



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

Chairperson Carolyn Mebert called a meeting of the Dover School Board to order on Monday, March 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; Student Representative to the School Board, Olivia Loos, Career Technical Center Director, James Amara; DTU President, Debra Hackett, Dover High School Dean, James Dupille; Nick Skaltsis, Mike Gillis, and members of the Dover Teaching Staff.

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

C. CITIZENS' FORUM:

1. Nick Skaltsis, 6 Eric Drive, Member of McConnell Center Advisory Committee. Spoke to item on agenda item N.1. - Recommendation and request for approval of an Occupancy Agreement with the City of Dover for a media center at the McConnell Center. Mr. Skaltsis reviewed the history of the proposal – it was brought before the School Board last October and was rejected, 0/7. Minutes of the October meeting and the October agreement were reviewed and edited to meet some of the concerns that the School Board had. Mr. Skaltsis wanted community members to be aware that the media center will not be paid by taxpayer funds. The money will come from a cable franchise fee paid by Comcast subscribers. The City has already collected several hundred-thousand dollars over the last few years. The plan is to apply cable access fees to expand broadcast of community information, specifically, education and City government. An additional channel is planned solely for education. Part of the process will be to expand the system to another channel and expand the hardware necessary to be able to create another broadcast Mr. Skaltsis indicated he would be available to answer any questions Board members might have. He then introduced Mike Gillis, Media Access Coordinator for Dover.

Mr. Gillis addressed plans for the access center, highlighting the significant educational component. The access center will be the new home for the School Board from which meetings will be broadcast. It will also be the hub of operations for the second cable access channel in the city, the educational channel. Schools will be able to create educational content ranging from school concerts, events, guest speakers, and public service announcements. In addition, it is intended to be a resource for students interested in television and film production who will be able to use the center to create content and learn the principals of film and television production. Plans have also been discussed for the addition of a television studio at the high school, if that becomes practical to pursue, which will link up to the access center.

2. Paul Hass, 401 Old Garrison Road, reminded those watching at home that this year there is almost a "perfect storm of negative effects" on the budget and outlined some of the reasons. He



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reminded everyone that this might be the perfect year to ask the City Council to override the tax cap. He asked citizens to contact Council members and let them know they would support an override of the tax cap to allow the School District and the City Departments to operate without such a huge reduction.

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

- a. **Nonpublic Session #5, February 8, 2010 (Personnel & Contracts)**
- b. **Regular Session #2, February 8, 2010**
- c. **Nonpublic Session #8, February 16, 2010 (Personnel)**
- d. **Budget Workshop #3, February 16, 2010**
- e. **Budget Workshop #4, March 1, 2010**

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

E. CONSENT AGENDA

1. **Correspondence:**
 - a. **Request for Job Share, Rockwell/Wild, Dover Middle School**
 - b. **Request for Rental Waiver, Granite State Open**
 - c. **Request for Job Share, Nystedt/Horvath, Dover Middle School**
2. **Resignations/Retirements:**
 - a. **Carol Castellan, Dover High School, Art Teacher**
 - b. **John O'Connor, Superintendent of Schools**
3. **Leaves of Absence:**
 - a. **Karen Berg, Dover Middle School, Math Teacher**
 - b. **Kristin Palmeira, Dover Middle School, Language Arts Teacher**
 - c. **Allison Friend-Gray, Dover Middle School Teacher**
 - d. **Jessica Bonello, Dover High School, Social Studies Teacher**
 - e. **Meghan Ricker, ESOL Teacher**
4. **Nominations:**

Sheet 1: Nomination and Election of Aides and Teachers (Clement to Pelletier)

Sheet 2: Nomination and Election of Coaching Positions (Hippern)
5. **Extended Travel (Student Trips):**
 - a. **Request for Preliminary Approval, Mexico Trip, April 15-22, 2011, World Language Department, Dover High School**
 - b. **Request for Final Approval, Band England Trip, April 15-24, 2010, Dover High School Music Department**

Audra Lurvey moved, Matt Mayberry seconded, to remove the items **1.c. and 3.e.** from the Consent Agenda for discussion and separate vote. An oral **VOTE PASSED 7/0.**



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

3. e. Request for Leave of Absence, Meghan Ricker, English Teacher: Audra Lurvey stated she would not support approval of the leave of absence because the teacher is asking to work overseas in another country. The DTU Agreement does not allow a leave of absence for employment elsewhere.

Ms. Lurvey moved, Matt Mayberry seconded, to deny the request for a leave of absence. An oral **VOTE PASSED 6/1 (McCroly opposed)**. The leave of absence is denied.

1.c. Request for Job Share, Nystedt/Horvath, Dover Middle School: Audra Lurvey stated the Board had decided last year that this job share would not continue past this school year

Audra Lurvey moved, Matt Mayberry seconded, to deny the request for the job share.

Mr. Mayberry asked if these teachers had been notified of the limitation on the job share and asked if there was a limit to the number of times a teacher could request to job share. Dr. O'Connor stated there was no limit spelled out in the contract. Last year there was discussion at the Board level during a meeting and he was instructed to inform Ms. Horvath and Ms. Nystedt that the Board would approve the job share for 2009/2010, but it was noted in a letter dated April 14, 2009 to them that the School Board would not grant a continuation beyond the upcoming year (2009/2010).

Dr. Mebert called the vote on the motion to deny the job share. An oral **VOTE PASSED 7/0**. The job share is denied.

Doris Grady moved, Audra Lurvey seconded, to remove the items **1.a., 2.a., 2.b., 3.b., and 3.c.** from the Consent Agenda for discussion and separate vote. An oral **VOTE PASSED 7/0**.

1.a Request for Job Share, Rockwell/Wild, Dover Middle School: Ms. Grady stated this was another job share similar to the one just denied, and her recollection was that last year, the Board directed Dr. O'Connor that they wanted to limit the number of job shares going forward. She added her personal feeling was with all of the job shares in the building, it affects the student's education. The student does not have continuity in their classroom.

Mr. Mayberry moved, Audra Lurvey seconded, to split the question to be discussed and voted separately. An oral **VOTE PASSED 7/0**.

Mr. Mayberry asked if this was the first time these teachers were requesting to job share. Dr. O'Connor stated it was the 2nd time for Ms. Rockwell and 4th time for Ms. Wild. Mr. Mayberry asked if that was an unusually high number, low number, or average number of requests. Dr. O'Connor stated he could not answer that question because there have been individuals who have job shared from 2 to 4 years; one individual who has worked 8 job shares in the past 10 years; and other staff who have requested multiple years in job shares. The Superintendent estimated that the average is probably a single year. Mr. Mayberry asked why people want to job share. Dr. O'Connor explained job share was generally intended for individuals who may



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

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need to spend some additional time at home raising a child, caring for an elderly parent, sick spouse; or a variety of other purposes. Mr. Mayberry noted that no reason was given in the request on the floor. He asked if the teachers explained their reasons to him and if he found them “acceptable.” Dr. O’Connor stated the explanation for this job share was relative to raising children.

Mr. McCrory asked if the request to share medical and dental benefits was common and whether there would be any problem with that. Dr. O’Connor stated there is a provision spelled out in the labor agreement negotiated between the School Board and the Dover Teachers’ Union that defines everything from seniority to cost-share of benefits during job share. Dr. O’Connor explained there is also an option in the contract to split the costs of a healthcare plan or one individual can opt to take the full plan alone.

Mr. Mayberry asked if after a year of job sharing, if they choose to go back to their original positions, does the District have to hire them back as two full-time educators. Dr. O’Connor stated that was correct; the District does. Mr. Mayberry added, “So, while two people job share, we have to hire another educator who could lose their job when these two people change their mind.” Dr. O’Connor stated that was correct and added, “When we have a job share proposal that is accepted by the School Board, that generally means you have two full-time teachers who are taking a single position. That means there is an open position. We will hire for that open position but extend a one-year-only contract to our candidate.”

Audra Lurvey moved, Kenneth Appel seconded, to approve the job share request. An oral **VOTE FAILED 3/4 (Mayberry, Grady, Lurvey, Setear opposed)**. The job share request is denied.

3.b Leave of Absence - Kristin Palmeira, Dover Middle School, Language Arts Teacher:

Ms. Grady stated the request is very similar to one previously denied (3.e.) and because of the similarity she would not be voting for it.

Doris Grady moved, Audra Lurvey seconded, to deny the request for a leave of absence.

Dr. Mebert noted there is a difference between this request and 3.e. The 3.e. person was taking another job and this person is going to school.

Beth Setear stated the person indicated they plan on taking classes and asked what would happen if they did not. Dr. O’Connor stated there would be no way to keep track if classes are taken and there is no mechanism in the labor agreement to do that. He added, there are specific reasons for granting leaves of absences and he feels this request clearly falls under one of those provisions. Dr. O’Connor stated further, if we were to find out this individual had taken a job in the Pullman School System, we would be concerned and possibly would have the right to withdraw the leave.

Matt Mayberry asked if the person were to ask for a second leave of absence, would the District be allowed, by contract, to request a school record. Dr. O’Connor stated we could not and



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

added, “I wouldn’t even think about the second year. That shouldn’t have any influence or bearing on the first year leave. This is for a one year leave of absence.”

Audra Lurvey called for a vote on the motion to deny the leave of absence request. An oral **VOTE FAILED 2/5 (Grady, McCrory opposed)**. The request is approved.

3.c Leave of Absence - Allison Friend-Gray, Dover Middle School Teacher: Ms. Grady stated her reason for pulling this request for a leave of absence is, “the discontinuity of teaching in the system, even though some of it was rightfully so. From 2005 to 2010, it would be five years in which there has been no continuity in this employee’s position. Started as a math teacher in 2005; she had an FMLA leave which was legal; job shares in 2007/2008 so there was no continuity; continued that again in 2008/2009 and then taught math again; and then was out on another legal FMLA; so actually from 2005 to 2010, there hasn’t been a full year of being in the classroom and I had difficulty with that. When it pertains to the kids in the City, I’ll fight for them every time.”

Doris Grady moved, Audra Lurvey seconded for discussion, a motion to deny the leave of absence.

Matt Mayberry asked the Superintendent if the data provided was correct. Dr. O’Connor stated, “I believe Ms. Friend-Gray had been on two different job shares; I believe this is her second year for a leave of absence.” DTU President Debra Hackett approached the podium to provide more information on the topic. Board member Matt Mayberry called a point of order and respectfully explained to Ms. Hackett she had not been invited to speak. Ms. Hackett then asked to be recognized by the Board Chair. Dr. Mebert stated this was out of order and Ms. Hackett was not allowed to speak.

Ms. Lurvey called for a vote to not renew the leave of absence “based on inconsistency”. An oral **VOTE FAILED 1/6 (Doris Grady opposed)**. The request is approved.

2.a Retirement - Carol Castellan, Dover High School, Art Teacher: Ms. Grady read the following: “It is with regret that we accept the resignation of Carol Castellan. I recall her as being such a young, energetic art teacher as she entered our system. One marvels at the work her students have been able to accomplish and all must be rewards for the effort she has so diligently put into the arts program at both middle school and high school. I am sure that she will be seeing some of the rewards of the student’s productions many times throughout her retirement. Replacement is difficult when one has an employee who is such a conscientious teacher and staff member. We, on this Board, wish you well and much enjoyment in your decision to retire from the profession.”

2.b Retirement – John O’Connor, Superintendent: Ms. Grady shared the following: “Dr. O’Connor’s decision to retire from his position here in Dover will be a difficult one for many who have interacted with him. It may be difficult for him to have made this decision, but he will leave many memories behind for those who have interacted with him. I happen to have experienced his efforts in elementary, middle, and high school and, finally, the Superintendent position. He is



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

aware already of the impact he has had on the children of this City as he takes high school students to see colleges to try to encourage them to advance in their educational goals. His efforts to find ways for students to gather necessary skills to graduate from our system (many of whom would have fallen through the cracks), his constant visibility at PTO meetings, athletic events, band concerts, and particularly the opening day of school (have been noted by many). It is his presence and visibility that has been so inspiring.

A recent message he received from a high school student he had taught many years ago, commenting on reading that he was leaving Dover and about the impact he had on their lives and how they discuss it as a group on Facebook. They have expressed many fond memories and commented that he was the reason for them to go into the teaching field.

The rewards from teaching come after time and it is like the toddler that comes up and pulls at your trousers or skirt and says, 'Thank you for what you did and I remember you.' So it will be as John leaves our system and we wish him success in his new venture."

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

F. SUPERINTENDENT'S REPORT: Dr. O'Connor addressed one item, the 2010/2011 February vacation schedule. He stated he recently heard from a parent who reviewed next year's calendar and recognizes that the Dover vacation week happens to coincide with Massachusetts. He explained, "This will be an occurrence that will happen approximately every 5 or so years with the way the calendars are laid out. We have made every effort to our February vacation to be a week later than the Massachusetts vacation. But, because of the month of February is structured we would be taking our February vacation in March which then would throw off the time between our next vacation and so, forth. Unfortunately, next year, all the schools in our area appear to be taking the same week off that we are and that has a conflict with Massachusetts." Matt Mayberry asked the Superintendent why that would matter. Dr. O'Connor stated, "It really shouldn't matter Mr. Mayberry, but, we've had, short of budget deliberations, probably no single topic the Board has dealt with over the years has generated as much interest as the February school vacation – to the point where approximately five years ago, we changed back to what had been, historically, the Dover vacation week, which would have been that last week in February. It just so happens this year, Massachusetts vacation happens to be the last full week of February."

Principals from all five schools provided information and updates on their school's activities.

Matt Mayberry asked Dr. O'Connor where kindergarten registration is advertised to the community. Dr. O'Connor stated principals send home information in their newsletters and a press release is sent to both Foster's and WTSN. Mr. Mayberry asked for registration information to be posted on Channel 22. Dr. O'Connor stated he would do that and added that registration information is also posted on the school's website.



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

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

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

- Student Council Transportation Survey Results were passed to each Board member
- Swim Team took first place at States this month; they are hosting a Texas Roadhouse dinner on Wednesday, March 10, in the DHS cafeteria
- Spring sports are starting up
- Dover Winter Color Guard Team performed in two competitions last weekend; they took first place in both competitions
- Inkspot is having its second annual writing contest; winners will be published
- Band students went to Keene to the Solo and Ensemble Festival
- Student Council is working on the upcoming Pep Rally and Spirit Week
- Student Council Current Issues being reviewed with students– Policy on cell phones and policy on dances

Ms. Lurvey asked Ms. Loos if Barrington and Nottingham students had been included in the Bus Survey. Ms. Loos stated they were not.

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

Audra Lurvey moved, Matt Mayberry seconded, to suspend the rules and bring item **N.1. Approve McConnell Center Television Studio Occupancy and Renovation Reimbursement Agreement**, forward in the agenda. An oral **VOTE PASSED 7/0.**

N.1. APPROVE MCCONNELL CENTER TELEVISION STUDIO OCCUPANCY AND RENOVATION REIMBURSEMENT AGREEMENT: Superintendent O'Connor provided an overview of the history of the proposal: A proposal was presented to the Board a year ago and the Board rejected it. He stated there has been a lot of work behind the scenes to make the agreement much more acceptable to the School Board. Many of the previous concerns were eliminated and language was inserted to clarify cost, reimbursement of funds, availability of the facilities for school purposes, and others, and were addressed in what the Superintendent called, "a highly satisfactory manner."

Ms. Grady stated, "My concern throughout the whole thing, and I objected to a lot of what was going on earlier...I've no objection really to the contract – I've read and gone through several times today. However, my major concern is that at no time will they revert back to the School District and have that ability to come back and charge us rent, which seems to have a tendency to climb every year. I don't think it's anything the School District can handle with what we already have. So my big question was on the second page with 2.a....'Due to the relationship of the parties and the non-exclusive nature of the occupancy, there are no provisions for the payment of rent or utilities by School Administration.' To me, that meant 'presently' there are no provisions. But, I wanted to make it definite that at no time with the contract with COMCAST, the



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

SAU would be responsible for paying rent on that third floor. Therefore, I asked that rather than say there **are** no provisions for the payment of or utilities by school administration, that it say 'there **shall be** no provisions for the payment of rent or utilities,' which I felt spelled it out better." Ms. Grady added she would have also liked to add a statement stating should the contract between COMCAST and the City become null and void, that the School District would still not take over that rent.

Matt Mayberry stated the budget provided showed in 3.d. an estimated cost of \$375,000 but in 3.e., stated there could be federal and state monies available. He asked if applications had been made for those monies. Dr. O'Connor stated the SAU made an application for the reimbursement through School Building Aid for SAU expansion and that would be reimbursed at 40%. Ms. Verville advised an application was filed in December 2008 and preliminary approval has been received from the Department of Education. She added she reconfirmed with the Department of Education about 6 to 8 weeks ago that we would have the funding in place. Mr. Mayberry then asked when the project could start and Ms. Verville stated it could start right away.

Mr. Mayberry's last question asked, "Where it does involve money, that comes to the City, who has say and oversight on what we do, what we say, how it's built? Is it strictly a School Board decision or does the City Council have their fingers in this also?" Mr. Skaltsis advised a Joint Building Committee (JBC) will be formed and be made up of an equal number of representatives from the School District and an equal number from the City Council. The final plan to determine what to do with those three rooms is the purview of the School Board, as required by statute." Mr. Skaltsis further explained that money from State Building Aid can not be expended without a building committee, by law. Mr. Skaltsis added, "...every JBC that I'm aware of has been essentially administered by the School District. In this case, the JBC is going to be administered by the City. This is a City building, the school staff thought they had plenty to do, and they do. Since Mike Gillis is going to be directly involved, that the manager would find a designee to manage the project. That will be one less thing Ms. Verville has to deal with and one less thing the Superintendent would have to deal with." Dr. Mebert clarified that the chairperson of the JBC could be either school or city, with Mr. Skaltsis adding, "Chosen by the members after they're selected by their respective elected bodies."

Mr. Mayberry asked to confirm that this project is at no direct cost to the Dover taxpayers. Mr. Skaltsis confirmed that 100% of the money being discussed will come from either State Building Aid or the Cable Franchise Fee. There is no line item in either the City or School budget coming from property taxation for expenditure of this money. Mr. Mayberry asked for a definition of an education channel versus a community access channel. Mr. Skaltsis stated that it is clear there will not be any community access channel. He then introduced Mike Gillis, the new media services coordinator for Dover.

Mr. Ellis explained, "What Dover has now is technically a governmental access channel...The only real provision for governmental access are meetings or anything related to the operation of local government. The educational channel allows for educational content – that could also be related to the City, but it's also school created events, or it can be meetings; it's pretty clear



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

about what it can be as far as educational content. What it can't be is public access." He explained it will be part of his job to manage programming and to ensure it falls within the provisions of the policy.

Dr. Mebert asked about the McConnell Center rent that is on the estimated annual operating expense on the budget portion of the handout. She stated the McConnell Center Rent listed as \$25,000 has an asterisk next to it but there is no definition for it. Mr. Gillis explained that asterisk is there because it fluctuates depending on the cost of utilities. It is expected to go up as the cost of utilities rises. Dr. Mebert asked Mr. Gillis to confirm that was no concern of the Board since they will never have to deal with the rent. Mr. Gillis confirmed that was correct.

Dr. Mebert added, "I thought that we were going to get a \$50,000 per year grant. Is that included in this, from the Cable Access Fees?" Mr. Gillis stated the \$50,000 is there essentially as a capital reserve. A portion of that is for the eventual construction of a television studio at the high school, if it happens. It would also be used for any equipment purchases beyond what's already in the budget. Dr. Mebert stated, until we have anything in place at the high school, the money is being "banked" and it's only for use by the School District for these two purposes. Mr. Gillis agreed, stating that was correct.

Mr. Skaltsis asked to clarify, "It's not school money. It's going to wind up in the City budget. The cable fee is going to be managed by the City. What the City Manager has done in his proposal, and if it passes through their budget for fiscal year 2011, they will be earmarking \$50,800 for reserve fund with its primary purpose being the high school..." He reiterated, "...that is not 'school cash.' It will remain on the City side of the ledger earmarked and labeled as such if it passes the way the budget's been proposed, the money will be for school use, primarily."

Dr. Mebert then asked, "So the City experiences a shortfall as they did last year. Can they dip into that account?" Mr. Skaltsis responded, "That would be very difficult because the franchise fee is a tax for a specific use. That would be like going into the water fund and grabbing water fund to pay for...(a reference was made to the Sand and Gravel Fund)...That is unfortunate, (but) I don't see that as a possibility."

Beth Setear stated she was looking at the operating budget following construction and she asked, "...at the point at which the operating expense exceeds the annual operating revenue, who will make up the difference?" Mr. Skaltsis stated the deficit would be the City's and that the City manager expects it to run in a deficit for three years. Ms. Setear added, "While I'm looking out five years when the building aid grant has been recouped and then the franchise fee is around \$225,000 and the operating expenses that have been identified are \$250,000." Mr. Skaltsis stated, "The operating expenses are going to drop because since the City is carrying the actual expense of the renovations, it will be paid off in five years. One of those expense line items is going to disappear." Ms. Setear noted, "It's an offset because you've got it as revenue and you've also got it as an expense, in the same amount of money." Mr. Skaltsis agreed, "It has to be a wash." Ms. Setear added, "So I see that the media access coordinator salary goes up; the web access programmer salary goes up; camera operators go up; cost of operating supplies go up; does the franchise fee go up along with it?" Mr. Skaltsis stated the franchise fee



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

on a percentage basis will not change. It is a contractual amount. However, the amount of subscribers and the amount of subscription will actually increase. They have dropped a bit due to the recession, but are expected to rise. Ms. Setear confirmed, "At no point in the future will the School District be responsible for any deficit that would be incurred." Mr. Skaltsis stated there is none. "The only thing you are doing tonight is you're approving an occupancy agreement that will permit Ms. Verville to call the state to say she has your approval and can apply for building aid. He continued, "You are essentially providing the City with a \$120,000 grant from the State of New Hampshire towards this, and then you're given the opportunity of your Superintendent's suite to expand by 2500 square feet."

Ms. Grady asked if the total estimated up-front capital expense of \$365,000 will be paid directly from franchise fees and won't be a debt. Mr. Skaltsis explained, "It'll be a negative number. The way the City Manager has set this up, they will spend more money than they have on hand. But that comes out of the City's fund balance, that doesn't have anything to do with the School Board...If this is approved the way he has created, he has a cash flow every 90 days of between \$60,000 and \$63,000 coming in from cable franchise fee. By your passage tonight, he has another cash flow for the next five years of \$24,000 a year from Concord. So he knows that ...that he's going to have about \$300,000 in cash flow on an annual basis from the cable franchise fee and the state and he can use fund balance to build this all out, knowing that the operation will run negative until these cash flows come in sufficiently to pay it back."

Audra Lurvey moved, Matt Mayberry seconded, to approve the Occupancy and Renovation Reimbursement Agreement with the change paragraph 2.a. from "there are" to "there shall be." An oral **VOTE PASSED 7/0.**

H. COMMITTEE REPORTS:

- a. **PROFESSIONAL DEVELOPMENT COMMITTEE – Ken Appel reporting:** Mr. Appel gave the following reported on the Curriculum Planning Council meeting held March 4, 2010:

"The curriculum meeting was devoted to language arts. In the first part of the meeting, techniques for teaching writing, grammar, and handwriting in grades 1-8 were discussed. Garrison School now has two years' experience with writing prompt testing. Writing prompts are 45 to 90 minute assignments during class time as opposed to writing assignments given over a longer time period that include graded drafts. It is hoped that the writing prompts, given four times per year can help track student progress in writing. While it is clearly useful for students to gain experience in responding quickly to writing assignments, writing prompts have not yet proven successful in evaluation. Problems have arisen with uniformity of grading and varying teacher enthusiasm for the idea. But two years is probably too short a time to expect the kinks to be worked out of this sort of innovation.

The presenters were frank in their assessments of the strengths and weaknesses in the writing programs in the early grades. Teachers use a variety of materials and "use and implementation of these materials are not uniform within or across the grades." Teachers were not able to set aside the time to do some of the things needed to implement writing in their class rooms as



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

successfully as they would like. I was impressed by the serious efforts that appear to be made to address these problems and to improve writing in the early grades.

For me, the high point of the meeting was the presentation by Marcia Goodnow, the English Department Academic Coordinator at Dover High School. She presented a detailed list of 138 sub-topics in grammar, usage, and mechanics and where they fit into the high school English curriculum. She showed us an initial version of a similar list of topics in writing instruction at Dover High School. She gave us a complete description of the current curriculum including a list of twelfth grade electives that permitted students to take courses appropriate to their ability and interests. She explained why the effective implementation of these electives would be greatly improved by providing books requiring various reading abilities. After hearing her presentation, I found myself envying her students who are probably hearing discussions at this high level every day.”

b. JOINT BUILDING COMMITTEE – Doris Grady reporting: Ms. Grady gave the following report:

“The last meeting of the Joint Building Committee was held at Horne Street School on Thursday, March 4th at 5:30 p.m. At that time, the architects, through a presentation on a smart board, identified each and every step of the project. Discussions were held on several items, such as the gym floor, sewer, and the administration area. The next meeting of the JBC is Thursday of this week, March 11th, at which time we will discuss some of the following issues yet to be resolved and should result in permanent solutions: Sanitary sewer, roof replacement, gym floor, library floor abatement, and the boiler room.”

Ms. Grady then asked Laurie Verville to provide updated financial information for the JBC. Ms. Verville reported that the budget availability for this project, after entering into a GNP and acknowledging all of the change orders for the renovations, the budget availability is \$811,443.00.

c. WELLNESS COMMITTEE MEETING – Laurie Verville reporting: Ms. Verville stated it was a productive meeting. The food service director explained he is bringing in a chef from a company to do food demonstrations at all three elementary schools in April and May. They will conduct taste-testing with the students. Discussions have taken place on the work the UNH interns have been working on to bring the fruits and vegetables program into Garrison and Horne Street Schools. A grant currently pays for Woodman Park School because it is designated Title I. It appears that grant will continue, but interns are looking to see what it would cost if parents want to participate in the program for their children.

I. POLICY CHANGES - PROPOSALS:

a. POLICY JLCF – STUDENT WELLNESS POLICY: Audra Lurvey moved, Beth Setear seconded, to table the policy for a second reading at the April 12th Board meeting. An oral **VOTE PASSED 6/0.** (Mayberry stepped out of Chambers from 8:30 to 8:35 P.M.)



DOVER SCHOOL
DISTRICT

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

J. POLICY ADOPTIONS:

a. POLICY GCBD – RULES AND REGULATIONS IN THE APPLICATION OF ADMINISTRATIVE PERSONNEL POLICIES AND SALARY SCHEDULES: Audra Lurvey moved, Beth Setear seconded, to table the policy for further review. An oral **VOTE PASSED 6/0.**

b. POLICY BA – BYLAWS OF THE DOVER SCHOOL BOARD: Audra Lurvey moved, Beth Setear seconded, to accept the policy in its second reading. An oral **VOTE PASSED 7/0.**

K. SUBMISSION AND PAYMENT OF BILLS: Audra Lurvey moved, Doris Grady seconded, to direct the Business Manager to pay manifest #10-I in the amount of \$2,925,361.05. A roll call **VOTE PASSED 7/0.**

L. RESOLUTIONS: None.

M. OLD BUSINESS: None.

N. NEW BUSINESS:

1. APPROVE MCCONNELL CENTER TELEVISION STUDIO OCCUPANCY AND RENOVATION REIMBURSEMENT AGREEMENT: See Above.

2. DHS 2014 COMMITTEE REPORT: Dover High School Dean, Jim Dupille, presented a report prepared by the Dover High School 2014 Committee whose task was to answer the essential question, 'Is the Dover and Barrington partnership mutually beneficial?' He reviewed for the Board a variety of data the committee studied in making their decisions, including:

- Tuition History
- Dover Enrollment
- Barrington Enrollment
- Sample Course Enrollment Breakdown
- Course Enrollment Breakdown (with less than 5 Dover students enrolled)
- Athletic Enrollment Breakdown
- CTC Enrollment Breakdown
- IEP Breakdown
- Discipline Statistics
- Drop-out Data
- NECAP Results
- DHS Renovation or New Construction Cost Estimates

Mr. Dupille then advised that on February 1, 2010, the Barrington 2014 Committee voted unanimously to support the continued partnership between Barrington and Dover.



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

Mr. Mayberry asked, since Barrington is our “customer” if they indicated satisfaction with the level of service their students receive. He also asked if Barrington ever stated any concern about a lack of representation on our Board since we make decisions that affect their students. Mr. Dupille stated both Board members and the Superintendent from Barrington who participate on the committee spoke very highly of Dover High School and the offering for their students. They also noted that the students who come to Dover High School really feel that they are part of the high school and the Green Wave. They also mentioned they would like a sitting, non-voting member of their Board on the Dover Board when it came to high school matters. Mr. Mayberry asked if that would mean a non-voting seat on the Board for both Barrington and Nottingham. Dr. O’Connor explained, “Because they tuition their students in, they have no legal right to a seat on the school committee. They can come and observe meetings like any other group. There is no obligation for Dover to seek their input on matters relative to the Dover School District.”

Mr. Appel asked if the Board decided to tighten the level of requirements for courses in various subjects in our middle school, does Barrington require their students make the same standards of achievement that we expect of Dover Middle School students. Dr. O’Connor explained that the expectations for student learning in Nottingham and Barrington middle schools, as well as Dover Middle School, are the same. They are all based on state standards. The standards define the curriculum. Dover may have some different expectations in terms of completion of certain courses. He added that we unofficially communicate with Barrington’s curriculum director periodically; there is also contact between Principal Migneault and the middle school principal as they discuss the students who will be attending Dover High and what classes those students should be enrolling in at Dover High School. Mr. Appel asked if Dover stopped offering certain remedial courses at the high school, would Dover be in the position to tell Barrington their students would have to somehow attain the level that’s required to take the school’s course. Dr. O’Connor stated a study had been completed approximately 12 years ago that ‘debunked the myth’ that our student performance overall at Dover High School could be attributed to students from Barrington and Nottingham who were performing at levels lower than our Dover students. “It turned out, that was not the case overall and I think if we were to look at the data today, we would find that our Barrington and Nottingham students at the 9th, 10th grade level are scoring comparable to our students.”

Ms. Grady reminded the Board that last year, during a joint meeting with Barrington, the guidance department at the high school was asked to make more contact with the middle school in Barrington to see if some of that skill development could take place. She asked if that had happened. Dr. O’Connor stated he would get that information for Ms. Grady by the next meeting.

Audra Lurvey moved, Matt Mayberry seconded, to accept the Dover High School 2014 Report. An oral **VOTE PASSED 7/0**.

3. KINDERGARTEN PICK UP AND DROP OFF 2010-2011: Dr. O’Connor informed the Board there was some confusion last year about kindergarten student transportation drop-offs. When the District offered half-day kindergarten, students would be transported to their home at the



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

end of the first session. A practice was in place that would not allow a kindergarten student off the bus unless there was an adult waiting at the bus stop. If no adult was there, the driver would continue the route, keeping the student on the bus. After the rest of the route was finished, the driver would return to the drop-off spot and would see if an adult was present. If no adult was present then, the student was returned to the school. The school would then attempt to contact an adult to pick the child up at the school. The kindergarten students leaving the afternoon sessions were dropped off at bus stops because there were generally other students getting off at those bus stops as well. Dr. O'Connor noted, oftentimes parents would be there, but it was not required when the kindergarteners were dropped off with a cluster of other students. Since the District no longer offers a half-day program for 99.99% of our students, kindergarten students arrive and depart with the other students.

Dr. O'Connor advised the Board he will bring Transportation Policy EEAEK to the Board in April recommending language be added to require an adult to be present to drop-off a kindergarten student at the end of the school day. Mr. Appel asked if it would be possible to allow a waiver for a parent to request an older sibling or other adult pick up the kindergarten student. Dr. O'Connor stated that would definitely be an option.

Dr. O'Connor stated, "This is something I think should be discussed and hopefully people at home who are listening who will have a kindergartener coming in to school, may want to weigh in on that as well, and certainly through emails and telephone calls to you individually or to my office, I will make sure any information that comes to me will get to you." The policy will be revised and brought to the Board for a first reading in April.

Matt Mayberry moved, Audra Lurvey seconded, to table until the April meeting. An oral **VOTE PASSED 7/0.**

4. REVISE HAZARDOUS STREET LIST: Dr. O'Connor provided Board members with an updated list of hazardous streets. Removal of a street from this list changes some student's status from being transported to and from school to walkers.

Dr. O'Connor noted, "I will tell you that this proposal generated quite a bit of discussion last year as we have two pre-schools on Back River Road that would fall under the safe school route and those students would be expected to walk to school from the daycare providers. They did petition last year along with a number of other parents, and as a result, the Board waived the provision for the year and did offer transportation."

Dr. Mebert stated, "One of the reasons we waived it for the year was because we weren't convinced that the snow is being removed from the sidewalks. So, these routes were changed to have the kids walk because there were now sidewalks where there hadn't been before, but the parents were arguing that the sidewalks weren't being plowed and we don't know whether they are being plowed yet." Dr. O'Connor explained the City has only two pieces of equipment to remove snow from sidewalks and stated their focus is to clear downtown and school areas. He noted there are situations around Horne Street and Woodman Park Schools when there is snow on the sidewalks for three or four days after a storm and the same will hold true in the



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

Garrison area. The Superintendent explained further that in heavy snowfalls, the City sometimes encounters difficulties because of high banks cause by snowplows opening up the roads. These cannot be plowed by the sidewalk equipment, causing them to have to wait several days. Dr. O'Connor continued, "So you can't necessarily look exclusively at snow removal as a reason not to approve this safe streets busing plan. Also keep in mind, based on the numbers last year, we were able to reduce one bus thus creating a savings of about \$35,000. You also heard from parents last year that the 108/Back River Road corridor is very congested, dangerous, and a lot of traffic. We now have anywhere from 30 to 90 students on any given day walking on that corridor now. How can we say it's unsafe for some, but yet others are expected to walk?" Dr. O'Connor stated he would place this item on the April agenda. He wanted to discuss it this evening to give parents in the affected areas an opportunity to contact Board members with concerns. He added his office will send a letter to all families affected so that they are aware of the proposed changes.

Dr. Mebert added, "One of the other issues that did come up last year was that there were some families that lived in cul-de-sacs who said that, because they were the farthest house in the cul-de-sac, their child was over the mileage limit and had to walk, even though a bus was picking up other children in that neighborhood." Dr. O'Connor agreed, it may happen and stated the City's GPS system is used to identify the radius from the schools. "I can tell you there are streets that intersect with those lines that have house number 104 riding buses and house number 102 walking. We try to massage that if we know there are students at 104 that need to take the bus, we generally would allow them (102) to jump on board. But if student at house number 53 wanted to ride the bus, we wouldn't necessarily authorize that."

Ms. Lurvey added she had noticed that because there is a split between fifth (1 mile) and sixth grade (1 ½ miles), there are streets from which the fifth graders would ride the bus but the 6th, 7th, and 8th grades would not. That came up in the past and will continue to come up. Ms. Lurvey asked, "Is that our policy, where the fifth graders have 1 ½ miles, is that state law; is that our policy?" Dr. O'Connor stated that is our policy. He added, "We talk about the family at house 102 and 104, what about the family with the 8th grader and the 5th grader in the middle school? We allow the 5th grader, but not the 8th grader. I can tell you that 90% of those situations, if the parent was providing transportation to the 8th grader to school, the 5th grader hopped in with the parent. If the 8th grader was walking, a good percentage of the time, the 5th grader walked with the brother or sister to school. That is also something you could consider changing. You could make it 1 ½ miles for all middle school students, thus saving some additional money on buses."

Dr. O'Connor reiterated he will send a letter to parents notifying them that this will be on the April agenda.

Kathy Baker commented, "One of the complaints that parents frequently make is that they don't feel it's safe for their child in 1st, 2nd, and 3rd grade to be walking to school at all. I'm not saying that's not accurate but, today, kindergarten students in 1st grade who walk to school; who have always walked to school, because they live within that 1 mile radius. Philosophically, if you thing that is not a good thing, you should make it for all kids and not just the ones who are on these particular streets."



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

Matt Mayberry moved, Audra Lurvey seconded, to table this item until the April meeting. An oral **VOTE PASSED 7/0.**

5. TITLE IV GRANT UPDATE: Jean Briggs-Badger advised she just heard today from the NH Department of Education that the District did not receive a Title IV grant for Safe and Drug Free Schools. Over \$700,000 in requests were submitted and only \$135,000 money budgeted. No report was made.

6. SET DOVER HIGH SCHOOL GRADUATION DATE (POLICY IKF): Ms. Migneault requested the Board approve June 16, 2010 as the graduation date for Dover High School.

Audra Lurvey moved, Matt Mayberry seconded, to approve June 16, 2010, as the date for graduation. An oral **VOTE PASSED 7/0.**

7. EARLY RELEASE DAY PROPOSAL FOR 2010/2011: Dr. O'Connor requested the Board adopt the early release day request for six days in the 2010/2011 school year on October 27 and December 8, 2010, January 12, February 9, March 30, and May 25, 2011. He explained that an attempt was made to coordinate all early release days with area schools to the best of our ability. Some CTC students may be affected, but it is not that significant.

Doris Grady asked Ms. Briggs-Badger about the professional development program. "This is the program you're going to follow, but the jump in the cost from 2006 to 2009 went from \$6,000 to \$36,000. I noted in 2009/2010, all of that cost (except for one) went from federal money to local money. Was there a reason for that?" Ms. Briggs-Badger explained that the early release day plan does not cost any money at all. She noted Ms. Grady was referring to is the professional development that happened in the summer.

Matt Mayberry asked if any consideration had been given to the idea that, instead of six early release days, (dismissing high school students at 11:55 a.m. with teachers leaving at 2:30) why not just give students one full day off rather than every other month, take a half-day. Dr. O'Connor stated, "Ideally, that would make sense, but it would cost a bit of money to do that. The DTU contract calls for 184 days. You're proposing a 5th day – an additional work day. We still are required to have students go to school 180 days. A half day to 11:44 a.m. for high school students is counted, under the state standard, a full day of school."

Audra Lurvey moved, Matt Mayberry seconded, to approve the 2010/2011 early release day proposal. An oral **VOTE PASSED 6/1 (Mayberry opposed).**



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
 Meeting Location: City Council Chambers
 Meeting Date: **Monday, March 8, 2010**
 Meeting Time: **7:00 pm**

8. FY 2011 BUDGET ADOPTION:

School Board Reductions Approved February 16 and March 1, 2010	
	Amount
Curriculum Adoption	\$200,000
DHS Summer School	\$17,000
Elementary Teacher	\$75,000
Bio Tech Program (CTC)	\$50,000
DMS Family & Consumer Sci.	\$20,000
Facilities Management Reduction	\$20,000
Supplies (District Wide)	\$28,000
Non-Union Salary Reduction	\$20,000
UNICCO Contract Reduction	\$29,500
DHS Library A/V Aide	\$30,568
DMS Library Aide	\$21,375
Special Education Placements	\$75,000
Music Teacher (District Wide)	\$84,914
Business Teacher (CTC)	\$65,000
Reading Teacher (DMS)	\$75,000
2 Teachers (DHS)	\$150,000
Athletic Programs (Transportation)	\$50,000
Secretary (District Wide)	\$45,000
Total Approved Reductions	\$1,056,357

Superintendent Proposed Reductions March 8, 2010	
DMS Administration Savings	\$10,000
Art Teacher Savings (DMS)	\$25,000
Repairs-Facilities Projects (Elem)	\$12,500
Federal Reduction Teachers	
• Garrison School	\$47,500
• Horne Street School	\$48,027
• Woodman Park School	\$57,300
Total Proposed Reductions	\$200,327
Total Overall Reductions	\$1,256,684



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

Dr. O'Connor explained that the 2009/2010 budget was \$44,283,221. The amount of allowed tax cap growth for 200/2011 is \$180,900 for a total budget of \$44,464,121 going to the City Manager. "That's it. Not a penny more can we submit to the City Manager."

Reductions tentatively approved by the Board on 2/16 and 3/1 totaled \$1,056,357. leaving approximately \$200,000 in needed reductions.

Dr. O'Connor then provided the Board with a final list of proposed reductions equal to \$200,327 and reviewed each one by one:

DMS Administrative Savings – \$10,000 (Based on restructuring at the school)

DMS Art Teacher Savings – \$25,000 (Part of the restructuring includes bringing a teacher in at a much lower rate than what is currently being paid for an existing teacher)

Repairs-Facilities Projects (elementary) – \$12,500 (Horne is undergoing a significant renovation; Woodman has recently been renovates. Pulling this amount still leaves money for anything cropping up at Garrison or the other two schools)

Federal Reduction Teachers -\$152,827 – Federally funded class reduction teachers – Dr. O'Connor explained that for the past 10+ years, the District has received approximately \$150,000 as a part of a Title allocation to help support lower class sizes in the elementary schools. Because these three positions have been federally funded, they have not been included in the local budget. The last two years, indications have been that those funds could "dry up." Two years ago, the three positions were placed in the local budget and ultimately pulled out during deliberative discussions in the hopes that federal money would come from the government. The monies did arrive and the District was able to cover those costs. The same process was followed last year – the three positions were in the budget as locally funded. They were removed and hoped for federal funding which did come in. This year, they were placed back in the local budget. The Superintendent recommended pulling them in hopes that federal funding will cover the three positions once again. However, if grant money is not forthcoming, the Board will need to rethink this. There are people in those positions already. The positions are not being eliminated. They are being pulled out of the local budget for possible federal funding.

Dr. O'Connor went on to explain, "Dr. Appel, a month or so ago, talked about a supplemental budget. This in essence becomes our supplemental budget. For us to reach the tax cap budget number, we had to eliminate \$1,218,572 dollars. Keep in mind that this budget does not include any new personnel. It only includes contractual obligations that have risen. It only includes funding obligations that have increased (i.e. retirement, etc.) that we've had to incur those costs. There is nothing new in this budget beyond what we had for last year." Mr. Appel asked for a clarification that the \$1,256,684 that appears on page two of the handout – that in addition to the tax cap budget?" Dr. O'Connor indicated page two contains reductions the District had to make



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

to achieve the tax cap budget. "This then becomes what I consider to be our supplemental budget; at a minimum."

Dr. O'Connor asked for a motion to approve the \$200,327 reduction that will then be added to the reductions approved previously.

Matt Mayberry asked if federal funding is not received then three elementary positions will be eliminated. Dr. O'Connor agreed, but added, they would be put back into the local budget and they would have to find the money elsewhere. The Board could decide to eliminate other "things" or other positions instead. Mr. Mayberry asked if there would be any possibility of getting the Firefighter/EMT position funded through a federal grant or private public partnership, or some other create source. Dr. O'Connor stated he would ask Mr. Amara to investigate that and get back to the Board. Mr. Mayberry stated he had been hearing, the elimination of the business teacher for \$65,000 may have a negative impact on the CTC and asked if that was correct. Dr. O'Connor explained the overall total reduction is \$1,256,000. That is approximately \$40,000 that can be used to offset that business teacher. He assured the Board he will find the money to return that business teacher position to the budget. Mr. Mayberry then asked the Superintendent to recap the schedule once the budget is given to the City Council. Dr. O'Connor stated it is the Board's job to determine how to spend the money. The Board will have the opportunity between now and when the budget is finally passed by the Council to revisit the budget. There will be ample opportunity for Board members to advocate their changes.

Doris Grady agreed with Superintendent O'Connor – she reiterated that once the budget passes the City Council and comes back to the Superintendent, some of the items on the list of reductions will not be eliminated. She added, "It's up to the Superintendent to take that money with our guidance to give us the best system they can give us." Mr. Mayberry asked what would happen if the budget were voted down. Chairperson Mebert explained the Board would have to meet again. Law requires the budget be submitted to the City Council by March 15th.

Ms. Grady reminded the Superintendent, "At the last meeting, the very last thing I did was make a motion to take \$50,000 in athletics and break it down so that every club, every extracurricular activity would take a percentage of that cut so it wouldn't all be from the athletic department. You came back and said you would bring it to the admin group and you would come back with some figures and therefore I withdrew that motion and we didn't follow through with it. Since then, and I think the public needs to know, I've checked to find out what Booster Clubs have been doing. They're all run by parents in the City and the athletic department Booster Clubs contributed about \$200,000 to our athletic program" Ms. Grady provided a partial breakdown of contributions by sport and activity. She also stated the Music Boosters contributed about \$30,000. She explained that was her reason for trying to find a way to share the cuts.

Dr. O'Connor stated he spoke with Mr. Wotton and his staff identifying the sports by season and the numbers of students participating, as well as the number of bus trips each season and the average dollar cost for those trips. They will be looking at raising additional funding that will cost approximately \$40,000 for all sports and an additional approximate \$10,000 for the music department. Ms. Grady stated that did not answer the motion on the floor. The motion was to



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

divide the \$50,000 reduction from athletics with all clubs and extracurricular activities. Dr. O'Connor explained that 90% of the clubs do not take buses on field trips. They operate in the school so he cannot split transportation costs with them. Ms. Grady asked why the Superintendent was looking only at transportation. Dr. O'Connor operated under the assumption that since his original request was for a \$100,000 reduction in athletic transportation, that was the area in which he was to look for sharing the costs. Music accesses transportation and they will be a similar user fee for them as well. Other clubs and activities raise their own money funds for transportation when the need arises.

Ms. Grady asked Mr. Amara to confirm whether the \$50,000 cut to the bio-tech program will cause a problem for offering the course. Mr. Amara stated he has other resources that will allow the program to continue.

Ms. Grady added, "Talking about the cut of \$1.2 million, I'm looking at the figures (on the handout) – I hate to use the words 'we're cutting' the budget as such when you refer to last year's budget because last year it was \$44,283. In actuality, we're adding to that roughly \$181,000. So your budget was \$44,464 which in reality is more than this year's. It sounds like we're cutting the 2009/2010 by the \$1 million. The cut was made on the Superintendent's and Administrator's decisions of what they felt we needed this year which was an increase of about \$900,000. I just want to put out there to the parents, we're not cutting the money you had this year in your program. You still have it. And you have \$184,000 more than you had last year to run our system. However, there were other needs the Administration felt we needed and that's that extra \$1 million that we were looking at."

Dr. O'Connor responded, "That is not accurate. Part of it is accurate but to say that the \$1 million increase was administrative recommendations, that is not the case. We did not recommend the health care increases. They were obligated to us. We had to accept them." Ms. Grady stated, "I'll change it to, 'it was the budget presented' by the administration." Dr. O'Connor added, "Also, keep in mind, \$350,000 is attributed to what the City Council did to your budget eight months ago."

Ken Appel pointed out with respect to transportation that cancelling the late bus affected activities that cost nothing whatsoever. "I think that we have, in the last couple of years because of eliminating the late bus, made it a responsibility of parents, which is an expense, to pick up their children after school if they participate in those activities; or, deny children the right to activities. I don't think that we haven't made cuts in other activities. I think that late bus was a serious cut in activities. That's a balance we have to recognize. Also, when the state withdraws support money, the state is effectively forcing a cut in our budget and we haven't got any control about that. These were cuts...This is a drastically bad budget. This is a horrible thing to do to our students. All we're doing is obeying the law. And I don't think that any of us think that this budget will provide the kind of education that Dover should be giving."

Mr. Mayberry noted this budget does not include any pay raises. Dr. O'Connor agreed, there are no pay raises for any of the groups, union, non-union, or management.



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

Audra Lurvey moved, Matt Mayberry seconded, to accept the Superintendent's proposed reductions of \$200,327.

Ken Appel asked if all were in agreement that, "We are accepting the Superintendent's proposal to provide a tax cap budget. We are not making a final budget at this sitting." Board members agreed, with the Dr. Mebert stating, "I think that's fair to say."

Mr. Appel further clarified, "So at this point, we are not denying anybody who objects to anything in this budget from making their point at future meetings because we have not cast this in stone. That's the point I want to make because I think the public should note, if they feel there are things in this budget that aren't acceptable, they have a perfect right to continue to bring it to our attention at the public access sessions." Dr. O'Connor agreed somewhat, noting the figure \$44,464,121 is cast in stone but added the Board's opinion and community's opinion on how it is spent is open for discussion.

Robert McCrory stated his only concern with the recommended cuts was the federal reduction teachers for teachers in the classroom and the gamble that it will be funded by federal monies. "I prefer to identify an actual something under our control." Mr. McCrory then asked about the three leaves of absence voted for middle school teachers. He asked if those positions will be under the hiring freeze or if they are going to be filled. Dr. O'Connor stated those positions would be filled. Mr. McCrory then asked, "...if we wanted instead to freeze the hires, that would require a motion?" Dr. O'Connor explained, if the Board did not want to fill those positions in lieu of the reduction of three elementary teachers, they could do so. However, there has to be an English teacher at the eighth grade. One of the positions at the middle school was an eighth grade English teacher that must be filled.

Beth Setear noted for Mr. McCrory's clarification, "When positions become vacant that need to be filled, the contract with the Dover Teacher's Union dictates how those positions are filled or not filled. It's done based on seniority so, if a position becomes vacant, you can't just leave it empty. If John needs an English teacher, then we've got put an English teacher in that position. If we were to cut a science teacher, that actual person might not go because they have seniority over someone else and they would effectively bump a lesser-paid person out of a job. It crosses certifications as well; when teachers have multiple certifications."

Mr. McCrory noted, "That's a helpful explanation, however, still last meeting there was at least one hiring freeze that we decided to take; leave something completely vacant. There was a reading teacher at Dover Middle School. So, it can be done. I understand what Beth said explaining the bumping rules. I could see that happening under the contract. So it may be some other position that ends up being vacant, it's not that precise one. That's a good point of clarification. Still, we have three available."

Dr. Mebert called the motion to accept the Superintendent's proposed reductions. An oral **VOTE PASSED 6/1 (McCrory opposed.)**



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: City Council Chambers
Meeting Date: **Monday, March 8, 2010**
Meeting Time: **7:00 pm**

Audra Lurvey moved, Matt Mayberry second, to accept the School Board Budget based on tax cap of \$44,464,121.

Mr. Mayberry indicated, because of the assurance he had been given, he will vote yes on the 'number' and come back for the cuts.

Dr. Mebert called for the vote to accept the \$44,464,121 budget. A roll call **VOTE PASSED 7/0.**

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

Respectfully Submitted,
Beth Setear, Secretary
BS/kgb