



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #11
Meeting Location: Media Ctr. (Room 306) McConnell Center
Meeting Date: **Monday, November 5, 2012**
Meeting Time: **7:00 pm**

Chairperson Rocky D’Andrea called a meeting of the Dover School Board to order on Monday, November 5, at 7:15 p.m. in the McConnell Center Media Center.

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

Also present were; Superintendent Jean Briggs Badger; DMS Principal Kim Lyndes, Woodman Park Principal Patrick Boodey, DHS Principal Christine Boston, Garrison School Principal Dustin Gray, Horne Street School Michael McKenney, PPS Director Sandie Crosson DTU President Maybeth Anderson, Math Facilitator Patty Driscoll, Athletic Director Peter Wotton, Athletic Trainer Eric Goodman, Dr. Skip Small, Dr. Fred Brennan, Eric Schultz, Alt School Director Jamie Carver, SLC Director Kevin Murphy, HSS teacher Kristen Labua and members of her 4th grade class, parents and teachers.

B. PLEDGE OF ALLEGIANCE: Paul Butler led the Pledge of Allegiance.

Amanda Russell moved, Betsey Andrews Parker seconded moving up the “Learning Celebration” portion of the Superintendent’s Comments in the agenda. An oral **VOTE PASSED 6/0**.

Horne Street School 4th Grade Teacher, Kristen Labua discussed the progress of Math in Focus in her classroom. Student Representatives from her class demonstrated their newly acquired Math in Focus skills to School Board members and others in the audience. School Board Chairperson D’Andrea commented that this has been one of his best days as a school board member. He stated, “This makes it all worth it.”

C. CITIZENS’ FORUM:

Greg Brown, 6 Arbor Dr, spoke in support of teachers in the Dover School District and continued great things that are happening in and out of classrooms. He specifically commended Garrison School 2nd grade teacher, Mike Romps. As the culmination of a recent classroom fitness activity, Mr. Romps traveled with students over the weekend to the Manchester Marathon where his students took part in the last mile of the race. The students all did well, with two of his students completing their portion of the race in the top portion of their age category.

Paul Butler moved, Betsey Andrews Parker seconded allowing Dr. Small to speak even though he is not a Dover resident. **An oral VOTE PASSED 6/0**.

Dr. Skip Small, Barrington resident, spoke in support of allowing the football program to remain in Dover. He believes that if concussions are managed properly, they don’t warrant the end of football. There is a different process now than in the past when dealing with concussions,



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coaches and referees are being education more and if football were to end, other sports should also be eliminated due to possible risks involved with them.

Christine O'Hara, Barrington, spoke in support of keeping the Dover football program. She has a son who plays at Dover High School and agreed with Dr. Small. She stated that if you eliminate the sport, you will not get rid of the problem. She feels that parents need to be educated on concussions, as well as coaches and referees. She showed School Board members a helmet and described how helmets have changed from the past, making them safer than previous versions.

D. APPROVAL OF MINUTES

1. Nonpublic Student Discipline Session #30, September 27, 2012
2. Regular Session #10, October 1, 2012
3. Nonpublic Student Discipline #31, October 3, 2012
4. Nonpublic Session #32, October 15, 2012

Amanda Russell moved, Kathy Baker seconded approval of the minutes. An oral **VOTE PASSED 6/0.**

E. CONSENT AGENDA

1. **Correspondence:**
 - a. Request for Waiver of Policy, Transportation EEAC, Shannon Mitchell and Brenda Daigle (*Tabled at 10/1 School Board Meeting*)
 - b. DHS Soccer Boosters – Shed Construction Donation
2. **Resignations/Retirements:**
 - a. Richard C. Barrett, DMS Social Studies
3. **Leaves of Absence:** NONE
4. **Nominations:**

Sheet 1: Nomination and Election of Aides and Secretaries (Forbes-Leighton)

Sheet 2: Nomination and Election of Coaching Positions (Bennett-Young)
5. **Extended Travel (Student Trips):** NONE

Amanda Russell moved, Kathy Baker seconded pulling 1.a from the consent agenda. An oral **VOTE PASSED 6/0.**

Doris Grady moved, Amanda Russell seconded pulling 2.a and 1.b from the consent agenda. An oral **VOTE PASSED 6/0.**

Betsey Andrews Parker moved, Amanda Russell seconded to approve the remaining consent agenda items. An oral **VOTE PASSED 6/0.**



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Amanda Russell moved, Kathy Baker seconded to deny request 1.a., Waiver of Policy, Transportation EEAC. An oral **VOTE FAILED 2/4 (Baker, Butler, Grady, Andrews Parker opposed)**.

Ms. Russell felt that if an exception was made and the district allowed this request, there would be many more requests for exceptions.

Mrs. Grady stated her opposition to the motion because as the weather gets worse, there will be more requests and we will be obligated to tell everyone the same thing if there are no exceptions. She added that the Board should do a study regarding school starting time before the next school year.

Dr. Butler agreed that it would be reasonable to allow a child to walk to a close bus stop and take the bus as long as there is room on the bus.

Ms. Baker also agreed that she would allow this student to ride the bus, even though she typically doesn't like to make exceptions. She feels that parents should not be referred to the Board if the Board isn't able to make some exceptions.

Ms. Russell defended her motion stating that it opens the doors for others and the expense will grow. She agrees that it can be a scary situation with students walking in the dark, and would also like to see a study regarding school starting times.

Mr. D'Andrea agreed that the Board must be careful about making exceptions.

Ms. Andrews Parker asked if school is cancelled if sidewalks aren't clear. Ms. Briggs Badger responded that she contacts Public Works to determine the situation on mornings when the weather is in question. The City makes every effort to plow sidewalks and clear walking paths. Citizens are also required to shovel in front of their house if there is sidewalk there.

Mr. Limanni added that he has concerns about opening up policies. His recommendation is to change the policy, not make exceptions.

Mr. D'Andrea asked that policies be reviewed at the next School Board Workshop.

Kathy Baker moved, Amanda Russell seconded approving request 1. b. DHS Soccer Booster's request to build and donate a shed. An oral **VOTE PASSED 6/0**.

Mrs. Grady stated that she is happy and appreciative that the Soccer Boosters are doing this for the District.

Amanda Russell moved, Kathy Baker seconded accepting 2.a Retirement of Richard Barrett. An oral **VOTE PASSED 6/0**.



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Mrs. Grady read remarks honoring Mr. Barrett and stated the Board's appreciation for all of his service to the Dover School District. An oral **VOTE PASSED 6/0**.

F. SUPERINTENDENT'S REPORT: Superintendent Briggs Badger spoke on the following items:

- Announcement of Councilor Weeden's "Win a Guitar" Essay contest. Winners included Ashton LaFond, Coby Robinson, Logan Kelliher, Edward Speidel, and Andrew Simons.
- Update on all schools including picture retakes at WPS, book fairs, DFD trailer coming to WPS, Halloween activities, and parent-teacher conferences and events
- 8th grade Career Day will be November 13th at DMS
- Congratulations to GES PE teacher Greg Brown for the Beginning of the School Year bulletin board. He won a \$50 gift certificate sponsored by PE Central
- DATE program's Samantha Skunk will be visiting GES kindergarten classrooms over the next few weeks
- Highlights of Dover Music Department
- Highlights of Dover Athletics
- 7/8 grade Student Council officers were invited to 98.7 The Bay and WTSN studios to record a PSA for the caring and sharing food drive that they are sponsoring at Hannaford stores from 10/31 to 11/5
- Ski and Snowboarding program has 60 students and chaperones participating at DMS
- On Oct. 12, FFA team at DHS came in 3rd place at the state competition
- On Oct. 14, basic leadership training was completed at Camp Allen by 18 cadets from Dover, Oyster River and Portsmouth
- DHS First Robotics team will be competing in the Manchester Regional meet in March
- Dover School District is the 62nd school community chosen to participate in the NH Scholars initiative because of its commitment to promoting rigorous academics and the strong partnership between the school system and local businesses
- DHS and DMS have been accepted into Cohort I of the NHDOE's Designing Quality Performance Assessment Initiative

Amanda Russell moved, Paul Butler seconded acceptance of the Superintendent Report. An oral **VOTE PASSED 6/0**.

G. STUDENT REPRESENTATIVE REPORT: Dover High School student representative Matthew Palczynski reported on the following items:

- Summarized the fall sports season highlighting efforts by cross country athletes Matt Dudley and Haley Markos.
- Commended the DHS Marching Band for their gold winning effort at the finals held at Old Orchard Beach on October 27th.
- Mock election will be occurring on November 6—this is a collaborative event by the SS department and student council.



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- Math team will have their 2nd meet this week
- Latin club will be competing in a competition on November 17th
- Interact sponsored a trip for several students to NYC
- Thank you to Homecoming committee for \$200 donation to Student Council—SC would like to request that homecoming football game be held on the same day as the homecoming dance in the future since participation may increase
- Student remarks ended with a science quote, : This is from the astrophysicist Neil deGrasse Tyson - “Recognize that the very molecules that make up your body, the atoms that construct the molecules, are traceable to the crucibles that were once the centers of high mass stars that exploded their chemically rich guts into the galaxy, enriching pristine gas clouds with the chemistry of life. So that we are all connected to each other biologically, to the earth chemically and to the rest of the universe atomically. That’s kinda cool! That makes me smile and I actually feel quite large at the end of that. It’s not that we are better than the universe, we are part of the universe. We are in the universe and the universe is in us.”

Amanda Russell moved, Paul Butler seconded acceptance of the Student Representative Report. An oral **VOTE PASSED 6/0.**

H. COMMITTEE REPORTS:

Dr. Butler provided the following report on the Curriculum Council Meeting held on October 4:

- Health, science, and art curriculum was discussed.
- Dover Police Department is working in the area of drug abuse and will be providing a grant funded survey
- Health curriculum is changing in the elementary schools to make more of a STEM program
- DMS is making a strong effort for hands-on science. NECAP scores have improved most likely due to these efforts. There is a very strong after school technology program. Testing scores have improved due to hands on learning
- DHS science department is in strong need of updating
- There was a presentation of student’s art work

Ms. Andrews Parker provided the following report on the Revenue Committee:

- There have been 5 meetings to date with a committee including community members, administrators, superintendent, business administrator
- Turning out to be a difficult task
- At the December meeting there will be recommendations for policy changes so that there will be the possibility of corporate naming rights
- Questions that need to be answered include, “What to do with revenue, once it is generated” , “How to engage outside businesses for naming rights”, What is legal and what is not”
- Ms. Andrews Parker visited Portsmouth High School and noticed their tasteful banners with sponsors. Possibly use as a guide for Dover



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- Committee is looking to “work outside the box”
- Additional fees are something that they would prefer not to establish. Will consult a law firm in December to help determine what could potentially be brought forward to School Board as possibilities.
- Anyone who is interested may attend the December meeting. Any suggestions are welcome. The committee is looking toward other districts, the School Board Association and NEA for model policies

I. POLICY -- CHANGES – PROPOSALS: none

J. POLICY ADOPTION: none

K. SUBMISSION AND PAYMENT OF BILLS: Amanda Russell moved, Kathy Baker seconded to direct the payment of manifest #13-E in the amount of \$101,788.35 for FY12 and \$2,905,105.87 for FY13 for a total of \$3,006,894.22. The time period for payments was from 10/2/12 to 11/5/12. A roll call **VOTE PASSED 6/0.**

RESOLUTIONS: None

M. OLD BUSINESS: None

N. NEW BUSINESS:

1. Superintendent’s Contract Summary—R. D’Andrea

Mr. D’Andrea summarized the process for the Superintendent’s Evaluation and discussed her contract. A survey was sent to all employees of the district with an opportunity to rate the superintendent from 1-4 in three areas including personnel, professional, and management. Ms. Briggs Badger’s score was 3.31 which placed her in the “good” category. For the FY13 school year, she will receive:

- 100% reimbursement for her portion of NH retirement

A vote failed to offer her vacation buyback.

In addition, she received a 2-year contract extension. Mr. D’Andrea added that they are happy to have Ms. Briggs Badger as superintendent. Ms. Russell commented that Ms. Briggs Badger has put excellent people in place to help run the district. She added that Ms. Briggs Badger did a “remarkable” job defending the budget and appreciates her open-door policy.

2. Football/Concussion Discussion—P. Wotton/Dr. Brennan

Mr. Wotton read a statement which addressed concerns for student concussions due to football. He stated that sports are much safer than they were in the past. He respects Dr. Butler’s position, but disagrees. Football is an extracurricular activity and a choice to play is made by students with help from their families. If football was eliminated in Dover schools, students would still find a way to play. There is no sport that is completely safe. There are now better diagnosis and treatments and fewer instances of contact.



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Dr. Fred Brennan and Eric Schultz spoke in favor of keeping the football program. They are both experts in the field and discussed how changes in handling of head injuries have changed over the past 5-10 years. Concussions have most likely been underreported in the past. They noted that many sports are as dangerous, or more so than football.

The concussion program has been refined over the past years with a safe, gradual return to the sport mandated.

Their recommendation is for a prevention strategy. Parents, coaches and referees should be educated. Parents should communicate with coaches if they think their child has had an injury. Referees should be empowered to talk with coaches if they feel a head injury has occurred. Students cannot return to play until they have been released by a physician. There is no equipment that will protect athletes 100%, but proper education for middle school age students will help to decrease injuries. 15 minutes out of a health class would be of great help in educating students.

Dr. Brennan added that he feels that eliminating football would send the wrong message to other athletes. It would say that their concussions are not as important.

Mr. Schultz commented that the game of football has changed a great deal in the past years and the risk of catastrophic injury is actually higher in other sports such as gymnastics, cheering, and ice hockey.

Dr. Butler responded that he has great respect for all of the speakers, but he doesn't feel that it makes sense to allow children to play a sport that only allows 15 minutes of full contact twice a week because of risk of injury. He has asked to eliminate football only because it is the only sport that the Dover School Board supports that uses "head as a battering ram consistently". He continued to say that it is a "made for TV" sport. Dr. Butler stated that if he knew then what he knows now, he wouldn't have played football.

Dr. Butler recommended that concerned citizens research studies and information provided by experts including:

Ann McKee-Neuropathologist

Robert Cantu-Neurosurgeon-feels 14 or older should be the age to be allowed to play football

Bennett Omalu-neuropathologist-author

Harry Cotton-Author of book A +A =F (Athletics and Academics = Failure)

Chris Lewinski-Author, Headgames

Morley Safer-10/18/2009 interview on Utube

Sanjay Gupta

Tom Ferry—ESPN.com 2/22/12, study of impact of head impacts



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Dr. Butler added that a study has shown that NFL players are 19 times more likely to have dementia, Alzheimer's, and other memory related illnesses. He urges citizens to contact him if they would like other references.

Ms. Baker commented that she is proud of Dr. Butler for bringing up an unpopular, but important issue and is in agreement with educating parents and students on what to look for with head injuries. She confirmed with Mr. Wotton that Dover referees are watching for head injuries. She trusts Athletic Director Peter Wotton and recognizes the importance of sports in schools. She is in favor of adding some time in health classes for this subject

Mrs. Grady was surprised by the notoriety of the subject and feels a lot of good can come from this discussion. Everyone learned about this subject and she is happy that the country took notice of the issue. She added that child age limits should be reviewed in the future as well as refereeing and coaching certifications. Also, the district should make sure it holds sufficient insurance.

Mr. Wotton stated that coaches are trained well on this issue and he also relies on Athletic Trainer, Eric Goodman. This is an important position and should never be eliminated from the budget.

Ms. Andrews Parker trusts coaches and is most concerned that governing body thinks they know more than parents. She suggests that the Board makes position recommendations that include funding capital reserve accounts so that there can be changes.

Mr. D'Andrea asked Mr. Wotton what sport in Dover has the highest number of concussions. Mr. Wotton responded that Girls Ice Hockey had 2 out of 6 players with concussions. Football had 8 out of 68 and Boys Lacrosse had 9 out of 73. This was for the last school year.

3. Grade Level Realignment Report—P. Boodey

WPS Principal Patrick Boodey presented results from the Grade Level Realignment Feasibility Study. They met 5 times and included 22 people. All members of the committee were commended by Mr. Boodey.

The group started with some general questions:

- Can 5th grade be moved to the elementary schools?
- Can the Dover School System absorb 30 more students from grades 6-12 into the total population from Rollinsford?

The committee changed from questions to practical concerns based on information that was researched.

- If current trends continue, within ten years, the Dover School facilities will be over capacity with existing facilities and programming.
- The DHS redesign will possibly play a role in future enrollment trends at the lower grade levels (grades K-8).



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Conclusions:

- A. Dover's population trends are not similar to the trends of the NH Seacoast area. Dover's population continues to grow. Consequently, more students are entering the public school system.
- B. A K-2 and grade 3-5 model with the three current elementary schools will not work due to space and monetary issues.
- C. Rollinsford students in grades 6-12 could theoretically be absorbed in at least the short term using existing staffing, programming, and facilities. However, Rollinsford did not select Dover as a possible location to send its public school students.
- D. Existing building in Dover (like the MacIntosh Properties) would need significant renovation and investment to be "public school code ready" and appropriate for students in a current era that has minimal financial support at the City, State, and Federal Level.
- E. It is not feasible from a budgetary perspective to expand the elementary schools as a predicted 'student population bubble' would be moving on to Dover Middle School.
- F. Future plans for additional school space should work to exceed capacity, not meet it. Some school districts in the United States start to plan for additional school space when schools reach approximately 80% capacity.
- G. Due to conservation and other restrictions there are only approximately 3,000 usable acres available in Dover for new commercial/residential buildings.
- H. Existing construction may have the greatest impact on student population growth as the economy improves and current buildings are renovated for multi-family use. The trend to use existing buildings as rentals for families is still strong in Dover.
- I. Sending students to other area schools was not received well by parents on the committee and space is not likely available at those schools.
- J. The committee is concerned with class size and capacity at Dover Middle School. Incrementally, over the next 5 years, Dover Middle School will grow by 200 students and the numbers will remain at that level for an anticipated extended period of time.
- K. Additional money will/must be spent to educate future Dover public school students. More students are coming into the Dover public school system. More staff will be needed for the incoming students. More space will be needed to place the students and staff.

Recommendations:

1. The Dover School District needs to continue to monitor the current and future class sizes at all schools. Space, staffing, and finances are all issues.
2. The Dover School District must find space to accommodate the growing school population. A 'new to Dover School District' additional facility is most likely needed. But this does not necessarily mean "new" construction.
3. A committee should be formed to investigate if local private schools would be interested in partnering with the Dover public schools to help alleviate the future student population levels.
4. As a possible solution and in order to look into maximize the school buildings in relation to student population levels, a committee should be formed to explore: Can schools move to a 'year around' model (ex. students attend 3 out of 4 quarters, 9 weeks on / 3 weeks off, etc.)?



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5. It would be beneficial to look at the looming student population increase “from grade 5 up rather than grade 5 down”. The Future Dover High School Planning Committee will perhaps address some of these needs.
6. The Dover School District needs to continue to investigate the possibility of an Early Childhood Learning Center. Some groundwork has been done and an in depth and exciting presentation was made to the group.

Ms. Briggs Badger and Ms. Baker both thanked Mr. Boodey for his (and the committee’s) work on this issue.

Ms. Andrews Parker stated that the District is on the cusp on being a model on how needs of students are met. She believes that all Board members are forward thinking and something needs to change.

What are the next steps for the future? What can be done to keep the momentum?

Ms. Russell stated that some of the answers will come from the DHS Planning Committee. The District needs to keep eyes on class size and space needs in the buildings. Looking at private schools may be an option and might be the only thing that can be resolved quickly for the district. The Early Childhood Learning Center could be incorporated into a CTC program. She thanked Mr. Boodey and Ms. Crosson for the presentation on the ECLC.

Ms. Baker agreed that much of this would be addressed with the DHS Planning Committee. Enrollment projections show stable elementary numbers over the next 10 years, but middle school and high school may have larger increases.

Ms. Andrews Parker asked if redistricting will be reviewed at any point. She also questioned if there should be a sub-committee for Early Learning Center and how soon would an alternative for a private school location be available. She added that she would love to see an Early Learning Center in a newly re-designed CTC, but would also like to see one in place for as early as next year. Ms. Briggs Badger offered to start the process of looking at private school options.

Mrs. Grady stated that high school enrollment has decreased. She also believes there is a state law that allows parent’s choice where a child should attend school. As the District studies this, it should be determined if there would be more space because of a decline. Also, the change in education must be considered. There may be more classes that are taught electronically and in the past, NESDEC figures have not always been true.

Mr. Boodey responded that there is school choice, but there is the same curriculum and process. Teachers are hired from the same institutions, including UNH.

He continued to say that magnet and charter schools don’t have necessary funding and the district needs to keep current on all of the latest trends.



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4. Alternative School Update—S. Crosson

Ms. Crosson and Ms. Boston discussed the At-Risk Coordinator position at DHS and how it is working. This is an Alternative School funded position and is located at DHS for at-risk students. Ms. Crosson is concerned about the funding, but is supportive of the position.

Ms. Boston stated that this position would be reported on quarterly. The At-Risk Coordinator position sees many students who are over-aged and under-credited. There are 14 students in this situation and work with the At-Risk Coordinator daily.

The Coordinator also works with repeat freshman and sophomore students for early identification. These students work with credit-recovery and novanet which the coordinator administers. The position offers flexibility with students who would like to return to DHS to graduate. In the past, they might not be able to meet on the day they come in. With an At-Risk Coordinator, the student can be seen that day without an appointment. Numbers will be tracked quarterly and can be forwarded to Board members.

Ms. Baker asked the number of repeat freshman and sophomores. Ms. Boston estimated that there are 3-4 who are freshman for the second or third time and they are being targeted at this point.

Mrs. Grady commended Ms. Crosson on the report. She thought it was well thought out and gave an opportunity to help follow through. With the quarterly reports, the Board can determine if the program is self-sustaining. She continued to say that she has heard excellent comments about the Alternative program.

Mr. D'Andrea agreed that the report was very helpful and well done.

5. Great Bay Charter School Request for Additional Student Funding

Ms. Briggs Badger presented the request from Great Bay Charter School for funding. She stated that in the past, the District has received these requests but not approved them since there is insufficient funding.

Dr. Butler asked what the downside is for not funding this request. Ms. Briggs Badger responded that if one request is approved, others would request this type of funding.

Ms. Briggs Badger commented that we do cover a CTC class for one student.

Betsey Andrews Parker moved, Amanda Russell seconded to not approve additional student funding to make up the delta. A roll call **VOTE PASSED 6/0**.

6. Special Funds (Policy DFC) Quarterly Update—M. Limanni

Mr. Limanni reviewed the update with the Board.



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7. Federal and State Funding (Policy DD) Quarterly Update—M. Limanni

Mr. Limanni reviewed the update with the Board.

8. Month of September 2012 Condition of Accounts—M. Limanni

Mr. Limanni reviewed the update with the Board. Ms. Russell requested that she receive electronic reports as opposed to paper copies since so much paper is used. Ms. Briggs Badger asked Board members to request to Mrs. Ashman if they would prefer to receive an all-electronic packet instead of a paper packet. It was noted that all Board packets are online.

O. SCHOOL BOARD MATTERS OF INTEREST:

Ms. Andrews Parker commended the School District for collecting 4000 cans of food for the Caring and Sharing program. Cans were distributed to 17 different charities.

The Board appointed Betsey Andrews Parker as an additional member of the DTU Negotiating Committee and replaced Ms. Andrews Parker with Ms. Russell as a member of the DEOP Negotiating Committee. The vote was unanimous.

P. ADJOURNMENT: Betsey Andrews Parker moved, Amanda Russell seconded, to recess back to non- public meeting at 9:50 P.M. An oral **VOTE PASSED 6/0.**

Superintendent Briggs Badger and other's handouts have been archived with these Minutes.

Respectfully Submitted,
Betsey Andrews Parker, Secretary
BAP/ral