



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting
Meeting Location: City Council Chambers
Meeting Date: **Monday, February 8, 2010**
Meeting Time: **7:00 pm**

Chairperson Carolyn Mebert called a meeting of the Dover School Board to order on Monday, February 8, 2010, at 7:07 p.m. in the City Council Chambers.

A. ROLL CALL: Present were Carolyn Mebert, Audra Lurvey, Beth Setear, Doris Grady, Kenneth Appel, Matt Mayberry, Audra Lurvey, and Doris Grady.

Also present were; Superintendent John O'Connor; Dustin Gray, Garrison School Principal; Mal Forsman, Horne Street School Principal; Patrick Boodey, Woodman Park School Principal; Kim Lyndes and Christine Boston, Acting Dover Middle School Co-principals; Debi Migneault, Dover High School Principal; Jean Briggs, Curriculum, Instruction, and Assessment Director; Sandra Crosson, Director of Pupil, Personnel Services; Student Representative to the School Board, Olivia Loos, Peter Wotton, Athletics Director; Career Technical Center Director, James Amara; Technical Support Services Manager, Chris Roberge; Title I Project Manager, Paula Glynn; Alternative School Director, Michael Russo; and Leslie Modica, Fosters'.

B. PLEDGE OF ALLEGIANCE: Carolyn Mebert led the Board in the Pledge of Allegiance.

C. CITIZENS' FORUM:

- Doug DeDe, 143 Locust Street, encouraged School Board members to keep in mind that Dover voters had "overwhelmingly" passed the tax cap two years ago. He stated he knows the Board has some tough decisions to make, but noted they are required by law to submit a budget that meets the demand of the tax cap. He added that he understands that some people may be negatively affected, but it's possible that some of those same people voted for the tax cap. He ended, stating, the voters have given direction by their imposition of a tax cap.
- Fran Meffen, Dover Middle School Teacher, noted the topic of the Dover Middle School afterschool programming and the reinstating a late bus was discussed during the last Board meeting. She came to updated Board members on the afterschool programs currently running at Dover Middle School and the modes of transportation currently available to the students.
- Marie Duncan, 14 Shadow Drive, addressed concerns about busing students who are designated as walkers because of the safety issues associated with walking to school with 20 pound backpacks on unplowed sidewalks.
- Greg Brown, Garrison School Teacher thanked students and families of Garrison who worked hard to raise \$1300 in two weeks time for the Leukemia and Lymphoma Society. He also thanked patrons at Hannaford's last Saturday who watched him putting change into the Coin-Star machine and, once learning why Greg was there, reached into their pockets to donate also.

Mr. Brown then explained the NFL Play 60 Program. It's a program designed to get children out to exercise for 60 minutes each day and eating right. The PE & Health teachers issued a challenge for all three elementary schools: "60K by the End of May for 60 Minutes of Free Play."



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The last item Mr. Brown addressed was his concern with the previous School Board meeting. He asked that Board members not make statements during Board meetings without doing their research. He then cautioned, "When you say things to people who aren't informed, Joe Citizen out in TV land, who doesn't know what goes on and how a school runs, they grab on to these things. A comment was made, 'Why are we spending money on substitutes for paraprofessionals?' The average citizen says, 'Yes. There's Dr. O'Connor wasting more of our money.' That isn't true. In some of the IEP's, students have to have someone with them. I want to ask that when things are being said we are really thinking about how they're being said. ...I know of some of the (staff) at the school are extremely upset with the general tone of how their job is taken; maybe it's needed, maybe it's not."

- Maybeth Anderson, Librarian at Dover High School, stated she was there to address the library and audio visual aides at the high school and middle school whose positions were recommended for possible cut during the last Board meeting. Ms. Anderson explained the importance of these positions in both schools, highlighting the many duties each performs. She asked the Board to keep both positions in the next school year budget.

D. APPROVAL OF MINUTES: Audra Lurvey moved, Matt Mayberry seconded, to approve the following minutes:

- a. Nonpublic Session #1, January 11, 2010 (Contracts and Personnel)**
- b. Regular Session #1, January 11, 2010 (Superintendent's Budget Presentation)**
- c. Nonpublic Session #2, January 20, 2010 (Student Discipline)**
- d. Nonpublic Session #3, January 25, 2010 (Contracts and Personnel)**
- e. Budget Workshop Session #1, January 25, 2010**
- f. Nonpublic Session #4, January 27, 2010 (Contract Legal Issues)**

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

E. CONSENT AGENDA

- 1. Correspondence:**
 - a. Doris Grady JBC Resignation dated January 21, 2010**
 - b. Request for Job Share, Rockwell/Wild, Dover Middle School**
- 2. Resignations/Retirements: None.**
- 3. Leaves of Absence:**
 - a. Monica Randall-Getchell, Dover Middle School, 7th Grade Mathematics**
- 4. Nominations:**

Sheet 1: Nomination and Election of Aides and Secretaries (Palczyski to Rousseau)
Sheet 2: Nomination and Election of Coaching Positions (Carver to Towle)



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5. **Extended Travel (Student Trips):**
 - a. **Request for Final Approval, April 15 to 23, 2010 Trip to France, Jan Hennessey**
 - b. **Request for Final Approval, February 18 to 26, 2010 Trip to Puerto Rico, James Dupille**

Doris Grady moved, Audra Lurvey seconded, to remove the items **1.a., Doris Grady JBC Resignation dated January 21, 2010; 1.b., Request for Job Share, Rockwell/Wild, Dover Middle School; and 3.a., Monica Randall-Getchell, Dover Middle School, 7th Grade Mathematics** from the Consent Agenda for discussion and separate vote. An oral **VOTE PASSED 7/0.**

Audra Lurvey moved, Matt Mayberry seconded, to approve the balance of the consent agenda. An oral **VOTE PASSED 7/0.**

1.a. Doris Grady JBC Resignation : Ms. Grady asked that her resignation be pulled from the consent agenda. She explained that after thinking it over, she decided it would not be fair to the children of the north end of Dover if she did not honor her commitment to the Horne Street School Renovation Project. Kenneth Appel moved, Matt Mayberry seconded, to pull item 1.a. from the consent agenda. An oral **VOTE PASSED 7/0.** Ms. Grady was welcomed back as a member of the JBC.

1.b. Request for Job Share, Rockwell/Wild, Dover Middle School, School Year 2010/2011: Ms. Grady asked if this job share request would be in addition to the number of requests that were approved for the current school year. Dr. O'Connor stated there are currently three job shares in the Dover Middle School only and this is currently one of them. Ms. Grady indicated the Board had discussed last year to limit the number of job shares at the middle school. Ms. Grady explained, "In our budget, there's a possibility there could be an elimination of two team teachers should that part of the budget pass. I asked Dr. O'Connor if this could have an impact on them and he said they possibly could. Therefore, I'm recommending where this does not have to be done until...March 1. Therefore, because the budget is not formulated at this time, I'd like to ask that we table this until the next meeting."

There was some discussion as to whether job share positions would affect budget deliberations. There was also some discussion on how job share positions might impact seniority in situations when a teacher is laid off. Dr. O'Connor stated his expectation that more requests will be presented for job shares before the next Board meeting. Dr. Mebert asked how many teacher positions are job sharing this school year. Dr. O'Connor replied there are three at Dover Middle School only.

Matt Mayberry asked the superintendent if two teachers in a job share would create another position opening. Dr. O'Connor stated that it would. He asked Dr. O'Connor how tenure works in filling the open position. Dr. O'Connor explained the DTU contract has a section devoted to the requirements for job sharing and he highlighted some of the pertinent sections.



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Mr. McCrory asked, “The actual position that we would have – would that be something you would seek to fill this year or would that be something that would be left vacant to assist in offsetting other budget priorities?” Dr. O’Connor stated it would be dependent upon the open position. However, there would be no vacancy left as a result of this job share because it exists already.

Doris moved, Carolyn Mebert seconded, to table the item until the next meeting after the Board works on the budget. An oral **VOTE PASSED 6/1 (Setear Opposed)**.

3.a Monica Randall-Getchell, Dover Middle School, 7th Grade Mathematics, request for leave of absence: Ms. Grady referenced a line in the request from Ms. Getchell, “I understand that I may need to be available over the coming year.” My question to Dr. O’Connor was, does that mean should her availability over the summer be required, was she expecting to be paid for the time when she came in?” and his answer was, probably not. I would like to have it in the record that it is a full year’s leave of absence, and should she need to come back for help, it will be a nonpaying situation. If we verify that now, we won’t have trouble with it later on in the year.”

Dr. Mebert pointed out that the next sentence in the letter states “I understand that this will be an unpaid leave of absence, “so, it is in there. Kenneth Appel asked if this would preclude, at the need of the District, hiring a teacher to consult as he would not want to make it impossible to decide to hire that teacher back on a part time basis.

Dr. O’Connor advised that a teacher on leave of absence this year was hired as a consultant using federal money, primarily because of our DINI status and our desire to improve math instruction across the district. A leave of absence is strictly taking a break for the year and it is up to the Board to decide whether to honor the request. He stated there have been a couple of instances when the Board has not approved leaves of absence because the reason for the request was so the teacher could take another job. That makes sense because we should not hold a position for someone who chooses to work elsewhere.

Doris Grady moved, Matt Mayberry seconded, to accept the request for the leave of absence with a caveat the teacher is to be advised if it is necessary for her to be available over the 2010-2011 school year, it will be without pay during the leave of absence. An oral **VOTE PASSED 7/0**.

F. SUPERINTENDENT’S REPORT: Dr. O’Connor addressed the following items:

- A break in a sprinkler pipe at Horne Street School caused leaks in two kindergarten classrooms and serious damage occurred. The cause has been corrected. Dr. O’Connor thanked those who made donations of money and supplies to replenish those classrooms, including, Strafford Farms (Peter Allen & Kim Rainer); Noggin Factory (Kerry & Jason Wood)
- A number of articles have appeared in Foster’s on homeless children in the Dover School District. A high school student in a homeless situation spoke to a teacher. Mike



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Romps immediately went to work, went to Ross' furniture (Jason Howard) and furniture was provided for the student.

- Congratulations to Nathan Muscato and Jillian Niler who were selected to apply for the U.S. Presidential Scholars Program.
- A parent sent in a letter of thanks and appreciation for Patrick Boodey and all of his hard work
- Additional individuals and businesses who donated to help replenish the Horne Street School kindergarten classrooms: Liberty Mutual, Scholastics, Dover Teachers Union, and the Horne Street School Parent Group. Ms. Grady noted that several of the students of Horne Street School collected items from home and brought things of their own to school.

Dr. O'Connor invited principals to share activities and highlights from their schools:

Deb Migneault addressed, among other items:

- The status of on-line course selection which ended February 3rd. Over 800 students have finalized their selections. The remaining students will set up appointments to meet with their counselors over the next month to finalize their schedules
- Middle Schools sending students have until March 5th to complete their selections.
- Semester I report cards will be issued on Wednesday
- Seniors need to submit name cards (for their diplomas) by Friday
- Last Monday, 25 students traveled to Concord to be recognized as NHIAA Scholar Athletes (participated in at least 2 sports at while maintaining a 3.33 or higher GPA)
- Friday, 40 students will be recognized as recipients of Scholastic Art Awards
- Friday and Saturday at 7:00 PM and Sunday at 2:00 PM, the DHS Drama Club will present "The Twenty-fifth Annual Putnam County Spelling Bee" in the DHS auditorium. It is a musical comedy but is not recommended for children under the age of 12. Tickets cost \$6 for adults and \$5 for students and senior citizens
- February 18th – Open House to meet second semester teachers
- Congratulations to Boys' Track Team – Finished 5th at the Class L Championships
- Students and Staff raised nearly \$4,000 for Special Olympics at the Penguin Plunge
- Jazz Band performed Saturday at Old Orchard Beach for the Maine Band Director's Association Jazz Festival

Beth Setear asked Principal Migneault to explain why the play selected would exclude Kindergarten through 6th grade students from attending. Ms. Migneault stated the play was chosen because the drama students felt it was comedic, mature, and has very different roles for the drama students than they have had in the past. She noted that the language is a bit risqué, however.



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Ms. Setear wanted the record to note she felt it was inappropriate for the high school to select a play that excludes any students. It should be family-friendly so parents can attend with all of their children. Ms. Migneault stated she would take that message back to the Drama Department.

The remaining principals shared items of interest, recent activities, and upcoming events for each of their schools.

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

G. STUDENT REPRESENTATIVE REPORT: Olivia Loos reported on the following items.

- Wednesday, February 10 will be open mike night at Dover High School, hosted by the Ink Spots. An opportunity for students to share music, readings, or songs with the community
- Baseball Team is hosting a spaghetti dinner Friday night – attending the dinner gives you a coupon good for \$1 off the admission to the weekends musical
- Penguin Plunge was very successful. All funds goes towards registering athletes for the Special Olympics
- National Honor Society is starting a fundraiser for Haiti
- On-line course selection went well, although it is difficult for students to make their choices for classes a year from now
- Eliminating the high school buses has some students concerned about parking, traffic, and those who do not have other options and will have to walk or get rides from parents or find other means to get to school
- Musical will be held Friday, February 12th

Dr. Mebert asked if a survey could be conducted to find out what the impact of elimination of high school busing would be for the students and their families. Ms. Loos stated she would bring the idea up to the Student Council. Dr. Mebert added it would need to be done fairly quickly noting it would be useful information for the Board and the Community to know the impact.

Matt Mayberry asked the time of the Baseball Dinner Friday night. 5:00 to 7:00 pm are the hours of the dinner. The play begins at 7:00 p.m.

Mr. Mayberry asked Olivia if she had an update on the bathroom issues that came up during a previous meeting. Ms. Loos reported she met with the Principal and the Facilities Director to talk about the issues and, "we pretty much got all the problems solved."

H. COMMITTEE REPORTS:



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- a. **PROFESSIONAL DEVELOPMENT COMMITTEE – Ken Appel reporting:** Mr. Appel gave the following report:

Agenda I: March 19 Teachers Workshop:

“After a keynote speech by Joe Sassoneon “Lifting Student Achievement” at 8AM there will be three sessions of workshops – 12 of them from 9:15 – 11:15 AM, 18 of them from 12:00 to 1:30 PM, and 13 of them from 1:45 to 3:15 PM. Topics range from the very general (e.g. Improving Student Writing Across the Curriculum) to the quite specific (e.g. Learning How to Give Benchmark Assessments).”

Agenda II: March 31 Early Release Day

“A major theme will be ‘What do we want Dover High School graduates to be and how do we cooperate to bring them to the desired level?’ Teachers at different levels will meet in order to discuss what teachers in the upper grades can expect to have been covered in the lower grades and what is needed of students in the higher grades in order for the material at that level to be successfully taught.

The day will also be used to plan the uses of early release days in the 2010 calendar.”

- b. **DOVER ADULT LEARNING CENTER – Doris Grady reporting:** Ms. Grady gave the following report:

“I have a message from the Adult Education Director, Deanna Strand, indicating the activities they engage in to help Dover teens stay in high school and graduate. This will help in making the citizens and the Board aware of the partnership we have to keep our students in school which I believe is exciting.

As of February 8, 2010:

3 teens are enrolled in the adult high school program or alternative learning plan]

4 teens have met with our adult high school counselor for transcript review

10 teens have taken adult high school classes for credit

17 teens have met the ABE counselor for intake testing and/or consultation

19 teens have taken at least one GED test

8 teens have passed the entire GED exam and graduated

15 teens have attended GED option classes hosted at Dover Adult Learning Center at no cost to the School District

I think that’s rather exciting for that partnership.”

- c. **NHSBA LEGISLATIVE REPRESENTATIVE REPORT – Robert McCrory reporting:** Mr. McCrory reported he attended the NHSBA Annual Meeting. The “big” news was the discussion concerning the cost shifting from the State down to the District level for greater contributions to the retirement program. A school District has been selected to file suit against the state and it is anticipated it will be years before reaching a resolution.



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I. POLICY CHANGES - PROPOSALS:

- a. **POLICY GCBD – RULES AND REGULATIONS IN THE APPLICATION OF ADMINISTRATIVE PERSONNEL POLICIES AND SALARY SCHEDULES:** Audra Lurvey moved, Matt Mayberry seconded, to table the policy for second reading at the March School Board Meeting. An oral **VOTE PASSED 7/0**.
- b. **POLICY BA – BYLAWS OF THE DOVER SCHOOL BOARD:** Dr. O'Connor highlighted proposed changes to the policy. Audra Lurvey moved, Matt Mayberry seconded, to table the policy for second reading at the March School Board Meeting. An oral **VOTE PASSED 7/0**.

J. **POLICY ADOPTIONS:** None.

K. **SUBMISSION AND PAYMENT OF BILLS:** Audra Lurvey moved, Matt Mayberry seconded, to direct the Business Manager to pay manifest #10-H in the amount of \$4,156,845.07. A roll call **VOTE PASSED 7/0**.

L. **RESOLUTIONS: APPOINTMENT TO THE JOINT BUILDING COMMITTEE:** Audra Lurvey moved, Matt Mayberry seconded, to remove this item from the agenda. An oral **VOTE PASSED 7/0**.

M. OLD BUSINESS:

1. **DIFFERENTIATED DIPLOMA APPROVAL:** Principal Migneault reviewed for Board members that the Diploma of Distinction requirements presented during workshop session were a 4.0 GPA and two credits above the state standard requirement.

Audra Lurvey moved, Matt Mayberry seconded, to adopt the Differentiated Diploma submittal that was discussed during the workshop held on February 22, 2010. On oral **VOTE PASSED 7/0**.

N. NEW BUSINESS:

1. **SUPPLEMENTAL SERVICES UPDATE:** Paula Glynn, Title I Project Manager, provided the following information:

“Dr. O'Connor asked me to speak to you this evening about the Supplemental Educational Services we are required by the NCLB legislation to provide at WPS and DMS. I have prepared a handout that details specific numbers on providers, participating children and expenses. But before I go over the handout, I thought it might be helpful to answer some very basic questions you might have about the SES process.

1. What are SES services and what is their purpose?



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SES services provide additional academic instruction, outside of the school day, designed to increase student achievement in one or more subject areas that the state includes on the NECAP.

2. When must we provide the services?

The services must be provided to students in schools who are in their second of improvement, corrective action or restructuring. The schools must continue to offer the services until they successfully get out of in need of improvement status.

3. Who is eligible for the services?

Eligible students are all students from low income families who attend Title I schools. Eligibility is not dependent on whether a child is in a grade that takes the NECAP or whether the child himself was proficient or not on the NECAP. All children on free and reduced lunch are eligible. If you have more children wanting services than there is funding then services will be provided on a first come first serve basis. We sent out 530 invitations and are servicing 82 children.

4. Who are the providers and how do they get approved?

The state must develop and apply objective criteria that are based on statutory and regulatory requirements for approving providers and make these criteria publicly available to prospective providers. Providers apply to the state and the state approves them or disapproves them based on the set criteria. The state then publishes a list of all approved providers and the geographical areas within the state they are willing to service. The district must invite all approved providers willing to service in their area to participate with the district program. A mutually agreed upon contract developed by the district is signed by both parties. In our case we had to invite 12 providers to participate as SES providers for the district. 6 providers are servicing our students.

5. How are SES services arranged for?

A list of approved providers willing to service Dover students is sent home to the parents. Parents are responsible for choosing the provider, arranging the services and transporting their own children to and from services.

6. How long do the services last?

The services last for each child until the funding runs out. Each child is allotted \$2218.65 for services. Services this year will be complete by the beginning of June.



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Mr. Appel asked if the lack of transportation is a handicap to working parents. Ms. Glynn responded that Sylvan, one of the main providers, has been coming right into the schools and the majority of the students are being serviced through that provider.

Matt Mayberry asked if the \$900,000 to fund the program comes from the local budget or if it was federal money. Ms. Glynn stated it is federal money. Mr. Mayberry then asked, "To qualify for SES, is it based upon a median income level of students or is it based on our test score performance?" Ms. Glynn responded, "We have to provide services because of our test performance. Then, in order to be eligible to receive those services has nothing to do with their test performance individually; it has everything to do with their income status. They have to be eligible for free or reduced lunch."

Mr. Mayberry continued, "I think this is great safety net booster for possibly at-risk students. But the question I have is, if our test scores are brought down because of our special needs children, who may not be qualified under SES, we have a certain group receiving a benefit, which is fine, but we will never get out of the situation because we can't target those special needs children. Am I incorrect?" Ms. Glynn stated that Mr. Mayberry was correct and pointed out that is a problem with the NCLB legislation. Mr. Mayberry asked, "Is the program underfunded by the federal government- it seems that a lot in NCLB is unfunded mandates for states and districts. Are you underfunded to service children (for this particular program)?" Ms. Glynn stated they are not underfunded, but their hands are tied because they are unable to fund all of the children who are needful of the service but because they are not on free or reduced lunch, they cannot get it.

Ms. Grady asked Ms. Glynn to explain a little bit about all six of the providers contained in her handout (ATS Project Success, Brainwaves, Club Z, Dailey Educational Consultants, Educate Online, and Sylvan). Ms. Glynn explained these are all the names of private tutoring companies that have programs approved by the state. All of them do the same thing and are competing with each other.

Dr. Mebert asked what portion of the Title I students are also identified for Special Education. Ms. Glynn gave an example of a group of 15 fourth grade students who were not receiving SES services. They had 1's and 2's on the NECAP and were not eligible for SES. Of the 15 that were Title I, 8 of the students had IEP's. Dr. Mebert asked the number of students with IEP's who participate in the SES program. Ms. Glynn stated that most of the students do not have IEP's. It was also clarified that program participation is purely by choice.

Mr. Appel if there was information available to judge the relative success of the various programs. Ms. Glynn explained the program is in its first year and they intend to look at that very closely in the future. Mr. Appel asked if the District will inform parents of the success in previous years to help them decide which program to select. Ms. Glynn indicated they would if parents ask them. Mr. Appel added, "I'd like to make sure that parents can find out which ones are successful and I wondered if anything in the state law blocks that." Dr. O'Connor stated they will all undergo assessments done pre- and post- and that information will be shared with parents.



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Ms. Lurvey asked if a student consistently does not show up for the tutoring sessions whether that student is asked not participate and another student is given that spot. Ms. Glynn stated that is exactly what happens. There is a small waiting list of children who did not apply in time, so they would fill in that spot. Ms. Lurvey stated her experience has shown that a lot of students who have an IEP often cannot handle the extended day associated with supplemental services. That may be a consideration that parents may take when then make decisions about supplemental services.

Matt Mayberry asked the Superintendent to define IEP. The Superintendent explained an IEP is the Individualized Education Plan for those students with special needs.

Mr. Mayberry then asked how the companies get the students – does the parent choose or does an educator choose the best placement for a child. Dr. O'Connor explained we provide the parents with information about the organizations and the parents choose. Mr. Mayberry asked if there is any latitude in state law for us to put out a bid for a company and deal with one service provider. Dr. O'Connor that "choice" is the optimum word in the legislation. Parents have the choice. There are 12 providers licensed by the state who serve in our geographical area. We do not bid for services. Rates are established by the state. Mr. Mayberry asked the Superintendent his opinion on whether that legislation should be changed to allow the bid process. Dr. O'Connor stated you could contact your federal representatives and ask them to do that, but he did not think it would happen.

Ms. Grady asked if there were any records being kept and reported to the state to help determine which providers are more successful for their students. Ms. Glynn stated there are a lot of records and assessment that each provider is doing and sharing with the schools. We do not have a requirement to share information directly with the state and Ms. Glynn added she is not sure if the providers do either. Ms. Glynn continued, "We have monthly meetings and there is a lot of talk about which providers are doing their job well; which providers to try to avoid at all costs; so the knowledge is out there. You just have to listen for it." Ms. Grady asked if there is any indication at this point that the students are succeeding and improving. Ms. Glynn stated it is too early to tell. The program has run for only a few weeks.

Mr. McCrory asked how much of the money was being used for transportation. Ms. Glynn responded that no money was set aside for transportation. It is all spent for teaching. He asked if all of the providers were working in the schools or at their own location. Ms. Glynn stated two providers are working in the school with Dr. O'Connor's permission.

2. UPDATE ON NOVA NET IMPLEMENTATION: Alternative School Director, Michael Russo, provided the following information:

Nova Net Statistics for Fall 2009

Background: The school district was not satisfied with the results or service provided by our previous credit recovery program (PLATO) at DHS. Upon research and pricing comparisons Nova Net was chosen to provide this service for the 2009-2010 SY (begin with DMS summer



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program July 1). With an administrative team approach and various funding sources the district purchased access to 23 “portals”. Meaning we can have 23 students district wide accessing services simultaneously. Nova Net is a Pearson Digital product and has the following capabilities:

- Credit Recovery
- Remediation
- Testing (BASI™-Basic Achievement Skills Inventory)
- Standardized Test Preparation (GED, NECAP, and more...)
- Curriculum is aligned to NH Standards
- Can be used as a teacher resource
- Includes Middle School curriculum

Training began for a select few in June of 2009 to allow for district wide initialization and to support the DMS summer school model. Training for Dover high school occurred in October 2009. The training model included Special Educators (4), DHS Admin (2), DMS staff (2), ALT Program staff (2), HS computer Tech (1) and either an Academic Coordinator or tech savvy representative from each core HS subject area (5). This model created buy-in from each department on the quality of the product and insured a depth of knowledge throughout the district to provide continued growth, support and communication about Nova Net. Nova Net is a large and versatile tool, we are still learning and growing in its application.

Current Statistics:

65 students enrolled in some capacity – 890 hours of connected time
29 Staff have access – 230 hours of connected time

Next Steps/Barriers:

- Secure continued funding for all 23 licenses (~\$1000 per portal)
- Develop an after school credit recovery model (staffing lab 4 days per week, 2 hours per day or whatever else may work for students...)

Dr. Mebert noted that the budget includes \$25,300 for Nova Net and only 65 students have used the program so far. Mr. Russo stated that was correct but the number of students has been increasing exponentially. Dr. Mebert questioned if it is the most cost-effective way to get students caught up in their studies. Dr. O’Connor indicated the middle school option on the program is currently underutilized and will expand. Mr. Russo added that the program is now being used for remediation on the NECAP test.

Mr. Mayberry stated he is a big fan of Nova Net because it helps to keep students in school. He added his belief that the charge of \$384.61 per student is the best money that the District can spend to get them their high school diploma and keep them in school. He then stated he had some feedback from students complaining that the response back from the teachers on their test results was too long. “According to the students I spoke to about that, when they took a test,



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there was a delay in getting the results and approval back from the teacher to get credit so they can move on.” Mr. Russo asked if that was with PLATO and Mr. Mayberry stated it was. Mr. Russo explained that feedback in Nova Net is virtually instantaneously. He gave an example of students taking an English test. There are ten modules. Each module is started with a pre-test and any curriculum strands for which the student does not score a mastery of 80% is held aside and the student is assigned a learning piece. Then the student takes a post-test. Almost instantaneously, the student gets a grade and moves on. If they don’t get the mastery level of 80% on the post-test, the student does not move on. They are ‘flagged’ and an instructor meets with them to discuss the issues.

Ms. Grady asked if the pre- and post-tests were multiple choice. Her concern is that a student who keeps missing the 80% would not have a way to retrieve where they are making the errors. Mr. Russo stated most are, but the learning portions are interactive (such as science labs). Ms. Grady stated with multiple choice, you can not see their work to determine where they are doing it incorrectly. Mr. Russo explained that that level of detail can be pulled. As the instructor you can pull the post-test results and drill down to see which examples they missed and work with them on those. Ms. Grady then asked the cost for implementing Nova Net. Mr. Russo stated the cost is around \$1,000 per portal. Ms. Grady asked if staff members were trained during paid workshops or during their work day. Mr. Russo stated they were trained as a part of their school day and it was at no extra cost to the District. Dr. O’Connor stated no stipends were paid but the cost for a trainer to come in was \$4,500 paid with federal grant money.

Robert McCrory commended the program and stated he supports it. It will help to increase the graduation rate in Dover. He asked if Mr. Russo had looked at the scalability of the license. “Could you start at 15 or 10 and then quickly decide that’s not working, there’s not enough speed for the staff or the students (and increase up to 23). Mr. Russo stated it was a basic standard marketing scheme – the more licenses you buy and the longer you buy them for, the bigger your discount. They were aggressively priced to “get in the door” with us. The number chosen was also based on the recommendation of the sales representatives as well as other schools about our size that are running with approximately 30 licenses.

3. APPOINTMENT TO FISCAL POLICY COMMITTEE: Dr. Mebert announced Ken Appel has volunteered to be on the committee.

Mr. McCrory asked the membership of this committee. Dr. Mebert stated there were more members from the City Council than the School Board. She added there will also be members from the community. She added, “We did have a question about whether we should have two members of the Board on this committee and the response that cam from the Mayor was that he didn’t think that was really necessary at this point in time.”

Ms. Grady stated, “I think the make up of the fiscal committee is an unfair ratio of City Council to the School Department. I don’t remember them all, but I know the City Manager, the Mayor, and two City Councilors on it, and I think the School District has one representative. These are two separate bodies making up the budget for the City of Dover. To me, it’s pretty heavy on the Council side and not enough defense on our side for us to argue monies that we need to deal



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with. Personally, I think we should have been considered, even for our Business Manager to be a part of that committee. She's the one who knows what we take in for money; what goes out for money, and we're going to sit there with about seven other people and one representative. Maybe when the committee is formed, we might ask the City Council for better representation." Dr. Mebert noted the Board has better representation on the Joint Fiscal Committee and noted that would be where the Board will be discussing the kinds of issues to which Ms. Grady referred. Ms. Grady stated that this particular committee was going to be making some major decisions for the City and when policy is formed, that is what we all will have to follow.

Dr. O'Connor and Dr. Mebert agreed that should be brought up at the Joint Fiscal Committee meeting scheduled for Wednesday evening.

Kenneth Appel shared his point of view: There are various towns nearby Dover where it seems the School Board and City Council are competing bodies. He stated he would like to think that in Dover with the new Council that everybody has the same basic interests. He added, "I think the more we act as if this is a competitive business, the less we're going to succeed in getting everybody to agree (it's the responsibility of the City Council and the School Board) to see that we have good education in this town. It's not as if the City Council thinks they'd rather have an extra truck than an extra classroom. I think we should look seriously at this. Not Dover, but I've seen other places where essentially it looks like it has to be a fight between the City Council and the School Board and, if you're on this team you've got to be against the other team. And that's not the way I think it should be and I think we should try as hard as we can to avoid that."

Dr. Mebert stated, "I agree with you 100% on that. If we look back to last year's City Council, that would raise some questions. This is a new council and we're getting a start on it Wednesday night so let's see how things go."

Ms. Grady ended, noting, "I guess all I have heard from the City Council is it needs to be a cooperative effort between the School Board and the City Council. If I remember correctly, that's one of their goals. If that's one of their goals, I think that we can have more representatives and still be cooperative people. I think we're all adults...and if they're saying cooperative, that's what we need to be and that's the kind of committee we need."

Audra Lurvey moved, Matt Mayberry seconded, to appoint Kenneth Appel as the School Board member of the Fiscal Policy Committee. An oral **VOTE PASSED 7/0**.

4. BUDGET DISCUSSION: Superintendent O'Connor reviewed the proposed budget status: "A ballpark figure of our budget right now, as it stands, represents an overage of the tax cap budget by \$1,075,572. For the sake of debate, we'll round this number off to \$1,100,000. That is what we are trying to eliminate based upon the budget that I presented to you." He then asked the Business Administrator to provide answers to questions asked during the last meeting.

Ms. Verville responded to questions from the Monday, February 2nd budget workshop:



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Page 77 -- Transportation Out of District Special Education: An increase of \$9,375.00 or 178.35% over FY: 09-10. We project the need to transport 4 elementary level students to out-of-district placements in FY: 10-11. In the current year, we have expended \$62,811.

Page 76 – Contracted Service-Other Building Maintenance: This line item represents a piece of the UGL Unicco Facility Management contract for grounds and outbuildings maintenance and supplies. When all line items for the Unicco contract are combined, the contract equals the originally agreed upon cost of \$2,598,259.00.

Page 71 – Water DHS: All utilities in the proposed budget were developed based on the historical budgeting method. For example, during FY: 08-09, the high school's usage of cubic feet increased by 21%. This is attributed to Unicco establishing a better and consistent schedule to water our ball fields. Overall water and sewer usage has increased by a total of \$7,885.00 or 12.76%.

Dr. Mebert asked, "When Unicco came in and they started watering things 'better,' then I could see there would be an increase in water use. But why would it continue to go up that much year after year? It was two years ago that they started the 'better' watering, so why are we still seeing an increase. It seems like we got to a point where they're using this much water and the fields are looking really good; why do we need more?"

Ms. Verville responded, "I took the historical piece from the 08-09 budget. The high school just does have more usage. And so I've done that correction in the budget. Conversely you'll see at Woodman Park School there is less water usage. This may also be because there are new plumbing fixtures at Woodman Park School as opposed to the high school. We're talking a 50 year old building. We have not done any of those bathrooms over." Dr. O'Connor added the Board should keep in mind there are a lot of old fixtures in the high school. If those fixtures malfunction over a weekend and we don't know, those are the kinds of situations that periodically occur. If ten or fifteen of those situations happen over the course of the year, that would greatly increase water usage at that school. Ms. Verville added that the increase of 12.76% is for the entire district.

Dr. O'Connor asked Ms. Verville to provide the actual dollar values spent for the last three years for each of the buildings. Ms. Verville stated she would provide that information to the Board.

Page 61 – Maintenance Computers SAU: This line item is strictly for the maintenance of software and hardware to Unifund for the new financial management system. More modules have been added beyond our existing system and they include revenue, human resource, bidding and fixed asset management.

Dr. O'Connor suggested the Board discuss the one of the "lightning rods" of the proposed reductions the administrators were suggesting – busing. An article appeared in Foster's this week and the Superintendent received emails and phone calls concerning the elimination of busing at the high school. The Superintendent asked the Board to address the busing issue this evening. He added that earlier in the meeting, it was suggested a survey of high school students



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be conducted to determine to what extent the elimination of busing might impact student's daily attendance, participation, etc. He noted, "We certainly can do that, or if you feel it's an item that would create too much of a hardship for students, then that is certainly something you might want to consider pulling from this list of recommended cuts. What that then will trigger will be a review by the administer staff to come up with some additional items that would be comparable in dollar value, or possibly even greater, for you to consider at the next meeting as well. That would be true with any other item that was on that list."

Robert McCrory moved, Doris Grady seconded for discussion, to pull busing from the list of proposed cuts.

Board members expressed their opinions regarding pulling busing from the list. Mr. Appel stated that in order for the Board to have a tax cap budget, he felt they could not pull anything off the list until they see how it will be replaced. He added, "I fully agree, I think busing should be in there. No doubt about that. I think almost everything (on the list) should be in there. We cannot satisfy the law if we pull things out without having an idea of replacement. I would like to put off the actual pulling things off the list until we really have something that is less destructive. I don't see a way that one at a time, we can things off. I think we can understand that there is a high level of criticism with this. But before I think we can pull it off, I think we need to know what else there is and what else we can agree on. That's the reason I'm going to vote against this."

Audra Lurvey asked the current number of miles away from the school we provide busing for students. Dr. O'Connor stated it was two miles. Ms. Lurvey asked if the radius was extended to three miles, would it be possible to make a more limited cut. Ms. Lurvey added, "I'm not in favor of cutting anything. I'm just looking for other opportunities." The Superintendent stated the Board could certainly consider that but stated, "One of the things you might want to consider tonight is, if you do pull this off, that does not mean that in the first week of March, if we're still looking for \$300,000 to \$400,000 that needs to be eliminated, that you could not bring that back. Second of all, you could vote to take this out tonight and ask that, instead of surveying students, ask that we do some research on user fees for b using. Can we keep busing but charge to use that money to help offset this \$1,100,000. That's a possibility as well."

Dr. Mebert asked if we knew how many students were actually using the buses. Dr. O'Connor state that information is available and he would have it distributed to the Board. (RECORD NOTE: Dover High School bus ridership figures were emailed to Board members on Tuesday and Wednesday.)

Ms. Grady expressed her concerns for the safety of the children if they were not transported to the schools. "Unfortunately, many of our schools are no longer neighborhood schools. ...North end is probably 10 to 12 miles from Dover High School. If we don't bus them there, how are these kids going to get there...Of all of the issues that are on here (list) I will never vote to cut \$250,000 in busing. It's our responsibility to get our kids to school. Take a look at the bottleneck (in traffic) out there. If you don't bus them, how are you going to get in and out of the area? We don't have parking space enough for kids if they can't take the bus. We've got parents who have one car and they've got to be to work at 6:00 or 7:00 am. How do they get them to school?"



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Where can somebody three miles away from that school find walking territory to the building without walking in the road? ...We're (looking at) making these kids walk, at least if they're in a bus, we're pretty safe as far as teenagers being followed by predators, and all you have to do is have one kid that is attacked, and who is going to be the responsible body? We are. I think there are a lot of issues today that we did not have in the 80's and 90's that are prevalent. Personally, I think we have to get our kids to the school, down to the building, and I will never vote to (cut) it."

Beth Setear commented that there is not one cut being proposed by the administrators that is not going to be painful for them. She added, "I do want to respect the fact that we asked them to put together those cuts that they could work with and make work. Rather than pick apart the budget, because none of us are working in the Dover schools every day doing the job that they do, I really trust that the recommended cuts that they asked us to consider are things that we really should seriously consider. That said, if transportation is really important to us, then every other cut on the list gets made and we're at our \$1,100,000. That's where we need to be. We have to look at what those other cuts are because we can't have our cake and eat it too. We can't have everything that we want and come in at a tax cap budget. The cuts are painful no matter what. I'm not necessarily in favor of stopping busing, but I'm saying, if we keep in the busing, then other things might have to go."

Robert McCrory explained why his motion was made. "The question I ask myself whenever I am doing anything (affecting) financing in the vote is, how would the taxpayer, tax paying parent, other taxpayers, and even the students, how would they like me to choose, especially when there are competing priorities. In this case, buses to get children safely to school or some of the other items on the list. Dr. O'Connor was looking for some direction which I am quite willing to vote to give him."

Mr. McCrory continued, "In this area, I ask, what makes us think that, in our graduation rates, would be any better if we made it harder to get to school. Secondly, it seems like it's a backdoor tax to the families – their time, their gas bill, do they have an extra car, if they have to have insurance for a child to drive that they did not before, also the issue of safety as one of the parents brought up and Doris and others, especially in today's age – the kind of things we didn't have to worry so much about 10 or 12 years ago. We (would) have an increased number of drivers on the road – parents and teachers both. It increases walkers on the road in the dark. It seems like a basic function of education that we should take off the list and make the burden fall where it belongs, on the adults, not the children."

Dr. Mebert called for the vote of all in favor of removing busing from the list of possible cuts. A roll call **VOTE FAILED 3/4 (Appel, Lurvey, Mebert, and Setear opposed)**.

Mr. Appel asked for clarification on whether there has been a change in policy for Dover Middle School busing. Dr. O'Connor stated there has not been a change. What happened last year Last year, after a review of the 'hazardous streets' in Dover, many streets were taken off the list because they are within the current walking distance to the school and there had new sidewalks and pedestrian crossing lights installed. Parent's complained to the Board and the bus was



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reinstated for one year only to give the parents more time to adjust to the change. The question will be brought back to the Board in April. By removing those streets from the buses, we should be able to reduce the number of First Student buses by one.

Mr. Appel then asked if there had been any discussion about the two newly proposed programs (Firefighter and working with the Thompson School at UNH) for the CTC that will add another \$100,000 to the budget and therefore, another \$100,000 must be cut. He added, "There's no question about the merit. It's a question, can we afford to put it in this year or do we have to defer it?"

Doris Grady asked, "Are there things that we can cut and improve on the education of our own children? I think we can. I'd like you to provide us with the amount of money we have spent on new and innovative programs in math, reading, and writing over the past 5 to 8 years, including training, texts, staff development, and any new materials, even if it's technology. Because, that's what we've tried to do to get our schools out of need of improvement and every one that was presented to us was going to save us. We haven't been successful. We're waiting for March and if one of our schools isn't successful, that's five years in a row we've tried. If those innovative things haven't gotten us to the goal we've reached for, than I think that's an area that we can eliminate and start looking at what we're doing wrong."

Dr. O'Connor responded to say that we are providing for the educational needs of our students every day. Test scores continue to go up. Dover is keeping pace with state averages as they increase from year to year, and in some cases, even an increase over state average. We continue to have our special needs students who are struggling.

Dr. O'Connor then stated his office can provide the information Ms. Grady requested but he questioned the value of providing that information when they are looking to cut \$1,100,000. Ms. Grady stated she did want that information. Dr. O'Connor stated he would have the Business Administrator and the Curriculum, Instruction, and Assessment Director work on that for the last five years. Ms. Grady agreed. The Superintendent indicated he would like to include curriculum adoptions during that time.

Beth Setear added her opinion that, "My thought was what John just said, that a lot of the money we've spending on what you're calling as "innovative activities" was curriculum adoption. Dover Growing Readers is a good example - that we adopted a new language arts curriculum and along with that went the professional development necessary to implement that curriculum and then all the curriculum materials."

Ms. Grady agreed that some of the expenses were for curriculum adoption and that all curriculum adoptions are supposed to come before the Board for approval. However, she also recalled a time when over \$100,000 was spent without coming through the Board and implemented and then brought to the Board saying 'we already have it'. After speaking about the low test scores showing for our middle school students, she continued, "...I think the key is that we're dealing with education. Let's try to see if we can improve what we're doing and put that money somewhere it might work."



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Audra Lurvey added, "I work in Rochester and then the school in Rochester has made AYP two years in a row now because, they had Reading First. When they started, they had six years of high quality, scientifically based instruction. That's why we implemented Dover Growing Readers. We have students now who have been doing Dover Growing Readers – everybody was doing something for a while – now we have something in place, moving forward. Things are usually always positive when they're going forward. I think in all fairness we have to give it a change to work."

Ms. Grady agreed but added, "Go back and look at the history. In reading Garrison was doing one form; Horne Street was doing another; Woodman Park was doing a different one. Where do they intertwine? That isn't the same thing you're mentioning – everybody set up and everybody followed the same thing so that every one of our youngsters going into high school have been exposed to the same skills and program and are entering high school on an even keel. That hasn't happened. I'm not saying it isn't happening now."

Mr. Appell made a few observations: "From the committee meeting I attended, next teachers' day will be devoted to determining what the high school needs of the elementary and middle schools and what the elementary and middle schools can do to bring their students to a common level. I think there's progress being made on that." He then referenced the mathematics program in America as compared to the rest of the world shows that between grades 4 and 8, American students drop from average to disastrous as an entire population. It's not an unusual thing that that is happening here...The mathematics teachers are looking at that and wondering what they can do. It's a serious American problem but cutting back on the things we're doing, I don't know is the best way to improve it."

Dr. O'Connor summed up: The Superintendent will bring a broader list to incorporate a variety of things, including Mr. Mayberry's list, to talk about more at the next Budget Workshop to be held on Tuesday, February 16, 2010.

O. ADJOURNMENT: Audra Lurvey moved, Matt Mayberry seconded, to recess to Nonpublic Session at 9:55 P.M. An oral **VOTE PASSED 7/0.**

Respectfully Submitted,
Beth Setear, Secretary
BS/kgb