



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – AGENDA

Meeting Type:	Regular Session #4
Meeting Location:	Media Ctr. (Rm. 306) McConnell Center
Meeting Date:	Monday, April 9, 2012
Meeting Time:	7:00 pm

- A. ROLL CALL**
- B. PLEDGE OF ALLEGIANCE**
- C. CITIZENS' FORUM**
- D. APPROVAL OF MINUTES**
 - 1. Nonpublic Session #6, March 5, 2012
 - 2. Special Session #4, March 5, 2012
 - 3. Regular Session #3, March 12, 2012
 - 4. Nonpublic Student Discipline Session #8, March 22, 2012
 - 5. Nonpublic Session #9, March 26, 2012
 - 6. Special Session #5, March 26, 2012
- E. CONSENT AGENDA**
 - 1. **Correspondence:** NONE
 - 2. **Resignations/Retirements:**
 - a. Natalie Riddle, DHS
 - 3. **Leaves of Absence:**
 - a. Peggy Carver, DHS Cosmetology
 - b. Stephanie Nemi, DMS
 - c. Brooke Repucci, DHS English
 - d. Deborah Rockwell, DMS
 - 4. **Nominations:**
 - Sheet 1: Nomination and Election of Staff (Beaulieu – Sims)
 - Sheet 2: Nomination and Election of Coaching Positions (Bennett-Dion)
 - 5. **Extended Travel (Student Trips):**
 - a. Final Approval DMS 2012 Washington, DC Trip (May 29, 2012 departure)
 - b. Preliminary Approval DHS Music Dept. England and Ireland (April 18-26, 2013)
- F. SUPERINTENDENT'S REPORT**
- G. STUDENT REPRESENTATIVE REPORT**
- H. COMMITTEE REPORTS**
- I. POLICY – CHANGES – PROPOSALS (First Reading)**
 - a. GCG Part-Time and Substitute Professional Staff Employment
 - b. IGEA Parental Objections to Specific Course Material
 - c. GCBD Rules and Regulations in the Application of Administrative Personnel Policies and Salary Schedules
- J. POLICY ADOPTION – NONE**
- K. SUBMISSION AND PAYMENT OF BILLS**
- L. RESOLUTIONS: NONE**
- M. OLD BUSINESS:**
 - 1. School Board/Superintendent 2012-2013 Goals Adoption
- N. NEW BUSINESS:**
 - 1. Approve Strafford Learning Membership – S. Crosson
 - 2. Social Studies Curriculum Presentation – P. Driscoll
 - 3. K-4 Health STEM Presentation – D. Goldsmith, K. Hemphill, E. Theriault
 - 4. Adopt the Proposed 177 Student Day Calendar for 2012-13 School Year
 - 5. Approve Alternative Program and DALC Handbook Changes
 - 6. Revisit Options to Accept Rollinsford Students
 - 7. Revenue Generating Committee Formation
 - 8. Approval of Other Funds – M. Limanni



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- O. SCHOOL BOARD MATTERS OF INTEREST
- P. ADJOURNMENT

Citizens are invited to public meetings and shall be given an opportunity to speak. Time shall be set aside for citizen statements at all public meetings, unless a vote to the contrary is taken by the School Board. Statements shall be limited to three minutes unless otherwise extended by the Chairperson, with the approval of the School Board. All citizens are permitted to place items on the agenda through written application to the Superintendent at least one week prior to the meeting date. Citizen items will require a formal motion and a second by seated members to bring the item to the floor for debate.



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- A. ROLL CALL:** Present were Rocky D'Andrea, Kathy Baker, Paul Butler, Doris Grady, Ken Appel, Betsey Andrews Parker and Amanda Russell.

Also present were Superintendent Jean Briggs Badger; Woodman Park School Principal Patrick Boodey; DMS Co-Principals Mike McKenney and Kim Lyndes, CIA Director Gary Tirone, DHS Principal Christine Boston; Horne Street Principal Mal Forsman; Garrison School Principal Dustin Gray, DALC Executive Director Deanna Strand, NJROTC Instructor Bill Tower, Special Education Director Sandie Crosson, Federal Projects Director Paula Glynn, and citizens and students of Dover.

- B. PLEDGE OF ALLEGIANCE:** Ms. Russell led the Board in the Pledge of Allegiance.

- C. CITIZEN'S FORUM (LIMITED TO AGENDA ITEMS ONLY):** The following people addressed the Board.

Bill Tower, 29 Boxwood Lane, spoke in support of NJROTC.

Ryan Torr, NJROTC Commanding Officer, spoke in support of NJROTC.

Marcia Sinclair, 29 Shawnee Lane, parent of NJROTC student. Spoke in support of the program.

Chris Taylor, 1 Mill St, Executive Officer of NJROTC, spoke in support of NJROTC.

Jack Kimball, 24 Isaac Lucas, spoke in support of NJROTC.

Christina Gibbons, NJROTC student, spoke in support of the program.

Robert Cheever, 7 Evans Rd, spoke in support of NJROTC.

James Kelleher, Barrington, 8th grade SMA student, spoke in support NJROTC.

Jeff Chitester, former Dover police and DARE officer, spoke in support of NJROTC.

Mary Buese, Middle Rd, Dover teacher, spoke in support of full day kindergarten. Suggested charging tuition to area communities for attending kindergarten.

Josie Lindh, NJROTC student, spoke in support of the program.

Bonnie McGovern, 65 Grandview Dr., spoke in support of sending the budget to the City Council with fewer reductions. Wants the School Board to support the Dover School District vision statement.

Doreen Warren, 259 Sixth St, spoke in support of NJROTC.



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Sarah Smith, Barrington, spoke in support of NJROTC.

Chris Kelleher, Barrington, spoke in support of NJROTC.

Joseph St. Germaine, Barrington, spoke in support of NJROTC.

Ted Anglace, Dover, spoke in support of a back to basics budget.

D. CONSENT AGENDA:

- 1. Correspondence: None**
- 2. Resignations/Retirements:**
 - a. Mark Covell, Food Service Director
- 3. Leaves of Absence: None**
- 4. Nominations: None**
- 5. Extended Travel (Student Trips): None**

Doris Grady moved, Betsey Andrews Parker seconded to approve the consent agenda items. An oral **VOTE PASSED 7/0.**

E. RESOLUTIONS:

Mr. Limanni presented information on the resolution below for the creation of three capital reserve funds. He stressed that another meeting would be needed to approve funding of these capital reserve funds. He stated that there is an impact on the tax levy, but these funds are exempt on being capped by the levy.

Ms. Baker asked if this would impact our current budget. Mr. Limanni responded that there would be no impact on this year's budget.

Mrs. Grady asked why curriculum, technology and athletics were selected for funds, if these funds are for emergencies. Mr. Limanni responded that the funds are not necessarily for emergencies, but for long term planning. The City of Dover currently uses a fund to purchase police cars.

Mrs. Grady asked if the money becomes a city fund after it is put into a capital reserve and if the school district would need to request the money from the city council when it was needed.

She also questioned if the money could be used for other items. Mr. Limanni responded that the money could only be used for the purposes specified in the agreement.

Ms. Andrews Parker stated her satisfaction with this resolution. She believes that it will give the district fiscal responsibility and allow the district to plan.



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Ms. Russell commented that if these funds had been established years ago, the district would not need to make large cuts to these three areas now. She is supportive of the idea.

Dr. Butler stated his concern that this is finding a way around the tax cap. Dover voters approved a tax cap for a reason, and he wants to make sure their decision is upheld.

Mr. Limanni stated that this is abiding by the tax cap because it is part of the language voted in by the citizens. It is a very transparent plan and is providing the district with a long range plan.

Mrs. Grady commented that she needs more details in order to support this request. She agrees that the district is going in the right direction with this plan, but this is not the year to implement it.

Ms. Andrews Parker confirmed with Mr. Limanni that this vote is just to set up the process. He will need to return to the School Board for an additional vote at a later date for funding. The School Board will always be involved in the process and expenditures will need to be justified.

Dr. Butler asked how these reserves would be funded and who would have control of the money. Mr. Limanni responded that there are a few options for funding and he will present them at a later date. He added that the City Council would have some control of funds. Mrs. Grady stated that she thought they could use the funds for other items. Ms. Andrews Parker noted that according to the RSA, she didn't believe they could. Mr. Limanni offered to have attorneys review the fine print of the RSA for confirmation.

RE: REQUEST FOR THE CREATION OF CAPITAL RESERVE FUNDS

WHEREAS: The Dover School Department requires large capital investments for the maintenance and development of its Curriculum Adoption Programs, Technology Infrastructure, and Athletic Equipment; and

WHEREAS: The Dover School Department has a well-established administrative team to advise the School Board and business office regarding 10 years of planned capital purchases for Technology, Curriculum, and Athletic Equipment; and

WHEREAS: The City Council has requested that Dover School Department utilize capital reserve funds to provide savings opportunities and budget related security associated with long term planning of capital improvements.

NOW THEREFORE, BE IT RESOLVED THAT HEREIN IS A FORMAL REQUEST FROM THE DOVER SCHOOL BOARD TO THE MAYOR AND DOVER CITY COUNCIL THAT:



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The City Council approves the creation of three distinct capital reserve funds to be used by the Dover School Department for the following: Curriculum Capital Reserve, Technology Capital Reserve, and Athletic Equipment Capital Reserve.

SUBMITTED BY:

Rocky D’Andrea, Chairperson

Amanda Russell, Vice Chairperson

Betsey Andrews Parker, Secretary

Dr. Paul Butler

Kathy Baker

Ken Appel

Doris Grady

February 23, 2012

BACKGROUND FOR RESOLUTION

What is a Capital Reserve Fund?

A fund reserved for long-term capital investment projects and/or other large anticipated capital expenses that will be incurred in the future. Contributions to this fund can be made from general fund related government subsidies, donated funds, and/or from all, or a portion of, funds collected from the municipality’s regular revenue-generating operations. Once assigned, these funds can only be spent on the capital expenditures projects for which they were initially intended, excluding any unforeseen circumstances.

<http://www.investopedia.com/terms/c/capitalreserve> & see the attached RSA)

How and why are these funds used?

EXAMPLE: Let’s setup a capital reserve fund for use with our capital related technology purchases. For the current fiscal year we may budget \$108K for the replacement of tech equipment. In the following year we might budget this same \$108K (if we are on a consistent



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program for replacing old equipment), but we may also need \$10K to replace a server (new and additional tech equipment), and \$25K to replace laser printers at the High School. If this were the case, we would see a 30% jump in the budget from Year 1 to Year 2. More importantly, we would have no cushion to handle an emergency equipment failure. The following shows a hypothetical example of how a capital reserve would work:

Fiscal Year	Budgeted Transfers To Reserve	Actual Capital Expenditures out of Reserve	Ending Reserve Balance
2013	\$135,000	\$110,500	\$24,500
2014	\$135,000	\$105,500	\$54,000
2015	\$135,000	\$120,500	\$68,500
2016	\$135,000	\$180,500	\$23,000
2017	\$135,000	\$90,500	\$67,500
2018	\$135,000	\$124,500	\$78,000
2019	\$135,000	\$130,500	\$82,500
2020	\$135,000	\$210,500	\$7,000
2021	\$135,000	\$75,500	\$66,500
2022	\$135,000	\$162,500	\$39,000
2023	\$135,000	\$172,500	\$1,500

By creating a capital reserve for these costs, we are accomplishing several things:

1. Show the community that we have a planned multi-year strategy for program related capital improvements.
2. Spread the cost over multiple years as a fixed payment into a planned program that won't have a surprising effect on the budget in any individual year.
3. Create a small savings so that the district is prepared for an emergency.
4. The current tax cap language allows an exemption for the transfer of funds into a capital reserve. Once approved, subsidies from the general fund used to support the capital reserves may exceed the tax levy proposed by the tax cap language, protecting the multi-year capital plan from extreme changes in the consumer price index.

Betsey Andrews Parker moved, Amanda Russell seconded to adopt the request for the creation of funds as presented. A roll call **VOTE PASSED 5/2 (Butler, Grady opposed)**.

At 8:15 pm, Betsey Andrews Parker moved, Amanda Russell seconded adjourning for a 5 minute break prior to budget discussion. An oral **VOTE PASSED 7/0**.



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F. OLD BUSINESS:

1. FY2013 Budget

Ms. Russell began the discussion stating that she had heard from parents and teachers regarding the proposed 175 school calendar. Many were in favor of it because no one seemed to like early release days and would prefer consolidation of time.

Mr. D'Andrea agreed with her that the full teacher workshop days would be more beneficial.

Ms. Baker asked what teachers would do on the extra days. Ms. Briggs Badger responded that they would be additional teacher workshops. The days off may be different from this proposal, but she would need to return to the Board with a new proposed day for their approval. She added that the savings predicted was a conservative estimate and could be more.

Mrs. Grady disagreed with the proposal stating that the district would still need to pay teachers and would not be saving much. She also questioned if the number of minutes of school time was sufficient for state standards. Ms. Briggs Badger assured her that the state standards would still be met. The workshop days would have substance and not be frivolous in any way.

Ms. Andrews Parker supports the 175 day calendar and also would like the School Board to stay within the district mission and vision statement. She would like the School Board to honor what they all said they would do. She would like to advocate for a 3% increase and would not support a tax cap budget.

Ms. Russell agreed stating they have "dug deeply into the budget and found \$1.4M to cut, but can't find \$2,095,268."

Ms. Russell stating that a 177 day calendar would be agreeable also, which Mrs. Grady stated she would support.

She asked what the \$305,000 of curriculum savings includes. Ms. Briggs Badger stated it is the remainder of the math adoption (grades 7-12), some PD, savings from curriculum salary.

Ms. Andrews Parker asked if the grades 7-12 curriculum reduction is for Math In Focus. Mr. Tirone responded that it is the elimination of all curriculum. There would be no additional math for grades 7-12. Ms. Andrews Parker stated that this was concerning since she has seen the difference in this math program.

Mr. Tirone stated that they would adopt Math In Focus for grade 7, then do grade 8 in another year.

Ms. Briggs Badger stated the district can begin the process of acquiring Math In Focus for higher grade levels if they fund the capital reserve fund.



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Ms. Russell reviewed class enrollment and recommended eliminating the position of the retiring teacher. She suggested transferring 2 teachers from grade 5 to elementary schools to reduce their high enrollment numbers. This would mean the net loss of 1 teacher. She doesn't think it would be a good idea to reduce the number of 7th and 8th grade teachers. Ms. Andrews Parker stated her support for this plan.

DMS Co-Principals Lyndes and McKenney responded that if 5th grade was reduced to 10 teachers, there would be an average of 26 students per class. Past practice has shown high summer enrollments which could greatly increase the number of students per class.

Ms. Andrews Parker asked if there is any room at the elementary schools for 5th grade students. Ms. Briggs Badger responded that there would be room, only if full day kindergarten was changed to half day.

Dr. Appel stated that the elimination of "pink slipping" teachers is almost impossible because of the timing of the City Council budget adoption.

Dr. Butler asked if there was any chance of changing the system so that pink slips do not need to be distributed. Ms. Briggs Badger responded that they could look into it with the City Council, but it would need to be in the future.

Mrs. Grady reiterated her support of programs that affect children and made the following statement:

"After spending much time with the budget and whereas its format is somewhat different than I have worked with in the past, I would place some of my thoughts up for consideration I understand where our Business Manager wants to go but with no money, it would be at the expense of the children's education, I cannot favorably accept the budget as presented. I am listing some suggestions for your consideration. Sorry this is late but it has been a difficult search whereas contractual agreements have increased by 1.2 million and the Sp. Ed by the amount stated below, it makes it very difficult to address the education of all of the students. In many cases, it is a matter of spending rather than budgeting. Maybe these are areas and some you may have, whereby the administration can look for methods to save monies without affecting the educational lives of a majority of our kids I guess I am saying, go back to the drawing board and find other avenues for cuts.

For your thoughts only:

1. Whereas, everyone's budget is being slashed, I note that the Special Education Budget will be increasing in spending over what was budgeted last year by \$618,869. From the school year 2010 with a budget passed of \$6,494,296 to this year FY12 there has been an increase of spending of 802,141 dollars. This would show an increase of spending in the amount of \$1,421,010 in this one account over 3 years. Whereas we would be recommending that we cut so many educational avenues for the remaining students in our system, I would suggest that we



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cut this part of the budget by \$500,000 which will still give the dept and increase of 116,869 dollars over last year.

2. For the past two years, the Board has considered eliminating one team from grade 7 and one from grade 8. This eliminates 8 teachers but 4 would have to be hired. This would make grades seven and 8 as two teams of 5 teachers per team. Whereas Music is consider a related art and has not been made a regular subject by the Board, it would be treated as a related arts subject. Whenever this happened, Reading was dropped from the course of studies as a subject. The fifth teacher would then be whatever is designated by the administration and the Board as either reading, technology, or foreign language and therefore meet the requirements of instructional time as required by the Standards. This would replace intervention as this could not be considered full instructional time for all students. In determining the hours for instructional time, home room, passing time, lunch and breaks cannot be considered instructional time to meet the requirements. At the Middle School age, not every student needs reading nor does every student need a foreign language but whatever is chosen could meet the individual needs of the student.

So, the daily courses for grades 7 and 8 would be Science, Math, English, Social Studies, and one of the above 5 subjects rather than 4. This is something that the administration would have to study and bring back their findings. This would amount to a savings of approximately \$250,000.

What would happen to class sizes? Because of one class of 300 (should it remain this size) in the year

2012-2013 grade 8 would be about 25/26 per class
grade 7 would be 29

2013-2014 grades would be between 29/30

2014-2015 grades would be 30 and 26

However, numbers do not necessarily run true to form and change almost daily as you will note the drop in High School enrollment in the past month.

3. Knowing that it is a desire for grade five to not be in the Middle School, it appears that there is not room in the other buildings as each building would require 4 rooms. This would also increase the numbers of students in the elementary schools so that we would have to hire three Asst. principals. As a second thought, I would like to ask the administrations to explore the possibility of staggering the school hours of grades 5 and 6 and put them on an elementary school schedule. It may be impossible whereas the busing change could be a cost. Probably looking at a flexible schedule would solve the issue.

4. Whereas busing High School students is listed as being cut is there a possibility of offering busing to the students. However, every student would have the choice to ride the bus. He/she and parents would sign a contract stating that they would be permanent riders for the year. Should that student decide that he/she would no longer ride, then they would be responsible for the cost of the seat for the remainder of the year. Rather than count heads of students in the riding area, this would give a definite riding number and probably eliminate a bus. Each student would require a bus pass as most schools do.



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5. Academic coordinators are currently costing about 200,000 dollars and as a part of that position are granted, 1, 2, 3 periods off. In trying times as this in the past, they remain as coordinators, but the extra periods become classroom time for them and this could be a savings of maybe a full time teacher or more. Administration may have a better

6. At the expense of losing Kindergarten, High School busing, gifted and talented monies. NJROTC, saving some curriculum reduction and DALC, it is my feeling that we could ask the administration to re-evaluate the cut list and look within the programs for other areas to meet the spending cap to save money for students.

Ms. Briggs Badger responded to Mrs. Grady's comments. She commented that the \$200,000 for Academic Coordinators included the salary and benefits for the Curriculum Director. She also commented that she is unsure how the district could enforce a bussing contract.

Ms. Briggs Badger added that the administrators are not happy about any of the potential reductions, but understand that cuts need to be made. The original list of potential reductions was presented at the retreat in January. Ms. Andrews Parker confirmed that School Board members had seen the progress of the budget reductions throughout the process.

Mrs. Grady questioned the increase of the Academic Coordinator line item from last year to this year. Mr. Limanni noted that the increase was due to a change in health insurance benefits for the curriculum director.

Mrs. Grady commented that the Board would be held responsible for any budget decisions, not the administrators.

Mr. D'Andrea confirmed that the Board had asked administrators for their recommendations on budget reductions. He added that it is the prerogative of the Board to make any changes, but they started with administrator recommendations.

Ms. Baker requested that the \$2,300 catering budget be eliminated. She also added that she would like to see overtime for the school board secretary eliminated. Minutes can be typed during the regular work day with a recording. She also clarified that elimination of teachers affects students.

Ms. Russell agreed that the special education increase is high, but there are many factors included in the special education budget.

Ms. Briggs Badger commented that the budget has been done a little differently this year, by budgeting according to actual costs from the previous year.

Ms. Crosson commented that the real costs of special education has never been transparent and has gone over budget each year. This year there is an increase in the number of identified students and staff has not been increased in 5 years. Costs are far below other districts. The



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district also lost ARRA funding that had been supplementing special education for the past few years. She is trying to make up for this loss by not spending as much. Ms. Crosson added that despite the increase, the sped department is still underfunded. They are legally and morally obligated to offer services. She cannot control out of district costs for the district, also.

Dr. Butler asked how many students are placed out-of-district. Ms. Crosson responded that there are 29 students this year and 25 budgeted for next year. Some students may return to the district, but may the district may need to hire other teachers with a different skill set to accommodate the students. Parents are very happy when their children return to the district.

Dr. Butler asked Mr. Amara if Portsmouth can pay tuition for NJROTC students next year. Mr. Amara provided an update stating that the NJROTC program can now be considered a CTC program. Once the application is approved, students from other districts except Nottingham and Barrington) will pay \$3,200 each if they stay with the program for a full year. In the worst case scenario, the district could pick up \$90,000, but most likely would receive approximately \$100,000. He thinks they may receive \$10,000 for transportation. They will also be entitled to renovation funds and can also begin an exploratory program for students to take a 1 quarter course to see if it's something they may be interested in. The program should gain stability and is the best opportunity for growth.

Mr. D'Andrea asked if Portsmouth will pay for a portion of the transportation. Mr. Amara responded that they would receive money from the state and would turn it over to Dover.

Ms. Andrews Parker asked if the Memorandum of Understanding can be negotiated. She and Ms. Russell agreed that they would most likely not have supported the MOU at the time it was presented. Mr. Amara responded that since it is a two year agreement, it should not be renegotiated until the two years have passed. He stressed that without Portsmouth, there would be no NJROTC. Ms. Andrews Parkers asked what could be eliminated from the CTC if the NJROTC program is not eliminated. She was concerned because it might not be until April when a decision would be returned to the district if the application was accepted. Mr. Amara responded that most of his programs provide revenue and this would be a financial loss for the district. Mr. Amara responded that he cannot 100% guarantee the acceptance of NJROTC as a CTC program, but he strongly believes it will be accepted. Mr. Amara stated the reimbursements will be sent to the district after reports are completed and not in one lump sum.

Ms. Baker agreed that she would not have supported the MOU, but is happy that there is a plan to keep NJROTC. She also agrees that Portsmouth be asked to contribute funding for transportation.

Mr. D'Andrea stated he appreciated the creative way to keep NJROTC. He would like to see reciprocation with Portsmouth. Ms. Baker asked if any of Dover students had taken advantage of Portsmouth classes yet. Mr. Amara responded that Dover won't know their classes for a while.

Ms. Briggs Badger thanked Mr. Amara for finding a way to make the program viable.



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Ms. Russell asked for an updated recommendation sheet with updated information. She also noted that she will not be voting for a budget that does not include full day kindergarten, DALC, and transportation. She commented that they have tried to do their best for the taxpayers and for the students.

Ms. Baker reminded the Board that at the most recent joint fiscal meeting, they were given strong direction by the City Council to complete a tax cap budget. She would like to give them a tax cap budget with a strong statement stating what was reduced from the budget.

Mr. D'Andrea commented that if they go over the tax cap budget, the city will have to provide direction to the School District to reduce by more.

Betsey Andrews Parker moved, Kathy Baker seconded suspending the rules and extending the meeting for 45 minutes or until the discussion was complete. An oral **VOTE PASSED 4/3 (Grady, Butler, D'Andrea opposed)**

Ms. Andrews Parker questioned the process and asked if they should all add other items to the recommendations.

Mr. D'Andrea stated that he would like all Board members to send their recommendations to Ms. Briggs Badger and the first thing they will do at the March 12th meeting is to review and vote on all items.

Ms. Briggs Badger reminded them that they can vote on any items during this meeting since it is a special session.

Ms. Andrews Parker asked if a computer could be set up with a spreadsheet with recommendations so that everyone could see changes as they are made on the wall.

Kathy Baker moved, Doris Grady seconded to remove #15 (Full Day Kindergarten) from the list of recommendations. An oral **VOTE PASSED 6/1 (Butler opposed)**.

Betsey Andrews Parker moved, Kathy Baker seconded to remove #17 (Dover Adult Learning) from the list of recommendations. An oral **VOTE PASSED 7/0**.

Ms. Baker asked DALC Director Deanna Strand to look for other funding options. Ms. Strand responded that she would do that. Dr. Butler asked if DALC employees are school district employees. Mr. Limanni stated that they are currently being treated as school employees. There is a current legal issue being determined at this point for a final determination.

Mrs. Grady asked if the District receives funding for GED options. Mr. Limanni stated that we do not.



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Kathy Baker moved, Amanda Russell seconded to remove #18 (GED Options) from the list of recommendations. An oral **VOTE PASSED 7/0**.

Dr. Butler asked if the GED Options program can be covered by DALC. Ms. Strand responded that it is a DHS program and is not covered by DALC.

Amanda Russell moved, Doris Grady seconded to amend the proposal for a 175 day calendar to a 177 day calendar. This would save approximately \$33,000 as opposed to \$55,000. This would go to the straw vote list. An oral **VOTE PASSED 4/3 (Butler, Appel, and Parker opposed)**.

Ms. Andrews Parker stated her preference to approve a 175 day calendar.

Betsey Andrews Parker moved, Paul Butler seconded, to eliminate #7 (Intramurals) from the list permanently.

After it was determined that the entire list would be reviewed, Ms. Andrews Parker withdrew her motion.

Mrs. Grady stated that it might be best to vote on items tonight so that the administration has a place to start when reviewing the list.

Amanda Russell moved, Kathy Baker seconded to remove high school transportation from the recommendations of proposed cuts. An oral **VOTE PASSED 5/2 (Appel, Butler opposed)**.

Kathy Baker moved, Doris Grady seconded to remove high school extracurriculars from the recommendations of proposed cuts. An oral **VOTE PASSED 6/1 (Andrews Parker opposed)**

Betsey Andrews Parker moved, Amanda Russell seconded to remove literacy interventionists from the recommendations of proposed cuts. An oral **VOTE PASSED 7/0**.

Doris Grady moved, Kathy Baker seconded to remove athletic transportation from the list of proposed cuts. An oral **VOTE PASSED 4/3 (Andrews Parker, Russell, Appel opposed)**.

Additional curriculum reduction will remain on the list pending clarification.

Mrs. Grady stated she would still like to look at more special education reductions.

Dr. Butler asked if the district and School Board could try to look at reducing paper. Many items can be printed at home without using district printing and paper.

Ms. Briggs Badger asked that additional recommendations be emailed to her so that the administrative team could review them.



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type:	Special Session #4
Meeting Location:	McConnell Center, Superintendent's Conference Room
Meeting Date:	Monday, March 5, 2012
Meeting Time:	6:30 P.M.

Ms. Andrews Parker asked if it would be a good idea at this point to vote not to fill the elementary position being vacated by a retiree. Mrs. Grady recommended waiting to see what the needs will be.

WPS Principal Patrick Boodey asked the Board for direction on further recommendations. His concern was that the final meeting is in a week and the public will have no time to offer input on the reductions.

The Board stated their desire to get to a tax cap budget. If this isn't able to happen, they will send the budget to the City Council as is.

Mr. Limanni stated that he can present a resolution to City Council now that they have given approval for capital reserve funds.

G. ADJOURNMENT: Betsey Andrews Parker moved, Doris Grady seconded to adjourn at 10:45. An oral **VOTE PASSED 6/1 (Andrews Parker opposed).**

Respectfully submitted,
Rocky D'Andrea, Chairperson
RD/ral



DOVER SCHOOL DISTRICT

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
Meeting Location: Media Ctr. (Room 306) McConnell Center
Meeting Date: Monday, March 12, 2012
Meeting Time: 7:00 pm

Chairperson Rocky D’Andrea called a meeting of the Dover School Board to order on Monday, March 12, at 7:00 p.m. in the McConnell Center Media Center.

A. ROLL CALL: Present were Rocky D’Andrea, Betsey Andrews Parker, Amanda Russell, Doris Grady, Kathy Baker, Paul Butler and Ken Appel.

Also present were; Superintendent Jean Briggs Badger; Woodman Park School Principal Patrick Boodey; DMS Co-Principal Kim Lyndes, CIA Director Gary Tirone, DHS Principal Christine Boston; Horne Street Principal Mal Forsman; DTU President Deb Hackett, DALC Executive Director Deanna Strand, NJROTC Instructor Bill Tower, Special Education Director Sandie Crosson, Federal Projects Director Paula Glynn, CTC Director Jim Amara, Dover teachers and citizens.

B. PLEDGE OF ALLEGIANCE: Jean Briggs Badger led the Pledge of Allegiance after a moment of silence honoring past School Board member Trudy McAtavey.

Amanda Russell moved, Betsey Andrews Parker seconded moving up items L. Resolutions, up in the agenda. An oral VOTE PASSED 7/0.

L. RESOLUTIONS

1. Recognition of DHS Girls’ Swim Team

Ms. Andrews Parker read into record the resolution awarded to the DHS Girl’s Swim Team, offering congratulations from the School Board.

Dover High School Girls’ Swim Team

Resolution of Recognition

WHEREAS the Dover High School Girls’ Swim Team, a group of eighteen student-athletes and two coaches joined together in late November with high aspirations, and

WHEREAS the Dover High School Girls’ Swim Team, on Saturday, February 11, 2012 was crowned NHIAA State Champions at the University of New Hampshire’s Swazey Pool, and

WHEREAS the Dover High School Girls’ Swim Team was made up of the following student-athletes; Cassidy L. Black, Kelsey M. Boese, Gabrielle A. Chapman, Tessa M. Chapman, Rose K. Clemons, Julia A. DeGregorio, Mackenzie Katz, Abigail N. Lent, Amber Long, Elizabeth Malia, Gwen Muscato, Melissa R. Roy, Caroline H. Schoenbucher, Madison E. Schoenbucher, Madison T. Stewart, Novina G. Surusa, Emma K. Tobin and Meghan R. Wotton, and Coaches Linda Long and Zarina Brown, and

WHEREAS members of the Dover High School Girls’ Swim Team member Julia DeGregorio won the 100 fly while the 400 free relay team , consisting of Tessa Chapman, Julia



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DeGregorio, Amber Long and Elizabeth Malia, won their race and set a Division 1 meet record, and

WHEREAS the Dover High School Girls’ Swim Team has won a fifth New Hampshire Interscholastic Athletic Association Girls State Championship in the past seven years, and

WHEREAS the Dover High School Swim Team demonstrated hard work, sportsmanship, perseverance, and character and continue to excel academically and athletically throughout the season , and

WHEREAS the Dover High School Girls’ Swim Team has brought great pride, recognition, enthusiasm, and honor to themselves, to their parents and families, to Dover High School, and to the City of Dover,

NOW THEREFORE BE IT RESOLVED that the Dover School Board applauds, honors and recognizes the many achievements of the Dover High School Girls’ Swim Team and the Coach

SUBMITTED BY:

Rocky D’Andrea, Chairperson

Amanda L. Russell, Vice Chairperson

Betsey Andrews Parker, Secretary

Kenneth Appel

Kathy Baker

Paul Butler

Doris Grady

2. Class of 1971 Scholarship Fund

Ms Andrews Parker read the following resolution into record.

RE: CLASS OF 1971 SCHOLARSHIP FUNDS



DOVER SCHOOL DISTRICT

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #3
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WHEREAS: the Dover School Board approved policy IKG, Establishments of Scholarships, and

WHEREAS: this policy states, “Once the School Board authorizes the establishment of a scholarship, a resolution shall be submitted to the Dover City Council for approval and acceptance of the scholarship funds. Upon City Council approval, the donated scholarship funds will be immediately turned over to the City of Dover, Trustees of Trust Funds,” and

WHEREAS: a generous donation in the amount of \$1,000 from the Class of 1971 will be granted as a one-time scholarship to a member of the 2012 Dover High School graduating class who has improved the most over his/her final year at Dover High School.

The Dover High School Scholarship Committee will take part in selecting the recipient of this scholarship. The award may be used for any college degree program, as well as to defray the cost of a certification or license.

NOW, THEREFORE, BE IT RESOLVED the Dover School Board requests the Dover City Council accept the establishment of the Class of 1971 Scholarship Fund as an expendable trust and allow the City of Dover to be Trustees of these funds.

SUBMITTED BY:

Rocky D’Andrea, Chairperson

Amanda L. Russell, Vice Chairperson

Betsey Andrews Parker, Secretary

Doris F. Grady

Kenneth Appel

Kathy Baker

Paul Butler



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Betsey Andrews Parker moved, Ken Appel seconded approval of the resolutions read into record. An oral **VOTE PASSED 7/0.**

C. CITIZENS' FORUM:

Deb Hackett, Barrington, DTU President, spoke in support of budget that honors academics. She also spoke in support of the Special Education budget, noting that there have been many changes in the past 20 years that require more funding.

Fran Meffen, Benjamin Way, Dover, DMS School Counselor, spoke in support of budget and approving reductions proposed by administrators. Would like to see DMS kept intact.

Bonnie McGovern, spoke in support of sending budget to City Council without making drastic reductions. She requested that academics would not be cut.

Suzanne Kelleher, Barrington, spoke in support of NJROTC.

Chris Kelleher, Barrington, spoke in support of NJROTC.

Kathleen Costello, DHS teacher, spoke in support of CTC programs.

David Latchaw, Crescent Dr., Dover, DMS teacher, spoke in support of budget that supports education.

Greg Brown, Arbor Dr, Dover, GES teacher, spoke in support of keeping budget without making reductions. Requests that class size be kept low.

Betsey Andrews Parker moved, Kathy Baker seconded moving up items E. Consent Agenda and M. Old Business, up in the agenda. An oral **VOTE PASSED 7/0.**

E. CONSENT AGENDA

1. **Correspondence:**
 - a. Granite State Open Bodybuilding Waiver 90-day Reservation Request
2. **Resignations/Retirements:**
 - a. Sheila Gill, Woodman SPED Case Manager
3. **Leaves of Absence:**
 - a. Elaine Marhefka, Garrison Elementary School
 - b. Joyce Nystedt, Dover Middle School
4. **Nominations:**

Sheet 1: Nomination and Election of Staff (Gnall – Tyree)
 Sheet 2: Nomination and Election of Coaching Positions
 (Brown-Weilbrenner)
5. **Extended Travel (Student Trips):**



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- a. Final Approval DHS 2012 Trip to France (April 19-27, 2012)
- b. Final Approval DHS Mass Museum of Art (April 13, 2012 departure)
- c. Final Approval DMS New York City (April 13, 2012 departure)

Betsey Andrews Parker moved, Kathy Baker seconded approval of the consent agenda. An oral **VOTE PASSED 7/0.**

M. OLD BUSINESS:

1. FY 2013 Budget

Mr. D'Andrea discussed the process and the lack of time to make additional substantive changes, even though there are some great ideas.

The Board reviewed the "Proposed Reductions to the FY13 Budget" list and voted individually on each item. Mrs. Grady noted that even after this meeting, the Board will not know the budget until June, when the City Council adopts it. They should receive an idea of what the budget will be sometime in April after the presentation. Many of these items could be discussed again after April and ideas that are a little "outside the box" can be discussed at that time.

1. **Freshman Academy--\$55,000**--Betsey Andrews Parker moved, Ken Appel seconded to cut from the budget. An oral **VOTE PASSED 7/0.**
2. **Curriculum Adoption--\$369,000**--(K-12 SS and K-4 STEM)—Amanda Russell moved, Rocky D'Andrea seconded to cut from the budget. Ms. Russell stated that she did not want to cut but feels that it should be cut because the district needs to continue with the math implementation since it is in the first full year of implementation. Unfortunately, something needs to be cut so that something else can be approved. Ms. Andrews Parker asked if the items could be separated into \$75,000 for STEM and \$294,000 for Social Studies and voted on that way. She would prefer to keep the K-12 SS since it would affect all grades and they wouldn't be in the same situation as they were with the math adoption for different grade levels. Later in the discussion, she will make a motion to add curriculum funds. An oral **VOTE PASSED 5/2 (Grady, Butler opposed)**
3. **Middle School Library Aide--\$22,593**—Without this position, the library will be closed for part of the day. Betsey Andrews Parker moved, Amanda Russell seconded to eliminate this position. An oral **VOTE PASSED 6/1 (D'Andrea opposed).**
4. **High School A/V Aide--\$30,825**—Betsey Andrews Parker moved, Amanda Russell seconded eliminating this position. An oral **VOTE PASSED 7/0.**
5. **Culinary Aide--\$16,000**—Amanda Russell moved, Betsey Andrews Parker seconded seconding eliminating this position. An oral **VOTE PASSED 7/0.**
6. **Cut ESL Teacher/Add ESL Tutor--\$40,000**—Kathy Baker moved, Amanda Russell seconded changing the ESL teacher to a tutor. An oral **VOTE PASSED 6/1 (Andrews Parker opposed).** This will leave 1 ESL teacher in the district.



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7. **Intramurals--\$9,806**—Amanda Russell moved, Kathy Baker seconded eliminating intramurals from the budget and asking parent/teacher groups to fund. An oral **VOTE PASSED 6/1 (D’Andrea opposed)**
8. **Anticipated Debt Service payment--\$185,200**—Kathy Baker moved, Paul Butler seconded to eliminate anticipated debt service payment. Mr. Limanni explained this reduction. This is for the DHS auditorium project. An oral **VOTE PASSED 7/0.**
9. **PD-Elementary Schools--\$12,000**—Amanda Russell moved, Betsey Andrews Parker seconded to eliminate \$12,000 in professional development. An oral **VOTE PASSED 6/1 (Andrews Parker opposed)**. Mrs. Grady commented that the teacher induction program may be able to help with the elimination of these PD funds.
10. **Library Supplies--\$15,000**—Betsey Andrews Parker moved, Amanda Russell seconded cutting this amount in library supplies. There is about half of the budget. An oral **VOTE PASSED 7/0.**
11. **DHS Gifted and Talented--\$5,000**—Ken Appel moved, Amanda Russell seconded elimination of these funds. Mrs. Grady commented that this is the only money for these students. Ms. Boston stated that this money is for a year long program held at UNH called Project Search. This includes the cost of bussing which is split with Rochester. This program challenges students and provides different types of speakers. Students are not charged for this program. There are about 17-20 students involved in this program An oral **VOTE PASSED 5/2 (Baker, D’Andrea opposed).**

Rocky D’Andrea moved, Amanda Russell seconded moving up item G. Student Representative Report in the agenda. An oral **VOTE PASSED 7/0.**

G. STUDENT REPRESENTATIVE REPORT: Ms. Theth’s report consisted of information about DHS events and honors. The semi-formal was held on March 2 and went well. She congratulated the Dover Color Guard for their 1st place award in the most recent competition held on March 4th at Dover High School. She also noted an accomplishment by Kelsey Neeley for the ski team. Ms. Theth added that the students are concerned with the budget cuts and the effects that they could have on Advanced Placement and Honor’s courses. Ms. Baker explained that class size must be 11 or higher to keep the class. Ms. Theth stated that some of her peers had thought that it was higher.

Amanda Russell moved, Paul Butler seconded that the student representative report be accepted. An oral **VOTE PASSED 7/0.**

12. **CTC supplies--\$60,000**—Kathy Baker moved, Amanda Russell seconded cutting the CTC budget for supplies, equipment, software and field trips. Mr. Amara discussed the cuts stating that he is actually losing \$120,000 due to loss of Perkins Grant funds. An oral **VOTE PASSED 6/1 (D’Andrea).**



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- 13. 3 Classrooms of Furniture--\$24,000**—Betsey Parker moved, Kathy Baker seconded eliminating funding for 3 classrooms of furniture. An oral **VOTE PASSED 7/0**.
- 14. Reduction in Transportation--\$157,123**—Kathy Baker moved, Amanda Russell seconded reducing transportation. Mrs. Grady asked where this reduction would occur. Mr. Limanni responded that this would be from reduction of an 18th bus. Mrs. Grady also asked how this would affect the district with the elimination of the COAST bus system. Mr. Limanni responded that the district will have to find funding for over 300 students. The cost of this is unknown at this time, although it could be significantly more than the savings. An oral **VOTE PASSED 7/0**. An RFP will need to be put out within the next two weeks for bussing.
- 15. Savings from Curriculum Dir. Resignation--\$75,000**—Amanda Russell moved, Doris Grady seconded reduction of this amount from savings from this position. An oral **VOTE PASSED 7/0**.
- 16. 177 Day Calendar--\$33,000**—Amanda Russell moved, Kathy Baker seconded to reduce the school calendar for students from 180 to 177 days. Mrs. Grady asked if this would be able to be done because of a contractual obligation with the DTU stating 180 day contract. DTU president Deb Hackett stated she thought that it was within the district's rights because teachers would be working 184 days, but would sign a letter of understanding allowing this. Mrs. Grady also noted research that states students should be in school more time, not less. Ms. Baker commented that the time in school for students will not be changing. Early release days will be eliminated so children will be in school for the same amount of time. Betsey Andrews Parkers asked that the days selected be the ones that might cause the most minimal disruption. An oral **VOTE PASSED 7/0**.
- Ms. Andrews Parker stated the percentage increase is 2.3% to this point. Should the Board continue to make cuts? Ms. Baker stated she would like to continue to review the list for additional cuts. Ms. Russell stated that her emails were mostly from parents who want the best possible for the kids. If they must exceed the tax cap, then that would be supported by most parents who contacted the school board members. Ms Baker asked what would be the difference if the tax cap had not passed. Ms. Briggs Badger responded that it would be approximately \$500,000.
- 17. Math Curriculum--\$185,000**—Dr. Appel asked if this amount included the **\$30,000** for 8th grade math. Mr. Tirone responded that it does. Amanda Russell moved, Kathy Baker seconded to cut \$30,000 (for 8th grade math). An oral **VOTE PASSED 5/2 (Grady, Butler opposed)**.
- 18. Guidance/Health/Wellness Curriculum--\$30,000**—Kathy Baker moved, Doris Grady seconded this reduction. An oral **VOTE PASSED 4/3 (Andrews Parker, D'Andrea, Russell opposed)**.



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- 19. Curriculum-Associated PD costs--\$15,000**—Kathy Baker moved, Amanda Russell seconded reducing these costs. Ms. Russell asked Mr. Tirone for clarification. He responded that this is for training of new teachers. Also, it would be for more professional development if all curriculum is not cut. An **oral VOTE FAILED 1/6 (Russell, Baker, Butler, Andrews Parker, D’Andrea, Appel opposed)**.
- 20. Catering--\$2,300**—Kathy Baker moved, Amanda Russell seconded to eliminate the catering budget. An **oral VOTE PASSED 7/0**. DTU President Hackett stated that the DTU would take care of the retirement party and teacher return day refreshments.
- 21. OT-JBC/SB Secretary--\$11,645**—Kathy Baker moved, Paul Butler seconded to eliminate overtime for this purpose. Ms. Briggs Badger stated that the minutes would still be typed during the work day and the change would not impact the School Board secretary. An **oral VOTE PASSED 4/3 (Andrews Parker, D’Andrea, Appel opposed)**.
- Betsey Andrews Parker moved, Amanda Russell seconded to add \$3,700 back into the budget for overtime costs later in the list (#37) for consideration. An **oral VOTE PASSED 5/2 Baker, Grady opposed)**.
- 22. Mileage-Supt and SAU--\$2,000**—Amanda Russell, Betsey Andrews Parker moved to reduce mileage. An **oral VOTE PASSED 7/0**.
- Ken Appel moved Amanda Russell seconded combining items 23-27 for voting purposes. An **oral VOTE PASSED 7/0**.
- Ms. Russell thanked Ms. Crosson for looking more deeply into her budget for extra reductions. She realizes that special education and services have changed over the years. Ms. Crosson responded that she appreciates the thoughts and will find another way to fund some of these items. Many will be paid for with grant funding. Mr. D’Andrea also expressed his thanks to Ms. Crosson.
- Ken Appel moved, Paul Butler seconded reducing the budget by reductions in lines 23-27. An **oral VOTE PASSED 6/1 (Andrews Parker opposed)**.
- 23. Sped-Staff Development—\$2,890**
24. Sped-Reference Books District Wide--\$864
25. Sped-Information Access Fee--\$500
26. Sped-Supplies Testing and Scoring--\$6,531
27. Sped-Evaluation and Testing--\$12,000
- 28. SAU Staff Development--\$5,000**—Amanda Russell moved, Paul Butler seconded reducing SAU Staff Development by \$5,000. An **oral VOTE PASSED 7/0**.



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- 29. Tuition Reimbursement--\$3,000**—Amanda Russell moved, Kathy Baker seconded reducing this amount. An oral **VOTE PASSED 7/0**. Ms. Hackett commented that the DTU has agreed to limit classes to 1 per teacher for the FY13 school year.
- 30. Estimated Savings from Retirees--\$300,000**—Paul Butler moved, Amanda Russell seconded this reduction. An oral **VOTE PASSED 7/0**.
- 31. Criminal Background Check-Volunteers/Interns/Chaperones--\$8,895**—Amanda Russell moved, Betsey Andrews Parker seconded eliminating this expense. Ms. Russell stated that she had contacted parent groups to ask for their assistance with this. She has not heard from any of them yet. In her district, the parent groups pay for this expense. Ms. Baker expressed her concern with asking volunteers to pay a fee. Mr. D'Andrea stated that in every other business, the volunteer would pay for themselves. An oral **VOTE PASSED 7/0**.
- 32. 175 Day Calendar--\$22,000**—Betsey Andrews Parker moved, Paul Butler seconded changing the school calendar to reflect 175 days for students. An oral **VOTE FAILED 1/6 (Appel, Baker, Butler, Russell, Grady, D'Andrea, opposed)**. Mrs. Grady commented that it interferes with the students and does not support it.
- Betsey Andrews Parker moved, Paul Butler seconded to take a 5-minute recess. An oral **VOTE PASSED 7/0**.
- 33. NJROTC--\$107,156**—For discussion, Kathy Baker moved, Amanda Russell seconded reduction of NJROTC. Mr. Amara discussed the proposal and informed the Board that the NJROTC has been approved as a CTC program conditionally as of September 2012. This entitles the district to receive tuition and transportation reimbursement. Mr. Amara stating that his guess is that after a year, the program will be self-supporting and revenue will be generating. The payment will not take place until after one year. The first check should be received in December of 2013. It would have to be subsidized for FY13. The cost of \$107,156 would be for both teachers. Ms. Russell agreed that it would not make sense to eliminate the program now. Mr. D'Andrea stated his support for the program. Dr. Butler added that all of his emails have been in support of keeping NJROTC. Ms. Baker expressed her happiness that the program will be viable and self-supporting after 9 years of struggling and wished them well with the program. Ms. Andrews Parker has faith that enrollment will reach 100 and wants to ensure that all MOU's are funded 100% and is equal. Ms. Baker expressed disappointment that the Dover students need to find their own transportation to Portsmouth if they are taking classes there. She also wondered if Dover students will be able to take classes that they desire in Portsmouth. Ms. Amara stated that he would try and solve the transportation problem for Dover students to Portsmouth. An oral **VOTE FAILED 0/7 (Baker, Butler, Appel, Grady, Russell, D'Andrea, Andrews Parker opposed)**.
- 34. DHS SRO--\$47,000**—Betsey Andrews Parker moved, Paul Butler seconded to eliminate the school district's portion of the funding for the school resource officer. Ms. Andrews



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Parker stated this is a non-mandated position and the City may be able to fund the position 100%. Ms. Briggs Badger stated that the Police Department already pays 2/3's of this position and would not be able to cover the entire cost.

Mrs. Grady commented that it is one of the more important positions at the high school. It directly deals with the safety of the students. Ms. Boston stated that this position is needed for school safety and would be very concerned if it were cut. Mr. D'Andrea commented on the order of the lunch times at DHS. He believes that the presence of the SRO may play a part in this.

Ms. Russell commented that everything that was not mandated should have been included in the budget. Ms. Briggs Badger apologized for the miscommunication and stated that it was not an item that was not recommended by the administration. Ms. Andrews Parker commented that she does not want to do anything that will jeopardize the safety of the students and was just bringing the item up since it was not mandated. She requested that next year a full list be given to the Board of all items considered to be cut and reasons that the item was not a recommended reduction, if it didn't make the final list.

Mrs. Grady commented that the Board would regret the decision if a student is injured.

An oral **VOTE FAILED 1/6 (Baker, Appel, Grady, Russell, D'Andrea, Andrews Parker opposed).**

- 35. Reduction of Teachers--\$55,000 per teacher**—Betsey Andrews Parker moved, Amanda Russell seconded not replacing 1 teacher who is retiring. Ms. Andrews Parker commented that teachers could be shifted to be placed where necessary. Ms. Russell added that she made a spreadsheet with a proposal for 99 teachers instead of the current number of 100 for teacher's grades 1-8. The motion was amended to reduce the budget by \$32,000 so that the teacher will be not replaced (the remainder of the money was already included in the previously approved \$300,000 reduction for retiree savings). Mrs. Grady stated that she doesn't see how reducing one position will help. Ms. Andrews Parker thought this may help the principals to start planning if they know they are not hiring one person. Ms. Russell responded that it looked like one teacher could be reduced without affecting enrollment. Mrs. Grady recommended letting building principals determine changes in teaching assignments for each school. Ms. Russell noted that she was just responding to an earlier proposal and not wanting to direct administrators where to place teachers. She is concerned about the high enrollment numbers for grades 3 and 4 at Horne Street School. Mr. Boodey discussed the process of placing teachers and determining class size. He commented that it may be premature to determine how many teachers can be cut. An oral **VOTE FAILED 2/5 (Baker, Appel, Grady, Russell, D'Andrea opposed).**

- 36. Add in curriculum—add back \$294,000**—Ms. Andrews Parker moved, Kathy Baker seconded to add \$294,000 back into the budget for K-12 Social Studies Curriculum. Ms. Andrews Parker recommended this addition so that the district doesn't dig itself into a hole and find that it gets more difficult each year to add. She also advocating going over the tax cap budget if it needs to be done to add this. Ms. Baker asked how long it had been since the SS Adoption cycle. Mr. Tirone responded that SS is at the 5th year. There are many resources that are very outdated. Ms. Briggs Badger added that some items were funded



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5 years ago, but many textbooks are still outdated. Mr. Tirone stated that resources could be purchased as always or they can purchase classroom sets. He recommended doing both and this adoption would be heavy on high school resources. Some resources may be digital and technology may be integrating in the curriculum. Mrs. Grady recommended taking a year to think and study about curriculum and textbooks before purchasing. Mr. Tirone stated that Social Studies Academic Coordinator, Peter Driscoll would be presenting this information at the April School Board meeting if this item is approved in the budget. Ms. Andrews Parker commented that the district should not purchase curriculum in a piece meal manner. This is the reason she recommended the K-12 adoption. It was only partially adopted 5 years ago and it needs to be fully adopted. She added, "We can't keep selling our curriculum short." Mr. Tirone noted that about 50% of curriculum costs are saved when you reach the next step. It is not all technology. It is a combination of classroom and technology. Ms. Russell asked Mr. Tirone what the \$294,000 covers. Mr. Tirone responded that it is probably closer to \$250,000. He also stated that need to be aware of the new Common Core. Mrs. Grady stated that there is still an uncertainty in spending almost \$300,000. More time is needed to prepare. Ms. Baker asked if this curriculum could be funded in an alternative way with reserve funds that were just established. Mr. D'Andrea agreed that it would be a possibility, but there is not time since the funds still need to be approved by the City Council. An oral **VOTE FAILED 3 to 4 (Baker, Butler, Appel, Grady opposed)**.

Betsey Andrews Parker moved, Amanda Russell moved to extend the meeting to 11:00 pm. An oral **VOTE PASSED 7/0**.

37. Betsey Andrews Parker moved, Amanda Russell moved to add \$3,700 back into budget for JBC/SB overtime costs. Ms. Baker asked that the City be asked to provide a recording secretary for the JBC meetings. An oral **VOTE PASSED 4/3 (Baker, Butler, Russell opposed)**.

Mr. D'Andrea discussed the process and stated that the budget will go to the City Manager of March 15th and will be on the City Council agenda in mid-April. Citizens should attend the mid-April meeting to voice their opinions. At this time, the increase is 3.02%.

Ms. Russell stated that this would be the time to make any additional cuts. Currently, there would be an increase of \$144 per student. This would not reduce any teachers and allow some curriculum to pass. She commended the administrators for their work on the budget.

Ms. Baker stated that the Board would welcome contributions by citizens who have stated that they do mind paying for programs such as kindergarten. They can take any contributions to city hall.

Dr. Butler discussed looking teacher/adult ratios rather than student/teacher ratios. They seemed generous and the highest number was 12:1 for adults, which included paraprofessionals, as well as teachers. Dover has a tax rate that is somewhere in the middle. The budget has been increased a great deal over the years. He continued to say



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that money does not buy learning. The tax cap was voted in because Dover citizens don't trust the School Board or the City Council to spend money wisely. Citizen's who voted for the tax cap wanted to tie the hands of the board members and councilors. Gas prices and health care costs are rising dramatically and noted that long term savings could be made in health care costs. He would like the School Board to think about defined contributions rather than defined benefits. The cost of health care is rising dramatically because the baby boomers are "wearing out" and are still very active. He continued to say that for the long term, he doesn't think the school district can be as generous as they are for health benefits. For the short term, he believes that teaching positions will need to be cut so that the district can send a tax cap budget to the city council.

Mrs. Grady added that the School Board was asked to bring a tax cap budget with a list of priorities to the city council. She can almost guarantee that they will get the budget back to make additional reductions. Maybe they would have been better off to take the budget to the city council within the tax cap. She will not be able to vote for the budget because they did not do what they were asked.

Mr. D'Andrea respectfully disagreed stating that this would give the city council line item approval on what reductions and additions should be made.

Mrs. Grady asked what the tax impact would be of the school portion would be with a 3.02% budget.

Ms. Briggs Badger stated that last year the increase was .44 per day per person. Compared to other school districts, Dover's local tax rate is lower than neighboring districts.

Ms. Briggs Badger complimented the School Board on the time and thoughtfulness that they spent on the budget. She would like the board to go in with what they need and not be afraid to stand up for it.

Ms. Russell commented that the emails they have received stated that they should do what is best for the students. She feels that the reductions made are bad enough and there are no more that can be made at this time without drastically impacting education. The tax cap needs to be exceeded to meet the needs of the students. If it is not overridden, it will cost more in later years with training new teachers and other items.

Mr. D'Andrea added that the board needs to invest in the future of the students. He urged all citizens to go to the City Council to voice their opinions.

Ms. Andrews Parker stated the tax cap is 1.65% and the board is only asking for an additional 1.35%.

Ms. Baker stated that she is torn. She supports the budget, but respects her constituency, some of whom may support a tax cap budget.



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Rocky D'Andrea moved, Amanda Russell seconded \$46,562,322 (includes debt service). A roll call **VOTE PASSED (Butler, Grady opposed)**.

D. APPROVAL OF MINUTES: Amanda Russell, Betsey Andrews Parker seconded, to approve the following minutes:

1. Budget Workshop Session #2, February 6, 2012
2. Nonpublic Session #5, February 13, 2012
3. Regular Session #2, February 13, 2012
4. Joint School Board Session #1, February 21, 2012

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

F. SUPERINTENDENT'S REPORT:

Kindergarten Registration at all schools this week.

No school this Friday, March 16th Teacher Workshop Day.

Early Release Day coming up on Wed., March 28th

Report cards for K – 4 will go home March 15th for our second trimester.

It has been a very busy weekend for the Dover students! On Friday we welcomed families to HSS for the final celebration of Dover Reads 2012! Pajama clad children and some of their parents also in pajamas enjoyed meeting the local author Jim Mastro and munching on milk and cookies. Thank you to Cindy McKenney and the entire Community Involvement Dover Reads Committee for a job well done.

Great job to the boys and girls basketball teams who both made it to the quarterfinal round of the NHIAA state tournament. Congratulations to the boys' ice hockey team on a great year and for being the state runner-up as a result of Saturdays championship game at the Verizon wireless arena – the boys lost to Bedford High School 2 to 1 (congratulate Doris Grady as her granddaughter – Maddie – scored 3 goals and two assists and Hanover won the girls state championship). Great job girls cheering team who finished third in the NHIAA state cheering championships yesterday at Southern New Hampshire University – the girls have qualified for the New England Championships to be held at Lawrence High School this Saturday.

On Sunday Dover High hosted the NE Scholastic Band Association NESBA 2012 Winter Guard and Percussion Show. The Dover Color Guard took first place – congratulations to all who participated.

Finally, I wish to point out another champion among us – Saturday's Dover Dancing with the Starts highlighted our own Board member Betsey Andrew Parker exceptional dancing skills! Ms. Parker wowed the audience with her fancy foot work and amazing moves and took home the 2nd place trophy.

SCHOOL Updates



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Woodman Park School

WPS Read Across America/Dr. Seuss activities in all grades happened during the week of March 5th.

The NH Historical Society will be giving presentations to Grade 3 on 3/15

WPS PTO Meeting will be held on Monday the 19th at 6:30 in the Library.

WPS Day of the Coast will be on Wednesday the 21st. The UNH Docents, WPS PTO, and WPS Librarian Laura Horan will be filling the school day with learning activities centered around the Ocean. A HUGE thank you to them all for making this special day happen for our students.

WPS Health and Wellness Night with NH Public Television will be on Thursday the 22nd at 5:30. Thank you to Sandy Tremblay and Wendy Nasberg for making this event happen through Title I funds.

Horne Street School

DSB Meeting March 2012

Horne Street School held its second Young Inventors Fair on the 22nd of February. 75 young children participated by presenting their original inventions. Their inventions were judged during school hours by 10 volunteers from GE, and another 10 volunteers who graciously gave of their time. Mrs. Lauren Proto receives a special thanks along with other members of the PTG for volunteering their time and efforts. The Judges awarded 29 winners across the grade levels in various categories with one invention in each grade invention winning for their grade level. These five inventions have been registered with the state organization and are invited to the state Young Inventors Celebration in April to present their inventions and vie for state honors. Good luck to 4th graders Makaya Gadwah and Autumn Jolin, 3rd grader Alexandria Chalifour, 2nd grader Shelby Boucher, 1st Grader Grace Blanchette, and Kindergartener Dominic Chalifour who will be HSS's representatives at the state level.

HSS lead by Mrs. Guether raised over \$2,000 for Pennies for Patients in the month of February. This is the largest collection to date. Thanks to Mrs. Geuther, the Dover Moose Lodge for their participation, and the students and families of the HSS community.

HSS ELL students will be going on a field trip to the Boston Museum of Science with other ELL students on the 22nd of March.

The Annual HSS Variety Show will be held on the evening of the 29th. Thanks to Mrs. Megan KJaras for her volunteerism pulling this large event together.



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Jump Rope for Heart will take place during the last week of the month. Mrs. Cimino, HSS's PE teacher, will be leading this event. Good luck to all participants.

There is an early release scheduled for Wednesday, March 28th.

Garrison School

Garrison celebrated Read Across America with an all school read-a-thon, guest readers visiting the classrooms, a wallpapering of the hallways with book posters, and a reading assembly on Friday with performances by Ms. Bancroft and Ms. Washington's class as well as Mr. Romps' class with a special visit yet again from the ever popular Cat in the Hat.

Many gratitude's go out to The Dover Rotary for their donation of dictionaries to all children in the third grade as well as their generous contribution to help support our backpack program designed to keep children engaged in reading over the summer.

Upcoming dates:

- The 2nd session of PTA enrichment classes starts this week.
- Our DI team is gearing up for their regional performance next week, we wish them luck.
- 3/23 from 6-8:30 is our annual Sweetheart Social
- 3/24 from 2-4 is our annual Bowling Extravaganza
- New England Brass will be visiting Garrison at 9:00 on March 28th with their lively performance and presentation on musical instruments.
- Our Rebel Chef Final competition will be on March 29th from 5-7 at the Mills in Downtown Dover. All of the public is invited to attend. Please contact the school to purchase tickets.

Dover Middle School

Olivia Chagnon is advancing to the state Geography Bee at the end of the month. Emma Ciereszynski won the NH state Spelling Bee and will advance to the National Competition in Washington DC in early June. Congratulations and good luck to both girls.

Everyone is invited to the DMS Drama production of Beauty and the Beast. Tickets are \$5.00. Performances will be at the DHS auditorium on Thursday, March 29th and Friday, March 30th at 7:00pm and Saturday, March 31st at 2:00.

Dover High School

March is Music in Our Schools Month and the Dover High School Band will be performing on Thursday evening at the Walker Auditorium. This concert will include a joint performance with the Seacoast Wind Ensemble. The program will start at 7 pm.

Dover High School will send 32 male and female scholar-athletes to the annual NHIAA/NHADA Scholar-Athlete Awards Program at the Capital Center for the Arts on Monday March 19th. Governor John Lynch will be a guest speaker. All recipients of the award must currently have at least a 3.33 (B+) cumulative grade point average and be active in at least two varsity.

Betsey Andrews Parker moved, Doris Grady seconded approval of the Superintendent's Report. An oral **VOTE PASSED 7/0**.



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G. STUDENT REPRESENTATIVE REPORT: see above

H. COMMITTEE REPORTS:

Mrs. Grady read the following statement honoring former School Board member, Trudy McAtavey:

“Trudy McAtavey served the community and students as a member of the School Board in a very valuable way. She indicated her interest time and again in the educational progress for each and every child. She was energetic, caring and worked every committee that she could to provide new and innovative educational growth for each and every child. She was never afraid to speak up and to defend better education to its heights. Trudy’s death is a great loss to her caring family and to the city of Dover. We will miss her past energy, her smiles, and her friendly greetings every day we knew her. We, as a Board, extend our condolences to the family and to the community for this loss. Thank you for your service, Trudy.”

Dr Appel provided three reports:

The first report is a Professional Development Committee report from the meeting of February 15th, 2012.

The February 15th meeting of the Professional Development Committee was devoted to the topics of the release days of March. March 16th will be a full day devoted to focus groups while March 28th will be an early release half day devoted to the rollout of the professional development master plan. The emphasis that students learn, not just be taught, pervades both topics. The focus groups permit teachers to collaborate in investigating techniques that are effective in their areas of teaching.

A second draft of the master plan was circulated to the committee and it was expected that further drafts will be needed before it is ready to be presented to the NH Department of Education. It was hoped that further guidance will be supplied by the department but the committee was satisfied that the essential parts of the plan adequately clarify the changes in the procedure for recertification.

The second report was for the Curriculum Planning Council from the meeting on March 8, 2012.

The meeting of the Curriculum Planning Council on March 8th was devoted to a CTC curriculum update and a presentation on next generation Learning (NxGL).

Mr. Amara described the CTC programs initiated in the last five years: pre-engineering, licensed nursing associate, animal and equine science, biotechnology, firefighting academy, and JNROTC. He presented information on the college credit and licensing certifications that could be obtained in the various programs and the many benefits that they brought to their students and the district. He added that funding for major renovation projects for the CTC program is eligible for 75% reimbursement by the State and the Dover expects to receive such money in the 2015-16 school year

Mr. Tirone provided information and videos on NxGL and ways that it uses technology and innovative instructional strategies to put the emphasis on participatory learning as opposed to



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received teaching. He noted that three members of the UNH physics department are engaged in a NxGL project working with teachers to permit them to teach science in more depth in the three elementary schools in Dover. This work has been partially funded by grant money and Dover is in a good position to obtain further grant funding in the near future to make use of technology and outside help in creating courses with deeper content to meet common core standards.

Betsey Andrews moved, Amanda Russell seconded to approved committee reports. An oral **VOTE PASSED 7/0.**

I. POLICY -- CHANGES – PROPOSALS: None

J. POLICY ADOPTION: None

K. SUBMISSION AND PAYMENT OF BILLS: Kathy Baker moved, Amanda Russell seconded to direct the payment of manifest #12-I in the amount of \$1,622.99 for FY10 and FY11 and \$2,381,080.80 for FY12 for a total of \$2,382,703.79. The time period for payments was from 1/10/12 to 2/13/12. A roll call **VOTE PASSED 7/0.**

L. RESOLUTIONS: see above

M. OLD BUSINESS

1.FY2012 Budget-see above

N. NEW BUSINESS:

1. Recommendation for 2012 Senior Graduation Date

Ms. Briggs Badger stating the DHS Principal Christine Boston is recommended setting the date of Wednesday, June 13th at 7:00 pm for DHS graduation. If the event were held at Lundholm Gym at UNH, each student would receive 6 tickets. If the graduation were held at the Whittemore Center, there would be unlimited seating. Ms. Boston stated the total cost for graduation at the Lundholm gym would be approximately \$13,000 and it would be approximately \$19,000 if it were held at Whittemore Center. There is an option to share set up costs for the Whittemore Center, if another school schedules graduation on the day before and the day after. If this doesn't happen, Lundholm gym would most likely be chosen as the venue.

Ms. Russell and Ms. Andrews Parker agreed that they would prefer the Whittemore be selected so that all family members would be able to attend.

Dr. Butler asked why the School Board voted on the graduation date. Ms. Briggs Badger stated it was a courtesy to the Board for the most part.

Kathy Baker moved, Paul Butler seconded approving the date of June 13, 2012 for Dover High School graduation. An oral **VOTE PASSED 7/0.**

2. School Board/Superintendent 2012-2013 Goals Adoption—Betsey Andrews Parker moved, Paul Butler seconded tabling until 4/9/12. An oral VOTE PASSED 7/0.



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6. DHS Planning Committee Approval: Betsey Andrews Parker moved, Amanda Russell seconded to approve as presented. An oral **VOTE PASSED 7/0.**

O. SCHOOL BOARD MATTERS OF INTEREST: Ms. Russell reminded the Board and public that there is a DMS band concert on Wednesday which will be held at DHS.

Ms. Andrews Parker thanked the Board for letting her represent the School Board at Dancing with the Stars. Next year, she would like to see Ms. Briggs Badger, Mr. Limanni, and Mr. D'Andrea as participants.

Ms. Baker asked why DHS enrollment was much lower in January. Ms. Boston responded that it was because of early graduation.

P. ADJOURNMENT: Kathy Baker moved, Amanda Russell seconded, to adjourn at 10:47 P.M. An oral **VOTE PASSED 7/0.**

Respectfully Submitted,
Betsey Andrews Parker, Secretary
BAP/ral



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type:	Special Session #5
Meeting Location:	McConnell Center, Superintendent's Conference Room
Meeting Date:	Monday, March 26, 2012
Meeting Time:	6:30 P.M.

- A. ROLL CALL:** Present were Rocky D'Andrea, Kathy Baker, Paul Butler, Doris Grady, Ken Appel, Betsey Andrews Parker and Amanda Russell.

Also present were Superintendent Jean Briggs Badger; Woodman Park School Principal Patrick Boodey; DMS Co-Principals Mike McKenney and Kim Lyndes, CIA Director Gary Tirone, DHS Principal Christine Boston; Horne Street Principal Mal Forsman; Garrison School Principal Dustin Gray, DALC Executive Director Deanna Strand, Special Education Director Sandie Crosson, Federal Projects Director Paula Glynn, CTC Director Jim Amara, Athletic Director Peter Wotton, City Councilors Karen Weston and Michael Weeden, Fosters and citizens of Dover.

- B. PLEDGE OF ALLEGIANCE:** Mr. D'Andrea led the Board in the Pledge of Allegiance.

- C. CITIZEN'S FORUM (LIMITED TO AGENDA ITEMS ONLY):** The following people addressed the Board.

Fran Meffen, 16 Benjamin Way, DMS School Counselor, Dover, spoke in support of the budget without reductions.

Michael Weeden, 365 Sixth St, Dover City Councilor, attended to obtain more information about the budget. Thanked the Board for their hard work.

D. OLD BUSINESS:

1. FY2013 Budget

Mr. Limanni discussed handouts relating to the budget and gave an overview on why they were meeting again. At the previous meeting, there had been some errors, including Career Technology Center cuts (\$60,000) which had already been made. In addition, a Cosmetology teacher had not been included in the budget proposal, even though the revenue that the position would generate had been included in the budget. Mr. Limanni continued to say that there could potentially be a major reduction in revenue due to decrease in enrollment from Barrington and Nottingham and a reduction in state building aide of \$13,000.

Ms. Briggs Badger stated that the Board has two items to discuss. The first is the revision of the budget sheet that was voted on 3/12/12. The bottom line was incorrect with the difference being \$87,014 from what was voted on to the new, revised sheet. She continued to say that they can cut this amount only or the Board can approve a budget where the amount over the tax cap amount (\$573,760) is cut. The other part of the budget discussion has to do with the loss of revenue. At the March 12 meeting, Barrington and Nottingham had not sent their enrollment numbers. There is an actual reduction of \$800,000 in tuition, instead of the estimated \$447,000. Ms. Briggs Badger continued to say that this budget is a fluid document until June. There is time to get public input on the budget. In the past, revenue has not been



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adjusted after the budget was submitted to the City since there hadn't been this kind of swing in revenue. In the past the District used to, "rob Peter to pay Paul". Now, "Peter's broke and so is Paul". She said they can longer afford to be inaccurate in predicting revenue so they will be addressing it in an open and transparent manner.

Mrs. Grady asked if Barrington was always charged \$11,000 per student. She had thought that the rate was \$10,000. Mr. Limanni stated that it was an estimate based on the budget that was given in August. They will receive a firm number when the district gets one. Mrs. Grady continued to say that Barrington and Nottingham should have told us by March 10th was their enrollment would be. Mr. Limanni responded that they have been sent to the District in the last week. Mrs. Grady commented that something should have been done earlier about reduced enrollments since it was known in March 2010 that the numbers would be reducing. She continued to ask, "What planning have we done to alleviate the problem we know have?" Mr. D'Andrea responded that this Board is making a commitment to do something about it. There has been meetings in the past few weeks and have discussed changes that could be made to increase enrollment from Barrington and Nottingham.

Mrs. Grady stated that it is no reflection on the current School Board, but something should have happened at the main office and there should have been earlier movements on the Board.

Both Mr. D'Andrea and Ms. Briggs Badger agreed that they shouldn't look back, but should look forward to find a way to make changes.

Ms. Briggs Badger stated that the last time the Board met with Barrington was 2009. At that time, Oyster River capped their number of students from Barrington at 10. After that time, they increased their cap to 200. She states that she believes the former superintendent had no knowledge of this change. In addition, Oyster River started actively recruiting students from Barrington to choose Oyster River. She provided a summary of meetings with Barrington and Nottingham and stated they are actively trying to determine how to proceed in the future.

Ms. Baker stated her option would be to find a way to make up an additional \$87,000 in reductions. She asked if eliminating a DHS guidance counselor would be an option. Ms. Boston responded that they could most likely legally eliminate one guidance counselor, but it would affect the students in a substantial way.

Ms. Andrews Parker stated that she would not be in favor of revisiting previous recommended reductions that had been voted against in earlier meetings. She recommended looking at reducing the pay for substitute teachers. She does not want to discuss fees at this time because of the complexity of the issue. She would need more time to investigate further and receive additional information.



DOVER SCHOOL DISTRICT

DOVER SCHOOL BOARD – MINUTES

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Mrs. Grady stated that this would need to be changed in the Board policy before a vote could be taken against the present policy.

Ms. Briggs Badger responded that the policy for substitutes could be brought to the Board at the April 9 meeting for a first reading.

Ms. Briggs Badger summarized the proposed policy:

	<u>Current</u>	<u>Proposed</u>
NH Certified Teacher Subs	95.00	80.00
Non certified subs	75.00	75.00
Paras-Class 2	11.70/hr	70.00
Long term subs	95.00-181.56	95.00

Ms. Briggs Badger also added that the number of substitutes would be limited at each school per day.

Ms. Baker stated that she likes the proposal, but doesn’t know how the schools will function with fewer subs if more teachers are absent. Ms. Briggs Badger responded that they will try to have teachers fill in and the schools will act like a community.

Dr. Butler asked what surrounding towns are paying for substitutes. Ms. Briggs Badger responded that Dover would still be competitive since area schools have similar pay scales.

With the revision of the policy and the limit of numbers, there should be a savings of approximately \$100,000.

In addition, the reduction to the 177 day calendar, should keep substitute costs lower.

The administrators are supportive of the idea and it can always be amended next year if it doesn’t work.

Mrs. Grady stated that she would have liked to have this information shared earlier since the Board needs to make the final decisions.

Ms. Briggs Badger commented that an email was sent the previous Thursday with this information.

Mrs. Grady asked about the meeting with the DTU. Ms. Briggs Badger stated that it was an informal meeting with no agenda. These meetings have occurred over the years with superintendents.

Mr. Limanni stated that he tried to communicate the information as fast as possible.



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Mrs. Grady stated that all fees on proposed reduction list would need policies written.

Ms. Andrews Parker commented that she appreciates the work that has been done to provide the list of possible reductions, but feels the Board is unable to discuss fees of any kind at this time without public information.

Betsey Andrews Parker moved, Kathy Baker seconded to change the Board policy on substitute pay in order to achieve \$100,000 in the next school year budget. This can be reflected on the budget that goes to the City Council and in the next two scheduled meetings; the policy would be up for hearings. The policy would be adopted before June with this time frame. An oral **VOTE PASSED 7/0**.

Ms. Andrews Parkers commented that the revenue discussion should take place prior to the next budget season, but would not be touched at this meeting. For example, any possible fees should be discussed in May, June, etc.

Ms. Briggs Badger stated that they could approve this, but the loss of revenue would not be addressed at this meeting. The City Manager confirmed to her that they had time to discuss revenue options before the final deadline.

Mrs. Grady stated she has major trouble sending the budget to the Council with \$440,000 loss of revenue that will have to be found after the fact. She doesn't feel the public understands the costs of some of these proposals.

Amanda Russell moved, Betsey Andrews Parker seconded to vote on \$46,923,286 as the bottom line number for the budget. A roll call **VOTE PASSED 5/2 (Grady, Butler opposed)**.

Mrs. Grady questioned the legality of the vote, without approval of the policy. Mr. D'Andrea explained the process, stating they were voting on a bottom line only.

Dr. Appel asked if there would be an option for going to kindergarten half day and not paying a fee. Ms. Briggs Badger responded that there would be that option.

Ms. Russell reiterated her view that she is strongly opposed to half day and full day program. The students in the half day program would miss content areas. She would not support a program where 200 families bear the brunt of the budget. She added that if there were going to be a fee for the program, it should have been implemented when the program started.

Mrs. Grady asked how the district could live by the mission statement when there are so many fees to parents. There is no attention given to the needs of students. She continued to say that families will be paying an extra tax.



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Mr. D'Andrea asked Mr. Wotton to discuss the athletic fees. Mr. Wotton stated that at DHS it is \$75/student/sport with a cap on two sports. If they are on free lunch, there is no fee. If they are on reduced lunch, they pay half price. At DMS, the fees are \$40 and \$20.

Relating to creating revenue, Mrs. Grady asked that the top five items on the list be explained.

Resource fee—the school attorney stated that it is ok to charge a fee if it is for anything above and beyond what is mandated for an adequate education. Other states are doing the same thing. The fee would be \$50 per student and approximately \$123,000 could be raised.

Ms. Russell asked what elementary school students would be getting above and beyond. Ms. Briggs Badger responded that it could be for art supplies, paint, etc, agreeing that it is ludicrous and not a great idea. She and administrators are just trying to come up with ideas.

Ms. Russell asked for clarification on the transportation fee. Ms. Briggs Badger summarized the costs which would be \$100/student with a cap of \$250/family (just for transportation)

Ms. Russell asked if the fee is tax deductible. Ms. Briggs Badger and Mr. Limanni stated that they are unsure, but it is doubtful that it is deductible.

Ms. Andrews Parker added that families would lose out on flex savings plan benefits and deductions if this fee were instated.

Ms. Andrews Parker used her family as example. When they are high school students, the costs to her could be as much as \$625, which would include sports and other fees. She added that they are not state mandated to plow sidewalks, to have public libraries, dog licenses, but are mandated to educate children. The Board needs to advocate for the students and send message to the Council. She stated that she believes people are leaving Dover because of this. Other communities are paying more per student. Mr. D'Andrea added that the percentage of school shares of community budgets is typically higher that Dover's also.

Ms. Russell stated that her costs could exceed \$3,400 with a kindergarten student, 2 high school transportation and access fees for all of her children. She added that it would be approximately \$200 per student to close the gap.

Mr. Limanni commented that the budget, at a 3% increase, is not unreasonable.

Ms. Briggs Badger added that the 10-year budget average is 5.7% increase. 41% of tax dollars go to schools in Dover. 10 years ago, there were 47 communities with a lower cost per pupil, now there are 2 communities that spend less than Dover.



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Mrs. Grady stated that there was a resolution brought in by the mayor in March stating the expectation would be that the School Board would bring in a budget that is below the tax cap. She recommends that the Board go to the City Council with a tax cap budget and a list of priorities that they would like added.

Mr. D'Andrea stated that they could submit a budget with more than the tax cap and they could get it back. He feels the City Council would make decisions on what should be added back. He believes that the mayor stated that the Board should do what they have to in order to provide a budget.

Mrs. Grady asked Mr. Limanni what the affect on the tax rate would be with this budget. He responded that an estimate would be .60/1,000.

Ms. Russell attended the March 14 City Council meeting and the RSA says that the City Manager can present a budget that is appropriate for the city.

Mr. D'Andrea came in to office believing that he could achieve a tax cap budget. After receiving all the information, he is unable to do so.

Ms. Briggs Badger stated that at the March 14 City Council meeting there was language proposed that stated they had to bring in a tax cap budget. The motion failed 6/2.

Mr. Limanni commented that the tax cap is meant to keep the district frugal.

Ms. Russell clarified that the NJROTC program was approved, but doesn't provide revenue until FY14.

Ms. Russell questioned the advertising proposal. Ms. Briggs Badger responded that this would provide advertising on lockers, fields, busses, games, etc.

Mrs. Grady believes that there was another time when there was a deal with Pepsi and Coca-Cola. Mr. D'Andrea feels that this could be a slippery slope.

Ms. Briggs Badger stated that finding revenue sources is not a quick fix. There needs to be more investigation. She doesn't feel that FY14 will be much better for budgeting and could be equally challenging. The District will not have the use of impact fees next year.

Ms. Andrews Parker suggested a committee be formed to deal with "revenue generation". Ms. Briggs Badger stated that it would be placed on the April 9th School Board agenda.

Ms. Briggs Badger stated that the committees within the district included SEED and SOS should all be coordinated so that there is no overlap.



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Meeting Location:	McConnell Center, Superintendent's Conference Room
Meeting Date:	Monday, March 26, 2012
Meeting Time:	6:30 P.M.

E. SCHOOL BOARD MATTERS OF INTEREST

Mrs. Grady made the following statement:

“This evening, I would like to extend the condolences of this city and Board in the passing of John Sullivan, a past Physical Education teacher at Woodman Park. John wore many hats when he was here. He was always the crossing guard so that the children would head home safely. There are many, many young, and older people who carry in their hearts to this day, many pleasant thoughts for the many kind deeds he did for children. He really knew how to relate to young students and I hear many of them talk kindly of him today. I for one, have many thanks to him for kindness extended to a family member when in need. To most all children, he was a dad figure. Our heartfelt sympathy extended to his family in the passing of a man much too young to have left his home. John lived where his happiness lies, with old cars and motorcycles and it is a shame that the motorcycles claimed his life. The Dover School Board this evening sends condolences to the family of John Sullivan and thanks him for his many kind efforts for kids.”

F. ADJOURNMENT

Kathy Baker moved, Amanda Russell seconded to adjourn at 8:15. An oral **VOTE PASSED 7/0.**

Respectfully submitted,
Rocky D'Andrea, Chairperson
RD/ral

**OFFICE OF THE SUPERINTENDENT
DOVER PUBLIC SCHOOLS
DOVER, NEW HAMPSHIRE**

TO: DOVER SCHOOL BOARD

DATE: April 9, 2012

MEMORANDUM: Nomination and Election of Staff

In accordance with Chapter 189, Section 39 of the New Hampshire School laws of 1963, I hereby nominate the following persons for the following funded positions for the 2011-2012 school year.

NAME	POSITION	SCHOOL	REPLACING	HOURS	SALARY
Beaulieu, Patricia	ESL Tutor	DMS	Kim Faustino	6.5 hrs/day	21.25/hr
Dandridge, Mark	Special Education Aide	DHS	Briana Balbino	6.5/hrs/day	12.69/hr
Fudala, Jennifer	Special Education Tutor	WPS	New Federally Funded	6.5 hrs/day	17.56/hr
Furtney, Matthew	Firefighter Academy	CTC	N/A	Variable	23.50/hr
Sims, Letitia	Special Education Aide	DMS	Patricia Beaulieu	6.5 hrs/day	11.70/hr

OFFICE OF THE SUPERINTENDENT
DOVER PUBLIC SCHOOLS
DOVER, NEW HAMPSHIRE

TO: DOVER SCHOOL BOARD

DATE: April 9, 2012

MEMORANDUM: Nomination and Election of Coaching Positions.

In accordance with Chapter 189, Section 39 of the New Hampshire School laws of 1963, I hereby nominate the following persons for the designated positions for the 2011-12 school year.

NAME	POSITION	SCHOOL	REPLACING	SALARY
Bennett, Jordan	Asst Spring Track	DMS	Brittany Granfield	\$1,504.00
Dion, Emile	JV Boys Lacrosse	DHS	Jeremy Small	\$1,895.00

Final Approval
Dover Middle School
Annual Trip to Washington DC
2012

To: Dover School Board Members

Thank you for allowing us to have this opportunity.

As a note, all students that were eligible and in need of financial assistance received some portion of the trip in the form of a scholarship. No students were turned away because of monetary reasons.

Also the students were not charged any additional money to cover the chaperones expenses.

**Dover Middle School
Washington, D.C. Trip
2012**

Additional Information for School Board Meeting

Number of Chaperones: 16 (4 per bus)
Number of Students: 184 (46 per bus)
Student / Chaperone Ratio: 12 students : 1 chaperone
Names of Chaperones:

Bruce Patrick	Dean – DMS
Tice Leonard	Teacher – DMS
Richard Barrett	Teacher – DMS
David Tromba	Teacher – DMS
Patty Mulqueen	Teacher – DMS
Siobhan Mehalek	Teacher - DMS
Heidi Hutchison	Teacher – DMS
Jen Mone	Teacher - DMS
Mike McKenney	7/8 Grade Principal – DMS
Dr. Peter Markos	Parent and Physician
Dr. Debra Learmouth	Parent and Physician
Mr. Michael Mundy	Parent and Police Officer
Mrs. Susan Valenti	Parent and RN

2 teachers per team

Benefit to chaperones: the tour company allows the chaperones free transportation and lodging. There are no additional costs added to the students to fund chaperones. The chaperones pay for any additional expenses. The chaperones are giving their time and effort to supervise the students on this trip.

**HOTEL ADDRESSES
FOR
WASHINGTON, DC TRIP
2011**

Wednesday Night

**Embassy Suites
3006 Mooretown Rd.
Williamsburg, VA 23185
757-229-6800**

Thursday and Friday Nights

**Embassy Suites
At Tyson's Corner
8517 Leesburg Pike
Vienna, VA
703-883-0707**

WASHINGTON, D.C. STUDENT/PARENT CONTRACT
2012

I, AS A PARENT OF (STUDENT'S NAME) _____
AGREE THAT IF MY CHILD BREAKS ANY OF THE SCHOOL RULES
(INCLUDING ALCOHOL, SMOKING, FIGHTING AND ESPECIALLY BREAKING
CURFEW, THE SCHOOL CHAPERONES WILL CALL ME AND MY
SON/DAUGHTER WILL BE SENT HOME AT MY EXPENSE BY WHATEVER
MEANS AVAILABLE OR I WILL COME AND GET THEM.

IF MY SON/DAUGHTER BREAKS A LAW, SUCH AS SHOPLIFTING,
ASSAULT, STEALING, HE/SHE WILL BE IN THE CUSTODY OF THE LOCAL
AUTHORITIES AND REMAIN THERE UNTIL A PARENT COMES TO RELEASE
THEM.

By signing, I agree with the above statements:

PARENT SIGNATURE _____ DATE _____

HOME PHONE# _____

DAYTIME PHONE # _____

CELL PHONE # _____

SECONDARY CONTACT NAME _____

HOME PHONE# _____

WORK PHONE# _____

CELL# _____

I, AS A STUDENT WILL ABIDE BY ALL TRIP RULES SET FORTH BY THE
DOVER MIDDLE SCHOOL CHAPERONES AND UNDERSTAND THAT IF I
BREAK A TRIP RULE, I WILL BE SENT HOME AT MY PARENT'S EXPENSE
OR THEY WILL COME AND GET ME.

STUDENT SIGNATURE _____ DATE _____

DC Parent Meeting 2012

TRIP RULES

- ❖ **NOBODY OUT OF HIS OR HER ROOMS AFTER CURFEW.**
Students will be taped in. If the tape is broken, the student goes home at the parent's expense. Parents will be called.
- ❖ **NO BOTTLES ARE TO BE BROUGHT FROM HOME.**
Students may buy a bottle at the first rest area (plastic or glass).
No High Energy drinks are allowed (Monster, Volt, Amp, Rock Star, Red Bull, etc.).
- ❖ **LUGGAGE WILL BE CHECKED PRIOR TO BOARDING THE BUS**
Students are allowed one suitcase and one carryon.
- ❖ **ALL STUDENTS MUST HAVE A PILLOW AND A WATCH.**
A pillow will be needed for the bus and a watch to be on time.
- ❖ **STUDENTS ARE RESPONSIBLE FOR ANY ITEMS THEY BRING.**
Cameras, Gameboys, etc.
- ❖ **ALL MEDICATION WILL BE HELD BY THE CHAPERONES**
The exceptions will be inhalers. Please have dosage, student name and when taken on the medication.
- ❖ **THE DRESS CODE IS RELAXED, BUT NOT TOTALLY REMOVED.**
The spaghetti strap shirts will be OK, but belly showing shirts are not OK.
- ❖ **ALL SCHOOL RULES APPLY, NO ALCOHOL, TOBACCO, DRUGS OR WEAPONS.**
If it is not allowed in school, don't do it or don't bring it.
- ❖ **NO STUDENT WILL PURCHASE BODY ART OR PIERCING SERVICES.**
- ❖ **FLIP FLOPS ARE TO BE WORN ONLY IN THE HOTEL, NOT ON THE BUS OR WHILE TOURING.**

WHAT TO BRING:

Pillow-for bus and hotel

Watch

Camera

Spending money-\$150 minimum

Snacks-for bus and hotel

A change of clothes for the next day

Umbrella-if rainy

Cell phones are ok but are not our responsibility.

Sunscreen-if sunny

Sleeping bag-if 5 to a room

**Before we go, we also collect \$5.00 cash for a tip for our bus driver who is with us the entire time.

3/12/2012

**Dover Middle School
Washington, DC Trip Itinerary 2012**

Tuesday, May 29

7:00 pm Students arrive at the school. Teachers will check all baggage.
8:00 pm After loading the busses, we will depart.
12:00 am Lights out. Quiet time on the bus.

Wednesday, May 30

Breakfast To be determined
6:00-7:00 am Students may talk in low tones.
10:00 am Arrive at Busch Gardens
6:00 pm Leave Busch Gardens
6:30 pm Arrive at the Williamsburg Embassy Suites
7:00 pm Pizza Party at the pool
8:00-9:00 pm Swim at the hotel
9:30 pm Curfew, everyone in their room - earlier, if group is heard in halls.

Thursday, May 31

5:30 am Wake up call
6:30 am Breakfast at the hotel
8:00 am Drive to Washington, D.C.
11:00 am Union Station to have lunch at the food court
12:30-3:00 pm Tour of U.S. Capitol Building and new Visitor Center
4:00 pm Dinner and shopping at the Pentagon City Mall
6:00 pm Visit Lincoln, Vietnam, Jefferson Memorial, World War II Memorial
and maybe the Washington Monument
9:00-10:00 pm Swim at the hotel
11:00 pm Curfew at the hotel. Earlier, if group is loud in the hallways

Friday, June 1

6:30 am Wake up call
7:30 am Breakfast at the hotel
10:00 am Visit Ford's Theatre if available
11:00 am Tour of the White House
12:00 pm Lunch at the Smithsonian & Buildings
2:00 pm Visit National Zoo
6:00-8:30 pm Dinner at Dave and Busters

Saturday, June 2

7:00 am Wake up call
8:00 am Breakfast at the hotel
9:00 am Check out of hotel
10:00am Tour Arlington National Cemetery and changing of the guards
11:00 am Head home

Washington, D.C. Trip MEDICAL FORM

BUS # _____

Student's Name _____

DOB _____

Student's Social Security # _____

Parent's Name _____ Home # _____ Work _____ Cell _____

Address _____

Emergency Contact Person Other than Parent:

Name _____ Home# _____ Work # _____ Cell # _____

Student's Medical Information:

Physician Name _____ Phone # _____

Allergies _____

Current Medication and Dosage _____

Other Medical Conditions that we should know about _____

Health Insurance Company Name _____ Policy # _____

Please initial YES or NO if your child is allowed to take TYLENOL for headaches, cramps, etc. YES ___ NO ___

If you initial NO, we will not IN ANY CASE give your child a Tylenol.

Does your child wear Contact Lenses YES ___ NO ___

Please sign and date the agreement below:

I, as the parent or guardian of _____, grant my permission to the Dover Middle School chaperones and assigns to seek emergency medical treatment in the event of an accident or medical problem. I understand that an attempt to contact a parent or guardian will be made before seeking medical attention if there is time to do so. I further understand that if my child breaks any school rules (examples: smoking, alcohol, breaking curfew, etc.) that I will receive a call from the DMS chaperones and agree to send my child home by any means available, at the expense of the parent or guardian.

Parent's Signature _____ Date _____

Phone # where parent can be reached when we are on the way home to tell you what time we will arrive at DMS. _____

Washington DC trip chaperone guidelines

Each chaperone will be responsible for either two or three rooms of students from their bus. These will be decided upon, before the first rest stop, familiarize yourself with their medical forms, especially possible allergies and medical needs.

Please learn which students are under your supervision. If they have a cell phone, get their number.

At each destination, please tell your students where and what time to meet. When we are at the mall or Busch Gardens please tell them where they can meet you in case they need to find you.

If you are in charge of medication, please make sure students get the correct medication and the appropriate time. Check the medical form if you are in question. Do not give Tylenol to any student without checking the medical form for the parent's permission.

On the bus, please do NOT allow students to stand, sit on laps, sit on the arms of chairs, or kneel on their seats when the bus is in motion.

Chaperones should occasionally walk the aisle of the bus to check on students.

Please make sure overhead compartments are closed when the bus is moving.

Please make sure students keep their area clean.

Mr. Patrick will give chaperones all information necessary prior to curfew. At the hotel, make sure the appropriate students are in their rooms at curfew. Before taping students in tell them what time they are expected at breakfast in the morning, who to call in case of an emergency and answer any questions they may have. At breakfast check to see if your students are all there.

When in the hotel students are not to be yelling and screaming in the halls, rooms, or lobby area.

Students are required to stay with a buddy. Collect any students that are alone and require them to stay with you until they find a buddy. This is especially important at rest areas.

Students may need assistance cashing traveler's checks. Please vouch for students by using your drivers' license for identification purposes.

When students are checking out of the hotel, collect all keys. Have students leave their doors propped open and then check each room for articles left behind and that the seal on the minibar is intact (**YOU ARE NOT RESPONSIBLE FOR PICKING UP UNDERWEAR AND SOCKS!!**) After a complete room check, close each door.

Each night, after curfew tape in, all chaperones will meet in the hotel lobby for the following day's information.



DOVER HIGH SCHOOL
AND
REGIONAL CAREER TECHNICAL CENTER



CHRISTINE BOSTON
Principal
c.boston@dover.k12.nh.us

25 ALUMNI DRIVE
DOVER, NEW HAMPSHIRE 03820-4365
(603) 516-6900 Fax (603) 516-6926
www.dover.k12.nh.us/DHS/Index.shtml

JIM AMARA
Director of Career Technical Education
j.amara@dover.k12.nh.us

JON ALTBERGS
Dean of Instruction
j.altbergs@dover.k12.nh.us

MICHAEL PEREZ
Dean of Students
m.perez@dover.k12.nh.us

KIM STEPHENS
Dean of Freshmen
k.stephens@dover.k12.nh.us

Dover School District
61 Locust Street, Suite 4
Dover, NH 03820
Attn: Superintendent Jean Briggs-Badger

March 5, 2012

Dear Ms. Briggs-Badger

I am writing to endorse the proposed DHS Music Department trip to Europe April 18th through April 26th 2013.

This will be a performance opportunity for band and chorus students who will give performances in many locations, including Carlisle Cathedral with the Trinity School Band and the Annan Junior Pipe and Drum Band.

In short, this is a rich and rewarding experience for all who attend. We are very pleased to be able to offer a trip of this caliber to our students. If you have any further questions, please feel free to contact me at your convenience.

Best Regards,

Christine Boston
Principal DHS

To the School Board:

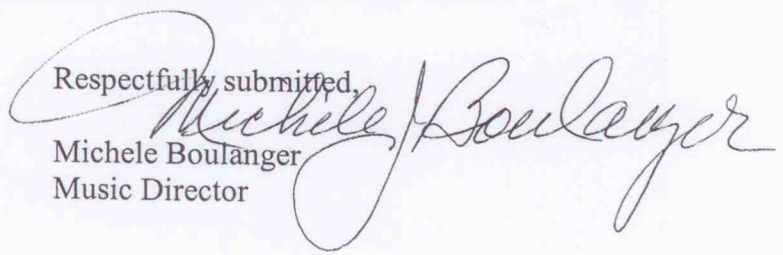
The DHS Music Department would like to plan a student trip to England and Ireland during vacation week April 18-26, 2013, following the attached itinerary. Bruce MacKay, from Berlin NH, who has led us successfully in 5 previous trips, will again be handling all the travel arrangements. Mr. MacKay was a teacher, administrator and superintendent of schools in Berlin for many years and started making the connections with schools in England, and more recently in Ireland, to bring students from NH to the UK, and have British students and their teachers travel to the US and experience life in New England. Dover has hosted these student groups many times over the past 15 years and both students and teachers are still in close touch with friends they made because of these travel experiences. Mr. MacKay has worked with tour groups from Berlin, Gorham, Laconia and Bow High Schools. He takes no money for running the trips and comes along as tour guide and facilitator.

On our previous UK trips, we have taken from 40 to 70 students, depending on the year, with one chaperone, either a parent or a teacher, for every 10 students (who travels for free), along with Mr. MacKay and the music director, who also travel for free. Mr. MacKay carries all the usual insurance and is approved through the NH Council Of World Affairs as a travel consultant.

The final cost is still being determined, due to fluctuating airline costs, but because 6 of the 8 nights are home-stays with host families, the cost for the trip has always been lower than a commercial package tour would be. Mr. MacKay can get tentative commitments from airlines on ticket prices by the end of June. He is estimating the cost of the trip at \$2200.00 per student. There is no cost to the Dover School District for this trip other than the cost of a substitute teacher for the Friday that the music director will be out, as the departure will be Thursday night. This trip is open to all band, chorus and color guard students at DHS who are academically eligible for any out-of-school activity. Several fund-raising events will be planned to help offset the costs of the trip for the students.

This will be a performance trip for band and chorus students, who will be able to give concerts at schools and other venues, including at Carlisle Cathedral in a combined performance with Trinity School Band and the Annan Junior Pipe and Drum band. Our students will be able to get to know the students in Carlisle and Clondalkin and observe the schools and student life in both cities, attending class with the students there and seeing the similarities and differences between the school systems. DHS students will tour London, Edinburgh, and Dublin, three of the most historic cities in the world, as well as stops in Oxford and Stratford-on-Avon. We will be preparing concert music that represents both American composers and some British and Irish music as well.

Respectfully submitted,


Michele Boulanger
Music Director

Dover High School Band. England, Scotland, Northern Ireland, Ireland. April 18-26,
2013

Revision 2

Day 1 Thur April 18. Fly Logan, Boston via Newark to London, England.

Day 2 Fri April 19. AM Arrival London. Coach pick-up. Tour London. Travel to Oxford. Hotel.

Day 3 Sat April 20. Hotel Breakfast. Coach. Tour Oxford. Tour Stratford. Travel to Carlisle. Meet Homestays at Trinity School. Evening with Homestays.

Day 4 Sun April 21. Coach to Edinburgh. Edinburgh Castle. Walk the Royal Mile. Return to Carlisle. Evening with Homestays.

Day 5 Mon April 22. Day and evening with Homestays. Concert at Carlisle Cathedral.

Day 6 Tue April 23. Coach. Depart Carlisle and travel to Cairnryan. Ferry across the Irish Sea to Larne. Met by coach Ireland. Travel through Northern Ireland to Dublin. Arrive Colaiste Bride Secondary School, Clondalkin, Ireland. Meet Homestays. Evening with Homestays.

Day 7 Wed April 24. Day tour of Dublin – all the sights of Dublin – hop-on, hop-off tour bus. Irish night in Dublin. Coach to Clondalkin. Meet Homestays.

Day 8 Thur April 25. Visit School. Concert. Clondalkin or return to Dublin. Evening with Homestays.

Day 9 Fri April 26. Coach to Airport. Flight Dublin via Newark to Boston.

DOVER BAND TO EUROPE

APRIL 18 - 26 2013

Students and Parents must sign Permission Form.

1. This is a school-sponsored trip. School rules apply and are expected to be observed. Students should carefully read their School Manual. The use of alcohol and drugs are prohibited. Use of tobacco at any time during the trip is prohibited. Chaperones may take all legal action necessary to enforce school rules. Searches of person, possessions, and rooms are justified if reasonable suspicion exists. Violators are subject to disciplinary action, and flagrant misconduct could result in the student being sent home at his/her own expense. Students are the responsibility of their school and their attending chaperones. It is understood that students may have some time in assigned groups in order to shop or visit historic and/or educational sites. Itinerary may be altered to accommodate show date and arrival times.
2. Participants are responsible for their assigned room, phone and TV charges, and for any damages or items missing.
3. In case of the need for medical treatment, student's parent(s) will be notified. If the parents cannot be contacted and/or emergency treatment is necessary, the chaperones will adhere to the medical advice of the medical personnel. Parent(s) signature enables the chaperones to permit the necessary medical treatment and absolves them of medical responsibilities. The cost of all medical payment is the responsibility of the parent(s) or guardian(s).

4. **Extent of Responsibility**

World Affairs Travel LLC ("WAT") acts only as agent to arrange reservation for transportation, accommodations, tours, cruises, and/or other arrangements for WAT's clients with airlines, tour wholesalers, limousine services, cruise lines, and other contractors providing accommodations, transportation, and/or other services ("Suppliers").

WAT does not own, manage, control, or operate any transportation vehicle, hotel, restaurant, insurance company, tour, sightseeing company, or any other Supplier service. WAT is neither responsible nor liable for defaults of any "Supplier" or any other person directly under its control. In the case of airplane, ship, rail, automobile or other form of transportation, the passenger contract in use by the provider of such transportation shall constitute the sole contract between the Participant and such transportation provider.

5. **Waiver of Liability for Injury Resulting from the Inherent Dangers of Travel**

In consideration of the services to be provided by WAT, the undersigned Participant (and parent/guardian if Participant is a minor) hereby RELEASES, WAIVES, DISCHARGES, AND COVENANTS NOT TO SUE for any and all loss or damage, and claim or demand therefore on account of injury to the Participant or Participant's property or the Participant's death resulting from the inherent dangers of travel. Such dangers include but are not limited to: acts of God, dangers of the sea, fire, breakdown of machinery or equipment, acts of government or other authorities (de jure or de facto), wars (whether declared or not), hostilities, civil disturbances, strikes, riots, crime, theft, pilferage, epidemics, quarantines, medical or customs regulations, default, delays or cancellations of or changes to itinerary, routing or schedule from any cause beyond the control of WAT, or from loss or damage resulting from improperly issued passports, visa, and/or other documents.

6. **Waiver of Liability for Injury Resulting from the Negligence of WAT**

In consideration of the services to be provided by WAT, the undersigned Participant (and guardian if Participant is a minor) hereby RELEASE, WAIVES, DISCHARGES, AND COVENANTS NOT TO SUE for any and all loss or damage, and any claim or demand therefor on account of injury to the Participant or Participant's property or the Participant's death resulting from the negligence of WAT, its management, and its employees.

7. **Assumption of Risks**

In consideration of the services to be provided by WAT, the undersigned Participant (and parent/guardian if Participant is a minor) hereby ASSUMES FULL RESPONSIBILITY FOR AND RISK OF BODILY INJURY, DEATH, OR PROPERTY DAMAGE due to the inherent dangers of travel during participation in the travel and services arranged by WAT or resulting from the negligence of WAT in arranging, performing or supervising the travel services.

8. **Integration and Applicable Law**

Participate is a minor) with respect to the subject matter hereof. This agreement shall be governed by the laws of the State of New Hampshire, without regard This contract contains the full agreement between WAT and the undersigned Participant (and parent/guardian if to its principles of conflicts of law.

Student Name(PRINT AS IT APPEARS ON PASSPORT) _____

Student Signature _____ Age _____ Female _____ Male _____

Address _____ Phone _____

Father's Name _____ Signature _____ WorkPhone _____

Mother's Name _____ Signature _____ Work Phone _____

ESTIMATED COST \$2200. Adults \$2400. Registration Form and \$200 non refundable deposit due June 8. Next payment \$800 due Sept 28. Balance due Dec 7. Non refundable once reservation are made. Checks payable to WATLLC. Cost may be affected by airfares, fuel surcharges, exchange rates, taxes, security charges, and number of participants. Price based on double or triple occupancy in hotels, and full coach occupancy.

REGISTRATION FORM

DOVER SCHOOL DISTRICT	POLICY CODE: GCG
DATE OF ADOPTION:	PAGE 1 OF 1

FIRST READING

PART-TIME AND SUBSTITUTE PROFESSIONAL STAFF EMPLOYMENT (Substitute Teachers)

The Superintendent shall maintain a list of qualified substitute teachers who may be called on to replace regular teachers who are absent. Such a list shall be filed with the person for calling substitutes **or maintaining substitute placement online program.**

Insofar as possible, teachers on the substitute list will be called for the grades and/or subjects for which they are listed. A teacher whose name does not appear on the substitute list may not be employed in the school district except when specifically approved by the Superintendent. Principals will be responsible for seeing that the work of the substitute is as effective as possible and will provide him/her with a planned program.

The approved rate for substitute pay is \$75 per day. Certified substitutes holding a current New Hampshire teaching certificate will be paid **\$80 per day.** ~~\$95 per day.~~ ~~Proof of certification must be on file in the office of the Superintendent.~~ **Substitutes for paraprofessional positions will be paid \$70 per day. Substitutes holding a current New Hampshire teaching certificate will be paid \$95 per day if they work for 20 or more consecutive days, which will be retroactive to the first day of the long term assignment. Under extenuating circumstances, the Superintendent, with approval from the School Board, may authorize additional compensation for certain long term assignments.**

The Superintendent or his/her designee shall conduct a thorough investigation into the past employment history, and other applicable background, of any person considered for employment with the district. This investigation shall be completed in accordance with Policy GBCD prior to making an offer of employment.

Statutory/Regulatory/Policy Cross References

RSA 189:13-a
Policy GBCD

DOVER SCHOOL DISTRICT	POLICY CODE: IGEA
DATE OF ADOPTION:	PAGE 1 OF 1

FIRST READING

PARENTAL OBJECTIONS TO SPECIFIC COURSE MATERIAL

The Board recognizes that there may be specific course materials which some parents/guardians find objectionable.

In the event a parent/guardian finds specific course material objectionable, the parent/guardian may notify the building principal of the specific material to which they object and request that the student receive alternative instruction, sufficient to enable the child to meet state requirements for education in the particular subject area. This notification and request shall be in writing.

The building principal and the parent must mutually agree to the alternative instruction. The alternative instruction agreed upon must meet state minimum standards.

School district staff will make reasonable efforts, within the scope of existing time, schedules, resources and other duties, to accommodate alternative instruction for the student. Alternative instruction may be provided by the school, through approved independent study, or through other method agreed to by the parent/guardian and the building principal. Any cost associated with the alternative instruction shall be borne by the parent.

Nothing in this policy shall be construed as giving parents/guardians the right to appeal to the school board.

Parents who wish for particular instructional material be reviewed for appropriateness may submit a request for review in accordance with Board Policy KEC.

Legal References:

RSA 186:11, IX-c, State Board of Education; Duties.

DOVER SCHOOL DISTRICT	POLICY CODE: GCBD
DATE OF ADOPTION: A ROLL CALL VOTE PASSED:	PAGE 1 OF 7

FIRST READING

RULES AND REGULATIONS IN THE APPLICATION OF ADMINISTRATIVE PERSONNEL POLICIES AND SALARY SCHEDULES

The following rules and regulations will govern the application of personnel policies for administrative personnel in the Dover public schools.

RECOGNITION:

The Dover School Board recognizes the administrative personnel as including the principals, deans, career technical center director, director of curriculum, assessment and instruction, special education director, and athletics and physical education director, who will be referred to throughout this document as administrative personnel. The administrative group is professionally responsible for the operation of the school system and is considered an integral part of the system in its relationship with the Dover School Board.

EVALUATIONS:

It is agreed and understood that prior to July 1 of each year hereafter, the administrator shall have been evaluated as to his/her professional service by appropriate certified personnel, and be given a copy of said evaluation that shall contain a provision allowing written comment by the administrator. A conference shall be held with the administrator to discuss the evaluation, and the administrator shall be given a full and complete opportunity to correct and improve upon any designated deficiencies within the next year following the evaluation. Should the administrator not be evaluated as required herein, the administrator's efforts and professional services shall be deemed conclusively to be at least satisfactory in all respects and for all purposes.

WITHHOLDING OF SALARY INCREASE:

The District may withhold the negotiated salary increase of an administrator whom the District determines is performing less than satisfactorily. This will not occur before the District identifies the administrator's weakness and makes reasonable attempts to help the administrator to overcome these weaknesses.

The phrase "reasonable attempts" shall include, but not be limited to the following:

- A. The provision of a written clarification of weakness(es).
- B. The provision of written goals, results, behavior patterns, etc., that the District deems necessary for that administrator to be satisfactory.
- C. Development of a written plan that will assist the administrator in reaching the above goals.
- D. Establishment of an evaluation schedule during the year that may include observations and discussions which may provide the administrator with guidance and direction.

ABSENCE REPORTING:

A Record of Leave card will be submitted to the Payroll and Benefits Manager bi-weekly, coinciding with the existing pay periods, for all administrative personnel recognized by this policy. A card will be submitted even when there are zero absences during the pay period. Administrative personnel reporting to a building administrator will submit the Record of Leave card to the building administrator who will then forward it to the Payroll and Benefits Manager. Absence cards are to be signed by the administrator and not by a designee.

BENEFITS:

Administrative personnel will receive any and all benefits pertaining to other groups of personnel in the Dover school system, including, but not limited to, the following:

1. Professional Incentive Compensation

Administrative personnel in degree-granting programs will be reimbursed up to the in-state UNH degree credit tuition costs with a limit of sixteen (16) credits per calendar year, while maintaining a grade of "B" or better. Administrative personnel enrolled in a course directly related to the individual's area of administrative responsibility, but who are not enrolled in a prescribed curriculum, will be reimbursed up to the UNH tuition costs up to eight (8) credits per year, while maintaining a grade of "B" or better. Course reimbursement will be paid only if taken in a New England state authorized program or other nationally accredited college or university. Foreign institutions will be evaluated based on credentials supplied to the superintendent prior to attendance.

The Dover School Board will contribute toward the cost of professional dues for administrative personnel upon presentation of membership to the superintendent and if funds have been budgeted and are available.

2. Sick Leave

200 day administrative personnel shall receive fifteen and three-quarters (15.75) days and full-year administrative personnel (220 or 225 days) shall receive eighteen (18) days sick leave with pay for personal illness for each year of service in the Dover school system cumulative to two hundred seventy five (275) days. Individuals may be asked for confirmation of an illness by a physician for seven (7) or more incidents of sick leave use in any school year.

3. Personal/Emergency Leave

Administrative personnel may request up to a total of five (5) days personal/emergency leave in a given school year without loss of salary. Such leave shall require the prior approval of the superintendent. In cases where the reasons are of a highly personal nature, prior notification shall be given, indicating that the reasons are personal with only such justification as is

necessary to provide the superintendent with adequate cause to grant the request. Non-scheduled emergency leaves shall be supported in writing as soon after the fact as possible.

4. Funeral Leave

Pay shall not be deducted for up to five (5) days of absence related to the death of a member of the administrator's immediate family, defined as spouse, child, parent, or sister or brother residing in the household. Such leave shall be granted for up to three days for the death of a sister, brother, sister-in-law, brother-in-law, daughter-in-law, son-in-law, parent-in-law, or of a relative living in the household. Such leave shall also be granted for one day for the death of a grandparent, aunt, uncle, or close personal friend if approved by the superintendent.

5. Military Leave

Military leave shall be granted to any administrator who is inducted or called to active duty in any branch of the armed forces of the United States. For the period of said call to active duty, said administrator will be compensated by the District paying the difference between their school district salary and their annualized military salary. Upon return from such leave, an administrator will be placed on the salary schedule at the level which the administrator would have achieved had the administrator remained actively employed in the system during the period of the absence. Salary scale growth limit is equal to the period of original induction or period of call to active duty.

6. Jury Leave

Administrative personnel on jury duty shall be entitled to pay differential and continued benefits while fulfilling this duty.

7. Parental Leave

An administrator who is pregnant shall be entitled, without pay or salary schedule growth, upon request, to a leave to begin at any time between the commencement of her pregnancy and one (1) school year after the child is born. Except in cases of emergency the administrator shall give at least thirty (30) days notice prior to the date on which her leave is scheduled to begin. An administrator who is pregnant may continue in active employment as late into her pregnancy as she desires, provided she is able to perform her required administrative duties.

A male administrator may be entitled, upon request, to a parental leave to begin at any time between the birth of his child and one (1) school year thereafter.

An administrator adopting an infant (birth to first birthday) child may be granted a parental leave at any time after the date of the adoption and may continue the leave for up to one (1) school year after the adoption. Such leave may commence upon the administrator's receiving de facto custody of the infant, or up to three (3) months earlier if necessary to fulfill the requirements for adoption.

Parental leaves will not exceed one year in duration, and an administrator on parental leave must notify the superintendent in writing of his or her intent to return to work by March 1, preceding the beginning of the school year.

8. Extended Leave

Administrators may request an unpaid extended leave of absence which shall be granted at the discretion of the superintendent and School Board for any of the following reasons:

- a. to pursue academic studies
- b. to accept a position with the Peace Corps, Vista, or a similar governmental agency
- c. for prolonged illness, needed rest, necessities of the home, professional improvement, or any other activity which would benefit the Dover school system

Upon return from an extended leave of absence administrative personnel shall be assigned to the same or a substantially equivalent position. All benefits to which the administrator was entitled at the time of the leave, including accumulated sick leave, shall be restored upon return.

9. Health Insurance

The School Board shall provide health insurance for administrative personnel during the term of their employment through the SchoolCare program or another program providing substantially equivalent or improved coverages or services on the following basis:

Ninety-two percent (92%) of the premiums of the SchoolCare Point of Service Option, or the School Care HMO Option.

If an administrator does not subscribe to the School Department of the City of Dover, New Hampshire, New Hampshire School Health Care Coalition plan, SchoolCare health program, or to another City of Dover health insurance plan through a family member, he/she will receive a lump sum payment of three thousand dollars (\$3,000) on or before December 15th of the school year.

The School Board agrees to submit or have submitted retired administrators' payments for health insurance at the School Department group rate.

10. Life Insurance

The School Board shall provide life insurance coverage for administrative personnel during the term of their employment in the amount of \$100,000 for natural death and \$200,000 for

accidental death. Coverage for new personnel will not begin until the first of the month following the completion of a thirty- (30) day waiting period.

11. Dental Insurance

The School Board shall provide and pay the premiums for dental insurance through the Delta Dental Insurance Plan or a substantially equivalent plan for administrative personnel during the term of their employment. Coverage shall be for individuals or their families, as appropriate, and coverage for new personnel will not begin until the first of the month following the completion of a thirty- (30) day waiting period.

12. Disability Insurance

The School Board shall provide for administrative personnel an income insurance program which will provide the following coverage: seventy percent (70%) of monthly salary up to \$5,000 maximum to begin after ninety (90) consecutive calendar days or expiration of accumulated sick leave, whichever is greater. Said insurance will run until age sixty-five (65) and shall be coordinated with Social Security benefits.

13. Longevity

Administrative personnel shall receive a longevity benefit for service in the Dover school system (teaching and administrative) as follows:

Upon completion of ten years	\$500
Upon completion of fifteen years	\$550
Upon completion of twenty years	\$625
Upon completion of twenty-five years	\$700
Upon completion of thirty years	\$775
Upon completion of thirty-five years	\$850

14. Severance Pay

All retiring administrative personnel, as well as those leaving who have at least ten (10) years of service in the Dover School District, shall receive severance pay in the amount of thirty (30) percent of their accumulated sick leave at their current per diem rate.

15. Tax-deferred Annuity

The School Board shall allow administrative personnel to take advantage of the federal law regarding tax-deferred annuities. Any new group must have at least ten (10) members.

16. Holidays

All administrative personnel shall observe the following holidays and any other days as may be designated from time to time:

New Year's Day
Martin Luther King, Jr., Day
Presidents' Day
Monday of Spring Vacation (Fast Day)
Memorial Day
Fourth of July
Labor Day
NEA Teacher Workshop Day (Columbus Day)
Veterans' Day
Day before Thanksgiving
Thanksgiving Day
Friday following Thanksgiving
Christmas Eve (1/2 Day)
Christmas Day
The Day after Christmas (To be scheduled with School Secretary)
New Year's Eve (1/2 Day)
Work day following Christmas, should school be in session on one of the holidays listed above

17. Work Day Schedule

200 day administrative personnel shall provide the Superintendent with a schedule for days to be worked prior to July 31st of each year.

Full year (contracted for 220 or 225 days) administrative personnel shall provide the Superintendent with a schedule for days to be worked prior to July 31st of each year. Full year administrative personnel will be contracted for 220 or 225 days based upon their years of service in the Dover school system as follows:

From zero (0) to five (5) years: Contracted for 225 days worked

At the beginning of six (6) year or more: Contracted for 220 days worked

Any changes to your work schedule must be submitted to the Superintendent for approval. Any carry forward of non work days must be approved by the Superintendent and used by December 31st.

Administrators are able to carry over no more than ten (10) days of vacation leave into the subsequent school year. In addition, all carry-over leave must be taken on or before December 31 of that year, or it will be forfeited.

18. Mileage Allowance

Administrators shall be paid \$150.00 on or before December 31 and \$150.00 on or before the close of the school year for in-district travel. They will continue to be able to submit requests for mileage for out-of-district travel.

SALARIES:

Administrators will receive the following stipends:

Stipends: CAGS: \$750 Doctorate: \$1,500

SALARY RANGES BY CATEGORY FOR ALL NEW EMPLOYEES HIRED DURING THE DURATION OF THIS CONTRACT.

Principal	\$85,000	to	\$110,000
Director	\$79,000	to	108,000
Dean	\$75,000	to	95,000

Any request to exceed the salary range scale when hiring a new employee must be approved by the Dover School Board.

Annual Salary Adjustment

Year 1:	0%
Year 2:	0%
Year 3:	0%

Salaries in Year 2 and Year 3 will be opened for discussion if mutually agreed upon by the DAA and the Dover School District.

Addendum:

Year 2: No salary change

Year 3: The Dover Administrator's Association (DAA) will be granted an across the board increase of 2% for the 2012-2013 school year. However, the 2% payment increase will be distributed to all Dover Administrators beginning July 1, 2013 through June 30, 2014 over 26 equal payments. Any Administrator who retires or resigns prior to July 1, 2013 will be granted the 2% payment increase on a pro-rated basis for retirement purposes.

NOTE: Nothing in this document shall preclude administrators receiving additional benefits as may be granted by the School Board

Reviewed

Readopted

DRAFT

School Board/Superintendent Goals

2012 - 2013

Curriculum/Environment/Technology

- Engage Barrington and Nottingham (Rollinsford) – meet two times per year.
- Increase school rating scores on sites such as “School Digger” (i.e. move from 87 of 142 to 70 of 142 rating).
- Restructure Elementary Schools
 - Create committee to study issue of restructuring – report due by Nov. 1, 2012.
 - Explore bringing 5th grade back to elementary schools.
- Suggest redesign of DHS for both academic and physical structures (create a DHS Planning Committee to answer the question: “What do we want DHS to look like in 2018?”) Also, review the Alternative School Program for efficiencies and enhancements.

Instruction

- Allow “Children to be Children”
 - More “play” time
 - Exercise/Wellness
 - Playtime used for education
- Focus on grade 3 to grade 4
 - evaluate all 3rd graders in reading and mathematics at the end of grade 3 and create remedial opportunities.
- Vehicle to Rate/Evaluate Teachers
 - Beginning/End of Year Evaluations? (State Law)
 - Objective – Standard Evaluation of Teachers
- Rethink assistance and support in the classroom within the existing resources we have in place to bring coherence to RTI as a model.
- Implement a response to intervention program RTI (ensuring a continuum of interventions and using a sequential approach in assessing responses to intervention).
- Utilize our resources to increase our teachers’ professional effectiveness and use of Professional Learning Communities.

Curriculum

- Strengthen transition points such as entering in K, grades 4 to 5, 6 to 7, and 8 to high school by better communication with both staff and students.
- Institute a speech competition at DMS in grades 6, 7, and 8.
- Focus on Public Speaking .

Assessment

- Measurable Results in Reading, Writing and Arithmetic (raise percent proficient by 5% in NECAP).
- Research drop in scores from grades 8 and 11.
- Report program effectiveness through evaluation process using multiple data sources. (NECAP, PALS, Benchmark, Numeracy, Common Formative Assessments, Attendance Rates, Graduation Rates, Perception Survey) Bridge assessments between grades 10 to 11 to determine readiness in core content areas.

Environment

- Heighten emphasis on positive classroom and school wide climate of safety and respect.

Technology

- Utilize ICT (Information, Communication and Technology) standards K – 12 as integrated with our core curriculum as mandated by NHDOE, beginning with K – 4 in 2012–13.

SANDRA CROSSON, NCSP
Director of Pupil Personnel Services

ERICA HELM, LCMHC
Family Services Facilitator



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THE DOVER PUBLIC SCHOOLS SPECIAL EDUCATION

TO: Jean Briggs-Badger, Superintendent; Dover School Board
FROM: Sandra Crosson, Director of Pupil Personnel Services
CC: Kevin Murphy, Executive Director of Strafford Learning Center
RE: Joining the Strafford Learning Center Collaborative
DATE: April 3, 2012

I have analyzed the benefit/cost of becoming a member of Strafford Learning Center (SLC) and **recommend that Dover School District join the collaborative**. At the November 14, 2011 school board meeting, the school board granted my request to pursue conversation with the SLC Executive Board regarding joining the collaborative. The following information was presented to the school board for consideration:

Dover School District currently places students at two programs operated by SLC: John Powers School, a private provider of special education for elementary and middle school aged students, and Charles Ott Academy, a private provider of special education for students aged 14-21. The number of students placed at SLC programs varies from year to year and within any year, depending on Dover's ability to meet student needs within existing district programs and the availability of openings at the SLC programs.

In addition, Dover School District contracts with SLC to provide special education, related services, or supplementary aids/services to students with low incidence disabilities. Currently we contract for a Teacher of the Deaf/Hard of Hearing, Vision/Orientation/Mobility services, and Secondary Transition services. Last year SLC provided us with an OT when our employed OT resigned mid-year and this year we contracted with SLC for a substitute Speech Pathologist when our employed SLP had family leave. We use Strafford Learning Center as our first choice when looking for out of district special education programs or contracted related services because of their reputation for quality programming and their commitment to working with districts to design services to meet evolving needs. Dover School District has a history of partnership with SLC including joint projects with The Prevention Board, Community of Practice, and Wraparound.

Since the initiation of discussion with the SLC Executive Board, I have tracked the potential savings of being a member and have found a savings despite fluctuations in placements and services (see attached). Jean Briggs Badger and I attended a SLC Executive Board meeting and a membership meeting. We are pleased to announce the SLC Executive Board has voted to accept us as members in the collaborative should the Dover School Board decide to join.

While there is a fiscal advantage to membership in SLC, more importantly, membership provides the opportunity for collaboration in establishing comprehensive regional resources in providing special education programs and services to children with special needs and their families. The superintendent from each member district and a school board representative serve on the SLC Executive Board. Member districts include SAU 74 (Barrington), SAU 61 (Farmington and Middleton), SAU 64 (Milton and Wakefield), SAU 44 (Northwood, Nottingham, Strafford), SAU 5 (Oyster River), and SAU 56 (Rollinsford, Somersworth). Working with our regional neighbors will help strengthen our community in meeting the challenge of educating every child, every day.

BENEFIT/COST ANALYSIS

The rate of membership in the Strafford Learning Center collaborative is \$6.65 per enrolled K-12 student. Our enrollment 10/31/2011 was 3771 (including 27 out of district students and omitting Preschool, Barrington, and Nottingham students). The cost of membership for FY12 based on these figures would be \$25,077.15.

This year we have contracted services from Strafford Learning Center totaling \$102,814.91 (Teacher of the Deaf/Hard of Hearing, Vision/Mobility training, Transition Consultant). We have also paid tuition for students placed in the John Powers School and Charles Ott Academy (COA). Our projected tuition costs to SLC have fluctuated over the year, partly because we are bringing two students back to district from John Powers School.

Members of SLC pay a 15% lower rate than nonmembers. Here is a comparison of member and nonmember rates for this year; the nonmember column represents our projected costs for FY12.

FY12 ACTIVITY	FY12 NONMEMBER	FY12 MEMBER
Tuition to John Powers/COA	\$154,692	\$131,488
Contracted Services	\$102,815	\$87,393
Membership (\$6.65 pp)		\$25,077
TOTAL	\$257,507	\$243,958
<i>Savings if a SLC member this year</i>		\$13,549

Next year we have estimated continuing contracts for a Teacher of the Deaf/Hard of Hearing, Teacher of the Visually Impaired, and Orientation/Mobility services, as well as continued tuition for students at John Powers School. Assuming our enrollment and membership costs are the same, estimated costs and savings for FY13 are illustrated by this table:

FY13 ACTIVITY	FY13 NONMEMBER	FY13 MEMBER
Tuition to John Powers	\$89,701	\$78,001
Contracted Services	\$134,051	\$113,943
Membership (\$6.65 pp)		\$25,077
TOTAL	\$223,752	\$217,021
<i>Projected Savings FY13 SLC member</i>		\$6,731

The amount of “savings” is proportional to the number of contracted service hours and the number of students placed in an SLC program. The amount of savings is expected to increase if we “shift” contracted nursing, out of district placements, behavioral consultation, and assistive technology consultation to SLC.

Strafford Learning Center provides additional opportunities for member districts, such as low cost contracted services for dropout prevention and credit recovery (NORTHSTAR) and ESOL services.

Scope and Sequence

1. Elementary (K-4)

Grade	Coverage
K	Maps, Community, Social Skills, Current Events
1	Maps, Community, Cultural Traditions and Celebrations, including Native Americans Current Events
2	Maps, National Holidays, Diversity, Current Events
3	Maps, Community with emphasis on Dover History, Immigration, Current Events
4	Maps, Community, New Hampshire History and Geography, United States Regions, Current Events

2. Middle School (5-8)

Grade	Coverage
5	United States History through the Antebellum Period
6	United States History from the Civil War to Present
7	World History: Prehistoric Peoples to the Fall of the Roman Empire
8	World History: Medieval to Present

3. High School (9-12)

Grade	Coverage
9	Economics, Global Studies
10	American Government
11	United States History
9-12	18 Electives (15 available each year)

Curriculum Development

1. Elementary Level

The scope and sequence at the elementary level has basically remained the same since the 1998-1999 Curriculum Adoption. A task force of teachers from all grade levels and all schools met under the supervision of Professor Joseph Onosko with the goals of insuring alignment, sharing assessments and resources, discussing integration, and developing a list of resources needed and professional development that would help them reach these goals and align with the Common Core State Standards. A review of this process was given at a faculty meeting at each elementary school and then every elementary teacher was surveyed to review the document. This information has been synthesized to produce a document that will serve as an implementation platform. The goal of integrating Social

Studies into other areas of literacy instruction will be a continuous endeavor as a way to address the issues of time and resources.

2. Middle School Level

The scope and sequence at the middle school was changed during the 2005-2006 Curriculum Adoption because the state assessment of the Social Studies was dropped. This resulted in the current scope and sequence that provides students with two sequential classes at the most appropriate developmental level. Middle school teachers have worked to develop essential questions to help organize student learning around the Common Core State Standards and have worked with content reading and writing to help students with NECAP testing.

3. High School Level (9-12)

The scope and sequence at the high school level has generally remained the same since the 2005-2006 Curriculum Adoption but a change has been made from Civics to American Government. In 2006, the number of required credits dropped to 2 ½ from 3 as the two year American History and Government class became a half year of Civics and one year of United States History with the student having a choice of United States History I or II. With the transition to block scheduling and semester classes in 2009-2010, the number of required credits returned to three and American Government became a full semester, full credit course. The class combines appropriate sequential content from United States History with the matching content of a government class. With the corresponding transition to block scheduling, all credit and elective courses have developed pacing guides, common assessments and competencies for all levels of classes offered. Currently the Social Studies Department is working with the English Department in matching our writing assignments with the English Common Core in preparation for the NECAP testing of writing that will incorporate content from Social Studies. Finally, to aid in credit recovery, the courses offered by the new web based NovaNet program have been aligned with the corresponding Dover High courses.

Summary

Since the Curriculum Adoption of 1998-1999 the district curriculum has been generally consistent without major changes except for Middle School alignment in 2005-2006 and the genesis of the American Government course at the high school. This stability has allowed for smooth transitions between the three school levels and for a level of consistent curriculum delivery.

The Social Studies faces a somewhat unique challenge in that much of our content is constantly evolving. This makes changes in content, delivery and assessment an on-going process and highlights the need for consistency of resources and communication between the three elementary schools and within departments at the middle and high school levels.

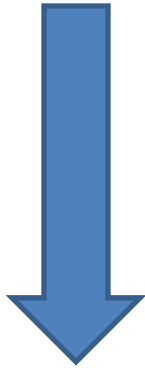
The challenge facing the Social Studies Curriculum is how to provide a 21st Century education that allows students learning experiences that mirror the world of work in an increasingly technologically driven society. It is also recognized that this challenge must be faced in a time of scarce resources. An opportunity to address these two challenges is available through the new professional development master plan that affords teachers the opportunity to tailor their professional development to the needs of their classroom. This could allow the development of on-line course platforms using both existing school resources and outside professional development and hosting sources.

21st Century Learning

Present

Health

- every topic taught every year, with some curricular overlap with PE, guidance, & DARE



Future

Health – one inquiry-based health topic taught per grade

STEM – one FOSS science unit per grade level, emphasizing Next Generation Science Standards. Students then use their science knowledge to engage in the engineering design process.

Proposed Changes to Health

Present

All grades receive instruction on the following topics, every year:

- * **mental health** (also taught by guidance)
- * **family life & sexuality** (family life also taught by guidance)
- * **personal & consumer health**
- * **nutrition**
- * **physical activity** (also taught by PE)
- * **alcohol, tobacco, & drugs** (tobacco also taught by DARE)
- * **injury prevention**
- * **community & environmental health**

While topically based on the state guidelines, the scope and sequence is based entirely on a textbook that does not meet our students' learning needs.

Proposed Changes

To streamline and eliminate redundancies in the curriculum, we suggest the following assignments:

- Health:**
- K – Injury Prevention
 - 1st – Personal & Consumer Health
 - 2nd – Nutrition
 - 3rd – Community & Env'tal Health
 - 4th – Alcohol, Drugs, Puberty

Nutrition is a topic that will be discussed informally in all grades due to the growing problems in this area for many students

PE: K-4th – Physical Activity

Guidance: K-4th – Family Life & Mental Health

DARE: 2nd & 4th – Tobacco

We've spoken with PE, Guidance, and DARE representatives and all are in agreement with our proposal

Why Change?

Reasons for Change

- Health curriculum becomes concise and grade level appropriate
- Common Core Standards emphasize topic integration
- Next Generation Science Standards are STEM focused
- District-wide inquiry scores on science NECAP approximately 18%
- Classroom science and social studies times are inequitable (24 weeks vs. 12 weeks)
- Elementary ITC standards not consistently met

Benefits to Change

- Articulated health curriculum based on state guidelines without redundancies
- Focus instruction on science and engineering practices as recommended by the Framework for K-12 Science Education (NRC 2011)
- Students receive equitable exposure to science (18 weeks) and social studies (18 weeks)
- Classroom science focuses on depth of understanding
- Integration of ITC standards in the program and throughout a student's 5 years

Next Generation Science Standards...

1. Scientific and Engineering Practices

- Asking questions (for science) and defining problems (for engineering)
- Developing and using models
- Planning and carrying out investigations
- Analyzing and interpreting data
- Using mathematics and computational thinking
- Constructing explanations (for science) and designing solutions (for engineering)
- Engaging in argument from evidence
- Obtaining, evaluating and communicating information

2. Crosscutting Concepts

- Patterns
- Cause and effect
- Scale, proportion, and quantity
- Systems and systems models
- Energy and matter
- Structure and function
- Stability and change

3. Core Ideas

Physical Sciences

Life Sciences

Earth and Space Sciences

Engineering, Technology, and the
Applications Sciences

The Future of STEM is Now

Organization

- One overarching topic, K-4
“Connecting Science and Engineering”
- Grade level projects focus on the engineering design process and relate to their science units.
- Grade spans will focus on higher order thinking and Science/Engineering Practices:
 - creative thinking
 - problem solving
 - logical thinking
 - modeling

Resources

- Science – FOSS units, one per grade level
- Engineering – Engineering is Elementary (EiE) units 1st-4th, from the Museum of Science
- Materials – both FOSS and EiE are designed to utilize common items such as popsicle sticks, paper clips, etc.

Science Unit Organization 2012-2013

Current Classroom Units	Classroom Units 2012-2013	STEM Units 2012-2013
K Animals 2x2 Trees Wood & Paper	K Trees Wood & Paper	K Science - Animals 2x2 Engineering – Designing Movement
1 Solids & Liquids Pebbles, Sand, & Silt Insects	1 Solids & Liquids Insects	1 Science - Pebbles, Sand, & Silt Engineering - Designing Walls
2 New Plants Balance & Motion Air & Weather	2 New Plants Balance & Motion	2 Science - Air & Weather Engineering - Designing Windmills
3 Physics of Sound Space Water & Weather*	3 Water & Weather* Rocks & Minerals*	3 Science - Sound Engineering - Designing Sound Models
4 Magnetism & Electricity* Rocks & Minerals* Living Things*	4 Magnetism & Electricity* Living Things*	4 Science - Space Engineering - Designing Solar Ovens (Except for 2012-2013. We will teach Rocks & Minerals to 4 th grade so no unit is omitted in their elementary career)

Cutting Edge Curriculum and Community Integration

- Librarians
 - Help with research and introduce technology programs
 - STEM background knowledge taught through library skills
- CTC
 - Kathleen Costello matches students from CTC classes to assist elementary students
- UNH
 - Partnering with professors to construct learning units
 - Professor/grad student as guest speakers and/or learning coach
- Next Generation Learning
 - Working to establish school/community connections through NH DOE program
- Museum of Science
 - Partnering with Educator Resource Center for curricular support and research

**REVISED
DOVER SCHOOL DISTRICT CALENDAR
2012-2013**

	M	T	W	TH	F		M	T	W	TH	F
AUGUST/ SEPTEMBER	TR	TW	29	30	X	FEBRUARY					1
21 S & 23 T	X	4	5	6	7	16 S & 16 T	4	5	6	7	8
	10	11	12	13	14		11	12	13	14	15
	17	18	19	20	21		18	19	20	21	22
	24	25	26	27	28		X	X	X	X	
OCTOBER	1	2	3	4	TW	MARCH					X
21 S & 22 T	X	9	10	11	12	19 S & 20 T	4	5	6	7	8
	15	16	17	18	19		11	12	13	14	TW
	22	23	24	25	26		18	19	20	21	22
	29	30	31				25	26	27	28	29
NOVEMBER				1	2	APRIL	1	2	3	4	5
17 S & 18 T	5	6	7	8	TW	17 S & 17 T	8	9	10	11	12
	X	13	14	15	16		15	16	17	18	19
	19	20	X	X	X		X	X	X	X	X
	26	27	28	29	30		29	30			
DECEMBER	3	4	5	6	7	MAY			1	2	3
15 S & 15 T	10	11	12	13	14	21 S & 22 T	6	7	8	9	10
	17	18	19	20	21		13	14	15	16	17
	X	X	X	X	X		20	21	22	23	TW
	X						X	28	29	30	31
JANUARY		X	2	3	4	JUNE	3	4	5	6	7
20 S & 21 T	7	8	9	10	11	10 S & 10 T	10	11	12	13	14
	14	15	16	17	TW		(*17	*18	*19	*20	*21
	X	22	23	24	25		*24	*25	*26	*27	*28)
	28	29	30	31							

S=Students (177 - Total) T=Teachers (184 - Total)

* = Snow Days

DAYS OUT

August 27	Teacher Return
August 28	Teacher Workshop
Aug. 31– Sept. 3	Labor Day Recess
October 5	Teacher Workshop
October 8	Columbus Day
November 9	Teacher Workshop -Parent/Teacher Conferences (K-8)
November 12	Veterans Day (Observed)
November 21-23	Thanksgiving Recess
December 24-January 1	Holiday Recess
January 18	Teacher Workshop
January 21	Martin Luther King Day
February 25	Presidents' Day (Observed)
February 25-March 1	Winter Recess
March 15	Teacher Workshop
April 22-26	Spring Recess
May 24	Teacher Workshop
May 27	Memorial Day

177 days required attendance for instructional purposes, or the equivalent number of hours and an additional 10 days for time lost due to inclement weather.

Schools close on June 14, 2013 (half-day), or upon completion of the 177th day.

Teachers report on August 27, 2012. Students return on August 29, 2012.

Teacher workshops will be held on **Aug. 28, Oct. 5, Nov. 9, 2012, and Jan. 18, March 15, May 24, 2013**

ADOPTED:



**DOVER HIGH SCHOOL
AND
REGIONAL CAREER TECHNICAL CENTER**



ALTERNATIVE PROGRAM

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Mary Calhoun
Counselor
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4/2/12

RE: Handbook Revisions, Alternative Program

Dover School Board,

In reviewing our policy on Transitions it was determined that a small word change (See end of "Transition" section, page 6) would more accurately reflect the ability of students to transition to or from Dover High School (for out of district students their school of record) in quarter length classes that are presented in block scheduling.

Michael Russo
Director, Dover Alternative Program

DOVER HIGH SCHOOL ALTERNATIVE PROGRAM HANDBOOK

*50 ALUMNI DRIVE
DOVER, NH 03820*

(603) 516-6790

FAX (603) 516-6791

Welcome to the Dover High School Alternative Program. The Dover High School Alternative Program was established in 1991 to provide at-risk students, at the secondary level, with an alternative to the traditional high school setting; it is a program of Dover High School and is approved by the New Hampshire Bureau of Special Education to provide special education and related services to students with educational disabilities.

Students attending the Alternative Program are accountable to the guidelines and policies that govern schools within the Dover system. We have sought to clearly outline the philosophy and procedures specific to the Alternative Program in this booklet. All policies herein are subject to change and the changes may be subsequent to this publication and may not be reflected in this handbook. We hope this handbook will be helpful to students, families, and teachers.

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PHILOSOPHY AND MISSION

Dover Schools –The Center of the Community

The Dover School District is the center of a dynamic community dedicated to developing individual potential and self-esteem through education. We are committed to creating a diverse learning environment, emphasizing collaboration and innovation. Our schools will develop lifelong learners and responsible citizens.

Dover School District Action Plan

Mission: Strengthening our community by educating every child, every day!

Vision 2010-2015: Teachers and students will be held accountable to a standard of excellence, emphasizing collaboration, innovation and best practices in teaching and learning.

Goals 2010- 2015:

I. Curriculum

All students will be provided with aligned, rigorous, and research-based instructional materials to prepare them for the 21st century learning, and post-secondary opportunities.

II. Instruction

All educators will partner with colleagues to create an instructional climate that values coaching, modeling, and a collaborative culture to improve teaching practices.

III. Assessment

All educators will use assessment information to improve achievement of all students.

IV. Environment

Educators, students and parents will partner to create a positive, engaging, and safe school environment.

V. Technology

Teachers and students will use technology to enhance learning.

The Dover High School Alternative Program's Mission is to address the needs of students who have demonstrated a significant lack of success in the traditional school setting, even with modifications and support.

The philosophy of the Dover High School Alternative Program is predicated on the belief that all children have worth and can learn to be successful if placed in an appropriate educational structure (children do well when they can). The ultimate goal of the program is to develop within each student the skills necessary to enable her/him to make safe, proactive choices, prepare for their future and to earn a High School diploma.

REFERRAL PROCESS

Placement at the Dover High School Alternative Program is appropriate to consider when a student is not being successful in a regular education or special education environment.

The Dover High School Alternative Program is not an appropriate placement for students who:

- Are significantly below average in cognitive ability.
- Exhibit violent behavior regardless of the intervention of school staff.
- Are actively psychotic
- For students with a history of severe sexual acting out and/or fire setting, a current risk assessment is needed to evaluate appropriateness for placement in the program.

Referrals from Dover High School or Dover Middle School to the Dover High School Alternative Program come from the Pupil Assistance Team or IEP team in each of those buildings. The teams will prioritize according to need if they are referring more than one student, or if there is a waiting list. Students who reside outside of Dover are referred by the liable district's special education director or out-of-district coordinator.

For students with identified special education needs, from Dover High School or eighth grade students from Dover Middle School, the student's case manager follows all state and federal guidelines when developing the student's IEP and determining the most appropriate placement to implement the IEP. Once a placement team has determined that an alternative program may be required to implement the IEP, the Dover High School Alternative Program will be considered as the first placement option. The case manager will contact the building special education coordinator who initiates the Alternative Program referral process.

The Referral Process consists of the following steps.

Application: A referral packet is sent to the referring professional after a telephone inquiry.

Consultation: The referral packet is reviewed by the Alternative Program Director in consultation with the Director of Pupil Personnel Services. The Alternative Program Director determines if the referral is appropriate and notifies the referring professional. If the referral is accepted, the referring professional discusses the option of placement at the Dover High School Alternative Program with the student and parent(s).

Admission Team Meeting: The referring professional arranges an interview for the student and parent(s) with the program's admission team, which includes the Program Director, the program Counselor, the Dover High School Psychologist, and the Dover High School Principal or designee. At this meeting the student's goals, interests, history, and challenges will be discussed.

Visit Day: If after the interview the admission team feels the candidate is a good match with the program, the student will do a one-day visit. During the visit the student follows a typical schedule. The visit allows the staff to observe the student's interactions with adults and peers and the student's application of academic skills. Subsequent to the visit day, the admission team meets again and determines acceptance into the program.

Acceptance: The referring professional will receive telephone notice and written notification of the student's acceptance or reason for not accepting the student into the program within seven days of the visit. If the student is accepted, the referring professional works with the Program Director to establish an entry plan for the student.

Special Education: For students with educational disabilities, an IEP team will need to propose the Dover High School Alternative Program as the program placement and parents will need to agree with the proposal. Students with educational disabilities may not begin attending the Dover High School Alternative Program until the LEA and parent(s) have given written agreement to the placement proposal. Students with educational disabilities are assigned a special education case manager who monitors the implementation of their IEP, including evaluation needs and transition planning.

The Dover High School Alternative Program works to accommodate referred students as soon as possible. The program director informs the referring professional of placement availability during the initial consultation regarding the referral. Special Education students receive priority on the waiting list. The District Administration has established a designated number of spaces for out-of-district students with special education needs.

TRANSITION

A student may remain at the Dover High School Alternative Program as long as he/she is benefiting from the program and it is considered by the student, parent, and/or IEP team to be the most appropriate placement for the student. Students leave the Dover High School Alternative Program under the following circumstances:

1. Staff will assist with transition to post secondary education or occupational training.
2. The student has had one or more successful semesters in the Dover High School Alternative Program and wishes to transfer to Dover High School or the high school of their sending district. Students who wish to attend a regular high school generally begin by taking one or two classes at the high school. When a student has been successful in the transition process, he/she then attends the high school on a full time basis. Dover High School Alternative Program staff makes recommendations regarding a student's transition to full time attendance at Dover High School or the student's sending district's high school. The parents, student, and high school administration make the final decision. For students with educational disabilities, the IEP team makes the decision about readiness for transition to a regular high school.
3. A student age eighteen or older withdraws him/herself from school. When a student withdraws from school before graduation, staff encourages the student to pursue an adult diploma, or GED through the Adult Learning Center. Students with educational disabilities who are eighteen and withdraw before graduation with a regular high school diploma remain eligible for special education and/or related services (student is placed on "Child Find").
4. An IEP team determines that the program is not appropriate for a special education student and the student's placement team selects another placement for the student.

Procedure for Students Transitioning Back to Dover High School from the Alternative Program

Placement at the Alternative Program occurs because a student has academic and/or behavioral difficulties that stem from emotional and developmental issues. These students have not demonstrated an ability to succeed in a large, traditional high school.

The goal for all students who attend the Alternative Program is to successfully reintegrate to Dover High School. For some students, this is not possible. For others, success may be reintegration to Dover High School for part of the day. The Alternative Program staff works with High School Counselors to select classes at DHS that will insure a high degree of success for the returning student.

If the Alternative Program student is from another district and are AREA students, then they will complete the CTC Application prior to enrolling in CTC courses.

If a student who is placed at the Alternative Program requests a change in placement from that program to Dover High School, a team meeting will be convened as follows:

- If a student **is** identified as needing Special Education or a 504 plan, those respective teams will determine if the placement change is appropriate.
- If a student **is not** identified, the team will include student, parent, High School Administrator, HS Guidance Counselor, and representatives from the Alternative Program.

In all cases the team will meet to consider whether the change in placement is in the best interest of the student. The final decision of student placement is the responsibility of the school.

Changes in student placements, which are approved by the school, will occur only at the a quarter or semester break.

ADDITIONAL GUIDELINES FOR TRANSITION

ALL RULES AND REGULATIONS OF DOVER HIGH SCHOOL, AS STATED IN THE DOVER HIGH SCHOOL AND REGIONAL VOCATIONAL CENTER STUDENT HANDBOOK, APPLY TO DOVER HIGH SCHOOL ALTERNATIVE PROGRAM STUDENTS, UNLESS OTHERWISE STATED IN THIS BOOK.

STUDENTS RECORDS

It is the policy of the Dover High School Alternative Program to comply with the *Family Educational and Privacy Act of 1974 (FERPA)*, the *Health Insurance Portability and Accountability Act of 1996 (HIPAA)*, and other applicable statutes.

In accordance with this policy, the Dover High School Alternative Program provides an annual notice of this right through distribution of the Dover High School Alternative Program student/parent handbook. Parents and eligible students who wish to review the student's records must provide the school's director with written notice indicating their desire to review the student's educational records.

Parents and eligible students shall have the right to make copies of all educational records that pertain to the student in question unless the right to make copies of the material in question is specifically prohibited by state or federal law.

The Dover High School Alternative Program keeps on site only student records pertaining to the student's participation in the Alternative Program. Transcripts and medical records for Dover High School Alternative Program Students are maintained at Dover High School. Special Education records for Dover students are maintained at the Dover High School Alternative Program and for out-of-district students they are maintained at the Special Education Departments of the sending districts. For more information about the district's policies on student records and access, please see school board policy JRA-R available from the superintendent's office or online at: <https://online.ci.dover.nh.us/energje/schoolSearch.php>

RIGHTS AND RESPONSIBILITIES

It is the expectation of the Dover High School Alternative Program to create an optimal learning environment. Such an environment must include dignity and respect among staff and students. To meet this goal, the Dover High School Alternative Program acknowledges the following **STUDENT RIGHTS**:

1. The right to an environment that promotes learning and an education free from prejudice.
2. The right to be treated honestly and with respect.
3. The right to physical privacy and that of your possessions from others (unless you are potentially endangering yourself or others).
4. The right to have your personal space honored and entered only upon invitation (unless you are potentially endangering yourself or others).
5. The right to express yourself, and to be heard without interruption and criticism.
6. The right to expect and request equal participation from all class members.
7. The right to structure your own break time in accordance with the rules.
8. The right to give your input regarding school rules, policies, and privileges through participation in the Alternative Program ~~student council~~ ***all-school meetings***.

In order to maintain a safe and comfortable learning environment for all students, the Dover High School Alternative Program expects the following five basic **STUDENT RESPONSIBILITIES**:

1. Do no harm to yourself, others, or property.
2. Speak to others and about yourself without putdowns (be respectful).
3. Participate in class-work.
4. Follow directions the first time.
5. Be in class on time.

Students are expected to behave in accordance with these responsibilities at all times. If a student does not behave in accordance with these responsibilities, he/she will be subject to the consequences established by the Alternative Program's rules and behavior management system and/or any applicable consequences established in the Dover High School and Regional Career Technical Center handbook.

SEXUAL HARASSMENT AND DISCRIMINATION REGULATIONS

It is the policy of Dover High School/ Dover High School Alternative Program not to discriminate in its educational programs and activities on the basis of race, color, national origin, language, religion, sex, sexual orientation, age, or handicapping condition. Sexual harassment is a form of unlawful discrimination and is against school district policy. Sexual harassment is described as an unpleasant environment caused by unwelcome verbal or physical conduct of a sexual nature, which interferes with an individual's academic performance. A concern or complaint concerning sexual discrimination or discrimination of any kind should be made to the program director. A complaint concerning the Program Director should be made to the Dover Pupil Personnel Services Director.

EXCEPTIONS TO PRIVACY/CONFIDENTIALITY

The Dover High School Alternative Program believes that students have the right to privacy. However, if staff members have cause to be concerned that a student is in possession of any illegal substance or object that may be dangerous to themselves or others, the staff will exercise the right to search the pockets, packs, and/or lockers of any or all students. If a staff member hears information that indicates a student may be posing a danger to him/herself or others, the staff will report the information to a parent, probation officer (when applicable) or, when required as a mandated reporter, to the Department of Children, Youth, and Families.

GRADING/HIGH SCHOOL CREDIT

All students attending the Alternative Program, whether from Dover or out-of-district, are enrolled in Dover High School. The Guidance Department maintains a transcript for each student.

The Dover High School Alternative Program counselor works closely with the Dover High School guidance department and administration to determine each student's credits and classes required for graduation. Dover High School Alternative Program makes every effort to prioritize graduation requirements when establishing a student's class assignments.

Students receive grades in accordance with the Dover High School grading system. Students receive a progress report in the middle of each quarter, and the Dover High School Alternative Program submits grades to the Dover High School guidance department on a quarterly basis. At the end of each school year the Dover High School Alternative Program submits final grades to the Dover High School guidance department, where grades are entered on the student's high school transcript.

Credits earned by out-of-district students can be transferred to the students' sending school upon request.

CURRICULUM

The Dover High Alternative Program closely follows the curriculum of Dover High School and Regional Career Technical Center. The school's curriculum teaches skills, concepts and knowledge required to receive a high school diploma. A wide array of courses is offered with a focus on maintaining a small, personal academic environment for all students. There is a low student-to-staff ratio and the curriculum includes extensive experiential application and project based learning. The Alternative Program is beginning to transition to competencies as part of the High School redesign in 2009.

The curriculum includes the teaching of appropriate social skills as well as structured behavioral rules and consequences. Students frequently apply knowledge and skills to life situations, along with both in-class and community-based projects. Teaching and learning in the Dover High Alternative Program is designed to maximize opportunities for interdisciplinary learning, with an emphasis on projects as an in-class learning activity and as an assessment tool. Field trips provide an opportunity to experience firsthand classroom learning. For example in one curriculum unit, students combine their reading of *The Crucible* and discussions and readings of early U.S. History with a visit to Salem, MA. Computers and internet access provide an opportunity to infuse technology into the curriculum, both through web-based projects and Microsoft *PowerPoint* presentations.

Students follow the Dover High School curriculum in the core areas of Math, Social Studies, English and Science

Vocational programming is accomplished through the DHS Career Technical Center. Students also take courses in Physical Education, Health and elective credits relating to Social Skills. Up to two career elective credits are available for work experience. These are overseen by the Alternative Program counselor and the CTC counselor at DHS.

The Alternative Program currently offers credit recovery. These classes are completed through web-based electronic curriculum programs supplemented with independent assignments.

A student's learning is assessed continuously by individual teachers. Regular meetings between Dover Alternative School teachers and Dover High School teachers ensure that the both the curriculum and supporting materials are up to date. Students take the NECAP test in May of their junior year. The results are analyzed to review student

progress as well as the alignment of the Alternative School program with the NH Grade Span Expectations.

SCHEDULE

- The Dover High School Alternative Program follows the calendar and cancellation practices of the Dover School System.
- Dover High School Alternative Program day is from 7:30am to 2:25pm (see attached schedule).
- Staff is available at the school from 7:30am to 2:45pm, Monday – Friday. Additional times are available for student/parent conference by appointment.

FIELD TRIPS

Field trips are an important aspect of the Dover High School Alternative Program's curriculum and as such students are graded on their participation. There are three types of field trips to enhance community building:

Educational Trips – These trips are related to the academic curriculum.

Community Building – These trips vary in character and are designed to expand on student's life experiences and chosen to help students learn to work together as a group and to enhance group cohesion.

Community Service – These field trips are designed to allow students an opportunity to earn community service hours. Opportunities are determined by student interest.

Students must have written parental permission to participate in school field trips (see attached permission form). Every effort is made to include all students in group activities. However, staff may revoke a student's privilege to attend a field trip if the student's participation is determined to be unsafe.

When riding the Dover High School Alternative Program bus, students must wear seat belts at all times and must obey the instructions of the driver. Students are also expected to keep the bus clean and free from damage. Failure to follow these rules may result in temporary or permanent loss of riding privileges.

ATTENDANCE

Regular student attendance is essential to academic success. "Every child between six and eighteen years of age shall attend the public school within the district or a public school outside the district to which he is assigned or to an approved private school during all the time the public schools are in session, unless he has been excused from attending on the grounds that his physical or mental condition is as to prevent attendance or make it undesirable (RSA 193.1)."

Duty of custodian: Every person having the custody of a child shall cause the child to attend such a school during all the time the public schools are in session (RSA 193.2).

This policy is intended to emphasize class attendance as a major dimension in a student's education. An absence from school (class) deprives a student of the teacher's presentation and also the class discussion so important to the educational process. To receive credit for a course, the student must fulfill the course requirements as set forth by the teacher and meet the quarterly attendance requirement set forth by school policy. This allows up to five (5) absences per quarter. Parents and the student will be contacted after

the 5th absence to discuss strategies to improve attendance. Class attendance, by period, is posted in the office for review by students. Our intent is to have students develop personal awareness about this aspect of their school performance.

The eighth (8) absence in one quarter shall trigger an ALT staff team review of a student's particular situation. Students who choose not to attend school or participate constructively in class may receive an attendance failure at the end of the marking period. Continued absences could impact on whether a student receives **credit** for that class. This may mean a student will have to take an additional semester of that class at a later time to fulfill graduation requirements, as we do not issue quarter credits.

Excused absences will not be counted in a students' total. An excused absence is defined as either a school directed suspension or an appointment with a professional or outside agency, which **MUST** be accompanied by written documentation of dates and times.

Students will be allowed to make up work and receive credit for missed work, regardless of the nature of absence. Those students who are physically unable to complete missed assignments at home due to the nature of their illness, will be given up to an equal amount of days to their absence to complete missed assignments, up to 10 academic days. Failure to make up work will impact on academic grades and performance.

PARENT/GUARDIAN RESPONSIBILITIES FOR LONG TERM ABSENCES:

Parents or legal guardians are responsible for consulting with the school or administration in advance of all pre-planned absences from school or individual classes. Circumstances which will require a student to be absent from school beyond the five day limit must be presented to the Director, in writing, three weeks in advance of the absence(s) or at the time the parents first become aware of the student's need to be absent. The Director will give due and careful consideration to requests for exemption from the Attendance Policy in cases of extreme and unusual circumstances that are also sound, pressing or unavoidable. The Director shall render a decision in writing.

As per Dover School Board Policy any student who has exceeded the maximum allowable number of absences may not receive credit for effected classes. The Alternative Program Director in consultation with the Dover High School Principal will perform a review of absences. Any appeal or review process must be accompanied by valid documentation of excused absences.

MEDICAL PROCEDURES

Students are not permitted to carry prescription or nonprescription medication (other than carrying Albuterol inhalers according to physician orders). All medication, including nonprescription such as aspirin, must be brought to the office. Medications are administered according to procedures established by the Dover High School nurse.

Staff has received training in universal precautions and is able to administer First Aid. Staff notifies parents of any student with a significant injury or illness. Staff call 911 for immediate treatment of a critical injury.

BUILDING PROCEDURES

FIRE DRILLS AND EMERGENCY SITUATIONS

The signal for a fire drill is a continuous sounding of the horn. Students and teachers must leave the building by the nearest exit as designated by the emergency evacuation plan posted in each classroom, or by the exit designated by a teacher. Students must leave the building in an orderly manner. Students must leave coats, books, and etc. behind. Students must report immediately to the designated area for attendance to be taken by staff. A staff signals when students may return to the building. Students must follow the directions of teachers at all times. Students are instructed as to this procedure each quarter.

STUDENT PICTURES

Students are required to have picture identification in order to ride assigned high school buses. Dover High School Alternative Program students may also be required to present this identification when entering Dover High School during school hours. Students participate in the annual photograph sessions arranged by Dover High School to obtain this identification. Parents may also choose to purchase additional pictures as offered by the photographer.

FOOD AND BEVERAGES

Students are encouraged to eat before school starts, during break and during the lunch period. All food and drinks must be consumed in the lunchroom or in designated areas outside the building during these times. Only water in clear plastic bottles may be brought into classrooms.

Hot lunches are purchased through the Dover High School lunch program. These lunches are delivered to the Dover High School Alternative Program and are paid for in accordance with the Dover Schools' free and reduced lunch program. On days when the Dover High School Alternative Program prepares lunch, all students may chose to eat this lunch free of charge. Dover High School lunches are not purchased on these days. Students may elect to bring their own lunch on any day. Students may also earn the privilege to eat lunch at the high school cafeteria (see Behavior Management section).

Snacks may be purchased at school during break time. Peanut butter or cheese crackers are available at breakfast and break time and are free of charge to students who are eligible for free or reduced lunch. The school also keeps fruit available when possible. **NO FOOD OR DRINKS ARE ALLOWED NEAR COMPUTERS!**

VISITORS

Students may only have visitors in school if staff has approved the visit in advance. All visitors and parents must report to the office immediately upon arriving at the school. Visitors and parents are not to be in classrooms or hallways of the school unless accompanied by staff or other arrangements are made in advance.

PETS

Pets may be brought to school for educational purposes, only if the student has made prior arrangements with staff. All outdoor animals must have proof of up to date rabies vaccine before approval can be granted.

DRESS CODE

Students must follow the dress code established by the Dover School Board.

When a student's appearance is deemed unsafe, disruptive, or offensive, according to the dress code policy, the student will be required to return home and correct the problem if the situation cannot be rectified at school. Judgments related to unacceptable clothing shall be made by the staff and these judgments are not subject to arbitration.

BEHAVIOR MANAGEMENT

Dover High School Alternative Program makes every attempt to use positive behavioral supports with students. The staff models appropriate, respectful behavior and clearly defines rules and expectations. The school's curriculum includes the teaching of appropriate social skills, and staff provides positive reinforcement when students demonstrate appropriate behaviors.

The Alternative Program curriculum includes group activities both in school and in the community. These activities are chosen to help students become proficient according to standards in various academic areas and/or in the area of working together. To help create a more cohesive community, every effort is made to include **all** students in these group activities.

Students may use the privilege of eating lunch at the main high school cafeteria, as long as they have all current assignments completed and are not under any restriction (see I.C.E. below). To maintain this privilege, they must return to class on time and must behave appropriately, (no intervention by high school staff required), while at the high school. New students must eat at the Alternative Program for at least two weeks. They then must demonstrate the ability to manage peer interactions and follow staff directions without disruption during lunchtime to be eligible to eat at the Dover High School cafeteria.

INDIVIDUAL CLASSROOM ENVIRONMENT (I.C.E.)

If a student becomes disruptive to others in a classroom or to a community area of the school, s/he may request, or may be asked to, take a time-out outside of the classroom. This time-out is intended to provide the student with a break from the situation at hand and to give him/her a chance to bring the behavior under control. If the student complies with the request to take a time-out, s/he may return to class at the discretion of Alternative Program staff.

If a student continues to be disruptive, s/he is required to spend up to three or more periods, (as determined by staff), in an Individual Classroom Environment (I.C.E.). Staff sends students to I.C.E. if their behavior interferes with the safe and respectful learning environment of other students. The school's paraprofessionals supervise I.C.E. While in I.C.E., the student is expected to comply with rules of safety and respect and to continue his/her educational work.

Students must be compliant with I.C.E. rules for the designated time and must complete required academic work for credit before being dismissed. The student is required to discuss the precipitating event with the staff member who sent him/her to I.C.E. or the counselor before returning to the classroom. In this process, students must address the antecedents to their inappropriate behavior, alternative behavior choices, and the skills they could use to better handle a similar situation in the future.

Students may be sent to I.C.E. for any of (but not limited to) the following behaviors:

- Refusing to follow directions – after prior warning, for example: being in unauthorized areas, leaving a class without permission.
- Defiance of staff requests - after a suspension but while on school grounds (3 Periods upon return to school)
- Late to Class (10 min time-out)
- Disrespectful Behavior (3 periods)

If a student does not follow the I.C.E. rules and continues to disrupt the classroom or school community, after two warnings and intervention by the counselor, staff calls the student's parent to remove the student from school. A suspended student is required to complete work missed during suspension.

In instances where students demonstrate a lack of self control the School Resource Officer will be called.

Please see "Legal Violations" for additional sanctions associated with these behaviors.

When a rule infraction occurs, (such as vandalism or theft), and staff are unable to determine the individual who is responsible for the action, staff will decide on a group consequence for all students who are possibly involved.

LEGAL VIOLATIONS

Parents and appropriate legal authorities (Truant Officer, School Resource Officer or local Police Department) are notified immediately if a student violates any legal code. This includes, but is not limited to: disorderly conduct, sexual harassment, bullying, threatening, fighting, smoking, possession, use or selling of illegal substances or look-alikes, vandalism, theft, and possession of weapons or dangerous objects. Any legal infractions are subject to consequences imposed by legal authorities as well as any Dover High School Alternative Program or Dover High School sanctions.

Prior to making any discipline decisions for a student who is identified with a disability under Special Education or 504, a meeting will be held to determine if the behavior is a manifestation of the student's disability. If any student residing in Dover (including students in a foster placement), Barrington or Nottingham violates a rule that requires an expulsion hearing, that student may be brought before the Dover School Board. If the student has been placed at the Alternative Program by any other school district, then that school district will be informed of the violation(s) and the student may be removed from the DHS Alternative Program. The sending district will address any change in placement.

TARDINESS/TRUANCY

Parents must inform staff of all absences, lateness or dismissals in writing or by phone. Late arrival to school will be considered late to class. If more than one half of a period is missed, it will be considered an absence for that class. All excused absences may be reviewed and may not be accepted without proper documentation. Any absence can be referred to the Truancy Officer. If a student does not arrive by 9 am and a parent has not notified the school, a staff member calls his/her parent to determine if the absence is or is not excused. The parent is informed of the truancy policy and the ramifications of an unexcused absence. If the student is determined to be truant, the staff informs the truant officer who responds by summoning the student with a truancy ticket and designated court date.

If a student leaves school before 2:25 p.m. or leaves a school activity without being properly dismissed, a staff member calls his/her parent as soon as possible and reports the truancy to the truant officer. The student may not be excused after the fact. A student is considered to be in school once he/she enters a school bus or van or, if not using school transportation, once he/she enters a school.

A student who leaves school before 2:25 (properly dismissed or truant) may not return to school on the same day unless readmitted by a parent or responsible adult.

DISORDERLY CONDUCT

Disorderly conduct is defined as behavior, which disrupts the educational flow of the school. Examples of disorderly conduct are continued loud and disrespectful behavior in an area that disrupts other students, refusing to leave an area that is needed by a staff and/or other students. If a student persists with disorderly conduct beyond a 3 – 5 minute period of time, staff may call the high school resource officer to remove the student.

Students age 16 or under are arrested immediately if removed by a police officer for disorderly conduct. If a student 18 years or older (adult) is removed for disorderly conduct, the police officer takes a statement from staff regarding the student's disruptive behavior. The Dover Police Department may file charges.

FIGHTING, THREATENING, AND BULLYING

Bullying, fighting, or threatening others will not be tolerated at the Dover High School Alternative Program. The Alternative Program staff makes every effort to educate and redirect antisocial behaviors in order to help students to be safe and make positive proactive social choices. This includes discussion, warnings and use of school counselor or the I.C.E. room depending on the context of the situation. Students who refuse to cooperate or escalate a situation to an unsafe level, will be subject to the following consequences: Students involved in bullying, fighting, or threatening others will be suspended from school, and reported to proper civil authorities. In order to be readmitted to school, the student must complete an incident reflection (pg 20 attached), be accompanied by a parent/guardian and meet with an administrator. The readmit process may include mediation with individuals involved, a behavior contract/plan, or other appropriate action to resolve the conflict. Participants may be liable for damage. If a "third party" becomes involved in any manner with a fight in progress, then the individual/group may be subject to disciplinary action.

Any student involved in fighting, threatening, or bullying incidents may be subject to the following disciplinary action at staff discretion based on the severity of the incident:

- | | |
|------------------------------|---|
| <i>First Offense</i> | - one to three (1-3) days Out-of-School Suspension |
| <i>Second Offense</i> | - three to five (3-5) days Out-of-School Suspension. |
| <i>Third Offense</i> | - out of school suspension pending expulsion hearing or placement change. |

Records: Fighting, threatening, and bullying referral records will be kept on file during the student's entire career at Dover High School/ Dover High School Alternative Program. All cases will be referred to the proper authorities.

SMOKING POLICY

A state law and school board policy states that smoking in school buildings and on school grounds is prohibited at all times by all persons. Dover High School Alternative Program policy also prohibits the possession of any tobacco products. Students, who act as lookouts for smokers, or are knowingly present, may be subject to In-School Suspension. Any student in violation of the laws concerning tobacco products and/or smoking will be referred to the Dover Police Department for further action.

- Students (or lookouts) caught smoking on school grounds will serve a three-period I.C.E.

Recognizing that tobacco use is an addiction problem, every effort will be made to work with students on all issues related to ceasing the smoking habit.

DRUG AND ALCOHOL POLICIES

USER:

A user is defined as one who is on campus and/or at a school function under the influence of alcohol and/or a controlled substance. It is further defined as one who is on campus and/or at a school function having consumed alcohol or a controlled substance.

POSSESSION:

Being in possession is defined as being on campus and/or at a school function in possession of any amount of alcohol and/or controlled drug, drug paraphernalia, and/or look-alikes (as defined below).

A student who is a user or in possession will be reported to the High School Resource Officer and will be subject to the following administrative actions:

First Offense: The first offense is defined as a student using and/or possessing alcohol or a controlled substance, or look-alike, on campus and/or at a school function, for the first time in his/her career at Dover High School/Dover High School Alternative Program. The student will be suspended for three (3) days. After the three-day suspension, the student may return to classes pending the scheduling of a conference with an administrator. The administration will decide the conditions upon which the student may return to school. These conditions may include a contract, in-house and/or outside counseling, and a substance abuse program outside school. If the student and parent reject the contract, the student will be suspended, out-of-school, pending a School Board hearing. The parents and student will be notified of said hearing in writing and said hearing shall take place within ten (10) school days of the infraction. Students and parents should realize that a first offense of the drug and alcohol policy might be just cause for expulsion from the public school system.

Second Offense: The second offense is defined as a student using and/or possessing alcohol or a controlled substance or look-alike on campus and/or at a school function for the second time in his/her career at Dover High School/Dover High School Alternative Program. The student will be ***indefinitely suspended until an expulsion hearing can be scheduled*** with the Dover School Board. The Dover School Board will hear the case and render its decision. The students and their parents should realize that a ***second offense*** of the drug and alcohol policy ***is just cause for expulsion*** from the public school system.

SELLING/DISTRIBUTING AND PURCHASING/RECEIVING

Selling/Distributing and Purchasing/Receiving: Selling, distributing, purchasing, or receiving alcohol, controlled substances or look-alikes on school grounds or at a school sponsored event will not be tolerated. If in the opinion of the administration a student is in possession of a large quantity of alcohol and/or a controlled substance or look-alikes, it will be considered possession with the intent to sell.

A student who violates the selling/distributing and/or purchasing/receiving policy will be subject to the following administrative actions:

First Offense: The student can be indefinitely suspended until an expulsion hearing can be scheduled with the Dover School Board. The Dover School Board will hear the case and render its decision; however, the student and his/her parents should realize that selling, distributing, purchasing, or receiving drugs or alcohol **will be considered just cause for expulsion** from the public school system.

Look-Alikes: Look-alikes are defined as a substance, which one represents or attempts to represent as alcohol or a controlled or narcotic drug, whether in using, possessing, or selling said substance.

Solicitation: *In accordance with our desire to create a safe learning environment (Rights and Responsibilities, for students pg. 7) we view attempting to obtain drugs and alcohol while in school to be a major distraction and in some cases a harmful act. In addition to a “teachable moment” consequences may include I.C.E. (pg. 14) or Out of School Suspension depending on the circumstances of the incident.*

Records: Drug and alcohol referral records will be kept on file during the student’s entire career at Dover High School/Dover High School Alternative Program. All cases will be referred to the proper authorities.

VANDALISM OR THEFT

Any student involved in vandalism or theft of school or personal property including computers, software, network equipment, and illegal use thereof, will be responsible for restitution, will receive a suspension, and will be reported to the police. Serious or repeated violations may result in termination from the program.

DISRUPTIVE OBJECTS

Before school begins, students must turn off and store away personal sound systems or other electronic devices, beepers and cellular phones. Skateboards, Frisbees, pocket chains, or the like are disruptive and are not allowed to be used in school. If used, such objects will be confiscated and turned in to the director’s office. Scooters and bikes must be stored in designated areas. Hackey-sacs, musical instruments, and athletic equipment must be stored upon entering the building and used only in designated areas and at designated times.

DANGEROUS OBJECTS/EXPLOSIVE DEVICES/FIREARMS

Any object deemed as dangerous will not be allowed. Such objects will be confiscated. The student possessing or knowingly being in the presence of such an object will face **administrative suspension and a possible expulsion hearing**. A referral will be made to the Dover Police Department. Any student who brings a firearm to school will be immediately suspended pending an expulsion hearing with the school board. Students expelled for a firearm violation face a mandatory 12-month expulsion from school in accordance with State Law (RSA 193:13, III).

FALSE ALARM/BOMB SCARE/RUMORS

If a student deliberately causes a false alarm, bomb scare, tampers with the sprinkler system, or creates a malicious rumor concerning the safety of students in the school; the student will be **suspended pending an expulsion hearing** with the Dover School Board and will be referred to the Dover Police Department.

ENDANGERING

*Due to the unique nature of the approach to delivering Curriculum (pg 8), which includes many **Field Trips** (pg 9), there exists a heightened need for safety for both students and staff. If a student acts in a way that poses a threat to the safety of themselves or others they may be subject to administrative suspension as per Dover School District Policy **JICD** (STUDENT CONDUCT, DISCIPLINE, AND DUE PROCESS).*

OTHER VIOLATIONS

Gambling, littering, electronic tampering (including misuse of the internet and e-mail), conduct unbecoming to a High School student, **INCLUDING INAPPROPRIATE LANGUAGE**, and any action that may endanger another student will be reported to the administration. Violations will result in a warning or In-School Suspension. Serious or repeated violations may result in suspension or expulsion.

Records: Internet violations will be kept on file during the student's entire career at Dover High School/Dover High School Alternative Program. All cases will be referred to the proper authorities.

**DOVER HIGH SCHOOL
ALTERNATIVE PROGRAM
HANDBOOK-SIGNOFF**

To: PARENTS

From: DOVER HIGH SCHOOL ALTERNATIVE PROGRAM STAFF

Re: STUDENT HANDBOOK

The Dover High School Alternative Program Handbook provides students and parents with information regarding our program rules, regulations and procedures. It is important that both students and their parents read this handbook thoroughly and ask staff any questions they may have.

Please sign below indicating that both the student and at least one parent or guardian have read this handbook and return this form to the program.

Student

Date

Parent/Guardian

Date

TO: Jean Briggs Badger, Superintendent
Dover School Board

FROM: Deanna Strand, Executive Director

DATE: March 26, 2012

RE: Dover Adult Learning Center Handbook Changes

KEY: Text that has a line through it is text that is to be deleted. *Italic* text is new text.

HANDBOOK: Staff

Following is a summary of substantive changes to the 2012-2013 Staff Handbook. Changes in dates, staff and monetary items as yet undetermined are not indicated.

Page 7

B. IF A STUDENT NEEDS EMERGENCY AID

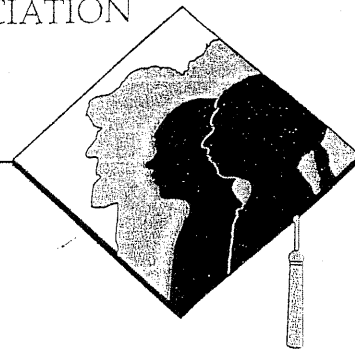
1. Stay with the victim.
2. Dispatch a responsible student to call the Dover Policy Emergency #911*
3. Dismiss other students.
4. Continue to stay with victim until the police or ambulance arrives.
5. Call the Adult Learning Center (742-1030) immediately, or the next day if emergency occurred in the evening, to report the incident.
6. All accidents on school, Center or outreach property require a written accident report by the classroom teacher on duty. *Accident report forms are available in the main DALC office and must be filed within 24 hours of the incident.*

~~*At Dover High School, use the pay phones in the lobby if no other phone is available. At other sites, be sure you know where the nearest phone is and be sure to have change with you to use for an emergency call from a pay phone~~

**Use the phone in the guidance office, the main office or a personal cell phone.*

NEW HAMPSHIRE SCHOOL ADMINISTRATORS ASSOCIATION

CHAMPIONS FOR CHILDREN



July 13, 2011

Dr. Jean Briggs-Badger, Superintendent
SAU #11
61 Locust Street, Suite 409
Dover, NH 03820

Dear Superintendent Badger,

The New Hampshire School Administrators Association has been retained to complete an independent investigation and analysis of the Rollinsford School District's middle and high school student placement options. I am writing to request a meeting with you to discuss and assess Dover's willingness to accept Rollinsford's grades 6-12 students under various tuition agreements and/or options.

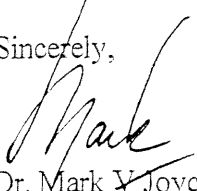
As background information, the Rollinsford School District's demographic and enrollment data as it exists now, and for the foreseeable future, projects approximately twenty-five students per grade level. Assisting me in this investigation will be Dennis Pope.

It is our hope to explore the following multi-faceted questions and establish your district's willingness to:

1. Accept ALL eligible students on a guaranteed basis; or
2. Accept some but not all of the students on a guaranteed basis; and/or
3. Accept some students each year and if so, how many?

During our meeting, we will be pleased to address any questions or concerns that you may have regarding this letter, and will provide any additional information that might facilitate your reply. We will contact your office in the near future to arrange a meeting opportunity.

Sincerely,


Dr. Mark V. Joyce

Executive Director

Cc: Dennis Pope

Revenue Generating Committee (DRAFT)

Betsy Andrews Parker School Board

Greg Brown Community
Keith Holt Community
Carolyn Mebert Community
Bonnie Newman Community

JEAN BRIGGS BADGER
Superintendent

MICHAEL LIMANNI
Business Administrator



SCHOOL ADMINISTRATIVE UNIT #11
McCONNELL CENTER
61 LOCUST STREET SUITE 409
DOVER, NEW HAMPSHIRE 03820-4132
TEL (603) 516-6800
FAX (603) 516-6809

THE DOVER SCHOOL DISTRICT

MEMO

TO: The Dover School Board & Superintendent
FROM: Michael A. Limanni, Business Administrator
DATE: April 4th, 2012
RE: Approval of Other Funds

Below are the FY2013 estimated budgets for the funds that support the school district outside of the general fund. These funds are commonly referred to as "Other Funds." The budgets for these funds have been reviewed by the business office and are presented for School Board approval:

FY13: School Budget - Other Funds

Description	FY12 Adopted	FY13 Consideration	\$	%
Cafeteria (2800)	\$ 1,398,164	\$ 1,398,164	\$ -	0.00%
Federal Grants (2820)	\$ 2,907,041	\$ 2,715,962	\$ (191,079)	-6.57%
Special Programs (2900)	\$ -	\$ -	\$ -	
Tuition Programs (3810)	\$ 348,761	\$ 141,500	\$ (207,261)	-59.43%
Alternative Education (3825)	\$ 878,000	\$ 868,063	\$ (9,937)	-1.13%
Facilities (3830)	\$ 137,075	\$ 137,075	\$ -	0.00%
Total :	\$ 5,669,041	\$ 5,260,764	\$ (408,277)	-7.20%

Dover School District Mission Statement

Strengthening our community by educating every child, every day!