



**DOVER SCHOOL
DISTRICT**

DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #9
Meeting Location: Media Ctr. (Room 306) McConnell Center
Meeting Date: **Monday, September 9, 2013**
Meeting Time: **7:00 pm**

Chairperson Rocky D'Andrea called a meeting of the Dover School Board to order on Monday, September 9, 2013 at 7:00 p.m. in the McConnell Center Media Center.

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

Also present were: Interim Superintendent Antonio Fernandes; Michael Limanni, WPS Principal Patrick Boodey, CTC Director Louise Paradis, HSS Principal Mike McKenney, GES Principal Beth Dunton, DMS Principal Kim Lyndes, CIA Director Paula Glynn, PPS Director Christine Boston, Alt School Director Jamie Carver, Sue Vitko, DALC Executive Director Deanna Strand, Greg Brown, Maybeth Anderson, Patty Driscoll, Karen Berg, Fosters

B. PLEDGE OF ALLEGIANCE: Kathy Baker led the Pledge of Allegiance.

C. CITIZENS' FORUM: None

D. APPROVAL OF MINUTES

1. Public Meeting to Enter Nonpublic Session #17, August 1, 2013
2. Public Meeting to Enter Nonpublic Session #18, August 5, 2013
3. Non-public Session #18, August 5, 2013
4. Regular Session #8, August 12, 2013
5. Special Session #12, August 12, 2013
6. Special Session #13, August 26, 2013

Amanda Russell moved, Doris Grady seconded approval of the minutes. An oral **VOTE PASSED 7/0.**

E. CONSENT AGENDA

- 1. Correspondence:**
 - a. **Moms on the Run** (Request for Waiver of 90 day policy and Rental Fee Waived) C. Faure, Facilities Recommendation attached
- 2. Resignations/Retirements:**
 - a. Patrick Golding, Building Trades Teacher, DHS CTC
- 3. Leaves of Absence:** NONE
- 4. Nominations:**

Sheet 1: Nomination and Election of Aide Positions (Belanger – Vitko)
Sheet 2: Nomination and Election of Teachers (Archambault)
Sheet 3: Nomination and Election of Staff (Allen – Wons)
- 5. Extended Travel (Student Trips):** None

Amanda Russell moved, Kathy Baker seconded adding nomination of Karen Taylor, Business Administrator to the consent agenda. An oral **VOTE PASSED 7/0.**



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Kathy Baker moved, Amanda Russell seconded approving the consent agenda as amended.
An oral **VOTE PASSED 7/0.**

F. SUPERINTENDENT'S REPORT: Interim Superintendent Tony Fernandes spoke on the following items:

Mr. Fernandes welcomed Ms. Taylor to the Dover School District and highlighted her skills and background for the public. He added that the school year started off well, with the exception of a few transportation issues. He noted that he is meeting with First Student to try and resolve some issues.

Mr. Fernandes explained a new process for the Superintendent's Report section of the Board meetings. He shared his ideas for presenting information to Board members. Mr. Fernandes also stated that his expectation is for administrators to become "truly educational leaders." Principals should "support effective teaching and learning practices" and should be able to share effective learning practices with the School Board. At Board meetings principals will alternate in attendance and at alternating meetings, elementary and secondary principals will present education information from their buildings to the Board. Ms. Boston and Ms. Glynn will also be presenting information on their departments on a rotating basis. Concrete initiatives will be discussed at each meeting.

For this meeting, Mr. Fernandes stated he would be the first to present information. Since he is a past math education, he chose the Math in Focus program as his topic for the evening.

He offered a brief interpretation of Math in Focus and his understanding of the program. He understands that this is the beginning of the third year of the program and the first year that all K-8 students are using it.

He stated he understands the frustrations and challenges of a new program and would like to work with Ms. Glynn, Ms. Berg and Ms. Driscoll to take the year to make an assessment and evaluation of the program. Determining of the success of a new program is generally the adoption and utilization of the program, as well as the support of the district to make the program work. He wants to make sure the resources are there to make the program works effectively. At the end of the year, he will return to the Board with his assessments of the year.

Mr. Fernandes commented that he is very familiar with the program and he appreciates the rigor of the program. There may be frustration and concern from parents and students, but ultimately it will help to raise the bar for the students. One strong point of the program is that teachers will all use common language to teach the program. There is also a stronger integration of writing language within the curriculum. There is more emphasis on application and repetitive drill is minimized.



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He commended the Ms. Driscoll, Ms. Glynn and Ms. Berg for their efforts with this program. The district will continue to provide support throughout the year. Mr. Fernandes noted that this is a work in progress and he update the Board in later months on the progress of the program.

Ms. Baker stated her appreciation for the update and is interested in receiving feedback on the program.

Ms. Andrews Parker asked if the administrators will be required to attend the school board meetings on a regular basis. Mr. Fernandes responded that administrators will be available at meetings to answer questions.

Mr. D'Andrea commented that the administrators have not been required to attend all meetings, but they are always present at the meetings.

Ms. Andrews Parker asked if part of the Math in Focus plan was to have an evaluation at the end of this year. Mr. Fernandes stated that this is his year in Dover, he thought it would be a good idea.

Ms. Andrews Parker also asked Mr. Fernandes what will happen at the end of the year, if he does not feel this program is working well. Mr. Fernandes responded that the he would make a recommendation and make a formative assessment and results would be presented. Ms. Andrews Parker asked if he liked Math in Focus. Mr. Fernandes responded that he likes Math in Focus because of its rigor and its alignment to the state of NH frameworks. She asked also what he was looking to find in this evaluation. Mr. Fernandes responded that this was his choice for a first topic because it is the third year of this program and that all programs should be evaluated annually. The district needs to provide the best services for students.

Ms. Andrews Parker asked if the evaluation tool that comes with Math in Focus is the one that will be used to evaluate other programs.

Ms. Glynn added that Math in Focus has been evaluated since it first was used in Dover. She commented that the scores aren't as high as the district would like, but progress has been made. Ms. Glynn added that Math in Focus was just the first program that would be discussed at the monthly Board meetings as opposed to events taking place in the schools. Ms. Glynn also commended the Math educators for their hard work throughout the year. She added that the District is very optimistic about the program at this point.

Amanda Russell moved, Kathy Baker seconded approval of the Superintendent's Report. An oral **VOTE PASSED 7/0.**

Ms. Baker is hopeful that the staff will find ways to make the program more successful if there are any issues after the end of the year evaluation of the program. She would like to see all programs assessed each year to make sure they are all working to their potential.



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Ms. Russell reiterated that there has been a great deal of training for staff and recommended that parents attend a parent meeting put on by Ms. Driscoll on Math in Focus. She stated they are interesting and informative, as well as enjoyable.

Ms. Russell asked Mr. Fernandes if the meeting with the bus company included discussion on long bus routes. Mr. Fernandes responded that the meeting would include this type of information. Mr. Limanni added that there are several routes with long commutes and there has already been ongoing discussion on these and other issues. He added that the district will be aggressive in resolving bus issues.

Mrs. Grady summarized the implementation of Math in Focus and felt that the program is still new and improvements can be made early and dropping is only considered after several attempts have been made to rectify the problems. She added that she thinks it is working very well so far.

G. STUDENT REPRESENTATIVE REPORT:

Student representative Preston Massingham reported on issues at Dover High School. He congratulated Mr. Driscoll and other administrators for a smooth beginning to the school year. Sports teams have begun for the fall season, the lunch room is running more smoothly, open house will be September 16th and spirit week is the following week,

Spirit week activities will include homecoming dance, pep rally, mez decorating, and a football game.

Preston continued the science quote tradition that was started by the previous School Board student representative with a quote from Isaac Newton.

H. COMMITTEE REPORTS:

Mr. D'Andrea stated that Dr. Butler stepped down from DTU Negotiations Committee and Ms. Greenshields has replaced him on that committee.

I. POLICY -- CHANGES – PROPOSALS: None

J. POLICY ADOPTION: None

K. SUBMISSION AND PAYMENT OF BILLS: Amanda Russell moved, Doris Grady seconded to direct the payment of manifest 14-C from 8/13/13-9/9/13 for FY12 for \$146,449.57 and from 8/13/13-9/9/13 for FY14 for \$1,968,506.00 for a total of \$2,114,955.57. A roll call **VOTE PASSED 7/0.**

L. RESOLUTIONS: None



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M. OLD BUSINESS:

1. Opening Day Enrollment

Mr. D'Andrea reviewed the enrollment figures for the beginning of the year and was happy to see that WPS kindergarten is more in line with the rest of the district since adding an additional teacher.

Ms. Russell stated her concern for next year since there seem to be areas where additional teachers will be needed. She commented that there has been a 5-year bubble which is more appropriately called a trend. The increases seem to be more in the elementary grades and staffing will be an issue for next year and beyond.

Mr. D'Andrea agreed and stated that the redistricting conversation would include this issue also.

Mrs. Grady's biggest concern with the high enrollment at WPS and wondered why the numbers seem to decrease when students reach DMS. Ms. Russell responded that these students are new and were not previously here.

Mrs. Grady added that basic enrollment numbers have remained consistent since 1999. She thought the Board may need to evaluate the arrangement of the schools or how the system is set up. She commented that October 1 is the date that the state of New Hampshire uses to determine adequacy funding. She summarized enrollment history and noted that the trends and patterns need to be reviewed.

Mrs. Grady added that she is happy that 309 tuition students are coming to Dover from Barrington and Nottingham. She thought that it may be a good idea to discuss with them reasons that they may have selected Dover.

Mrs. Grady asked Mr. Limanni was the guarantee number of students sent to Dover by Nottingham and Barrington. Mr. Limanni responded that he didn't know the exact number but did know that they met their minimum requirements. If they had not, they would have had to pay Dover the difference.

Mrs. Grady stated that she is getting a positive feeling from Nottingham and Barrington and it is her belief that the students are choosing to attend Dover High School because of the programming.

2. RFP—Superintendent Search

Ms. Andrews Parker stated the only items that she received from Board members regarding the RFP was to add media and communication experience to requirements and to change the education requirement to Ed.D or a Master's degree with related experience.



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Mrs. Grady moved, Amanda Russell seconded that this item be tabled until the November 25th meeting so that new Board members may be included in the decision. She stated that the people who are elected will need to work with the new superintendent.

Mrs. Grady stated that she felt this date would not be too late since this is the time when prospective candidates are looking at possible positions. She added that money could be saved if a Search isn't needed and this would be known more toward the end of the year.

Ms. Russell commented that she thinks the RFP needs to go out as soon as possible. The RFP does not really have anything to do with the actual superintendent applications. She feels the sooner the company is hired, focus groups can be started and the process can begin.

Mr. D'Andrea agreed with Ms. Russell and commented that any school board-elect can speak at Citizen's forum or attend meetings before their time in office begins.

Ms. Greenshields stated she would not delete any information from Ms. Andrews Parker's document even though it is lengthy. The document shows that Dover has high expectations for a candidate.

Ms. Baker asked for the due date of the RFP and Ms. Andrews Parker responded that even if the firm is selected now, the search will probably not start until November. She added that she doesn't feel that the election should have weight in this decision. It is the responsibility of the current elected Board to select the search committee and begin the process. Her main goal of starting this process is for total transparency.

Mr. D'Andrea added that if the firm is selected by November, the time frame is consistent with Mrs. Grady's timeline.

Ms. Andrews Parker added that she would like the public to be able to weigh in on the selection of the new superintendent.

Mrs. Grady provided information on the selection of a past superintendent and how the process differed from this situation and is not comparable.

Ms. Greenshields asked how many companies may respond to the RFP. Ms. Andrews Parker responded that there could be several.

Ms. Baker asked for the time frame for beginning community meetings, etc. Ms. Andrews Parker responded that this will be discussed with the selected company within 30 days of being hired.

An oral VOTE FAILED 1/6 (Andrews Parker, Russell, D'Andrea, Baker, Butler, Greenshields opposed).



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Amanda Russell moved, Paul Butler seconded to proceed with the search for the company to help search for the new Superintendent. An oral **VOTE PASSED 6/1 (Grady opposed)**.

Mrs. Grady explained her opposition stating that delaying the RFP could save the district \$6,000-\$10,000.

Mr. D'Andrea understood her reasoning, but feels that the public should weigh in on the selection, even if Mr. Fernandes would like to apply for the position.

Ms. Russell agreed that the public should be involved in the search.

3. Climate Change Project Date

Kathy Baker moved, Amanda Russell moved that the climate change project be held on November 7th. An oral **VOTE PASSED 7/0**.

N. NEW BUSINESS

1. New Teacher Induction Update—Sue Vitko

Sue Vitko introduced herself and summarized the program and provided an update. She stated that there are 24 new classroom teachers and they started the induction program on 8/19 and 8/20. These are non-paid days and trainings include Math in Focus, mentors, curriculum, Block teaching, curriculum, DGR, DGW, etc.

Ms. Vitko stated that this year there were more elementary than secondary teachers hired and of the secondary teachers, most were CTC teachers.

Mr. D'Andrea commented that this is an amazing program and commended Ms. Vitko for her work with this program.

Ms. Russell asked for a copy of the survey that the new teachers complete regarding this program. Ms. Vitko stated that she would forward the survey to Board members.

Mrs. Grady commented that the new teachers are lucky to have her as a resource.

2. DHS Homecoming Update—Sue Vitko

Ms. Vitko announced that the date of the homecoming is September 28th. She added that the activities have been reduced due to low attendance and lack of volunteers. She is hopeful that Peter Driscoll will have a positive impact on homecoming since he is involved on the committee and is the new high school principal. Honored guests will include Coach and former teacher Jim Dunn and Coach and former teacher Marjorie Fiske.



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Mrs. Grady noted that the weather was bad last year, so that may have had a negative impact on attendance.

3. Capital Improvement Plan—M. Limanni

Business Administrator Mike Limanni reviewed the CIP for 2015-2020. There are five projects including District Improvements, Garrison Roof Replacement Dover Middle School Roof Replacement and Dover High School and Career Technical Center improvements. There is \$50,000 allocated each year for general district improvements which included mechanical and electrical upgrades, roof and insulation, window replacement, cafeteria maintenance, bathroom replacement, remodeling of classrooms to meet NH state standards and improvement to grounds.

Garrison roof replacement will have an estimated cost of \$602,000 to be completed in 2015 and the middle school roof is scheduled to be replaced in 2019 at an estimated cost of \$506,250. The district would need to finance these two projects through debt.

Ms. Russell asked if financing the project is the best option. Mr. Limanni responded that it is one option, but there could be other financing options. There will be more information about this when the time gets closer.

Mrs. Grady asked if the Garrison roof will be required for the entire building. Mr. Limanni responded that the roof would be a replacement for the existing roof, but not for the new addition.

Mr. Limanni stated that the high school projects would include \$12,328,500 in renovations in from 2015-2017 for the CTC and \$22,971,500 in renovations to the high school and Dunaway field from 2015-2018

Mrs. Grady stated that the renovation to the high school and CTC is done in 2015 so that we are eligible for state funding.

Mr. Limanni agreed with Mrs. Grady and stated that there isn't any building aid for many of these projects; however, the Career Technical Center qualifies for up to 75% reimbursement for the cost of construction. It is more likely though that only 60% will be received.

He agrees that this would be an important project and could affect the community in a positive way also.

Mr. Limanni continued his presentation by recapping the renovation history for Dover High School and costs of past projects since 1967.

Ms. Russell stated that it is shocking that the building is still standing and stable with the limited amount of funds that has been invested in the high school.



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He recommended that the Board discusses capital reserves, financing options ahead of time so that these projects are possible.

Ms. Andrews Parker commented that there are other items that she would recommend be added to the CIP.

She would like to address sliding glass doors and windows at Garrison School and possible other concerns that deal with safety and security.

Mr. Limanni stated that the CIP can be amended at any time and he would recommend approving the proposed CIP at this time. He added that some of the other items may be able to be purchased with grants or other funding. There are many items that could potentially be added to the CIP. Mr. Limanni also recommended asking the Facilities Manager to speak on improvements that should be addressed.

Mrs. Grady asked how close this year's CIP is to the CIP presented last year. Mr. Limanni responded that it is very similar.

Mrs. Grady stated that that each year could be very different depending on the current needs of the system.

Mr. Limanni added that there is a prioritized list each year and some of the projects wait until the end of the year to see the status of the budget.

Ms. Greenshields asked what the best items would be for the children. Mr. Limanni responded that the high school has been the most neglected building in the district and would be a priority. He added that if money had been added to Capital Reserve funds a few years ago, the District would have been in better shape.

Amanda Russell moved, Doris Grady seconded to approve the CIP. A roll call **VOTE PASSED 7/0.**

4. Redistricting Discussion

Ms. Andrews Parker summarized past redistricting and stated that there is still an imbalance. The goal is to have 500 students per elementary school. Mr. Boodey chaired a committee dealing with this issue, along with the possibility of moving 5th grade students back to elementary schools.

She added that there should be a committee to discuss possibilities.

Ms. Russell stated that the committee formed last year looked at the impact of bringing back 5th grade students to elementary schools. She also noted that buildings that have been recently renovated are already at maximum capacity and various rooms are being transformed into classrooms. She stated that the district is planning for immediate future only and not for the long term future. She also stated that she does not agree with students learning in public areas



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of the schools and doesn't believe that it is fair to keep moving families from school to school through redistricting.

Ms. Baker noted that with over 1600 students in the district, there is no possibility of all elementary school housing under 500 students.

Mrs. Grady agreed with Ms. Russell and stated, "the key is what is the best solution that can be found."

Mrs. Grady commented that the choice would be either restructuring or redistricting, whichever provides the best outcome for the students. Restructuring is a situation where all students in the same grade level attend the same elementary school. One of the disadvantages is that some families have students in multiple schools. Advantages included students in all economic groups are mixed together and students are taught similar curriculum. She added that this could be a lengthy study.

Ms. Russell noted that district curriculums are the same across the district. The only difference is the instructor.

Mr. Boodey explained the process for evaluating the options discussed by the committee. He believes that a demographic study by the new company may help with the data. He noted that there may be some options if the high school is restructured.

Mr. Boodey commented that the district really needs to find out why Dover is growing. He added that the elementary schools are limited in health and mental health services and the State of NH will be requiring more services in those areas.

Mr. Boodey continued to say that he and former Superintendent Briggs Badger visited PCA and found that their space is not conducive to elementary so this would probably not be a good rental space.

Ms. Russell stated that the committee had suggested a possible early learning center at Dover High School that could be the preschool. This would double as a CTC program and could serve two purposes.

She added that the committee determined that 5th grade students would not be able to move back to elementary schools. Ms. Russell read a study which states that students with fewer transitions have more success, so a situation where students move schools up to 3 times in elementary years would most likely not be beneficial.

Mr. Boodey added that Dover is becoming more of a rental area which will show an increase in young students. The question of why Dover is growing needs to be answered before a solution can be found.



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Mr. D'Andrea recommended another committee to study this item further and requested that it be placed on the October School Board agenda.

Mr. Fernandes stated that he would discuss redistricting with administrators at the next administrative meeting and report back at their suggestions and ideas at the next School Board meeting,

Ms. Baker agreed with Mr. Boodey that support services are the most significant issue when looking at solutions

5. DHS Vision/Redesign Committee Update—C. Boston

Ms. Boston provided a summary of the work of the DHS Vision Committee. She commented that the purposed of the committee was to help to provide the vision prior to the start of a JBC who will oversee the design and building of a new or renovated high school.

The process had three phases including context, input and drafting the vision. Context included reviewing Dover 2023 committee results on education, past surveys, structural changes, budget information, program changes, competency models, innovations in education and the work of other New England high schools.

The committee determined strengths, challenges and core values. Core values were determined to be sense of community, a place for every student, clubs and activities and multiple pathways to graduation.

The committee members split into two groups and developed draft vision statements that incorporated core values and strengths of DHS.

The vision is that DHS is a student centered learning community that supports the development of college and career ready students through innovative curriculum, partnerships with the greater community and flexible learning opportunities.

Ms. Russell added that they discussed flexible learning with a flexible campus. She has hopes that a new or renovated high school will fit the vision.

Ms. Baker stated her excitement for the vision but knows that funding will be key. She is hopeful that the architectural study is started soon and hopes the community will embrace a new high school.

Ms. Boston noted that the current structure does not represent the students and teachers.

O. SCHOOL BOARD MATTERS OF INTEREST:

Mrs. Grady made the following comments regarding the departure of Business Administrator, Mike Limanni.



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“Mike: I did not realize, until I saw you at the podium, that this was your last meeting with us. It is a sad day as you did bring many new things to our educational system over the past two years. One example is this budget I have in hand so that we are aware of the financial standings if the school system. You have kept us thoroughly informed which is the responsibility of our Board according to State Law so you have kept us within the law.

You have also been gracious in answering e-mails concerning costs of projects or whatever we may have had on our minds even if it was many times placing you on overload. You were responsible for establishing special funds within the City that could be used for further purchases. A GREAT accomplishment.

Thank you for your efforts and Thank you for your contributions to the Dover School system. We wish you well in your new job. Enjoy the short ride every day and your time to spend with your family. We, as a Board, do THANK YOU again.”

P. ADJOURNMENT: Kathy Baker moved, Amanda Russell seconded to adjourn at 9:20 P.M.
An oral **VOTE PASSED 7/0.**

Interim Superintendent Fernandes and other’s handouts have been archived with these Minutes.

Respectfully Submitted,
Betsey Andrews Parker, Secretary
BAP/ral