



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type:	Special Session #4
Meeting Location:	Media Ctr (Rm. 306) McConnell Center
Meeting Date:	Monday, June 27, 2011
Meeting Time:	6:30 P.M.

A special session of the Dover School Board was called to order by Chairperson Carolyn Mebert on Monday, June 27, at 6:40 p.m. in Council Chambers for the purpose of discussing the fiscal year 2012 budget.

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

Also present were; Superintendent Jean Briggs Badger; Sandra Crosson, Pupil Personnel Services Director; Gary Tirone, Curriculum, Instruction, Assessment Director; Kim Stephens and Mike McKenney, Dover High School Deans of Students; 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):

Doug Dawley, 143 Back Rd, addressed the Board in support of NHROTC.

Chris Taylor and Ryan Torr, students in the NJROTC program spoke in support of the program.

Logan Kelleher, 8th grade student, spoke in favor of NJROTC. He stated that he was attending Dover High School because of the program.

Bill Tower, 29 Boxwood Ave, spoke in favor or NJROTC. He is the instructor of the program.

Suzanne Kelleher, parent, spoke in favor of NJROTC.

Amanda Russell, 20 Cranbrook Lane, spoke in support of the music program, reduction of an administrator.

D. CONSENT AGENDA:

1. Resignations:

- a. Leslie Gelsomini, DHS Spanish Teacher
- b. S. Suzanne Henrich, DHS Latin Teacher
- c. Chris Ouellette, DHS SPED Teacher

2. Nominations:

- Sheet 1: Nomination and Election of Summer School
Paraprofessionals & Teachers (Haley-Vansylyvong)
- Sheet 2: Nomination of Business Administrator (Limanni)



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

E. OLD BUSINESS:

1. 2011-2012 Budget Reductions

Ms. Briggs Badger reviewed budget reductions that had been approved at the School Board meeting of June 13. Items reduced from the budget were Homework help at DMS, an open PE position at DHS, a Spanish teacher at DHS, a portion of Math in Focus, and an Art teacher at DHS. A part time pre-exploratory position at the CTC is changing funding so that it will now be grant funded. The total of reductions from that meeting was \$328,947.

After further review, an additional \$10,694 for associated benefits was found under the Homework Help line item. Also, \$55,337 was found in the budget from the difference in compensation packages for middle school positions. An additional \$254,455 needs to be reduced to achieve the approved City Council Budget.

Beth Setear moved, Ken Appel seconded to approve budget cuts with additional amounts of \$10,694 and \$55,337 from the first column.

After discussion, Beth Setear moved, Ken Appel seconded to withdraw their motion.

Mrs. Grady stated that she believed a vote should be taken on the increase in the two items from column 1. She also expressed concern over the removal of homework help at the middle school. This is taking a benefit away that directly affects students.

Dr. Appel asked if there would be additional homework help at the middle school if these cuts were approved. Mr. Briggs Badger responded there would be no homework help available if these cuts were approved.

Ms. Briggs Badger continued to review the proposed budget cuts listed in column 2.

Dr. Mebert asked how the music program would be affected if the proposed 1.45 cuts occurred. Dave Tromba, the music curriculum coordinator, stated that the music cuts would be for grades K-12. Over 200 students would be affected by this reduction. Mr. Tromba explained that the proposal attempted to address programs that were eliminated and could be added back over time. He felt that the elimination of electives at Dover High School, would make more sense than to eliminate band at Dover Middle School. The 1.45 elimination of music positions would have the least impact if high school elective music classes were eliminated. The plan is to keep music ensembles at Dover Middle School. He would prefer to keep the 1.45 in positions, but this would be the option that would be best if the cuts were necessary.

Mr. McCrory asked which of the 3 positions was the most important to keep. Mr. Tromba said he wasn't looking at it as individual positions. The best place to lose these positions would



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most likely be the high school. Staff would need to be shifted so that instrumental music at Dover Music School could remain.

Mrs. Grady asked Ms. Briggs Badger if this could happen. Ms. Briggs Badger responded that this could happen and thanked Mr. Tromba and the music department for their flexibility. Mrs. Grady also offered her appreciation.

Mr. Mayberry apologized for offering critique that he had made at the last School Board meeting. He felt that it came across as a criticism of the superintendent. He wanted to make clear that he is very happy with the budget process used by Ms. Briggs Badger and that was not his intent. He is very pleased with how she has handled the budget.

Mr. Mayberry discussed the budget of the City Council, stating the council increased the city budget by 3.9%. The city had asked for \$120,000 less than what was given to them by the council. In contrast, the School District's budget was cut by \$400,000. He urged people to ask councilors how they support schools when campaigning begins in the fall. They should ask candidates how they will support education.

Mr. Mayberry also discussed the request that the DTU consider taking a furlough day. He acknowledged that the outcome of the union vote was not favorable and the union had voted against this request. The savings would have been \$80,000-\$85,000 for one furlough day. A furlough day for paraprofessionals would save approximately \$15,000. Had this vote passed, a music position might be able to be saved. Mr. Mayberry also mentioned course reimbursement. \$70,000 could be saved if this benefit is returned to the District for one year. He expressed disappointment in the outcome of the vote.

Mr. Mayberry asked about the possibility of moving the NJROTC program to the Career Technical Center so that students from other districts can participate in the program and pay tuition. Ideas need to be discussed to keep the program viable for future years. Enrollment needs to be increased to 100 in order to keep the program. The navy subsidizes the commander's salary each year by 50%, but the district pays the remainder of the salary and all of the associated costs.

Commander Tower also noted that the Navy pays for all of the cadet uniforms.

Mr. Amara stated that the NJROTC program cannot be included in the Career Technical Center, but he can offering marketing strategies that are used by the CTC to encourage enrollment. He offered the possibility of adding a 5th block to the day so that students may be able to add to their schedule. This could encourage enrollment. Also, middle students should be introduced to the program. Current students will need to recruit also.

Mrs. Grady stated that she had heard from some parents that the guidance counselors were discouraging students to enroll in NJROTC. She would like an investigation to see if this has happened.



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Dr. Appel stated that he isn't comfortable with asking teachers to offer a furlough day. They will need to make additional retirement contributions and this would be an additional sacrifice.

Mr. McCrory asked what the middle school athletic cuts entailed. He would not support a cut of any teams in their entirety.

Ms. Boston thought the cuts could be soccer, basketball, and/or cheering but would find out when Mr. Wotton returns.

Mr. McCrory asked how many NJROTC students are not from Dover. Mr. Amara estimated that there were 7 Barrington students.

Mr. Mayberry clarified to Ken why he would like to see furloughs in the district. His goal is to keep positions and not to punish teachers. It was not meant to be vindictive, but to keep jobs in Dover.

Nancy Kach, a teacher and DTU member in the Dover School District who was in attendance at the meeting, clarified that a furlough day would mean a loss of 1/184th of an annual salary. In addition to this loss, NH retirement is being increased by 2%, so this would be an additional reduction in take home pay for teachers. This didn't seem to be a feasible option for teachers.

The vote to be taken consisted of eliminating items in column 2, including \$50,000 in desktop technology, \$12,771 in athletics, \$73,220 for a music teacher, \$50,000 for athletic transportation, \$8,174 for a .20 music teacher, \$10,290 for a .25 music teacher, and \$50,000 for a secretarial position. In addition the cuts of \$10,694 for addition homework help and \$55,337 were included in the column for a total of \$320,486.00

Ms. Setear called the question and a roll call **VOTE PASSED 6/1** (Mayberry opposed).

Dr. Mebert asked about the natural gas budget for next year. She inquired as to why the numbers are the same at 3 schools and go down at 2 schools. Why are all of them not decreasing. Horne Street School should be about the same as Woodman Park School. Ms. Briggs Badger was unsure of the answer, but would look into it. She stated that we are also unsure of the actual costs for next year.



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Proposed Budget Reductions	Cut by CC from SB Adopted FY12 Budget	Retirement Cost Downshift by State from 35% to 25%	Add'l Retirement Costs Downshift by State from 35% to 0%
Desktop Technology		\$50,000	\$50,000
Sub-Varsity/DMS Athletics		\$12,771	\$19,329
Homework Help-DMS***	\$60,694		
Open Position-DHS-PE	\$77,091		
ROTC-DHS-Tower			\$66,031
Music Position-DMS		\$73,220	
.33 Pre-Exploratory Teacher-DHS(Perkins)	\$18,684		
Athletic Transportation		\$50,000	
Spanish Teacher-DHS	\$51,239		
Math in Focus (124,325 in FY12)*	\$77,325		\$124,325
.20 Music Teacher-DMS		\$8,174	
.25 Music Teacher-DHS		\$10,290	
Elementary Teachers (1)			\$41,860
Secretarial Position		\$50,000	
Art Teacher-DHS	\$54,608		
Difference from compensation package for two DMS teachers	\$55,337		
Social Studies Teacher-DMS (2)**			
Science Teacher-DMS (2)**			
Math Teacher-DMS (2)**			
Language Arts Teacher-DMS (2)**			\$300,000
Total	\$394,978	\$254,455	\$601,545
		\$649,433	\$1,250,978

Other needs:

Health Teachers(2)-Elem shared (\$50,000-\$60,000 ea)

*Cost of Math in Focus has been reduced and we have been given the option to pay over a two year period.

**DMS grade 7 & 8 change from 6 teams of 4 teachers to 4 teams of 5 teachers - savings of 4 teachers. This is the approx. net cost.

The "green sheet" had shown other items that were considered for budget reductions including Firefighter Academy, .5 Art Teacher, Equine Teacher, core teachers at DHS, additional elementary teachers, special education aides, literacy interventionists, and a Dean of Instruction at DHS. These reductions were not feasible due to high class enrollments, revenue received from program, or high need area of instruction.



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***Homework help savings increased due to elimination of associated costs including FICA and NH Retirement

Mrs. Grady asked if the third column should be discussed. The School District is still unsure about the rates for New Hampshire Retirement for next year and may need to make up to an additional \$601,545 in cuts.

Ms. Briggs Badger stating that we are still waiting to hear from the state to see what the outcome. The indications are that we will not have to make the total cuts, but it is still unknown.

The major items to be cut would be Math in Focus, reduction of teams, and NJROTC. At this point, it would be speculation.

Mrs. Grady responded that she would like to let the NJROTC students know what the decision is for their program at this point. She would like to reduce the middle school teams so that money is available for other items.

Doris Grady moved, Robert McCrory seconded the reduction of a middle school team.

Ms. Setear stated she would not vote on reducing teams if it is something that doesn't need to be done at this time. This would create a significant impact on the students. She would vote on this maybe at some point in the future, if needed.

Mr. McCrory thought that the motion was for potential cuts in the future if necessary. Ms. Briggs Badger's understanding of Mrs. Grady's motion was that she would like to guarantee that NJROTC is not cut this year at all.

Mrs. Grady stated that the middle school re-configuration should be done now, since it will be difficult to do if the Board waits any longer. If this doesn't happen, an additional \$300,000 will need to be found.

Dr. Appel commented that he doesn't see a significant possibility that the Board will need to go to the third column now based on New Hampshire retirement.

Mr. Mayberry asked how many teachers would be laid off if the middle school re-configuration occurs. Ms. Briggs Badger responded that no others would be let go at this point. They have all received notices and have not been recalled at this time. She stated that she is hopeful the state will let districts know by June 30.

Mr. Mayberry asked when teachers would be given contracts who are awaiting notice on the team restructure. Ms. Briggs Badger stated that she would like to know within a few weeks so that contracts may be issued. The district is losing teachers to other districts because we are waiting for notice from Concord.



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Mr. McCrory will be supporting the motion made by Mrs. Grady, so that the possibility of eliminating elementary teachers is reduced.

The roll call **VOTE FAILED 2/5** (Setear, Mebert, Appel, Lurvey, Mayberry opposed).

Doris Grady moved, Robert McCrory seconded to keep NJROTC for 2011-2012 school year at a cost of \$66,031. Mr. Mayberry requested a roll call vote. A roll call **VOTE PASSED 5/2** (Lurvey, Appel opposed)

Mrs. Grady stated she had reviewed the budget thoroughly to search for other ways of saving money and came up with ideas including reduction of teams, following Mr. Tromba's suggestions for the music department, and eliminating tax payer funding of the preschool program. She also looked into reducing travel funding and staff and professional development for one year. Many items have been taken away from the schools to make it a happy place for students to learn.

At Dr. Mebert's request, Mr. Mayberry repeated what he had stated earlier regarding the City Council increase to their budget and the decrease to the Dover School Board budget. He again stated that if the school budget is reduced, the city council should be reduced. Fair treatment should occur.

F. SCHOOL BOARD MATTERS OF INTEREST: none

G. ADJOURNMENT: Audra Lurvey moved, Matt Mayberry seconded a motion to adjourn at 7:50 P.M. An oral **VOTE PASSED 7/0.**

Respectfully submitted,
Beth Setear, Secretary