

Chairperson, Marjorie Fisher, called a meeting of the Dover School Board to order on Monday, December 10, 2007, at 7:08 p.m. in the City Council Chambers.

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

Also present were Superintendent John O'Connor; Laurie Verville, Business Manager; Patrick Boodey, Woodman Park School Principal; Dustin Gray, Garrison School Principal; Chris George, Dover High School Principal; Barbara Szabunka, Horne Street School Principal; Larry DeYoung, Dover Middle School Principal; John Gamache, Facilities and Operations Manager; Andrea Elliot, Dean of Students, Dover High School; Sandi Crosson, Director Pupil Personnel Services; Rich Barrett, DTU President; Capt. Sessler, Kim Stephens, Freshman Dean; Britt Ulinski Schuman, School Board Elect; Jim Verschueren, Director of DALC; Ken Hall, AFSCME Local 2932 President; NJROTC; Nick Skaltsis, CTC Committee Chairperson; Custodial Staff; and Julia Huggins, Student Representative to the School Board.

B. PLEDGE OF ALLEGIANCE: Brandon Foye led in the Pledge of Allegiance.

C: CITIZENS' FORUM: Ken Hall, AFSCME Local 2932 President, addressed the Board and made the following statement: "I stand before this Board once again tonight to ask that you consider these facts before making a decision to outsource custodial, maintenance, and grounds staff. The superintendent has already stated that there will be no significant monetary savings. I am told that the insurance increase for 2008 is 2%, a very minimal increase. Also, NH retirement was mentioned at a cost to the district of \$450,000. However, the facilities' workers portion of this is under \$20,000. We now have a tax cap and I cannot imagine the Board spending more to bring in an unknown and unproven company with no comparable references. If this were to happen, they would but out all school-owned cleaning machinery, maintenance, and grounds trucks, tractors, etc. They then have taken you out of the school maintenance business and will be able to increase the cost to the district. Somersworth looked at it, decided against it, and brought custodians' pay up to be comparable to surrounding districts." Mr. Hall then spoke to the advantages of retaining a district staff instead of outsourcing services. He ended by stating, "The employees have great respect for this Board and trust that you will make the right decision. Please put your trust in us and make the decision that is right for the children, professional staff, and employees of our unit."

D: APPROVAL OF MINUTES: Audra Lurvey moved, Doris Grady seconded, to accept the following minutes:

- a. **Nonpublic Session #29, November 5, 2007 (Personnel)**
- b. **Regular Session #11, November 5, 2007**
- c. **Nonpublic Session #30, November 15, 2007 (Student Discipline)**
- d. **Joint Fiscal Committee Meeting, November 15, 2007**
- e. **Workshop Session #5, November 26, 2007**

An oral **VOTE PASSED 7/0.**

E. CONSENT AGENDA:

Audra Lurvey moved, Carolyn Mebert seconded, to accept the Consent Agenda. An oral **VOTE PASSED 7/0.**

1. **Correspondence:**
 - a. **Advance Lead Time Rental Waiver, Next Level Church**

2. **Resignations/Retirements:**
 - a. **Jennifer Nelson, Paraeducator, Garrison School**
 - b. **Kenneth Guild, Custodian**
3. **Leaves of Absence: None.**
4. **Nominations:**
 - a. **Sheet 1: Nomination and Election of an Aide, Secretary, and Position Upgrade (Hollis to Woodward)**
 - b. **Sheet 2: Nomination and Election of Coaching Position (Brown to Terrell)**
 - c. **Sheet 3: Dover Adult Learning Center Staff Nominations**
5. **Professional Development Waiver: None.**
6. **Extended Travel (Student Trips): None.**

Audra Lurvey moved, Carolyn Mebert seconded, to suspend the rules and bring item **M.1. Facilities, Grounds, and Maintenance Outsourcing Presentations**, forward in the agenda. An oral **VOTE PASSED 7/0**.

M.1. Facilities, Grounds, and Maintenance Outsourcing Presentations: Two vendors who bid on an RFP to outsource custodial services, O, R & L and UNICCO, gave PowerPoint presentations. Business Manager, Laurie Verville introduced Robert Owens and the Management Team of O, R & L. Highlights of their presentation included:

- The Power to Improve Performance
- Over 600 Professionals on Staff
- Major Accounts include - Walt Disney World, Orlando, Florida; Orlando, Florida City Hall; State of New York; Hartford School District in Connecticut; and Union Station, Worcester, MA;
- O, R & L Focus: Operational Programming, Asset Preservation, Labor Management, Clean & Healthy Environments, Financial/Budget Performance, and Solid Preventive Maintenance Programs
- Integrated Facilities Management Programming for Dover New Hampshire School District Include – Capital Plan, Preventive Maintenance Plan, Custodial Services, Labor Management, Energy Management, Vendor Management, Inventory Controls, Safety & Crisis Management, and Operational Budget Development
- Recruit the Best Building Operations Teams in the Country
- Brings the Computerized Maintenance Management System to the District at no additional cost – Computerizes Work Orders, Equipment Warranties, Planned Maintenance, Preventive Maintenance, Inventory Management, Just-in-Time Delivery, On-line Services, Internet-Based Project Management, and Call Centers
- Employs the VEKTR Quality Assurance System , an Internet and Hand-Held Computer Based Communication Platform
- Custodial Services “Clean for Health” using “Green Seal” Certified Products and Employ a Team Cleaning Approach Using Modern and Efficient Equipment
- Improve Employee Productivity thru Modern Equipment Use
- Provide Training and Education: Classroom Training, Field Training, Individual Training, Cleaning for Health, Team Cleaning, and Quality Assurance

- Environmental Service Professionals are Competent in Areas of Viral and Bacterial Infection Control
- Energy Management, Conservation, and Sustainability Services
- Administrative Vendor Management Services
- Safety and Crisis Management Coordination
- Examples of Cost Reduction Performance
- Summary: Why O, R & L?
 - Dedicated and Responsive Facility Management Team
 - Proven Industry Leader
 - Maintain Consistency in Service Delivery
 - Provide Clean, Healthy Environments for District Personnel & Students
 - Save Money – Labor, Inventory, and Sub-Contractor Management
 - Implement Preventive Maintenance Program
 - Implement Quality Assurance Program

Board members were invited to ask questions. Ms. Mebert asked what proportion of OR&L employees speak English. OR&L stated all maintenance staff is fluent in English. Ms. Mebert then asked how they hire and maintain “the best” given they pay low salaries. OR&L stated they never have issues retaining employees.

Ms. Hooper asked if the District’s current employees interested in employment through OR&L might have any special considerations or pay commensurate with their years of experience. OR&L stated they are looking to utilize their skills and benefits would include health, dental, 401K, and vacation time. However, they did not include higher wages based upon years with the District in their proposal.

Ms. Lurvey asked what background and security checking would be performed for new employees of OR&L. They stated they currently manage sensitive facilities and perform federal as well as state comprehensive background checks. They also require a pre-employment drug screening.

Ms. Grady asked the process District custodial staff must follow to be “kept on board.” OR&L stated they would need to fill out an application as soon as possible and interview, noting they would be the first group OR&L would look at to fill the positions. Ms. Grady asked when interviews would begin if a decision were made – OR&L indicated they would begin within thirty days of a signed contract. Ms. Grady asked what basic attributes they look for in their custodial staff. OR&L stated the attitude they present; performance; team players, able to interact appropriately with customers, attitude, discipline, pride, and ownership were the attributes they look for. Ms. Grady’s last question was whether District staff who apply to work for OR&L would be given consideration for the years they have worked or if they would start at the base pay (\$9.00/hour) proposed by the bid. OR&L indicated they would consider the current market, the individual’s experience level, and take the information “seriously” to look at a wage range.

Ms. Setear asked if wages would include a built-in “step-level” guarantee. OR&L indicated raises are given based upon the individual’s performance (not “built-in”) but ensured employees could “rise through the company” the more responsibility they take on. Ms. Setear asked the net profit for OR&L over the life of the proposed contract. OR&L stated a gross profit of 3 to 5% (not including corporate overhead). Ms. Setear asked who would communicate with custodians on a day-to-day basis, especially in the case of emergent needs. OR&L indicated all custodians would be equipped with walkie-talkies or cell phones. Staff could report to the office who would

contact a manager or supervisor to dispatch the custodian. (There were additional discussions asking for clarification on teacher-to-custodian interaction and OR&L clarified their earlier response- The principal and/or staff will be in direct contact with day-porters to dispatch them directly whenever possible. However, radios or walkie-talkies could be used to locate and dispatch custodians in the event an emergency occurs when they are not accessible to the staff. Eg: custodian is on third floor and event is on first floor...)

Ms. Hooper asked how many schools OR&L currently deal with. The response was 30.

Ms. Mebert asked whether any undocumented immigrants were employed by OR&L. They stated there were no employees with green cards – all employees of OR&L are US Citizens ONLY...

Ms. Grady again asked about possibilities for career advancement to new opportunities within the company for their custodial staff. OR&L stated they are always looking to promote individuals to advanced positions throughout the company for long-term employee retention.

Ms. Fisher asked whether the custodial staff would be considered as full-time employees and be eligible for benefits. OR&L indicated over 60% of the staff would be hired as full-time. Ms. Fisher asked if all employees of OR&L working for all companies with whom OR&L is contracted are able to speak English. OR&L stated they were all fluent in English. Ms. Fisher noted she disagreed because her experience at Disney World indicated they did not, or “pretended” they did not, understand English.

Ms. Grady asked once more if OR&L would provide the opportunity for all District employees to stay on (provided they prove themselves capable and responsible to perform the duties required). OR&L indicated, yes, they would be given the opportunity to work for them.

Ms. Verville then introduced Bert Ouellette and the Management Team of UNICCO for their presentation:

- UNICCO – Established in 1949
- Public Held Company
- Facilities Only Business
- Major Investment in People, Processes, and Technology
- Experience – Government, Commercial, Corporate, Industrial, Manufacturing, Retail, Entertainment, and Education
- Local Customers – UNH, Keene State College, McIntosh College, Liberty Mutual, and Lonza Biologies
- Regional Customers – Harvard University, Lesley University, Solomon Schechter Day School, Walnut Hill School, Emma Willard School, John Hancock Tower, Gillette Stadium, and NE Baptist Hospital
- National Accounts: Simon Malls, Bank America, Verizon, AT&T, University of Miami, Drexel University, University of Pennsylvania, Edison Schools, St. Stephens and St. Agnus School, Honeywell, and Gulfstream
- Will Recruit Locally and Allow Current Staff to Apply – (looking for accountability, performance measurements, and excellent customer service)
- Transition Plan includes: Dedicated Project Manager, Standardized Transition Project Plan Template, Centralized Recruiting with Background Checks, Strong Employee Orientation and Training, and Coordination of Support Resources

- FY07 Transition Experience: 76 projects, 845 FTE's, \$65M in Revenue, 9 CMMS Implementations
- Dedicated Site Manager – John Bernard Fitzpatrick
- Future Initiatives: Energy Audit, Safety and ADA Compliance, Facilities Assessment & Deferred Maintenance Study, Expense Control

Board members were invited to ask questions. Ms. Hooper asked if a federal background check was performed on new employees. UNICCO stated it was. Ms. Hooper asked if UNICCO hired US Citizens only. UNICCO indicated they DID hire employees with green cards. Ms. Hooper asked if those working under a green card could speak and comprehend English. UNICCO indicated the employees in the school environment interacting with staff & students will speak English. However, those working nights with little or no staff interaction may not speak English. The manager on duty will always be able to speak English. UNICCO added all custodians would be hired full time and be eligible for all health and welfare benefits and for education, course reimbursement, and opportunities for advancement within the company.

Ms. Mebert asked the UNICCO employee turnover rate. UNICCO indicated it was approximately 7% overall. Ms. Mebert asked about turnover rates at UNH specifically. UNICCO indicated turnover rates were high initially as the company released some non-performing staff members, but turnover now held below 7%.

Ms. Hooper asked what benefits were included for full time staff. UNICCO indicated 401K, health, partial dental were given as well as items indicated earlier.

Ms. Setear noted the pay scale was higher - \$15.00 per hour for day staff. She asked if employee's wages would increase for years of experience and, in future years, according to a predetermined wage scale. UNICCO indicated future raises depend upon a combination of reviews, work performance, etc. Ms. Setear asked what would be the "top" of their wage scale and cited the example of an employee starting at \$15.00/hour. "What would they be making in three years?" UNICCO indicated raises are typically based upon the cost of living increase (3 to 4%) and did not include step increases.

Ms. Mebert asked what could be expected to happen in the event an employee finds a wallet. UNICCO indicated that happens often and the employee is to turn it in to his or her supervisor. The company acknowledges these honest behaviors with a reward to the employee.

Ms. Grady asked if an opportunity would be made for District employees to transfer to UNICCO and if they prove themselves, stay on. UNICCO stated they were very willing to do this. Ms. Grady then asked what those individuals would get for entrance wages. UNICCO indicated this would be flexible but that they did not factor in to grandfather previous District wages or time served.

Audra Lurvey moved, Carolyn Mebert seconded, to suspend the rules and bring item **N.2. Career Technical Center Tri-City Agreement**, forward in the agenda. An oral **VOTE PASSED 7/0**.

N.2. Career Technical Center Tri-City Agreement: Superintendent O'Connor introduced Mr. Nick Skaltsis, Chairperson of the Career Technical Center Tri-City Study Committee, to present the recommendations of the committee.

Mr. Skaltsis explained the committee first met in September and was tasked to review and update the CTC Regional Agreement for Region 12 of the State of New Hampshire. Mr. Skaltsis then outlined the process followed in drafting the new agreement:

“We have been asked to review and recommend an Area Career Technical Center Agreement. The current 20 year agreement expires in June of 2008. The Dover Study Committee wrote a new agreement and the draft has been accepted by the surrounding schools.

Essentially, the committee reviewed recent agreements submitted by Manchester and Portsmouth centers and accepted by the State School Board. We lifted language from those sections that benefited our center and the area schools.

An agreement with Somersworth and Rochester (receiving schools) along with all School Districts in Strafford County and Nottingham and Northwood (sending schools) is imperative for several reasons. Tuition revenue, grant funding, and other forms of state aid are predicated on a contract with area schools. (\$450,000 in tuition revenue and \$150,000 in Perkins Grants). Additionally, the completion of this agreement) puts Dover in queue for renovation funds. (Other districts have received from \$4 to 10M in renovation funds). For every \$1 Dover spends on renovation of the CTC, the state gives \$3. Dover is in the queue to receive this aide once the CTC 5 year plan is approved.”(Jim Amara is working on preparing this document to submit to the state.)

Mr. Skaltsis continued “Changes included in this draft:

1. A ten-year agreement is being proposed. The expiring agreement is 20 years.
2. Joint planning with our area partners is emphasized.
3. Differential tuition rates are added.
4. Language to develop mutually acceptable school calendars and class schedules.
5. Joint School Board meetings are required at least once a year with receiving districts and sending school representatives.
6. Adult/Drop out education will be provided where possible.
7. An advisory committee of one representative from each school (receiving and sending) shall meet twice a year.
8. A program or course may be discontinued after one year written notice without state permission.
9. Release of the facility space for uses other than CTC courses.”

Mr. Skaltsis added that language in item #16, Transfer of Equipment, is currently in question and MAY be amended once the state completes an investigation. However, the language was taken directly from two area agreements already approved by the State School Board and may also remain as is.

Ms. Grady asked why only four Dover students currently attend Somersworth and Rochester schools for CTC courses. Mr. Skaltsis explained that was because of a different type of scheduling in Dover than the other two schools. Dover is not on block scheduling. However, the Principal has developed a committee that is looking into revising Dover's scheduling system in the near future. Ms. Grady then asked what plans were for an educational channel in Dover. Mr. Skaltsis explained he recently met with the City Manager to discuss this topic. Ideas discussed included the possibility of the District running a cable channel – and offer CTC courses in media management and production. Additionally, the District will have use of approximately \$230,000 in revenue to fund a program. This money will come from a 3% tax that is being added to the

cable bills. Ms. Grady asked if it would be possible to establish a teacher Education Program. Mr. Skaltsis indicated there was interest in this idea.

Carolyn Mebert moved, Audra Lurvey seconded, to approve the Career and Technical Education Regional Agreement for Region 12 proposed by the study committee. A roll call **VOTE PASSED 7/0.**

F. SUPERINTENDENT'S REPORT: There was no Superintendent's report.

G: STUDENT REPRESENTATIVE REPORT: Julia Huggins reported on the following activities taking place at Dover High School:

- Food drive kickoff
- Winter sports season beginning – Come out and support the teams
- On-line Newspaper is going well (dovertide.com)
- First *NewsWave* released this month
- Working on plans for upcoming Semiformal, Film Festival, and Battle of the Bands
- It is important to note that the Student Behavior Survey reports 61% of DHS students said bullying is a problem in the school
- Bathroom vandalism continues to be a problem at the school

H. COMMITTEE REPORTS:

1. Professional Development – Dorothea Hooper Reporting: Ms. Hooper presented the following report:

“The Professional Development Committee met November 14th at DHS, chaired by Ms. Jean Briggs, Director of Curriculum, Assessment, and Instruction.

The discussion started with an update on the November 7th early release day that provided professional development to district staff at every level. Topics included: full day kindergarten, reading GLE's and bridge document, NEWA data, using smart boards, scheduling, curriculum review, library software, Mental Health Center services, EdLine, reviewing pals, and writing. Following these workshops, educators were asked to fill out a survey form indicating their rating of the workshops they attended. The responses are being collated and comments from teachers were read to the committee. Some of the comments were very positive and included some good suggestions. Other comments stressed the need for more collegial time for sharing and writing competencies. The high school is clamoring for more time for professional development. The committee discussed the fact that Dover is at the bottom of released days for professional development compared to our neighboring school districts that range as high as 9 days to our current 4 days. The committee is going to get more feedback from staff, and based on the results, plans to present a request for more time from the School Board. Ms. Briggs agreed to present a workshop to the Board explaining the changes in our professional development programs and articulating the need for more released time.

On November 2nd, Dover High School staff heard a presentation by Louis Mangione on Indelible Instruction while the elementary schools were having parent conferences. Staff response, particularly from new teachers, was enthusiastic. The district has provided opportunities for paras to attend relevant workshops also.

In a discussion of mentoring, the elementary schools have few new teachers. The new teachers they have are being paired with veteran teachers for support. The biggest challenge seems to be with the Danielson framework. At the Middle School, new staff are also being paired with experience teachers and are being trained on EdLine and GQ. Dover High School has welcomed 46 new teachers this year. They are being mentored by team leaders or their Academic Coordinators. Grading and Danielson seem to be the major issues.

The final topic for the committee's discussion revolved around planning for the March 14th district workshop. One of the topics, connected with a grant from Mast Mental Health and Schools Together, will be training in how the teacher can recognize signs of mental illness in children.

Our next meeting will be December 12th at DHS."

2. Curriculum Planning Council: – Dorothea Hooper Reporting: Ms. Hooper presented the following report:

"The Curriculum Planning Council met December 6th at the DMS. Chairperson Ms. Jean Briggs, Director of Curriculum/Assessment/ and Instruction, introduced Lisa Santy, Academic Advisor for the High School Science Department.

Mrs. Santy reported on the complete overhaul of the science curriculum K through 12 by teachers from the elementary schools, middle school and high school. Committee members had goals they needed to meet that included:

1. re-writing of the curriculum to meet the state framework
2. align the science curriculum K thorough 12
3. design a science experience for students
4. increase communication between teachers and buildings
5. prepare students for the NECAP expectations

The Task Force Committee was composed of 2 members from each elementary school, 4 middle school teachers, and 1 teacher from each level at the high school.

The first met in May to determine what the department was doing properly and to determine where science was being taught and when. The committee continued to meet over the summer to re-write the curriculum and write competencies. By the end of the summer the curriculum was done.

At that point a mini-task force was formed to determine what resources would be needed and what texts were available. These teachers continued to meet on their own time and also met with the health teachers to determine over-lapping materials.

Elementary teachers focused on what they wanted elementary science to look like and how do we develop scientific thinkers? This focus continued in grades 5 and 6 at the middle school level. Grades 7 and 8 wanted to smooth the transition into the high school where science is lab based. The high school then has the task of developing scientific literacy and helping students make the transition into college.

In Kindergarten, students begin to study solids, liquids, pebbles, sand, silt, insects, air, water, weather and the solar system. As students pass along to grades 1 – 6, they build upon these topics each year. In grades 7 through 12, students tend to focus on one topic. At grade 9 it

would be Earth Science, 10th Biology, and 11th and 12th students can choose from a long list of electives which include: chemistry, physics, environmental science, and new courses still in development in zoology and botany.

The task force examined available materials and decided on using Foss & Delta modules that meet the state framework. These materials will be piloted in January.

Because state standards are extremely different from 12 years ago when our current curriculum was approved this complete re-writing was necessary. The requested budget for the proposed K through 12 curriculum totals \$380,928.49. The department made it clear that this does not represent wants but rather what is specifically needed to meet the myriad of requirements imposed by the state.

The next meeting of the Curriculum Planning Council will be in January.”

3. Dover Adult Learning Center Report: Ms. Grady presented the following report:

“The Center is well along in its strategic planning process, launched in August with a Board/Staff retreat, moving forward successfully under the expert guidance of a consultant. The Corporate Fund and the NH Charitable Foundation – Piscataqua Region, have provided the financial support for this professional leadership. We anticipate adopting a three-year strategic plan in February.

New programming at McConnell is enabling the Center to fulfill its mission more fully than ever. High school students in the Quantum Opportunities Program from Seymour Osmand Community Center work in an afternoon homework lab and perform community service. DALC is providing use of classrooms and computer lab. In return, the students work for the center as needed. They have moved furniture, collated and stapled materials, painted tiles for the mural project, edited digital photos, and reorganized storage areas.

New Professional Track computer training classes were launched in the fall and have been very well subscribed. In the midst of the second year of a five-year effort, the center’s major gifts campaign, Come Help Us Grow, is almost 75% along the road to its \$100,000 goal, \$73,218.11 as of December 6, 2007. In a continuing partnership with McIntosh College, the center will have a very attractive insert for its annual appeal being sent out this month. Watch for two very inspiring student profiles, one of a recent graduate and another of a successful professional who got her GED at the center years ago. The center’s two fall FUNdraisers, the annual Miniature Golf Tournament and the brand-new HOOT! Concert with Eugene Byrne and Friends at the City Hall Auditorium raised \$10,175.72. Jim Verschueren is working very closely with SAU administrators to develop plans for DHS’s response to the new minimum age for leaving school. On January 9, he and Mike McKenney will visit Salem High School where the adult learning program and the high school have created an impressive model for reducing the drop-out rate.”

4. Joint Fiscal Committee Meeting Report: Ms. Grady reported that the Joint Fiscal Committee met on December 6th. Those present included the Mayor who presented four questions for discussion.

1. What CPI-U number will be agreed to use? Year-end, annualized?
2. Proportionally, how should the city and school share the burden? Should county and state be split proportionately? Should highs and lows be shared?
3. Is one side not to exceed cap at the expense of the other? Should one side benefit at the expense of the other?

4. Should building permits be used or assessed values be used to determine new construction property tax?

There were committee discussions and by a vote of 3/1, it was agreed to bring information to the City Council.”

At 9:15 P.M., Audra Lurvey moved, Dorothea Hooper seconded, that there be a five minute break. An oral **VOTE PASSED 7/0**. The meeting reconvened at 9:20 P.M.

I. POLICY - CHANGES – PROPOSALS:

1. **JJE – Fund Raising**: Chairperson Fisher read the draft policy into the record:

FUND RAISING

Fund raising by students and others is a traditional means of providing supplemental monies for special projects and activities in schools. In addition to student organizations, adult groups such as the Parent/Teacher Organization, Parents’ Music Club, Athletic Booster Groups, and others, raise funds with the help of faculty and students for projects outside the normal budget. Such fund raising for extras is to be applauded since the end result is the benefit of Dover’s students. However, normal and necessary materials for the schools’ programs and courses are expected to be provided by the School Department.

Most fund raising consists of activities such as dances, shows, concerts, car washes, food or merchandise sales, fun nights, or, to a limited degree, raffles. To assure that these and other fund-raising activities are conducted appropriately, the following regulations will apply:

1. All student fund raising projects are to be controlled from the office of the principal.
2. All monies raised by student organizations are to be deposited in student accounts under the supervision of the principal. Funds raised by adult groups (referenced in the first paragraph) must establish their own private banking accounts. Student Activity Accounts may not be used to deposit and expend on behalf on the adult groups.
3. An adult supervisor must be in control of and responsible for finances and a final accounting.
4. Gambling, Monte Carlo nights, and social events that have alcohol sales (no student involvement) must be brought before the School Board for approval.
5. Flaggging, tagging, candy sales, and other like activities involving student soliciting funds, are strongly discouraged.
6. Elementary students should not be used for door-to-door solicitation. Publicity concerning elementary fund raising should explicitly remind parents about this prohibition.
7. Those adult groups that qualify for not-for-profit status must be registered with the State of New Hampshire Charitable Trust Division. These adult groups will submit copies of annual financial statements to the State of New Hampshire.

Audra Lurvey moved, Doris Grady seconded, to table the policy until the January meeting. An oral **VOTE PASSED 7/0.**

2. JJF – Student Activity Account Management: Chairperson Fisher read the draft policy into the record:

STUDENT ACTIVITY ACCOUNT MANAGEMENT

Student Activity Accounts are for official school business only, specifically for monies raised by student organizations and which will be expended solely for the benefit of Dover School District students. Scholarship funds and funds held for outside organizations such as PTA's, PTO's and Booster Clubs cannot use the Student Activity Account to funnel monies through.

Reimbursements may be for small amounts for items purchased by employees for school related business. Such reimbursement will be made only upon presentation of the appropriate paid receipts.

No employee shall use Student Activity Accounts for any personal business, even if the intent is to reimburse the Student Activity Account. There shall be no cashing of personal, third party or Dover payroll checks through Student Activity Accounts. Violation of any portion of these policies may lead to disciplinary action, including termination of employment.

Student activity funds will be deposited in respective school activity accounts. The school principal is required to be a signatory on the account. The management of these funds is the responsibility of the school principal who will see that proper records of receipts and disbursements are maintained in accordance with this policy. Dual signatures shall be required on all checks issued from Student Activity Accounts. The Superintendent or his/her designee will review and reconcile all account balances periodically. The Student Activity Accounts may be audited on an unannounced basis by the Dover School District, the City Treasurer or its agents.

The City Treasurer signature shall be required on all checks issued from the Student Activity Account in the amount of \$3,000.00 or more. All signors on Student Activity Accounts must sign, in advance, a Student Activity Account Policy Statement JJF-E (attached).

Audra Lurvey moved, Carolyn Mebert seconded, to table the policy until the January meeting. An oral **VOTE PASSED 7/0.**

J. POLICY ADOPTION: None.

K. SUBMISSION AND PAYMENT OF BILLS: Audra Lurvey moved, Beth Setear seconded, to direct the Superintendent to pay manifest #08-E in the amount of \$3,161,694.76. A roll call **VOTE PASSED 7/0.**

L. RESOLUTIONS: Chairperson Fisher read the resolution into the record:

RESOLUTION OF APPRECIATION

RE: Brandon Foye

WHEREAS Brandon Foye has served the children of Dover and has represented the citizens of Ward 2 for the past two years, and

WHEREAS he has also served the School Board as its Secretary since January, 2007, and

WHEREAS he has also served on the following committees: Joint Fiscal Committee, Curriculum Planning Committee, Discipline Committee, Horne Street School Enrollment Issues Committee, Future Needs Committee Student Capacity/Redistricting Sub-Committee, and the AFSCME Negotiating Committee , and

WHEREAS his unselfish efforts and commitment to educational excellence have contributed to the enhancement of the Dover School District,

NOW, THEREFORE, BE IT RESOLVED by the Dover School Board that it go on record as thanking Brandon Foye for his many hours of dedicated service to the children of Dover, the Dover School District, and the citizens of the Garrison City;

BE IT FURTHER RESOLVED that on behalf of the people of Dover, the School Board hereby presents to Brandon Foye a small token of thanks and appreciation for his dedicated service to the city.

Brandon Foye noted he enjoyed his tenure on the Board and wished all the best for the future.

M. OLD BUSINESS:

1. Facilities, Grounds, & Maintenance Outsourcing Presentations: See above.

2. Adopt Proposed 2008/2009 School Calendar: Dr. O'Connor reviewed for the Board and public changes that were made subsequent to the proposed calendar review during the last Board meeting. They included changes in the December and February vacation schedules and deletion of early release days from the calendar. A recommendation for early release days will come to the Board as an amendment to the calendar once the dates are coordinated with other sending districts.

Audra Lurvey moved, Carolyn Mebert seconded, to adopt the proposed 2008/2009 calendar. An oral **VOTE PASSED 7/0.**

3. Dover Middle School Teacher Memorial: Dr. O'Connor explained that his research into School Policy and City Ordances indicate there is no conflict with either's policy for creating memorials to people or groups.

DTU President, Rich Barrett, provided a sketch of a proposed teacher memorial for which he requested approval during the last Board meeting. He indicated the memorial will be 50 sf in a semi-circle on the front lawn of Dover Middle School. The area will include a large rock with a rock well to be placed next to an existing tree. This will be a memorial rock with a plaque installed on it. The plaque will contain the names of teachers who served many years in the Dover district. The memorial will be surrounded, with an opening in the front, by a three foot high rock wall and white stones will cover the base. There will also be a bench in the enclosure.

Audra Lurvey moved, Beth Setear seconded, to approve DTU President, Rich Barrett's request to erect a teacher's memorial at the Dover Middle School. An oral **VOTE PASSED 7/0**.

4. Approve Dover High School Course of Studies: Andrea Elliot highlighted changes made to the Dover High School Course of Studies subsequent to its first reading at the Board meeting in November. Changes included an ROTC revision and two Tri-City offerings from Somersworth that were modified. Those modifications included deletion of Agriculture Mechanics I and II and the addition of Digital Media.

Ms. Elliot also requested the Board add the Biotechnology/Biomanufacturing Technology Academy to the CTC Course of Studies. She explained that the Northeast Biomanufacturing Center is currently under a multi-year, multi-million dollar grant from the National Science Foundation and in partnership with the NH Community Technical College. One of the major objectives of the grant is to develop Biotechnology/Biomanufacturing connections within the secondary educational community. As a result, Jim Amara is proposing an off-campus program in this area. The cost will be between \$36,000 to \$38,000 in local funds from the district. The remaining costs will be paid for by the grant. A projected cost to emulate this type of program would be in the order of \$200 - \$250,000. The instructional program would take place at the Northeast Biomanufacturing Center. Their laboratory facilities, classroom space, equipment, and resources are state-of-the-art. The use of their property and equipment would be covered under the NSF grant. In addition, the grant will also assume 50% salary cost and provide transportation (75% reimbursable) to the center during the school year. A maximum of 16 students will be accepted from grades 11/12 starting in September 2008. They will have the opportunity to participate in the grade 12 curriculum in 2009. An additional 16 students from grade 11 would be accepted in the following year for a total of 32 participating students.

Ms. Grady asked if this would give students college credit. Mr. Amara stated it would. Ms. Mebert asked how long the NSF Grant would be available to partially fund the program. Mr. Amara stated the grant was up for a series of years in February and he expected no problems in getting the extension. Ms. Mebert asked what would be the local cost in the foreseeable future. Mr. Amara stated it would "not be more than now." Ms. Lurvey asked if the teacher would be a member of the company's staff or if the district would need to hire the instructor. Mr. Amara stated they would utilize a trained member of the company's staff to instruct the students.

Audra Lurvey moved, Carolyn Mebert seconded, to approve the following four recommendations:

1. APPROVE CHANGES TO NJROTC PROGRAM
2. APPROVE ADDITION OF CTC PRE-ENGINEERING ACADEMY
3. APPROVE ADDITION OF CTC HEALTH/SCIENCE TECHNOLOGY PROGRAM
4. APPROVE ADDITION OF BIOTECH/BIOMANUFACTURING ACADEMY

An oral **VOTE PASSED 7/0**.

5. Revise Dover High School Graduation Procedures: Andrea Elliot provided information on the following questions proposed by Board members during the previous month's presentation on procedural options for the 2008 Dover High School Graduation exercises:

1. It was requested an additional quote be obtained for the rental and set-up of chairs in order to outfit and inside and outside graduation location in case of inclement weather. Ms. Elliot reported Exeter Rental was 20 cents per chair (including set up) cheaper than Exeter Rental

and would realize a \$140.00 savings. (The savings would be 70 cents per chair if set up were not included.)

2. Ms. Elliot stated she contacted UNH to see if a cost savings could be realized if Dover were to “piggy-back” its graduation with another school’s graduation. UNH they had no other schools scheduled for graduation rentals at this time.

3. Lundholm Gymnasium is available for approximately \$4,000 in additional funds beyond the amount currently budgeted for the 2008 graduation ceremonies.

4. There is still no decision on whether the Whittemore Center would be available for Dover’s graduation this year. There are plans to renovate the center in June.

Ms. Grady stated she is still in favor of spending the funds to rent Lundholm Gymnasium. This would accommodate all attendees without consideration of weather. Dr. O’Connor reiterated that indoor graduation at the high school limited students to 3 tickets per family with overflow in the auditorium via cable feed. Ms. Lurvey asked if it might be possible to charge a nominal fee to offset the cost of renting the Lundholm Gymnasium. Ms. Mebert suggested, “Mom and Dad (attend) for free – others at a nominal cost.” Julia Higgins, Student Representative to the Board, noted all feedback she had received indicated students would prefer the ceremonies be held at UNH in the Lundholm Gym. Ms. Elliot asked Ms. Higgins whether she felt the students would be willing to pay a fee for tickets. Ms. Higgins stated she would solicit feedback from the students via an article to be published in the school newspaper and report the results to the Board at the next meeting. Dr. O’Connor noted a “firm” graduation date could not be decided upon until March. The date could be affected depending upon the number of snow days taken during the winter.

Marjorie Fisher asked Ms. Elliot to contact UNH and ask for “first refusal” if another district contacts them to rent Lundholm Gymnasium on the same date as the tentative Dover graduation. Ms. Elliot indicated she would do that.

Beth Setear moved, Audra Lurvey seconded, to move the 2008 Dover High School Graduation to Lundholm Gymnasium and for the administration to continue to investigate the possibility of charging a minimal fee for tickets to cover the additional expense of the rental. An oral **VOTE PASSED 7/0.**

6. New England Association of Schools and Colleges (NEASAC) Accreditation: Dover High School Principal, Chris George, reported the results of the NEASAC Visiting Committee Team Visit held March 4 through 7, 2007. Dover High School and Regional Vocational Center was awarded continued accreditation in the New England Association of Schools and Colleges. He noted that all accredited schools must submit a required two-year Progress Report and that DHS and Regional Vocational Center’s report is due on October 1, 2009. In that report, school officials should indicate the status of each recommendation in the school’s evaluation report.

Principal George then highlighted the following Commendations and Recommendations made in the NEASAC November 13, 2007, letter to Dover High School and Regional Vocational Center.

Commendations:

- The collaborative and inclusive process used in the development of the mission statement and expectations for student learning
- The development of school-wide rubrics for measuring the degree to which the school is meeting the school-wide academic expectations for student learning

- The comprehensive nature of the curriculum and the activity program that respond to the diverse needs of the students in a large school
- The broad range of learning opportunities provided that extended learning beyond the normal course of offerings and the school campus
- The high expectations for all students reflected in the curriculum of the freshman academy
- The wide variety of instructional practices employed by the faculty
- The personalized and interdisciplinary instruction employed in the freshman academy
- The collaboration on assessment evident in the freshman academy
- The effective use of PBIS and SWIS to assess student conduct
- The leadership of the administration and teachers in contributing significantly to the scope of the school program and the success in meeting a range of student needs and interests
- The initiative to design and implement grouping patterns that support the school's mission and expectations for student learning
- The display, recognition, and celebration of achievement by students
- A school environment that reflects a sense of pride, ownership, and mutual respect by students and staff members
- The effective communication and cooperation among teachers, administrators, and support staff members that lead to success in meeting the diverse needs of all students
- The wide use of library services by students and faculty members
- The strong, productive partnerships with business, community, and higher education that support student learning
- The effective and ongoing use of *EdLine* to communicate with families

Recommendations:

- Develop and implement strategies to incorporate and embed the mission statement and expectations for student learning as the driving force in establishing the school's culture
- Adopt strategies to ensure that all instructional practices are driven by the underlying values of the school's mission and expectations for learning
- Develop a [process to assess school-wide and individual student progress in achieving the academic expectations in the mission based on the use of school-wide rubrics
- Research scheduling models and adopt a schedule that is driven by the school's mission and expectations for student learning and that supports the achievement of the school's mission and expectations for student learning
- Develop practices that provide meaningful roles in the decision-making process to promote an atmosphere of participation, responsibility, and ownership
- Develop a formal, ongoing program through which each student has an adult member of the school community in addition to the guidance counselor who personalizes each student's educational experience, knows the student well, and assists the student in achieving the school-wide expectations for student learning
- Develop and implement strategies that increase contact, communication, and collegiality between high school and regional technical center staff members
- Develop and fund a planned program of building and site management that ensures appropriate maintenance, repair, and cleanliness of the school
- Develop and implement a long-range strategic plan to address future program needs, enrollment changes, staffing levels, facility and technology needs, and capital improvements

Board members congratulated Principal George and his Staff for their hard work and success.

N. NEW BUSINESS:

1. Facilities, Grounds, & Maintenance Contract Award: Dr. O'Connor gave an overview of the bidding process followed, comparisons of the information received, and information provided to the Board. He then presented information regarding the projected costs and cost savings if a three-year custodial contract were to be awarded to either O, R & L or UNICCO.

DOVER SCHOOL DISTRICT - SAU #11

Comparison of Financial Impact on Bid - Comprehensive Facilities Management Services

		Calendar Period Year - January 1, 2008 through December 31, 2008			
		O, R & L	UNICCO	DOVER SCHOOL DISTRICT	
	Year 1	\$1,933,154	\$2,374,649	** \$1,503,154	Custodial
				\$195,929	Grounds
Bidders recommendation for Energy				\$198,304	Maintenance
Energy Management Contract - Year 1	+\$201,440			\$56,425	Management
				\$24,766	Equipment
Waive Performance Bond	-\$10,000	-\$35,402		\$322,951	Supplies/Materials
				\$208,493	Energy Mgmt Contract
Waive purchase of new capital equipment			-\$65,578		
		\$2,124,594	\$2,273,669	\$2,510,022	Total Dover School District
	Year 2	\$2,000,814	\$2,493,382		
Energy Management Contract - Year 2	+\$207,480	\$2,208,294	-\$65,578		
		\$2,208,294	\$2,427,804		
	Year 3	\$2,080,847	\$2,618,051		
Energy Management Contract - Year 3	+\$213,700	\$2,294,547	-\$65,578		
		\$2,294,547	\$2,552,473		
ADJUSTED FULL CONTRACT PRICE:		\$6,627,435	\$7,253,946		

**Includes a 1% quarterly pre-payment credit

Dr. O'Connor stated, "This evening I will provide you with a recommendation from the Superintendent. Your choice this evening is to either accept the recommendation of the Superintendent, or reject it. If it is accepted, that company would be awarded the contract. We would sit down with them over the course of the next week and finalize details of the contract; sign that; and would attempt to get the company up-and-running as soon as possible. If you reject the Superintendent's recommendation, you then have an option to take a look at the other bidder. If a Board member wanted to consider the other company, they would make the motion to award the bid to the second company. If there were a second on the part of the Board, that would need to come forward to allow discussion. Following discussion, there would be a vote on that. Again, if you turn down the second of the two bids, in essence you've turned down contracted services. By turning down contracted services, you would be maintaining the status quo unless directed to do something else."

The Superintendent then recommended based upon cost alone, that the Board award a contract for grounds, maintenance, and custodial services to OR&L.

Board members entered into discussion:

Dorothea Hooper: "Having heard both reports which were certainly very well done... what comes to my mind is I'd like to save money – obviously we have to look everywhere we can to save, particularly under the current situation in the City of Dover. But, at the same time, I'd like to save some of our custodians and allow them to move into a company that would pay them a decent wage and benefits that I think are more appropriate than what OR&L has suggested. If we could save money on both plans, just that OR&L saves us more money than UNICCO, I would like to see us move into the area of providing some shoring or sustenance to the guys that work for us now. I think they would be better off if they would apply or work for a company like UNICCO if we are indeed going to privatize." She added she felt OR&L's presentation was more corporate oriented (versus educational experience) and that UNICCO seemed to have more experience working in schools. "I have some problems with following the recommendation of just sheer money – although certainly I want to save money, but I like to look at other things, too."

Doris Grady stated, "I would not be able to consider OR&L, basically, on salary schedule. I don't think if the men decided to stay with whatever company...in all fairness to them, I just couldn't offer them that kind of money. I think with the salary they are making, that cut would be too much for them, so I would probably vote against your (Superintendent's) recommendation."

Audra Lurvey moved, Dorothea Hooper seconded, to accept the Superintendent's recommendation. A roll call **VOTE FAILED 0/7**.

Doris Grady moved, Audra Lurvey seconded, to award the contract for grounds, maintenance, and custodial services to UNICCO.

Discussion:

Audra Lurvey stated, as a point of information, "I appreciate your viewpoint Dot when you said the presentation (of UNICCO) was more geared towards the education area. The UNICCO guys had the advantage of listening to our questions before they came up so they knew what we were looking for."

Brandon Foye stated, "I was impressed by both presentations tonight and I see the allure of contracting the services out. But, I have given it a lot of thought over the past few weeks and the bottom line is, for me, that it just doesn't feel right to contract services, so, for me, I will be voting for neither company."

Dorothea Hooper added, "I think, as John said, this is probably one of the hardest votes we've had to make...We just had an election where 30% of the voters came out. The majority of those 30% imposed a tax cap for the other 70%. This may be a good thing or bad thing, I'm certainly not going to prejudge it, but it certainly tells us loud and clear, that the public wants us to tighten our belts and save where we can. I'm hoping that we find solutions to this need to save money that don't damage people in ways that they can not recover from. I am very comfortable with the idea that our men would have an opportunity to work for, and from what they said, certainly have some preference, to work for UNICCO. I also like the idea they're already here. They're in the seacoast area...they're at UNH, they're at Liberty Mutual; both these institutions seem to be happy with what's happening...If we have to privatize, and I think we have to save where we can, much as I hate to say it...we're stuck with making a decision where we can save some money to redirect it towards instruction (we're talking kids here), so I would support privatization with UNICCO. And, we'll be watching! If I find out that you (UNICCO) said something here that doesn't ring true, I'm going to be very upset for these guys and for myself."

Doris Grady stated, "I reviewed the comparisons of both of these companies, and the evidence that I starred in UNICCO versus OR&L, the number I gave UNICCO certainly outnumbered those I had for OR&L. Most impressive was the salaries – that required a lot of stars. Looking at our cost, with energy and everything involved, over a three year period, I see a minimum of about \$700,000 in savings. I say again, I couldn't go the other because of the salary. I hope I understood UNICCO correctly in that our men would have the opportunity to work for you – both of you offered an opportunity for them to move on; get some education if they wanted; better themselves and in the end, make more money. Money was my issue here. I couldn't save money for the city and take it away totally from them." Ms. Grady then read the recommendations given for UNICCO by UNH and Lonzo Biologics (both excellent). "Based on those findings, and the savings and the difference in salary, my decision would be to outsource with one qualification. Somewhere along the line, say it doesn't work, is there a 30-day span where we can get rid of you? That 30-days is there? Put it on record? (RECORD NOTE: Both UNICCO and the Business Manager confirmed there is a 30-day clause in the contract.) For those reasons, I would say UNICCO."

Beth Setear stated, "I do appreciate both presentations as well. But, after listening to both presentations, I'm just not, at this point, comfortable with considering outsourcing our custodians. I know that money's an issue. I know that we're under a tax cap. I also know that we would be doing it first, ahead of the city, with the custodians as the first group. I'm not sure that I feel that's the right way to go,. So I won't be voting for a contract tonight."

Audra Lurvey asked the Business Manager to provide additional clarification on the item "waive the performance bond." Laurie Verville stated it is a protection for continued serviced in the event the company was not able to provide the services under the contract for us. She added there is an alternative to a total waiver. We could carry 10% of the bond which would be enough money to cover approximately 45 days of service if the district needed to reorganize in the event a contractor were unable to complete their contract.

Carolyn Mebert stated, "I've given this a lot of thought and I keep coming back to the \$236,000 we would save if we went with UNICCO which seems like a lot of money we could spend on

curriculum materials and other things. Somebody in the district said we're in the business of education – we're not in the custodial business – and we should be focusing our efforts and our limited resources on the education of our children. That being said, I also participated in the contract negotiations for the custodians that we recently went through and for the contract the City Council just approved. I believe I was negotiating in good faith, and if I vote for UNICCO at this point, I can't believe that I was doing that. And I was negotiating in good faith, so I can't support contracted services at this moment."

Audra Lurvey stated, "Walking in here tonight, I did not know which way I was going to go. I've read and re-read everything and done the math, and I understand the importance with the economies we are under at this point. I have to agree with Dot. We're here for the kids and we really need to put as much money as we can into the actual education."

Marjorie Fisher stated, "I came in here tonight after spending a lot of time thinking about this. By far it is the hardest thing any School Board I've been on has had to vote on...I came in not knowing, and I sat through the two presentations, and I went back and forth, but there's just something about it...I just can't vote for it. I think the custodians are a part of the school day for the children and I think outsourcing would not be right for them at this point. Maybe six months down the line it might be, but right now, I just can't vote for it. So I will be voting against it."

Julia Higgins commented, "I just want to say, from the student's point of view...something needs to be done about the care of our schools. It's not as good as it could be. I think SOMETHING needs to be done about the care of our school and take that under consideration before you vote to do nothing about it. If you don't have more money to put into our schools, what else are you going to do to help fix it because a lot of our schools are in really poor condition, especially the high school."

Ms. Lurvey again moved the question.

A roll call **VOTE FAILED 3/4 (SETEAR, FOYE, MEBERT, FISHER OPPOSED).**

2. Approve Career Technical Center Tri-City Agreement: See Above.

3. 2006 Student Behavior Survey: Freshman Dean, Kimberly Stephens, provided the following executive summary of the 2006 Student Behavior Survey:

In the fall of 2006, a total of 1,706 students at Dover High School and Dover Middle School, in grades 7 through 12, anonymously completed the 116-question Student Behavior Survey that asked them about a variety of behaviors and experiences. The survey, and this report, is a joint venture of the Dover School Department, the Dover Police Department and the Dover Coalition for Youth.

The objective of the 2006 Student Behavior Survey was to measure what behaviors students are engaging in, particularly risky behaviors that could result in harm to themselves or others. Armed with this information, school and community officials hope to determine where to best target their time and efforts. The survey will also provide information that will help suggest strategies or programming for specific areas of concern. Finally, we hope that this survey raises the awareness of the community – and particularly the parents' awareness – of the risks and issues facing our children.

Students were surveyed at school and monitored during the survey sessions by teachers. Questions were broken down into 5 categories, including: basic student demographics; drug, alcohol, and tobacco use; violence, weapons and bullying; sexual activity; and student self-image and attitudes.

Prior to administering it, the survey was submitted to the school board for approval and copies of the survey were available at each school for parents to preview. Parents had the option of requesting that their child not complete the survey. Less than 2% chose to opt out of the survey.

The following results were highlighted as significant in four separate areas:

Alcohol, Tobacco and Other Drug Use

Relative to substance abuse, the data demonstrate that alcohol continues to be the most abused substance.

Safety, Violence & Bullying

Twenty percent (91 students) said bullying was a real issue at DMS while 18% claimed it was not an issue at all. Approximately 62% said it was "somewhat" of an issue. Of the bullying reported, approximately half of it was reported as being verbal threats or abuse.

Depression and Related Issues

The results from the survey indicate that depression is another area of concern. Close to 20% of 7th and 8th graders at Dover Middle School felt prolonged sadness compared to 32% of high school students. Feelings of sadness tended to increase with age, with a marked increase between 8th grade (21%) and 9th grade (30%). Students in grade 11 reported the highest incidence (33%).

Sexual Behavior

The majority of students who have had sexual intercourse (86%) reported using some kind of birth control the last time they had sex, but 80 students (14%) reported no use of birth control. Of the sexually active students, most of them (56%) used condoms, while 20% used birth control pills. Proportionally, condom use declined from 7th to 12th grade and use of birth control pills increased.

Use of the Survey Results

The survey results are available for any community agency or organization that may want to address any of these issues or for other purposes, such as applying for grants.

The Dover Coalition for Youth and the School Department additionally plan to collaborate on an effort to provide parents with specific information gleaned from the data by developing brochures or publications and posting them on the District's web site EdLine or by direct mail to homes.

The Police Department will be incorporating a good deal of the information and lessons learned into its Parent Program conducted every fall for the parents of 5th grade students. Each year

about 40% of 5th grade parents complete the 6 hour, 3 session program on substance abuse, communicating with teens, media influences and related issues.

4. Approve Purchase of Lacrosse Goals from Gate Receipts: The Business Manager requested the Board approve a request to purchase a pair of lacrosse goals from Tom's team Sales for a cost not to exceed \$1,125.00.

Audra Lurvey moved, Carolyn Mebert seconded, to approve an expenditure of gate receipts in for the amount (not to exceed) \$1,125.00 to purchase two lacrosse goals, two nets, and shipping costs. A roll call **VOTE PASSED 7/0.**

O. ADJOURNMENT: At 10:36 P.M., Brandon Foye moved, Audra Lurvey seconded, to adjourn the meeting. An oral **VOTE PASSED 7/0.**

BRANDON FOYE, SECRETARY
December 11, 2007