

Chairperson, Marjorie Fisher, called a meeting of the Dover School Board to order on Monday, June 11, 2007, at 7:02 p.m. in the City Council Chambers.

A. ROLL CALL: Present were Marjorie Fisher, Beth Setear, Audra Lurvey, Doris Grady, Carolyn Mebert, and Dorothea Hooper. Absent was Brandon Foye.

Also present were Superintendent John O'Connor; Laurie Verville, Business Manager; Patrick Boodey, Woodman Park School Principal; Larry DeYoung, Dover Middle School Principal; Christopher George, Dover High School Principal; Barbara Szabunka, Horne Street School Principal; Dustin Gray, Garrison School Principal; Jean Briggs, Curriculum, Assessment, and Instruction Director; Kim Stephens, Freshman Dean; Rich Barrett, DTU President; Nick Skaltsis, Future Needs Committee Chair; Mary Buese, Pre-school Coordinator; Ken Hall, AFSCME President; AFSCME Local Union Representative; Custodial staff, teachers, and citizens; and Tom Kressler, *Foster's*.

B. PLEDGE OF ALLEGIANCE: Doris Grady led the Board in the Pledge of Allegiance.

Audra Lurvey moved, Carolyn Mebert seconded, to suspend the rules in order to bring forward agenda items N.1.(Presentation of NJROTC Scholarship), (L.3. through L.8., Resolutions of Recognition) and N.2. (Dover High School Athletic Alumni Association). An oral **VOTE PASSED 6/0**.

N.1 Presentation of ROTC Academic Scholarship: Major Deidre Perrin and Lt. Matthew Scott presented a four-year National Army ROTC Scholarship to Dover High School Senior, Octave Houdegbe. He competed against 12,000 high school seniors across the country. Only 1,900 of those students received awards. The scholarship will pay for all tuition, fees, and room and board for four years at the University of New Hampshire, \$900 per year for books, a monthly stipend starting at \$300 per month, increasing to \$500 per month by senior year. The total value of the scholarship is over \$100,000.00.

L. 3. Volunteer Recognition – Dover High School: Marjorie Fisher presented the resolution of appreciation for Dover High School:

RESOLUTION OF APPRECIATION

RE: Patty Cole

WHEREAS the DHSPTSO of Dover High School provides an invaluable service to its students, faculty, and parents, and

WHEREAS Patty Cole has served as a very active member of the Dover High School PTSO, including co-chairperson of Project Graduation, and

WHEREAS Patty is always involved at Dover High School in some way for the benefit of students, and

WHEREAS Mrs. Cole is actively involved in fundraising, especially the Mary Ellen Driscoll Scholarship, and

WHEREAS Patty has been a member of the Dover High School Soccer Boosters as a board member and President since 2000, and

WHEREAS Patty can be seen coordinating “ball persons” or acting as the “ball girl” at soccer games,

NOW THEREFORE BE IT RESOLVED that the Dover School Board and the Dover School community acknowledge the contribution and thank Patty Cole for her many hours of dedicated service and devotion to the children and staff of Dover High School.

L. 4. Volunteer Recognition – Dover Middle School: Carolyn Mebert presented the resolution of appreciation for Dover Middle School:

RESOLUTION OF APPRECIATION

RE: Martha Kaubris

WHEREAS the PTA of Dover Middle School provides an invaluable service to its students, faculty, and parents, and

WHEREAS Martha has served as an active member of the Dover Middle School PTA for six years and as Treasurer for the last two years, and

WHEREAS She helped organize and run the PTA sponsored Snowball Dance for four years and the Silent Auction for the last two years which raised funds for student activities, and

WHEREAS Martha helped to coordinate the PTA’s Mini-Golf Tournament in 2005 for the enjoyment of students and parents, and

WHEREAS Martha was the co-organizer for the 2007 Shamrock Shootout Basketball Tournament at Dover Middle School, and

WHEREAS Martha served as Coordinator of the Dover Middle School Basketball sponsorship of a seventh and eighth grade dance in 2007,

NOW THEREFORE BE IT RESOLVED that the Dover School Board and the Dover School community acknowledge the contribution and thank Martha Kaubris for her many hours of dedicated service and devotion to the children and staff of Dover Middle School.

L.5. Volunteer Recognition –Woodman Park School: Audra Lurvey presented the resolution of appreciation for Woodman Park School:

RESOLUTION OF APPRECIATION

RE: Sherry Flewelling

WHEREAS Sherry Flewelling has served as a very active volunteer for Woodman Park School for many years, and

WHEREAS she has volunteered her time with numerous PTO sponsored events, and aided classroom teachers as Room Mother, and

WHEREAS she is an active and imperative part of the Woodman Park community who's always visible in the school, and

WHEREAS she has assisted in the office and in classrooms, and in doing so, has helped countless parents, students, and staff, and

WHEREAS she not only dedicated her time during the school year but contributed her invaluable services throughout the summer, and

WHEREAS Sherry's unselfish efforts and commitment have provided an invaluable service to the staff and students at Woodman Park School, and

WHEREAS she gives of herself and her time; she offers a steady foundation of strength for our school,

NOW THEREFORE BE IT RESOLVED that the Dover School Board and the Dover School community acknowledge the contribution and thank Sherry Flewelling for her many hours of dedicated service and devotion to the children and staff of Woodman Park School.

L.6. Volunteer Recognition –Horne Street School: Beth Setear presented the resolution of appreciation for Horne Street School:

RESOLUTION OF APPRECIATION

RE: Horne Street School Parent Teacher Group Board Members – Amanda Russell, Rick Brillard, Lynn Low, Lisa Garcia, and Susan Wydra

WHEREAS these parents have provided an invaluable service to the students of Horne Street School, and

WHEREAS these parents have been involved in all aspects of the Parent Teacher Group including the following:

Welcome Back Barbecue
Halloween Party
Reading Celebration
Spring Fling, and

WHEREAS they have been key players in fundraising that enables the school to purchase items that enhance each child's education, and

WHEREAS they have all worked tirelessly at all these activities each year, and

WHEREAS they have been vocal supporters of the school budgets, and

WHEREAS their dedication has provided valuable service to the staff and students at Horne

Street School,

NOW THEREFORE BE IT RESOLVED that the Dover School Board and the Dover School community acknowledge the contribution and thank Amanda Russell, Rick Brillard, Lynn Low, Lisa Garcia, and Susan Wydra for their many hours of dedicated service and devotion to the children and staff of Horne Street School.

L.7. Volunteer Recognition –Garrison Elementary School: Dorothea Hooper presented the resolution of appreciation for Garrison Elementary School:

RESOLUTION OF APPRECIATION

RE: Tammy McQuate

WHEREAS Tammy has contributed countless hours volunteering at Garrison School in several different aspects. She does this with a great big smile and a super attitude. She volunteers her time in the library, in both of her kid's classrooms, as a PTA officer, in the office, and to anywhere this school needed her. She always has a smile on her face and laugh to share, and

WHEREAS For two years Tammy acted as Volunteer Co-coordinator for the PTA; She was a PTA president for one year, She ran the Holiday Breakfast for several years, She ran the teacher appreciation luncheon two years in a row, She headed up the 4th grade fundraiser; Ran the spring picnic one year; She and her husband rototilled the gardens out front for Earth Day; She has helped at every party here, and

WHEREAS there is not an aspect that Tammy did not help out with in this school for the past several years. You can always depend on her stellar work ethic, great attitude and unbelievable good cheer. She never comes in this school without asking what she can do for anyone. She is the epitome of a selfless person and is a shining example for all to follow,

NOW THEREFORE BE IT RESOLVED that the Dover School Board and the Dover School community acknowledge Tammy McQuate for the hours and service put toward Garrison School. This is time that has no price tag – but is truly worth mountains to this school. Her tireless energy and time has been greatly appreciated in each and every child and staff in this school.

L.8. Volunteer Recognition –Athletics: Doris Grady presented the resolution of appreciation for Dover High School Athletics:

RESOLUTION OF APPRECIATION

RE: Doug Dawley

WHEREAS Doug Dawley was president for the Dover High School Football Booster Club for three years, and

WHEREAS Doug has helped organize the Dover High School Football Team Booster Club for the benefit of the athletes, and

WHEREAS Doug's unselfish efforts and commitment have contributed to the enhancement of the Dover High School Football Program at all levels, and

WHEREAS it is a true testament to Doug's abilities that all facets of the Dover High School Football Booster Program ran smoothly with his guidance, and

WHEREAS The Dover High School Football Program is highly respected as a result of Doug's hard work with community service endeavors and fundraisers, and

WHEREAS Doug not only put in many hours during the season, but also throughout the off-season with his hard work, spirit, and vision,

NOW THEREFORE BE IT RESOLVED that the Dover School Board and the Dover School community acknowledge the contribution and thank Doug Dawley for his many hours of dedicated service and devotion to the children and staff of The Dover High School Football Program.

N. 2. Dover High School Athletic Alumni Association: Mr. James Dunn, retired teacher and President of the Dover High School Alumni Athletic Association (DHSAAA) , made a presentation to the School Board. The DHSAAA incorporated in March of 2007 and its mission is to provide athletic and academic support to the students of Dover High School. He advised the association has been planning a major fund raising campaign to begin in the spring of 2008 with the objective of building a fitness facility on the back of the existing high school building. He asked for the School Board's support for this effort. Carolyn Mebert asked Mr. Dunn if the association had an estimate of the cost to build the facility. Mr. Dunn reported that he had been working with architect, Gary Goudreau, and preliminary estimates are approximately \$800,000. Dorothea Hooper and Marjorie Fisher both stated this was a "wonderful idea," and the Board was unanimous in its consent for the DHSAAA to proceed.

C: CITIZENS' FORUM:

- a. Pat Schiro, 35 Cushing Street, asked the Board to reconsider placing the Dover Middle School Library Aide back in the 2007/2008 budget.
- b. Ken Hall, 5 Baker Street, AFSCME Local 2932 President made the following statement in reference to the Board's decision to go to bid for an outside contractor to perform custodial, grounds, and maintenance services for the District: "I am at a loss as to why the School Board would go in this direction. Dover has done so at least twice in the past and it has not worked. The schools are a unique community and must have the public trust. I cannot see how putting people from outside the community in the schools will maintain the trust of teachers, parents, or children. Although the companies that you contract may be local, the people they employ will not be. There is more high tech equipment in our schools than ever, and we now have a police officer in at least two of our schools. We have lockdowns and other safety procedures in place at all schools. The custodians are recognized by the staff and children and are familiar with all safety procedures. In my fourteen years working in Dover Schools I have attended numerous mandatory training sessions in keeping the school safe and clean. I have signed a contract to maintain the equipment and property of the school district. What's going to happen to this equipment and the schools when minimum wage workers from outside

are the ones responsible to maintain it? Those of us working in the schools have children, grandchildren, nieces, and nephews in our schools. We are members of the community and have vested interest in the good and welfare of our schools. Contract cleaning's only interest is to make a profit. To quote a member of this School Board in a Foster's article that the schools will be cleaner: I do not agree. You get what you pay for and it would be disenfranchising the Dover taxpayers to get cheap help to clean the schools. This same School Board member said, "What we don't maintain today, we pay for tomorrow." I agree, which is why we absolutely need to maintain our schools by trained professionals and not transients. More than half the people affected by this are older and within a few years of retirement age. To take away their jobs and healthcare at this point in time doesn't leave much of a future. For some, it will be taking jobs away from local people and putting them on food stamps and welfare, fuel assistance, and other state and county coffers."

- c. Debra Ogasian, 6 Strafford Road, stated, "It pains me to see the lack of leadership and genuine concern for our children and staff in regards to budget cuts." She noted her belief that the children have to be the first priority and budget cuts that affect class sizes, sports programs, pre-school coordinator position, and custodians as not being in the best interest of the children and urged the Board to come up with a plan to better meet the needs of the community.
- d. Alan Storms, 11 Atlantic Avenue, spoke in support of retaining the custodial staff. He suggested the Board look at raises in the SAU and keeping them at the same increase as the teacher's salaries.
- e. Rosemary Bixon, 20 Reyners Brook Drive, also spoke in support of retaining the custodial staff.
- f. Mary Buese, 45 Middle Road, urged the Board and superintendent to consider the impact cutting the preschool coordinator's position will have on parents in the community, private preschools, Head Start, and childcare centers that rely on the District's ability to provide intervention to the city's three and four-year olds. Ms. Buese provided an overview of the history of the program, beginning in 1990, and her role in bringing the program to the present. She asked the Board support in keeping her in the position of pre-school coordinator.
- g. Steve Lynds, AFSCME Representative asked permission to speak to the Board since he is not a Dover citizen. Marjorie Fisher moved, Dorothea Hooper seconded, to allow him to speak. An oral **VOTE PASSED 6/0**. Mr. Lynds echoed the statements of Ken Hall and asked the Board to reconsider the decision to contract custodial, grounds, and maintenance services.
- h. Abby Martinen, 27 Wallace Drive and 6th grader at Dover Middle School spoke against the \$200,000 program cuts from the budget voted by the City Council.
- i. Amanda Russell, Cranbrook Lane, stated she supports the retention of the custodial staff, noting that they have the "kids best interests at heart." She also acknowledged her belief that the Board had worked hard to make the budget meet the constraints of the City Council.
- j. Tammy McQuate, 136A Court Street, spoke in support of retaining the custodial staff.
- k. Rich Barrett, DTU President, spoke in support of retaining the custodial, grounds, and maintenance staff.
- l. Tice Leonard, 64 Dover Point Road, stated he supported retention of the Dover Middle School library aide and that he supported the retention of the custodial staff.

At 7:55 p.m., the Chair called a five-minute break. There was no objection. The meeting resumed at 8:00 p.m.

D: APPROVAL OF MINUTES: Audra Lurvey moved, Carolyn Mebert seconded, to accept the following minutes:

- a. **Nonpublic Session #17, May 14, 2007 (Personnel)**
- b. **Regular Meeting #5, May 14, 2007**
- c. **Nonpublic Session #18, May 21, 2007 (Superintendent Evaluation)**
- d. **Nonpublic Session #19, May 23, 2007 (Student Discipline)**
- e. **Nonpublic Session #20, June 6, 2007 (Student Discipline)**

An oral **VOTE PASSED 6/0.**

E. CONSENT AGENDA:

Audra Lurvey moved, Beth Setear seconded, to accept the Consent Agenda. An oral **VOTE PASSED 6/0.**

1. **Correspondence: None.**
2. **Resignations/Retirements:**
 - a. **Patrick Moore, Music Teacher, Dover Middle School**
 - b. **Nancy Durgin, Vocational Special Needs, Dover High School**
 - c. **Amanda Duquette, Paraeducator, Horne Street School**
 - d. **Ryan Hale, English Teacher, Dover High School**
 - e. **Sheila Taintor, Spanish Teacher, Dover High School**
 - f. **Erin Garnsey, Paraeducator, Dover High School**
 - g. **Bob Sylvia, Building Trades, Dover High School**
 - h. **Amie Miklowski, Chemistry Teacher, Dover High School**
 - i. **William Johns, Animal Science, Dover High School**
 - j. **Donna Wilson, French Teacher, Dover High School**
 - k. **Elaine Bornstein, English, Dover High School**
 - l. **Deanna Carson, SPED Director, Dover High School**
 - m. **Peter Bush, Phys Ed & Health Teacher, Woodman Park School**
 - n. **Adam Genovese, Social Studies Teacher, Dover Middle School**
 - o. **Emily Brickett, Paraeducator, Horne Street School**
3. **Leaves of Absence: None.**
4. **Nominations:**

Sheet 1: **Nomination and Election of an Aide, Custodian, Non-Union, Substitutes, and Summer School Staff 2006/2007 (Boldt to Tilton)**

Sheet 2: **Nomination and Election of Teachers 2007/2008 (Betourney to Segalla)**

Sheet 3: **Nominations and Election of Administrative Personnel 2007/2008 (Amara to Crosson)**

Sheet 4: **Nomination for Superintendent, Business Manager, and DALC Administrator 2007/2008 (O'Connor to Verschueren)**

Sheet 5: **Nomination and Election of Coaching Positions 2007/2008 (Boucher to Turcotte)**
5. **Professional Development Waiver: None.**
6. **Extended Travel (Student Trips): None.**

F. SUPERINTENDENT'S REPORT: Superintendent O'Connor addressed the following items:

- Sharon Shea, Mara Mallett, and Jackie Tromba were all presenters at workshops during the recent *Literacy for All* conference.
- Kudos to Bruce Patrick and the 185 students and 15 chaperones who participated in the recent Washington DC trip from Dover Middle School. It was a great success!
- Somersworth, Rochester, and Dover's superintendents recently met to discuss the upcoming renewal of the Tri-City Regional Agreement. There will be a follow-up meeting in August or September and Board members will be invited to attend.
- Principal Barbara Szabunka, Patrick Boodey, Dustin Gray, Larry DeYoung, and Christopher George provided updates on the end-of-year activities at each of their schools. Principal George also reported that the high school recently made an agreement with McIntosh College to award credit to students attending the college who have taken the culinary arts sanitation course or four specific mathematics courses while attending Dover High School. Ms. Grady congratulated Mr. George for creating this opportunity for students to earn college credits because, in her words, "It's a start. I have been waiting twelve years for this! Thank you."

Audra Lurvey moved, Carolyn Mebert seconded, to accept the Superintendent's report. An oral **VOTE PASSED 6/0.**

G. STUDENT REPRESENTATIVE REPORT: There was no student representative report.

H. COMMITTEE REPORTS:

a. Curriculum Planning Council - Dorothea Hooper reporting: Ms. Hooper gave the following report:

"The Curriculum Planning Council met June 7th at the DMS. Chair Jean Briggs distributed a revised calendar for the school year 2007-2008, a list of members who will be serving on the Curriculum Planning Council next year, and certificates of appreciation to current sitting members.

DHS principal Chris George reported on the Exeter Collaborative efforts on standards-based curriculum grades 9-12. This is an opportunity for Dover to be part of a sharing of information between school districts. There will be a need to work on templates as well as assessments. Schools will need written competencies for every course by the school year 2008-2009. Also discussed was the NEASC Student Expectations for Learning. Supplementary information sheets were distributed.

Mr. George also distributed and led a discussion on Competency Assessment of Student Mastery put out by the N.H. Dept. of Education. He noted that the School Board would need to look at some of its policies and decide if we want to re-look at graduation requirements and competency assessments. We may need to raise our credit requirements at the HS to meet the standards of surrounding school districts.

Lisa Santy, DHS Science AC discussed science competencies for varied courses offered at the high school. Her biggest concerns were the need to prepare students for state testing, a need to fill in some gaps in the curriculum, and the lack of uniformity in science at the elementary schools.

DMS principal Larry DeYoung talked about electronic portfolios which will be state mandated. With this in mind, we will be doing some summer training. Representative teachers will attend the training, go back to their buildings and use it for a year, and then move on to train other staff within their buildings.

This was the last meeting of the Curriculum Planning Council this school year. We will reconvene in October.”

b. Dover Adult Learning Center (DALC): Doris Grady reporting: Ms. Grady reported the DALC Graduation will be held Tuesday, June 19, 2007 at 7:30 p.m. in the Dover High School Auditorium. All School Board members are invited to attend. Last Friday was the last GED examinations for this school year. Results are anticipated to be received by mid-week and they expect that another 25 adults will have successfully earned their high school credential, bring the total to approximately 200 graduates this year. The Rotary Club will award scholarships and they will also recognize a 1982 graduate, Colleen Bruce, for her achievements since she earned her GED.

Last week, the Center held its annual awards ceremonies, morning and evening, to recognize the accomplishments of those students who worked hard over the year to improve their basic skills and those non-native speakers who studied English throughout the year.

I. POLICY - CHANGES – PROPOSALS: None.

J. POLICY ADOPTION:

a. New Policy LAA – Relations with Education Research Agencies: Chairperson Fisher read the policy into the record:

RELATIONS WITH EDUCATION RESEARCH AGENCIES

The potential contribution of appropriate educational research to teaching and school administration is recognized by the School Board, and it will cooperate, to the extent feasible, with colleges, universities, and other recognized agencies to promote research that will:

1. Increase professional knowledge of teaching and learning processes and the social setting in which they operate.
2. Sharpen perception of instructional and administrative problems.
3. Establish instructional and management objectives.
4. Assess progress toward accomplishment of school system objectives.

The appropriateness of all requests involving research projects to be conducted in the public schools will be judged by the School Board after they have been reviewed by the Superintendent and, as appropriate, by school administrators, department heads, and/or program directors.

The decision to involve students, teachers, or other employees in any research project will be based on the following:

1. The objectives of the research should be clearly stated and the design should produce valid and reliable results which will then be made available to the public schools.

2. The research should be expected to contribute to the improvement of education or the general welfare of children.
3. The privacy of those involved in any research project must be protected. The confidentiality of records will be maintained at all times. Further, data derived from school records, interviews, or questionnaires which have a potential for invasion of privacy of students or their families or staff members may not be used unless advance written authorization has been given by the staff member or student (or his/her parent or guardian as appropriate) even though the information will be collected and reported under conditions of anonymity.
4. Research proposals should be of sufficient scope and depth to justify the time and effort of students and staff members. Using the time of teachers and students in any research activity is an investment by the school system which should increase the effectiveness of the educational effort.
5. In general, instructional activities must not be interrupted unless there is a clear significance for the educational program of our schools.
6. Projects involving student researchers must have prior written approval by a faculty member of the institution in which the student is enrolled. The faculty member must have direct responsibility for the student's research.

Audra Lurvey moved, Carolyn Mebert seconded, moved, to adopt the policy in its second reading. An oral **VOTE PASSED 6/0.**

K. SUBMISSION AND PAYMENT OF BILLS: Audra Lurvey moved, Beth Setear seconded, to direct the Business Manager to pay manifest #07-L in the amount of \$3,021,118.67. A roll call **VOTE PASSED 6/0.**

L. RESOLUTIONS:

1. **Facilities Study:** Chairperson Fisher read the resolution into the record:

RESOLUTION RE: FACILITIES STUDY

WHEREAS: the Dover School Board appointed the Future Needs Committee to examine three remaining aging facilities in the Dover School District, and

WHEREAS: the Future Needs Committee's Facilities and Renovations Sub-Committee conducted extensive inspections of the infrastructure at Dover High School, Horne Street Elementary School, and Garrison Elementary School, and

WHEREAS: the Chairperson of the Future Needs Committee presented the findings and recommendations of the Facilities and Renovations Sub Committee at the School Board Meeting on May 14, 2007,

NOW, THEREFORE, BE IT RESOLVED THAT the Dover School Board endorses the committee's recommendation to fund a professional study, at a cost not to exceed \$25,000.00, of the systems that are failing, or have failed, in the three buildings to provide cost estimates of the projects as well as recommendations on the best way to approach these improvements.

A motion was made and seconded to adopt the resolution. An oral **VOTE PASSED 6/0**.

2. **Full Day Kindergarten:** Chairperson Fisher read the resolution into the record:

RESOLUTION RE: FULL DAY KINDERGARTEN

WHEREAS: the Dover School Board appointed the Future Needs Committee to research the feasibility of providing full-day kindergarten for the students of Dover, and

WHEREAS: the Future Needs Committee's Kindergarten Sub-Committee conducted extensive research on the benefits associated with full-day kindergarten programs, and

WHEREAS: the sub-committee surveyed the entire Dover community and the response was overwhelmingly in favor of the District providing full-day kindergarten, and

NOW, THEREFORE, BE IT RESOLVED the Dover School Board endorses offering a full-day kindergarten program to half or three quarters of five year olds, pending funding, beginning with the 2008/2009 school year,

AND BE IT FURTHER RESOLVED that the Superintendent is to create a Kindergarten Implementation Committee to begin meeting in August of 2007 to work on the development of a plan by which full day kindergarten will be implemented in the Dover elementary schools.

After a brief discussion, Doris Grady moved, Dorothea Hooper seconded, to revise the last paragraph of the resolution to read, "NOW, THEREFORE, BE IT RESOLVED the Dover School Board endorses offering a full-day and a half-day program to five-year olds, pending funding, beginning with the 2008/2009 school year," and to adopt the resolution as amended. An oral **VOTE PASSED 6/0** to adopt the resolution as amended.

M. OLD BUSINESS:

1. 2007/2008 School Budget Discussions: Dr. O'Connor reported that last week, the City Council voted to pass the School Board budget with a reduction of \$200,000. During the May 11, 2007 regular meeting, Dr. O'Connor presented the following list of proposed cuts and explained, if the City Council reduced the budget by \$200,000, the Board could revisit the proposed list of cuts list and place items back into the budget. He also noted the Board should add only \$100,000 to \$125,000 of the total amount back in the budget and cautioned that when he discussed enrollments later in the evening, the Board would hear there might be additional staffing needs to be funded in the future.

Priority List	Total	Position	Location	Notes
Receptionist	\$ 14,901	PT Secretary	SAU	
1:1 Para	\$ 16,986	Para	GES	
Para-self-contained	\$ 16,986	Para	GES	
Behavior Aide	\$ 18,555	Para	DMS	
67% Social Studies Teacher	\$ 66,068	Teacher	DHS	
Family Consumer Studies	\$ 25,539	Teacher	DHS	100% to 67%

Plant Science Teacher	\$ 24,744	Teacher	DHS	100% to 50%
Freshman Sports and Middle School Soccer	\$ 36,683	Salaries/Equip./Trans	DHS/DMS	
Library Aide	\$ 24,468	Para	DMS	
PPS Director	\$ 7,500	Delay position until 8/1	SPED	
CTC Director	\$ 7,500	Delay position until 8/1	DHS	
Sped Secretary	\$ 25,069	5.5/hr SY Secretary	SPED	
Preschool Director	<u>\$ 73,403</u>	Teacher	DW	Contract Services
	\$ 358,402	Total		

Doris Grady moved, Audra Lurvey seconded, to add the Dover Middle School library aide position back into the budget at the cost of \$24,468. An oral **VOTE PASSED 6/0**.

Ms. Hooper asked the Superintendent what services would be contracted in replacement of the Preschool Director position and how there would be a cost savings associated with the position being cut. Dr. O'Connor explained the savings would be because some of the duties currently being performed in this position would be assigned to the new Director of Pupil Services while other needs would be by contracted services.

Dorothea Hooper moved, Beth Setear seconded, to add the Preschool Director position back into the budget for \$73,403. An oral **VOTE FAILED 3/3 (Grady, Fisher, and Mebert opposed)**.

Ms. Hooper asked the Superintendent to reconfirm the rationale for the recommendation to reduce the Family Consumer Science and the Plant Science teaching positions. Dr. O'Connor stated this decision was based on low enrollments for these courses.

Ms. Grady asked if the current fiscal year 2008 budget contained after school programs for the middle school. Dr. O'Connor stated that middle school after school programs were **not** in the current budget. Ms. Grady then asked what the costs were to run the program in the past. Dr. O'Connor stated it had cost approximately \$30,000. Ms. Lurvey noted there would also be costs associated with transportation to be considered.

Beth Setear moved, Carolyn Mebert seconded, to reinstate freshman sports and middle school soccer in the budget for the amount of \$36,683. An oral **VOTE PASSED 6/0**.

Dr. O'Connor noted that a total of \$61,151 was just voted back into the budget. He added that the Board could "research and revisit" the remaining items they wish to add to the budget.

2. Future Needs Committee: Facilities Report: Dr. O'Connor stated the report had been prepared after the hard work of committee members to offer preliminary ideas on the scope of the work associated with refurbishing the infrastructure of three aging schools: Dover High School, Horne Street School, and Garrison Elementary School. He noted the Board had passed a resolution earlier in the evening allowing him to solicit a professional study, at a cost not to exceed \$25,000, to provide cost estimates and recommendations on the best way for the District to approach the improvements. Ms. Hooper stated she had read the committee's report and found the information on the condition of the schools to be "scary." She added her opinion that the committee did a great job.

Audra Lurvey moved, Beth Setear seconded, to accept the Future Needs Committee Draft Facilities Report. An oral **VOTE PASSED 6/0**.

3. Relocation of Freshman Academy: Freshman Dean, Kimberly Stephens, presented the following plan for the relocation of the Freshman Academy within the high school:

Background

The freshman academy was conceived back in 2002 with the intent to personalize the education of each student that enters Dover High. It is the objective of the team model to have five teachers collaborate; identify, diagnose, and fulfill their needs. Accommodating students before they become second year freshman will inherently reduce the risk of dropping out.

Current Academy Status

The academy is five years old. Scheduling, building community, and curricular development are continuously being explored. The teams have developed additional curriculum as well as more integrated lessons to target such freshman issues as harassment, goal setting, and career planning. The result is increased student engagement. The schedule is massaged each year to include more students during a large block of time to accommodate the constraints associated with these alternative instructional methods; back-to-back core classes and team meetings. The current focus is analyzing the proximity of academy classrooms and the impact on the school community.

Problem

The fragmented layout of the academy diminishes the effectiveness of teaming. The academy is currently split between the newest addition of the Dover High facility and the third floor. There are 8 academy classrooms in the new portion and 8 academy classrooms on the third floor.

Essential Question: How will the academy moving closer in proximity impact the academy and departments?

Solution

World Language (WL) and the 8 academy classes in the wing will swap locations placing WL in the new wing and the remainder of the academy on the third floor.

Rational: The science rooms are anchored due to their specialized equipment and lab furniture. Half of the academy and a portion of WL already exist on the third floor. Therefore, swapping out the 6 WL classrooms on the third floor and 2 on the second floor with the 8 classrooms in the new portion of the building will unite academy teams and will provide a more centralized space for the WL department.

Process

The plan has been presented to the Academic Coordinators, academy teachers, and faculty. The responses have been favorable. (Power point presentation to follow)

Responding to the essential question:

1. Students will remain a community among themselves as well as simultaneously become integrated within the high school community. The feelings of isolation will diminish while the proximity for teaming will increase.
2. **All** departments will improve proximity to offices and colleagues. The WL department will become united as a department in the wing and the content areas of the academy will be closer in proximity to the department offices and colleagues.
3. Integration of lessons and interdisciplinary projects will be easier to facilitate within a building already at peak operating capacity.

4. The mathematics department will experience the greatest impact. Their 77 sections of math will be protected but some rooms will need to be moved. They may need to spread out between the third and second floor but mathematics will still benefit from the same added proximity to the department office as other departments.
5. The associated cost is minimal. The end of the year requires teachers to pack up items and every room is emptied for cleaning and maintenance. We will need to rely on the goodwill of teachers to pull this off.

Ms. Grady asked how many teams were in the first freshman academy when the addition was originally built for that purpose. Dr. O'Connor stated that the academy was introduced as a pilot program of one team and has grown to four teams today. He also explained that the entire four-team academy has never been contained in the one wing due to the numbers of students. Ms. Grady asked if the freshman numbers had grown over the years. Ms. Stephens explained that the enrollments have grown and also noted that the original academy wing proposal was for twelve classrooms. She stated that was cut back to eight classrooms, and those two factors have contributed to the problem. Ms. Hooper stated it looked like a "common sense" plan to her.

Audra Lurvey moved, Carolyn Mebert seconded, to accept the plan to relocate the freshman academy to the third floor of Dover High School presented by Ms. Stephens. An oral **VOTE PASSED 5/1 (Grady opposed)**.

4. Parking at Dover High School: Dr. O'Connor stated that he has received many complaints over the past school year from the neighbors of Dover High School regarding student parking. He stated he would like to ask Mr. George to chair a traffic committee to include an administrator, parking attendant, SAU member and a School Board member to address the issue. Ms. Grady noted that in addition to off-street parking issues, the committee should also consider the staff parking needs. She added that the District pays for buses that the students could be riding. Dorothea Hooper noted her agreement that, as far as the parking issues are concerned, we have been "terrible neighbors" and volunteered to serve as the School Board member on the traffic committee.

N. NEW BUSINESS:

1. **Presentation of ROTC Academic Scholarship:** See above.
2. **Dover High School Athletic Alumni Association:** See above.
3. **Contracted Services: Custodial, Facilities, and Grounds:** Chairperson Fisher spoke to the issue of the Board's decision to solicit bids for a contractor to provide custodial, grounds, and maintenance service. She first acknowledged this was a very emotional issue and then stated:

"As everyone is aware, the cost of running the Dover School District continues to increase from year to year. Over the last 5 to 10 years, we have witnessed significant cost increases in both salaries and benefits, and everything from the cost of energy to paper, supplies, and textbooks. Every year, previous Boards have attempted to address these spiraling costs through the implementation of sound financial management practices that often have included the elimination of school based programs and personnel.

This year's budget development process proved to be one of the most challenging exercises for us as a School Board. A \$1.9 million dollar increase in a \$36 million dollar budget was almost exclusively devoted to salary, retirement, and health care increases for our 500 plus employees.

Our 2007/2008 school year budget did not grow in areas such as textbooks, supplies and materials, staff development, and curriculum adoption, facility maintenance, and a host of other areas. We cannot continue to endure yearly increases in the school budget and not grow our core business.”

Ms. Fisher then opened the topic for discussion by the Board. Ms. Grady stated that in order to make a decision, the Board would need to receive information from vendors to analyze the costs associated with contracting these services. Ms. Fisher stated the RFP would also contain language asking the vendors how they would perform background checks for employees who would work in the schools. Ms. Mebert asked the Superintendent, if these services had been contracted twice previously, why did the District go back to employing the staff? The Superintendent stated he knew of only one time, in the mid-80's, for one year only. Ms. Fisher added her recollection that the services were provided by a very small, local janitorial service and that it was very different from what services are offered today. Ms. Hooper stated she understood that the vendors would offer jobs to our current custodial staff so this would be more of a change in management rather than a change of employees. The Superintendent stated that was correct but noted that the current staff might not accept the terms of employment offered by the chosen vendor. Ms. Lurvey asked the Superintendent what he was looking for from the Board this evening. Dr. O'Connor stated he was looking for the Board's approval to go to bid so they could review costs and services for contracting this work.

Dorothea Hooper moved, Audra Lurvey seconded, to direct the Superintendent to issue an RFP for contracted custodial, grounds, and maintenance services for the Board to review the costs associated with contracting these services. An oral **VOTE PASSED 6/0**.

4. Elementary and Middle School Enrollments: Dr. O'Connor reviewed current enrollment and staffing information for the three elementary schools.

School	Grade	Enrollments	Current Staffing	Staffing Recommendations	Difference
Horne Street	K	51	2	1.5	-.5
	1	75	5	4	-1
	2	71	4	4	0
	3	71	5	4	-1
	4	85	5	4	-1
Garrison	K	80	2	2	0
	1	113	4	6	+2
	2	108	4	5	+1
	3	105	4	5	+1
	4	99	4	5	+1
Woodman Park	K	79	2	2	0
	1	106	5	5	0
	2	96	5	5	0
	3	70	4	4	0
	4	82	5	4	-1

- 2 positions were eliminated from the 2007/2008 budget for WPS
- 3 positions are being transferred from HSS to GES
- 2 staff members are being transferred from WPS to GES
- 2 staff members are being transferred from HSS to GES

- 1 position is open pending review

The Superintendent noted that current class sizes range from 17 to 22 students. The Superintendent stated he would continue to monitor enrollment numbers over the summer and make adjustments to ensure staffing will be available to keep the class sizes at the requirements of Board policy.

5. **Superintendent's Evaluation:** Audra Lurvey moved, Carolyn Mebert seconded, to table this item until the June 25, 2007 workshop. An oral **VOTE PASSED 6/0.**

6. **Award Classroom and Science Lab Furniture Bid:** Business manager, Laurie Verville, requested the Board award bids to low bidders in the amounts of - ATD American (\$1,181), School Furnishings (\$2,217), and School Furnishings (\$1,153) – for science lab furniture at Dover High School. Audra Lurvey moved, Doris Grady seconded, to award the bids as requested. A roll call **VOTE PASSED 6/0.**

7. **Award DHS Auditorium Painting Bid:** Business Manager, Laurie Verville requested the Board award the bid for painting the Dover High School Auditorium to low bidder, Caprioli Painting, Inc. in the amount of \$11,552. Audra Lurvey moved, Dorothea Hooper seconded, to award the bid as requested. A roll call **VOTE PASSED 6/0.**

8. **Award Bid for Plumbing Services Bid for 2007/2008 School Year:** Business Manager, Laurie Verville requested the Board award the bid for emergent plumbing services in FY 2008 to Hart Plumbing in the amount of \$50/hour. Carolyn Mebert moved, Audra Lurvey seconded, to award the bid as requested. A roll call **VOTE PASSED 6/0.**

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9. **Award Bid for Electrical Services for 2007/2008 School Year:** Business Manager, Laurie Verville requested the Board award the bid for commercial electrical services in FY 2008 to RMS Electric at the rate of \$40/hour. Audra Lurvey moved, Carolyn Mebert seconded, to award the bid as requested. A roll call **VOTE PASSED 6/0.**

10. **Award Bid for Bread and Milk:** Business Manager, Laurie Verville requested the Board award the bid for bread to George Weston Bakeries and the bids for milk to HP Hood, Inc. for school year 2007/2008. Audra Lurvey moved, Carolyn Mebert seconded, to award the bids as requested. A roll call **VOTE PASSED 6/0.**

Ms. Grady noted Superintendent O'Connor had asked in an email for Board members to indicate what information they would like to receive for bids in the future in their Board meeting packets. The consensus of the Board was to provide them with copies of bid summaries only. They will no longer receive copies of each vendor's submission and will contact the Business manager if they have questions on the bids.

O. ADJOURNMENT: At 9:50 p.m., Audra Lurvey moved, Beth Setear seconded, to adjourn the meeting. An oral **VOTE PASSED 6/0.**

Respectfully Submitted,
Audra Lurvey (for)
Brandon Foye, Secretary
June 12, 2007