



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #7
Meeting Location: Media Ctr. (Room 306) McConnell Center
Meeting Date: **Monday, July 11, 2011**
Meeting Time: **7:00 pm**

Chairperson Carolyn Mebert called a meeting of the Dover School Board to order on Monday, July 11, 2011, at 7:05 p.m. in the McConnell Center Media Center.

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

Also present were; Superintendent Jean Briggs Badger; Woodman Park School Principal Patrick Boodey; DMS Co-Principals Mike McKenney and Kim Lyndes, GES Principal Dustin Gray, CAI Director Gary Tirone, Pupil Personnel Services Director, Sandie Crosson, DHS Dean of Students Kim Stephens, DHS Principal Christine Boston, CTC Director Jim Amara, DTU President, Deb Hackett; Foster's reporter, and citizens and teachers of Dover.

B. PLEDGE OF ALLEGIANCE: Matt Mayberry led the Pledge of Allegiance.

C. CITIZENS' FORUM: The following people addressed the Board:

Ann Bean, Parent, 517 Sixth St, spoke about the difficult budget process and supported additional funding for Dover schools.

Amanda Russell, 20 Cranbrook Lane, addressed the Board in support of the budget process, music and teams.

Fran Meffen, 16 Benjamin Way, addressed the Board in support of DMS teams.

Heather Carigan, 38 Wallace Dr, addressed the Board regarding NJROTC scheduling. Ms. Briggs Badger responded that all students were being scheduled to include NJROTC.

NJROTC student commander expressed his gratitude to the Board for saving the program for next year. Dr. Mebert reminded him that they had a great deal of work to do.

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

1. NONPUBLIC SESSION #14, JUNE 13
2. REGULAR SESSION #6, JUNE 13, 2011
3. NONPUBLIC SESSION #15, JUNE 17, 2011
4. NONPUBLIC SESSION #16, JUNE 27, 2011
5. SPECIAL SESSION #4, JUNE 27, 2011

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

Audra Lurvey moved, Matt Mayberry seconded, to remove items 3.a. 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 #7
Meeting Location: Media Ctr. (Room 306) McConnell Center
Meeting Date: **Monday, July 11, 2011**
Meeting Time: **7:00 pm**

E. CONSENT AGENDA

1. **Correspondence: NONE**

2. **Resignations/Retirements:**
 - a. Al Poirier, DHS Chemistry Teacher
 - b. Merilee Atwell, HSS Special Education Teacher

3. **Leaves of Absence:**
 - a. Trudy Brinkman, DMS Paraprofessional
 - b. Elizabeth Dubois, WPS Kindergarten Teacher-Withdrawal of Request

4. **Nominations:**

Sheet 1: Nomination and Election of Administrators (Boston - McKenney)
Sheet 2: Nomination and Election of Teachers (Cortes - Tower)

5. **Extended Travel (Student Trips): NONE**

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

Ms. Lurvey discussed item 3.a from the consent agenda stating that the district currently does not offer leaves of absence for paraprofessionals.

Audra Lurvey moved, Matt Mayberry seconded to not accept items 3.a. of the consent agenda.
An oral **VOTE PASSED 7/0**.

Robert McCrory moved, Matt Mayberry seconded to move up O.2. Update Speech and Language C.A.R.E. Plan. An oral **VOTE PASSED 7/0**.

O. 2. Update Speech & Language C.A.R.E. Plan—Sandie Crosson

Pupil Personnel Services Director Sandie Crosson introduced Maren Boothby, a Speech & Language Pathologist, whose company, Boothby Therapy Services conducted a study a year and a half ago to determine if the district had enough Speech and Language Therapists. Her company determined that Dover had the appropriate number of therapists.

A year later, American Education Consultants analyzed the entire Special Education Department and determined there were too many speech and language therapists.

Ms. Boothby addressed the report that was provided to School Board members, encouraging the Board not to take the advice of AEC which was to reduce speech and language services



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #7
Meeting Location: Media Ctr. (Room 306) McConnell Center
Meeting Date: **Monday, July 11, 2011**
Meeting Time: **7:00 pm**

within the district. The C.A.R.E. plan had a narrow focus. They were only studying speech and language services, where AEC was studying all of the Special Education services.

At this point in the presentation, Ms. Boothby became ill, and her presentation was stopped.

Audra Lurvey moved Matt Mayberry seconded to recess. An oral **VOTE PASSED 7/0.**

Audra Lurvey moved, Robert McCrory seconded to return to session. An oral **VOTE PASSED 7/0.**

F. SUPERINTENDENT’S REPORT: Ms. Briggs Badger addressed the following items:

- Welcomed and introduced Michael Limanni, the new Business Administrator. She provided information on his background.
- Thanked and introduced Christine Boston and Michael McKenney, who have been nominated as the Interim Principal of Dover High School and Interim Co-Principal of Dover Middle School respectively.
- Provided an update of the New Hampshire Retirement changes effective 7/1/11.
 - Employees saw an increase from 5% to 7% deducted from their paychecks as of July 1.
 - The state’s portion of the 13.95% of employee’s salaries was reduced from 35% to 0% effective July 1. We will now be required to pay 100% of the cost, rather than the budgeted 65%. The cost to the district would be approximately \$856,000
 - Speculation was that the reduction would drop to 75% instead of 0% (state paying 25%) (75%-65%)
 - To cover this cost (10%), the City provided an additional \$254,455 when the School Budget was approved, which leaves a balance of \$601,545 to be funded by the District.
 - The additional 2% that is being deducted from all eligible employee wages is being used to offset some of the District retirement costs. This money will help to pay the portion that was previously paid by the State of NH. Dover should receive approximately \$300,000 from the 2% increase to employees. We are not certain when or how by NHRS, but this money will be used, along with the money credited from other districts to determine what percentage will be paid by districts and what percentage will be paid by the state.
 - This would leave an additional \$300,000 in budget cuts to cover the NH Retirement costs pending NHRS recalculation of the employer rates.
 - NH Retirement will be recalculating the rate that districts will be paying sometime within the next 1-3 months, so the \$300,000 may be reduced at that time depending on the percentage that is calculated.
 - These legislative changes are being challenged by a coalition of state’s unions and NH Retirement, so there could be further changes as the case progresses through the legal system.



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #7
Meeting Location: Media Ctr. (Room 306) McConnell Center
Meeting Date: **Monday, July 11, 2011**
Meeting Time: **7:00 pm**

G. STUDENT REPRESENTATIVE REPORT: None

H. COMMITTEE REPORTS: None

I. POLICY -- CHANGES – PROPOSALS: None

J. POLICY ADOPTIONS:

a. KF Use of School Facilities

Audra Lurvey moved, Ken Appel seconded to approve policy KF Use of School Facilities. An oral **VOTE PASSED 6/0 (Mayberry was out of the room).**

b. EDCA Employee Use of Electronic Communication Devices

Audra Lurvey moved, Ken Appel seconded to approve policy EDCA Employee Use of Electronic Communication devices. An oral **VOTE PASSED 6/0 (Mayberry was out of the room).**

K. SUBMISSION AND PAYMENT OF BILLS: Audra Lurvey moved, Beth Setear seconded to direct the payment of manifest #12-A in the amount of \$350,891.66 for FY12, \$2,094,375.57 for FY11, and \$5,340.64 for FY10 for a total of \$2,450,607.87. The time period for payments was from 6/14/11 to 7/11/11. A roll call **VOTE PASSED 6/0 (Mayberry was out of the room).**

L. RESOLUTIONS: None

M. OLD BUSINESS:

a. Budget Update

Superintendent Briggs Badger discussed cuts that would need to be made due to the changes in New Hampshire Retirement system. Her desire is not to eliminate Dover Middle School teams. She proposed using edjobs money, which comes from federal funding to make up some of the \$300,000 needed for the possible shortfall. Edjobs money is provided for school districts for one year only to ease the transition due to the loss of ARRA funds which are no longer used. The edjobs money has been put aside this year, waiting to see what would happen with NH Retirement. The amount allocated to Dover is \$272,223.

Ms. Briggs Badger recommended using the edjobs money to keep the DMS teams. She also recommended cutting an additional \$10,000 from technology and an additional \$19,312 from the athletic budget. This would total \$301,545 which would be what is needed to make up a potential shortfall from NH Retirement. There are no easy areas to cut at this point.

She commented that Peter Wotton would determine which athletic programs should be cut. He would like the flexibility to determine program cuts based on enrollment in the specific sports. Another option would be to increase athletic transportation fees by \$10.



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #7
Meeting Location: Media Ctr. (Room 306) McConnell Center
Meeting Date: **Monday, July 11, 2011**
Meeting Time: **7:00 pm**

Dr. Mebert stated that she has been reviewing the budget again and noted that there is \$12,975 budgeted for report for DHS repairs. She questioned if DHS actually had used that amount of money last year or in past years.

Another area that Dr. Mebert noted was library books. There is \$8,000 budgeted for books in the DHS library. There are already books in the library, and perhaps that money could be used to offset the additional NH retirement costs. That money, added with library book money from all of the schools might be able to fund a position.

Ms. Briggs Badger noted that the librarians have taken cuts in the past few years.

Dr. Forsman spoke on behalf of the HSS librarian, stating that library supports curriculum and current books are needed to support this effort.

Robert McCrory moved, Doris Grady seconded to use the proposed \$272,223 from edjobs federal funding to cover teaching positions in the budget. A roll call **VOTE PASSED 6/1 (Lurvey opposed)**

Ms. Lurvey asked if this was eliminating all professional development. Ms. Briggs Badger responded that it wasn't all of the money.

Mrs. Grady asked if the federal money was earmarked for anything specific. Ms. Briggs Badger responded that it needed to be spent on teachers, so we would be all set using it. It cannot be used for administrators, supplies or other non-teaching items.

Mr. Mayberry stated that he supports Carolyn's ideas saying that he would like to fund people as opposed to things.

Mrs. Grady would like to keep the athletics in the budget since middle school age students need these types of activities most.

Mr. McCrory would not be able to support cutting then proposed list of cuts because he is still waiting for clarification on where the athletic budget would be cut.

Dr. Mebert asked about line items for new/additional equipment and repairs on the schools. Dustin Gray commented that Garrison School will need repairs made on the roof there. The warranty has expired and funds budgeted will be needed for this repair.

Ms. Briggs Badger also noted that with the increased age of Dover High School and the size of the building, the money budgeted will most likely all be needed. UNICCO provides some repairs, but not all of them.

Mrs. Grady also stated that eliminating professional development for one year might be something to consider.



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #7
Meeting Location: Media Ctr. (Room 306) McConnell Center
Meeting Date: **Monday, July 11, 2011**
Meeting Time: **7:00 pm**

Dr. Mebert asked if music was still eliminated. Ms. Briggs Badger summarized the cuts that were still made and what was saved.

Mrs. Grady was pleased with the savings that had been made due to the use of the edjobs money.

Robert McCrory moved, Matt Mayberry seconded to authorize the superintendent to cut an additional \$29,312 from sources that will not include staffing or program cuts. An oral **VOTE PASSED 7/0.**

Mrs. Grady asked for the status of the DMS music program. Mr. Tromba stated the administrators and he met and determined there are challenges, but they would like to shift resources from the high school to the middle school to maintain the integrity of the program. The logistics of the program have not been worked out yet. He is hopeful that it will work out and there will be a continued program at Dover Middle School.

Ms. Boston also commented that they would like to affect the least number of students and it is definitely a band-aid for this year. The solution this year will be short term and staffing may need to be added next year. They are trying to give students as many options as they can.

Mrs. Grady added that it isn't fair for some music electives to have small classes and others to have larger classes.

N. NEW BUSINESS:

1. Update on GED Options Report—Donna McAdam

Donna McAdam presented information to the School Board on the GED Options program at Dover High School. Items included in her presentation:

- GED Options classes meet Mon-Thurs at DALC from 2:30-6 pm with one hour each week for job search skills, volunteer work computer instruction, etc.
- Two teachers, one support person and a GED Option Coordinator for a total of approximately 33 hours per week.
- Students only need to take one test at a time as opposed to all five academic tests at the same time.
- Students attend 4 days per week.
- Referrals are made by DHS Guidance
- Outcomes for 2009-2010 have been positive-34 referrals with 21 accepted into program. 17 students passes the GED exam and were completers.
- Outcomes for 2010-2011 have also been positive-31 referrals with 27 students accepted into the program. 20 students passed the GED exam and were completers.
- It is suggested that this program always keep at least one staff member with strong social work/counseling skills as the challenges faced by this population sometimes requires skilled intervention.



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #7
Meeting Location: Media Ctr. (Room 306) McConnell Center
Meeting Date: **Monday, July 11, 2011**
Meeting Time: **7:00 pm**

- They try to have high expectations, steady progress toward the goal, a fun, casual, and caring program, and a consistent staff.
- Would like to provide more food and are hopeful they will be able to do so with the help of DHS Food program since many of the students are on free and reduced lunch.
- These students are still completely enrolled as Dover High School students.
- Never give up on students
- DALC offers rent free space
- Varied student body—some have higher level of skills, some have other issues, some are coded with IEP's, some are teenage parents.

Mrs. Grady commented that much of the success is due to Donna McAdam. She also recommended that people should attend a DALC graduation. It is an exciting experience and one that shouldn't be missed.

Mr. Mayberry asked that Ms. Briggs Badger look into the food issue for the GED students and she responded that should have already taken note to do that.

2. Update Speech and Language C.A.R.E. Program—Sandie—See Above

O. SCHOOL BOARD MATTERS OF INTEREST: None

P. ADJOURNMENT: Matt Mayberry moved, Audra Lurvey seconded, to adjourn at 8:30 P.M.
An oral **VOTE PASSED 7/0.**

Respectfully Submitted,
Beth Setear, Secretary
BS/ral