problems and find resolutions to ensure the safety and health of the community.

The Town Hazard Mitigation Plan update consumed much of our time this past year, entwined with responding to the March and April wind/rain events, updating of the Functional Needs Database, and updating of EOC operational documents.

Related emergency management activities included support of Town elections, parks and recreation events, Memorial Day Committee logistics, BES remodeling project, SAU District Safety Committee, Capital Area Public Health Advisory Board, Capital Area Regional Response Team, Central NH Hazardous Material Response Team Advisory Board, NH Federation Fire Mutual Aid Association, and serving as the Town Deputy Health Officer.

The EMD participated in activities and meetings that included: public health conference calls, Community Emergency Response Team (CERT) training, Capital Area Public Health Advisory Council (CAPHAC) meetings, and Central New Hampshire Advisory Board (CNHMAB) meetings.

The Emergency Management Team continued to enhance its' capabilities and the way it does business through planning, training, exercising, enhancement of operational facilities, securing of grants, participating in professional development activities, and ensuring compliance with state and federal standards.

We are grateful for the support and cooperation on the part of the Town Manager, Board of Selectman, department heads, school district, volunteers, and citizens during this past year.

Citizens wishing to seek additional information are encouraged to check the Town web site, or by contacting Lee Kimball, Director Bow Emergency Management, 7 Knox Road, Bow, NH 03304 at 223-3940 (Office), 568-8096 (Cell), 226-3670 (Home) or lkimball@bownh.gov.

FIRE DEPARTMENT

Dennis Comeau, *Fire Chief*



Front row Left to right: Deputy Chief Mike Van Dyke, Chief Dennis Comeau, Captain/Paramedic Brandon Skoglund

Back row left to right: FF/AEMT Paul Kelly, FF/AEMT Jackson Crosby, FF/AEMT Chris Conary, Captain/AEMT Angelo Puglisi, FF/Paramedic Tim Baldassare, Chaplain Derek Waldron, Lieutenant/AEMT Tom Ferguson, FF/Paramedic Steve Shirk

Photo credit Eric Anderson

It was with great honor to be appointed your fire chief in March of this year. I would like to acknowledge the hard-working members of the Bow Fire Department for their exceptional care, professionalism, and dedication to the community. I would also like to thank the Citizens of Bow, Elected Officials, Town Manager, Department Heads, and the Bow Volunteer Fire Department Auxiliary members for your support and assistance throughout the year.

The fire department responded to 1096 incidents in 2024. This past year, the department experienced several full-time personnel changes. Department member FF/EMT John Sartorelli left to continue his career with the Allenstown Fire Department. FF/AEMT Jonathan McDonald left to continue his career with the Concord Fire Department. John and Jonathan will continue to be part-time members of the Bow fire department. FF/AEMT Jennifer Sole left to continue her career with the Moultonborough Fire Department. We wish them the best of luck in their future endeavors.

Fire Captain/AEMT Angelo Puglisi was hired to fill the vacancy from my appointment to Chief. Captain Puglisi comes to us with 17 years of experience. FF/Paramedic Timothy Baldassare, FF/AEMT Paul Kelly, and FF/AEMT Jackson Crosby were hired to fill the remaining vacancies. Tim comes to us with 16 years' experience, Paul with one year's experience, and Jackson with 7 years' experience. We are excited to have such an invaluable experience joining the department.

This year, we welcomed two new call members. AEMT Kaylor Lodge and EMT Kate Labrecque both came to us with EMS experience. Kaylor will start his professional fire career at the Laconia Fire Department.

This year, we welcomed two new call members. AEMT Kaylor Lodge and EMT Kate Labrecque both came to us with EMS experience. Kaylor will start his professional fire career at the Laconia Fire Department.

Recognitions

5 Years of Service: Chief Dennis Comeau

15 Years of Service: Brandon Skoglund

Training

FF/Paramedic Steve Shirk received his Fire Officer Certification from the Alabama Fire College. This course is based on NFPA 1021: Standard for Fire Officer Professional Qualifications. This course introduces the student to the concepts of management and supervision by concentration on such topics as Organizational Structure, Communication Skills, Human Resource Management, Public Relations, Planning, Emergency Service Delivery, and Safety. This was a 40-hour class that provided them with the knowledge to prepare for promotion to Fire Officer.

Fire Captain/Paramedic Brandon



Front left to right: Ken Judkins, Deputy Chief Mike Van Dyke, Chief Dennis Comeau, Lieutenant Tom Ferguson, Ted Bardwell

Back row left to right: FF/AEMT Craig Beaulac, FF/AEMT David Eastman, FF/Paramedic Steve Shirk, FF/AEMT Jonathan McDonald, FF/EMT John Sartorelli, FF Justin Abbott, FF Jake Paulsen, FF/AEMT Jackson Crosby, Lieutenant/Paramedic Rich Oberman, FF/AEMT Kaylor Lodge, FF/AEMT Paul Kelly

Photo Credit: Eric Anderson

Skoglund attended an Operational K9 class. This is a 16-hour course covering education and hands-on skills of basic and advanced life support treatment of Operation K9's. Operational K9s encompass a unique population of working dogs that serve as a force multiplier in various civilian law enforcement, force protection, search and rescue, and humanitarian operations. These skills include medication injections, intubation, intravenous access, and management of traumatic injuries to those K9's.

The department continues to train three Wednesday evenings per month which consists of fire and/or EMS trainings. Full-time staff also train on shifts and weekends with the departments part-time and call members. The department's training program included 94 sessions with over 936 person-hours invested in skill maintenance, continued education, and certification.

Some of the classes were Airway Management, Acute Coronary Syndrome, Pediatric Patient Transportation, Advanced Life Support, Cricothyrotomy, Pediatric Advanced Life Support, Driver/Pump training, CPR, Self-Contained Breathing Apparatus Drills, Search and Rescue skills, Firefighter down, Hose Advancement, Ladder Carries/Raising, as well as hands on vehicle extrication evolutions.

Thank you to Bow Auto Salvage for allowing us to use vehicles to "cut up" and train on the use of the new extrication tools.

Apparatus/Equipment

New battery-operated vehicle extrication tools were purchased and put in service. These tools are placed on our engines and used to extricate patients from vehicles involved in motor vehicle accidents. We took delivery of a 2024 Ford F550 which is currently being outfitted and converted to be our new Forestry truck which will replace our old Forestry. The old Forestry went out of service due to mechanical issues and was sold at auction. The estimated completion and in service date for the new Forestry is February 2025. Additionally, the 2012 command car was replaced with a 2024 Chevrolet Tahoe with updated communication equipment to serve the public more effectively.

Compliance/Prevention

Lieutenant Tom Ferguson continues to head up Fire Prevention and Inspection. Fire Prevention remains busy with inspections, consultations, permitting, code enforcement, assisting with emergency calls, and administration.

We continued to conduct our school inspections, issue assembly permits, oil burner permits, blasting permits, and perform incident investigations when called for.



FF/AEMT David Eastman & SS/Paramedic Steve Shirk at Mansion Rd Dunbarton multi alarm Fire

This past year, the Department continued our safety education deliveries by delivering community-based CPR/AED/First Aid for local businesses and Town Employees.

Fire Prevention week/community activities continued with on-site daycare visits and fire station/truck tours.

Public Safety Education Sessions: 14

Plan Review, Inspections, and Consultations: 58

Oil Burner Permits: 23

Occupant Load Permits: 7

Brush/Burn Permits: 500

Misc. Permits (Blasting, Demo, Tents, Fireworks, Spec. Events): 29

Notable Incidents

The fire department has been very busy with critical incidents. Some of those incidents include numerous motor vehicle accidents, building fires including mutual aid fires in Concord, Goffstown and Dunbarton, as well as several EMS calls where interventions saved lives, and patient outcomes were favorable.

Incidents

Fires, Alarms, Hazardous Condition Responses: 182

Emergency Medical Service: 799

Service Calls/Good Intent: 115

Of the 1096 total calls, 130 occurred simultaneously.

FIRE DEPARTMENT AUXILIARY

Sandi Van Dyke, *President*

OFFICERS

Sandi Van Dyke, *President*

Christine Berman, *Vice President*

Nicole Marquis, *Secretary*

Natasha Kolehmainen, Heather Abbott, *Treasurer*

Velma Van Dyke, *Sunshine*

The purpose of this organization is to aid the Fire Department at any time and in any way deemed advisable by the personnel of the Fire Department, the Fire Chief or deputies and the Fire Warden or deputies.

Membership is open to any person eighteen years of age or over. Any person fourteen to eighteen years of age is eligible to be a junior member.

Auxiliary Meetings are held at the Bow Safety Building at 7:00 p.m. at the discretion of the president.

This year we provided food for safety personnel participating in various training and incidents throughout the year. We also assisted the Bow Volunteer Fire Department with events at their request.

Guests are welcome at our meetings and new members are encouraged to join.

POLICE DEPARTMENT

Kenneth Miller, Police Chief

The Bow Police Department responded to 11,159 service calls recorded by the Merrimack Sheriff's Department dispatch, excluding calls made directly to the police department. During this period, the department made 114 criminal and motor vehicle-related arrests and filed 323 offense reports. In total, there were 2,682 motor vehicle stops, 22 DWI arrests comprising 369 verbal warnings, 2,070 written warnings, and 243 citations resulting in fines totaling \$30,972.71, and investigations into 120 motor vehicle accidents.

Staffing

Chief Ken Miller, Lieutenant Phil Lamy, Lieutenant Matt Pratte, Detective Sergeant Tyler Coady, Sergeant Jon Behning, Sergeant Robert Welch, Sergeant Harry Handy, Officer Serena Shuter, Officer Ricardo Saint-Marc, Officer Joseph Rheume, Officer Seth Guilmette, K9 Hunter, and Administrative Assistant Stephanie Vogel. Currently, we have three open patrol positions.

On April 1st, Officer Serena Shuter, our School Resource Officer (SRO), returned to work after completing her overseas deployment with the Army National Guard. During her absence, Officer Handy took on the role of SRO.

On April 12th, Bow Elementary School held an assembly to express gratitude to Officer Handy for his dedicated service as the backup School Resource Officer and to welcome Officer Shuter back to her role as the SRO following her return from deployment.



Officer Guilmette was hired in May as our new K9 Officer, with K9 Hunter being purchased by the Bow Police Association thanks to community fundraising. In June, all three local schools participated in a naming contest for the new K9, and Officer Guilmette drew the name Hunter from a selection of suggestions. We received K9 Hunter in September and Officer Guilmette and K9 Hunter attended K9 tracking school and received their certification in December. They will begin drug detection training in April 2025.

On April 18th, Officer Rheume graduated from the police academy and, after completing his field training, was released for solo patrol in mid-July.

Promotions and Awards

On August 27th, the Bow Police Department hosted the 2024 annual awards and swearing-in ceremony.

During the ceremony, Town Manager David Stack formally swore in the three newest members of our team: Sgt. Robert Welch (hire date 7/8/24), Officer Seth Guilmette (hire date 5/28/24), and K-9 Hunter.

Officer Jonathan Behning was formally promoted to the rank of Sergeant.

Chief Miller also had the honor to present the following awards:

- **2023 Officer of the Year** - Officer Harry Handy for his outstanding service as the SRO during Officer Shuter's deployment.
- **Chief's Letter of Commendation** - Officer Ricardo Saint-Marc
- **Certificate of Appreciation** - Officer Serena Shuter
- **Promotion** - On October 14th, Officer Handy was promoted to the rank of Sergeant.

Grants/Equipment

The Bow Police Department secured grants from the Office of Highway Safety for various traffic enforcement

campaigns, including “Drive Sober or Get Pulled Over,” seatbelt and speed enforcement initiatives, and distracted driving programs. The department also utilized funds from the American Rescue Plan Act (ARPA) to purchase new Tasers.

Community Policing

The Bow Police Department remains dedicated to fostering partnerships through numerous initiatives, such as “Coffee with a Cop,” Bow Rotary Club events, K9 demonstrations, annual events like the Turkey Trot, Trunk or Treat, Touch-A-Truck, National Night Out - Concord, Cub Scout tours, job fairs, Toys for Tots toy collections, public safety announcements, monthly bulletins, and DEA National Drug Take Back events.

We are actively engaged in the New Hampshire State Accreditation process, which included a thorough mock assessment with several certified assessors, with the final assessment expected to take place in January 2025. We anticipate achieving full accreditation status by Spring 2025.

The Bow Police Department has been focused on rebuilding the agency after navigating critical staffing levels over the past year. We are pleased to report that we currently have 11 sworn officers with only three open positions remaining. Despite ongoing challenges related to recruitment and retention experienced by police agencies statewide, we remain committed to hiring the right people and maintaining the highest standards. Our recent staffing changes will enhance our effectiveness and better prepare us for future policing demands. We continue to prioritize professionalism and excellence as we strengthen our community-police partnerships, ensuring sustained high-quality service as we continue to advance our agency.

Community Organizations



Fontaine Construction, of Bow, replaced the 23-year old cedar shingle roof on the Gazebo with a standing seam metal roof over the summer. The copula was rebuilt with a metal roof at the same time.

Community Organizations

BOW OPEN SPACES, INC.

An Independent Qualified Land Trust

Bob Dawkins, President

BOARD

Bob Dawkins, *President and Land Conservation*

Harry Hadaway, *Immediate Past President*

Tom O'Donovan, *Vice President*

Bob Lux, *Secretary*

Frank Boucher, *Treasurer*

Eric Thum, *Stewardship*

Martin Murray, *Public Relations*

Tony Sacco, *Membership Chair*

Bow Open Spaces (BOS) is your local land trust, staffed entirely by volunteers dedicated to preserving open spaces and the environment in our community. We have pursued this mission for over twenty-seven years.

President's Message

I am excited to resume my role as president. We have an enthusiastic board and committee members who are making great strides in land protection. This year, BOS is actively implementing our strategic plan, and we are optimistic about achieving our goals and objectives. With open space disappearing quickly, now is the time to act to protect as much as possible.

We need your support, both as volunteers and through financial contributions, to help save our special places while there's still time.

Strategic Planning

Our new strategic plan, completed last year, is available on our website at bowopenspaces.org. We encourage you to review our objectives for conserving open spaces and welcome any feedback.



Bottom row from left to right is Tom O'Donovan, Bob Dawkins, Harry Hadaway.
Top from left to right Frank Boucher, Martin Murray, Bob Lux and Eric Thum.

Land Conservation

The Land Conservation Committee is deeply concerned about the rapid development of lots across Bow, a trend accelerated during the COVID pandemic. Lots previously deemed “unbuildable” are now being developed, often with significant environmental impacts. In 2024, we successfully protected an additional two lots, totaling over 51 acres. The committee is working closely with the Conservation Commission and Community Development Director to identify and permanently protect valuable parcels.

Stewardship

Bow Open Spaces has stewardship responsibilities for almost 1,800 acres of town forest and conservation easements - from large forests such as Nottingcook Town Forest (628 acres) and Hammond Nature Preserve (143 acres) to much smaller parcels like Bow Bog Brook Easement (two acres). In 2023, we created a team of seven dedicated volunteers to monitor our conservation properties on a yearly basis. This includes walking the property boundary and interior, ensuring the lines and corners are properly marked, and checking for easement violations. Monitoring reports were submitted for almost half of our parcels.

On May 31, the UNH Cooperative Extension Service conducted an easement monitoring workshop at the Baker Free Library. After indoor instruction, the participants practiced monitoring skills at the Three Stone Wall easement.

The Patrick Richardson easement off Page Road was surveyed over the summer, and property lines blazed and painted. Records of baseline data, stewardship monitoring reports, maps, correspondence, and historical data for each conserved parcel are now in binders and stored for safekeeping at the Baker Free Library.

Finally, stewardship goals (according to the new Bow Open Spaces Strategic Plan) include expanding the committee, developing landowner policies, and creating procedures for easement violations.

Membership

Tony Sacco, our new and enthusiastic membership committee chair, has assumed the role of managing membership and is in the process of building a membership team. Please reach out to Tony if you can help him at membership@bowopenspaces.org. We are dedicated to significantly expanding our membership, especially among Bow residents, to strengthen our land conservation efforts. In 2023 we saw a promising increase in membership donations, reflecting strong community support. We invite you to join Bow Open Spaces and contribute to preserving our local lands. Visit www.bowopenspaces.org to explore support options. Your participation can make a meaningful impact on Bow’s land preservation!

Trails

Bow Open Spaces, as a responsible steward of the public lands, has recently completed a parking lot safety improvement project at the two parking lots located at the Knox/School Forest trailheads. The increasing popularity of our trails has led to frequent overflow parking onto the roads surrounding Knox Forest, raising safety concerns for visitors. Our goal is to ensure there is ample parking available, thereby reducing the need to park on the roadside.

To address these issues and prioritize the safety of trail users, Bow Open Spaces has expanded and improved the parking lot design at both the Knox Road and Robinson Road locations.

We invite all to visit our great trails in Bow and enjoy the outdoors and all it has to offer.

Information Technology

Bow Open Spaces has completed a significant technology upgrade with its migration to the Microsoft 365 Office Suite for email and office applications, equipping our team with the latest tools that will foster better collaboration, communication, and productivity. Our thanks to our volunteer IT consultant Brian Harjula for his leadership on this project.

Leveraging this technology will empower our dedicated team of volunteers to operate more effectively on our land preservation and conservation initiatives.

Public Relations

Our updated website is up and running at [bowopenspaces.org](https://www.bowopenspaces.org). There, you will find general information on the organization as well as meeting minutes, newsletter archives and content on ongoing Bow Open Spaces initiatives and activities. Members receive our quarterly newsletter via email. Sign up at <https://www.bowopenspaces.org/support>

BOW COMMUNITY MEN'S CLUB

Gregory Cordier, *President*

In 2024 the Bow Community Men's Club hosted and participated in a full slate of activities for the Town of Bow. At the town meeting we honored Sandy Crystall as the 2024 citizen of the year, a well-deserved recognition for her many years of service dedicated to the conservation of Bow's open spaces. We held our monthly membership meetings at the Old Town Hall and were able to enjoy each other's company and plan our events. We collaborated with the Scouts BSA to perform roadside clean-up and collected numerous bags of trash, maintaining the beauty of Bow. The club cannot thank the Scouts and their families enough! To show our thanks, the club cooked breakfast for the Scouts and those supporting the Scouts during their fall food drive in November.

We supported numerous activities that included Memorial Day, a very snowy Easter Breakfast, a not-so-snowy Winterfest, and served our famous Chili at the annual tree lighting at the Town Gazebo. The club was also proud to cater the meals for the annual town employee and town volunteer appreciation barbeques as well as a barbeque for the Bow Young at Heart. We also provided food for the BAC at their annual Turkey Trot and BACtoberfest. Our Lobsterfest event was a tremendous success. The Club would like to extend our thanks to Bow Parks and Recreation for providing us with a musician for the event. The Flags Across Bow program continued its success thanks to our dedicated volunteers and more than 350 subscriptions. Thank you to everyone who supported the program. Please sign up again in 2025. Your support of the Bow Community Men's Club allowed us to award an additional \$2500 in scholarship money. This year we awarded five \$2000 scholarships to deserving Bow High School seniors.

In 2024 the Men's Club voted to become the sponsoring organization for the Talking Book Library for the Blind and Print Disabled in New Hampshire. Each week a corps of 4 volunteers meets at the library headquarters to repair and refurbish the audio playback equipment. In 2024 the volunteers repaired a total of 449 Talking Book players. The Men's Club extends a huge thank you to the TBS volunteer crew for dedicating their time not only to TBS library patrons, but also to other patrons in the network of libraries for the blind and print disabled. The library serves approximately 2500 residents of New Hampshire. This includes people in their homes, eligible children in schools, adults attending day care facilities, adults in assisted living facilities, rehabilitation centers, and nursing homes.

The club continues to support all town departments, clubs, and various groups such as our local Scouting Troops as their charter organization. The club donated \$3000 to Scouts BSA, Troop 75, to support their operating budget. In 2024, the club sponsored a Bow Little League team. In addition, we supported the AmeriCorps Senior Companion Program and other local charities and donated to the NH Food Bank and McKenna House to combat food insecurity. All the thanks go to our generous community and the hard work of our members.

The club sincerely wishes you a happy new year. We are always looking for new members to help us continue to support the community. If you are interested in joining our outstanding organization, please reach out to any member or enquire via our web page at <https://www.bowmensclub.org>. No special invitation is needed. Just come on by to one of our general meetings, introduce yourself and enjoy dinner on the club. General meetings are held on the 4th Thursday of our meeting months at the Bow Old Town Hall, 91 Bow Center Rd. Have a great and prosperous 2025.

BOW GARDEN CLUB

Keryn Anderson, *President*

MEMBERS

Keryn Anderson, *President, Memberships, Historian, Publicity*

Michelle Fortin, *Co-President, Nominating*

Lisa Richards, *Vice President, Community Services, Conservation, Memberships, Educational Programs*

Erika Flewelling, *Vice President, Youth Activities, Educational Programs*

Della Flanagan, *Memberships, Educational Programs*

Marilee Nihan, *Recording Secretary*

Maureen Salo, *Treasurer, Fundraising*

Joyce Kimball, *Awards, Fundraising, Historian, Publicity*

Terin Voisine, *Fundraising*

Sue Smith, *Civic Beautification*

Elizabeth Sprague, *Civic Beautification*

Carolyn Sprague, *Civic Beautification*

Dawn Boyle, *Civic Beautification, Fundraising, Older Adult Enrichment Program*

Beverly Gamlin, *Communications, Remembrance & Gifting*

Ami Guimond, *Older Adult Enrichment Program*

Carol Barleon, *Older Adult Enrichment Program*

Patricia MacNeil, *Hospitality*

Debra Wayne, *Scholarship*

Following the success of last year's Container Garden Project at the Bow Community Building the club's focus for 2024 was to repeat the success of the plantings in these containers and modify slightly the types of florals used to better suit the heat and direct sun. This year, over three hundred plants have been placed across the areas of the Containers Gardens, Rotary Park, and Gazebo Gardens. The Town of Bow budgets \$500 annually for flowers. The Club's goal in 2024 is the purchase of a storage shed to primarily house fundraising items and winter the club's seventeen container planters.

BGC ran a contest with members to create and design a new BGC logo and the winner was Della & Joe Flanagan. The club introduced its new logo and opened an online store for members to purchase garden club attire (shirts, aprons, hats) with the new logo. A formal proposal was presented to the Town of Bow to request the placement of a storage shed on land at the OTH. At the Town Meeting on May 14th the Board voted unanimously to allow the Bow Garden Club to purchase and place a shed at the OTH. On May 28th, the Tuff Shed was delivered and installed at a cost of \$4,538 to the BGC. This shed will be donated to the Town of Bow. In May, the BGC Scholarship was awarded to Bow High School graduate Eve Libby who plans to study Environmental Science. The Club's main fundraiser, the Annual Plant Sale, was held on Saturday, May 25th at the Community Building. All the club-maintained community gardens were replanted during Memorial Weekend. Vice President Erika Flewelling was again instrumental in designing the layout of each of the seventeen containers at the Community Building Garden and coordinating the delivery of over 150 different blooms for planting. Committee members Susan Smith, Betsy Sprague, Carolyn Sprague coordinated and planted an additional one hundred plus plants at the Rotary Park & Gazebo Gardens. Finally, Lisa Richards coordinated the 40 summer plants in the Club's new white Gazebo Rail Boxes.

A group of our dedicated Club members volunteered to plant 80 pink mums at the Garden of Hope in Memorial Field in Concord. This annual event is for the Making Strides Against Breast Cancer Walk held on October 27th. BGC Vice President Lisa Richards again coordinated a team to participate in the walk. Eight participants joined the BGC Team and, with club member contributions, raised a record \$2,918.

From October to mid-November the pre-orders for Poinsettias are collected, as well as generous donations for the Pajama Project and Book Drive. The kindness of the Bow Community saw us gather and distribute 360 new pairs of pajamas and 270 new books to four local charities. The Club's poinsettia orders were 238 plants resulting in an overall profit of \$1,187. Under the leadership of Vice President Lisa Richards, over a dozen club volunteers made

the annual allotment of twenty-six wreaths and six swags to decorate the Town of Bow Community Buildings and areas.

The club ended 2024 with fifteen new members for a total of eighty-one members (74 active, 3 honorary and 4 affiliated).

BOW ROTARY CLUB

Gerry Carrier, *President*

The Bow Rotary Club continues to serve the community, as well as Global Projects. We are a Service Club of sixty-seven members consisting of women and men dedicated to "Service above Self." In 2024, our Club continued to grow with new members including the incorporation of a satellite Club located in Hooksett. By supporting the Hooksett Club, we will function as a Host Club until Hooksett has sufficient members to be recognized by Rotary International. We also coordinated with the Goffstown Rotary Club to incorporate the Town of Dunbarton in our Charter. Our Club continues to sponsor and support both the Interact and Earlyact Clubs at the Bow schools.

Since 1970, the Club has supported the Bow community in many ways and 2024 was no exception. In January 2024, academic scholarships were awarded to deserving students, who were home from college. Ten scholarships totaling \$20,000 were awarded to students. Over \$4,000 was granted to Bow families to help pay for Summer Camperships. Other school support included \$500 given to the BHS Robotics Team for their trip to Texas for National competitions and the Club donated \$1,400 for the purchase of a new outdoor table at the Baker Free Library.

In February, we began getting ready for the Four-Way speech Contest where BHS students compete in presenting a 7-minute speech of a topic of their choice and put it through the Rotary 4-Way Test. \$1,000 in awards were presented to the top three finishers. The winner represents our Club at the Regional competition and may go on to the District Conference.

In May, several Bow Rotarians participated in the First Grade Reader program. By coordinating with the First-Grade teachers in Bow and Dunbarton, personalized books for each student were printed and the books were read to the students by Rotarians. This is one of the most favorite events by our Rotarians.

Roadside trash pickups between the Town Boundaries on NH Route 3A were conducted in both the spring and fall.

Of course, we must mention the Annual Car Show that attracts hundreds of local visitors and car owners from around the State and New England. It is a fun filled day with vintage cars, live music, food and plenty of fellowship and laughs. Weather is always a challenge, but the Club was able to raise over \$11,500 to support projects both near and afar.

In June, the Club recognized leaders in the community, as well as in the Club for outstanding efforts throughout the year.

In the summer months, the Club and its sponsors presented six entertaining musical groups ranging from Mr. Aaron (over two hundred attended this year) to the Freese Brothers Big Band. These events continue to be popular with the community, both young and old. The free concerts are on Thursday evenings at the Gazebo.

With teamwork and lots of enthusiasm, the members took part in the Trunk or Treat event again this year with the theme of "The Wizard of Oz".

Our largest fundraiser is the Online Scholarship and Campership Auction held in early November. The proceeds from the Auction help to fund scholarships that support families paying for further education of Bow and Dunbarton students. Through the support from sponsors, hundreds of bidders and donations, the Club raised over \$26,000.

Later in November, the Club sold 200 Christmas Trees and 60 Wreaths at the pond to raise funds for more projects.

International activities include the funding of Programs that support women in Africa and an annual trip to Honduras to build school buildings, install clean water systems and medical support including eyesight testing and dental care for children. Our next trip is scheduled for February 2025.

The Bow Rotary Club meets every Friday for a morning of tasty food, excellent speakers and lots of fellowship and joy.

Come join us for breakfast (it is on us) and meet your neighbors at the Old Town Hall on Fridays at 7:30 a.m.

BOW YOUNG AT HEART CLUB

Judy Klotz, *President*

OFFICERS

Judy Klotz, *President*
John Violette, *Vice President*
Deb Unger, *Secretary*
Kay Herrick, *Treasurer*

The purpose of this club is to be of service to others in Bow and the surrounding communities through community participation and social gatherings. We are a non-profit, non-sectarian and non-partisan group. Membership is open to anyone aged fifty-five and older. Bow Young at Heart was chartered in 1976.

Meetings are held in the Bow Old Town Hall, twice a month on the second and fourth Wednesday of the month. Meetings begin at 11:30 am with members bringing their own lunch and member volunteers providing desserts for everyone. We have a speaker or other activity following lunch. Once a month we conduct a brief business meeting, which is done by 2:00 pm. The public is welcome at all meetings.

Programs and speakers are scheduled through the New Hampshire Humanities Council, AARP, members, NH Fish & Game and various town committees and departments. Program and speaker details are posted on the Town of Bow Website under the Community Calendar section, the Baker Free Library newsletter, in The Bow Times and the Concord Monitor. Two potlucks, a pizza and game day, ice cream social and BBQ catered by the Bow Men's Club were activities in addition to speakers. NH Humanities speakers included Steve Taylor, "How Electricity Changed Rural NH," Rebecca Rule, storyteller, and Jo Radner, "Native People & English Settlers in Colonial New England." NH Fish & Game presented twice, first on Bobcats in NH and second the Plight of Moose in NH. Member Peter Cherici spoke on Dr Cook's controversial climb of Mt McKinley and member Kay Herrick shared a slideshow presentation of her tour of New Hampshire's Historic Covered Bridges. We had an information booth and bake sale at this year's BAC Octoberfest.

One does not need to be a member to attend any of the meetings or presentations. We hope you will consider joining us in the coming year.

BOW ATHLETIC CLUB

Jared Bland, *President*

2024 has been a milestone for Bow Athletic Club. This year we celebrated our 50th Anniversary. Founded in August of 1974, Bow Athletic Club's mission has been to provide an athletic outlet for any child that wants to participate in sports. This year Bow Athletic Club was proud to offer athletic opportunities for 1,179 different children through our various athletic programs.

This year Bow Athletic Club launched a first of its kind program for female athletes. The Bow Bar Belles opened this summer with 23 registrations. The Bar Belles is a strength and conditioning program for female athletes in 5th – 8th grade. Focusing on plyometric and body weight exercises, the Bar Belles program aims to help young girls build strength and confidence of their abilities in a gym setting.

This Spring our Baseball and Softball Programs along with help from the Town were able to perform some much-needed repairs to our baseball and softball diamonds. Dozens of volunteers spent multiple weekends fixing and rebuilding clay mounds at both Sargent Park Gordon Field and Gergler Field. A new BAC Donated scoreboard was installed at Gergler Field for the 2024 Baseball Season.



Bow Brawlers Violet Spargimino wins a match at 8U States

In the Fall BAC hosted its 4th Annual BACtoberfest, a community event that featured booths from nearly every organization represented in town. BACtoberfest featured a 5k Road Race, followed by a block party where town organizations set up booths to showcase their group. There was Live music, face painting, food vendors and the entire event was capped with a professional fireworks display. We look forward to 2025 and seeing you all at our 5th iteration of BACtoberfest.

Our programs would not be possible if it was not for the incredible dedication of our numerous players, parents, coaches, volunteers, and our incredible sponsors. Our organization is entirely volunteer-based, and we are greatly appreciative of the efforts by so many to support the youth of our community. We are always looking for motivated, fun loving, excited individuals to help and better our programs for youth athletics in the communities of Bow and Dunbarton. You can find information on all of our different athletic offerings by visiting our website Bowathleticclub.com or following our Facebook page Bow Athletic Club.



2024 Suburban 3/4 Girls BAC Tournament Champions

2024 Sports by the Numbers

2024 Bow Youth Baseball	208 Registrations
2024 Bow Youth Softball	100 Registrations
2024 Bow Athletic Club Beaver Golf	43 Registrations
2024 Bow Youth Lacrosse	181 Registrations
2024 Bow Bar Belles	23 Registrations
2024 Fall Soccer	143 Registrations
2024 Bow Field Hockey	43 Registrations
2024 Basketball	371 Registrations
2024 Bow Brawlers Wrestling	67 Registrations

Bow Athletic Club Board of Directors

President	Jared Bland
Vice President	Robyn Malone
Secretary	Beth Corkum
Treasurer	Brian Kelso
Chief Information Officer	Chris Cloutier
Kid Safe	Beth Corkum
Sponsorship Director	Heath Carder

Chairpersons

Basketball	Tim Sullivan
Baseball	Chuck Katsikides
Field Hockey	Robyn Malone
Lacrosse	Craig D'Allesandro
Soccer	Jared Bland
Softball	Robyn Malone
Wrestling	Jared Bland
Golf	Jared Bland

Board Members at Large (13)

Ryan Berg
Heath Carder
Derek Dutcher
Jack Reardon
Sean Nelson
Dawn Curtis
Alicia Mondello
Greg Michaud

BOW YOUTH FOOTBALL

Jared Bland, *President*

2024 has been an exceptional year for the Bow Youth Football Program. 75 registered tackle players allowed Bow to establish (4) tackle teams this season, a 3/4/5 Team, a 5/6 Team, a JV Team, and a Varsity Team. Our 3/4/5 and 5/6 Teams both compete in the Snowbelt Football League, and the JV and Varsity Teams both compete in the Granite State Football League.

To reach a younger demographic player, Bow Youth Football launched an inaugural Flag Football program for the first time. 26 Registered Flag players allowed Bow Youth Football to form (2) Flag Teams who were able to compete in the newly formed Granite State Flag Football program, playing against other flag teams throughout the state of NH.



Members of the Bow Youth Football Varsity and JV Teams at Alumni Stadium Boston College

This year for the first time the coaches were able to take the Varsity and JV teams down to Boston following the end of the season to get a Division 1 College experience. Players were able to get on the field prior to game time to watch the Boston College players warm up and then sit in the student section of the endzone to cheer on the BC Eagles as they bested the Pittsburgh Panthers in a phenomenal home game experience.

Several new fundraising efforts including a preseason car wash, a lottery raffle ticket board, a cornhole board raffle, and a raffle to Tom Brady's Patriot Hall of Fame Induction along with the generous donations of many sponsors helped to offset the costs of registrations for all of the Bow Youth Football program. We are extremely appreciative of our many Coaches, Volunteers and Sponsors, without whom the success of our program wouldn't be possible.

We look forward to our 2025 Season and getting back on the field with a tremendous group of kids. For any interested participants our Flag Football Program is 1st – 2nd Grade. Our Tackle Program is open for athletes from 3rd – 8th Grade. Follow our Bow Youth Football Facebook page and Bowyouthfootball.org for updates about the upcoming season. You can also email us at info@bowyouthfootball.org

Bow Youth Football Board of Directors

President	Jared Bland
Vice President	Jake Ottolini
Secretary/Information Officer	Tim Martin
Treasurer	Tom Back
Board Member	Carl Brown
Board Member	Rick Hinck
Board Member	Tim McKerly
Board Member	Jeremy Geiger
Board Member	Shawn Mullen



Vital Records & Resources



Maj. General David J. Mikolaities, commander of the NH Army National Guard, gave keynote address to a BHS assembly for Veterans Day to pay tribute to the men and women who had served in the nation's armed forces

**DEPARTMENT OF STATE
DIVISION OF VITAL RECORDS ADMINISTRATION
RESIDENT BIRTH REPORT
01/01/2024 - 12/31/2024**

-- BOW--

Child's Name	Birth Date	Birth Place	Father's/Parent's Name	Mother's/Parent's Name
BEAN, MATIAS JAMES	12/24/2024	CONCORD, NH	BEAN, JONATHAN DILLMAN	BEAN, MADELYNE ANN CEARLEY
BEJARANO-VIEU, MILES MASON	06/28/2024	CONCORD, NH	VIEU, CHRISTOPHER DAVID	BEJARANO, MICHELLE ANN
BEREITER, AMELIA GRACE	11/14/2024	CONCORD, NH	BEREITER, ZACHARIAH WILLIAM	BEREITER, BRINDELYN PAIGE
BLUMBERG, AMELIA KATRINA	08/17/2024	CONCORD, NH	BLUMBERG, CHARLES DAVID	BLUMBERG, KATRINA DORIS
BROGAN, GILMAN LEE	07/29/2024	CONCORD, NH	BROGAN, PHILIP ANDREW	BROGAN, KANDICE LARRIMORE
BUZICK, LACHLAN TANNER	08/30/2024	MANCHESTER, NH	BUZICK, TANNER BRADY	BUZICK, KATHLEEN ELIZABETH
CHASE, AILEEN BARBARA	01/21/2024	NASHUA, NH	CHASE, SCOTT DANIEL	CHASE, JULIE ANNE
CONTI, JOSEPH JACK	12/23/2024	CONCORD, NH	CONTI, JOSEPH WILLIAM	CRISP, SARA BERNICE
DAKALOVIC, LEO ROYCE	06/08/2024	CONCORD, NH	DAKALOVIC, SANDRO	DAKALOVIC, JENNA GLORIA
EDES, CHLOE KATE	04/13/2024	CONCORD, NH	EDES, JONATHAN PATRICK	EDES, ERIN MCKAYLA
FLANAGAN, ROSALIE MAE	02/09/2024	CONCORD, NH	FLANAGAN, TYNAN PATRICK	FLANAGAN, LISA MARIE
FLYNN, HENRY MATTHEW	10/31/2024	MANCHESTER, NH	FLYNN, MATTHEW DAVID	FLYNN, JILLIAN RACHEL
FROST, DREW CURTIS	09/16/2024	CONCORD, NH	FROST, DANIEL HENRY	FROST, CHELSEA ELIZABETH
HAWKINS, BARRETT JOSEPH	07/24/2024	CONCORD, NH	HAWKINS, RYAN JOSEPH	HAWKINS, LAUREN HERRINGTON
HERRICK, CHARLOTTE HEIDI	04/05/2024	CONCORD, NH	HERRICK, CODY DAVID	HERRICK, CAROLYN SAWYER
JOHANSEN, ARCHER LUC	03/28/2024	MANCHESTER, NH	JOHANSEN, CANTRELL KARRICK	JOHANSEN, ALLISON ANN
LIND, OLIVIA SULLIVAN	06/05/2024	MANCHESTER, NH	LIND, CHRISTOPHER JAMES	LIND, BRITTANY ELIZABETH SULLIVAN
MCCULLY, LUCAS PIERCE	08/02/2024	MANCHESTER, NH	MCCULLY, KEVIN PATRICK	MCCULLY, AUDREY MARIE
MCKERLEY, BROOKE ADELE	12/22/2024	CONCORD, NH	MCKERLEY, ZACHARY ALAN	SZUMIERZ, CAMRYN COLLETTE
O'CONNOR, EMMA PAIGE	05/16/2024	NASHUA, NH	O'CONNOR, CRAIG DANIEL	O'CONNOR, MELANIE ANN
ORTAKALES, HENRY PAUL	06/11/2024	CONCORD, NH	ORTAKALES, JEFFREY PAUL	ORTAKALES, COLLEEN ELIZABETH
PALMER, CANNON EZRA	10/10/2024	CONCORD, NH	PALMER, TRISTAN SHERIDON	KETCHAM, SHANNON JEAN
POLSON, PHOEBE LOUISE	10/06/2024	MANCHESTER, NH	POLSON, TIMOTHY WILLIAM	POLSON, ASHLEY PORTER
ROBERTS, NOLAN ZIMBER	08/27/2024	MANCHESTER, NH	ROBERTS, IAN CHARLES	ROBERTS, BRITTANY CLARE
TAMANG, PRASAMSHA S	08/21/2024	CONCORD, NH	TAMANG, PRAMOD	TAMANG, NISHA LAMA
THOMAS, JACK HENRY	09/14/2024	MANCHESTER, NH	THOMAS III, DANIEL BUDD	THOMAS, KELLY ERIN
VEILLEUX, CADEN WILLIAM	08/22/2024	MANCHESTER, NH	VEILLEUX, BENJAMIN MAURICE	VEILLEUX, MIKAYLA ALICE

Total number of records 27

DEPARTMENT OF STATE
DIVISION OF VITAL RECORDS ADMINISTRATION
RESIDENT MARRIAGE REPORT

01/02/2025

01/01/2024 - 12/31/2024

-- BOW --

Person A's Name and Residence	Person B's Name and Residence	Town of Issuance	Place of Marriage	Date of Marriage
ANTUONO, PAUL THOMAS BOW, NH	ASKAROV, ELANA GABRIELLA BOW, NH	BOW	NEW LONDON	11/16/2024
ASKINS, GRECHEN BRITA BOW, NH	DONAHUE, GREGORY JOSEPH BOW, NH	BOW	MANCHESTER	01/13/2024
ATWOOD, TARYN RENE BOW, NH	ODOM, BRENDAN MICHAEL BOW, NH	HOOKSETT	HEBRON	05/18/2024
BEAUMIER, PIERRE BOW, NH	SCARAMUZZI, EMMA JANE BOW, NH	BOW	MANCHESTER	06/30/2024
BLAIR, SULLIVAN WILLIAM BOW, NH	ROBISON, ABBY MARIA BRISTOL, NH	BRISTOL	BRIDGEWATER	05/04/2024
COZZI, NOAH BENJAMIN BOW, NH	SKINNER, OLIVIA MEREDITH ATHOL, MASSACHUSETTS	FITZWILLIAM	RINDGE	10/18/2024
DUNBAR, WILLIAM ERNEST BOW, NH	POPOVICH, HEATHER LYNN HILLSBOROUGH, NH	HILLSBOROUGH	HAMPTON	12/22/2024
HANNON, RYAN PATRICK BOW, NH	FERRARI, KATHERINE LESLIE BOW, NH	BOW	SANDOWN	09/08/2024
JANSEN, MORGAN ELIZABETH BOW, NH	ROBBINS, CHRISTOPHER MICHAEL BOW, NH	BOW	THORNTON	08/09/2024
LECOMPTÉ, JORDYN JULIA BOW, NH	KENISON, MICHAEL DAMON BOW, NH	BOW	CHICHESTER	08/11/2024
MCLAUGHLIN, D MICHAEL BOW, NH	DENNERLY, LYNDA CARRIE BOW, NH	BOW	FRANKLIN	08/10/2024
MITCHELL IV, WILLIAM HUGH BOW, NH	MEDEIROS, MEGAN RACHELLE MANCHESTER, NH	BOW	BOW	09/13/2024
NAGLIE, ROBBI BROOKS BOW, NH	SYVERSEN, JAIDYN NOELLE DUNBARTON, NH	BOW	PETERBOROUGH	08/10/2024
OBERHOLSTER, DIRETTE BOW, NH	SMITH, KYLE WESLEY DANBURY, NH	BOW	BOW	03/15/2024
PERRY, PETER THOMAS BOW, NH	DOUCET, DAWN DIANE BOW, NH	BOW	BOW	02/04/2024
RAMER, HOLLY MICHELLE BOW, NH	MURRAY, MARTIN EDWARD BOW, NH	BOW	CONCORD	09/15/2024
WILLIAMS, TRAVIS RICHARD BOW, NH	COMPARETTO, AMY ELIZABETH BOW, NH	BOW	LITCHFIELD	06/22/2024

01/02/2025



**DEPARTMENT OF STATE
DIVISION OF VITAL RECORDS ADMINISTRATION**

Page 1 of 3

RESIDENT DEATH REPORT

01/01/2024 - 12/31/2024

--BOW, NH --

Decedent's Name	Death Date	Death Place	Father's/Parent's Name	Mother's/Parent's Name Prior to First Marriage/Civil Union	Military
KARWOCKI, DEBORAH	01/01/2024	CONCORD	ROWLEY, RAYMOND	CHENEY, CAROLYN	N
LUPIEN III, HENRY BANCROFT	01/02/2024	CONCORD	LUPIEN JR, HENRY	AUCLAIR-BARTEMUS, STELLA	Y
VEINER, JANET BARTLETT	01/22/2024	CONCORD	BARTLETT, DONALD	DIGEMMA, ALBA	N
CHENEY, ARTHUR GEORGE	02/08/2024	CONCORD	CHENEY, HENRY	BROWN, HELEN	Y
BROTHERTON, MELINDA N	02/13/2024	CONCORD	TURNER, WRIGHT	HAMILL, SELINA	N
MCCAULEY, M PATRICIA	03/19/2024	DERRY	MCCAULEY, JAMES	DOHERTY, ETTA	N
SMITH, DURRELL K	03/22/2024	BOW	SMITH, JAMES	CHASE, GAIL	N
CONNOR, MARY P	04/04/2024	MANCHESTER	FORD, WILLIAM	DELAHUNT, LUMENA	N
FERGUSON, JOHN GEORGE	04/10/2024	BOW	FERGUSON, GEORGE	CALDWELL, LILLIAN	N
LEININGER, BARBARA JOAN	04/10/2024	BOW	BONIN, HARRY	WALSH, KATHERINE	N
MORRISON, SONIA MARY	04/14/2024	CONCORD	PLEDGE, EVAN	UNKNOWN, UNKNOWN	N
MCALLISTER, THOMAS F	05/03/2024	BOSCAWEN	MCALLISTER, FRANCIS	EMERY, DOROTHY	N
ERICKSON, JOHN EDWARD	05/13/2024	BOSCAWEN	ERICKSON, JOHN	MAY, CORA	Y
CABIBI, JOHN VINCENT	05/18/2024	CONCORD	CABIBI, JOHN	SERIO, VIRGINIA	N
WYLY, JAMES KENNETH	05/27/2024	CONCORD	WYLY, THEODORE	LEZANSKI, ANN	N
KING, SYLVIA LENA	06/11/2024	BOW	RACINE, ULDERIC	DUBOIS, EVA	N
ARICANLI, TOSUN	06/14/2024	BOSCAWEN	ARICANLI, AHMET	ABDURRAHMAN, PIRAYE	N
SMITH, PATRICIA ANNE	06/21/2024	CONCORD	MORIN, ALFRED	O'BREADY, ANNE	N

**DEPARTMENT OF STATE
DIVISION OF VITAL RECORDS ADMINISTRATION**



RESIDENT DEATH REPORT

01/01/2024 - 12/31/2024

--BOW, NH --

Decedent's Name	Death Date	Death Place	Father's/Parent's Name	Mother's/Parent's Name Prior to First Marriage/Civil Union	Military
STODDARD, GERALDINE LOUISE	06/24/2024	CONCORD	RIDEOUT, HARRY	PLISSEY, WINAFRED	N
PRENDERGAST, ANNE M	06/24/2024	CONCORD	SKEFFINGTON, MICHAEL	CHENEY, GLADYS	N
ARSENAULT, LUCILLE L	07/03/2024	CONCORD	MORGAN, EDWARD	LAPLANTE, MARCELLE	N
BENOIT, PHYLLIS EVE	08/11/2024	BOW	PIGULA, HERMAN	UNKNOWN, BESSIE	N
JONES, JANE FOWLER	09/01/2024	CONCORD	FOWLER, ALFRED	GREENLEY, EDNA	N
COOPER JR, SAMUEL WAUKEENE	09/19/2024	BOW	COOPER, SAMUEL	STANLEY, MAUDE	N
MULLIGAN, KEITH KEVIN	09/22/2024	BOW	MULLIGAN JR, EDWARD	COURTESSI, SUSAN	Y
HURD, BEVERLY JEAN	09/24/2024	LEBANON	SAULNIER, LLOYD	LAYNE, HELEN	N
COTE, RAYMOND W	09/27/2024	CONCORD	COTE, WILLIAM	COLLETTI, FLORENCE	Y
PODELL, MARK EDWARD	10/09/2024	CONCORD	PODELL, EDWARD	MCCOLLEY, VIRGINIA	N
MORRIS, DAVID MICHAEL	10/13/2024	CONCORD	MORRIS, LEOPOLD	COOPER, WINIFRED	N
PLIMPTON, JANICE	10/24/2024	CONCORD	KIMBALL, FOREST	BROWN, MILDRED	N
SMITH, TINA MARIE	10/28/2024	CONCORD	SMITH JR, BERNARD	BEANE, NANCY	N
PARKER, JAMES WALTER	10/28/2024	CONCORD	PARKER, GEORGE	SHEA, HELEN	Y
FERULLO, THERESA	11/03/2024	CONCORD	VALLEY, DANIEL	CAMPBELL, MARIE	N
HARDY, ELIZABETH JUNE	11/09/2024	BOW	COLMAN, MAURICE	ROBIE, HELEN	N
SERARD, MICHAEL D	12/03/2024	CONCORD	SERARD, OSCAR	O'KEEFE, ANITA	N
YASEWICZ, MILDRED	12/03/2024	BOW	ZARUTSKIE, STEPHEN	BRONKO, ANNA	N
NZEZA, MECHACK PONGO	12/03/2024	BOW	COZZI, MICHAEL	HARROP, JOY	N

Total number of records 37

Resources

U.S. CONGRESSIONAL DELEGATION

United States Senate

Senator Jeanne Shaheen
Mail: 506 Hart Senate Office Building,
Washington DC 20510
Phone: 202-224-2841

Senator Margaret Wood Hassan
Mail: 324 Hart Senate Office Building,
Washington DC 20510
Phone: 202-224-3324

United States House of Representatives 2nd Congressional District of New Hampshire

Representative Maggie Goodlander
Mail: 223 Cannon HOB, Washington, DC
20515- or-18 North Main St., Concord, NH
03301
Phone: 603-226-1002, 202-225-5206

N.H. GOVERNOR, EXECUTIVE COUNCIL, HOUSE & SENATE

Governor of New Hampshire

Governor Kelly Ayotte
Mail: Office of the Governor, State House,
107 North Main Street, Concord, NH 03301
Phone: 603-271-2121

Executive Council, District 2

The Honorable Karen Liot Hill
24 Messenger St.
Lebanon, NH 03766
Phone: 603-271-3632
Email: karen.liothill@nh.gov

Bow Representatives to the N.H. General Court

New Hampshire Senate- District 15

Senator Tara Reardon
Legislative Office Building
Mail: 33 N. State St, 102-A, Concord, NH 03301
Phone: 603-271-3091
Email: tara.reardon@gc.nh.gov

New Hampshire House- District 9

Representative Eleana Marie Colby
Mail: 5 Fieldstone Dr., Bow, NH 03304
Phone: 603.545.1484
Email: eleana.colby@gc.nh.gov

Representative David J. Luneau
Mail: 211 Putney Hill Rd., Hopkinton, NH 03229-
2510
Phone: 603-746-6484,
Email: dluneauNH@gmail.com

Representative Muriel Hall
Mail: 4 Cob Road, Bow, NH 03304
Phone: 603-224-9017
Email: Muriel.hall@gc.nh.gov

Representative James Newsom
Mail: 896 Clement Hill Rd., Contoocook, NH 03229
Email: james.newsom@gc.nh.gov

Town Meeting 2025

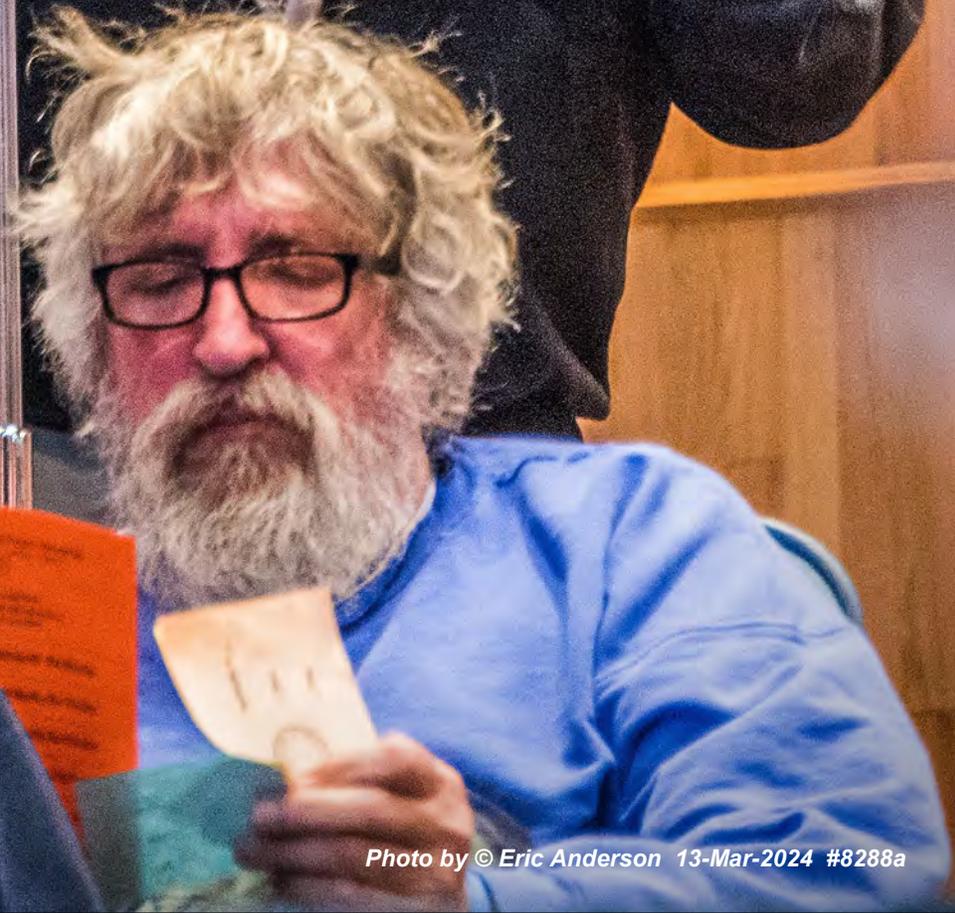
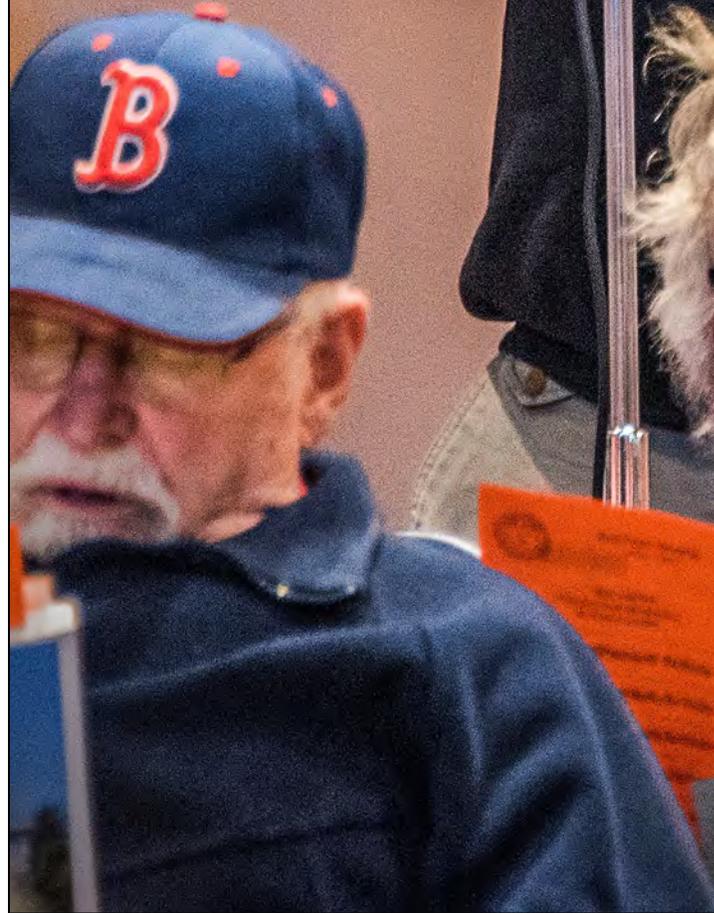
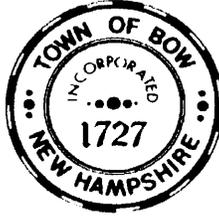


Photo by © Eric Anderson 13-Mar-2024 #8288a



**2025 Town Meeting Warrant
Town of Bow, New Hampshire**

To the Inhabitants of the Town of Bow in the County of Merrimack, in said State, qualified to vote in Town affairs:

You are hereby notified to meet at the Bow Community Building on Tuesday, March 11, 2025, to act upon Article 1 and Article 2 by official ballot. The polls shall be open for balloting from 7:00 a.m. to 7:00 p.m.

You are further notified to meet at the Bow High School Auditorium on Wednesday, March 12, 2025, at 6:30 p.m. to discuss, amend and act upon Articles 3 through 20, including the proposed FY 2025-26 municipal budget, and all other matters to come before the meeting.

**First Session of Annual Town Meeting
March 11, 2025
(Official Ballot Voting)**

1. To choose by non-partisan ballot the following town officers:

<u>Office</u>	<u>Term</u>
<u>Selectman</u>	<u>3 years</u>
<u>Selectman</u>	<u>3 years</u>
<u>Budget Committee</u>	<u>3 years</u>
<u>Budget Committee</u>	<u>3 years</u>
<u>Budget Committee</u>	<u>1 year</u>
<u>Trustee of Trust Funds</u>	<u>3 years</u>
<u>Library Trustee</u>	<u>5 years</u>

2. Are you in favor of the adoption of the ZONING ORDINANCE AMENDMENTS presented below as proposed by the Planning Board?
 - A. Are you in favor of the adoption of ZONING AMENDMENT A as proposed by the Planning Board vote of January 2, 2025 to amend Section 5.11(G)(1) to permit motor vehicle sales and rentals in the Limited Industrial (I-1) and General Industrial (I-2) Districts, where a Special Exception is currently required? The amendment has been on file at the Municipal Building since December 20, 2024. (Recommended by the Planning Board by a vote of 7-0)

- B. Are you in favor of the adoption of ZONING AMENDMENT B as proposed by the Planning Board vote of January 16, 2025 to amend Section 10.01(D) to add section numbering and clarify language regarding stormwater management facilities. And to amend Section 10.01(E) to allow maintenance of approved stormwater management facilities without requiring a Wetland Protection Conditional Use Permit (CUP)? The amendment has been on file at the Municipal Building since January 3, 2025. (Recommended by the Planning Board by a vote of 7-0)
- C. Are you in favor of the adoption of ZONING AMENDMENT C as proposed by the Planning Board vote of January 2, 2025 to remove local amendments to the building code from Section 14.01(A)(1)(a)? The amendment has been on file at the Municipal Building since December 20, 2024. (Recommended by the Planning Board by a vote of 7-0)
- D. Are you in favor of the adoption of ZONING AMENDMENT D as proposed by the Planning Board vote of January 16, 2025 to replace Article 16 Impact Fee Ordinance and Methodology Reports in its entirety? The amendment has been on file at the Municipal Building since January 3, 2025. (Recommended by the Planning Board by a vote of 7-0)
- E. Are you in favor of the adoption of ZONING AMENDMENT E as proposed by the Planning Board vote of January 2, 2025 to amend Section 3.02 to update several definitions, improving consistency with the State Building Code and other regulations? The amendment has been on file at the Municipal Building since December 20, 2024. (Recommended by the Planning Board by a vote of 7-0)
- F. Are you in favor of the adoption of ZONING AMENDMENT F as proposed by the Planning Board vote of January 2, 2025 to amend Section 7.08 to update the definition of home based day care to be consistent with RSA 672:1 V-a? The amendment has been on file at the Municipal Building since December 20, 2024. (Recommended by the Planning Board by a vote of 7-0)
- G. Are you in favor of the adoption of ZONING AMENDMENT G as proposed by the Planning Board vote of January 2, 2025 to amend Section 11.04(F) to increase the maximum length of time that a temporary manufactured home may be in place after a disaster from 12 to 18 months? The amendment has been on file at the Municipal Building since December 20, 2024. (Recommended by the Planning Board by a vote of 7-0)
- H. Are you in favor of the adoption of ZONING AMENDMENT H as proposed by the Planning Board vote of January 2, 2025 to amend various sections to correct formatting and clarify language for consistency? The amendment has been on file at the Municipal Building since December 20, 2024. (Recommended by the Planning Board by a vote of 7-0)

**Second Session of Annual Town Meeting
March 12, 2025**

3. To see if the Town will vote to raise and appropriate the Budget Committee’s recommended sum of \$11,802,503 for general municipal operations. This article does not include appropriations contained in special or individual articles addressed separately. (Majority Vote Required)

4. To see if the Town will vote to raise and appropriate \$1,108,000 and authorize payment into existing capital reserve and expendable trust funds in the following amounts for the purpose for which such funds were established. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

Public Works Department CRF	\$335,000
Fire Truck CRF	\$275,000
Municipal Buildings & Grounds CRF	\$150,000
Police Department Equipment CRF	\$78,000
Fire Equipment CRF	\$60,000
Library Building Maintenance CRF	\$60,000
Water System Improvement/Replacement CRF	\$50,000
Health Maintenance Trust Fund	\$45,000
Revaluation CRF	\$30,000
Bridge and Highway Construction CRF	\$15,000
Fire Suppression CRF	\$10,000

Total **\$1,108,000**

5. To see if the Town will vote to raise and appropriate the sum of \$1,118,700 for the purchase of a pumper truck for the Fire Department and to authorize the withdrawal of \$1,118,700 from the Fire Truck Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

6. To see if the Town will vote to raise and appropriate the sum of \$661,000 for the purchase of two (2) six-wheel dump trucks and equipment for the Department of Public Works and to authorize the withdrawal of \$661,000 from the Public Works Department Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

7. To see if the Town will vote to raise and appropriate the sum of \$565,000 for the reconstruction and paving of Town roads. This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse until the project is completed or by December 31, 2029, whichever is sooner. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

8. To see if the Town will vote to raise and appropriate the sum of \$500,000 to be added to the Community Building Capital Reserve Fund previously established. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

9. To see if the Town will vote to raise and appropriate the sum of \$150,000 to be added to the Community Building Capital Reserve Fund previously established and to authorize the transfer of \$150,000 from the Recreation Revolving Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

10. To see if the Town will vote to raise and appropriate the sum of \$462,000 for the purchase of an ambulance for the Fire Department and to authorize the withdrawal of \$462,000 from the Fire Truck Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

11. To see if the Town will vote to raise and appropriate the sum of \$85,700 for the replacement of the HVAC system at the Baker Free Library, and to authorize the withdrawal of \$85,700 from the Library Building Maintenance Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Budget Committee 7-0)

12. To see if the Town will vote to raise and appropriate the sum of \$66,600 for the installation of an air ventilation system at the Department of Public Works facility and to authorize the withdrawal of \$66,600 from the Municipal Buildings and Grounds Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 5-0 and Budget Committee 7-0)

13. To see if the Town will vote to raise and appropriate the sum of \$46,400 for the purpose of converting the lights at the Municipal Building to LED technology and to authorize the withdrawal of \$46,400 from the Municipal Buildings and Grounds Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 4-1. Not recommended by Budget Committee 0-7)

14. To see if the Town will vote to raise and appropriate the sum of \$41,400 for the purchase of a work truck for the Town Facilities Department and to authorize the withdrawal of \$41,400 from the Municipal Buildings and Grounds Capital Reserve Fund for this purpose. (Majority Vote Required)

(Recommended by Selectmen 4-1. Not recommended by Budget Committee 0-7)

15. To see if the Town will vote to approve the cost items included in the collective bargaining agreement reached between the Board of Selectmen of the Town of Bow, and the AFSCME, Council 93, Local 3657 that calls for the following increase in salaries and benefits:

Fiscal Year	Estimated Increase
2025-26	\$38,498
2026-27	\$42,292
2027-28	\$44,186

And further to raise and appropriate the sum of thirty-eight thousand four hundred ninety-eight dollars (\$38,498) for the 2025-26 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. (Majority vote required)

(Recommended by the Board of Selectmen 5-0 and Budget Committee 7-0)

16. Shall the Town of Bow, if Article 15 is defeated, authorize the governing body to call one special meeting, at its option, to address article 15 cost items only? (Majority vote).
17. To see if the Town will vote to change the purpose of the Police Special Detail Fund, established by Article 23 of the 2008 Town Meeting pursuant to RSA 31:95-h, to allow for revenue deposited into the Fund to be used for the purpose of compensating police personnel and maintaining, repairing and replacing Police Department Vehicles and Equipment. (Majority vote required)

18. Shall the Town vote to adopt the provisions of RSA 36-A:4-a, I(b) to authorize the conservation commission to expend funds for contributions to 'qualified organizations' for the purchase of property interests, or facilitating transactions related thereto, where the property interest is to be held by the qualified organization and the town will retain no interest in the property?" (Majority vote required)

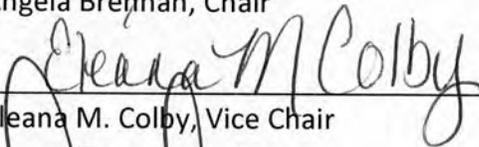
19. (BY PETITION) To see if the Town of Bow NH will vote to have the profits obtained by the town operated Before and After School Care and Celebrating Children ("Day Care Services") programs, currently being deposited into the Bow Parks and Recreation Revolving Fund (established under N.H R.S.A 35-B:2), be restricted to being utilized for ongoing operating cost, with additional expenditures allowed in a sum less than \$25,000, in total for any given annual fiscal period, by authority of the Town Manager, with additional authority in the Select Board to expend profits under emergency circumstances, with an additional sum held in the Recreation Revolving Fund at the end of the fiscal year for the purposes of continuing services into the next fiscal year, with all remaining profits be deposited into the general fund, for the purpose of removing the authority from the Town Manager to unilaterally decide how said profits are expended as of 3/15/2025.

20. To transact any other business which may legally come before such meeting.

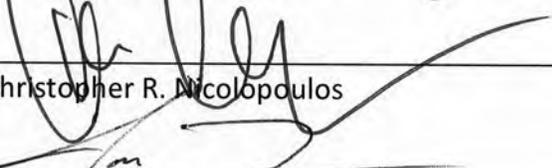
Given under our hands and seal this 11th day of February, 2025.



 Angela Brennan, Chair



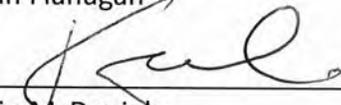
 Eleana M. Colby, Vice Chair



 Christopher R. Nicolopoulos



 Ian Flanagan

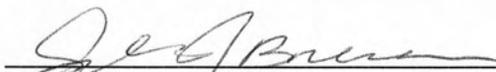


 Kip McDaniel

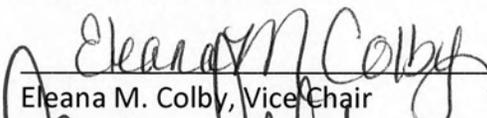
Board of Selectmen
 Town of Bow, New Hampshire

We certify and attest that on or before February 24, 2025, a true and attested copy of this Warrant was posted at the place of meeting and at the Bow Municipal Building, made available on the Town website, and the original was delivered to the Town Clerk/Tax Collector.

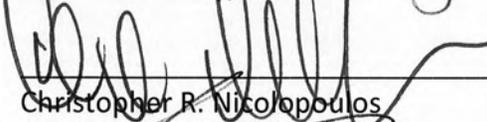
Attest:



Angela Brennan, Chair



Eleana M. Colby, Vice Chair



Christopher R. Nicolopoulos



Ian Flanagan



Kip McDaniel

Board of Selectmen
Town of Bow, New Hampshire



Appropriations

Account	Purpose	Article	Actual Expenditures for period ending 6/30/2024	Appropriations for period ending 6/30/2025	Selectmen's Appropriations for period ending 6/30/2026 (Recommended)	Selectmen's Appropriations for period ending 6/30/2026 (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Not Recommended)	
General Government									
4130	Executive	03	\$324,600	\$358,336	\$358,336	\$0	\$358,336	\$0	
4140	Election, Registration, and Vital Statistics	03	\$286,618	\$331,333	\$331,333	\$0	\$331,333	\$0	
4150	Financial Administration	03	\$409,536	\$428,697	\$428,697	\$0	\$428,697	\$0	
4152	Property Assessment	03	\$131,651	\$141,380	\$141,380	\$0	\$141,380	\$0	
4153	Legal Expense	03	\$846,746	\$75,000	\$75,000	\$0	\$75,000	\$0	
4155	Personnel Administration	03	\$12,408	\$11,760	\$11,760	\$0	\$11,760	\$0	
4191	Planning and Zoning	03	\$425,131	\$493,242	\$493,242	\$0	\$493,242	\$0	
4194	General Government Buildings	03	\$483,497	\$531,371	\$531,371	\$0	\$531,371	\$0	
4195	Cemeteries	03	\$30,220	\$50,152	\$50,152	\$0	\$50,152	\$0	
4196	Insurance Not Otherwise Allocated	03	\$110,471	\$149,395	\$149,395	\$0	\$149,395	\$0	
4197	Advertising and Regional Associations		\$0	\$0	\$0	\$0	\$0	\$0	
4198	Contingency		\$0	\$0	\$0	\$0	\$0	\$0	
4199	Other General Government		\$0	\$0	\$0	\$0	\$0	\$0	
General Government Subtotal					\$3,060,878	\$2,570,666	\$0	\$2,570,666	\$0
Public Safety									
4210	Police	03	\$1,808,811	\$2,265,321	\$2,302,717	\$0	\$2,302,717	\$0	
4215	Ambulances		\$0	\$0	\$0	\$0	\$0	\$0	
4220	Fire	03	\$1,302,419	\$1,591,377	\$1,641,072	\$0	\$1,641,072	\$0	
4240	Building Inspection		\$0	\$0	\$0	\$0	\$0	\$0	
4290	Emergency Management	03	\$34,212	\$34,774	\$35,342	\$0	\$35,342	\$0	
4299	Other Public Safety		\$0	\$0	\$0	\$0	\$0	\$0	
Public Safety Subtotal					\$3,145,442	\$3,891,472	\$0	\$3,979,131	\$0



Appropriations

Account	Purpose	Article	Actual Expenditures for period ending 6/30/2024	Appropriations for period ending 6/30/2025	Selectmen's Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)	Selectmen's Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)	Budget Committee's period ending 6/30/2026	Budget Committee's period ending 6/30/2026 (Recommended) (Not Recommended)
Airport/Aviation Center								
4301	Airport Administration		\$0	\$0	\$0	\$0	\$0	\$0
4302	Airport Operations		\$0	\$0	\$0	\$0	\$0	\$0
4309	Other Airport		\$0	\$0	\$0	\$0	\$0	\$0
	Airport/Aviation Center Subtotal		\$0	\$0	\$0	\$0	\$0	\$0
Highways and Streets								
4311	Highway Administration	03	\$1,214,946	\$1,545,476	\$1,511,220	\$0	\$1,511,220	\$0
4312	Highways and Streets	03	\$419,488	\$512,060	\$519,100	\$0	\$519,100	\$0
4313	Bridges	03	\$0	\$5,000	\$5,000	\$0	\$5,000	\$0
4316	Street Lighting	03	\$41,931	\$39,395	\$42,000	\$0	\$42,000	\$0
4319	Other Highway, Streets, and Bridges		\$0	\$0	\$0	\$0	\$0	\$0
	Highways and Streets Subtotal		\$1,676,365	\$2,101,931	\$2,077,320	\$0	\$2,077,320	\$0
Sanitation								
4321	Sanitation Administration		\$0	\$0	\$0	\$0	\$0	\$0
4323	Solid Waste Collection		\$0	\$0	\$0	\$0	\$0	\$0
4324	Solid Waste Disposal	03	\$953,909	\$1,030,587	\$1,046,587	\$0	\$1,046,587	\$0
4325	Solid Waste Facilities Clean-Up		\$0	\$0	\$0	\$0	\$0	\$0
4326	Sewage Collection and Disposal		\$0	\$0	\$0	\$0	\$0	\$0
4329	Other Sanitation		\$0	\$0	\$0	\$0	\$0	\$0
	Sanitation Subtotal		\$953,909	\$1,030,587	\$1,046,587	\$0	\$1,046,587	\$0



Appropriations

Account	Purpose	Article	Actual Expenditures for period ending 6/30/2024	Appropriations for period ending 6/30/2025	Selectmen's Appropriations for period ending 6/30/2026 (Recommended)	Selectmen's Appropriations for period ending 6/30/2026 (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Not Recommended)
Water Distribution and Treatment								
4331	Water Administration		\$0	\$0	\$0	\$0	\$0	\$0
4332	Water Services		\$0	\$0	\$0	\$0	\$0	\$0
4335	Water Treatment		\$0	\$0	\$0	\$0	\$0	\$0
4338	Water Conservation		\$0	\$0	\$0	\$0	\$0	\$0
4339	Other Water		\$0	\$0	\$0	\$0	\$0	\$0
Water Distribution and Treatment Subtotal			\$0	\$0	\$0	\$0	\$0	\$0
Electric								
4351	Electric Administration		\$0	\$0	\$0	\$0	\$0	\$0
4352	Generation		\$0	\$0	\$0	\$0	\$0	\$0
4353	Purchase Costs		\$0	\$0	\$0	\$0	\$0	\$0
4354	Electric Equipment Maintenance		\$0	\$0	\$0	\$0	\$0	\$0
4359	Other Electric Costs		\$0	\$0	\$0	\$0	\$0	\$0
Electric Subtotal			\$0	\$0	\$0	\$0	\$0	\$0
Health								
4411	Health Administration	03	\$2,041	\$2,703	\$2,703	\$0	\$2,703	\$0
4414	Pest Control		\$0	\$0	\$0	\$0	\$0	\$0
4415	Health Agencies and Hospitals	03	\$500	\$3,400	\$500	\$0	\$500	\$0
4419	Other Health		\$0	\$0	\$0	\$0	\$0	\$0
Health Subtotal			\$2,541	\$6,103	\$3,203	\$0	\$3,203	\$0



Appropriations

Account	Purpose	Article	Actual Expenditures for period ending 6/30/2024	Appropriations for period ending 6/30/2025	Selectmen's Appropriations for period ending 6/30/2026 (Recommended)	Selectmen's Appropriations for period ending 6/30/2026 (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Not Recommended)
Welfare								
4441	Welfare Administration	03	\$2,581	\$6,791	\$7,169	\$0	\$7,169	\$0
4442	Direct Assistance		\$0	\$0	\$0	\$0	\$0	\$0
4444	Intergovernmental Welfare Payments		\$0	\$0	\$0	\$0	\$0	\$0
4445	Vendor Payments		\$0	\$0	\$0	\$0	\$0	\$0
4449	Other Welfare		\$0	\$0	\$0	\$0	\$0	\$0
	Welfare Subtotal		\$2,581	\$6,791	\$7,169	\$0	\$7,169	\$0
Culture and Recreation								
4520	Parks and Recreation	03	\$15,639	\$191,600	\$54,300	\$0	\$54,300	\$0
4550	Library	03	\$616,784	\$644,071	\$658,734	\$0	\$658,734	\$0
4583	Patriotic Purposes	03	\$500	\$500	\$10,500	\$0	\$10,500	\$0
4589	Other Culture and Recreation	03	\$750	\$750	\$750	\$0	\$750	\$0
	Culture and Recreation Subtotal		\$633,673	\$836,921	\$724,284	\$0	\$724,284	\$0
Conservation and Development								
4611	Conservation Administration		\$0	\$0	\$0	\$0	\$0	\$0
4612	Purchase of Natural Resources		\$0	\$0	\$0	\$0	\$0	\$0
4619	Other Conservation		\$0	\$0	\$0	\$0	\$0	\$0
4631	Redevelopment and Housing Administration		\$0	\$0	\$0	\$0	\$0	\$0
4632	Other Redevelopment and Housing		\$0	\$0	\$0	\$0	\$0	\$0
4651	Economic Development Administration		\$0	\$0	\$0	\$0	\$0	\$0
4652	Economic Development		\$0	\$0	\$0	\$0	\$0	\$0
4659	Other Economic Development		\$0	\$0	\$0	\$0	\$0	\$0
	Conservation and Development Subtotal		\$0	\$0	\$0	\$0	\$0	\$0



Appropriations

Account	Purpose	Article	Actual Expenditures for period ending 6/30/2024	Appropriations for period ending 6/30/2025	Selectmen's Appropriations for period ending 6/30/2026 (Recommended)	Selectmen's Appropriations for period ending 6/30/2026 (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Not Recommended)
Debt Service								
4711	Principal - Long Term Bonds, Notes, and Other Debt	03	\$1,000,000	\$1,000,000	\$1,000,000	\$0	\$1,000,000	\$0
4721	Interest - Long Term Bonds, Notes, and Other Debt	03	\$153,024	\$121,893	\$70,765	\$0	\$70,765	\$0
4723	Interest on Tax and Revenue Anticipation Notes	03	\$0	\$1	\$1	\$0	\$1	\$0
4790	Other Debt Service Charges		\$0	\$0	\$0	\$0	\$0	\$0
	Debt Service Subtotal		\$1,153,024	\$1,121,894	\$1,070,766	\$0	\$1,070,766	\$0
Capital Outlay								
4901	Land		\$92,853	\$0	\$0	\$0	\$0	\$0
4902	Machinery, Vehicles, and Equipment		\$326,235	\$980,200	\$0	\$0	\$0	\$0
4903	Buildings		\$305,318	\$237,100	\$0	\$0	\$0	\$0
4909	Improvements Other than Buildings		\$880,859	\$1,697,700	\$0	\$0	\$0	\$0
	Capital Outlay Subtotal		\$1,605,265	\$2,915,000	\$0	\$0	\$0	\$0
Operating Transfers Out								
4911	To Revolving Funds		\$0	\$0	\$0	\$0	\$0	\$0
4912	To Special Revenue Funds		\$0	\$0	\$0	\$0	\$0	\$0
4913	To Capital Projects Funds		\$0	\$0	\$0	\$0	\$0	\$0
4914A	To Airport Proprietary Fund		\$0	\$0	\$0	\$0	\$0	\$0
4914E	To Electric Proprietary Fund		\$0	\$0	\$0	\$0	\$0	\$0
4914O	To Other Proprietary Fund		\$0	\$0	\$0	\$0	\$0	\$0
4914S	To Sewer Proprietary Fund	03	\$199,200	\$184,854	\$184,854	\$0	\$184,854	\$0
4914W	To Water Proprietary Fund	03	\$120,324	\$138,523	\$138,523	\$0	\$138,523	\$0
4918	To Non-Expendable Trust Funds		\$0	\$0	\$0	\$0	\$0	\$0
4919	To Fiduciary Funds		\$0	\$0	\$0	\$0	\$0	\$0
	Operating Transfers Out Subtotal		\$319,524	\$323,377	\$323,377	\$0	\$323,377	\$0
	Total Operating Budget Appropriations				\$11,802,503	\$0	\$11,802,503	\$0



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Special Warrant Articles

Account	Purpose	Article	Selectmen's Appropriations for Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)	Selectmen's Appropriations for Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)	Budget Committee's period ending 6/30/2026 (Recommended) (Not Recommended)	Budget Committee's period ending 6/30/2026 (Recommended) (Not Recommended)
4915	To Capital Reserve Fund		\$0	\$0	\$0	\$0
4916	To Expendable Trust Fund		\$0	\$0	\$0	\$0
4917	To Health Maintenance Trust Funds		\$0	\$0	\$0	\$0
4902	Machinery, Vehicles, and Equipment	05	\$1,118,700	\$0	\$1,118,700	\$0
		<i>Purpose: Fire Dept. Pumper Truck</i>				
4902	Machinery, Vehicles, and Equipment	06	\$661,000	\$0	\$661,000	\$0
		<i>Purpose: Two Six-Wheel Dump Trucks for Public Works Department</i>				
4902	Machinery, Vehicles, and Equipment	10	\$462,000	\$0	\$462,000	\$0
		<i>Purpose: Fire Department Ambulance</i>				
4902	Machinery, Vehicles, and Equipment	14	\$41,400	\$0	\$0	\$41,400
		<i>Purpose: Purchase of Work Truck for Facilities Department</i>				
4903	Buildings	12	\$66,600	\$0	\$66,600	\$0
		<i>Purpose: Air Ventilation System at Department of Public Works</i>				
4909	Improvements Other than Buildings	07	\$565,000	\$0	\$565,000	\$0
		<i>Purpose: Annual Paving</i>				
4909	Improvements Other than Buildings	11	\$85,700	\$0	\$85,700	\$0
		<i>Purpose: HVAC System Replacement at Baker Free Library</i>				
4909	Improvements Other than Buildings	13	\$46,400	\$0	\$0	\$46,400
		<i>Purpose: Lighting for Municipal Building</i>				
4915	To Capital Reserve Funds	04	\$1,108,000	\$0	\$1,108,000	\$0
		<i>Purpose: Capital Reserve Fund Deposit from Taxes</i>				
4915	To Capital Reserve Funds	08	\$500,000	\$0	\$500,000	\$0
		<i>Purpose: Transfer to the Community Building Capital Reserve</i>				
4915	To Capital Reserve Funds	09	\$150,000	\$0	\$150,000	\$0
		<i>Purpose: Additional funding for the Community Building Capi</i>				
Total Proposed Special Articles			\$4,804,800	\$0	\$4,717,000	\$87,800



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Individual Warrant Articles

Account	Purpose	Article	Selectmen's Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)	Selectmen's Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)
4210	Police	15	\$17,671	\$0	\$17,671	\$0
<i>Purpose: CBA agreement between Town of Bow and AFSCME Council 93, Local 3657</i>						
4220	Fire	15	\$20,827	\$0	\$20,827	\$0
<i>Purpose: CBA agreement between Town of Bow and AFSCME Council 93, Local 3657</i>						
Total Proposed Individual Articles			\$38,498	\$0	\$38,498	\$0



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Revenues

Account	Source	Article	Actual Revenues for period ending 6/30/2024	Selectmen's Estimated Revenues for period ending 6/30/2026	Budget Committee's Estimated Revenues for period ending 6/30/2026
Taxes					
3120	Land Use Change Taxes for General Fund		\$0	\$0	\$0
3180	Resident Taxes		\$0	\$0	\$0
3185	Yield Taxes	03	\$5,960	\$10,000	\$10,000
3186	Payment in Lieu of Taxes		\$799	\$0	\$0
3187	Excavation Tax	03	\$3,572	\$2,500	\$2,500
3189	Other Taxes		\$0	\$0	\$0
3190	Interest and Penalties on Delinquent Taxes	03	\$48,920	\$50,000	\$50,000
		Taxes Subtotal	\$59,251	\$62,500	\$62,500
Licenses, Permits, and Fees					
3210	Business Licenses and Permits	03	\$2,620	\$3,200	\$3,200
3220	Motor Vehicle Permit Fees	03	\$3,179,064	\$3,022,750	\$3,022,750
3230	Building Permits	03	\$95,859	\$90,150	\$90,150
3290	Other Licenses, Permits, and Fees	03	\$17,185	\$17,800	\$17,800
		Licenses, Permits, and Fees Subtotal	\$3,294,728	\$3,133,900	\$3,133,900
From Federal Government					
3311	Housing and Urban Development		\$0	\$0	\$0
3312	Environmental Protection		\$0	\$0	\$0
3313	Federal Emergency		\$0	\$0	\$0
3314	Federal Drug Enforcement		\$0	\$0	\$0
3319	Other Federal Grants and Reimbursements		\$0	\$0	\$0
		From Federal Government Subtotal	\$0	\$0	\$0
State Sources					
3351	Shared Revenues - Block Grant		\$0	\$0	\$0
3352	Meals and Rooms Tax Distribution	03	\$781,279	\$807,000	\$807,000
3353	Highway Block Grant	03	\$228,057	\$233,000	\$233,000
3354	Water Pollution Grant		\$0	\$0	\$0
3355	Housing and Community Development		\$0	\$0	\$0
3356	State and Federal Forest Land Reimbursement	03	\$66	\$66	\$66



Revenues

Account	Source	Article	Actual Revenues for period ending 6/30/2024	Selectmen's Estimated Revenues for period ending 6/30/2026	Budget Committee's Estimated Revenues for period ending 6/30/2026
State Sources					
3357	Flood Control Reimbursement		\$0	\$0	\$0
3359	Railroad Tax Distribution		\$1,857	\$0	\$0
3360	Water Filtration Grants		\$0	\$0	\$0
3361	Landfill Closure Grants		\$0	\$0	\$0
3369	Other Intergovernmental Revenue from State of NH		\$0	\$0	\$0
3379	Intergovernmental Revenues - Other		\$0	\$0	\$0
			\$1,011,259	\$1,040,066	\$1,040,066
Charges for Services					
3401	Income from Departments	03	\$584,070	\$489,125	\$489,125
3402	Water Supply System Charges		\$0	\$0	\$0
3403	Sewer User Charges		\$0	\$0	\$0
3404	Garbage-Refuse Charges	03	\$0	\$112,000	\$112,000
3405	Electric User Charges		\$0	\$0	\$0
3406	Airport Fees		\$0	\$0	\$0
3409	Other Charges		\$0	\$0	\$0
			\$584,070	\$601,125	\$601,125
Charges for Services Subtotal					
Miscellaneous Revenues					
3500	Special Assessments		\$0	\$0	\$0
3501	Sale of Municipal Property	03	\$0	\$5,000	\$5,000
3502	Interest on Investments	03	\$720,706	\$500,000	\$500,000
3503	Rents of Property		\$0	\$0	\$0
3504	Fines and Forfeits		\$0	\$0	\$0
3506	Insurance Dividends and Reimbursements		\$0	\$0	\$0
3508	Contributions and Donations		\$0	\$0	\$0
3509	Revenue from Misc Sources Not Otherwise Classified	03	\$96,135	\$40,000	\$40,000
			\$816,841	\$545,000	\$545,000
Miscellaneous Revenues Subtotal					
Interfund Operating Transfers In					
3911	From Revolving Funds	09	\$2,775	\$150,000	\$150,000



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Revenues

Account	Source	Article	Actual Revenues for period ending 6/30/2024	Selectmen's Estimated Revenues for period ending 6/30/2026	Budget Committee's Estimated Revenues for period ending 6/30/2026
Interfund Operating Transfers In					
3912	From Special Revenue Funds		\$0	\$0	\$0
3913	From Capital Projects Funds		\$0	\$0	\$0
3914A	From Airport Proprietary Fund		\$0	\$0	\$0
3914E	From Electric Proprietary Fund		\$0	\$0	\$0
3914O	From Other Proprietary Fund		\$0	\$0	\$0
3914S	From Sewer Proprietary Fund	03	\$355,226	\$184,854	\$184,854
3914W	From Water Proprietary Fund	03	\$81,720	\$138,523	\$138,523
3915	From Capital Reserve Funds	12, 13, 05, 06, 10, 11, 14	\$300,753	\$2,481,800	\$2,481,800
3916	From Trust and Fiduciary Funds		\$0	\$0	\$0
3917	From Conservation Funds		\$0	\$0	\$0
	Interfund Operating Transfers In Subtotal		\$740,474	\$2,955,177	\$2,955,177
Other Financing Sources					
3934	Proceeds from Long-Term Notes/Bonds/Other Sources		\$0	\$0	\$0
9998	Amount Voted from Fund Balance		\$0	\$0	\$0
9999	Fund Balance to Reduce Taxes	03	\$0	\$150,000	\$150,000
	Other Financing Sources Subtotal		\$0	\$150,000	\$150,000
	Total Estimated Revenues and Credits		\$6,506,623	\$8,487,768	\$8,487,768



Budget Summary

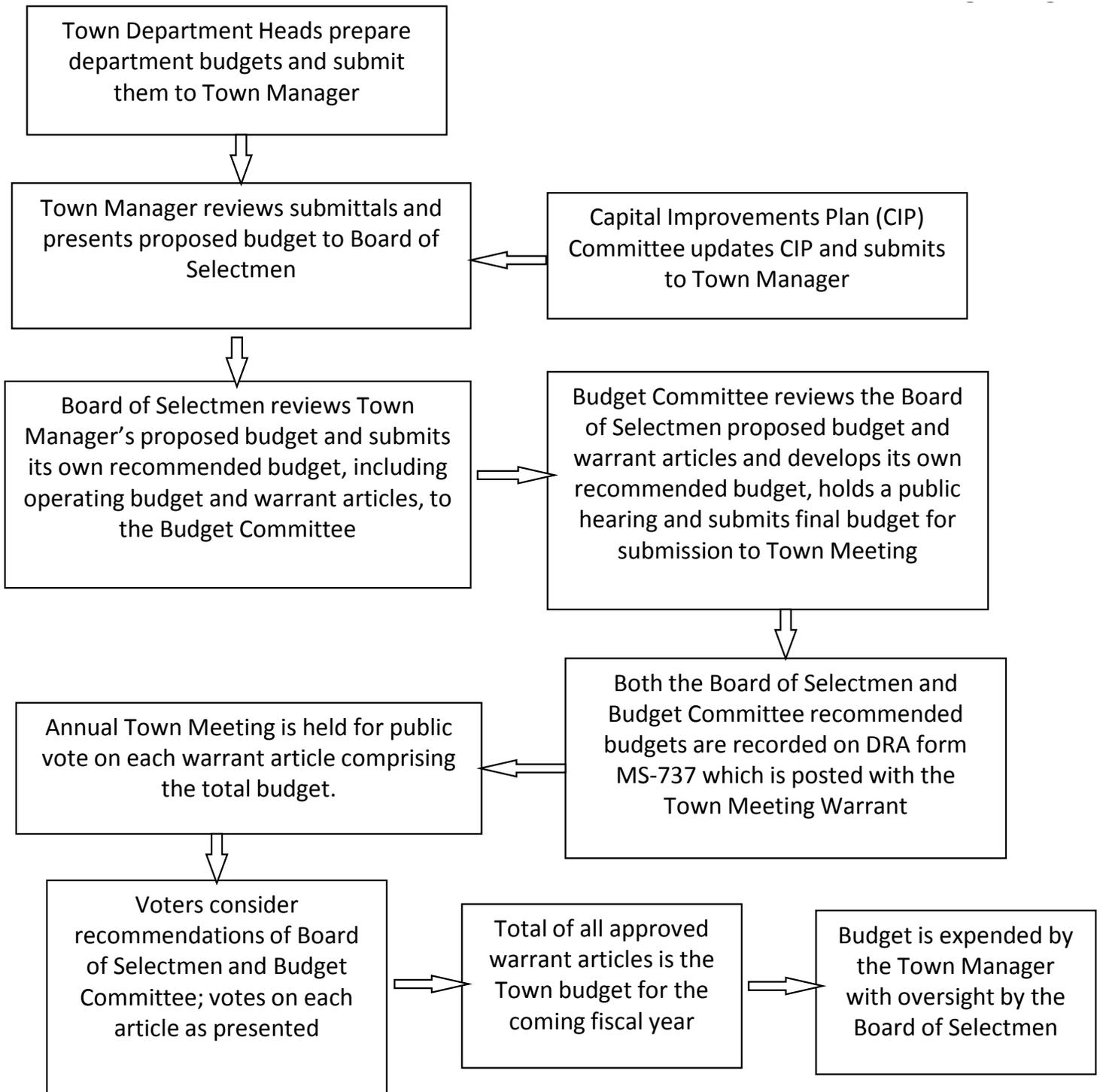
Item	Selectmen's Period ending 6/30/2026 (Recommended)	Budget Committee's Period ending 6/30/2026 (Recommended)
Operating Budget Appropriations	\$11,802,503	\$11,802,503
Special Warrant Articles	\$4,804,800	\$4,717,000
Individual Warrant Articles	\$38,498	\$38,498
Total Appropriations	\$16,645,801	\$16,558,001
Less Amount of Estimated Revenues & Credits	\$8,487,768	\$8,487,768
Estimated Amount of Taxes to be Raised	\$8,158,033	\$8,070,233



Supplemental Schedule

1. Total Recommended by Budget Committee	\$16,558,001
Less Exclusions:	
2. Principal: Long-Term Bonds & Notes	\$0
3. Interest: Long-Term Bonds & Notes	\$0
4. Capital outlays funded from Long-Term Bonds & Notes	\$0
5. Mandatory Assessments	\$0
6. Total Exclusions (<i>Sum of Lines 2 through 5 above</i>)	\$0
7. Amount Recommended, Less Exclusions (Line 1 less Line 6)	\$16,558,001
8. 10% of Amount Recommended, Less Exclusions (<i>Line 7 x 10%</i>)	\$1,655,800
Collective Bargaining Cost Items:	
9. Recommended Cost Items (Prior to Meeting)	\$0
10. Voted Cost Items (Voted at Meeting)	\$0
11. Amount voted over recommended amount (Difference of Lines 9 and 10)	\$0
12. Bond Override (RSA 32:18-a), Amount Voted	\$0
Maximum Allowable Appropriations Voted at Meeting:	
(<i>Line 1 + Line 8 + Line 11 + Line 12</i>)	\$18,213,801

TOWN BUDGET DEVELOPMENT PROCESS



Town Meeting and School District Meeting

MODERATORS' RULES OF PROCEDURES

Peter F. Imse *Town Moderator*

Nicholas Watson, *School District Moderator*

Procedure to conduct their respective Meetings:

1. The Moderator will not follow Robert's Rules. The Moderator will use the following general rules of procedure, whose main purpose is to keep the meeting moving, and not get bogged down in procedural quagmires.
2. By majority vote, the voters can overrule any decision that the Moderator makes and any rule that the Moderator establishes. A voter can raise such a request by Point of Order.
3. The Moderator will take Articles in the order that they appear on Warrant unless the Moderator announces the intent to take Articles out of order.
4. The Moderator will consider each Article, as follows:
 - a. The Moderator will announce the Article number, and the text of the Article will be displayed on the overhead screen or will be otherwise made available at the Meeting. The Moderator need not read the full text of the Article.
 - b. The Moderator will recognize a member of the Budget Committee or of the Board of Selectmen/School Board, or the petitioner (if a petitioned Article) to move the adoption of the Article.
 - c. If the Motion is seconded, the Moderator will recognize a member of the Board of Selectmen/School Board or the petitioner to explain the Article.
 - d. The Meeting will debate and then vote on the Article.
5. Everyone who speaks must use a microphone so they can be heard. (The Moderator will announce the location of the microphones in the Meeting room.) If a voter is unable to reach one of the stand-up microphones, the voter should raise his/her hand and one of the hand-held microphones will be provided.
6. No one may speak unless he or she has the floor.
 - a. No one may have the floor unless recognized by the Moderator.
 - b. Except for Points of Order, the Moderator will not recognize speakers unless they are standing at or holding one of the microphones.
 - c. Each speaker must provide his/her name and address.
 - d. Even if a voter does not have the floor, a voter may speak to raise a Point of Order, to challenge a Moderator's ruling, or to overrule the Moderator.

7. The Moderator will allow only one motion on the floor at a time. There are two exceptions to this rule:
 - a. A voter may raise a Point of Order at any time, and
 - b. If a voter has the floor, the voter may make
 - i. A motion to amend the pending motion, or
 - ii. A motion to Call the Question.
8. The Moderator will not accept negative motions, which are motions that require a “no” vote to vote in the affirmative such as “I move that we not adopt the budget.”
9. Motions to Call the Question limit debate and require a 2/3 vote. If passed, these motions stop debate on the pending Article or question. However, all those voters who are standing at a microphone or holding a microphone, and anyone seated at the head table who has previously told the Moderator that he/she wishes to speak on the Motion will be allowed to speak. In addition, the Moderator shall have the right to refuse to recognize a Motion to Call the Question, if, in the Moderator’s opinion, the voters have not yet had an adequate opportunity to discuss an issue.
10. Non-voters may not speak at the Meeting without the permission of the voters except, the Moderator will allow non-resident Town officials and consultants or experts who are at the Meeting to provide information about an Article to speak.
11. All speakers must be courteous and must speak to the issues, not the individuals raising them. The Moderator will not allow personal attacks or inappropriate language.
12. If any person behaves in a disorderly manner, and after notice from the Moderator, persists in such behavior, or shall in any way disturb the meeting, or willfully violate any rule of proceeding, the Moderator may have a police officer, or any legal voter of the town, remove such person from the meeting. (RSA 40:8).
13. All questions and comments should be addressed to the Moderator. The Moderator will choose who responds to the questions.
14. With the exception of initial presentations on Articles which the Moderator requests be limited to ten (10) minutes, all speakers in debate will be limited to three (3) minutes.
15. Each speaker may only speak once until everyone else who wishes to speak has spoken.
16. The Moderator may determine the method of voting (voice vote, show of hands, voter cards, etc.) except as determined by law. However, any voter who doubts the accuracy of any non-counted vote may require the Moderator to determine a vote by a counted show of hands or counted standing vote.
17. Any vote on a bond issue of over \$100,000 must be voted on by secret ballot. In addition, any five (5) voters may require that the vote on any Article or question be by secret ballot. To do so:
 - a. All five (5) voters must be present and identified, and
 - b. The request must be presented in writing to the Moderator prior to the end of debate on the Article or question.

18. Motions to reconsider an Article may only be made immediately after the vote on the Article, and may only be made by a voter who voted on the prevailing side of the vote to be reconsidered. However, the following limits may apply to the reconsideration of an Article:
 - a. **Mandatory Restriction:** In accordance with RSA 33:8-a, if a motion to reconsider a ballot vote on a bond issue of over \$100,000 passes, the Article cannot be reconsidered until a reconvened Meeting that is at least seven (7) days after the original vote. With respect to bond votes, the restriction on reconsideration automatically applies without the need for the Meeting to vote for it.
 - b. **Optional Restriction:** Voters may postpone reconsideration of any Article at this Meeting by voting to restrict reconsideration of the Article in accordance with RSA 40:10. If the Meeting passes such a motion, then the Article cannot be reconsidered until a reconvened meeting held at least seven (7) days after the date of the original vote.
 - c. **Reminder:** Since any rule of the Moderator or decision of the Meeting can be reversed or changed at any time prior to the end of the meeting by a majority vote of the Meeting, there is no rule that can be adopted that can absolutely prevent the reconsideration of an Article.
19. The Moderator may vote on all Articles. However, the Moderator expects to vote only in two (2) instances:
 - a. To break a tie
 - b. To make a vote a tie vote if a motion the Moderator opposes would otherwise carry by one (1) vote.
20. If the Meeting is not finished at 11:00 p.m., the Moderator will recess the Meeting to a future date, unless the meeting votes to continue after 11:00 p.m.

VOTERS' RIGHTS AND RESPONSIBILITIES

Peter F. Imse *Town Moderator*

Nicholas Watson *School District Moderator*

Every Voter is responsible to:

1. Recognize that the Meeting is a legislative assembly where voters gather together to conduct business, and that the Moderator has volunteered to preside over the Meeting to bring order to the process.
2. Review the Town and School Reports in advance of the Town and School Meetings.
3. Seek answers to any questions that they have from the appropriate Town or School officials in advance of the Meetings. Attend informational sessions to learn the background of significant proposals and to ensure meaningful debate at the Meeting.
4. Become familiar with the Rules of Procedure for the Meetings which are published in the Town Report.
5. Give the Moderator advance notice if they would like to do anything out of the ordinary, such as presenting slides, or proposing alternate rules of procedure.
6. Arrive early enough for the Meetings to allow sufficient time to check in and find a seat.
7. Be courteous to all officials, presenters, and other voters.

8. Avoid personal attacks and inappropriate language.
9. Understand that occasional problems or delays are to be expected when presenting information to or managing the movement of large numbers of voters, and be patient and courteous with officials and other voters when problems or delays occur.
10. Be aware that since any rule of the Moderator or decision of the Meeting can be reversed or changed at any time by a majority vote of the Meeting, there is no rule that can be adopted that can prevent reconsideration of an Article. Restricting reconsideration can only postpone the second vote to a reconvened meeting held at least seven (7) days after the date of the original vote.
11. Remember that if the Moderator cancels a Meeting due to inclement weather, the decision will be communicated via the same radio and TV stations that the School District uses to announce school cancellations and via the Town/School social media sites.
12. Help the Meeting to promptly complete the business on the warrant.

Every Voter has a right to:

13. Speak on every Article by approaching a microphone or by requesting a hand-held microphone, unless debate has been limited by a successful Motion to Call the Question.
14. Request the Meeting to overrule the Moderator or to change the Rules of Procedure, as follows:
 - a. Seek to be recognized by saying “Mr./Ms. Moderator, I have a Point of Order”, and
 - b. Once recognized by the Moderator, proceed to state your request or make your Motion.
15. Request that any Article or question be acted upon by secret ballot, as follows:
 - a. A minimum of five voters who are present and identified at the Meeting must make the request in writing; and
 - b. The written request must be presented to the Moderator prior to the end of the debate on the Article or question.
16. Request the Meeting to postpone the reconsideration of an Article at the Meeting until a future Meeting, as follows:
 - a. At any time after the Article has been voted upon, seek to be recognized at a microphone by the Moderator.
 - b. Once recognized by the Moderator, say “Mr./Ms. Moderator, I move that the Meeting restrict consideration of Article ___, in accordance with NH RSA 40:10.”
 - c. NOTE: Voters need not vote to restrict reconsideration of any ballot vote on a bond issue over \$100,000 because State law provides that the reconsideration vote may not be held until an adjourned Meeting that is at least seven (7) days after the date of the Meeting.

Bow School District



Members (L to R)
VC—Martin Osterloh
Melynie Klunk
Ch—Bryce Larrabee
Angela Hubbard
Jenna Reardon

**BOW SCHOOL DISTRICT
2024
ANNUAL REPORT**

School District Officers 2024.....

Report of 2024 Bow School District Meeting.....

2025 Bow School District Election Warrant.....

2025 Bow School District Warrant Articles.....

Form MS-27 - 2025-2026 School District Budget.....

2025-2026 Revenue and Tax Impact Estimate.....

.2025-2026 Proposed School Budget.....

Student Services Expenditures and Revenues.....

Statement of Bonded Indebtedness.....

Report of the Trust Fund Balances as of June 2025.....

School Board Report - 2024-2025 School Year.....

Superintendent’s Report - 2023-2024.....

Bow Elementary School Principal’s Report - 2024-2025.....

Bow Memorial School Principal’s Report - 2024-2025.....

Bow High School Principal’s Report - 2024-2025.....

Bow POPS Report - 2024-2025 School Year.....

Bow PTO Report - 2024-2025 School Year.....

Pupil Enrollment as of October 1, 2024.....

School District Budget Process.....

BOW SCHOOL DISTRICT - 2024 ANNUAL REPORT

BOW SCHOOL DISTRICT OFFICERS

<u>Officers Term</u>	<u>Expires</u>
Nicholas Watson, Moderator	2026
Atty. John E. Rich, Jr., Clerk	2027
Greg Colby, Treasurer	2025

BOW SCHOOL BOARD MEMBERS

<u>Board Members</u>	<u>Term Expires</u>
Bryce Larrabee, Chair	2026
Martin Osterloh, Vice Chair	2026
Melynie Klunk, Member	2025
Angela Hubbard, Member	2027
Jenna Reardon, Member	2025

AUDITOR

Plodzik & Sanderson, P.A. Concord, NH

BOW SCHOOL DISTRICT ADMINISTRATION

Marcy Kelley, Superintendent of Schools

Duane Ford, Business Administrator

Lori Krueger, Principal, Bow Elementary School

Adam Osburn, Principal, Bow Memorial School

Matt Fisk, Principal, Bow High School

Jessica Brown, Director of Student Services

Owen Harrington, Director of Curriculum

**Report of the Annual Meeting
of the
BOW SCHOOL DISTRICT
SAU #67, Bow, NH
MARCH 15, 2024**

A duly called meeting of the voters of the Bow School District was held in the Bow High School auditorium on Friday, March 15, 2024. School Moderator Nick Watson called the meeting to order at 6:01 P.M. Girl Scout Troop 63228 led the Pledge of Allegiance. Joseph Albushies performed the national anthem. Jessica Birnbaum also sang.

Mr. Watson introduced the members of the School Board, and some administrative members of the School District.

School Board Members: Chair Bryce Larrabee, Vice Chair Martin Osterloh, Jenna Reardon, Melynie Klunk, and Student Representative Trevor Able.

Officers and Administrators: School Superintendent Marcy Kelley and Assistant Superintendent for Business Administration Duane Ford, Director of Curriculum and Instruction Owen Harrington, and Jessica Brown, Director of Student Services. Also present was John Rich, District Clerk.

Mr. Watson announced the procedures that would be followed for the meeting:

- He would first read or paraphrase the Article up for consideration.
- The School Board would then introduce the Article.
- Microphone locations and the availability of a portable microphone.
- Speakers would only be recognized when at a microphone in front of a camera.
- Location of ballot boxes and procedure for ballot voting.

Mr. Watson explained that Article 9 had been timely posted on the Town website but had not been included in the Town report books.

Mr. Watson then asked if there were any questions regarding the proposed proceedings for the meeting. No one spoke. Mr. Watson directed attention to the Warrant Articles.

BOW SCHOOL DISTRICT 2024 WARRANT ARTICLES

Article 1

TO HEAR the reports of agents, auditors, committees, and officers chosen or to take any other action.

The Article was displayed on the overhead projector and read by Mr. Watson. Mr. Watson introduced Superintendent Marcy Kelley.

Ms. Kelley stated that this was her fifth year in Bow but her first year as Superintendent. She has spent much of this year getting into buildings getting to know students, staff, and community members. The first year reaffirmed that Bow has amazing teachers and students and a very supportive community. She has been continuing the work in place already such as MTSS and future ready schools. She stated that good schools become great schools with the support of the community. This support of teachers and students allows students to participate at high rates in a wide variety of programs that were shown on the meeting presentation slides. She thanked the community for the support that allowed the eight-room addition at Bow Elementary School to proceed. She concluded by noting that union negotiations would take place this year for the Bow Education Association and the Bow Education Support Staff. At the high school, the New England Association of Schools & Colleges (NEASC) accreditation would be starting and will take place over a two-year period. She ended by thanking the Town for their support of her.

Mr. Larrabee then thanked retiring School Board member Jennifer Strong-Rain, who was not in attendance, for her nine years of service to the School Board and stated that the Board had a plaque to present to her.

Mr. Watson then indicated that the meeting would consider Article 3.

Article 2

TO SEE if the School District will vote to raise and appropriate the Budget Committee's recommended amount of Thirty-Five Million Seven Hundred Twenty Thousand Three Hundred Eighty-Six Dollars (\$35,720,386) for the support of schools, for the payment of salaries for the School District officials and agents, and for the payment of the statutory obligations of the district. This article does not include appropriations voted in other warrant articles. This article does include the cost of the Bow School District Food Service Program.

Recommended by the Budget Committee (7-0)

The School Board recommends Thirty-Five Million Seven Hundred Twenty Thousand Three Hundred Eighty-Six Dollars (\$35,720,386).

Recommended by the School Board (4-0)

The Article was displayed on the overhead projector and read by Mr. Watson.

Motion to present the Article for consideration was made by Mr. Osterloh and seconded by Ms. Klunk. Mr. Watson stated a presentation on the Article would be made by Mr. Osterloh .

Mr. Osterloh stated that the Budget Committee and School Board agreed on the Budget Proposal and all warrant articles were brought forward by unanimous votes by both elected Boards. He stated that the total operating budget as proposed in Article 3 totals \$35,720,386 versus the approved 2023-24 operating budget of \$33,700,143 plus bond interest costs, which results in an increase of \$1,720,243 or 5.06%. This includes the Food Service budget. He noted that the first-year bond payments, the health insurance increase, and the wage increase together resulted in an increase of \$1,866,972 compared to the rest of the budget which represents a decrease of \$146,729.

Mr. Osterloh next reviewed the operating budget revenue and adequacy aid, noting that there was an increase in estimated revenue of \$387,620. He reviewed the impact on taxes noting that the Article would result in an estimated increase in the local rate of \$1.02 per thousand with a resulting approximate percentage change in the tax rate of 6.08%.

Mr. Osterloh next discussed Bow's Cost Per Pupil. He noted that he was utilizing the New Hampshire Department of Education figures. In terms of District wide, Bow ranks 21st out of 162 Districts on a scale of one being the lowest cost. Bow ranks 9th out of 155 Districts in Elementary Cost Per Pupil; 5th out of 62 Districts for Middle School Cost Per Pupil, and 24th out of 73 Districts for High School Cost Per Pupil. Mr. Osterloh reviewed a historic graph of Bow's Cost Per Pupil noting that Bow's cost is lower than the state average.

Mr. Watson then opened the Article for comment by the public.

Judson Malone of 7 Audley Divide asked about the increase in special education contracted services. Mr. Ford discussed how special education services are allocated between out-of-District and within the District. He explained that for students whose IEPs required services that Bow could not provide, the costs of contracted services had risen significantly.

Matt Poulin of 20 Hampshire Hills Road asked about the increase in health insurance. Mr. Ford responded that the 21% increase was the largest he had seen in his time in Bow and that due to union contract provisions, Bow was required to maintain the same carrier through HealthTrust.

Brian Beach of 4 Pine Crest Drive asked if Bow could increase its tuition revenue. Mr. Ford stated that 160 students per grade was the right number for programming and to maintain a small school feel. He explained that in some years the Hooksett quota of tuition students was not filled.

Being no one at the microphones, Mr. Watson called for a vote. The majority hand count was in the affirmative. **Motion carried. Article 2 passed.**

Mr. Watson stated that Article 3 would now be considered.

Article 3

TO SEE if the School District will vote to raise and appropriate the sum of Ninety Thousand Dollars (\$90,000) to be added to the AREA School Capital Improvements – Dunbarton Fees Capital Reserve Fund established in March 2014 with this sum to come from the Capital Improvement Fee portion of tuition payments received in the 2024-25 fiscal year in accordance with the 2024-2039 AREA agreement. (Majority vote required)

Recommended by the School Board (4-0)
Recommended by the Budget Committee (7-0)

The Article was displayed on the overhead projector and read by Mr. Watson.

Motion to present the Article for consideration was made by Ms. Klunk and seconded by Ms. Reardon. Mr. Watson indicated that Ms. Klunk would describe the Article.

Ms. Klunk stated that the Article addresses that Capital Improvement fee paid by Dunbarton to Bow as defined in the AREA Agreement. The fee is \$800/Student for 2024-25. Half of the fee is restricted and must be deposited in a non-lapsing Capital Reserve Fund. She stated that without Warrant Article approval, fees cannot be collected from Dunbarton and must be returned to the Dunbarton School District. The Capital Reserve Fund was created at the March 2014 Annual Meeting and the first deposit was made into the Capital Reserve Fund approved at the March 2015 Annual Meeting. The balance in the fund as of December 31, 2023, was \$416,876. The funds may be used for capital improvement projects with a minimum life of 16 years and a minimum value of \$500,000 to the middle and high schools. The use of funds from the Capital Reserve Fund must be proportional to the Dunbarton student population percentage.

Mr. Watson then opened the Article for comment by the public.

Being no one at the microphones, Mr. Watson called for a vote. The majority hand vote was in the affirmative. **Motion carried. Article 3 passed.** Mr. Watson stated that Article 4 would now be considered.

Article 4

TO SEE if the School District will vote to raise and appropriate the sum of Ninety Thousand Dollars (\$90,000) to be used for paving upgrades at Bow Memorial School with this sum to come from the Capital Improvement Fee portion of tuition payments received in the 2024-25 fiscal year in accordance with the 2024-2039 AREA agreement. (Majority vote required)

Recommended by the School Board (4-0)
Recommended by the Budget Committee (7-0)

The Article was displayed on the overhead projector and read by Mr. Watson.

Motion to present the Article for consideration was made by Ms. Klunk and seconded by Ms. Reardon. Mr. Watson indicated that Ms. Klunk would describe the Article.

Ms. Klunk stated that the Article addresses that Capital Improvement fee paid by Dunbarton to Bow as defined in the AREA Agreement. The fee is \$800/Student for 2024-25 as set forth in the Approved AREA Agreement Effective July 1, 2024. Half of the fees are unrestricted and can be used for any purpose. The proposed use for 2024-25 was for Bow Memorial School paving. She explained the location of the \$90,000 paving project and the need to provide a larger area for outside student activities in the winter.

Mr. Watson then opened the Article for comment by the public.

Being no one at the microphones, Mr. Watson called for a vote. The majority hand vote was in the affirmative. **Motion carried. Article 4 passed.**

Mr. Watson stated that Article 5 would now be considered.

Article 5

TO SEE if the School District will vote to raise and appropriate the sum of up to Fifty-Six Thousand Dollars (\$56,000) to be added to the Athletic Fields and Facilities Capital Reserve Fund established in March 2016; with this sum to come from student activity fees collected during the 2024-25 fiscal year and not from taxation. (Majority vote required)

Recommended by the School Board (4-0)
Recommended by the Budget Committee (7-0)

The Article was displayed on the overhead projector and read by Mr. Watson.

Motion to present the Article for consideration was made by Ms. Reardon and seconded by Mr. Larrabee. Mr. Watson indicated that Ms. Reardon would describe the Article.

Ms. Reardon stated that the Bow School Board in 2016 established a committee to study extracurricular fees charged to students at Bow High School. Following the committee recommendation, fees are charged for athletics at Bow High School. The fees to be charged are \$100 per sport, except for \$200 for ice hockey with a \$200 maximum per student. The Article continues the practice of collecting fees and depositing them into a Capital Reserve Fund. The current balance in the Athletic Fields and Facilities Improvements Capital Reserve Fund as of December 31, 2023, was \$140,823.

Mr. Watson then opened the Article for comment by the public.

Being no one at the microphones, Mr. Watson called for a vote. The majority hand vote was in the affirmative. **Motion carried. Article 5 passed.**

Mr. Watson stated that Article 6 would now be considered.

Article 6

TO SEE if the School District will vote to raise and appropriate the sum of Forty-Six Thousand Dollars (\$46,000) for the purchase of a multi-sport scoreboard, lacrosse goals, track hurdles, track throwing cage and sideline team benches and to authorize the withdrawal of up to Forty-Six Thousand Dollars (\$46,000) from the Athletic Fields and Facilities Capital Reserve Fund established in March 2016. (Majority vote required)

Recommended by the School Board (4-0)
Recommended by the Budget Committee (7-0)

The Article was displayed on the overhead projector and read by Mr. Watson.

Motion to present the Article for consideration was made by Ms. Reardon and seconded by Mr. Larrabee. Mr. Watson indicated that Ms. Reardon would describe the Article.

Ms. Reardon stated this Article calls for up to \$46,000 to be withdrawn from the Athletic Fields and Facilities Capital Reserve Fund established in March 2016 for the purchase of a multi-sport scoreboard, lacrosse goals, track hurdles, a track throwing cage and sideline team benches. The Athletic Director and coaches were consulted in connection with this Article.

Mr. Watson then opened the Article for comment by the public.

Being no one at the microphones, Mr. Watson called for a vote. The majority hand vote was in the affirmative. **Motion carried. Article 6 passed.** Mr. Watson stated that Article 7 would now be considered.

Article 7

TO SEE if the School District will vote to raise and appropriate the sum of up to One Million Dollars (\$1,000,000) to be added to the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992; with this sum to come from general taxation. (Majority vote required)

Recommended by the School Board (4-0)
Recommended by the Budget Committee (7-0)

The Article was displayed on the overhead projector and read by Mr. Watson.

Motion to present the Article for consideration was made by Mr. Larrabee and seconded by Mr. Osterloh. Mr. Watson indicated that Mr. Larrabee would describe the Article.

Mr. Larrabee stated that the purpose was to fund the School District CIP Plan so that future bonding would not be required. He detailed how all District buildings had been reviewed and inventoried for the future replacement of items that would not be covered by the annual budget. He stated that over the next fifty years everything will need to be replaced. It is the Board's expectation that by putting \$1 million per year in the CIP, no future bond will be required. He

stated that the next Article will see money being taken out to pay for various projects. He cited the lighting system for the High School Auditorium as an example of a project that will be done next year whereas replacement of the Auditorium seats will be done in a future year.

Mr. Watson then opened the Article for comment by the public.

Being no one at the microphones, Mr. Watson called for a vote. The majority hand vote was in the affirmative. **Motion carried. Article 7 passed.** Mr. Watson stated that Article 8 would now be considered.

Article 8

TO SEE if the School District will vote to raise and appropriate the sum of Seven Hundred Forty-Five Thousand Two Hundred Thirty-One Dollars (\$745,231) for the following capital improvement projects:

- BES Paving Upgrades - \$300,000
- BMS 8th Grade Bathroom Renovation - \$153,754
- BMS HVAC Duct Cleaning - \$22,500
- BMS New Domestic Water Well - \$34,857
- BMS New Domestic Water Tank - \$96,120
- BHS Auditorium Upgrades - \$58,000
- BHS VCT Floor Tile Repairs - \$80,000

and to authorize the withdrawal of up to Seven Hundred Forty-Five Thousand Two Hundred Thirty-One Dollars (\$745,231) from the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992. (Majority vote required)

Recommended by the School Board (4-0)
Recommended by the Budget Committee (7-0)

The Article was displayed on the overhead projector and read by Mr. Watson.

Motion to present the Article for consideration was made by Mr. Larrabee and seconded by Mr. Osterloh. Mr. Watson indicated that Mr. Larrabee would describe the Article.

Mr. Larrabee stated that the CIP projects on the overhead slide are those that would be undertaken if the Article passed. He noted that all projects were put out to bid and typically the lowest bidder was selected but budgeted for a higher cost. He stated as a result of the passage of Article 7, there was now \$2.6 million in the fund and this Article withdraws funds to pay for the projects that are primarily at the Middle School.

Mr. Watson then opened the Article for comment by the public.

Glenn Dugas of 7 Crockett Drive asked about the coordination of the Elementary School paving with the school construction project. Mr. Ford described the coordination and stated that they hoped to fit in paving for the bus loop and reconstruct the curbing.

Matt Poulin of 20 Hampshire Hills Road asked if the projects would address the water quality at the Middle School. Mr. Ford described the current well location noting that it is not ideally located. The hope was that the new well and tank replacement would result in an improvement in the current situation.

Being no one at the microphones, Mr. Watson called for a vote. The majority hand vote was in the affirmative. **Motion carried. Article 8 passed.** Mr. Watson stated that Article 9 would now be considered.

Article 9

TO SEE if the School District will vote to authorize the School Board to lease portions of the School District owned property located on Bow Center Road and identified as Parcels 14-3-108 and 19-3-106 to Kearsarge Solar, LLC for the purpose of siting rooftop solar energy facilities on the roof of Bow Elementary School and the roof of Bow Memorial School for a period of up to thirty (30) years. If approved, the location and consideration, and other terms related to that lease arrangement will be subject to negotiation between the School Board and Kearsarge Solar, LLC. Further, to see if the School District will vote to authorize the School Board to negotiate and execute a lease agreement, power purchase agreement, and such other documents related and incidental to the lease of those parcels for that purpose on such terms as the School Board deem reasonable.

Recommended by the School Board (4-0)

The Article was displayed on the overhead projector and read by Mr. Watson.

Motion to present the Article for consideration was made by Mr. Larrabee and seconded by Mr. Osterloh. Mr. Watson stated a presentation on the Article would be made by Mr. Larrabee.

Mr. Larrabee asked resident Harry Judd to discuss the Article due to his involvement with the project.

Harry Judd of 25 Stack Drive stated that the solar panel proposal was the result of a competitive solicitation by the Town's Energy Committee. Bids had been received and reviewed for a joint project with the Town that would result in the installation of solar panels on the roofs of the buildings identified in the Article. He stated that he would like to make an amendment to the Article to remove the name of the counter party because if negotiations failed with that company, another warrant would be necessary to negotiate with another party. Mr. Judd identified the changes that were incorporated into the revised Article that if approved would read as follows:

TO SEE if the School District will vote to authorize the School Board to lease portions of the School District owned property located on Bow Center Road and identified as Parcels 14-3-108 and 19-3-106 for the purpose of siting rooftop solar energy facilities on the roof of Bow Elementary School and the roof of Bow

Memorial School for a period of up to thirty (30) years. If approved, the location and consideration, and other terms related to that lease arrangement will be subject to negotiation. Further, to see if the School District will vote to authorize the School Board to negotiate and execute a lease agreement, power purchase agreement, and such other documents related and incidental to the lease of those parcels for that purpose on such terms as the School Board deem reasonable.

Mr. Judd's motion to amend the Article was seconded by Mr. Larrabee.

Mr. Watson then opened the Amendment for comment by the public.

Martin Fitzpatrick of 1 Parson's Way asked if the Article was related to a similar matter discussed at the Town meeting. Mr. Larrabee stated that this opportunity is connected to the Town project with the same company but the School District portion is only 5% of the overall project. However, a separate contract will be negotiated with Kearsarge Solar for the School District portion.

Judson Malone of 7 Audley Divide spoke against the Amendment because it was clear at the Town meeting that the two projects were tied together so should be paired with the Town project.

Jeff Martineau of 39 Allen Road stated that the Town articles did not reference Kearsarge Solar so approving the Amendment would put the School in line with the Town.

Being no one at the microphones, Mr. Watson called for a vote on the Amendment. Mr. Watson stated that the majority hand vote was in the affirmative. Judson Malone of 7 Audley Divide raised a point of order and requested a hand count of the vote. The request was seconded. The hand count was 62 to 42 in favor. **Motion carried. Vote on Amendment to Article 9 passed.**

Mr. Watson asked Mr. Larrabee to continue describing the Article.

Mr. Larrabee stated that the School Board had every intention to go forward with Kearsarge Solar on the project. A draft contract had been provided that was favorable for the School District. He noted that great help had been provided by community members including Harry Judd and Jeff Knight. He discussed the allocation of risk between Kearsarge and the District and stated that he did not think the project would go forward without both the Town and District.

Mr. Watson then opened the Article for comment by the public.

Brian Beach of 4 Pine Crest Drive expressed concern that the solar panels were on the roof of school buildings and a lot could go wrong. Mr. Larrabee reiterated that it is the Board's expectation that Kearsarge will be responsible for all aspects of the project and take on all liability but noted that a final contract is not in place yet.

Mr. Ford discussed the process for installing the solar panels on the roofs and the coordination with the holders of the roof warranties. The holders of the warranties would come in after project

completion to approve the installation and reaffirm that the warranty remains in place. Any corrections would be the responsibility of Kearsarge. He stated on multiple occasions the importance of roof warranties.

Judson Malone of 7 Audley Divide asked if the Budget Committee supported the proposal. Mr. Larrabee stated that the solar project with the Town came together late but he presumed there would be support.

Jonathan Pietrangelo of 5 Whittier Drive stated that the CIP Committee had listed the Elementary School and Middle School roofs for replacement in 2039 and 2040 and wondered who was responsible for taking the panels down and putting them back up in connection with the roof replacement during the 30-year solar contract.

Being no one at the microphones, Mr. Watson called for a vote on Article 9. The majority hand vote was in the affirmative. **Motion carried. Article 9 passed.**

Mr. Watson asked if anyone had any other business to come before the meeting.

A motion was made to adjourn the meeting and seconded by numerous voters. The March 15, 2024, School District meeting ended at 7:23 P.M.

Respectfully submitted,



John E. Rich, Jr.
School District Clerk

On behalf of the School Board:

Bryce Larrabee, Chair
Martin Osterloh, Vice Chair
Jenna Reardon, Member
Melynie Klunk, Member

BOW SCHOOL DISTRICT WARRANT
Election of Officers
2025

THE STATE OF NEW HAMPSHIRE

To the Inhabitants of the School District in the Town of Bow qualified to vote in District affairs:

YOU ARE HEREBY NOTIFIED TO MEET AT THE BOW COMMUNITY CENTER, 3 BOW CENTER ROAD, IN SAID DISTRICT ON THE 11th DAY OF MARCH 2025, AT SEVEN O’CLOCK IN THE MORNING (7:00 AM) TO CAST BALLOTS FROM THAT HOUR OF SAID DAY UNTIL AT LEAST SEVEN O’CLOCK IN THE EVENING (7:00 PM), UNLESS OTHERWISE DIRECTED BY THE MODERATOR, FOR THE FOLLOWING MATTER:

- 1. To choose Two members of the School Board for the ensuing three years,**
- 2. To choose One Treasurer of the School District for the ensuing three years**

GIVEN UNDER OUR HANDS AT SAID BOW THIS NINEEENTH OF DECEMBER 2024:

Bryce Larrabee, Chair

Martin Osterloh, Vice-Chair

Angela Hubbard, Member

Melynie Klunk, Member

Jenna Reardon, Member

A TRUE COPY OF THE WARRANT ATTEST:

Bryce Larrabee, Chair

Martin Osterloh, Vice-Chair

Angela Hubbard, Member

Melynie Klunk, Member

Jenna Reardon, Member

BOW SCHOOL DISTRICT 2025 WARRANT ARTICLES

TO THE INHABITANTS OF THE SCHOOL DISTRICT OF THE TOWN OF BOW qualified to vote in District affairs:

YOU ARE HEREBY NOTIFIED TO MEET AT THE BOW HIGH SCHOOL AUDITORIUM IN SAID DISTRICT ON FRIDAY, THE 14TH OF MARCH 2025, AT SIX O'CLOCK IN THE EVENING, TO ACT ON THE FOLLOWING SUBJECTS:

Article 1

TO HEAR the reports of agents, auditors, committees, and officers chosen or to take any other action.

Article 2

TO SEE if the School District will vote to raise and appropriate the Budget Committee's recommended amount of Thirty-Six Million Seven Hundred Eighty-Five Thousand Two Hundred Forty-Nine Dollars (\$36,785,249) for the support of schools, for the payment of salaries for the School District officials and agents, and for the payment of the statutory obligations of the district. This article does not include appropriations voted in other warrant articles. This article does include the cost of the Bow School District Food Service Program. (Majority vote required)

Recommended by the Budget Committee (7-0)

The School Board recommends Thirty-Six Million Seven Hundred Eighty-Five Thousand Two Hundred Forty-Nine Dollars (\$36,785,249)

Recommended by the School Board (5-0)

Article 3

TO SEE if the School District will vote to approve the cost items included in the collective bargaining agreement reached between the Bow School Board and the Bow Education Association which calls for the following increases in salaries and benefits at the current staffing levels over those paid in the prior fiscal year:

Fiscal Year	Estimated Increase
2025-26	\$977,608
2026-27	\$733,877
2027-28	\$717,648

and further to raise and appropriate the sum of Nine Hundred Seventy-Seven Thousand Six Hundred Eight Dollars (\$977,608) for the 2025-26 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. (Majority vote required)

Recommended by the School Board (5-0)

Recommended by the Budget Committee (7-0)

Article 4

TO SEE if the School District will vote to approve the cost items included in the collective bargaining agreement reached between the Bow School Board and the Bow Education Support Staff Association which calls for the following increases in salaries and benefits at the current staffing levels over those paid in the prior fiscal year:

Fiscal Year	Estimated Increase
2025-26	\$327,338
2026-27	\$130,550
2027-28	\$134,528

and further to raise and appropriate the sum of Three Hundred Twenty-Seven Thousand Three Hundred Thirty-Eight Dollars (\$327,338) for the 2025-26 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. (Majority vote required)

Recommended by the School Board (5-0)

Recommended by the Budget Committee (7-0)

Article 5

TO SEE if the School District will vote to raise and appropriate the sum of Ninety-Five Thousand Six Hundred Thirty-Four Dollars (\$95,634) to be added to the AREA School Capital Improvements – Dunbarton Fees Capital Reserve Fund established in March 2014 with this sum to come from the Capital Improvement Fee portion of tuition payments received in the 2025-26 fiscal year in accordance with the 2024-2039 AREA agreement. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 6

TO SEE if the School District will vote to raise and appropriate the sum of Ninety-Five Thousand Six Hundred Thirty-Four Dollars (\$95,634) to be used for flooring upgrades at Bow Memorial School and upgrades to outdoor WIFI access throughout the Bow School District with this sum to come from the unrestricted Capital Improvement Fee portion of tuition payments received in the 2025-26 fiscal year in accordance with the 2024-2039 AREA agreement. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 7

TO SEE if the School District will vote to raise and appropriate the sum of up to Fifty Thousand Dollars (\$50,000) to be added to the Athletic Fields and Facilities Capital Reserve Fund established in March 2016; with this sum to come from student activity fees collected during the 2025-26 fiscal year and not from taxation. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 8

TO SEE if the School District will vote to raise and appropriate the sum of Forty-Six Thousand One Hundred-Fifty Dollars (\$46,150) for the replacement of the backboard controls in the Bow High School Gymnasium and for the construction of four new dugouts at the Bow High School baseball field and the Bow High School softball field and to authorize the withdrawal of up to Forty-Six Thousand One Hundred Fifty Dollars (\$46,150) from the Athletic Fields and Facilities Capital Reserve Fund established in March 2016. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 9

TO SEE if the School District will vote to raise and appropriate the sum of Seven Hundred Fifty Thousand Dollars (\$750,000) to be added to the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992; with this sum to come from general taxation. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 10

TO SEE if the School District will vote to raise and appropriate the sum of Forty Thousand Five Hundred Eighty-Nine Dollars (\$40,589) for the re-lining, grinding and repairs to the underground sewer pipes at Bow Elementary School and to authorize the withdrawal of up to Forty Thousand Five Hundred Eighty-Nine Dollars (\$40,589) from the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 11

TO SEE if the School District will vote to raise and appropriate the sum of Fifty-Two Thousand Dollars (\$52,000) for the installation of security exterior door key card access at Bow Elementary School and to authorize the withdrawal of up to Fifty-Two Thousand Dollars (\$52,000) from the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 12

TO SEE if the School District will vote to raise and appropriate the sum of Seventy-Five Thousand Dollars (\$75,000) for the installation of irrigation to the Bow Memorial School athletic field known as the track field and to authorize the withdrawal of up to Seventy-Five Thousand Dollars (\$75,000) from the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 13

TO SEE if the School District will vote to raise and appropriate the sum of Twenty-Four Thousand Seven Hundred Fifty Dollars (\$24,750) for the installation of LED lighting in the Bow Memorial School cafeteria and to authorize the withdrawal of up to Twenty-Four Thousand Seven Hundred Fifty Dollars (\$24,750) from the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 14

TO SEE if the School District will vote to raise and appropriate the sum of Fifty-Nine Thousand Seven Hundred Fifty-Four Dollars (\$59,754) for the re-lining, grinding and repairs to the underground sewer pipes at Bow Memorial School and to authorize the withdrawal of up to Fifty-Nine Thousand Seven Hundred Fifty-Four Dollars (\$59,754) from the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 15

TO SEE if the School District will vote to raise and appropriate the sum of One Hundred Twenty Thousand Seven Hundred Seventy-Four Dollars (\$120,774) for the replacement and installation of lighting in the Bow High School Auditorium and to authorize the withdrawal of up to One Hundred Twenty Thousand Seven Hundred Seventy-Four Dollars (\$120,774) from the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 16

TO SEE if the School District will vote to raise and appropriate the sum of One Hundred Thirty-Nine Thousand Six Hundred Three Dollars (\$139,603) for the installation of both replacement and additional security cameras at Bow High School and to authorize the withdrawal of up to One Hundred Thirty-Nine Thousand Six Hundred Three Dollars (\$139,603) from the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 17

TO SEE if the School District will vote to raise and appropriate the sum of Ninety-One Thousand Two Hundred Dollars (\$91,200) for the cleaning of HVAC duct work at Bow High School and to authorize the withdrawal of up to Ninety-One Thousand Two Hundred Dollars (\$91,200) from the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 18

TO SEE if the School District will vote to raise and appropriate the sum of Three Hundred Fifty Thousand Dollars (\$350,000) for the installation of lights to the Bow High School athletic field known as the Premier Field and to authorize the withdrawal of up to Three Hundred Fifty Thousand Dollars (\$350,000) from the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992. (Majority vote required)

Recommended by the School Board (5-0)
Not Recommended by the Budget Committee (5-2)

Article 19

TO SEE if the School District will vote to raise and appropriate the sum of Thirty-Nine Thousand Nine Hundred Sixty-Eight Dollars (\$39,968) for HVAC variable frequency drive replacement at Bow High School and to authorize the withdrawal of up to Thirty-Nine Thousand Nine Hundred Sixty-Eight Dollars (\$39,968) from the Bow School District Bow Elementary School, Bow Memorial School and Bow High School Buildings Construction and Capital Improvements Capital Reserve Fund established in March 1992. (Majority vote required)

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 20

TO SEE if the Bow School District will vote to establish an Expendable Trust Fund under the provisions of RSA 198:20-c, to be known as the Bow School District Technology E-rate Fund, for the purpose of setting aside E-rate reimbursement funds to cover the costs of significant one-time expenditures related to technology infrastructure and other needs that fall outside of the typical annual budgeting process.

Further, to raise and appropriate the sum of Fifteen Thousand Dollars (\$15,000) to be placed in this fund, with such amount to come from the E-rate reimbursements received in the current fiscal year. This fund would serve to address unforeseen situations that require major purchases, repairs, or upgrades to the school district's technology systems and infrastructure, purchases which are not anticipated or accommodated within the annual budgeting process. The School Board shall be named and serve as the agents to expend from this fund.

Recommended by the School Board (5-0)
Recommended by the Budget Committee (7-0)

Article 21 (Citizen Petition Article)

TO SEE if the SAU 67 Bow NH will vote to direct all school board meetings by live streamed and video recorded as of 3/15/2025.

For the convenience of Bow residents, and in an effort to create an environment of transparency, the Town of Bow currently live streams and records all Board of Selectman and planning board meetings. The live streaming and recordings have provided a convenient way for Bow Residents to stay informed as to what is occurring on said boards. We request the school board meetings, given the majority of the town's budget is overseen by the School Board, should be live streamed and recorded for Bow residents to view, not only at the time of the meeting, but at a future date when convenient for our residents.

Not Recommended by the School Board (5-0)

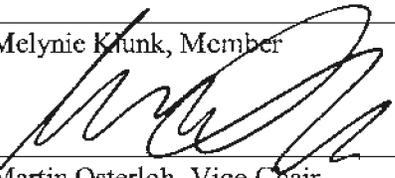
TO TRANSACT ANY other business that may legally come before the meeting.

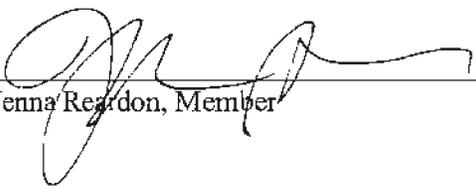
GIVEN UNDER OUR HANDS AT SAID BOW THIS TENTH DAY OF FEBRUARY 2024:


Bryce Larrabee, Chair


Angela Hubbard, Member

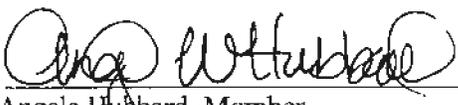
Melynie Klunk, Member


Martin Osterloh, Vice Chair


Jenna Reardon, Member

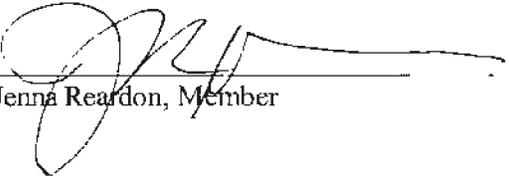
A TRUE COPY OF THE WARRANT ATTEST:


Bryce Larrabee, Chair


Angela Hubbard, Member


Melynie Klunk, Member


Martin Osterloh, Vice Chair


Jenna Reardon, Member



Proposed Budget

Bow Local School

For School Districts which have adopted the provisions of RSA 32:14 through RSA 32:24 Appropriations and Estimates of Revenue for the Fiscal Year from:
July 1, 2025 to June 30, 2026

Form Due Date: **20 Days after the Annual Meeting**

This form was posted with the warrant on: _____

Under penalties of perjury, I declare that I have examined the information contained in this form and to the best of my belief it is true, correct and complete.

SCHOOL BUDGET COMMITTEE CERTIFICATION

Name	Position	Signature
Benjamin Davis	Budget Committee Member	
Brock Ehlers	Budget Committee Member	
Lisa Franklin	Budget Committee Member	
William Knapp	Budget Committee Member	
Jeff Knight	Budget Committee Member	
Andrew Mattiace	Budget Committee Member	
Chis Nicolopoulos	Budget Committee Member	
Martin Osterloh	Budget Committee Member	

This form must be signed, scanned, and uploaded to the Municipal Tax Rate Setting Portal:
<https://www.proptax.org/>

For assistance please contact:
NH DRA Municipal and Property Division
(603) 230-5090
<https://www.revenue.nh.gov/about-dra/municipal-and-property-division/municipal-bureau>



Appropriations

Account	Purpose	Article	Expenditures for period ending 6/30/2024	Appropriations as Approved by DRA for period ending 6/30/2025	School Board's Appropriations for period ending 6/30/2026 (Recommended)	School Board's Appropriations for period ending 6/30/2026 (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Not Recommended)
Instruction								
1100-1199	Regular Programs	02	\$13,827,134	\$14,703,719	\$14,684,881	\$0	\$14,684,881	\$0
1200-1299	Special Programs	02	\$6,142,955	\$6,212,904	\$6,594,291	\$0	\$6,594,291	\$0
1300-1399	Vocational Programs	02	\$402,040	\$384,301	\$383,331	\$0	\$383,331	\$0
1400-1499	Other Programs	02	\$874,431	\$864,895	\$930,921	\$0	\$930,921	\$0
1500-1599	Non-Public Programs	02	\$0	\$0	\$0	\$0	\$0	\$0
1600-1699	Adult/Continuing Education Programs	02	\$0	\$0	\$0	\$0	\$0	\$0
1700-1799	Community/Junior College Education Programs		\$0	\$0	\$0	\$0	\$0	\$0
1800-1899	Community Service Programs		\$0	\$0	\$0	\$0	\$0	\$0
			\$21,246,560	\$22,165,819	\$22,593,424	\$0	\$22,593,424	\$0
Instruction Subtotal								
Support Services								
2000-2199	Student Support Services	02	\$2,885,502	\$3,124,493	\$3,101,853	\$0	\$3,101,853	\$0
2200-2299	Instructional Staff Services	02	\$1,471,591	\$1,575,630	\$1,593,666	\$0	\$1,593,666	\$0
			\$4,357,093	\$4,700,123	\$4,695,519	\$0	\$4,695,519	\$0
Support Services Subtotal								
General Administration								
2310 (840)	School Board Contingency	02	\$231,987	\$25,000	\$25,000	\$0	\$25,000	\$0
2310-2319	Other School Board	02	\$113,776	\$88,578	\$114,994	\$0	\$114,994	\$0
			\$345,763	\$113,578	\$139,994	\$0	\$139,994	\$0
General Administration Subtotal								



New Hampshire
Department of
Revenue Administration

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Appropriations

Account	Purpose	Article	Expenditures for period ending 6/30/2024	Appropriations as Approved by DRA for period ending 6/30/2025	School Board's Appropriations for period ending 6/30/2026 (Recommended)	School Board's Appropriations for period ending 6/30/2026 (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Not Recommended)
Executive Administration								
2320 (310)	SAU Management Services	02	\$882,013	\$921,598	\$1,102,893	\$0	\$1,102,893	\$0
2320-2399	All Other Administration		\$0	\$0	\$0	\$0	\$0	\$0
2400-2499	School Administration Service	02	\$1,563,767	\$1,651,577	\$1,710,190	\$0	\$1,710,190	\$0
2500-2599	Business		\$0	\$0	\$0	\$0	\$0	\$0
2600-2699	Plant Operations and Maintenance	02	\$2,470,379	\$2,535,711	\$2,579,605	\$0	\$2,579,605	\$0
2700-2799	Student Transportation	02	\$1,395,635	\$1,482,372	\$1,715,341	\$0	\$1,715,341	\$0
2800-2999	Support Service, Central and Other		\$0	\$0	\$0	\$0	\$0	\$0
	Executive Administration Subtotal		\$6,311,794	\$6,591,258	\$7,108,029	\$0	\$7,108,029	\$0
Non-Instructional Services								
3100	Food Service Operations	02	\$1,031,172	\$908,245	\$954,854	\$0	\$954,854	\$0
3200	Enterprise Operations		\$0	\$0	\$0	\$0	\$0	\$0
	Non-Instructional Services Subtotal		\$1,031,172	\$908,245	\$954,854	\$0	\$954,854	\$0
Facilities Acquisition and Construction								
4100	Site Acquisition		\$0	\$0	\$0	\$0	\$0	\$0
4200	Site Improvement		\$0	\$0	\$0	\$0	\$0	\$0
4300	Architectural/Engineering		\$0	\$0	\$0	\$0	\$0	\$0
4400	Educational Specification Development		\$0	\$0	\$0	\$0	\$0	\$0
4500	Building Acquisition/Construction		\$0	\$0	\$0	\$0	\$0	\$0
4600	Building Improvement Services		\$0	\$745,231	\$0	\$0	\$0	\$0
4900	Other Facilities Acquisition and Construction		\$0	\$46,000	\$0	\$0	\$0	\$0
	Facilities Acquisition and Construction Subtotal		\$0	\$791,231	\$0	\$0	\$0	\$0
Other Outlays								
5110	Debt Service - Principal	02	\$200,000	\$767,339	\$767,339	\$0	\$767,339	\$0
5120	Debt Service - Interest	02	\$318,762	\$564,024	\$526,090	\$0	\$526,090	\$0
	Other Outlays Subtotal		\$518,762	\$1,331,363	\$1,293,429	\$0	\$1,293,429	\$0



New Hampshire
 Department of
 Revenue Administration

2025
MS-27

Appropriations

Account	Purpose	Article	Expenditures for period ending 6/30/2024	Appropriations as Approved by DRA for period ending 6/30/2025	School Board's Appropriations for period ending 6/30/2026 (Recommended)	School Board's Appropriations for period ending 6/30/2026 (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Not Recommended)
Fund Transfers								
5220-5221	To Food Service		\$0	\$0	\$0	\$0	\$0	\$0
5222-5229	To Other Special Revenue		\$0	\$0	\$0	\$0	\$0	\$0
5230-5239	To Capital Projects		\$0	\$0	\$0	\$0	\$0	\$0
5254	To Agency Funds		\$0	\$0	\$0	\$0	\$0	\$0
5300-5399	Intergovernmental Agency Allocation		\$0	\$0	\$0	\$0	\$0	\$0
9990	Supplemental Appropriation		\$0	\$0	\$0	\$0	\$0	\$0
9992	Deficit Appropriation		\$0	\$0	\$0	\$0	\$0	\$0
	Fund Transfers Subtotal		\$0	\$0	\$0	\$0	\$0	\$0
Total Operating Budget Appropriations					\$36,785,249	\$0	\$36,785,249	\$0



Special Warrant Articles

Account	Purpose	Article	School Board's Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)	School Board's Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended) (Not Recommended)
5251	To Capital Reserve Fund		\$0	\$0	\$0	\$0
5252	To Expendable Trust Fund		\$0	\$0	\$0	\$0
5253	To Non-Expendable Trust Fund		\$0	\$0	\$0	\$0
4600	Building Improvement Services	08	\$46,150	\$0	\$46,150	\$0
		<i>Purpose: Athletic CRF Use</i>				
4600	Building Improvement Services	10	\$40,589	\$0	\$40,589	\$0
		<i>Purpose: BES Sewer Line Repairs</i>				
4600	Building Improvement Services	11	\$52,000	\$0	\$52,000	\$0
		<i>Purpose: BES Key Card Access</i>				
4600	Building Improvement Services	12	\$75,000	\$0	\$75,000	\$0
		<i>Purpose: BMS Irrigation Installation</i>				
4600	Building Improvement Services	13	\$24,750	\$0	\$24,750	\$0
		<i>Purpose: BMS Cafeteria LED Lighting</i>				
4600	Building Improvement Services	14	\$59,754	\$0	\$59,754	\$0
		<i>Purpose: BMS Sewer Pipe Repairs</i>				
4600	Building Improvement Services	15	\$120,774	\$0	\$120,774	\$0
		<i>Purpose: BHS Auditorium Lights</i>				
4600	Building Improvement Services	16	\$139,603	\$0	\$139,603	\$0
		<i>Purpose: BHS Security Cameras</i>				
4600	Building Improvement Services	17	\$91,200	\$0	\$91,200	\$0
		<i>Purpose: BHS HVAC Duct Cleaning</i>				
4600	Building Improvement Services	18	\$350,000	\$0	\$0	\$350,000
		<i>Purpose: BHS Premier Field Lights</i>				
4600	Building Improvement Services	19	\$39,968	\$0	\$39,968	\$0
		<i>Purpose: BHS HVAC VFD Replacement</i>				
5251	To Capital Reserve Fund	05	\$95,634	\$0	\$95,634	\$0
		<i>Purpose: Dunbarton Restricted Fees to CRF</i>				
5251	To Capital Reserve Fund	07	\$50,000	\$0	\$50,000	\$0
		<i>Purpose: Athletic Fees to CRF</i>				



Individual Warrant Articles

Account	Purpose	Article	School Board's Appropriations for period ending 6/30/2026 (Recommended)	School Board's Appropriations for period ending 6/30/2026 (Not Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Recommended)	Budget Committee's Appropriations for period ending 6/30/2026 (Not Recommended)
1100-1199	Regular Programs	03	\$776,208	\$0	\$776,208	\$0
			<i>Purpose: BEA Agreement</i>			
1100-1199	Regular Programs	04	\$10,070	\$0	\$10,070	\$0
			<i>Purpose: BESS Agreement</i>			
1200-1299	Special Programs	03	\$107,122	\$0	\$107,122	\$0
			<i>Purpose: BEA Agreement</i>			
1200-1299	Special Programs	04	\$246,161	\$0	\$246,161	\$0
			<i>Purpose: BESS Agreement</i>			
2000-2199	Student Support Services	03	\$78,902	\$0	\$78,902	\$0
			<i>Purpose: BEA Agreement</i>			
2000-2199	Student Support Services	04	\$14,355	\$0	\$14,355	\$0
			<i>Purpose: BESS Agreement</i>			
2200-2299	Instructional Staff Services	03	\$15,376	\$0	\$15,376	\$0
			<i>Purpose: BEA Agreement</i>			
2200-2299	Instructional Staff Services	04	\$32,731	\$0	\$32,731	\$0
			<i>Purpose: BESS Agreement</i>			
2400-2499	School Administration Service	04	\$24,021	\$0	\$24,021	\$0
			<i>Purpose: BESS Agreement</i>			
4600	Building Improvement Services	06	\$95,634	\$0	\$95,634	\$0
			<i>Purpose: Use of Collected DunbartonFees</i>			
Total Proposed Individual Articles			\$1,400,580	\$0	\$1,400,580	\$0



New Hampshire
 Department of
 Revenue Administration

2025
MS-27

Revenues

Account	Source	Article	Revised Revenues for period ending 6/30/2025	School Board's Estimated Revenues for period ending 6/30/2026	Budget Committee's Estimated Revenues for period ending 6/30/2026
Local Sources					
1300-1349	Tuition	02, 06, 05	\$4,303,167	\$4,444,978	\$4,444,978
1400-1449	Transportation Fees		\$0	\$0	\$0
1500-1599	Earnings on Investments	02	\$35,000	\$685,000	\$685,000
1600-1699	Food Service Sales	02	\$693,545	\$740,154	\$740,154
1700-1799	Student Activities	07	\$56,000	\$50,000	\$50,000
1800-1899	Community Service Activities		\$0	\$0	\$0
1900-1999	Other Local Sources	02, 20	\$187,200	\$177,768	\$177,768
Local Sources Subtotal			\$5,274,912	\$6,097,900	\$6,097,900
State Sources					
3210	School Building Aid	02	\$67,290	\$67,290	\$67,290
3215	Kindergarten Building Aid		\$0	\$0	\$0
3220	Kindergarten Aid		\$0	\$0	\$0
3230	Special Education Aid	02	\$241,299	\$241,299	\$241,299
3240-3249	Vocational Aid		\$0	\$0	\$0
3250	Adult Education		\$0	\$0	\$0
3260	Child Nutrition	02	\$47,500	\$47,500	\$47,500
3270	Driver Education		\$0	\$0	\$0
3290-3299	Other State Sources	02	\$0	\$5,358	\$5,358
State Sources Subtotal			\$356,089	\$361,447	\$361,447



New Hampshire
Department of
Revenue Administration

2025
MS-27

Revenues

Account	Source	Article	Revised Revenues for period ending 6/30/2025	School Board's Estimated Revenues for period ending 6/30/2026	Budget Committee's Estimated Revenues for period ending 6/30/2026
Federal Sources					
4100-4539	Federal Program Grants		\$0	\$0	\$0
4540	Vocational Education		\$0	\$0	\$0
4550	Adult Education		\$0	\$0	\$0
4560	Child Nutrition	02	\$155,000	\$155,000	\$155,000
4570	Disabilities Programs		\$0	\$0	\$0
4580	Medicaid Distribution	02	\$133,000	\$133,000	\$133,000
4590-4999	Other Federal Sources (non-4810)		\$0	\$0	\$0
4810	Federal Forest Reserve		\$0	\$0	\$0
			\$288,000	\$288,000	\$288,000
Federal Sources Subtotal					
\$288,000					
Other Financing Sources					
5110-5139	Sale of Bonds or Notes		\$0	\$0	\$0
5140	Reimbursement Anticipation Notes		\$0	\$0	\$0
5221	Transfer from Food Service Special Revenue Fund		\$0	\$0	\$0
5222	Transfer from Other Special Revenue Funds		\$0	\$0	\$0
5230	Transfer from Capital Project Funds		\$0	\$0	\$0
		11, 16, 12, 15, 19, 18, 17, 13, 14, 10, 08	\$791,231	\$1,039,788	\$689,788
5251	Transfer from Capital Reserve Funds				
5252	Transfer from Expendable Trust Funds		\$0	\$0	\$0
5253	Transfer from Non-Expendable Trust Funds		\$0	\$0	\$0
5300-5699	Other Financing Sources		\$0	\$0	\$0
9997	Supplemental Appropriation (Contra)		\$0	\$0	\$0
9998	Amount Voted from Fund Balance		\$0	\$0	\$0
9999	Fund Balance to Reduce Taxes	02	\$0	\$802,955	\$802,955
			\$791,231	\$1,842,743	\$1,492,743
Other Financing Sources Subtotal					
\$1,492,743					
Total Estimated Revenues and Credits					
\$8,240,090					



Budget Summary

Item	School Board Period ending 6/30/2026 (Recommended)	Budget Committee Period ending 6/30/2026 (Recommended)
Operating Budget Appropriations	\$36,785,249	\$36,785,249
Special Warrant Articles	\$1,950,422	\$1,600,422
Individual Warrant Articles	\$1,400,580	\$1,400,580
Total Appropriations	\$40,136,251	\$39,786,251
Less Amount of Estimated Revenues & Credits	\$8,590,090	\$8,240,090
Less Amount of State Education Tax/Grant	\$6,888,983	\$6,888,983
Estimated Amount of Taxes to be Raised	\$24,657,178	\$24,657,178



Supplemental Schedule

1. Total Recommended by Budget Committee	\$39,786,251
Less Exclusions:	
2. Principal: Long-Term Bonds & Notes	\$767,339
3. Interest: Long-Term Bonds & Notes	\$526,090
4. Capital outlays funded from Long-Term Bonds & Notes	\$0
5. Mandatory Assessments	\$0
6. Total Exclusions (<i>Sum of Lines 2 through 5 above</i>)	\$1,293,429
7. Amount Recommended, Less Exclusions (<i>Line 1 less Line 6</i>)	\$38,492,822
8. 10% of Amount Recommended, Less Exclusions (<i>Line 7 x 10%</i>)	\$3,849,282
Collective Bargaining Cost Items:	
9. Recommended Cost Items (Prior to Meeting)	\$1,304,946
10. Voted Cost Items (Voted at Meeting)	\$0
11. Amount voted over recommended amount (Difference of Lines 9 and 10)	\$0
12. Bond Override (RSA 32:18-a), Amount Voted	\$0
Maximum Allowable Appropriations Voted at Meeting: <i>(Line 1 + Line 8 + Line 11 + Line 12)</i>	\$43,635,533

BOW SCHOOL DISTRICT

2025-2026 REVENUE AND TAX IMPACT ESTIMATE

BOW SCHOOL DISTRICT 2025-26 REVENUE AND TAX IMPACT ESTIMATE

	Finalized		Proposed		Dollar	Percent	Tax Rate
	FY 2024-25 Budget		FY 2025-26 Budget		Difference	Change	Impact
Warrant Articles							
School District Budget (Including Food Service)	Article #2	\$35,720,386	Article #2	\$36,785,249	\$1,064,863	2.98%	
Bow Education Association Negotiated Agreement		\$0	Article #3	\$977,608	\$977,608		
Bow Educational Support Staff Negotiated Agreement		\$0	Article #4	\$327,338	\$327,338		
Dunbarton CIP Fees (CRF) Deposit (Tuition Collected CIP Fees)	Article #3	\$90,000	Article #5	\$95,634	\$5,634	6.26%	
Dunbarton CIP Fees Unrestricted Use	Article #4	\$90,000	Article #6	\$95,634	\$5,634	6.26%	
Athletic Fields/Facilities (CRF) Deposit (Athletic Fees)	Article#5	\$56,000	Article#7	\$50,000	-\$6,000	-10.71%	
Athletic Projects (CRF Funded)	Article #6	\$46,000	Article #8	\$46,150	\$150	0.33%	
Deposit to CRF - Capital Improvements CRF	Article #7	\$1,000,000	Article #9	\$750,000	-\$250,000	-25.00%	
Withdrawal from CRF - Building Improvements	Article #8	\$745,231	Articles #10-19	\$993,638	\$248,407	33.33%	
Establish E-rate Technology Expendable Trust Fund			Article #20	\$15,000	\$15,000		
Total Warrant Article Appropriations		\$37,747,617		\$40,136,251	\$2,388,634	6.33%	\$1.22
Revenues and Credits							
Tuition		\$4,303,167		\$4,444,978	\$141,811	3.30%	
Earnings on Investments		\$35,000		\$685,000	\$650,000	1857.14%	
Food Service Sales		\$693,545		\$740,154	\$46,609	6.72%	
Student Activities (Athletic Fees)		\$56,000		\$50,000	-\$6,000	-10.71%	
Other Local Sources		\$175,000		\$165,568	-\$9,432	-5.39%	
Misc. Food Service Revenue		\$12,200		\$12,200	\$0	0.00%	
School Building Aid		\$67,290		\$67,290	\$0	0.00%	
Special Education Aid		\$241,299		\$241,299	\$0	0.00%	
State EFA Phase Out Grant		\$0		\$5,358	\$5,358		
State Child Nutrition		\$47,500		\$47,500	\$0	0.00%	
Federal Child Nutrition		\$155,000		\$155,000	\$0	0.00%	
Medicaid Distribution		\$133,000		\$133,000	\$0	0.00%	
Transfer From Capital Reserve/Expendable Trust Funds		\$791,231		\$1,039,788	\$248,557	31.41%	
Fund Balance Use as Voted		\$0		\$0	\$0	0.00%	
Prior Year Fund Balance to Reduce Taxes		\$802,955		\$802,955	\$0	0.00%	
Total Revenues and Credits		\$7,513,187		\$8,590,090	\$1,076,903	14.33%	-\$0.55
Total Appropriations Less Revenues		\$30,234,430		\$31,546,161	\$1,311,731	4.34%	\$0.67
State Adequate Education Grant		\$4,481,616		\$4,694,856	\$213,240	4.76%	-\$0.11
Statewide Education Property Tax (SWEPT)		\$2,244,239		\$2,194,127	-\$50,112	-2.23%	\$0.03
Total State Grant and SWEPT		\$6,725,855		\$6,888,983	\$163,128	2.43%	-\$0.08
Total Local School Taxes to be Raised		\$23,508,575		\$24,657,178	\$1,148,603	4.89%	\$0.59
ESTIMATED TAX RATE CALCULATION							
Bow Assessed Property Value		\$1,962,836,417		\$1,962,836,417	\$0	0.00%	
Bow Assessed Property w/o Utilities		\$1,797,242,717		\$1,797,242,717	\$0	0.00%	
Tax Rate Impact to Raise \$100,000 based on Bow Assessed Property Value		\$0.051		\$0.051			
Local School Tax Rate		\$11.98		\$12.56	\$0.58	4.84%	
State School Tax Rate		\$1.25		\$1.22	-\$0.03	-2.40%	
Total School Tax Rate		\$13.23		\$13.78	\$0.55	4.16%	

Changes:

Added State NH DOE Estimates for Adequacy and SWEPT - Nov 15th

Added Estimated NH DOE EFA Phase Out Grant - Nov 15th

Included Bond Interest Earned as Revenue

Warrant Articles #10-19 Consolidated for Calculation Purposes

BOW SCHOOL DISTRICT 2025-2026 PROPOSED BUDGET

Function Code	Program Code	Object Code	School Code	Account Name	FY2023-24 Approved	FY2023-24 Actual	FY2024-25 Approved	FY2025-26 Proposed	Difference	
									\$	%
GENERAL FUND BUDGET										
				1100 REGULAR EDUCATION						
1100	02	610	1	Art Supplies - BES	3,353	3,498	3,353	3,353	0	0.00%
1100	02	610	2	Art Supplies - BMS	5,000	5,116	5,000	5,000	0	0.00%
1100	02	610	3	Art Supplies - BHS	16,460	16,107	16,300	17,300	1,000	6.13%
1100	02	641	2	Art Books - BMS	0	0	0	0	0	#DIV/0!
1100	02	734	1	Art Equipment - BES	500	481	500	500	0	0.00%
1100	03	610	2	TOTAL ART EDUCATION	25,313	25,203	25,153	26,153	1,000	3.98%
				Computer Literacy Supplies - BMS	3,700	3,426	3,700	3,700	0	0.00%
				TOTAL COMPUTER LITERACY	3,700	3,426	3,700	3,700	0	0.00%
1100	05	610	2	Language/Arts Supplies - BMS	1,295	1,623	1,801	2,000	(16,015)	-88.90%
1100	05	641	2	Language/Arts Textbooks - BMS	2,150	2,113	2,150	2,150	0	0.00%
1100	05	642	1	Electronic Info - BES	2,500	2,250	3,000	3,000	0	0.00%
				TOTAL LANGUAGE ARTS	5,945	5,987	23,165	7,150	(16,015)	-69.13%
1100	06	610	2	World Language Supplies - BMS	1,000	505	2,000	2,000	0	0.00%
1100	06	610	3	World Language Supplies - BHS	2,000	151	300	300	0	0.00%
1100	06	641	2	World Language Textbooks - BMS	0	0	4,500	25,697	21,197	471.04%
				TOTAL WORLD LANGUAGES	3,000	656	6,800	27,997	21,197	311.72%
1100	08	610	1	Physical Education Supplies - BES	700	0	700	700	0	0.00%
1100	08	610	2	Physical Education Supplies - BMS	2,000	1,755	2,200	2,200	0	0.00%
1100	08	610	3	Physical Education Supplies - BHS	3,000	2,993	2,500	3,900	1,400	56.00%
1100	08	734	1	Physical Education Equipment - BES	800	0	800	800	0	0.00%
				TOTAL PHYSICAL EDUCATION	6,500	4,748	6,200	7,600	1,400	22.58%
1100	09	610	2	Family/Consumer Science Supplies - BMS	4,865	2,575	6,000	6,500	500	8.33%
1100	09	610	3	Family/Consumer Science Supplies - BHS	6,500	9,667	6,500	7,000	500	7.69%
				TOTAL FAMILY/CONSUMER SCIENCE	11,365	12,242	12,500	13,500	1,000	8.00%
1100	10	610	2	Technology Education Supplies - BMS	6,830	7,555	7,444	7,816	372	5.00%
1100	10	641	2	Technology Education Textbooks - BMS	15,450	13,561	7,475	11,075	3,600	48.16%
1100	10	642	3	Technology Education Textbooks - BHS	0	0	0	0	0	#DIV/0!
1100	10	642	2	Technology Education Electronic Info - BMS	0	0	0	0	0	0.00%
				TOTAL TECHNOLOGY EDUCATION	22,280	21,116	14,919	18,891	3,972	26.62%
1100	11	610	1	Math Supplies - BES	4,000	1,500	16,600	5,000	(11,600)	-69.88%
1100	11	610	2	Math Supplies - BMS	30,901	22,232	30,658	24,075	(6,583)	-21.47%
1100	11	641	3	Math Supplies - BHS	1,450	1,506	2,000	2,000	0	0.00%
1100	11	641	1	Math Textbooks - BES	14,000	6,452	5,000	16,600	11,600	232.00%
1100	11	641	2	Math Textbooks - BMS	0	0	0	0	0	#DIV/0!
1100	11	642	1	Math Electronic Info - BES	3,500	0	0	0	0	#DIV/0!
1100	11	642	2	Math Electronic Info - BMS	8,712	100	0	0	0	#DIV/0!
				TOTAL MATHEMATICS	62,563	31,788	54,258	47,675	(6,583)	-12.13%
1100	12	610	1	Music/Band Supplies - BES	200	173	200	200	0	0.00%
1100	12	610	2	Music/Band Supplies - BMS	3,630	3,208	3,630	3,993	363	10.00%
1100	12	610	3	Music/Band Supplies - BHS	4,300	4,518	4,300	4,300	0	0.00%
1100	12	641	1	Music/Band Textbooks - BES	0	0	0	0	0	#DIV/0!
1100	12	642	2	Music Electronic Media - BMS	0	0	0	0	0	#DIV/0!
1100	12	730	1	New Musical Instruments - BES	800	1,001	800	800	0	0.00%
1100	12	730	2	New Musical Instruments - BMS	1,800	847	1,800	1,800	0	0.00%
1100	12	730	3	New Musical Instruments - BHS	7,500	6,961	7,500	7,500	0	0.00%
				TOTAL MUSIC/BAND	18,230	16,707	18,230	18,593	363	1.99%
1100	13	610	1	Science Supplies - BES	3,500	1,395	9,000	9,000	0	0.00%
1100	13	610	2	Science Supplies - BMS	14,209	13,210	13,454	14,127	673	5.00%
1100	13	610	3	Science Supplies - BHS	11,150	9,796	13,700	19,206	5,506	40.19%
1100	13	641	1	Science Textbooks - BES	500	0	0	0	0	#DIV/0!
1100	13	641	2	Science Textbooks - BMS	0	0	0	0	0	#DIV/0!
1100	13	642	2	Science Electronic Media - BMS	0	0	0	0	0	#DIV/0!
				TOTAL SCIENCE	29,359	24,401	36,154	42,333	6,179	17.09%
1100	15	610	2	Social Studies Textbooks - BMS	2,704	1,646	2,704	2,704	0	0.00%
1100	15	641	2	Social Studies Textbooks - BES	700	0	200	700	500	250.00%
1100	15	739	1	Social Studies Other Equipment - BES	100	0	0	0	0	#DIV/0!
				TOTAL SOCIAL STUDIES	3,504	1,646	3,004	3,504	500	16.64%
1100	18	110	1	Certified Staff Wages - BES	2,555,586	2,577,021	2,587,221	2,592,100	4,879	0.19%
1100	18	110	2	Certified Staff Wages - BMS	2,614,632	2,628,386	2,720,114	2,663,250	(56,864)	-2.09%
1100	18	110	3	Certified Staff Wages - BHS	3,397,296	3,410,704	3,514,931	3,444,778	(70,153)	-2.00%
1100	18	111	1	Aides Wages - BES	25,424	33,499	9,978	9,978	0	0.00%
1100	18	111	2	Aides Wages - BMS	28,358	28,592	30,931	30,931	0	0.00%

BOW SCHOOL DISTRICT 2025-2026 PROPOSED BUDGET

Function Code	Program Code	Object Code	School Code	Account Name	FY2023-24 Approved	FY2023-24 Actual	FY2024-25 Approved	FY2025-26 Proposed	Difference \$	Difference %
1100	18	111	3	Aides Wages - BHS	53,418	51,490	60,217	60,217	0	0.00%
1100	18	120	0	Substitutes Wages - DW	152,750	143,783	152,750	152,750	0	0.00%
1100	18	240	0	Course Reimbursement - DW	58,000	87,155	58,000	58,000	0	0.00%
1100	18	241	0	Course Reimbursement Aides - DW	7,500	0	7,500	7,500	0	0.00%
1100	18	310	1	Home Instruction Contracted Service - BES	500	0	500	500	0	0.00%
1100	18	310	2	Home Instruction Contracted Service - BMS	1,000	0	1,000	1,000	0	0.00%
1100	18	310	3	Home Instruction Contracted Service - BHS	1,000	0	1,000	1,000	0	0.00%
1100	18	320	0	Pre-Employment Contracted Service - DW	500	544	500	500	0	0.00%
1100	18	430	1	Maintenance Contracts - BES	18,979	19,851	18,318	21,212	2,894	15.80%
1100	18	430	2	Maintenance Contracts - BMS	20,370	18,227	18,227	25,444	5,217	28.62%
1100	18	430	3	Maintenance Contracts - BHS	26,367	30,307	28,668	25,400	(3,268)	-11.40%
1100	18	610	1	General Supplies - BES	35,860	39,473	39,543	46,313	6,770	17.12%
1100	18	610	2	General Supplies - BMS	18,150	17,244	21,833	22,963	1,130	5.18%
1100	18	610	3	General Supplies - BHS	18,800	16,157	22,183	22,813	630	2.84%
1100	18	641	3	Textbooks - BHS	16,435	16,207	20,205	21,315	1,110	5.49%
1100	18	642	2	Electronic Info - BMS	26,000	21,953	26,000	26,500	500	1.92%
1100	18	733	1	Furniture - BES	1,400	1,064	0	0	0	#DIV/0!
1100	18	733	2	Furniture - BMS	6,483	5,933	6,483	6,483	0	0.00%
1100	18	733	3	Furniture - BHS	2,000	1,265	2,400	3,500	1,100	45.83%
1100	18	734	1	Equipment - BES	5,800	3,786	5,800	5,800	0	0.00%
1100	18	734	2	Equipment - BMS	0	0	0	0	0	#DIV/0!
1100	18	734	3	Equipment - BHS	6,080	6,004	13,450	24,612	11,162	82.99%
1100	18	737	1	Replacement Furniture/Fixtures - BES	0	0	0	0	0	#DIV/0!
1100	18	737	2	Replacement Furniture/Fixtures - BMS	0	0	0	0	0	#DIV/0!
1100	18	737	3	Replacement Furniture/Fixtures - BHS	14,150	12,730	13,750	7,000	(6,750)	0.00%
1100	18	738	1	Replacement Equipment - BES	0	0	0	0	0	0.00%
1100	18	738	2	Replacement Equipment - BMS	300	0	300	2,000	1,700	566.67%
1100	18	738	3	Replacement Equipment - BHS	4,160	5,655	2,350	2,710	360	15.32%
1100	18	739	1	Other Equipment - BES	0	0	0	0	0	0.00%
1100	18	810	1	Dues/Fees - BES	0	0	0	0	0	0.00%
1100	18	810	2	Dues/Fees - BMS	2,200	674	2,200	2,200	0	0.00%
1100	18	810	3	Dues/Fees - BHS	7,610	7,965	8,000	14,250	6,250	78.13%
1100	23	610	1	TOTAL REGULAR INSTRUCTION	9,126,599	9,187,814	9,394,352	9,301,019	(93,333)	-0.99%
1100	23	610	2	Reading Supplies - BES	10,000	4,605	7,000	7,000	0	0.00%
1100	23	610	3	Reading Supplies - BMS	14,700	13,250	14,700	5,200	(9,500)	-64.63%
1100	23	610	1	Reading Books - BES	0	0	0	0	0	#DIV/0!
1100	23	641	1	Reading Books - BMS	42,500	27,970	5,000	0	(5,000)	-100.00%
1100	23	642	1	Reading Elect Info - BES	2,150	1,618	2,150	2,150	0	0.00%
1100	23	642	2	Reading Elect Info - BMS	17,000	18,500	18,500	18,500	0	0.00%
1100	23	642	3	Reading Elect Info - BHS	87,850	64,443	47,350	32,850	(14,500)	-30.62%
1100	25	430	1	Computer Repairs - BES	7,000	1,249	7,000	5,000	(2,000)	-28.57%
1100	25	430	2	Computer Repairs - BMS	9,000	804	9,000	7,000	(2,000)	-22.22%
1100	25	430	3	Computer Repairs - BHS	3,000	1,495	3,000	3,000	0	0.00%
1100	25	610	1	Computer Supplies - BES	6,500	2,626	6,500	6,500	0	0.00%
1100	25	610	2	Computer Supplies - BMS	2,500	3,061	2,500	2,500	0	0.00%
1100	25	610	3	Computer Supplies - BHS	1,000	1,317	1,000	1,000	0	0.00%
1100	27	610	3	TOTAL COMPUTER REPAIRS/SUPPLIES	29,000	10,551	29,000	25,000	(4,000)	-13.79%
1100	29	610	3	Humanities Supplies - BHS	2,000	1,087	2,200	3,700	1,500	68.18%
1100	29	610	3	TOTAL HUMANITIES	2,000	1,087	2,200	3,700	1,500	68.18%
1100	29	610	3	Health/Wellness Supplies - BHS	200	338	200	200	0	0.00%
1100	29	610	3	TOTAL HEALTH/WELLNESS	200	338	200	200	0	0.00%
1100	85	211	0	Health Insurance - DW	2,018,274	1,859,691	2,379,385	2,515,872	136,487	5.74%
1100	85	211	0	Health Insurance Retiree Payments - DW	5,400	2,883	3,400	3,700	300	8.82%
1100	85	212	0	Dental Insurance - DW	161,317	152,353	168,132	179,726	11,594	6.90%
1100	85	213	0	Life Insurance - DW	10,297	6,042	10,537	10,433	(104)	-0.99%
1100	85	214	0	Disability Insurance - DW	17,630	17,664	18,008	17,829	(179)	-0.99%
1100	85	220	0	FICA - DW	675,301	682,042	694,325	684,981	(9,344)	-1.35%
1100	85	230	0	NH Retirement - DW	1,671,763	1,661,674	1,717,509	1,656,936	(60,573)	-3.53%
1100	85	250	0	Unemployment Insurance - DW	3,100	3,818	3,472	4,200	728	20.97%
1100	85	260	0	Workers Comp Insurance - DW	30,896	28,812	31,766	31,339	(427)	-1.34%
				TOTAL EMPLOYEE BENEFITS	4,593,978	4,414,981	5,026,534	5,105,016	78,482	1.56%
				TOTAL 1100 REGULAR EDUCATION	14,031,386	13,827,134	14,703,719	14,684,881	(18,838)	-0.13%
				1200 SPECIAL EDUCATION						

BOW SCHOOL DISTRICT

2025-2026 PROPOSED BUDGET

Function Code	Program Code	Object Code	School Code	Account Name	FY2023-24 Approved	FY2023-24 Actual	FY2024-25 Approved	FY2025-26 Proposed	Difference \$	Difference %
1200	18	110	1	Certified Staff Wages - BES	545,343	589,918	605,574	597,339	(8,235)	-1.36%
1200	18	110	2	Certified Staff Wages - BMS	599,652	566,577	628,180	617,097	(11,083)	-1.76%
1200	18	110	3	Certified Staff Wages - BHS	648,716	610,419	629,761	649,250	19,489	3.09%
1200	18	111	1	Aides Wages - BES	513,476	498,421	559,625	590,373	30,748	5.49%
1200	18	111	2	Aides Wages - BMS	480,343	467,830	422,125	316,384	(105,741)	-25.05%
1200	18	111	3	Aides Wages - BHS	418,437	317,578	374,622	390,043	15,421	4.12%
1200	18	113	3	Clerical Wages - BHS	0	0	0	0	0	0.00%
1200	18	120	0	Substitutes - DW	36,400	34,799	36,400	36,400	0	0.00%
1200	18	240	0	Course Reimbursement - DW	0	0	0	0	0	0.00%
1200	18	319	1	Home Instruction Contracted Service - BES	1,000	0	1,000	1,000	0	0.00%
1200	18	319	2	Home Instruction Contracted Service - BMS	1,500	1,097	1,500	1,500	0	0.00%
1200	18	319	3	Home Instruction Contracted Service - BHS	1,500	0	1,500	1,500	0	0.00%
1200	18	322	0	Conferences/Seminars - DW	10,000	9,854	5,000	5,000	0	0.00%
1200	18	323	0	Professional Services for Pupils - DW	196,500	237,471	164,400	200,400	36,000	21.90%
1200	18	324	0	Transcription Services - DW	0	0	0	0	0	#DIV/0!
1200	18	325	1	Testing - BES	0	0	0	0	0	#DIV/0!
1200	18	325	3	Testing - BHS	0	0	0	0	0	#DIV/0!
1200	18	569	0	Tuition to Private Schools - DW	1,154,500	902,959	704,000	1,139,000	435,000	61.79%
1200	18	580	0	Travel - DW	2,785	231	2,785	1,000	(1,785)	-64.09%
1200	18	610	0	Supplies - DW	5,000	5,589	5,000	5,000	0	0.00%
1200	18	610	1	Supplies - BES	2,750	3,638	3,750	3,750	0	0.00%
1200	18	610	2	Supplies - BMS	2,500	2,339	3,500	2,500	(1,000)	-28.57%
1200	18	610	3	Supplies - BHS	2,000	4,216	3,000	4,000	1,000	33.33%
1200	18	641	1	Textbooks - BES	500	(101)	500	750	250	50.00%
1200	18	641	2	Textbooks - BMS	500	0	500	250	(250)	-50.00%
1200	18	641	3	Textbooks - BHS	500	165	500	250	(250)	-50.00%
1200	18	650	0	Software - DW	18,500	18,196	20,000	18,500	(1,500)	-7.50%
1200	18	650	1	Software - BES	2,800	221	1,500	2,500	1,000	66.67%
1200	18	650	2	Software - BMS	300	0	4,200	4,250	50	1.19%
1200	18	650	3	Software - BHS	7,000	7,000	2,300	2,750	450	19.57%
1200	18	733	1	New Furniture - BES	750	0	1,250	500	(750)	-60.00%
1200	18	733	2	New Furniture - BMS	750	0	750	550	(200)	-26.67%
1200	18	733	3	New Furniture - BHS	1,500	1,270	750	1,500	750	100.00%
1200	18	734	0	New Equipment - DW	6,000	2,241	6,000	5,000	(1,000)	-16.67%
1200	18	734	1	New Equipment - BES	4,000	1,140	2,500	3,000	500	20.00%
1200	18	734	2	New Equipment - BMS	2,500	447	2,500	3,000	500	20.00%
1200	18	734	3	New Equipment - BHS	2,500	3,398	3,750	3,750	0	0.00%
1200	18	737	1	Replacement Furniture - BES	0	0	0	0	0	#DIV/0!
1200	18	737	2	Replacement Furniture - BMS	0	0	0	0	0	#DIV/0!
1200	18	737	3	Replacement Furniture - BHS	0	0	0	0	0	#DIV/0!
1200	18	738	1	Replacement Equipment - BES	0	0	0	0	0	#DIV/0!
1200	18	738	2	Replacement Equipment - BMS	0	0	0	0	0	#DIV/0!
1200	18	738	3	Replacement Equipment - BHS	0	0	0	0	0	#DIV/0!
1200	18	810	0	Memberships/Dues - DW	5,600	2,909	4,000	4,000	0	0.00%
1200	18	890	0	Summer School	140,000	146,539	140,000	145,000	5,000	3.57%
				TOTAL SPECIAL EDUCATION	4,816,102	4,436,361	4,342,722	4,757,086	414,364	9.54%
1200	85	211	0	Health Insurance - DW	849,327	761,892	867,589	941,490	73,901	8.52%
1200	85	212	0	Dental Insurance - DW	63,473	57,951	58,230	68,327	10,097	17.34%
1200	85	213	0	Life Insurance - DW	3,887	2,006	3,846	3,806	(40)	-1.04%
1200	85	214	0	Disability Insurance - DW	6,728	6,057	6,659	6,589	(70)	-1.05%
1200	85	220	0	FICA - DW	248,041	234,660	249,106	244,562	(4,544)	-1.82%
1200	85	230	0	NH Retirement - DW	555,532	531,787	555,740	533,031	(22,709)	-4.09%
1200	85	250	0	Unemployment Insurance - DW	2,148	2,545	2,298	2,659	361	15.71%
1200	85	260	0	Workers Comp Insurance - DW	11,821	10,701	11,705	11,616	(89)	-0.76%
				TOTAL EMPLOYEE BENEFITS	1,740,957	1,607,598	1,755,173	1,812,080	56,907	3.24%
				TOTAL 1200 SPECIAL EDUCATION	6,557,059	6,043,959	6,097,895	6,569,166	471,271	7.73%
1260	18	111	0	Wages - DW	14,697	14,142	16,680	16,253	(428)	-2.56%
1260	18	320	0	Professional Services for Pupils - DW	0	0	0	0	0	#DIV/0!
				TOTAL BILINGUAL EDUCATION	14,697	14,142	16,680	16,253	(428)	#DIV/0!
1260	85	211	0	Health Insurance - DW	863	719	0	4,135	4,135	#DIV/0!
1260	85	212	0	Dental Insurance - DW	120	228	0	225	225	#DIV/0!
1260	85	213	0	Life Insurance - DW	18	17	20	20	0	0.00%

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Function Code	Program Code	Object Code	School Code	Account Name	FY2023-24 Approved	FY2023-24 Actual	FY2024-25 Approved	FY2025-26 Proposed	Difference \$	Difference %
1260	85	214	0	Disability Insurance - DW	30	29	35	34	(1)	-2.86%
1260	85	220	0	FICA - DW	1,124	1,082	1,276	1,243	(33)	-2.59%
1260	85	230	0	NH Retirement - DW	2,886	0	0	3,125	3,125	#DIV/0!
1260	85	250	0	Unemployment Insurance - DW	25	31	28	34	6	21.43%
1260	85	260	0	Workers Comp Insurance - DW	51	48	58	57	(1)	-1.72%
				TOTAL EMPLOYEE BENEFITS	5,117	2,153	1,417	8,873	7,456	526.18%
				TOTAL 1260 BILINGUAL EDUCATION	19,814	16,295	18,097	25,126	7,028	38.84%
				1280 GIFTED & TALENTED						
1280	18	110	1	Certified Staff Wages - BES	46,424	43,759	49,253	0	(49,253)	-100.00%
1280	18	110	2	Certified Staff Wages - BMS	0	0	0	0	0	#DIV/0!
1280	18	610	1	Supplies - BES	0	0	0	0	0	#DIV/0!
1280	18	610	2	Supplies - BMS	500	109	500	0	(500)	-100.00%
1280	18	641	1	Textbooks - BES	0	0	0	0	0	#DIV/0!
1280	18	641	2	Textbooks - BMS	0	0	0	0	0	#DIV/0!
1280	18	733	2	New Furniture - BMS	0	0	1,899	0	0	#DIV/0!
1280	18	734	1	New Equipment - BES	0	0	0	0	0	#DIV/0!
1280	18	734	2	New Equipment - BMS	0	0	0	0	0	0.00%
				TOTAL GIFTED & TALENTED	46,924	43,868	49,753	0	(49,753)	-100.00%
1280	85	211	0	Health Insurance - DW	19,387	24,478	31,153	0	(31,153)	-100.00%
1280	85	212	0	Dental Insurance - DW	1,163	2,072	2,203	0	(2,203)	-100.00%
1280	85	213	0	Life Insurance - DW	56	41	59	0	(59)	-100.00%
1280	85	214	0	Disability Insurance - DW	96	118	102	0	(102)	-100.00%
1280	85	220	0	FICA - DW	3,551	3,348	3,768	0	(3,768)	-100.00%
1280	85	230	0	NH Retirement - DW	9,118	8,594	9,673	0	(9,673)	-100.00%
1280	85	250	0	Unemployment Insurance - DW	25	31	28	0	(28)	-100.00%
1280	85	260	0	Workers Comp Insurance - DW	162	151	172	0	(172)	-100.00%
				TOTAL EMPLOYEE BENEFITS	33,558	38,833	47,158	0	(47,158)	-100.00%
				TOTAL 1280 GIFTED & TALENTED	80,482	82,701	96,911	0	(96,911)	-100.00%
				1300 CAREER & TECHNICAL EDUCATION						
1300	18	110	3	Transportation Staff Wages - BHS	43,795	43,695	45,546	47,369	1,823	4.00%
1300	18	561	3	CTE Education Tuition - BHS	303,066	353,739	333,372	330,363	(3,009)	-0.90%
				TOTAL CAREER & TECHNICAL EDUCATION	346,861	397,433	378,918	377,732	(1,186)	-0.31%
1300	85	220	0	FICA - DW	3,350	3,320	3,484	3,624	140	4.02%
1300	85	260	0	Workers Comp Insurance - DW	1,826	1,286	1,899	1,975	76	4.00%
				TOTAL EMPLOYEE BENEFITS	5,176	4,606	5,383	5,599	216	4.01%
				TOTAL 1300 CAREER & TECHNICAL EDUCATION	352,037	402,040	384,301	383,331	(970)	-0.25%
				1410 CO-CURRICULAR						
1410	20	110	1	Wages - BES	11,746	12,843	11,981	11,981	0	0.00%
1410	20	110	2	Wages - BMS	37,546	36,402	38,297	39,977	1,680	4.39%
1410	20	110	3	Wages - BHS	63,558	77,333	64,829	70,000	5,171	7.98%
1410	20	322	3	Conferences - BHS	2,000	300	2,000	1,000	(1,000)	-50.00%
1410	20	610	1	Supplies - BES	157	0	0	0	0	#DIV/0!
1410	20	610	2	Supplies - BMS	3,000	2,041	3,000	3,000	0	0.00%
1410	20	610	3	Supplies - BHS	5,000	8,828	5,000	8,000	3,000	60.00%
1410	20	734	2	New Equipment - BMS	0	0	0	0	0	#DIV/0!
1410	20	738	3	Replacement Equipment - BHS	7,000	0	0	0	0	#DIV/0!
1410	20	810	1	Dues/Fees - BES	2,500	572	2,500	2,500	0	0.00%
1410	20	810	2	Dues/Fees - BMS	4,200	1,139	4,200	4,200	0	0.00%
1410	20	810	3	Dues/Fees - BHS	6,500	17,272	8,000	8,000	0	0.00%
1410	20	890	2	Transition Expenses - BMS	6,500	5,054	6,500	6,500	0	0.00%
1410	20	890	3	Assemblies - BHS	500	600	900	900	0	0.00%
				TOTAL CO-CURRICULAR	150,207	162,383	147,207	156,058	8,851	6.01%
1410	85	220	0	FICA - DW	8,633	9,535	8,806	9,330	524	5.95%
1410	85	230	0	NH Retirement - DW	22,164	22,164	22,607	23,453	846	3.74%
1410	85	260	0	Workers Comp Insurance - DW	395	368	403	427	24	5.96%
				TOTAL EMPLOYEE BENEFITS	31,192	32,067	31,816	33,210	1,394	4.38%
				TOTAL 1410 CO-CURRICULAR	181,399	194,450	179,023	189,268	10,245	5.72%

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Function Code	Program Code	Object Code	School Code	Account Name	FY2023-24 Approved	FY2023-24 Actual	FY2024-25 Approved	FY2025-26 Proposed	Difference \$	Difference %
				1420 ATHLETICS						
1420	18	110	3	Athletic Director - BHS	89,122	89,122	97,445	110,722	13,277	13.63%
1420	18	320	2	Officials - BMS	8,800	8,000	8,800	9,680	880	10.00%
1420	18	320	3	Officials - BHS	59,190	59,115	59,340	63,210	3,870	6.52%
1420	18	322	3	Conference/Seminars - BHS	4,150	3,338	4,150	4,650	500	12.05%
1420	18	323	3	Athletic Training Contracted Services - BHS	30,000	40,000	40,000	45,000	5,000	12.50%
1420	18	400	3	Purchased Services - BHS	42,200	35,311	39,200	39,300	100	0.26%
1420	18	442	3	Equipment - BHS	3,250	3,189	3,250	3,500	250	0.00%
1420	18	610	1	Playground Supplies - BES	0	0	0	0	0	#DIV/0!
1420	18	610	2	Athletic Supplies - BMS	1,561	2,744	1,561	2,500	939	60.15%
1420	18	610	3	Athletic Supplies - BHS	25,191	27,362	25,761	28,083	2,322	9.01%
1420	18	734	2	New Equipment - BMS	0	0	0	0	0	#DIV/0!
1420	18	734	3	New Equipment - BHS	29,750	29,750	46,000	54,430	8,430	18.33%
1420	18	738	2	Replacement Equipment - BMS	5,850	5,799	5,850	5,850	0	0.00%
1420	18	738	3	Replacement Equipment - BHS	22,320	27,716	22,538	27,068	4,530	20.10%
1420	18	810	2	Dues/Fees - BMS	633	0	633	633	0	0.00%
1420	18	810	3	Dues/Fees - BHS	14,305	13,449	18,145	21,353	3,208	17.68%
				TOTAL ATHLETICS	336,322	344,895	372,673	415,979	43,306	11.62%
1420	20	110	2	Athletic Stipends - BMS	39,732	35,632	39,106	38,022	(1,084)	-2.77%
1420	20	110	3	Athletic Stipends - BHS	186,448	180,161	191,140	199,974	8,834	4.62%
				TOTAL ATHLETIC STIPENDS	226,180	215,793	230,246	237,996	7,750	3.37%
1420	85	211	0	Health Insurance - DW	26,412	25,019	31,153	32,746	1,593	5.11%
1420	85	212	0	Dental Insurance - DW	2,016	2,016	2,111	2,217	106	5.02%
1420	85	213	0	Life Insurance - DW	107	63	117	133	16	13.68%
1420	85	214	0	Disability Insurance - DW	184	185	202	229	27	13.37%
1420	85	220	0	FICA - DW	24,121	23,692	25,068	26,677	1,609	6.42%
1420	85	230	0	NH Retirement - DW	56,480	56,539	58,405	59,884	1,479	2.53%
1420	85	250	0	Unemployment Insurance - DW	25	31	28	34	6	21.43%
1420	85	260	0	Workers Comp Insurance - DW	1,104	1,030	1,147	1,221	74	6.45%
				TOTAL EMPLOYEE BENEFITS	110,449	108,574	118,231	123,141	4,910	4.15%
				TOTAL 1420 ATHLETICS	672,951	669,262	721,150	777,116	55,966	7.76%
1490	18	112	3	Wages - BHS	8,400	8,400	8,400	8,400	0	0.00%
				TOTAL SUMMER ENRICHMENT	8,400	8,400	8,400	8,400	0	0.00%
1490	85	220	3	FICA - DW	643	643	643	643	0	0.00%
1490	85	230	3	NH Retirement - DW	1,650	1,650	1,650	1,615	(35)	-2.12%
1490	85	260	3	Workers Comp - DW	29	27	29	29	0	0.00%
				TOTAL EMPLOYEE BENEFITS	2,322	2,319	2,322	2,287	(35)	-1.51%
				TOTAL 1490 SUMMER ENRICHMENT	10,722	10,719	10,722	10,687	(35)	-0.33%
2113	18	110	0	Certified Staff Wages	0	0	0	0	0	0.00%
				TOTAL SOCIAL WORK SERVICES	0	0	0	0	0	0.00%
2113	85	211	0	Health Insurance - DW	0	0	0	0	0	#DIV/0!
2113	85	212	0	Dental Insurance - DW	0	0	0	0	0	#DIV/0!
2113	85	213	0	Life Insurance - DW	0	48	0	0	0	#DIV/0!
2113	85	214	0	Disability Insurance - DW	0	141	0	0	0	#DIV/0!
2113	85	220	0	FICA - DW	0	0	0	0	0	0.00%
2113	85	230	0	NH Retirement - DW	0	0	0	0	0	#DIV/0!
2113	85	250	0	Unemployment Insurance - DW	0	0	0	0	0	#DIV/0!
2113	85	260	0	Workers Comp Insurance - DW	0	0	0	0	0	#DIV/0!
				TOTAL EMPLOYEE BENEFITS	0	189	0	0	0	#DIV/0!
				TOTAL 2113 SOCIAL WORK SERVICES	0	189	0	0	0	#DIV/0!
2119	21	300	0	SRO Contracted Services to Town	58,642	50,883	63,699	55,000	(8,699)	-13.66%
				TOTAL 2119 SCHOOL RESOURCE OFFICER SERVICES	58,642	50,883	63,699	55,000	(8,699)	-13.66%

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Function Code	Program Code	Object Code	School Code	Account Name	FY2023-24 Approved	FY2023-24 Actual	FY2024-25 Approved	FY2025-26 Proposed	Difference \$	Difference %
				2120 GUIDANCE SERVICES						
2120	35	110	1	Certified Staff Wages - BES	63,533	59,895	67,385	69,408	2,023	3.00%
2120	35	110	2	Certified Staff Wages - BMS	160,368	171,835	166,427	133,735	(32,692)	-19.64%
2120	35	110	3	Certified Staff Wages - BHS	330,825	323,732	354,925	306,787	(48,138)	-13.56%
2120	35	113	3	Clerical Wages - BHS	55,815	55,815	56,901	56,901	0	0.00%
2120	35	335	3	Testing - BHS	2,830	1,834	2,790	3,240	450	16.13%
2120	35	580	3	Travel - BHS	3,000	600	2,500	2,500	0	0.00%
2120	35	610	1	Supplies - BES	750	1,131	750	1,500	750	100.00%
2120	35	610	2	Supplies - BMS	816	777	816	816	0	0.00%
2120	35	610	3	Supplies - BHS	3,700	903	4,100	4,100	0	0.00%
2120	35	641	2	Books/Printed Media - BMS	175	0	175	175	0	0.00%
2120	35	641	3	Books/Printed Media - BHS	630	139	480	480	0	0.00%
2120	35	642	3	Software - BHS	6,510	19,442	6,950	11,125	4,175	60.07%
2120	35	733	2	New Furniture - BMS	0	0	0	0	0	#DIV/0!
2120	35	734	2	New Equipment - BMS	0	0	0	0	0	#DIV/0!
2120	35	734	3	New Equipment - BHS	600	220	1,620	1,245	(375)	-23.15%
2120	35	737	2	Replacement Furniture - BMS	0	0	0	0	0	#DIV/0!
2120	35	810	1	Dues - BES	179	0	179	179	0	0.00%
2120	35	810	3	Dues - BHS	1,110	575	1,110	1,110	0	0.00%
2120	35	890	1	Assemblies - BES	3,000	3,096	3,000	3,000	0	0.00%
				TOTAL GUIDANCE	633,841	639,995	670,108	596,301	(73,807)	-11.01%
2120	85	211	0	Health Insurance - DW	155,582	144,519	187,565	201,145	13,580	7.24%
2120	85	212	0	Dental Insurance - DW	13,816	13,253	14,151	14,116	(35)	-0.25%
2120	85	213	0	Life Insurance - DW	793	194	839	777	(62)	-7.39%
2120	85	214	0	Disability Insurance - DW	1,369	839	1,448	1,341	(107)	-7.39%
2120	85	220	0	FICA - DW	46,706	46,711	49,391	43,363	(6,028)	-12.20%
2120	85	230	0	NH Retirement - DW	126,458	128,950	133,890	120,885	(13,005)	-9.71%
2120	85	250	0	Unemployment Insurance - DW	227	254	273	336	63	23.08%
2120	85	260	0	Workers Comp Insurance - DW	2,259	1,459	2,391	2,210	(181)	-7.57%
				TOTAL EMPLOYEE BENEFITS	347,210	336,181	389,948	384,173	(5,775)	-1.48%
				TOTAL 2120 GUIDANCE SERVICES	981,051	976,175	1,060,056	980,474	(79,582)	-7.51%
				2132 HEALTH SERVICES						
2132	42	110	1	Certified Staff Wages - BES	81,597	81,597	83,137	83,137	0	0.00%
2132	42	110	2	Certified Staff Wages - BMS	73,249	73,249	74,631	74,631	0	0.00%
2132	42	110	3	Certified Staff Wages - BHS	72,977	72,977	74,631	74,631	0	0.00%
2132	42	111	1	Health Assistant Wages - BES	26,224	26,148	26,742	26,742	0	0.00%
2132	42	111	2	Health Assistant Wages - BMS	25,424	25,424	25,942	25,942	0	0.00%
2132	42	111	3	Health Assistant Wages - BHS	0	0	0	0	0	#DIV/0!
2132	42	320	0	Contracted Health Services - DW	5,645	5,680	0	0	0	#DIV/0!
2132	42	430	1	Equipment Repair - BES	0	0	0	0	0	#DIV/0!
2132	42	430	2	Equipment Repair - BMS	0	0	0	0	0	#DIV/0!
2132	42	550	3	Printing - BHS	0	0	0	0	0	#DIV/0!
2132	42	580	3	Travel - BHS	380	0	380	380	0	0.00%
2132	42	610	1	Supplies - BES	1,900	1,973	1,900	1,900	0	0.00%
2132	42	610	2	Supplies - BMS	2,945	1,830	2,945	3,093	148	5.03%
2132	42	610	3	Supplies - BHS	4,000	721	4,000	4,000	0	0.00%
2132	42	641	3	Books - BHS	100	0	100	0	(100)	-100.00%
2132	42	640	0	Software - DW	5,667	5,788	5,788	6,650	862	14.89%
2132	42	734	1	New Equipment - BES	200	2,600	200	200	0	0.00%
2132	42	734	2	New Equipment - BMS	0	0	0	0	0	#DIV/0!
2132	42	737	2	Replacement Furniture - BMS	0	0	0	0	0	#DIV/0!
2132	42	738	3	Replacement Equipment - BHS	0	0	0	100	100	#DIV/0!
2132	42	810	3	Dues - BHS	150	105	150	150	0	0.00%
				TOTAL HEALTH SERVICES	300,730	298,090	300,546	301,556	1,010	0.34%
2132	85	211	0	Health Insurance - DW	70,522	67,249	83,389	89,703	6,314	7.57%
2132	85	212	0	Dental Insurance - DW	6,814	6,827	7,226	7,588	362	5.01%
2132	85	213	0	Life Insurance - DW	336	164	342	342	0	0.00%
2132	85	214	0	Disability Insurance - DW	579	483	590	590	0	0.00%
2132	85	220	0	FICA - DW	21,400	21,671	21,809	21,809	0	0.00%
2132	85	230	0	NH Retirement - DW	51,786	52,038	52,771	51,407	(1,364)	-2.58%
2132	85	250	0	Unemployment Insurance - DW	126	168	140	168	28	20.00%
2132	85	260	0	Workers Comp Insurance - DW	979	913	998	998	0	0.00%

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Function Code	Program Code	Object Code	School Code	Account Name	FY2023-24 Approved	FY2023-24 Actual	FY2024-25 Approved	FY2025-26 Proposed	Difference \$	Difference %
				TOTAL EMPLOYEE BENEFITS	152,542	149,499	167,265	172,605	5,340	3.19%
				TOTAL 2130 HEALTH SERVICES	453,272	447,590	467,811	474,161	6,350	1.36%
				2140 PSYCHOLOGICAL SERVICES						
2140	18	110	0	Certified Staff Wages - DW	226,261	227,878	235,311	244,723	9,412	4.00%
2140	18	325	0	Testing - DW	6,500	6,433	6,500	5,500	(1,000)	-15.38%
2140	18	610	0	Supplies - DW	1,200	1,315	1,200	1,200	0	0.00%
2140	18	641	0	Textbooks - DW	0	0	0	0	0	#DIV/0!
				TOTAL PSYCHOLOGICAL SERVICES	233,961	235,625	243,011	251,423	8,412	3.46%
2140	85	211	0	Health Insurance - DW	68,672	61,734	80,997	85,139	4,142	5.11%
2140	85	212	0	Dental Insurance - DW	5,243	5,074	5,489	5,860	371	6.76%
2140	85	213	0	Life Insurance - DW	282	123	294	305	11	3.74%
2140	85	214	0	Disability Insurance - DW	487	413	507	527	20	3.94%
2140	85	220	0	FICA - DW	17,309	17,202	18,001	18,721	720	4.00%
2140	85	230	0	NH Retirement - DW	46,211	46,472	48,060	48,938	878	1.83%
2140	85	260	0	Workers Comp Insurance - DW	824	642	856	891	35	4.09%
				TOTAL EMPLOYEE BENEFITS	139,028	131,662	154,204	160,381	6,177	4.01%
				TOTAL 2140 PSYCHOLOGICAL SERVICES	372,989	367,287	397,215	411,804	14,589	3.67%
				2150 SPEECH/LANGUAGE SERVICES						
2150	18	110	0	Certified Staff Wages - DW	283,619	281,993	290,265	290,265	0	0.00%
2150	18	111	0	Speech Pathologist Aides Wages - DW	75,553	64,690	77,048	77,048	0	0.00%
2150	18	320	0	Contracted Services - DW	7,500	12,672	8,500	8,500	0	0.00%
2150	18	325	0	Testing - DW	750	938	1,000	1,000	0	0.00%
2150	18	610	0	Supplies - DW	1,000	817	1,250	1,000	(250)	-20.00%
2150	18	641	0	Books - DW	250	0	250	0	(250)	-100.00%
2150	18	650	0	Software - DW	4,400	2,514	2,500	2,500	0	0.00%
2150	18	734	0	Equipment - DW	1,500	983	1,000	1,000	0	0.00%
				TOTAL SPEECH/LANGUAGE SERVICES	374,572	364,606	381,813	381,313	(500)	-0.13%
2150	85	211	0	Health Insurance - DW	85,380	83,280	113,667	120,608	6,941	6.11%
2150	85	212	0	Dental Insurance - DW	6,044	5,931	6,413	6,734	321	5.01%
2150	85	213	0	Life Insurance - DW	431	236	441	441	0	0.00%
2150	85	214	0	Disability Insurance - DW	743	725	760	760	0	0.00%
2150	85	220	0	FICA - DW	27,477	25,675	28,099	28,099	0	0.00%
2150	85	230	0	NH Retirement - DW	65,925	64,930	67,433	65,642	(1,791)	-2.66%
2150	85	250	0	Unemployment Insurance - DW	141	164	157	188	31	19.75%
2150	85	260	0	Workers Comp Insurance - DW	1,257	1,099	1,286	1,286	0	0.00%
				TOTAL EMPLOYEE BENEFITS	187,398	182,038	218,256	223,758	5,502	2.52%
				TOTAL 2150 SPEECH/LANGUAGE SERVICES	561,970	546,644	600,069	605,071	5,002	0.83%
				2160 PT/OT SERVICES						
2160	18	110	0	Certified Staff Wages - DW	294,087	299,703	309,818	322,210	12,392	4.00%
2160	18	320	0	Contracted Services - DW	5,000	4,738	0	0	0	#DIV/0!
2160	18	325	0	Testing - DW	1,000	1,000	1,500	3,000	1,500	100.00%
2160	18	610	0	Supplies - DW	1,900	1,781	1,500	2,000	500	33.33%
2160	18	641	0	Books - DW	0	0	0	0	0	#DIV/0!
2160	18	734	0	Equipment - DW	1,200	387	1,000	500	(500)	-50.00%
2160	18	734	1	Equipment - BES	1,200	0	1,800	1,000	(800)	-44.44%
				TOTAL PT/OT SERVICES	304,387	307,610	315,618	328,710	13,092	4.15%
2160	85	211	0	Health Insurance - DW	105,649	98,673	124,611	143,045	18,434	14.79%
2160	85	212	0	Dental Insurance - DW	8,242	8,242	8,629	9,722	1,093	12.67%
2160	85	213	0	Life Insurance - DW	353	161	372	430	58	15.59%
2160	85	214	0	Disability Insurance - DW	609	474	641	742	101	15.76%
2160	85	220	0	FICA - DW	22,498	22,498	23,701	24,649	948	4.00%
2160	85	230	0	NH Retirement - DW	57,759	58,150	60,848	66,588	5,740	9.43%
2160	85	250	0	Unemployment Insurance - DW	126	155	140	202	62	44.29%
2160	85	260	0	Workers Comp Insurance - DW	1,029	960	1,084	1,255	171	15.77%
				TOTAL EMPLOYEE BENEFITS	196,265	189,313	220,026	246,633	26,607	12.09%
				TOTAL 2160 PT/OT SERVICES	500,652	496,923	535,644	575,343	39,699	7.41%

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2212	37	110	0	2212 PROFESSIONAL SERVICES/TESTING	11,100	8,578	11,100	24,500	13,400	120.72%
2212	37	335	1	Wages - DW	3,366	0	3,366	3,366	0	0.00%
2212	37	335	2	Test Scoring - BES	0	0	0	0	0	#DIV/0!
2212	37	641	1	Books - BES	400	0	400	400	0	0.00%
2212	37	641	2	Books - BMS	0	0	0	0	0	#DIV/0!
				TOTAL PROFESSIONAL SERVICES/TESTING	14,866	8,578	14,866	28,266	13,400	90.14%
2212	85	220	0	FICA - DW	849	184	849	1,874	1,025	120.73%
2212	85	230	0	NH Retirement - DW	2,180	0	2,180	4,711	2,531	116.10%
2212	85	260	0	Workers Comp Insurance - DW	28	26	28	61	33	117.86%
				TOTAL EMPLOYEE BENEFITS	3,057	210	3,057	6,646	3,589	117.40%
				TOTAL 2212 PROF. SERVICES/TESTING	17,923	8,787	17,923	34,912	16,989	94.79%
				2213 IMPROVEMENT OF INSTRUCTION						
2213	34	320	1	Staff Development - BES	26,000	24,030	28,000	28,000	0	0.00%
2213	34	320	2	Staff Development - BMS	24,393	15,198	24,393	24,393	0	0.00%
2213	34	320	3	Staff Development - BHS	21,000	21,140	21,000	21,000	0	0.00%
2213	34	321	1	In-Service Training - BES	0	0	0	0	0	#DIV/0!
2213	34	321	2	In-Service Training - BMS	0	0	0	0	0	#DIV/0!
2213	34	321	3	In-Service Training - BHS	0	0	0	0	0	#DIV/0!
2213	34	322	1	Conferences/Conventions - BES	0	0	0	0	0	#DIV/0!
2213	34	322	2	Conferences/Conventions - BMS	0	0	0	0	0	#DIV/0!
2213	34	322	3	Conferences/Conventions - BHS	0	0	0	0	0	#DIV/0!
				TOTAL 2213 IMPROVEMENT OF INSTRUCTION	71,393	60,368	73,393	73,393	0	0.00%
				2222 LIBRARY/MEDIA SERVICES						
2222	38	110	1	Certified Staff Wages - BES	75,005	75,405	79,562	79,562	0	0.00%
2222	38	110	2	Certified Staff Wages - BMS	85,595	85,595	87,198	60,823	(26,375)	-30.25%
2222	38	110	3	Certified Staff Wages - BHS	87,046	87,496	88,682	91,351	2,669	3.01%
2222	38	111	1	Aides Wages - BES	15,646	15,964	15,964	15,964	0	0.00%
2222	38	111	2	Aides Wages - BMS	21,942	22,994	25,942	25,942	0	0.00%
2222	38	111	3	Aides Wages - BHS	0	0	0	0	0	#DIV/0!
2222	38	430	1	Equipment Repairs/Maintenance - BES	1,000	0	1,000	1,000	0	0.00%
2222	38	430	2	Equipment Repairs/Maintenance - BMS	0	0	0	0	0	#DIV/0!
2222	38	430	3	Equipment Repairs/Maintenance - BHS	0	0	0	0	0	#DIV/0!
2222	38	610	1	Supplies - BES	700	697	700	700	0	0.00%
2222	38	610	2	Supplies - BMS	1,006	950	1,006	1,506	500	49.70%
2222	38	610	3	Supplies - BHS	3,470	3,300	3,560	3,590	30	0.84%
2222	38	641	1	Books/Printed Media - BES	5,000	4,909	5,000	5,000	0	0.00%
2222	38	641	2	Books/Printed Media - BMS	5,188	4,857	5,800	5,800	0	0.00%
2222	38	641	3	Books/Printed Media - BHS	4,230	3,692	4,330	4,370	40	0.92%
2222	38	642	1	Electronic Information - BES	8,500	6,201	8,500	9,000	500	5.88%
2222	38	642	2	Electronic Information - BMS	5,312	5,939	5,200	5,200	0	0.00%
2222	38	642	3	Electronic Information - BHS	50,085	50,100	53,130	55,640	2,510	4.72%
2222	38	733	1	New Furniture/Fixtures - BES	0	0	0	0	0	0.00%
2222	38	733	2	New Furniture/Fixtures - BMS	0	0	0	0	0	0.00%
2222	38	733	3	New Furniture/Fixtures - BHS	0	0	0	0	0	#DIV/0!
2222	38	734	1	New Equipment - BES	1,000	61	1,000	1,000	0	0.00%
2222	38	734	2	New Equipment - BMS	0	0	0	0	0	0.00%
2222	38	734	3	New Equipment - BHS	0	0	0	0	0	#DIV/0!
2222	38	737	2	Replacement Furniture/Fixtures - BMS	0	0	0	0	0	#DIV/0!
2222	38	737	3	Replacement Furniture/Fixtures - BHS	0	1,808	0	0	0	#DIV/0!
2222	38	738	1	Replacement Equipment - BES	0	0	0	0	0	#DIV/0!
2222	38	738	2	Replacement Equipment - BMS	0	0	0	0	0	#DIV/0!
2222	38	738	3	Replacement Equipment - BHS	1,300	0	800	2,500	1,700	212.50%
2222	38	810	3	Dues - BHS	730	391	310	350	40	12.90%
				TOTAL LIBRARY/MEDIA SERVICES	372,775	370,359	387,684	369,298	(18,386)	-4.74%
2222	85	211	0	Health Insurance - DW	60,829	53,936	83,389	79,691	(3,698)	-4.43%
2222	85	212	0	Dental Insurance - DW	6,125	6,049	7,042	6,448	(594)	-8.44%
2222	85	213	0	Life Insurance - DW	324	189	338	309	(29)	-8.58%
2222	85	214	0	Disability Insurance - DW	558	555	582	533	(49)	-8.42%
2222	85	220	0	FICA - DW	21,820	22,013	22,747	20,934	(1,813)	-7.97%
2222	85	230	0	NH Retirement - DW	51,606	57,493	53,679	47,870	(5,809)	-10.82%

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Function Code	Program Code	Object Code	School Code	Account Name	FY2023-24 Approved	FY2023-24 Actual	FY2024-25 Approved	FY2025-26 Proposed	Difference \$	Difference %
2222	85	250	0	Unemployment Insurance - DW	126	155	140	168	28	20.00%
2222	85	260	0	Workers Comp Insurance - DW	998	931	1,041	958	(83)	-7.97%
				TOTAL EMPLOYEE BENEFITS	142,386	141,321	168,958	156,911	(12,047)	-7.13%
				TOTAL 2222 LIBRARY/MEDIA SERVICES	515,161	511,681	556,642	526,209	(30,433)	-5.47%
				2223 AUDIO/VISUAL SERVICES						
2223	38	445	3	Film Rental - BHS	0	0	0	0	0	#DIV/0!
2223	38	610	1	Supplies - BES	0	0	0	0	0	#DIV/0!
2223	38	610	2	Supplies - BMS	0	0	0	0	0	#DIV/0!
				TOTAL 2223 AUDIO/VISUAL SERVICES	0	0	0	0	0	#DIV/0!
				2250 TECHNOLOGY SERVICES						
2250	40	110	0	Technology Assistant Wages - DW	163,623	165,208	168,002	164,820	(3,182)	-1.89%
2250	40	119	0	Technology Administrator Wages - DW	94,763	94,763	131,053	139,233	8,180	6.24%
2250	40	320	0	Staff Development - DW	1,500	1,100	2,000	2,000	0	0.00%
2250	40	532	0	Data Services - DW	110,055	111,426	103,804	140,647	36,843	35.49%
2250	40	539	0	Data Management - DW	71,384	66,765	74,001	82,160	8,159	11.03%
2250	40	734	0	New Equipment - DW	305,310	345,629	318,368	311,348	(7,020)	-2.20%
				TOTAL TECHNOLOGY SERVICES	746,635	784,891	797,228	840,208	42,980	5.39%
2250	85	211	0	Health Insurance - DW	47,983	44,739	62,459	52,912	(9,547)	-15.29%
2250	85	212	0	Dental Insurance - DW	2,455	1,812	2,475	1,752	(723)	-29.21%
2250	85	213	0	Life Insurance - DW	310	114	359	365	6	1.67%
2250	85	214	0	Disability Insurance - DW	535	443	619	629	10	1.62%
2250	85	220	0	FICA - DW	19,767	18,353	22,878	23,260	382	1.67%
2250	85	230	0	NH Retirement - DW	34,960	39,457	40,462	38,767	(1,695)	-4.19%
2250	85	250	0	Unemployment Insurance - DW	131	141	145	195	50	34.48%
2250	85	260	0	Workers Comp Insurance - DW	904	804	1,047	1,064	17	1.62%
				TOTAL EMPLOYEE BENEFITS	107,045	105,864	130,444	118,944	(11,500)	-8.82%
				TOTAL 2250 TECHNOLOGY SERVICES	853,680	890,755	927,672	959,152	31,480	3.39%
				2300 GENERAL FUND CONTINGENCY						
2300	18	840	0	General Fund Contingency - DW	25,000	231,987	25,000	25,000	0	0.00%
				TOTAL 2300 GENERAL FUND CONTINGENCY	25,000	231,987	25,000	25,000	0	0.00%
				2311 SCHOOL BOARD SERVICES						
2311	40	110	0	School Board Wages - DW	12,500	12,500	12,500	12,500	0	0.00%
2311	40	111	0	School Board Clerical Wages - DW	3,801	1,763	3,838	3,991	153	3.99%
2311	40	540	0	Advertising - DW	22,000	5,213	17,500	15,000	(2,500)	-14.29%
2311	40	610	0	Supplies - DW	4,750	16,911	4,750	6,500	1,750	36.84%
2311	40	810	0	Dues - DW	5,725	5,725	5,725	6,251	526	9.19%
				TOTAL SCHOOL BOARD SERVICES	48,776	42,111	44,313	44,242	(71)	-0.16%
2311	85	220	0	FICA - DW	1,247	1,091	1,250	1,262	12	0.96%
				TOTAL EMPLOYEE BENEFITS	1,247	1,091	1,250	1,262	12	0.96%
				TOTAL 2311 SCHOOL BOARD SERVICES	50,023	43,202	45,563	45,504	(59)	-0.13%
				2313-2317 CONTRACTED SERVICES						
2312	40	110	0	Clerk/Moderator Wages - DW	300	300	300	300	0	0.00%
2313	40	110	0	District Treasurer Wages	1,500	1,500	1,500	1,500	0	0.00%
2315	40	380	0	Legal Services - DW	25,000	51,525	25,000	50,000	25,000	100.00%
2317	40	370	0	Audit Services - DW	12,725	17,135	16,100	17,575	1,475	9.16%
				TOTAL CONTRACTED SERVICES	39,525	70,460	42,900	69,375	26,475	61.71%
2313	85	220	0	FICA - DW	115	115	115	115	0	0.00%
				TOTAL EMPLOYEE BENEFITS	115	115	115	115	0	0.00%
				TOTAL 2312-2317 CONTRACTED SERVICES	39,640	70,574	43,015	69,490	26,475	61.55%
2320	40	310		SAU 67 Assessment - DW	882,013	882,013	921,598	1,102,893	181,295	19.67%

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				TOTAL 2320 EXECUTIVE SERVICES	882,013	882,013	921,598	1,102,893	181,295	19.67%
2410	40	110	1	2410 OFFICE OF THE PRINCIPAL						
2410	40	110	2	Principal Salary - BES	116,684	116,684	123,851	128,805	4,954	4.00%
2410	40	110	3	Principal Salary - BMS	125,425	126,975	130,442	135,660	5,218	4.00%
2410	40	113	1	Principal Salary - BHS	127,137	135,222	132,222	137,511	5,289	4.00%
2410	40	113	2	Clerical Wages - BES	96,523	96,044	96,441	96,441	0	0.00%
2410	40	113	3	Clerical Wages - BMS	98,624	96,044	100,625	100,625	0	0.00%
2410	40	119	1	Clerical Wages - BHS	129,014	131,002	132,105	132,105	0	0.00%
2410	40	119	2	Assistant Principal Salary - BES	102,368	102,368	106,463	110,722	4,259	4.00%
2410	40	119	3	Assistant Principal Salary - BMS	102,368	102,368	106,463	110,722	4,259	4.00%
2410	40	240	1	Assistant Principal Salary - BHS	103,780	103,780	107,931	112,248	4,317	4.00%
2410	40	240	2	Course Reimbursement - BES	2,000	0	0	0	0	#DIV/0!
2410	40	240	3	Course Reimbursement - BMS	0	0	0	0	0	#DIV/0!
2410	40	322	1	Course Reimbursement - BHS	0	0	0	0	0	#DIV/0!
2410	40	322	2	Conferences/Conventions - BES	2,000	1,160	3,000	3,000	0	0.00%
2410	40	322	3	Conferences/Conventions - BMS	980	0	980	980	0	0.00%
2410	40	322	3	Conferences/Conventions - BHS	2,500	830	2,500	2,500	0	0.00%
2410	40	531	1	Telephone - BES	4,131	9,985	8,151	7,884	(267)	-3.28%
2410	40	531	2	Telephone - BMS	44,226	52,934	7,050	6,600	(450)	-6.38%
2410	40	531	3	Telephone - BHS	15,675	23,735	24,375	23,736	(639)	-2.62%
2410	40	534	1	Postage - BES	2,000	1,418	500	500	0	0.00%
2410	40	534	2	Postage - BMS	1,857	1,947	1,857	1,857	0	0.00%
2410	40	534	3	Postage - BHS	5,250	3,981	5,250	5,250	0	0.00%
2410	40	550	1	Printing - BES	208	0	208	0	(208)	-100.00%
2410	40	550	2	Printing - BMS	0	0	0	0	0	#DIV/0!
2410	40	550	3	Printing - BHS	4,000	4,959	4,000	4,000	0	0.00%
2410	40	580	1	Travel - BES	0	0	0	0	0	#DIV/0!
2410	40	580	2	Travel - BMS	632	286	632	632	0	0.00%
2410	40	580	3	Travel - BHS	250	0	250	250	0	0.00%
2410	40	610	1	Supplies - BES	0	0	0	0	0	#DIV/0!
2410	40	610	2	Supplies - BMS	530	598	530	530	0	0.00%
2410	40	610	3	Supplies - BHS	1,250	1,489	1,250	1,250	0	0.00%
2410	40	650	0	Software - DW	26,864	28,879	28,879	32,294	3,415	11.83%
2410	40	733	1	Furniture - BES	750	376	1,000	0	(1,000)	-100.00%
2410	40	733	2	Furniture - BMS	0	0	0	0	0	#DIV/0!
2410	40	733	3	Furniture - BHS	0	0	0	0	0	#DIV/0!
2410	40	733	3	New Equipment - BES	0	0	0	0	0	#DIV/0!
2410	40	734	1	Equipment - BES	0	0	0	0	0	#DIV/0!
2410	40	734	2	Equipment - BMS	0	0	0	0	0	#DIV/0!
2410	40	734	3	Equipment - BHS	0	0	0	0	0	#DIV/0!
2410	40	737	1	Replacement Furniture/Fixtures - BES	0	0	0	0	0	#DIV/0!
2410	40	737	2	Replacement Furniture/Fixtures - BMS	0	0	0	0	0	#DIV/0!
2410	40	737	3	Replacement Furniture/Fixtures - BHS	0	0	0	0	0	#DIV/0!
2410	40	738	1	Replacement Equipment - BES	0	0	0	0	0	#DIV/0!
2410	40	738	2	Replacement Equipment - BMS	0	0	0	0	0	#DIV/0!
2410	40	810	1	Dues - BES	1,977	1,977	1,977	1,977	0	0.00%
2410	40	810	2	Dues - BMS	1,900	2,045	1,900	1,900	0	0.00%
2410	40	810	3	Dues - BHS	2,200	1,209	2,200	2,200	0	0.00%
2410	40	890	3	High School Graduation - BHS	8,000	9,661	12,000	14,000	2,000	16.67%
				TOTAL OFFICE OF THE PRINCIPAL	1,129,103	1,127,014	1,145,032	1,176,179	31,147	2.72%
2410	85	211	0	Health Insurance - DW	221,484	141,708	192,927	214,670	21,743	11.27%
2410	85	212	0	Dental Insurance - DW	16,963	14,733	16,830	18,281	1,451	8.62%
2410	85	213	0	Life Insurance - DW	2,829	1,666	2,944	3,046	102	3.46%
2410	85	214	0	Disability Insurance - DW	2,074	2,088	2,150	2,209	59	2.74%
2410	85	220	0	PIGA - DW	76,649	73,709	79,452	81,628	2,176	2.74%
2410	85	230	0	NH Retirement - DW	201,237	199,171	208,239	210,000	1,761	0.85%
2410	85	260	0	Unemployment Insurance - DW	331	408	368	442	74	20.11%
2410	85	260	0	Workers Comp Insurance - DW	3,507	3,270	3,635	3,735	100	2.75%
				TOTAL EMPLOYEE BENEFITS	525,074	436,753	506,545	534,011	27,466	5.42%
				TOTAL 2410 OFFICE OF THE PRINCIPAL	1,654,177	1,563,767	1,651,577	1,710,190	58,613	3.55%
2620	70	110	1	2620 OPERATING BUILDING SERVICES	152,344	152,710	163,198	189,990	26,792	16.42%
2620	70	110	2	Custodial Wages - BES	154,409	153,852	156,459	160,528	4,069	2.60%

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Function Code	Program Code	Object Code	School Code	Account Name	FY2023-24 Approved	FY2023-24 Actual	FY2024-25 Approved	FY2025-26 Proposed	Difference \$	Difference %
2620	70	110	3	Custodial Wages - BHS	232,499	231,147	243,924	253,615	9,691	3.97%
2620	70	130	0	Custodial Overtime - DW	5,000	0	5,000	5,000	0	0.00%
2620	70	320	1	Contracted Services - BES	0	0	0	0	0	0.00%
2620	70	322	1	Staff Development - BES	250	517	250	250	0	0.00%
2620	70	322	2	Staff Development - BMS	250	517	250	250	0	0.00%
2620	70	322	3	Staff Development - BHS	250	516	250	250	0	0.00%
2620	70	411	1	Water/Sewerage - BES	14,558	12,971	14,558	14,556	(2)	-0.01%
2620	70	411	2	Water/Sewerage - BMS	14,558	12,461	15,558	15,556	(2)	-0.01%
2620	70	411	3	Water/Sewerage - BHS	16,743	31,031	16,743	16,740	(3)	-0.02%
2620	70	421	1	Rubbish Removal - BES	7,340	6,157	9,252	9,252	0	0.00%
2620	70	421	2	Rubbish Removal - BMS	7,340	6,141	9,252	9,252	0	0.00%
2620	70	421	3	Rubbish Removal - BHS	14,140	12,953	16,763	16,763	0	0.00%
2620	70	430	3	Equipment Maintenance - BHS	750	214	750	750	0	0.00%
2620	70	431	1	Building Repairs - BES	20,000	27,339	20,000	30,000	10,000	50.00%
2620	70	431	2	Building Repairs - BMS	25,000	43,329	25,000	35,000	10,000	40.00%
2620	70	431	3	Building Repairs - BHS	35,000	37,574	35,000	45,000	10,000	28.57%
2620	70	432	1	HVAC Repairs - BES	0	165	0	0	0	#DIV/0!
2620	70	432	2	HVAC Repairs - BMS	0	0	0	0	0	#DIV/0!
2620	70	432	3	HVAC Repairs - BHS	0	3,104	0	0	0	#DIV/0!
2620	70	433	1	Plumbing Repairs - BES	0	(94)	0	0	0	#DIV/0!
2620	70	433	2	Plumbing Repairs - BMS	0	1,010	0	0	0	#DIV/0!
2620	70	433	3	Plumbing Repairs - BHS	0	0	0	0	0	#DIV/0!
2620	70	434	1	Glass Breakage - BES	0	0	0	0	0	#DIV/0!
2620	70	434	2	Glass Breakage - BMS	0	0	0	0	0	#DIV/0!
2620	70	434	3	Glass Breakage - BHS	0	379	0	0	0	#DIV/0!
2620	70	435	1	Building Exterior - BES	6,500	1,194	4,000	5,000	1,000	25.00%
2620	70	435	2	Building Exterior - BMS	6,500	4,746	4,000	5,000	1,000	25.00%
2620	70	435	3	Building Exterior - BHS	6,500	5,412	4,000	5,000	1,000	25.00%
2620	70	436	1	Building Interior - BES	15,000	6,033	12,500	12,500	0	0.00%
2620	70	436	2	Building Interior - BMS	50,000	45,582	47,500	47,500	0	0.00%
2620	70	436	3	Building Interior - BHS	50,000	29,169	47,500	47,500	0	0.00%
2620	70	521	0	Property/Liability Insurance - DW	75,986	76,208	82,825	90,279	7,454	9.00%
2620	70	521	0	Insurance Deductible Cost - DW	1,000	(1,118)	1,000	1,000	0	0.00%
2620	70	610	1	Custodial Supplies - BES	24,000	26,690	24,000	27,500	3,500	14.58%
2620	70	610	2	Custodial Supplies - BMS	22,000	22,588	22,000	24,500	2,500	11.36%
2620	70	610	3	Custodial Supplies - BHS	35,000	34,904	35,000	37,500	2,500	7.14%
2620	70	621	1	Heating Gas - BES	35,062	46,801	33,932	34,236	304	0.90%
2620	70	621	2	Heating Gas - BMS	40,942	60,920	41,200	41,966	766	1.86%
2620	70	621	3	Heating Gas - BHS	97,994	86,191	94,066	92,176	(1,890)	-2.01%
2620	70	622	0	Electricity - DW	369,467	429,235	361,006	375,163	14,157	3.92%
2620	70	624	1	Fuel Oil - BES	0	0	0	0	0	#DIV/0!
2620	70	624	2	Diesel Oil - BMS	750	0	750	750	0	0.00%
2620	70	624	3	Diesel Fuel - BHS	750	0	750	750	0	0.00%
2620	70	733	1	Furniture - BES	0	0	0	0	0	0.00%
2620	70	733	2	Furniture - BMS	0	0	0	0	0	0.00%
2620	70	733	3	Furniture - BHS	0	0	0	0	0	0.00%
2620	70	734	1	Equipment - BES	0	0	0	0	0	0.00%
2620	70	734	2	Equipment - BMS	0	0	0	0	0	0.00%
2620	70	734	3	Equipment - BHS	0	0	0	0	0	100.00%
2620	70	737	1	Replacement Furniture/Fixtures - BES	0	0	0	0	0	#DIV/0!
2620	70	737	2	Replacement Furniture/Fixtures - BMS	0	0	0	0	0	#DIV/0!
2620	70	737	3	Replacement Furniture/Fixtures - BHS	0	0	0	0	0	0.00%
2620	70	738	1	Replacement Equipment - BES	0	0	0	0	0	#DIV/0!
2620	70	738	2	Replacement Equipment - BMS	0	0	0	0	0	#DIV/0!
2620	70	738	3	Replacement Equipment - BHS	0	0	0	0	0	#DIV/0!
2620	70	810	1	Dues - BES	0	0	0	0	0	#DIV/0!
2620	70	810	2	Dues - BMS	0	0	0	0	0	#DIV/0!
2620	70	810	3	Dues - BHS	0	0	0	0	0	#DIV/0!
				TOTAL OPERATING BUILDING SERVICES	1,537,882	1,608,547	1,548,236	1,651,072	102,836	6.64%
2620	85	211	0	Health Insurance - DW	184,345	189,060	244,060	229,879	(14,728)	-6.02%
2620	85	212	0	Dental Insurance - DW	13,400	11,372	14,395	13,681	(714)	-4.96%
2620	85	213	0	Life Insurance - DW	608	350	634	681	47	7.41%
2620	85	214	0	Disability Insurance - DW	1,048	1,029	1,093	1,174	81	7.41%
2620	85	220	0	FICA - DW	41,635	41,472	43,496	46,599	3,103	7.13%
2620	85	230	0	NH Retirement - DW	64,160	69,193	71,433	72,304	871	1.22%
2620	85	250	0	Unemployment Insurance - DW	448	552	507	633	126	24.85%

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Function Code	Program Code	Object Code	School Code	Account Name	FY2023-24 Approved	FY2023-24 Actual	FY2024-25 Approved	FY2025-26 Proposed	Difference \$	Difference %
2620	85	260	0	Workers Comp Insurance - DW	14,967	9,769	15,636	16,751	1,115	7.13%
				TOTAL EMPLOYEE BENEFITS	320,611	322,796	391,801	381,702	(10,099)	-2.58%
				TOTAL 2620 OPERATING BUILDING SERVICES	1,858,493	1,931,343	1,940,037	2,032,774	92,737	4.78%
				2630 CARE/UPKEEP OF GROUNDS SERVICES						
2630	70	110	0	Building Maintenance Wages - DW	69,896	69,896	73,289	76,221	2,932	4.00%
2630	70	110	3	Grounds Maintenance Wages - DW	99,154	95,529	103,416	107,508	4,092	3.96%
2630	70	130	0	Grounds Maintenance Overtime - DW	2,000	2,641	2,000	2,000	0	0.00%
2630	70	424	1	Maintenance of Grounds - BES	11,525	14,876	13,521	15,321	0	0.00%
2630	70	424	2	Maintenance of Grounds - BMS	47,237	82,557	50,520	58,420	7,900	15.64%
2630	70	430	0	Maintenance of Grounds - BHS	10,000	28,331	15,500	23,500	8,000	51.61%
2630	70	610	0	Equipment Maintenance - DW	15,750	21,405	16,500	16,500	0	0.00%
2630	70	626	0	Gas - DW	10,290	20,573	9,750	19,500	9,750	100.00%
2630	70	734	0	New Equipment - DW	0	0	0	0	0	0.00%
				TOTAL CARE/UPKEEP OF GROUNDS SERVICES	276,089	350,448	299,305	332,477	33,172	11.08%
2630	85	211	0	Health Insurance - DW	56,571	50,991	61,118	64,605	3,487	5.71%
2630	85	212	0	Dental Insurance - DW	4,037	5,277	5,525	5,801	276	5.00%
2630	85	213	0	Life Insurance - DW	200	120	208	217	9	4.33%
2630	85	214	0	Disability Insurance - DW	344	324	359	374	15	4.18%
2630	85	220	0	FICA - DW	13,085	14,295	13,671	14,208	537	3.93%
2630	85	230	0	NH Retirement - DW	22,515	23,084	21,136	20,704	(432)	-2.04%
2630	85	250	0	Unemployment Insurance - DW	88	108	98	118	20	20.41%
2630	85	260	0	Workers Comp Insurance - DW	4,704	3,070	4,914	5,108	194	3.95%
				TOTAL EMPLOYEE BENEFITS	101,544	97,270	107,029	111,135	4,106	3.84%
				TOTAL 2630 CARE/UPKEEP OF GROUNDS SERVICES	377,633	447,718	406,334	443,612	37,278	9.17%
				2640 CARE/UPKEEP OF EQUIPMENT SERVICES						
2640	70	430	1	Maintenance Contracts - BES	16,020	17,112	17,248	18,891	1,643	9.52%
2640	70	430	2	Maintenance Contracts - BMS	27,700	22,364	26,734	27,958	1,224	4.58%
2640	70	430	3	Maintenance Contracts - BHS	46,385	45,259	46,708	49,370	2,662	5.70%
2640	70	437	1	Repairs Instructional Equipment - BES	0	0	0	0	0	0.00%
2640	70	437	2	Repairs Instructional Equipment - BMS	2,500	1,041	2,500	2,500	0	0.00%
2640	70	437	3	Repairs Instructional Equipment - BHS	5,790	5,543	6,150	4,500	(1,650)	-26.83%
2640	70	438	1	Repairs Non-Instructional Equipment - BES	0	0	0	0	0	#DIV/0!
2640	70	438	2	Repairs Non-Instructional Equipment - BMS	0	0	0	0	0	#DIV/0!
2640	70	438	3	Repairs Non-Instructional Equipment - BHS	0	0	0	0	0	#DIV/0!
				TOTAL 2640 CARE/UPKEEP OF EQUIPMENT SERVICES	98,395	91,318	99,340	103,219	3,879	3.90%
				2721 STUDENT TRANSPORTATION						
2721	80	110	0	Wages - Regular Transportation - DW	358,001	385,104	372,313	414,802	42,489	11.41%
2721	80	321	0	In-service Training - DW	0	0	0	0	0	#DIV/0!
2721	80	531	0	Telephone - DW	2,340	6,504	3,250	5,604	2,354	72.43%
2721	80	610	0	Training Supplies - DW	100	10	0	0	0	#DIV/0!
2721	80	641	0	Books/Printed Material - DW	575	613	3,500	3,795	295	8.43%
2721	80	642	0	Software - DW	3,500	3,549	3,500	3,795	295	8.43%
2721	80	732	0	Bus Lease - New Vehicles - DW	0	0	0	0	0	0.00%
2721	80	890	0	Other Transportation Expense - DW	10,000	12,886	8,500	10,000	1,500	17.65%
				TOTAL STUDENT TRANSPORTATION	374,516	408,665	387,563	434,201	46,638	12.03%
2721	85	211	0	Health Insurance - DW	108,811	62,017	87,960	80,911	(7,049)	-8.01%
2721	85	212	0	Dental Insurance - DW	9,600	6,687	6,421	6,081	(340)	-5.30%
2721	85	213	0	Life Insurance - DW	430	222	447	498	51	11.41%
2721	85	220	0	FICA - DW	27,387	30,095	28,482	31,732	3,250	11.41%
2721	85	230	0	NH Retirement - DW	0	0	0	0	0	0.00%
2721	85	250	0	Unemployment Insurance - DW	403	496	448	571	123	27.46%
2721	85	260	0	Workers Comp Insurance - DW	14,929	10,402	15,525	17,297	1,772	11.41%
				TOTAL EMPLOYEE BENEFITS	161,560	109,919	139,283	137,090	(2,193)	-1.57%
				TOTAL 2721 STUDENT TRANSPORTATION	536,076	518,584	526,846	571,291	44,445	8.44%
				2722 SPECIAL EDUCATION TRANSPORTATION						
2722	80	110	0	Wages - SPED Transportation - DW	72,019	71,919	74,897	77,896	2,999	4.00%

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Function Code	Program Code	Object Code	School Code	Account Name	FY2023-24 Approved	FY2023-24 Actual	FY2024-25 Approved	FY2025-26 Proposed	Difference \$	Difference %
2722	80	519	0	Contracted Transportation - DW	184,000	182,192	272,900	351,900	79,000	28.95%
2722	80	734	0	Handicapped Transportation New Equipment - DW	0	0	0	0	0	0.00%
2722	80	738	0	Handicapped Transportation Replacement Equipment - DW	15,062	15,062	15,062	15,062	0	0.00%
				TOTAL SPECIAL EDUCATION TRANSPORTATION	271,081	269,173	362,859	444,858	81,999	22.60%
2722	85	211	0	Health Insurance - DW	6,471	0	7,827	7,736	(91)	-1.16%
2722	85	212	0	Dental Insurance - DW	0	0	0	0	0	0.00%
2722	85	213	0	Life Insurance - DW	86	51	90	93	3	3.33%
2722	85	214	0	Disability Insurance - DW	0	0	0	0	0	0.00%
2722	85	220	0	FICA - DW	5,509	5,502	5,730	5,959	229	4.00%
2722	85	230	0	NH Retirement - DW	0	0	0	0	0	#DIV/0!
2722	85	250	0	Unemployment Insurance - DW	87	107	97	117	20	20.62%
2722	85	260	0	Workers Comp Insurance - DW	3,003	2,115	3,123	3,248	125	4.00%
				TOTAL EMPLOYEE BENEFITS	15,156	7,775	16,867	17,153	286	1.70%
				TOTAL 2722 SPECIAL EDUCATION TRANSPORTATION	286,237	276,947	379,726	462,011	82,285	21.67%
2724	80	110	0	2724 CO-CURRICULAR TRANSPORTATION						
2724	80	519	0	Wages - Co-Curricular Transportation - DW	29,194	28,827	30,364	39,480	9,116	30.02%
				Contracted Transportation - DW	3,500	3,211	3,500	3,500	0	0.00%
				TOTAL CO-CURRICULAR TRANSPORTATION	32,694	32,038	33,864	42,980	9,116	26.92%
2724	85	220	0	FICA - DW	2,233	2,198	2,233	3,020	697	30.00%
2724	85	260	0	Workers Comp Insurance - DW	1,217	857	1,266	1,646	380	30.02%
				TOTAL EMPLOYEE BENEFITS	3,450	3,055	3,589	4,666	1,077	30.01%
				TOTAL 2724 CO-CURRICULAR TRANSPORTATION	36,144	35,093	37,453	47,646	10,193	27.22%
2725	80	110	0	2725 ATHLETIC TRANSPORTATION						
2725	80	519	0	Wages - Athletic Transportation - DW	43,791	43,626	45,546	59,220	13,674	30.02%
				Contracted Transportation - DW	0	5,326	0	5,500	5,500	#DIV/0!
				TOTAL ATHLETIC TRANSPORTATION	43,791	48,952	45,546	64,720	19,174	42.10%
2725	85	220	0	FICA - DW	3,350	3,274	3,484	4,530	1,046	30.02%
2725	85	260	0	Workers Comp Insurance - DW	1,826	1,286	1,899	2,469	570	30.02%
				TOTAL EMPLOYEE BENEFITS	5,176	4,560	5,383	6,999	1,616	30.02%
				TOTAL 2725 ATHLETIC TRANSPORTATION	48,967	53,512	50,929	71,719	20,790	40.82%
2740	80	110	0	2740 VEHICLE REPAIRS						
2740	80	130	0	Wages - Vehicle Repair - DW	77,229	77,229	80,325	85,838	5,513	6.86%
2740	80	439	0	Wages - Vehicle Repair Overtime - DW	8,322	8,322	8,656	9,002	346	4.00%
2740	80	521	0	Contracted Services - DW	82,000	90,176	98,500	98,500	0	0.00%
2740	80	580	0	Vehicle Insurance - DW	0	0	0	0	0	0.00%
2740	80	610	0	Travel - DW	0	0	0	0	0	#DIV/0!
2740	80	626	0	Supplies - DW	42,500	45,571	40,000	46,000	6,000	15.00%
2740	80	736	0	Diesel Fuel - DW	117,773	94,447	72,784	76,134	3,350	4.60%
2740	80	738	0	Replacement Vehicles - DW	111,048	131,346	121,994	179,647	57,653	47.26%
				Replacement Equipment - DW	8,715	7,295	10,500	10,500	0	0.00%
				TOTAL VEHICLE REPAIR	447,587	454,386	432,759	505,621	72,862	16.84%
2740	85	211	0	Health Insurance - DW	26,412	30,252	31,153	32,746	1,593	5.11%
2740	85	212	0	Dental Insurance - DW	601	601	630	661	31	4.92%
2740	85	213	0	Life Insurance - DW	103	52	107	114	7	6.54%
2740	85	214	0	Disability Insurance - DW	177	185	184	196	12	6.52%
2740	85	220	0	FICA - DW	6,545	7,022	6,807	7,255	448	6.58%
2740	85	230	0	NH Retirement - DW	11,575	16,456	12,039	12,092	53	0.44%
2740	85	250	0	Unemployment Insurance - DW	25	31	28	34	6	21.43%
2740	85	260	0	Workers Comp Insurance - DW	3,567	2,513	3,711	3,955	244	6.58%
				TOTAL EMPLOYEE BENEFITS	49,005	57,113	54,659	57,053	2,394	4.38%
				TOTAL 2740 VEHICLE REPAIR	496,592	511,499	487,418	562,674	75,256	15.44%
4600	00	720	0	4000-5000 OTHER						
				Building Improvements	0	0	835,231	1,089,272	254,041	30.42%
5110	40	910	0	Debt Service Principal	200,000	200,000	767,339	767,339	0	0.00%

BOW SCHOOL DISTRICT REPORT OF STUDENT SERVICES EXPENDITURES/REVENUES

Report of Student Services Expenditures/Revenues

	Fiscal Year 2022-23	Fiscal Year 2023-24
Expenditures for Student Services (All Funds)		
Instruction	\$ 5,629,268.95	\$ 5,946,790.74
Related Services	\$ 1,349,567.84	\$ 1,410,853.96
Administration	\$ 424,275.40	\$ 437,351.10
Legal	\$ -	\$ 6,768.00
Transportation	\$ 242,439.66	\$ 276,947.30
Total Expenditures for Student Services (All Funds)	\$ 7,645,551.85	\$ 8,078,711.10
Revenues		
IDEA Grant/IDEA Preschool Grant	\$ 442,504.21	\$ 350,975.47
Tuition	\$ 196,801.00	\$ 196,801.00
Medicaid	\$ 207,997.83	\$ 136,973.59
State Special Education Aid	\$ 491,188.08	\$ 424,948.13
Adequacy Allocation for Special Education	\$ 427,402.99	\$ 448,376.04
Total Revenues	\$ 1,765,894.11	\$ 1,558,074.23
Expenditures Net Of Revenues	\$ 5,879,657.74	\$ 6,520,636.87

BOW SCHOOL DISTRICT STATEMENT OF BONDED INDEBTEDNESS

STATEMENT OF BONDED INDEBTEDNESS

Annual Requirements to Amortize General Obligation Debt

Fiscal Year	Principal	Interest	Total
2025-2026	\$ 767,339.00	\$ 526,090.06	\$ 1,293,429.06
2026-2027	\$ 767,339.00	\$ 488,155.77	\$ 1,255,494.77
2027-2028	\$ 567,339.00	\$ 454,721.48	\$ 1,022,060.48
2028-2029	\$ 567,339.00	\$ 425,787.20	\$ 993,126.20
2029-2030	\$ 567,338.00	\$ 396,852.94	\$ 964,190.94
Thereafter**	<u>\$ 7,942,731.00</u>	<u>\$ 2,563,233.11</u>	<u>\$ 10,505,964.11</u>
	\$ 11,179,425.00	\$ 4,854,840.56	\$ 16,034,265.56

**BMS Bond Payments Ending in FY 2026-27 - Principal Payment \$200,000 Per Year

**BES Bond Payments Ending in FY 2043-44 - Principal Payment \$567,338 Per Year

BOW SCHOOL DISTRICT REPORT OF TRUST FUND BALANCES

As of June 30, 2024

Month/Year Created	Name	Balance
March-92	Bow School District	\$ 1,722,548.10
March-14	AREA School Capital Improvements - Dunbarton	\$ 434,609.95
March-16	Athletic Fields and Facilities Improvements	<u>\$ 146,813.86</u>
		\$ 2,303,971.91

Annual Report
BOW SCHOOL BOARD CHAIR
2024-2025

As I reflect on my sixth year serving as Chair of the Bow School Board, I have enormous pride and gratitude for our schools and the community that supports them. Our schools are more than places of learning—they are the heart of our community, bringing together students, families, and residents in a shared commitment to growth and success. Year after year, I am continually impressed by the support and involvement from our community, whether through volunteer efforts, attendance at school events, or simply cheering on our students’ achievements. It is this partnership that enables our schools to thrive and ensures that we provide the very best opportunities for our students to excel academically, socially, and personally.

This year, a considerable amount of time and effort was dedicated to negotiations with our teachers and support staff unions. The last time negotiations with our teachers and support staff were conducted was during the COVID-19 pandemic, a time of unprecedented challenges and uncertainty. Since then, much has changed in our economy, with shifts that have impacted everything from household budgets to the cost of running our schools. These changes underscored the importance of approaching this year’s negotiations thoughtfully, ensuring that we address the needs of our dedicated staff while balancing the financial realities of our district. Our teachers and support staff are critical to the success of our students, and these negotiations reflect our commitment to supporting them as we navigate this new landscape together.

The Bow Elementary School Addition and Renovation project is on track for completion in late February 2025. This project has progressed exceptionally smoothly, thanks to the outstanding work of DEW Construction, whose professionalism and attention to detail have exceeded our expectations. By the end of the project, every part of the building will have been updated in some way, ensuring a modern, safe, and inspiring environment for our youngest learners. We look forward to the many opportunities these improvements will bring to our students, staff, and community for years to come.

The Bow School Board is dedicated to ongoing work on the Capital Improvement Plan (CIP) in collaboration with the Town of Bow CIP Committee and SAU administration. Together, we ensure our buildings remain in excellent condition while planning for future needs, providing safe and modern spaces that support education and growth.

On behalf of the Bow School Board, we extend our heartfelt gratitude to our teachers, staff, parents, and community members for their ongoing dedication and contributions to the success of the Bow School District. Your support is invaluable, and we encourage you to share your thoughts and input on any matters that are important to you. We invite you to attend our meetings or reach out to us via email, which can be found on the school’s website: <https://sau67nh.gov/en-us/bow-school-board>.

Respectfully submitted by,

Bryce Larrabee

Bryce Larrabee, Bow School Board Chair

**Office of the Superintendent, SAU 67
Bow and Dunbarton School Districts
Annual Report 2023 - 2024**

As I enter my second year as Superintendent and my sixth year with SAU 67, I continue to be inspired by the incredible spirit of the Bow School District. Walking through the schools, observing classrooms in action, and seeing the exceptional student work and performances remind me daily of what makes this district so unique and special.

During our opening days, we embraced the opportunity to explore the transformative potential of artificial intelligence in education. We introduced Khanmigo, an AI-powered tool developed by Khan Academy and vetted by the NH Department of Education, as a resource to enhance teaching and learning. This innovative technology provides personalized support for students and educators, opening new pathways for creativity, problem-solving, and engagement in the classroom. As AI continues to shape the future, we recognize its lasting presence and the importance of integrating it thoughtfully into our educational practices.

This year, we introduced a new student information system to students, staff, and families, marking a significant upgrade in how we manage and share critical information. Our IT department worked diligently over the course of six months to ensure the system was fully operational for the start of the school year. Designed with user-friendliness in mind, this more intuitive platform enhances the experience for all users. On the administrative side, the system streamlines and accelerates reporting processes to the New Hampshire Department of Education, allowing us to meet requirements more efficiently while focusing on supporting student success.

The Bow Elementary School project is on track to be completed by February 2025, and the progress so far has been truly remarkable. DEW Construction has done an exceptional job ensuring this project results in a school building that we can all be incredibly proud of. We look forward to showcasing this transformative work and sharing the finished product with our community.

Last year, I shared the exciting news that a new district website was in development, and I'm pleased to report that it has been live since June. The new website is designed to be user-friendly, making it easy to navigate and access important information. It is regularly updated with school news, programs, and events, as well as featuring photos of our amazing students in action. This platform serves as a dynamic hub for our school community, keeping families, staff, and students connected and informed.

I feel incredibly fortunate to have the opportunity to help lead this exceptional district—a responsibility I do not take lightly. The unwavering support from our community for all we do, especially for our students, is both humbling and inspiring. We deeply appreciate your trust and commitment to our schools. We also understand the financial impact schools have on the community, and we were mindful of this as we developed the budget. Our goal is always to balance fiscal responsibility with providing the best possible educational opportunities for our students, ensuring we remain good stewards of your support.

With Gratitude,

Marcy Kelley

Marcy Kelley
SAU 67 Superintendent of Schools



Bow Elementary School

Ready - Thinker - Considerate - Contributor

Since November 2023, Bow Elementary School has been both a school and a construction site as we have undergone a significant renovation and expansion. By September 2024, students and teachers gained full access to the eight new classrooms and office addition, which we eagerly watched being built throughout the prior school year. In November 2024, renovations to the second-floor hallway classrooms were completed, and as of this writing, the final stage of first-floor renovations in the original building is underway. The updates have amazed us, transforming our learning environment into a brighter, quieter, and more modern space.

The enhancements include new lighting systems that adjust for dimness or automatically turn off when rooms and hallways are vacant. A new fire alarm system is in place, with the fire suppression system set to go live once all renovations are completed in February 2025. Classrooms now feature permanent walls with electrical outlets, replacing the old partition walls that lacked soundproofing and outlets. Renovated bathrooms boast updated fixtures, new flooring, and fresh paint. These improvements create learning spaces that are clean, fresh, and conducive to focused study. The transformation is a testament to the community’s support and the professionalism of DEW Construction and H.L. Turner Group, who have worked with immense care and respect for our students and staff.

This construction project has provided students with valuable lessons in real-world learning. They have seen firsthand the teamwork, equipment, and planning required to complete a building, inspiring discussions about how academic skills like math and reading translate into future careers. While we look forward to completing the renovation, we will genuinely miss the DEW Construction crew, who have shown consistent kindness and respect throughout this journey.

Amid this transformative period, we have continued to make steady academic progress in math and reading. In reading, students receive comprehensive instruction in phonics, phonemic awareness, fluency, vocabulary, and comprehension. In math, they learn foundational skills such as number recognition, counting, and basic operations, along with an understanding of shapes, patterns, measurement, and data interpretation. Problem-solving and critical thinking are key components, preparing students for future success. Our dedicated teachers, equipped with excellent resources and skills, have ensured that students thrive academically despite the ongoing construction. Please see the graph below which shows the continued growth for our 3rd and 4th grade students on the NH Statewide Assessment System.

ELA (3rd)	2018	2019	2020	2021	2022	2023	2024
% Proficient	60%	68%	X	48%	57%	61%	66%
NH% Proficient	54%	52%	X	44%	45%	46%	50%
Bow/State Diff	6%	16%	X	14%	13%	15%	16%

Math (3rd)	2018	2019	2020	2021	2022	2023	2024
% Proficient	64%	61%	X	61%	66%	73%	74%
NH% Proficient	55%	57%	X	45%	51%	52%	53%
Bow/State Diff	11%	4%	X	16%	15%	21%	21%

ELA (4th)	2018	2019	2020	2021	2022	2023	2024
% Proficient	80%	70%	X	61%	66%	65%	81%
NH% Proficient	55%	53%	X	49%	48%	50%	50%
Bow/State Diff	25%	15%	X	12%	18%	15%	31%

Math (4th)	2018	2019	2020	2021	2022	2023	2024
% Proficient	66%	70%	X	69%	78%	77%	76%
NH% Proficient	52%	52%	X	41%	48%	50%	49%
Bow/State Diff	14%	18%	X	28%	30%	27%	27%

Since November 2023, Bow Elementary School has undergone 16 months of construction, including four major moves affecting up to 22 classrooms at a time. The staff has done an extraordinary job maintaining a high-quality educational experience amidst these transitions. Students have learned resilience and adaptability, and we are incredibly grateful for the community and parents' support of this vital project. We have embraced the challenges of the BES Building Project and are thrilled with the outcome.

With Much Gratitude,

Lori Krueger
Principal

Bow Memorial School
Annual Town Report
December 2024

Bow Memorial School has had a very good opening this year. Our Fall Athletics season was a terrific success with Boy's Soccer and also our Field Hockey team winning our league championships. Our musical ensembles are robust with great participation across them. Our students community is an engaged and involved one that represents a broad range of student interests and service focused groups as well. Academically we have made similar terrific strides in improving our NH SAS scores due to the thoughtful district wide approach we took collectively. We were able to make solid strides with our facilities improvements this year as well and the end of 2024 finds our facility a better and safer one than it was a year ago. Bow Memorial School is fortunate to be a part of SAU 67 and the two towns it serves.

Middle school is both a wonderful and challenging time in the lives of 10 to 14 year old students. It is obviously a time of massive transition and change and that can make for both awkward moments, occasional impulsive choices and always rites of passage and milestones in a student's development. BMS strives to be a safe and supportive place for these challenges and milestones to occur. For many of our students one of these key milestones is athletics. Bow Memorial School is the first opportunity nearly all of our students have to play school organized sports, and this is a very big deal for them. We are fortunate to be able to offer a strong slate of athletic opportunities to our student body and participate in the Tri-County League to make it both educational and competitive while still emphasizing sportsmanship. We are able to both high capacity (no-cut) options and selective options involving try outs to meet the needs of the majority of our students. We offer the following athletic options: Boys and Girls Soccer, Field Hockey, Cross Country, Boys and Girls Basketball, Spirit / Cheerleading, Baseball, softball, Boys and Girls Lacrosse, and Track.

Our performing arts ensembles and drama club are equally impressive at the middle school level and just as important to our student bodies development and education. We have approximately 180 students engaged in our performing arts ensembles under the leadership of Mr. Davis and Mr. Ciccarello. Thanks to the generous support of the taxpayers of Bow and Dunbarton we are proud to offer our students the following opportunities: band, chorus, strings, wind ensemble, jazz band, select chorus, and guitar club. Our ensembles perform both for our school and also for our community. Our chorus sang at the Bow town Christmas tree lighting celebration, our wind ensemble took to the road for a local tour including White Rock Senior Center, a School Board Meeting and also our local elementary schools (both DES and BES). Our students love to get involved and give back. Our Drama club is just as robust an opportunity and each year between 40 and 60 students participate Tuesdays and Thursdays after school under the direction of Mrs. Thissell and we encourage you all to come and see our Spring production of Frozen this year.

I also wanted to take time to thank both Bow and Dunbarton for our community's support of all of our clubs and activities. Our students are fortunate to be able to engage in a wonderful range of activities both before and after school. Clubs and activities are a relatively low cost way for our school to make a meaningful contribution to all of our students' social, emotional and academic development. The typical advisor club stipend is under \$1,700 / year and in some

cases in much less (one third of that amount), and yes the opportunities they offer can run the entire school year for groups ranging from 10 to over 50 students. We are proud to offer a broad spectrum of clubs and activities from academic in nature, to athletic and even three clubs specifically focused on different aspects of service to our community. I wanted to take time to highlight and thank our entire community for the various opportunities which you provide to our students outside of the classroom before transitioning to our academic programming.

Academically, Bow Memorial School is providing a great education to our students. We are proud to partner with the two elementary schools and the high school to ensure that our curriculum is aligned and vertically supporting the learning progression of our students from year to year and school to school. We are very pleased to be able to say that our scores have steadily recovered from the pandemic and even though we are typically above the state averages for Math and ELA achievement those differentials have increased consistently. That is really good news, but those results are a bi-product of our primary focus and commitment to a well aligned comprehensive academic experience. My belief is that our achievement on standardized tests as a school and district has occurred because of a well organized systems level approach to aligning and implementing our literacy, numeracy, science and other curriculum areas. A consistent and aligned set of curricular expectations is the bedrock of an effective and comprehensive quality education.

I would be remiss if I were not to highlight our facility and the improvement of the past year. This past year we were able to accomplish several things but I want to focus on three. The first is our new Vercada entry system using key cards or wireless phone access. This non-key based entry system has made the school significantly safer and has provided much better command and control of who enters the building. The main office can turn on or off keys in real time and that is very helpful as well. The second area of focus for this year has been to continue with the changing of the school colors, an effort which began last year. This year we were able to change entry mats as they were due to be replaced and we painted new accent areas in the entry, the gym and the cafeteria. We will continue to convert our facility to Blue and Gold in the coming years. The third change which will have a large impact on student life during the day is the creation of a much improved outdoor winter recess area. We updated the outdoor space immediately adjoining the fifth grade wing to include a large paved playspace featuring basketball hoops, four square hopscotch and space for additional activities. This is going to be very helpful during the stretch from December through March.

We appreciate your continued commitment to the children of SAU 67. I want to sincerely thank the community for the way in which we collectively support the whole student with athletic, performing arts, and extra curricular opportunities in addition to the quality academic experience that SAU 67 provides. In the context of the overall budget these areas do not command the discussion and focus that other areas may, but in the experience of the students they are often among the most important to their growth and development. As always please don't hesitate to reach out with comments or questions.

Sincerely,

Adam Osburn

Bow High School Annual Report Bow, NH

Bow High School was opened in the Fall of 1997 with the mission to develop knowledgeable, inquiring, and caring young people who become confident lifelong learners. Almost 30 years later we remain committed to this mission. Due to the incredible support of the Bow and Dunbarton communities our students are thriving in and out of the classroom. This report will feature a number of highlights and achievements of our students over the course of the past year.

In March of 2024 it was announced that Brian O’Connell would be stepping down as the Principal of Bow High School. I was nominated for the Principal position in April of 2024 and in May, Brenda Barth was nominated to be the Assistant Principal. In our new roles Brenda and I have been focused on developing a school culture that is caring and supportive of students, while emphasizing high academic achievement. Along with the entire staff of Bow High School we are pleased to have begun monthly school meetings in which the school community comes together to hear information and take part in special programming. Examples of the programming which have taken place include a talk by the Adjunct General of the New Hampshire National Guard, a Celebration of Music and Poetry, and a matchup between Staff and Students in a trivia competition. Under the leadership of Tabitha Pauley the Peer Outreach club has organized a number of events to promote school spirit and connections. This effort has been seen and felt in overall attendance as well as school climate. There are over 40 different clubs available for students to participate in at BHS which provides our students with many opportunities to pursue their talents and interests.

In June of 2024 we had 136 students march in the graduation ceremony that took place at Saint Anselm College. Of the 136 graduates, 82% of the class went on to a two or four year college, an apprenticeship/career education, or the military. 89 of the graduates were designated as New Hampshire scholars based on the breadth and depth of their course load, and 43 of the graduates attended the Concord Regional Technology Center with most earning an industry certification or credits towards college completion. We are proud of our student’s accomplishments and know that these results would not be possible without the support of a strong and caring community.

Bow High School has a vibrant Visual and Performing Arts program. Last spring the Performing Arts Department put on “The Wedding Singer”, a hilarious musical based on the Adam Sandler movie. Attendance at the show was record setting over its three day run. Junior Dominic Catalfimo was an All-State selection to both the Modern Band and Jazz Band ensembles earning the highest score in the state in his auditions. Under the leadership of Alicia Rockenhauser the Bow High School Band and Choir continue to grow and put on first-rate performances throughout the year. In the Visual Arts Department the number of students enrolled in art courses has continued to grow. In 2024, at the New Hampshire Scholastic Art Awards, 10 students received Honorable Mentions, 1 received a Silver Key, 5 received a Gold key, and 2 were awarded Best in Show.

Bow High School success has continued in other ways as well. The BHS VEX Robotics Team, led by Pam Cafasso, qualified for the World Championships in Dallas, Texas in April. This was the second time in the last five years that a BHS VEX team has qualified for the World Championships. Earlier this fall we received notice that Senior Trevor Abel qualified to be a National Merit Scholarship semifinalist. And

Bow High School Annual Report Bow, NH

Bow High School was named to the AP Honor Roll based on student participation and performance on AP exams. Bow was one of only a handful of public schools in the state of New Hampshire to receive this recognition.

In athletics Bow High School has continued to do very well. In the Fall of 2023 the Boys Soccer Team won the state championship, in the Winter of 2024 the wrestling team clinched a state title, and in the Spring Boys Baseball concluded a run that resulted in a title at Fisher Cats Stadium in Manchester. In the Fall of this school year all of our Varsity athletic teams qualified for post-season play with the Girls Field Hockey Team making it to the Semi-Finals and the Girls Soccer Team making it to the Championship game. Currently, Bow High School has 34 teams competing as part of the NHIAA including our two newest sports, Girls Ice Hockey and E-Sports.

Every ten years we are required to undergo re-accreditation as part of our membership in the New England Association of Schools and Colleges (NEASC). Staff have been preparing for the accreditation visit the past two years and Bow High School is positioned very well for this process. Over the coming year there will be opportunities for members of the community to share their feedback both with us and the visiting team. One of the recommendations of NEASC was to develop an advisory program which we are currently in the process of doing. We are also looking at additional opportunities to provide students with experiential learning opportunities and opportunities to engage directly with community partners.

It truly takes a whole community to support our students and we are fortunate that the towns of Bow and Dunbarton are so supportive of students. I would like to thank a number of local groups and organizations for their continued support of our students and school. Thank you to the Bow Falcon Boosters, Bow Garden Club, Bow Men's Club, Bow POPS, Bow and Dunbarton PTOs, Bow Rotary Club, Bow Schools Foundation, Best Buddies, and the many other organizations that support what we do at Bow High School.

All my best,

Matt Fisk
Principal
Bow High School

ANNUAL REPORT
Bow POPS
2024-2025

Bow POPS (Parents of Performing Arts Students) is a nonprofit organization that supports the performing arts (band, chorus, theater, and orchestra) in the Bow and Dunbarton School Districts. Our mission is to encourage and maintain an enthusiastic interest in the various phases of the performing arts, lend volunteer and financial support to the Bow and Dunbarton performing arts programs, and work with the faculty and the School Boards in order to support our mission.

March is Music in Our Schools Month, and the District Concert will take place on Wednesday, March 26th at 6:30 PM at BHS. We are also looking forward to the BHS/BMS Small Ensemble Concert in April, the Spring Concerts in May, the BHS performance of *Radium Girls* December 20-22, the BMS Spring Musical, *Frozen*, in April, and the BHS Spring Musical in May. BHS also has a hilarious comedy improv group, The Taters, that performs several times a year, with proceeds donated to charitable organizations in the school community. Please come out to support our students in these exciting performances!

Bow High School is thrilled to continue the tradition of hosting the Music Educators Association (NHMEA) Large Group Music Festival March 22nd. The festival features choirs and bands from around the state performing for adjudicators who provide a competent, objective evaluation of musical performance. Bow POPS will be organizing concession sales and volunteer staffing for this festival. Parent and student volunteers will be needed to ensure success.

Bow POPS takes pride in assisting the Performing Arts Departments at all age levels with special financial needs. Some projects that Bow POPS has helped fund include guest clinicians for BHS and BMS music departments, scripts and royalties for the BMS annual theater production, and musical instrument kits for BES.

The Bow POPS Enrichment fund was created to provide financial assistance to individual students pursuing performing arts activities outside of school, such as private lessons, music festivals, and summer camps. Bow and Dunbarton students in grades 5-12 are encouraged to apply for funding, which is awarded three times per year. Bow POPS was thrilled to be able to award over \$2000 in Enrichment Funds for the 2023-2024 school year. The online application link will be shared through Parent Square, as well as on our website.

Each spring, three Bow High School graduates are selected for their accomplishments in Band, Chorus, and Theater Arts, and one graduate is selected to receive the Bow POPS Performing Arts Award, which honors excellence across the performing arts disciplines. All of these students receive monetary awards, and the Performing Arts Award winner's name is added to a plaque in the Music Department wing.

In order to provide financial, as well as volunteer support for the Performing Arts, the Bow POPS organization needs your help. We are always looking for new members and help with fundraising. Please join us at our monthly meetings on the second Thursday of the month, at 6:30 PM in the BHS library, with a Zoom option.

Please visit our website at <https://sites.google.com/view/bowpopswebsite/> or direct inquiries to bowpopsmuic@gmail.com.

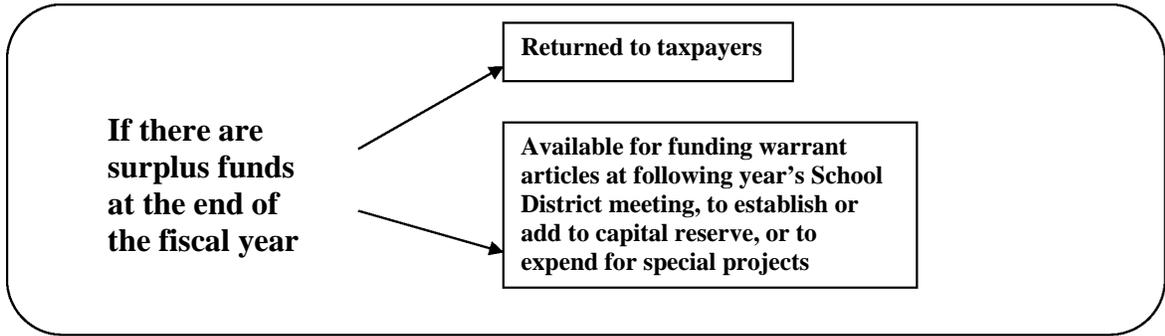
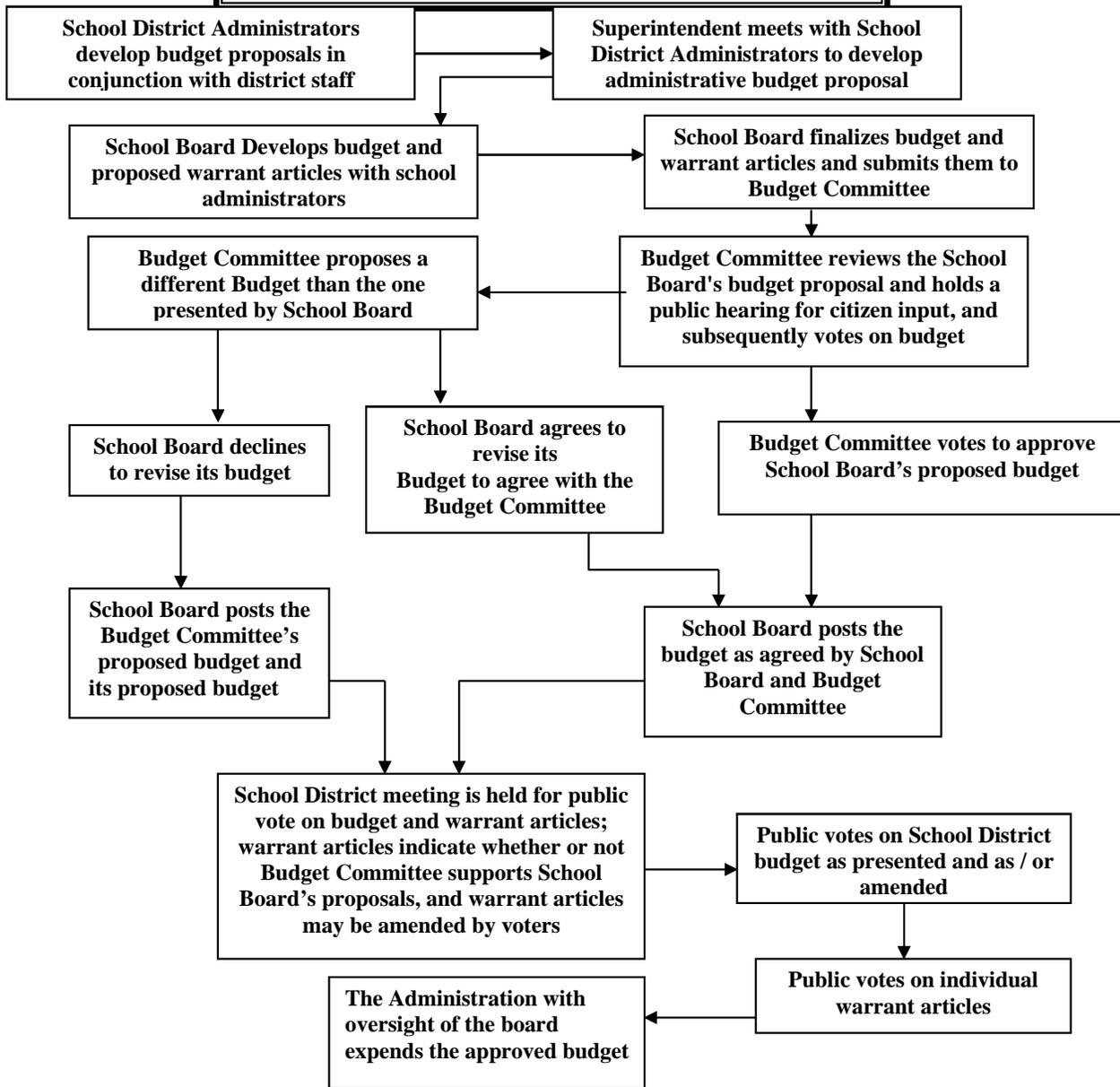
Respectfully submitted,
Meredith Kropp
President, Bow POPS

BOW SCHOOL DISTRICT ENROLLMENT HISTORY
AS OF OCTOBER 1

Year	Pre Sch	K	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12
2024-25	39	107	90	120	100	103	112	114	130	168	151	157	161	162
2023-24	23	89	109	100	97	111	111	104	168	146	162	150	149	150
2022-23	20	109	95	90	111	107	104	122	139	161	154	146	144	160
2021-22	18	90	85	110	107	105	123	112	162	152	151	146	161	172
2020-21	22	84	106	101	98	112	109	119	153	146	144	164	165	151
2019-20	25	106	95	96	114	106	116	112	143	135	164	168	152	153
2018-19	20	92	95	108	100	115	113	103	134	151	171	153	157	174
2017-18	24	84	106	93	106	106	92	93	150	157	162	157	170	170
2016-17	24	95	84	95	97	86	88	113	149	153	153	171	172	134
2015-16	19	79	82	86	78	87	101	105	150	149	167	171	132	123
2014-15	18	67	84	70	82	95	105	122	145	144	171	131	111	112
2013-14	16	66	64	79	88	103	119	108	124	133	130	107	109	140
2012-13	18	54	72	86	94	115	103	108	137	127	106	119	143	143
2011-12	13	67	81	88	107	94	103	129	125	113	122	139	141	124
2010-11	16	64	86	102	93	98	126	124	104	118	138	141	121	190
TOTALS	Pre-4	Gr 5-8	Gr 9-12	TOTALS										
2024-25	559	524	631	1714										
2023-24	529	529	611	1669										
2022-23	532	526	604	1662										
2021-22	515	549	630	1694										
2020-21	523	527	624	1674										
2019-20	542	506	637	1685										
2018-19	530	501	655	1686										
2017-18	519	492	659	1670										
2016-17	481	503	630	1614										
2015-16	431	505	593	1529										
2014-15	416	516	525	1457										
2013-14	416	484	486	1386										
2012-13	439	475	511	1425										
2011-12	450	470	526	1446										
2010-11	459	472	590	1521										

S&I

SCHOOL DISTRICT BUDGET PROCESS





Photos by © Eric Anderson Apr-Oct, 2024



The Original Lions Fell into Disrepair and were Retired



Tom & Suzanne Ives Donated the New Lions to the Baker Free Library in September 2024