



**DOVER SCHOOL  
DISTRICT**

## DOVER SCHOOL BOARD – MINUTES

Meeting Type:	School Board Nonpublic
Meeting Location:	Superintendent's Conference Rm, McConnell Center
Meeting Date:	<b>Friday, May 23, 2014</b>
Meeting Time:	<b>Immediately Following Special Session</b>

Michelle Muffett-Lipinski moved, Carole Soule McCammon seconded to enter nonpublic session at 4:45 pm to discuss RSA 91-A:3, II (A) THE DISMISSAL, PROMOTION, OR COMPENSATION OF ANY PUBLIC EMPLOYEE OR THE DISCIPLINING OF SUCH EMPLOYEE, OR THE INVESTIGATION OF ANY CHARGES AGAINST HIM OR HER, UNLESS THE EMPLOYEE AFFECTED (1) HAS A RIGHT TO A MEETING AND (2) REQUESTS THAT THE MEETING BE OPEN, IN WHICH CASE THE REQUEST SHALL BE GRANTED, RSA 91-A:3, II (B) THE HIRING OF ANY PERSON AS A PUBLIC EMPLOYEE. A roll call **VOTE PASSED 6/0 (All in Favor)**

School Board members present were Betsey Andrews Parker, Amanda Russell, Kathleen Morrison, Doris Grady, Carole Soule McCammon and Michelle Muffett-Lipinski. Sarah Greenshields was excused.

School Board Chair Amanda Russell discussed the contract that she had negotiated with Superintendent Candidate Elaine Arbour. She stated that they had agreed upon a salary of \$123,000, but she had also negotiated a possible 10% of Dr. Arbour's New Hampshire Retirement contributions be paid in the first year of this contract. During negotiations, Ms. Russell explained to Dr. Arbour that this provision had not been approved by the School Board and she would need to meet with the Board for approval of this additional expense.

Ms. Muffett-Lipinski did not agree with this expense and had never heard of this benefit in the past. It was noted that Dr. O'Connor and Ms. Briggs Badger had both received this benefit as part of their compensation packages. The cost of the 10% would be approximately \$861.00.

Mrs. Grady stated that she would not be in support of a salary of \$123,000 for Dr. Arbour since she does not have prior Superintendent experience.

Ms. Russell added that Dr. Arbour would be paying for her own mentor. Mrs. Grady believed that the District would not have control if the District did not pay for the mentor. Ms. Andrews Parker commented that the District should pay for the mentor if it is a requirement. Ms. Russell noted that having a mentor could possibly be included in her goals.

The School Board continued to review the entire contract. Ms. Andrews Parker stated that the Board brought to the table what was requested by the community.

Ms. Soule McCammon suggested offering a lower salary and providing the return of a portion of her retirement costs.

Ms. Russell was excused from the meeting at 5:15 pm.

Mrs. Grady did not feel that the Board could make a decision at this meeting. Ms. Andrews Parker responded that a decision needed to be made so that the process could move forward.



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Mrs. Grady added that the rules and regulations of a mentor should be outlined in the contract.

Ms. Andrews Parker reminded the Board that Ms. Russell was provided a range of \$117,000-\$125,000 to offer to Dr. Arbour. If the Board felt the range was too high, it should have been adjusted before negotiations began.

The options for the contract were the following:

1. As written (\$123,000 and 10% NH retirement reimbursement)
2. \$123,000 without retirement provision
3. Modified salary and 10% retirement reimbursement
4. Renegotiate

The consensus was that the salary would be \$123,000 with no retirement offered for the first year (Option 2).

Ms. Muffett-Lipinski, Ms. Morrison and Ms. Andrews Parker were in favor of option 2.  
Ms. Soule McCammon and Mrs. Grady were in favor of option 4.

The Board discussed whether the minutes of the nonpublic session would be sealed and all in attendance determined that they would not be sealed.

Michelle Muffett-Lipinski moved, Carole Soule McCammon seconded, to adjourn the nonpublic and re-enter the public special session at 5:37 p.m. An oral **VOTE PASSED 5/0**. The Board re-entered into public session.

Respectfully submitted,

Kathleen Morrison, Secretary