



**DOVER SCHOOL  
DISTRICT**

## DOVER SCHOOL BOARD – MINUTES

Meeting Type:	Special Session #11
Meeting Location:	McConnell Center, Media Center Room Rm. 306
Meeting Date:	<b>Monday, July 29, 2013</b>
Meeting Time:	<b>7:30 P.M.</b>

- A. ROLL CALL:** Present were Doris Grady, Amanda Russell, Betsey Andrews Parker, Paul Butler, Kathy Baker, Sarah Greenshields and Rocky D’Andrea.
- B. PLEDGE OF ALLEGIANCE:** Doris Grady led the Board in the Pledge of Allegiance.
- C. CITIZEN’S FORUM (LIMITED TO AGENDA ITEMS ONLY):** No one addressed the Board.
- D. CONSENT AGENDA:**
- 1. Correspondence:** NONE
  - 2. Resignations/Retirements:**
    - a. Katelyn Schenkel, HSS
  - 3. Leaves of Absence:**
    - a. Dorothy Katz, DMS
  - 4. Nominations:**
    - Sheet 1: Nomination & Election of Summer School Paraprofessionals & Teachers (Couse-Peterson)
    - Sheet 2: Nomination & Election of Staff Positions (Arsenault-Beaulieu)
    - Sheet 3: Nomination & Election of Coaching Positions (Boyd)
    - Sheet 4: Nomination and Election of Teachers (Beck-Sanella)
    - Sheet 5: Nomination and Election of Administrative Personnel (Flockerzi)
  - 5. Extended Travel (Student Trips):** NONE

Doris Grady moved, Amanda Russell moved to pull items 4. Sheet 4 Nomination and Election of Teachers from the consent agenda. An oral **VOTE PASSED 7/0.**

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

Mrs. Grady pulled the nomination sheet in order to inquire about staffing at Dover High School. She summarized past budget discussions which placed top priorities in staffing as Earth Science teachers, Business teacher, Social Studies teachers, and finally the math teaching position. Ms. Briggs Badger commented that the Earth Science teachers had been reinstated and noted that the Business teacher would be next on the priority list to be reinstated. She added that \$155,000 was added to the school budget through additional adequacy aid. Ms. Briggs Badger also stated that elementary enrollment figures are increasing and also need to be considered when discussing staffing priorities. Horne Street School has a high number of students in 4<sup>th</sup> grade and Ms. Briggs Badger felt that an additional teacher may need to be added.

In addition, Dover Middle School was requesting an increase of days for two current part time teachers in reading and math. Administrators will be prioritizing current needs at the next administrative meeting.



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Ms. Briggs Badger added that the district doesn't know replacement costs of teachers yet since all have not been hired or selected benefits packages.

Mrs. Grady noted there might be a possibility of hiring in teachers in July and August. She asked if the diploma credits would be decreased with the loss of the positions at Dover High School. Ms. Briggs Badger responded that she believes the credits will be able to remain intact.

**Record Note:** Ms. Boston confirmed that the credits would be decreased due to the elimination of certain classes, but not as much as had been originally thought. There will be a sliding credit scale depending on year of graduation for students which is still to be determined.

Mrs. Grady also asked if students are currently registered for the business classes. Ms. Briggs Badger responded that they had not been scheduled for the classes at this point, but they would be able to be scheduled at a later date.

Career and Technical Director Louise Paradis stated that the schedule had in fact, been built with this position included and if the position is eliminated, 239 students would need to have their schedules changed. She added that there are 28 seniors who need a computer credit and would bump underclass students out of the business classes if the business teacher was eliminated. Ms. Briggs Badger stated that administrators would discuss the priorities again on Tuesday.

Ms. Grady asked if the same is true for Social Studies and Math teachers. Ms. Briggs Badger stated that funding is still being determined to see if these positions can be reinstated. It depends on the cost of replacement teachers for teachers who are leaving the district. Ms. Briggs Badger stated that she will know more later in the summer. These positions most likely will not return.

Amanda Russell moved, Doris Grady seconded to accept Item 4, Sheet 4 of the consent agenda. An oral **VOTE PASSED 7/0.**

### **E. NEW BUSINESS:**

#### **1. Interim Superintendent Search Update**

Chairperson D'Andrea summarized the process and stated that the search was narrowed to 4 candidates for the Interim Superintendent and interviews would be conducted within the next week.

**Record Note:** One candidate withdrew and the remaining three candidates are Antonio Fernandes, Alfred St. Cyr, and Paula Glynn. Meeting times have been posted.



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He added that the Board is hopeful that they will be able to nominate a candidate at the August 12<sup>th</sup> School Board meeting.

### **2. Demographic Study Proposal from NHSAA**

Ms. Briggs Badger stated that each year NESDEC, provides a demographic study for enrollment forecasting. Last year, there was some discrepancy in high school numbers. Part was due to their misunderstanding of attrition from students that could choose to go elsewhere (Barrington and Nottingham). She is proposing that NHSAA provide a 10-year analysis for a fee of \$3,990. This is very close in cost to NESDEC, but would provide a different perspective for one year. She stated that she believes that NHSAA is more familiar with trends in NH and could possibly provide a more accurate study. This would not mean that the District could never return to NESDEC. They have been happy with them in the past and could use them again in the future. Mr. D'Andrea asked if there only one company could be used. Ms. Briggs Badger responded that both could be used but it would be at a greater expense and one would probably be sufficient.

Ms. Baker asked if the fee that was paid to NESDEC was only for the 10-year demographic study. Ms. Briggs Badger responded that the fee included forecast, sped analysis trends, administrative jobs posted online, webcasts, and research and design of reports. The two companies would provide similar services. There would also be a discount on professional development and other services. The District already belongs to NHSAA and gets other services from them as well.

Ms. Baker asked if NESDEC has 10 years of actual data, how could the decrease in enrollment not have been included in projections. She wondered how their report could not take natural attrition into account. She is hopeful that the result would not be the same with NHSAA.

Ms. Briggs Badger stated that she didn't know the answer to the question and agreed with Ms. Baker.

Mrs. Grady suggested that the Board table this proposal and she added that the projections have not been accurate in the past studies. She would rather not spend the money and go back and review the NESDEC report and see how close they are. There wouldn't be a point to spending the money now on another report. She added that perhaps the report doesn't need to be done on an annual basis.

Dr. Butler proposed asking a high school class do this study as a project. He added that it would be interesting to see if they could do as well as some of the professional groups. They could look at mobility data and birth records.

Ms. Andrews Parker stated that the numbers are inaccurate because she knows that certain neighborhoods have more students than originally predicted. This affects impact fees as well.



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She noted that the figures are inaccurate much of the time and Horne Street School and Dover Middle School were both intended to hold many more students and they are now both at capacity. She feels there should be a report done by another company.

Ms. Baker agreed with Ms. Andrews Parker, but noted that the numbers used for these reports are taken from the City Planning Department and both companies would use the same figures to generate their reports.

Ms. Briggs Badger agreed that Dover Schools don't receive their fair share of impact fees. If firm numbers are received from forecasts, perhaps the impact fees could be increased. She stated that most of the schools in Dover are at capacity. Dover has been listed as the fastest growing city in the state. Good data is needed so that important decisions can be made regarding building and renovating schools.

It was also noted that money for this project is already included in the budget.

Ms. Grady asked if NESDEC offered a flat fee and if mileage and printing are at an additional cost. She noted the cost could be more with mileage and printing included.

She asked if the Board could view the actual NESDEC information in order to review it and compare with NHSAA. Ms. Briggs Badger stated that the deadline to respond to NHSAA is today (July 29, 2013).

Mr. D'Andrea commented that it might be beneficial to hold off until negotiations are done with Nottingham and Barrington.

Ms. Russell noted that Barrington and Nottingham would probably have their own reports and we would have access to them.

She noted that Dover would need data since we are going through negotiations. She added that they might be helpful for impact aid and a different organization may offer a different approach at least for one year. They may provide more accurate information also since they are based in NH.

Ms. Baker stated that she is hopeful that the planning department figures can be analyzed more clearly and accurately. Ms. Andrews Parker reiterated that she believes NESDEC used figures provided by NESDEC.

Mrs. Grady stated she has every enrollment document since 1992 and before kindergarten there were in the high 3000's. All of her documents state that the City is growing and the numbers for all of the years are in the 4000 range, even though reports state higher numbers.

Extra rooms in schools have been used for various other things other than classrooms such as physical therapy, occupational therapy, etc.



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Ms. Greenshields noted that the new, improved Wentworth Douglas Hospital will encourage more families to move to this area, adding more students to Dover.

Ms. Briggs Badger agreed with Mrs. Grady that the numbers have remained similar, but the district has lost many Nottingham and Barrington students. The younger age groups seem to be consistently growing.

Doris Grady moved, Kathy Baker seconded to table the vote to accept NHSAA. An oral **VOTE FAILED 2/5 (Baker, Russell, Andrews Parker, Greenshields, D'Andrea opposed)**.

Ms. Russell noted that they are only voting on changing the company who is providing the report and not on whether to do the report.

Ms. Andrews Parker stated that the mileage cost for NHSAA would be low since they will only meet with the Central Office staff one time. She offered to print the report also to keep costs low.

Betsey Andrews Parker moved, Sarah Greenshields seconded to approve the proposal made by NHSAA. A roll call **VOTE PASSED 4/3 (D'Andrea, Grady, Butler opposed)**

**F. SCHOOL BOARD MATTERS OF INTEREST:** none

**G. ADJOURNMENT:**

Amanda Russell moved, Sarah Greenshields seconded to adjourn the meeting at 8:04 p.m. An oral **VOTE PASSED 7/0.**

Respectfully submitted,  
Betsey Andrews Parker, Secretary  
BAP/ral