



**DOVER SCHOOL  
DISTRICT**

## DOVER SCHOOL BOARD – MINUTES

Meeting Type:	Special Session #2
Meeting Location:	City Council Chambers
Meeting Date:	<b>Monday, March 7, 2011</b>
Meeting Time:	<b>6:30 P.M.</b>

A special session of the Dover School Board was called to order by Chairperson Carolyn Mebert on Monday, March 7, 2011, at 6:30 p.m. in Council Chambers for the purpose of discussing the Superintendent's proposed fiscal year 2012 budget.

- A. ROLL CALL:** Present were Beth Setear, Carolyn Mebert, Matt Mayberry, Audra Lurvey, Doris Grady and Kenneth Appel. Present via phone was Robert McCrory.

Also present were; Superintendent Jean Briggs Badger; Laurie Verville, Business Administrator; Sandra Crosson, Pupil Personnel Services Director; Gary Tirone, Curriculum, Instruction, Assessment Director; Deborah Migneault, Dover High School Principal; Jim Amara, Career Technical Director; Chris Roberge, Technology Support Services Manager; Kim Lyndes and Christine Boston, Dover Middle School Co-Principals; Dustin Gray, Garrison School Principal; Mal Forsman, Horne St. School Principal; Patrick Boodey, Woodman Park Principal; parents and teachers from the Dover School District: Foster's.

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

- C. CITIZEN'S FORUM (LIMITED TO AGENDA ITEMS ONLY):** Ann Ross, 104 Boxford Lane, addressed the Board in support of the default budget and Priority 1 items. Introduced the Dover Green Ribbon Campaign. Wearing a green ribbon shows support of education and school budget in Dover.

Fire Chief Perry Plummer addressed the Board in support of the Firefighter Academy Program. He commented that students are doing better in all of the classes because of the Firefighter program and it is more successful than what they thought it would be. Chief Plummer also noted that other area schools are looking at the program, with hopes to model a program after it.

Griffin Parks, student, Milton, NH addressed the Board in support of the Firefighter Academy.

Brian Sibik, student, Hubbard Rd, addressed the Board in support of the Firefighter Academy.

Jacob Olsen, student, 20 Pine St, addressed the Board in support of the Firefighter Academy.

Jake Smith, student, 20 Moores Rd, addressed the Board in support of the Firefighter Academy.

Paul Moore, student, Barrington, addressed the Board in support of the Firefighter Academy.

Joe McGrear, student, Plaza Dr, addressed the Board in support of the Firefighter Academy.



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Shawn Nichol, student, 7 Austin Dr., addressed the Board in support of the Firefighter Academy.

Danielle Ogasian, student, 6 Strafford Rd, addressed the Board in support of the Firefighter Academy.

Tyler Zabkar, student, 16 Cedarbrook Dr., addressed the Board in support of the Firefighter Academy.

Elliot Kish, student, 18 Wallace Dr., addressed the Board in support of the Firefighter Academy.

Aaron Anderson, student, 14 Revolutionary Lane, addressed the Board in support of the Firefighter Academy.

Tyler Penny, student, Marshwood High School, addressed the Board in support of the Firefighter Academy.

Danielle Holt, 45 Oak St, addressed the Board in support of the default budget and top priority list.

Donna Nichol-Daniels, addressed the Board in support of the Firefighter Academy.

Kristin Murphy, 17 Rutland St, addressed the Board in support of the Default budget and top priorities. She stated appreciation for the Coffee Chat with the Superintendent. She expressed concern for future education. She is supportive of Dover teachers. We are still spending less than Somersworth, Rochester and Portsmouth.

Lisa McCrea, 23 Boxwood Lane, addressed the Board in support of the 4.9% budget.

Dan Smith, addressed the Board in support of the Firefighter Academy. Mr. Smith is an EMT and is willing to volunteer his time next year in the Firefighter Academy.

Joy Koblenzer addressed the Board in support of the default budget, Math in Focus curriculum, and teacher contract.

Yvonne Kish, 18 Wallace Dr, addressed the Board in support of the Firefighter Academy.

Michelle Holt-Shannon, 14 Florence St., addressed the Board in support of the teacher contract, default budget and priority items.

Christine Sykes, 7 Florence St, addressed the Board in support of the default budget and priority items and Firefighter Academy.

Beth Hillsgrove, Tolend Rd., addressed the Board in support of the teacher contract.



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Jonathan Malia, Horne St., student, addressed the Board in support of the Firefighter Academy.

Maureen Healy, addressed the Board in support of the proposed the school budget.

Lisa Spurling, 10 Isaac Lucas Rd., addressed the Board in support of the teacher contract, students, 4.9% budget, Math in Focus, and Firefighter Academy.

David Landry, 130 Boxwood Lane, addressed the Board in support of the 2.3% default budget and thanked the Superintendent for transparency in the budget process and coffee chat. He is most concerned with class sizes.

Corinna Salfa, 155 Locust St., addressed the Board in support to the budget and lower class size.

Betsy Andrews Parker, addressed the Board in support of 4.9% budget. Education cannot be put off.

Dr. Mebert thanked all citizens for their support and appreciation of the transparency of the budget.

### **D. FISCAL YEAR 2011-2012 SCHOOL BUDGET:**

Mrs. Grady asked Dr. Mebert if she expected a final vote of the budget to occur at this meeting. Dr. Mebert responded that the meeting was changed from a workshop to a special session so that a vote could be taken if board members decided that is what they want to do.

Ms. Lurvey added that it could be for specific items, if that is what is agreed upon. Mrs. Grady commented that the board hasn't reviewed the budget by each line item at any of the meetings.

Mrs. Grady made comments related to the budget at the beginning of the discussion. In all of the emails she has received, she is hearing that the budget is being cut. She clarified that there is no financial cut in this budget. There is actually a \$1,020,679 increase proposed in next year's budget from the current budget. If the priorities are added, there will be an addition of \$1,545,979. Over the past ten years, the average increase has been \$1.8 million per year. There have been eliminations of programs, but others have been added. She stated, "There has been an addition of \$18 million added to the school budget over the past ten years and we are still have schools in need of improvement." As an educator, she is wondering why the district isn't improving.

The budget process is actually not just beginning, but ending and a decision will need to be made on the budget either at this meeting or next week's meeting. Mrs. Grady also commented on teachers and salaries. There could be a cost of \$9,000-\$10,000 per teacher or city employee due to a change in retirement costs. There are also increases to health care, staff developmental, dental and step increases.



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She is not surprised with the outcome of Everyday Math. She knew at the time of its adoption that it would not be successful. Mrs. Grady added that the district is definitely in need of a new math curriculum. She stated, "The youngsters who have failed at Everyday Math are not ever going to catch up, and we've failed them." "Maybe this is a time to revisit our system. Programs and accountability of these essentials to make sure that children are getting programs that are beneficial to their future lives."

"The emails are saying that they want the best for children. The programs should be reviewed so that they fit in with children's needs and not adult's needs. There won't be a need to re-teach what hasn't been successful in the past." The time has come for us as a Board to look at reorganizing our present programs even if it is after the budget has passed and initiatives to make curriculum better to meet the needs of our kids and I challenge our board to give this very deep thought."

Mrs. Grady stated that while she was reviewing the budget, she noticed that Woodman Park School has an increase of \$385,733, but the principal only requested a .50 art teacher at a cost of \$21,000. Much of this increase is in retirement, etc. Horne Street's increase was only about \$7,000 and Garrison's increase was \$225,832. She also noted the increase in costs of Kindergarten teachers. She also discussed the increases at the middle school resource room of \$183,000 and increases at the high school. She would prefer to use that money to fund some of the priorities.

Mrs. Grady added that, "We are a society looking at the future." Technology and other programs such as biotechnology and fire fighting are just two of the new programs. Mrs. Grady reiterated her point that the district does not have less money, there is more money and she hope that time can be spent reviewing the budget and she feels there probably won't be time to vote on it at this meeting. She also added that there is nothing in the budget that discusses programs. She feels that there should be something that tells Board members what each program is getting and if any of it is unnecessary.

Dr. Mebert responded that there has been an increase over the past ten years, but people should remember there has been full day kindergarten implemented, new CTC programs, large medical increases, special education costs and other costs that are included in the increase, along with contractual obligations. She doesn't believe there has been any frivolous expenditures in that time.

Ms. Briggs Badger distributed a graph with the ten year history of appropriations. \$4 million of the \$18 million was special education costs. The money has been necessary and well spent.

She also clarified that the final budget vote will be March 14<sup>th</sup>. The purpose of this special session was to vote on certain items. Much of the groundwork will be done prior to next week's meeting.

Ms. Briggs Badger stated that all of this information has been available since January. There is nothing new in the information that the Board received for this meeting. Of the top ten priorities, six were reinstating items that had been eliminated in the past.



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The proposed additions to the default budget are .50 art teachers at WPS, \$350,000 for Math in Focus curriculum, \$50,000 for technology, \$50,000 for athletic transportation, \$5,100 for dues for CTC National Honor Society, \$1,200 for peer mentoring at DHS, and \$48,000 for Firefighter Academy I and II. This brings the total increase to 3.4% to the 2011-2012 budget.

After reviewing the budget further, Ms. Briggs Badger stated that the administrators eliminated \$85,000 in two Out of District placements and \$10,000 from an annuity that the Superintendent would not be receiving. This annuity had been in the budget for the past six years because the previous superintendent received this annuity. It was a possibility that Ms. Briggs Badger would receive this annuity, but not known at this time. She made the decision to not request it in her new contract, so the money would be eliminated from the budget. With this \$95,000 decrease, the budget would be \$46,165,100 or a 3.25%.

Ms. Briggs Badger added that the Board will need to discuss these options and see what they want items they would like to keep. The Board members could also review options from other priority lists that had been distributed at past meetings. She also noted that the funds for the proposed teacher contract have been included and will not increase the tax rate.

Ms. Briggs Badger also thanked citizens for their input and for their concern.

Mrs. Grady commented that salary increases at WPS were due to classes that were funded with federal funds. She stated that the federal funding has been eliminated and the positions are still in the budget. Ms. Briggs Badger responded that the only positions that had been federally funded were one kindergarten teacher at each elementary school. These are reduction teachers that have been funded for several years through federal funding. The positions would be in the budget regardless of their funding source. These positions were added specifically to reduce class size.

Ms. Briggs Badger also commented that with the new financial software, there have been some changes in the reporting and in the past, some positions have been placed in an inaccurate location. This year, many of these inaccuracies were corrected. For example, there had been three DMS special education teachers who were incorrectly added to the line item for DMS teachers. This year, they were changed to their accurate location, which was DMS Resource Room teachers. This showed a large increase to that line item, but there was actually no increase to the number of teachers. The DMS teacher line item showed a decrease to offset the increase.

Ms. Briggs Badger also discussed the ARRA funded positions that will no longer be in the budget for next year since this funding source will be gone. Some of these positions may be paid for with alternate federal funds. ARRA funds need to be spent by August 2011.

Mrs. Grady stated that there had been positions in the budget that had been paid for previously with federal funds. She also commented that she feels it's more important to give the students programs like the Firefighter Academy rather than more staff.



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Ms. Briggs Badger clarified the kindergarten positions, stating they are currently working teachers and enrollments are high as it is.

Matt Mayberry moved, Audra Lurvey seconded a brief recess. An oral **Vote Passed 7/0.**

Ms. Briggs Badger clarified the increase of WPS budget line item. After the budget was adopted, two teachers were added due to high enrollment. These positions are in the FY12 Default budget. There was also one teacher added to Garrison School.

Mr. Mayberry thanked parents and students for coming out to support the budget. He particularly appreciated the input from the students. He also thanked city councilors who came to the meeting for their time and interest.

Mr. Mayberry discussed the proposed teacher contract and stated the City Council asked that a way be found to fund it from the existing budget. This contract can be paid for with no additional dollars added to the tax rate.

Mr. Mayberry commented on the poor state of the economy, but expressed desire to move forward. He will not support the 9.9% or 4.9% budget, but will support the 2.3% default budget with .50 Art position, Math adoption, and the Firefighter Academy. He feels that certain things are needed so that the district can improve. He is ready to vote on the budget whenever the rest of the Board is ready.

Ms. Lurvey asked for a clarification from Mr. Amara about what would happen if the second year wasn't funded. Mr. Amara stated that the \$48,000 being requested is for both years. If both years aren't funded, then only one year would be funded at a cost of \$24,000 which would fund year two and the program would be dismantled after that.

Funding for the Firefighter Academy was added after adoption of the budget, so funding was found from the approved budget. There was no line item for this program.

Mrs. Grady stated that the Board was made aware that the cost would be for a two year program. She also stated that career tech is different that it has been in the past. It is a planning program for students looking for different careers. It is different that vocational schools of the past. She continued to say that research shows that students who graduate from career tech programs who proceed to graduate from four year colleges are more successful that regular education students. It is no longer a lower level program. Dover has grown with the times and needs to continue to grow with the times with technology. Technology will be the way of the future.

Ms. Briggs Badger recommended saving the final vote on the budget until March 14<sup>th</sup>, because information has been given to the public stating the final date for a vote.

Ms. Lurvey commented that she agreed with Mr. Mayberry's budget priorities, but would like to add \$50,000 for technology to the list he suggested.



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Ms. Setear asked the Board if they would consider funding the Peer Mentoring at DHS and dues for the CTC National Honor Society for a total of approximately \$6,800 from the current default budget. This would mean that the Dover High School would need to find funding for these programs in the existing budget. Principal Debi Migneault stated that she believed that she would be able to find the funding.

Mrs. Grady asked if smaller amounts of money can be used, such as part of the \$381,808 under the default budget for Improvement of Instruction so that the new math curriculum can be funded. Much of this money is for book replacement. Ms. Verville responded that book replacements for Everyday Math are imbedded into regular programs. The Improvement of Instruction is intended for new curriculums. Everyday Math is not being treated as a new curriculum. Mrs. Grady commented that in other years she could look through what was in each program to see what wasn't necessary. She asked if giving free music lessons to fourth grade students is more necessary than adding CTC programs. She asked if the fourth grade program could be combined with the fifth grade programs. Last year world drumming and guitar was added to eighth grade. Are these programs a necessity in trying times and can the money be better used for high priority items.

Mrs. Grady made a clarification regarding the funding for the proposed teacher contract. She stated that the funding sources need to be approved by 2/3's of the City Council after a public hearing. Mrs. Briggs Badger agreed with her and responded that the City Council would review it at the same time as the budget was reviewed. If approved, there will be a zero impact on the tax rate. Ms. Briggs Badger expressed confidence in the City Council in approving the funding of the teacher contract.

Matt Mayberry moved, Audra Lurvey seconded to take a consensus vote to use the 2.28% budget as a baseline budget. An oral **VOTE PASSED 7/0**.

Matt Mayberry moved, Robert McCrory seconded to add \$48,000 for the Firefighter Academy for years 1 and 2.

Mrs. Grady stated that she may temporarily vote no on this item, until she presents a different scenario. She would like to see it in the budget, but not as an addition.

Dr. Appel asked for clarification on items that had not been previously budgeted. He commented that, "The budget as listed here does not effectively take care of what was basically approved as last year's budget with addenda. That's the wrong interpretation." He stated, that the district should be working from the budget that was considered with additions last year. That was the needs of the system last year. It seems strange that things like the Firefighter Academy are disappearing again and having to be added as new items. This gives the Board the wrong view of things. They should include the teachers who were added because of enrollment as part of last year's to last year's budget.



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Dr. Mebert and Ms. Briggs Badger confirmed that the funding for the added teachers is included in the FY12 budget. Dr. Appel stated that he is not referring to the default budget. He is in the opinion that those funds should be added to the FY11 budget and use that as a starting point.

Dr. Appel stated that the comparison of the budget isn't accurate because FY11's actual budget included possibly an additional \$200,000 that isn't accounted for in the FY11 budget.

Ms. Setear agreed that if items are approved after the budget adoption, they should be added to the budget. She clarified that even though the items were added to the budget, they didn't receive any additional funding.

Ms. Verville stated that the \$250,000 in override funds has been included in the FY11 budget.

Ms. Briggs Badger reiterated that the additional teachers are in the 2.3% default teacher.

Dr. Appel stated that parts of the 2.3% increase are already in the budget and gives the false impression that items are being added that are already there.

Ms. Briggs Badger commented that another case would be curriculum funds. In FY11 there was \$200,000 budgeted in curriculum funds that are not listed in FY12, so in actuality the district is only asking for \$150,000 for curriculum.

Dr. Appel commented, "The district is putting out information that is misleading and self-defeating in the sense that the actual situation is better than it appears from these numbers and that makes it much harder for us and the City Council to explain their approval. We are not approving the kind of increases that it appears we are approving. We ought to try and point out what we are doing in going to the effective budget last year to the intended budget of next year. It looks like it should be around 1% instead of 3.25%."

Dr. Appel did not want to appear to be critical, but just offer a suggestion.

Ms. Briggs Badger asked if it would help if items added after the budget were listed to the Board

Ms. Setear asked where the money came from to fund the additional positions after the budget was adopted.

Ms. Verville responded that the money came from attrition, including retirements and resignations. Ms. Briggs Badger added that the \$250,000 override funds were included to the budget also, which helped to fund programs and staff,

Ms. Setear stated that it would be helpful to see what a correct personnel number is moving forward.

Mrs. Grady stated that the additional teachers were not in the original budget. She requested that there be an additional meeting before March 14 so that they can review the programs. The



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Board could then see what items are a necessity in this year's budget. The money is always found for whatever is asked for in the basic budget.

Mr. McCrory stated that he remembers approving the Firefighter Academy at a previous meeting last year. It wasn't given a specific line item, because it was approved after March 15, but funding was found within the budget. He wanted to persuade Mrs. Grady to vote in favor of the Firefighter Academy because it was already approved last year. He doesn't believe this is an increase at all.

Mrs. Grady responded that there might be items that should be eliminated. For example, maybe all departments could be asked to cut their budgets by a certain percentage. This way the department could make the decision as to where the funding would be eliminated. Another suggestion might be eliminate staff or professional development for one year only. That money could be used for something for the students. Music lessons and World drumming and guitar are other options that she mentioned previously. Possibly eliminating Latin and Spanish above level 4 could be another option. The District is required to provide foreign language up to level 4, but students desiring to take higher levels, might be able to take these classes online. AP classes are typically small. If the class sizes are increased, money might be able to be saved. The District might be able to get by without some of these options for one year. She would prefer some of the new items be added and some of the current items eliminated.

Ms. Briggs Badger responded to Mrs. Grady's request to possibly eliminate professional development for one year by saying that it is a contractual obligation that the teacher's receive a total of \$70,000 to be used for graduate level courses. She also commented that professional development is also needed when a new curriculum is implemented. Teachers need training for the program to be successful. It is not just the product. Technology and professional development are both needed.

Ms. Briggs Badger commented that there is not a lot of fat in this budget. It is an already thin budget and the Board would be "robbing Peter to pay Paul." She is trying to be as open and transparent as possible when presenting the budget.

Ms. Briggs Badger agreed that the District is spending more than is in the budget because items were added after the adoption.

Ms. Lurvey responded to Doris, stating this is a different budget process. She is enjoying the positive feeling of the budget process. She doesn't feel the administrators will be able to eliminate more from their budgets.

Mrs. Grady asked what is in the budget for programs and what is going on in the system that is improving the system and getting the District out of a DINI district. She asked if money is going to solve the problem.

Ms. Lurvey responded that she is happy that there is a reading curriculum.



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Ms. Briggs Badger commented that the bar is raised every two years for NECAP scores. The goal of the NECAP is that in 2014, 100% of the students reach proficiency. The way you don't reach proficiency is because scores are broken down into sub groups. She stated she is proud of the work that teacher's do and Dover's Growing Readings has been a huge success. "What you get for your \$5 million dollars is are dedicated teachers, a viable curriculum, hands on learning, children that can be excited about going to school every day, and teachers and administrators who are dedicated to making sure that happens and as society demands greater things from school, we are parenting, feeding, teaching morals and values. It's a much more complicated society than what it was a few years ago. There is a myriad of demands on staff and on administrators and everyday they go to work and meet these demands. Dover, as a community should stand proud of what we've done and hold our head high and continue the commitment to the children and if the increase on the tax dollar, as minimal as it will be, I think the community we heard tonight embraces the fact that we are going to do the best for the children. I applaud the administrators, teachers and School Board and decide what stays and what goes. We ask that you give us enough so that we don't lose ground." She read the mission stated of the school district and stated that the District needs to move forward with the budget and the City Council.

Mr. Mayberry asked for clarification on the DHS Guidance salary item. Human Resource Coordinator, Robin LaFleur explained the line item and the reason for the increase.

Mr. McCrory clarified the motion on the table regarding the Firefighter Academy and Dr. Mebert called the question. An oral **VOTE PASSED 6/1** (Grady opposed) to approve the Firefighter Academy.

Ms. Lurvey commented that she hadn't heard anything regarding athletic transportation. At this time, she will not be supporting athletic transportation because her constituents have not informed her of their support for it.

Dr. Mebert responded that there have been many emails saying that they are in support of the 4.9% budget which includes athletic transportation. She did not hear anything specific about the athletic transportation.

Ms. Setear moved, Matt Mayberry seconded to approve .50 art position, Math in Focus Curriculum, \$50,000 for technology, \$50,000 for athletic transportation. An oral **VOTE PASSED 7/0**.

Dr. Appel stated that he is confused as to what will be voted on next week. Dr. Mebert responded that there is another week before an official vote is taken. If they hear from community members, they will have a week to consider other options.

Ms. Briggs Badger summarized what has been approved at this meeting. A final vote will be taken on March 14 and the budget will be given to the City Manager on March 15.



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Mrs. Grady stated her motion would have been to include all of the items on the list, but they needed to be funded from within the 2.28% budget. This would be a total of \$519,000 that would need to come from the default budget.

Mr. Mayberry seconded the motion for discussion, although he asked if it was only an advisory direction of the superintendent and the administrative staff or a motion.

They agreed that it was a direction asking Ms. Briggs Badger to look for some additional funds within the default budget.

Ms. Briggs Badger reiterated the request made to her and Dr. Mebert responded that she was correct in her assumption.

Dr. Appel asked Ms. Verville to find out how much is being spent in this budget year. "Is \$44,714,121 the amount that is being spent this year?" "If that is the case, there are items that are listed that add up to that amount that weren't spent." He wants to see what the district is spending this year in actuality. Ms. Verville responded that the \$250,000 override funds are included in the total.

Ms. Setear added that she has also wondered where funds have come from to fund additional positions. She realizes that staff members change and money is saved from attrition. She suggested that possibly there could be some funding to new positions from money saved due to attrition.

Ms. Verville stated that it is usually October before a savings amount is known. Ms. Setear responded that we might need to find a way to make a projection so that we know how much will be saved from attrition.

Mr. Mayberry stated that this will really only just spin the percentage a bit. We are still spending the same amount of money, although it might look different to the public.

Ms. Verville responded that she could provide the list of positions that were added after budget adoption.

Mrs. Grady discussed her motion to add \$519,000 to be found within the default budget. She thinks it's there and can be found. 95% of her constituents have stated want a definite math curriculum change, Firefighter Academy, and technology.

Dr. Mebert asked if Mr. Mayberry seconded it or asked for it as an advisory. He asked Mrs. Grady what she preferred and she would rather vote on it next week and give to Ms. Briggs Badger as an advisory direction at this point.

Ms. Lurvey stated that she would like to keep it as it stands. It is a great deal of work to find additional money and she doesn't necessarily believe that the money is there. She doesn't feel the time is well spent searching for the money and has confidence in the administration.



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Dr. Mebert summarized that the Ms. Verville and Ms. Briggs Badger search for economies in the current budget to pay for the five items that were voted in.

Dr. Appel stated that the Board wants to present a budget that is honest and doesn't over estimate the increase. If that can be done, it will be easier for the Board and the City Council to approve. Because of this, he feels that it's a good idea to look for extra money in the budget.

Dr. Mebert pointed out that supply budget is 84% of the level of 2001. She used this example to show that cuts have been made. She is not optimistic that \$500,000 can be found, but she feels that it is a worthwhile exercise.

Ms. Briggs Badger asked for clarification to what degree she looks for the money needed. She commented to Dr. Appel that the District has been overly honest in the budget process this year. Every increase has been shown in the budget.

Dr. Appel stated that he doesn't understand how the added teachers are included in the default budget.

Ms. Briggs Badger described the process to the Board of how additional positions are funded after the budget is adopted. She stated that as teachers retire and resign, the savings from hiring new teachers is used to fund other items approved later in summer and school year based on enrollments. This has been the process for many years. Depending on insurances, there sometimes is not a savings from attrition. It is difficult to know what the savings are realized until after the new teachers are hired. Ms. Briggs Badger commented, that Dover does not want to have the reputation that only inexperienced teachers are hired in order to save money. Only the best suited people for the job are hired in Dover.

Dr. Appel stated that the right thing to do is look back over previous years and see what might happen based on past experience. It should not be a commitment. He continued, "If you are not allowed to project the savings, then you can't legitimately be expected to find that money in the budget, because the savings are going to come from what you will learn later. The reasonable thing to do is to present a budget and some sort of an educated guess of what can be expected to happen. We should expect that the budget will show an increase, but there should be some indication that we expect, on the basis of past years, there will be a certain reduction to make it clear what we really expect to happen by October."

Ms. Briggs Badger stated that if the Governor's budget with 0% contribution toward retirement, passed, the District needs to come up with \$900,000 in our budget. The budget is still in draft form, but it could happen. If we are cut so lean, there are no additional resources in case another teacher is needed due to enrollment or special education place.

Dr. Appel stated that this information makes it clearer and would persuade him to vote against it.



**DOVER SCHOOL  
DISTRICT**

## DOVER SCHOOL BOARD – MINUTES

Meeting Type:	Special Session #2
Meeting Location:	City Council Chambers
Meeting Date:	<b>Monday, March 7, 2011</b>
Meeting Time:	<b>6:30 P.M.</b>

Mrs. Grady asked if there is any anticipated revenue to take care a shortfall of the Governor's budget.

Ms. Briggs Badger responded that the district needs to project worst case scenario and will have to send pink slips to staff as a precaution in order to be protected legally and contractually. She is hopeful they will not be needed, but must do it as a precaution. She commented that, "It will not be a rosy few months and we could be back cutting more deeply depending on the City Council."

Dr. Mebert summarized what had happened at the meeting. Items including the .50 art position, Firefighter Academy, \$50,000 technology, \$50,000 in athletic transportation, Math curriculum have been added. Peer Mentoring and dues for the CTC National Honor Society will be found within the default budget. She also added, "The School Board has asked the superintendent and business administrator to see if they can maybe find some economies in the budget that may help pay for some of these items."

**E. ADJOURNMENT:** Matt Mayberry moved, Beth Setear seconded a motion to adjourn at 9:35 P.M. An oral **VOTE PASSED 7/0.**

Respectfully submitted,  
Beth Setear, Secretary