



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 10, 2008**
Meeting Time: **7:00 pm**

Chairperson Marjorie Fisher called a meeting of the Dover School Board to order on Monday, March 10, 2008, at 7:07 p.m. in the City Council Chambers.

A. ROLL CALL: Present were Marjorie Fisher, Beth Setear, Audra Lurvey, Britt Ulinski Schuman, Doris Grady, Carolyn Mebert, 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; Jean Briggs, CIA Director; Chris Roberge, Technical Support Services Manager; Andrea Elliott, Dover High School Instructional Dean; Peter Wotton, Director of Athletics and Physical Education; John Gamache, Facilities and Operations Manager; Sandi Crosson, Director Pupil Personnel Services; Kim Stephens, Freshman Dean; District teachers; District Staff; *Foster's* Reporter; and Julia Huggins, Student Representative to the School Board.

B. PLEDGE OF ALLEGIANCE: Audra Lurvey led the Board in the Pledge of Allegiance.

Audra Lurvey moved, Carolyn Mebert seconded, to move Item N.1 – Resolution of Recognition, to this point in the agenda. An oral **VOTE PASSED 7/0.**

Audra Lurvey presented a Resolution of Recognition to the Dover High School Ice Hockey Team:

N.1. Resolution of Recognition- Dover High School Ice Hockey Team

WHEREAS the Dover High School Ice Hockey Team, a group of 28 players, 3 coaches, and 2 managers joined together in late November with high expectations for the season, and

WHEREAS the Dover High School Ice Hockey Team won the Division II State Championships during the 2003-2004 and 2004-2005 seasons, and

WHEREAS the Dover High School Ice Hockey Team finished the regular season in Second Place with a regular season record of 13 wins and 3 losses, and

WHEREAS the Dover High School Ice Hockey Team defeated tournament opponents Winnacunet 4 to 1 and Timberlane by a score of 3 to 2, and

WHEREAS The Dover High School Ice Hockey Team was led by seniors Pat Murphy, Frederik Englund, Jeffrey Klemarczyk, Chris Bolton, Christian Andersson, Joe Klemarczyk, Josh Doyon, and Richard Siirala and underclassmen, Dalton Kay, Jake Mancuso, James Blouin, Dylan Stohrer, Kyle Dubois, Eric Flynn, Nick Duggan, Cameron LaRoche, Jakob Cadorette, Sam Dellisola, Casey Weston,



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Bryan Hart, David Robicheau, Eric Groleau, Jake Donahue, Ricky LaVache, Ian Seavey, Ian Duffy, Cameron Cash, and Matt Page, and

WHEREAS the Dover Ice Hockey Team demonstrated hard work, perseverance, and character throughout the season and

WHEREAS the Dover High School Ice Hockey Team, on March 9, 2008 at the Verizon Center in Manchester, New Hampshire, defeated long-time rival Spaulding High School 3 to 2 in the NHIAA State Championship game, and

WHEREAS the Dover High School Ice Hockey Team has brought great pride, recognition, enthusiasm, and honor to themselves, to their parents and families, to Dover High School, and to the City of Dover,

NOW, THEREFORE, BE IT RESOLVED that the Dover School Board applauds, honors, and recognizes the many achievements of the Dover High School Ice Hockey Team and their coaches.

C. CITIZENS' FORUM:

1. Linda Smart, Horne Street School Librarian, requested the Board reconsider its decision to eliminate one full time librarian position. She provided an extensive list of the functions performed by the library media specialists, the value of the media center as a resource to the schools, the impact of budget cuts, and items the library budget supports.

2. Maybeth Anderson, Dover High School Librarian, also addressed the Board, asking that they support reinstatement of a district librarian position, noting it would be unfortunate to diminish library services.

3. Ken Hall, AFSCME Union President, asked the Board to reconsider their decision to outsource facilities services. "Please consider that many of these men and women have been loyal, hard-working employees for many years. Also, many of them are veterans. If a private company were to treat its employees this way, it would be considered by most people to be deplorable. I can't imagine a city treating its citizens this way. More importantly, and above all, it would be a sad day for the children and staff of the Dover School District. Money cannot, and should never, take precedent over the children in our schools. If this Board votes tonight to privatize, it will be shunning its responsibility to the children, staff, and parents of Dover. All of you know that the company you would be contracting has a history of unreliability, not to mention numerous lawsuits against them for sexual harassment, mistreatment of its employees, an enormous employee turnover rate, and a history of broken promises. Most are minimum wage, non-English speaking, transient people. Are these really the people this Board would have in day-to-day contact with our children? I ask you to please put the children as the first priority when you vote tonight. No amount of money is worth the safety of our students."



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4. Kathy Latchaw, Dover Middle School teacher, spoke in support of retaining the current custodial staff. Ms. Latchaw also asked the Board to reconsider retaining a full time librarian position, providing additional help for the middle school nurse, and keeping all math and reading specialists at Dover Middle School. "The School Board and City's first priority should be making sure our schools remain intact and that our teachers, specialists, and librarians are allowed to continue to do the outstanding job that is already being done. It's going to be a very sad day in Dover if teachers and specialists are cut from the budget. Please consider non-academic areas if you make budget cuts."

5. Deb Hackett, Dover Middle School teacher, spoke in support of the Board retaining specialists, paraprofessionals, and teachers so they may continue to assist those students who otherwise might "fall through the cracks." She then referenced the statewide initiative coming to New Hampshire (RTI) that will require three tiers of intervention outside of the classrooms. Lastly, Ms. Hackett spoke in support of the current custodial staff, retaining the librarian position, and providing additional assistance to the middle school nurse.

6. Richard Barrett, DTU President, Spoke in support of retaining a librarian position, middle school reading specialists, additional assistance for the middle school nurse, full-day kindergarten, and retaining the custodial staff.

7. Bryan Lamirande, Staff Representative AFSCME Council 93, made the following statement: "The Union is here tonight requesting that the Dover School Board honor good faith negotiations by giving its employees an opportunity to save the money necessary to keep their jobs. When the union reached an agreement with the School District on August 30, 2007 the Union understood that it was because the District intended on keeping them employed. Why else do two parties come to a contractual agreement if it is not to honor it? Upon review of the time line of events leading up to this very stressful situation, another reason could be to inflate the cost of in house services to make it more attractive to hire out. The District granted an 18% pay raise to their employees and then asked private venders to submit bids to privatize, two weeks after reaching a tentative agreement and four months after notice of intent to privatize. The District then approved the contract before the October 22, 2007 deadline for bid submittal. Had the district not reached an agreement with its employees the cost for in house services in 2008 would be \$75,000.00 dollars less than it is now.

According to the Superintendents report of December 12, 2007 the cost for management to run a 2.5 million dollar custodial and grounds operation is \$56,425.00. Thirty-one dollars more than a full year secretary makes. If we are to reduce the cost of services provided in house then the District should begin by investing in the management of such a significant portion of its budget and not give it away to a for profit company. Your employees are working for a living not a profit. A five percent profit on the work that UNICO does cover in this contract equals approximately \$118,000.00 depending on which figures you look at UNICCO's bid or the Districts reduction in their bid, reduced by letting UNICO use the Districts equipment and machinery. What happens once that equipment and machinery is inoperable?



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The Union is not asking for a free ride in this situation we are asking that you table voting to privatize in order to give both sides the opportunity to see if we can save the necessary money in house, and if we can reach an agreement we are asking that you support and honor that agreement for its duration. If we cannot come to an agreement by October 1, 2008 then award the bid to a private contractor.

To remove approximately 10% of the responsibility of running a School District from the administration at the expense of the lowest paid employees with the least operational responsibility is not the way to resolve this situation. Place some of the responsibility and consequences on those in charge to make this succeed and I guarantee that we will.”

8. Lynda Nelson, Horne Street School teacher, spoke in support of retaining teaching staff, suggested cuts be made in supplies instead. Ms. Nelson also asked the Board not to outsource janitorial services, noting she had been in the District when this had been tried in the 1980’s and that the “experiment failed.” She had personally experienced thefts from her classroom. She also stated that as a classroom teacher she would be willing to buy “things” but “you can’t buy people” like a reading specialist.

9. Jean Melton, 73 Horne Street, Parent of a student, stated her belief that the tax spending cap was the cause of severe budget cuts in education and it was “breaking my heart.” Ms. Melton went on to state she could not support a new full-day kindergarten program because it makes “no sense to add more kids until we can keep from cutting other critical services – to add more kids.” She suggested the Board consider charging fees for services such as athletics and athletic transportation.

11. Diane Schuman, 5 Elm Street, stated she was concerned about the proposed elimination of three elementary positions, specialists, and a school librarian. She suggested the Board find the money to fund these positions by NOT adding new programs (i.e. kindergarten) and charging user fees for classes like trades programs. Ms. Schuman then noted she would hate to see the district lose part of the “team” and that would occur if the Board chooses to outsource custodial services.

12. Tice Leonard, Dover High School History teacher, advised the teachers relied heavily on the school librarian as keepers of our history; reading teachers and librarians to ensure books are available for teachers to differentiate instruction for students. Mr. Leonard added that he supported the retention of District custodians because they are part of a “team”, a “community” and provide “special care” that would no longer be provided if services area contracted out.

13. Joe Noyes, Grounds Maintenance, explained some of the duties he has performed for the District over the years. He wondered aloud, “Why are you sourcing us out?” and asked Board members to “vote to keep us working.”



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14. Valerie Sawyer, Horne Street School Speech Pathologist, stated her position was one that was recommended to be cut and stated this cutting will affect the entire team as well as directly affecting the students.

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

- a. **Nonpublic Session #5, February 11, 2008 (Personnel)**
- b. **Regular Session #2, February 11, 2008**
- c. **Nonpublic Session #6, February 21, 2008 (Discipline)**
- d. **Budget Workshop #3, February 25, 2008**
- e. **Budget Workshop #4, March 3, 2008**
- f. **Budget Workshop #5, March 5, 2008**

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

Audra Lurvey moved, Britt Ulinski Schuman seconded, to suspend the rules to allow the presentation of a short video prepared by Dover High School Students in Francine Kontos' classroom to this time in the agenda. An oral **VOTE PASSED 7/0.** A short video was shown.

Audra Lurvey moved, Carolyn Mebert seconded, to suspend the rules to bring item N.7., Music Curriculum Adoption, to this point on the agenda. An oral **VOTE PASSED 7/0.**

N.7. MUSIC CURRICULUM ADOPTION:

Susan Hodgson reviewed for the Board major changes and recommendations being proposed to update the music curriculum:

1. "The Dover Music Dept. is in the production year of the Curriculum Planning Cycle. We are presenting to you tonight our curriculum changes and our budget requests.
2. You just received a final copy of the Music Dept. Curriculum changes and budget requests. After meeting with the Curriculum committee last week, a few minor changes were added to our draft that you received a week ago. Tonight you are receiving our final copy and suggested budget requests.
3. I would like to explain some of the changes that we have made in the Curriculum first:
 - a. We have added Orff Principles of instruction to the program K-4 and a limited instruction at the middle school.
 - b. Orff uses speech and movement as starting point in the teaching process.
 - i. This program teaches students to be literate in the art of music and complements the district's goal of literacy for all students
 - ii. The Orff instruction goes well with our new added World Drumming
4. Assessment for elementary grades was added to the report card process giving more informative data to parents other than satisfactory or unsatisfactory.



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5. Music Ace I and Music Ace II are technology programs used by 5th & 6th grade at Dover Middle School. It is a hands on program that teaches fundamental of music. There are 24 lessons at each grade level.
6. The MIE (Music In Education) is a keyboard program designed to teach students about music . The program is sequential and is built on the National Standards.
7. Guitar is now taught at beginning levels in grades 7&8.
8. Students that want to continue on guitar have the opportunity to add beginning and advanced guitar as an elective at high school level. At the high school, this is our fastest growing program that fills up quickly.
9. World Drumming is now being taught in grade 7&8 at the middle school with a newly added program as of this fall at Dover High School. This program also has a demand on enrollment.
10. This semester for the first time the History of Rock and Jazz has been added as an elective at Dover High School. It is presently a full class.
11. Our budget requests are trying to meet some of the needs of new programs. We need more Orff/World Drumming instruments at all levels to allow for everyone to have the same hands on experience at the same time instead of waiting your turn.
12. We have asked for more guitars at the middle school level because we have students sharing guitars during classes of 25 students.
13. At the high school level we have asked for more guitars to meet the growing need of the program. Instead of having on 18 in a class, we would like to have 25 students able to enroll.”

Ms. Hodgson then presented the following budget associated with the recommended changes and requested Board approval for the amount of \$14,672.44.

MUSIC DEPARTMENT ADOPTION BUDGET REQUEST 2008 - 2009

ITEM REQUEST	QTY.	COST	TOTAL	TOTAL PLUS 10% S/H	Account
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Garrison School

Music Skills Classroom Unit	1	\$178.50	\$178.50	\$196.35	610
World Percussion Instruments			\$1,398.19	\$1,538.01	640

Horne St. School

Music Skills Classroom Unit	1	\$178.50	\$178.50	\$196.35	610
World Percussion Instruments			\$1,398.19	\$1,538.01	640

Woodman Park School

Music Skills Classroom Unit	1	\$178.50	\$178.50	\$196.35	610
World Percussion Instruments			\$1,398.19	\$1,538.01	640

Middle School

Music Skills Classroom Unit	1	\$178.50	\$178.50	\$196.35	610
World Percussion Instruments			\$1,398.19	\$1,538.01	640
Guitars	6	\$175	\$1,050	\$1,155.00	640
Strings	25	\$5	\$125	\$137.50	640
Guitar Storage	1	\$1,995	\$1,995	\$2,190.00	640

High School

Guitars	10	\$175	\$1,750	\$1,925	640
Strings	25	\$5	\$125	\$137.50	640
Guitar Storage	1	\$1,995	\$1,995	\$2,190.00	640

TOTAL \$13,346.76 \$14,672.44

Lastly, Ms. Hodgson asked the Board to consider phasing the replacement of choral risers. The risers currently used by the district are 36 years old and, in the interest of safety, should be replaced before there is a major incident. She recommended the Board budget for 12 new risers first and then include additional replacements in the out-years. The first year's request for 12 new risers would cost approximately \$15,612.30. Ms. Hodgson reiterated, however, that she was NOT asking these be placed in the 2008/2009 school budget.

Board members asked Ms. Hodgson how much money was currently in the Budget for music curriculum adoption (based upon her submission in February). Ms. Hodgson reported the original request had been for \$7,133.79 and only that amount was included in the current proposed budget. (The additional money being requested would be used to purchase additional guitars and cargo boxes for storage at both the middle and high schools.)

Dorothea Hooper moved, Audra Lurvey seconded, to adopt the new music curriculum, but to fund only \$7,133.79 (the amount of the original request) and NOT purchase additional guitars or storage. An oral **VOTE PASSED 7/0.**



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E. CONSENT AGENDA: Doris Grady moved, Carolyn Mebert seconded, to pull item 2.a from the consent agenda for discussion. An oral **VOTE PASSED 7/0.**

Audra Lurvey moved, Carolyn Mebert seconded, to adopt the balance of the consent agenda. An oral **VOTE PASSED 7/0.**

1. **Correspondence:**
 - a. **Request for Rental Waiver of Time, E. Toth's Academy of Dance**
 - b. **Request for Rental Waiver of Time, Dover Parent's Music Club**
 - c. **Request for Rental Waiver of Time, Granite State Body Building & Figure Championships**
2. **Resignations/Retirements:**
 - a. **Christopher George, Principal, Dover High School**
3. **Leaves of Absence:**
 - a. **Judith Drake, Dover Middle School, Reading Specialist**
4. **Nominations:**

Sheet 1: Nomination and Election of Aides and Custodians (Anderson to Spadafora)
Sheet 2: Nomination and Election of Coaching Positions (Blumenthal to Towle)
5. **Professional Development Waiver: None.**
6. **Extended Travel (Student Trips): None**

Ms. Grady invited Principal Chris George to the podium and made the following statement:

"What can we say, Chris, other than 'Thank you so much!' for moving Dover High School into such a solid educational direction. The goal that was set by the Board and Dr. O'Connor was to have a building of stability after so many years of constant administrative changes. With your kind and soft demeanor, you have been able to accomplish this goal with great success. How does one replace this type of administrative skill you have brought to Dover? You realize that tonight you have created a very difficult job for all Board members in making a new selection.

You will leave with the deep regret of this community of educators, administrators, staff, and all of the members of the Board sitting here this evening.

Again, thank you so much for the positive educational progression you are leaving as a legacy to the Dover educational system. May you conquer the majesty and the rocks of the mountains of New Hampshire with the same success that you have had here. Enjoy!"



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Audra Lurvey moved, Carolyn Mebert seconded, to approve consent item 2.a. An oral **VOTE PASSED 7/0.**

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

- The Dover High School Production of Les Miserables' was a resounding success
- Ms. Allen's Woodman Park School class sent a note of thanks to the Superintendent and Board thanking them for their new classroom

Principals Szabunka, George, Boodey, DeYoung, and Gray reported on upcoming and past events occurring at each of their schools.

Audra Lurvey moved, Carolyn Mebert seconded, to accept the Superintendent's report. An oral **VOTE PASSED 7/0.**

G. STUDENT REPRESENTATIVE REPORT: Julia Huggins reported on the following items for Dover High School:

- School Pep Rally held last Friday
- Congratulations to Hockey Team and the student fans!
- Les Miserables' performances were held last weekend – thank you to the cast, director, musicians, and crew
- Winter Color Guard won its first competition
- Spring Sports are starting
- Block Scheduling Committee is sending surveys to students and teachers
- Ms. Higgins spoke in support of retaining District custodians

H. COMMITTEE REPORTS:

1. Dining Facilities Council: Dorothea Hooper gave the following report:

"There was a meeting of the Dining Facilities Council at 9 am on February 14th at Horne Street School. The purpose of this council is to encourage healthy eating among our students and to find ways to make them better educated as to the nutritional values of what they ingest.

The committee is made up of district administrators, representatives from the district food services company, parents (one of which is a nutritionist), school nurses, a school board member, and is chaired by Ms. Laurie Verville, district business manager from the SAU office.

Before I was invited to join this council, the committee had already improved communications with parents through the school newsletters and Edline, posted informational materials in the various cafeterias and worked on the lunch menus to provide more nutritious food for our students.

During this meeting the following topics were discussed:

- 1) bringing in fresh produce from local farmers to supplement the lunch program



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- 2) increasing the informational posters in school cafeterias raising student awareness on proper food choices
- 3) expanding information on Edline
- 4) do we have too many choices for students and would it be better to decrease the choices to well rounded meals keeping within the food services budget
- 5) the need to keep asking for feedback from staff as to student choices
- 6) replacing the antiquated “Lunch Box” software/hardware programs and shifting to the MMS program which would be more informational and compatible with the district data base
- 7) is there a need to change the forms used for free and reduced lunches and milk/snacks
- 8) do we need to order smaller containers of milk for elementary students who are unable to finish a 10oz container and much milk is wasted
- 9) Health teachers are doing a good job of introducing students to information on healthy snacks and foods

Our food services representatives discussed some of the creative ways that they are trying to substitute healthier forms of the same food and get students to eat them. For example, instead of French fries they have substituted sliced pieces of baked potato topped with parmesan cheese and call them “Spudoodles”.

School nurses share a concern about the number of students they have that are diabetic, lactose intolerant, and have multiple food allergies. The cafeteria staff is already making substitutions, such as juice for milk, where needed.

There is no doubt that students are becoming so bombarded with information that they are now checking on carbs, fats, calories, and even expiration dates. There is an overall heightened awareness of what’s good for you. Along this line, there is a difference in the party foods that are brought in for birthdays and holidays and, while sweets are not totally absent ,there are now more fruits, cheese and crackers, and veggies and dips included.

As an agenda item between now and our next regularly scheduled meeting, we are going to arrange to talk with the Health teacher from Horne Street to hear her tips to students on healthy eating as well as a local food producer who might wish to supplement our lunch program with home grown foods.

Our next regular meeting will be May 8th, 9 am, at Woodman Park School.”

2. Full-Day Kindergarten Implementation Committee: Audra Lurvey gave the following report:

“On March 6, 2008 the full-day kindergarten implementation committee met to discuss the option of endorsing an expansion of the current half-day Kindergarten model to include full-day for approximately one-half of our 5 year-olds (120 students). Admission would be decided through a system of points that would take into account factors such as low socio-economic status, developmental and educational



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disabilities, results of PALS screening, and ESOL status that can help to identify our most at-risk students. We are of the belief that not all of these 120 spots would be filled through the points method and the committee will have to devise a system by which to admit a percentage of “typical” students in order for the program to be filled to capacity. The financial implications of this expansion of Kindergarten would necessitate that the School Board consider discontinuing mid-day bussing for all kindergarten students. The decrease in cost of the bussing contract coupled with a decrease in costs for health care throughout the district would pay for the start-up costs and additional staff needed to run this program without increasing the bottom line of the 2008-2009 budget.

Although the committee feels that this plan is not ideal, we believe that the current Smart Start program, which services approximately 40 students in the district, is far too small for the number of children that truly need more than can be offered in a typical half-day kindergarten format. The entire committee recognizes the benefits of early intervention for our youngest and most at-risk students and this is why we bring forward our endorsement of this plan.”

I. POLICY - CHANGES – PROPOSALS: None

J. POLICY ADOPTION:

a. Policy EFD – Funding Student Breakfast and Lunch Accounts:

“Funding Student Breakfast and Lunch Accounts

It is the responsibility of students, or parents of students, to ensure that their child’s lunch account is adequately funded or they have daily cash payment if they intend on participating in the National School Breakfast or Lunch Program.

The cashier will notify students in all schools when their account reaches a balance of \$5.00 or less so their account can be replenished.

The food service department will notify student’s parents if their child’s account goes into a negative balance. Accounts that are in a negative balance need to be replenished in order for the student to continue participating in the National School Breakfast or Lunch Program. If the account is not replenished after notification, an alternative meal may be offered to the student in lieu of the menu item until it is replenished. The alternative meal will consist of a sandwich, fruit, and milk.”

Audra Lurvey moved, Carolyn Mebert seconded, to adopt the policy in its second reading. An oral **VOTE PASSED 7/0.**

K. SUBMISSION AND PAYMENT OF BILLS: Audra Lurvey moved, Carolyn Mebert seconded, to direct the Business Manager to pay manifest #08-I in the amount of \$3,167,196.00. A roll call **VOTE PASSED 7/0.**

L. RESOLUTIONS:



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1. Resolution of Recognition – Dover High School Ice Hockey Team: See above.

At 8:45 p.m., Audra Lurvey moved, Carolyn Mebert seconded, to take a brief break. An oral **VOTE PASSED 7/0.**

The meeting resumed at 8:55 p.m.

M. OLD BUSINESS:

1. Award Bid for Contracted Custodial Services:

Dr. O'Connor stated that the anticipated first year savings that will be realized by approval of facilities outsourcing with UNICCO is \$184,826.00. The overall anticipated savings for a three-year contract is approximately \$535,000.00.

Audra Lurvey moved, Doris Grady seconded, to award a three-year contract to UNICCO for facilities services. A roll call **VOTE PASSED 4/3 (Setear, Ulinski Schuman, and Fisher opposed.)**

2. Approve FY 2008/2009 School Year Budget: Dr. O'Connor reviewed his proposed budget, including Board approved cuts, to date:

Budget Status: March 10, 2008

Guaranteed Maximum Budget	
Dollar Value:	\$42,978,335
2008-2009 Proposed Budget::	<u>\$44,657,263</u>
Funds to be Eliminated:	\$ 1,678,928
Funds Eliminated as of 3/5/08:	\$ 1,700,561
Funds to be Reinstated:	\$ 21,633

The Superintendent then requested the Board reinstate the following items to be funded in the FY 2009 budget:

Reinstate in 2008-2009 Budget

Books Text – Lib Fict & Non GES	\$ 4,552.00
Books Text – Lib Fict & Non HSS	\$ 3,454.00
Books Text – Lib Fict & Non WPS	\$ 3,464.00
Magazines – Library GES	\$ 373.00
Magazines – Library HSS	\$ 330.00
Magazines – Library WPS	\$ 375.00
Magazines – Library DMS	\$ 900.00



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Repairs Audio Visual Equip – GES	\$ 337.00
Repairs Audio Video Equip – HSS	\$ 550.00
Repairs Audio Video Equip – WPS	\$ 200.00
Repairs A/V Equip - DMS	\$ 906.00
Repairs A/V Equip – DHS	\$ 1,050.00
Repairs Equipment – PE DHS	\$ 825.00
Supplies PE – GES	\$ 600.00
Supplies PE – HSS	\$ 600.00
Supplies PE – WPS	\$ 600.00
Supplies PE – DMS	\$ 800.00
Supplies PE – DHS	\$ 1,717.00

TOTAL: \$21,633.00

Budget Manager, Laurie Verville, explained how funding for the total budget was determined and its affect upon the 2008/2009 tax rate using the following chart:

	Appropriations 2007-2008	School Board Appropriation 2008-2009	Increase / (Decrease)	Percent
Debt Service - Principal & Interest Estimate	\$ 3,689,854	\$ 3,761,337	71,483	1.94%
SUB TOTAL DEBT	\$ 3,689,854	\$ 3,761,337	\$ 71,483	1.94%
TOTAL GENERAL FUND:	\$ 41,602,560	\$ 42,978,335	\$ 1,375,775	3.31%
REVENUES				
Tuition	\$ 5,829,489	\$ 5,626,681	(202,808)	-3.48%
Career Tech Transportation Aid	\$ 15,000	\$ 30,000	15,000	100.00%
Catastrophic Aid	\$ 178,000	\$ 245,000	67,000	37.64%
Medicaid	\$ 205,000	\$ 210,000	5,000	2.44%
Career Technical Center - State Aid	\$ 302,887	\$ 268,755	(34,132)	-11.27%
PL874	\$ 3,000	\$ 4,000	1,000	33.33%
School Building Aid	\$ 559,802	\$ 652,273	92,471	16.52%
Indirect Costs	\$ 34,500	\$ 80,000	45,500	131.88%
TOTAL REVENUE	\$ 7,127,678	\$ 7,116,709	\$ (10,969)	-0.15%
Local Tax Assessment	\$ 34,474,882	\$ 35,861,626	1,386,744	
LESS Adequate Education Grant	\$ 5,262,210	\$ 5,262,210	-	
LESS State Property Tax	\$ 6,476,696	\$ 6,292,003	(184,693)	
	\$ 22,735,976	\$ 24,307,413	1,571,437	
LOCAL TAX RATE	\$ 8.02	\$ 8.57	\$ 0.55	
STATE TAX RATE	\$ 2.31	\$ 2.25	\$ (0.06)	
TOTAL TAX RATE	\$ 10.33	\$ 10.82	\$ 0.49	



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Assessed Value of City	\$ 2,835,069,000	\$ 2,835,069,000	-
Utilities Assessed Value	(34,773,700.00)	(34,773,700.00)	-
Assessed Value for State Rate	\$ 2,800,295,300	\$ 2,800,295,300	-

Dr. O'Connor asked the Board to approve a total of \$42,978,335, the guaranteed maximum budget amount, for fiscal year 2009.

Dr. Mebert suggested the Board accept the bottom line budget and schedule another workshop to revisit the Board approved budget cuts and discuss other areas in which to achieve savings.

Ms. Grady noted that once the Board approves the bottom line and the Council approves the budget, the Superintendent is in charge of how to distribute the funds. Ms. Grady stated she was not in favor of scheduling additional workshops to discuss cuts further. She added her recommendation that the Superintendent reinstate the librarian position as a top priority if additional funds were made available, and then, increasing funds for technology.

Ms. Hooper concurred with Ms. Grady, noting the Board has reviewed the budget "again and again" and there was no need to go back over it. She also recommended the Superintendent reinstate the librarian position as a top priority if additional funds were made available.

Ms. Lurvey noted the budget cuts approved by the Board were not those that they supported, but rather were necessitated to meet a "target" voted in my the community.

Ms. Ulinski Schuman agreed with Dr. Mebert that the Board should schedule another workshop to revisit the Board approved budget cuts. She stated she did not agree with adding new programming and non-core curriculum while cutting key positions.

Ms. Fisher stated she agreed with Ms. Grady and Ms. Hooper, to approve the budget and leave the distribution of funds to the Superintendent. She added, however, that she too wanted any additional funds to be used to reinstate the librarian position.

Ms. Ulinski Shuman gave her opinion that the Board should provide the Superintendent. She added her concern that three new programs were added to the Career Technical Center at the cost of \$50,000 each. One of those classes has only nine students registered and it might be wiser to eliminate that course and reinstate staff.

Dr. O'Connor explained School Board policy requires the high school administration to come before the Board in April asking for a waiver for ANY class with sign-ups of 11 or fewer students.

Carolyn Mebert moved, Audra Lurvey seconded, to approve the Superintendent's proposed budget in the amount of \$42,978,335.00. Ms. Fisher added, the major concern of the School Board is any additional monies be used to reinstate the librarian as the first priority.

A roll call VOTE PASSED 7/0.



DOVER SCHOOL DISTRICT

DOVER SCHOOL BOARD – MINUTES

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Carolyn Mebert moved, Britt Ulinski Shuman seconded, for the Board to schedule another workshop to discuss budget cuts further. An oral **VOTE FAILED 2/5 (Fisher, Lurvey, Setear, Hooper, Grady opposed).**

3. Kindergarten Proposal: Nicholas Skaltsis presented the following Full-Day Kindergarten Committee Proposal and Projected Costs for the implementation of a partial full-day kindergarten program starting the 2008/2009 school year.

Perspective

In 1990, the 49th state approved mandatory kindergarten in some form. Seventeen years later, in 2008, New Hampshire became the 50th state to mandate kindergarten.

Today, some 39 states now mandate **full-day** kindergarten in some form.

CURRENT STATUS OF FULL DAY KINDERGARTEN IN NEW HAMPSHIRE

	<u>PUPILS</u>	<u>FULL</u>	<u>HALF DAY</u>	<u>NOON BUS</u>
NASHUA	816	230	586	NO
MANCHESTER	925	569	356	NO
PORTSMOUTH	165	164	1	NO
ROCHESTER	300	150	150	NO
DOVER	220	26	194	YES

(Note: Dover is the only large city busing kindergarten students at noontime)

DOVER CURRENT POPULATION 220

HORNE	57
GARRISON	95
WOODMAN	68
CURRENT TOTAL	220

PROPOSED POPULATION - DOVER 240

	<u>TOTAL SEATS</u>	<u>HALF DAY</u>	<u>FULL DAY</u>
HORNE	60	40	20
GARRISON	100	60	40
WOODMAN	80	20	60
TOTAL	240	120	120

Cost Information

STAFF NEEDED	SOURCE OF FUNDS
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DOVER SCHOOL DISTRICT

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Additional K teachers needed 2.0 FTE Additional related arts teachers <u>.75 FTE</u>	Noontime Bus \$152,010
TOTAL 2.75 FTE	SMART Start Bus \$39,579
	Health Savings \$33,411
Cost Breakdown for Additional Staff Needed	GRAND TOTAL \$225,000
2.75 FTE x \$60,000/teacher (\$40,000 salary/\$20,000 benefits) =	\$165,000
3.0 FTE x \$20,000/para (\$15,000 salary/\$5,000 benefits) =	<u>\$60,000</u>
	\$225,000
GRAND TOTAL \$225,000	

Mr. Skaltsis presented Principal Patrick Boodey, member of the Full-Day Kindergarten Study Committee, to review survey response information collected during fact finding:

Kindergarten Survey Responses: **Received 779 Public Responses**

Prefer full or half-day kindergarten?

Prefer Half-Day	39 on-line responses <u>188 paper responses</u> 227 total prefer half-day	34%
Prefer Full-Day	83 on-line responses <u>426 paper responses</u> 509 total prefer full-day	63%

Other Responses (Including unsure) 43

Interview Responses During 2007 Kindergarten Registration (The number of respondents indicating they would prefer full-day kindergarten increase significantly from the original survey)

HSS 52 (70%)
(2 withdrew to enroll in a private full day kindergarten)

GES 80
52 requested full day (65%)



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19 want AM half day
 2 requested PM half day
 7 had no preference
 (Some have indicated they will withdraw if full day is not implemented)

WPS 77
 55 would enroll full day (71%)
 22 half day
 15 want AM
 4 want PM
 3 had no preference
 (2 will withdraw if full day is not implemented)

Pre-K to Grade 3 Teacher Survey Results

Teachers of Pre-K through grade 3 at all three elementary schools were asked to complete a survey on full-day kindergarten. Both Teachers and the Community were supportive of full-day kindergarten.

all-day kindergarten program? 75%
 half day kindergarten 25%

Kindergarten teacher, Lisa Simko, presented a sample full-day kindergarten schedule prepared with input from the kindergarten staff from all three schools. Ms. Simko noted there is not enough time to cover all the material they should in a three hour day. A full 6 hour day can “do what kids need.”

Full Day Kindergarten Schedule (with first grade lunch and recess times)

8:15 – 8:45 Calendar
 8:45 – 9:15 Writer’s Workshop
 9:15 – 9:45 Reader’s Workshop
 9:45 – 9:50 Review manners and washing hands
 9:50 – 10:10 Snack
 10:10 – 10:25 Recess
 10:25 – 10:45 Phonics/ Word Study
 10:45 – 11:25 Special

11:25 – 12:10 Math Time
 12:10 – 12:30 Lunch
 12:30 – 12:50 Recess
 12:50 – 1:15 Read Aloud
 1:15 – 1:40 Sensory Integration / Fine Motor Time
 1:40 – 2:30 Social Skills Focus Lesson followed by Choice Center Time
 to practice social and academic skills
 2:30 – 2:55 Journals



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2:55 – 3:05 Wrap Up / Dismiss

The above schedule includes time for direct teaching of Reading, Writing, Math, Fine Motor, Phonics, and Social Skills every day. The schedule allows time for child centered choice time each day to reinforce academic and social skills. The read a loud time after recess would ensure a quiet time for students in the afternoon. The times are flexible and more time could be shifted to areas of need. A full day schedule would make it possible for teachers to teach more skills each day at an appropriate pace resulting in a more meaningful learning experience.

Jean Briggs spoke next to explain the full day kindergarten multiple selection criteria. Factors that will be considered when establishing student need will include:

- Academic Need
- Socio-Economic Status
- Limited English Proficiency
- Special Education

Ms. Grady indicated she will retain her original position and will only vote for full-day kindergarten if ALL Dover students may attend. She reiterated her position that the District always provides programs for lower and higher achieving students and the “middle kids are lost.”

Ms. Setear asked whether the kindergarten classes need to include good academic and social models because, if those student models are excluded, the District would be basically be creating “self-contained” classrooms. Mr. Skaltsis stated he was essentially presenting a proposed policy change and it would be up to the School Board to decide who sits in those 120 seats.

Ms. Hooper stated she has always favored a half-day/full-day combination for kindergarten but that she had concerns with both the financial aspect and the selection process. She noted that new programs added in the past were presented as being no cost or low cost and ended up costing the District significantly more than planned. She cited the NJROTC program as an example.

Ms. Ulinski Shuman asked if the figures given for transportation savings were absolutely correct. Mr. Skaltsis and Laurie Verville, Business Manager, both stated the figures were contractually defined and were absolutely accurate.

Ms. Setear noted her displeasure in using \$33,000 in health savings to fund full-day kindergarten when the Board has found it necessary to make so many other cuts. Mr. Skaltsis noted the number of 120 students is a recommendation to the Board and they could vote to decrease that to 100 students and eliminate the \$33,000 in health savings. He reiterated that he was presenting “just a proposal.”



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Ms. Grady asked if the addition of kindergarten teaching staff would enable the District to reduce the number of kindergarten paraeducators in the classrooms. Dr. O'Connor stated that would not be a recommendation – the 1 teacher and 1 paraeducator ratio per classroom would still be necessary to work with a 20 student kindergarten classroom due to the needs of children so young.

Ms. Fisher asked who would conduct the testing component of the full-day kindergarten selection criteria. Mr. Skaltsis stated testing would be conducted as it has been in the past, by the kindergarten teachers during the week after the April School vacation. There will be no extra costs associated with kindergarten testing.

Audra Lurvey moved, Carolyn Mebert seconded, to approve the committee's proposal for 120 students to attend full day kindergarten and 120 students to attend half-day kindergarten with a proposed total population of 240 kindergarten students enrollment in the 2008/2009 school year. An oral **VOTE PASSED 4/3 (Grady, Hooper, Setear opposed)**.

N. NEW BUSINESS:

1. DHS Block Scheduling Committee Report: Freshman Dean, Kimberly Stephens, outlined the reasons why the high school is investigating changing to a block schedule.

Alternative Class Scheduling at DHS Why are we looking for a different option?

1. The current seven-period (aka 10 periods) a day schedule restricts students from exploring elective offerings. This impacts students interested in taking music and art classes as well as elective offerings in every discipline.
2. The current schedule does not support our mission statement that identifies higher order thinking skills and depth over breadth. The ability to teach depth over breadth is compromised in the shorter class periods.
3. The current schedule does not allow students to take Career Technical Center courses at the same time they take upper level science lab courses due to the double labs required by these classes.
4. The schedule hinders teachers from teaching depth over breadth in their curriculum. This is the focus in our mission statement for student expectations for learning and is part of the NEASC standard for best practices. It is also a directive in our NEASC report to "design and implement a schedule that supports the school's mission and expectations."
5. Most schools in the communities surrounding Dover require 26 or 28 credits for graduation. Portsmouth, Somersworth and Rochester all are using a block schedule. The seven period day does not support this many credits. Each year over the past three years, students have transferred to DHS because they would not meet the credit requirements in their home school but would be able to graduate from DHS due to the diminished credit expectations. We also had a student who came to us as a junior who



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had sixteen credits from a block scheduled school and wanted to finish his education in three years.

6. When students transfer to DHS in mid-semester from surrounding schools currently using block scheduling (e.g. Rochester, Portsmouth, Somersworth) there is difficulty making this a smooth transition.
7. The Career Technical Committee report to the school board in December of 2007 strongly recommended a change to a block schedule. The reason for this recommendation was based on three things:
 - A) The tri-city agreement requires schools to coordinate schedules with receiving schools and DHS is the only school not on a block.
 - B) The CTC courses are lab courses that need additional time for instruction
 - C) The current seven period day does not allow many students the opportunity to enroll in CTC courses.

Ms. Stephens noted that proposed schedules will be presented to the faculty for vote on April 2, 2008. The anticipated implementation of block scheduling is the 2009/2010 school year.

2. Title I Report: A motion was made and seconded to table the Title I report until the April Board meeting. An oral **VOTE PASSED 7/0.**

3. Articulation Agreement with New England College: Dover High School Dean of Instruction, Andrea Elliott, provided the following information:

Dover High School/New England College Articulation Agreement Program

Dover High School and New England College (NEC) have built a bridge to allow seniors to attend NEC. NEC offers 29 different majors in the fields of business, science, social science, arts, and education. Dover High School students may apply for any of the degree programs offered at NEC through the articulation agreement.

In addition, the articulation program seeks to encourage all Dover High School students to consider post-secondary options, and to make Dover course selection more purposeful for students. Dover High School coursework, cumulative grade point averages, and the successful completion of an NEC application are integral parts of a process where Dover students can earn the following:

- 1) Non-binding acceptance to NEC that allows Dover High School seniors to continue to research other colleges and universities.
- 2) Scholarships up to \$15,000 a year, based upon the students high school GPA at the conclusion of the first semester of senior year.
- 3) Eligibility to enroll in any NEC major, including undeclared
- 4) Possible college credit for successful completion of Dover High School courses



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Dover High School students are encouraged to take college preparatory levels of core courses including English, Mathematics, Science, and Social Studies. If students are focused on a specific career, career exploration courses in vocational areas, such as Marketing, Sports Management, and Criminal Justice, are also recommended.

Board members asked if there were any plans to make similar arrangements with any other colleges. Ms. Elliott stated she is in contact with three other colleges and is working with UNH, Southern New Hampshire University to develop a plan.

4. Dover High School Graduation Update: Mr. George reported the Lundholm Gymnasium at UNH is currently available on the proposed June 17th Dover High School Graduation Date, as well as the Hampshire Hills facility for Project Graduation. (RECORD NOTE: UNH has confirmed that the Dover High School graduation ceremony may be held at the Lundholm Gymnasium on June 17th.)

5. Approve Dover High School Graduation Date: Principal George requested the Board approve Tuesday, June 17, 2008 at 7:00 p.m. as the date and time for the Dover High School graduation ceremony for the Class of 2008. This date meets the state requirements for 175 school days for graduating seniors with a cushion of two additional days.

Audra Lurvey moved, Carolyn Mebert seconded, to approve June 17, 2008 as the date for the Dover High School graduation ceremony. An oral **VOTE PASSED 7/0**.

6. Renew Driver's Education Services Contract with Pale Rider Until 2010: Ms. Verville explained that the current proposal is for a \$25 increase, guaranteed for two years. Students currently pay \$475.00. "Given the increases and ongoing fluctuation and uncertainty with respect to energy prices, a two-year contract with a modest increase is in the best interest of students. With the increase, the cost to the student raises back to \$475 as it was with both of our previous providers in the fall of 2006 and winter/spring of 2007, prior to contracting with Pale Rider."

Audra Lurvey moved, Carolyn Mebert seconded, to approve the Business Managers request to renew the Driver's Education Services Contract with Pale Rider until June of 2010. A roll call **VOTE PASSED 7/0**.

7. Music Curriculum Adoption: See Above.

8. Compensation Distribution: A motion was made and seconded to pull this item from the agenda. An oral **VOTE PASSED 7/0**.

9. Request for Garrison Elementary School Parking Study: Business Manager, Laurie Verville, requested the Board approve an expenditure of \$4,500.00 from the Facilities Enterprise Fund to work with CivilWorks, Inc. to proceed with a traffic and parking study to generate viable



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and financially reasonable solutions to parking and foot traffic issues at Garrison Elementary School.

Audra Lurvey moved, Carolyn Mebert seconded, to approve an expenditure of \$4,500 from the Facilities Enterprise Fund for CivilWorks to perform the parking study at Garrison Elementary School. A roll call **VOTE PASSED 7/0**.

O. ADJOURNMENT: At 10:06 p.m., Doris Grady moved, Audra Lurvey seconded, to adjourn the meeting. An oral **VOTE PASSED 7/0**.

BETH SETEAR SECRETARY

BS/kgb

March 13, 2008