



**DOVER SCHOOL DISTRICT**

**DOVER SCHOOL BOARD – MINUTES**

Meeting Type:	Special Session #7
Meeting Location:	Media Center, McConnell Center
Meeting Date:	<b>Monday, June 23 2014</b>
Meeting Time:	<b>6:30 P.M.</b>

A special session of the Dover School Board was called to order by Chair Amanda Russell on Monday, June 23, 2014 at 6:35 P.M. in the Media Center of the McConnell Center.

**A. ROLL CALL:** Present were Amanda Russell, Kathy Morrison, Doris Grady, Carole Soule McCammon and Sarah Greenshields. Betsey Andrews Parker and Michelle Muffett-Lipinski were excused.

Also present were: Business Administrator Karen Taylor, CTC Director Louise Paradis, CIA Director Paula Glynn, DHS Principal Peter Driscoll, PPS Director Christine Boston, Technology Manager Joe Flockerzi, WPS Principal Patrick Boodey, DTU representatives and members, citizens, Fosters

**B. PLEDGE OF ALLEGIANCE:** Doris Grady led the Pledge of Allegiance.

**C. CITIZEN’S FORUM:**

Greg Brown, 6 Arbor Dr., DTU President, spoke in support of the Dover Teachers’ Union Master Agreement.

**D. CONSENT AGENDA:**

- 1. Correspondence:** NONE
- 2. Resignations/Retirements:**
  - a. David Goldsmith, HSS STEM Teacher
  - b. Lisa Hallbach, DHS Math
  - c. Dorothy Katz, DMS Special Education
- 3. Leaves of Absence:** NONE
- 4. Nominations:**
  - Sheet 1: Nomination & Election of Summer School Paraprofessionals & Teachers
  - Sheet 2: Nomination and Election of Teachers
- 5. Extended Travel (Student Trips):** NONE

Sarah Greenshields moved, Doris Grady seconded to approve the consent agenda. An oral **VOTE PASSED 5/0**. A revised consent agenda is archived with these minutes.

**E. OLD BUSINESS:**

**1. GARRISON ROOF UPDATE**

Mr. Fernandes summarized the status of the bid process and stated that he and Ms. Taylor met with an independent consultant for his opinion on the project. He also met with Tim Knowles and Jeff White from DTZ who will provide more in depth analysis by the end of the week. Mr.



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Fernandes commented that they do not want to rush the bid and want the job done correctly with proper specifications. Most likely, it is too late for the project to be completed this summer, so it will be put out to bid next year, with the expectation of completing the job next summer.

Ms. Greenshields asked if the addition of solar panels had been discussed. Mr. Fernandes responded that it had been discussed and noted that the panels do not need to be added at the same time as the roof is completed. They can be added at a later time if the roof is prepared with the possibility of adding solar panels.

Ms. Soule McCammon asked if the roof will be reliable for the next school year. Ms. Taylor responded that the roof would remain water tight during the year and she is working with Mr. White to ensure there are no issues with it. Others have volunteered to help, as well.

Ms. Russell asked how delaying the project affects funding. Ms. Taylor responded that City Planner Chris Parker informed her that the funding would not change unless the cost exceeds the current estimate. Ms. Taylor added that she will clarify that the funding will not change if the project is delayed until the next fiscal year. Ms. Russell added that she is hopeful that solar panels may be a possibility in the future.

There will be an update on the Garrison roof at the July School Board meeting.

### **2. CLARIFICATION OF SUPERINTENDENT CONTRACT/APPROVAL:**

Ms. Russell stated that the superintendent contract is on the agenda for clarification. There had been some question as to whether the contract or nomination of Dr. Arbour or both had been approved at the last meeting. It was determined by attorneys that the process had been done legally and appropriately, but it was decided to add the contract to this agenda and specifically vote on the contract so that there would be no question on its approval.

Mrs. Grady clarified that the contract of the previous superintendent had been \$116,500 which is less than what Dr. Arbour’s salary will be.

Sarah Greenshields moved, Carole Soule McCammon seconded to approve the contract of Dr. Elaine Arbour. A roll call **VOTE PASSED 4/1 (Grady opposed).**

### **F. NEW BUSINESS**

#### **1. DOVER TEACHERS’ UNION MASTER AGREEMENT APPROVAL**

As a member of the DTU negotiating team, Ms. Greenshields summarized the changes in the Master Agreement. She added that the two teams worked well together and she believes the contract is fair for both sides. She stressed that both sides are looking for long term changes and noted that there is still work to be done on this contract since there will be a study on the wage scale. The hope of the teams is to be able to reduce the number of steps in the wage



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scale over the course of the next few years. The introductory meeting will be Wednesday, June 25<sup>th</sup>.

Ms. Greenshields highlighted the major changes in the agreement which are included with agenda materials for this meeting. She added that the student loan incentive program is a way to increase the lower than average wages of new teachers without adjusting the entire wage scale. Mrs. Grady stated her support for this program.

Mrs. Grady stated her desire to have a nonpublic meeting to review the agreement changes since this is the first opportunity for discussion of the contract. She noted the positives in the contract, including a higher rate for the newest teachers. She added that she would like the nurse's salary increases to be done gradually since they are receiving a large increase.

Mrs. Grady asked for clarification on probationary teachers and the provision regarding covering classes for other teachers during prep periods. Ms. Greenshields explained that this provision is to protect newer employees. Newer teachers are more likely to need their prep periods than more experienced teachers.

Mrs. Grady asked what would happen to the contract study if the city council does not approve the agreement. Ms. Russell responded that the committee would not be formed and the teams would need to start re-negotiating. Mrs. Grady asked who would facilitate the meetings and the cost. Ms. Greenshields responded that an outside facilitator would be used, but is unsure of the cost. The committee will include the negotiating teams on both sides and possibly Dr. Arbour.

Ms. Greenshields stated that the goal of the wage proposal for FY16 is to provide incentive to establish a new wage scale. If a salary schedule isn't agreed upon, the increase would revert to steps plus 1.5%.

Mrs. Grady asked for an explanation of FSA. Ms. Greenshields explained flexible spending accounts and commented that money added to these accounts is pre-taxed.

Ms. Greenshields and Ms. Russell clarified layoff language. Mrs. Grady cautioned that his language could reduce administrator's ability to non-renew non-tenured teachers. Ms. Russell added that school districts are unable to layoff based on seniority only so the addition of another criterion was needed. She added that the layoff language is separate from non-renewal language and layoffs are for budgetary reasons.

DTU President Greg Brown clarified the language and assured that administrators will still be able to non-renew for performance reasons.

Mrs. Grady stated that she would prefer that language in the salary schedule be stated as steps plus .7%. Ms. Greenshields added that the goal of the study would be to reduce the number of steps.



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Mr. Brown noted that the top of step teachers would not actually be receiving a 3.9% increase since they are not getting the \$1,000 stipend that they received last year. Mrs. Grady noted that there were two \$1,000 stipends with one of the stipends remaining on the scale. She added that those teachers at the top step are getting a larger pay increase.

She reiterated that this the first time that School Board members, other than negotiators have had a chance to ask questions on the proposed agreement. Ms. Russell thanked the negotiating team for their efforts in negotiating the contract. She feels confident that the District can afford the contract without use of \$105,400 in additional tax levy received in budget appropriation.

Mrs. Grady cautioned the Board about the Affordable Care Act and possible taxes and penalties in the future. Mr. Fernandes stated that the District requested a 2-year contract because of this “Cadillac tax” and will revisit the issue in the next negotiations.

Sarah Greenshields moved, Kathy Morrison seconded to approve the Dover Teachers’ Union Bargaining Agreement. A roll call **VOTE PASSED 4/1 (Grady opposed)**.

### **2. CIP LIST AND RECOMMENDATIONS**

Ms. Taylor discussed the Capital Improvement Plan schedule for FY16 which is archived with agenda materials. Final recommendations should be available at the August School Board meeting. She commented that the overall Garrison School renovation will be reinstated on the list. Another recommendation on the list is that the Dunaway Field be separate from the Dover High School. This is an initial list and others will be added as discussion continues. Ms. Russell thanked Ms. Taylor for including technology, curriculum and athletics on the list.

### **3. CAPITAL RESERVE FUNDS DISCUSSION**

Ms. Russell stated that \$50,000 was added by the City Council into both Curriculum and Technology as requested by the School Board. Ms. Russell felt that the City Council gave the message that some, if not all, of the \$105,400 should be allocated to capital reserves. She feels that the School Board agrees with the City Council and would also like to see money allocated to capital reserves annually. This is a preliminary discussion and she would like to discuss allocation of the additional funds into capital reserves in the near future.

### **4. FY14 BID APPROVALS**

#### **a. CHROMEBOOKS**

Ms. Soule McCammon asked for the brand of the chromebooks in the Best Buy bid. Ms. Taylor responded that the chromebooks are Acer brand and that is the only brand that Best Buy provided in the bid. Other vendors provided different brands, but they were more expensive. Ms. Soule McCammon asked if they cheaper versions may cost more long-term. Ms. Taylor



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stated that half of the bids had included Acer brand chromebooks. She added that the other part of the bid was a charging cart.

Ms. Greenshields asked how many students would be able to access the 180 chromebooks on a daily or weekly basis. She asked if the district would be better served with 1:1 devices. Ms. Taylor responded that carts will be able to move from building to building. The technology committee is planning on a 4:1 ratio of students to devices and one cart per school. She added that there is still discussion needed to determine the most appropriate devices.

Mr. Fernandes added that there needs to be a plan for their use and the training component may be a challenge for the district.

Ms. Taylor added that the devices are used in the schools with supervision and not to be taken home with students.

Ms. Greenshields noted that technology is always changing and there is continue evolution in the industry.

Mr. Fernandes stated his main goal with technology was to take care of the infrastructure. Ms. Morrison noted that the technology committee did a great deal of research on chromebooks and recommended them highly.

Technology Manager Joe Flockerzi stated that chromebook provide, “the most bang for the buck”.

Ms. Soule McCammon asked if the tech committee will be providing training and recommendations to schools. Mr. Flockerzi responded that there would be a “train the trainer” type of training in regards to chromebooks.

Ms. Russell noted that the cart system can be fairly flexible for teachers and has experienced this flexibility in her professional life. She also asked why Best Buy was chosen over Softmart. Ms. Taylor responded that Best Buy was awarded the contract because of the cost and the cart.

Ms. Soule McCammon asked if there was a difference in warranty or service, to which Ms. Taylor responded in the negative.

Sarah Greenshields moved, Carole Soule McCammon seconded to award the bid for chromebooks to Best Buy. A roll call **VOTE PASSED 5/0.**

### **b. SWITCHES**

Ms. Taylor stated that Softmart provided a bid bond and performance bond that others did not. She added that difference in price was due to the per unit cost and there is a lifetime warranty. Ms. Taylor added that there is a comprehensive service agreement so the district will be covered.



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Mrs. Grady added that the price is so much lower and she hopes that the company remains in business. Ms. Taylor stated that she believes the bids are so much different due to the brands of the switches. Ms. Russell clarified that it is not Softmart that is offering the low price, but the Netgear manufacturer.

Ms. Greenshields jumped ahead and asked why Softmart was awarded the WAC bid and was so much higher than the other bids. Mr. Fernandes responded that the other companies did not follow the bid specifications. Mr. Flockerzi stated that the two bids overlap because the switches are the hardware portion of the wireless. He added that the Softmart cost included all of the wiring that others did not include.

Sarah Greenshields moved, Carole Soule McCammon seconded to award the bid for switches to Softmart. A roll call **VOTE PASSED 5/0.**

### **c. WIRELESS ACCESS POINTS**

Sarah Greenshields moved, Carole Soule McCammon seconded to award the bid for Wireless Access Points to Softmart. A roll call **VOTE PASSED 5/0.**

## **5. PRIORITY ITEMS FOR INCOMING SUPERINTENDENT**

Mr. Fernandes discussed the transition plan for the Dr. Arbour and highlighted areas that he will focus on with her. He noted that there would be additional items added that are not on the priority list that are more items for day-to-day management of the District. He noted that the budget would be started fairly soon after the beginning of the school year. Capital Improvement Plan will be a top priority also, as well as the DHS building plan.

## **6. APPROVAL OF MS-22**

Sarah Greenshields moved, Carole Soule McCammon seconded to approve the MS-22. An oral **VOTE PASSED 5/0.**

## **7. APPROVAL OF MS-26C**

Ms. Taylor stated that this form shows expenses and estimated revenue and assists the Department of Revenue in calculating the tax rate.

Sarah Greenshields moved, Carole Soule McCammon seconded to approve the MS-26C. An oral **VOTE PASSED 5/0.**

## **G. SCHOOL BOARD MATTERS OF INTEREST**

Mrs. Grady read a statement to the public and School Board regarding Mr. Fernandes' departure.



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“This evening marks your last meeting with the Board and one where it is time to say “Thank You” for your efforts. Tony, if I may, when you came to our educational system, one would say it was in shambles. The City Council and the School Board were at odds, the Board was being criticized in the press, even to being brought before the Courts for Right To Know misconduct. The School Board was in cohesive in the area of educational thinking and was in turmoil. Your positive performance as an Interim Superintendent in our system since August of 2013 is beyond exemplary.

During your first interview for the Interim position you made a very impressive comment that indicated your love and caring for educating children: “I am in education because I do not feel that children should ever experience what I did throughout my educational years.” Whereas children are our major concern, it indicated exactly what was needed here in Dover. Your performance as our leader of education, budget process director, transparency in all decision-making, major improvement of communication skills between the two governing bodies of this City, mentoring many new administrators in the system, participation in community affairs, observation of the curriculum needs for our students, parent relationship has been beyond whatever anyone could ever expect. I would say that in a few short months, you righted the keel of the Dover, N.H. school system with great integrity.

I must say you are upheld with high esteem in this short time, among the parents, the children who love you, community members, staff, administrators and the Board. You have shown your strong educational administrative ability with all of your accomplishments. Your expectations were made known and followed. How exciting it has been to be able to sit at meetings and center discussion on educational goals, directions, expectations and accountability. This is exactly where any School Board or System should be focused. All of your performances have been an exciting adventure for the educational community.

You have not been an office sitter and have been out and making evaluations of the needs of the system. You have attended every possible event in which children have been involved, plus meetings. Certainly, you have followed the policies of the system in being the CEO and running the system as a true educational system without interference from micro-managing which is just what our policies indicate. The Superintendent makes the decisions, brings them to the Board for our input so that we can provide the best education that we can, therefore, resulting in a very smooth year for 2013-2014. This allowed you to observe the needs within the process and then make adjustments to improve what we had. You spent time with your administrators in a training program to make them Educational Leaders rather than just managers.

It was a pleasure to see a budget formed without everyone tugging at one another with cuts and additions, yet you asked for input from all of us. You used the input where it was effective and did not if ineffective. You formed a budget within the tax cap, was frugal in spending yet meeting the needs and ended up with a surplus that was spent on added needs of improvement of the system, plus the ability to place money in reserve finds and the general fund in anticipation of



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need resulting in no friction between the two governing Boards of this City. Transparency was your rule

You were active and interactive and can leave here feeling that it was a job well done. You have righted a sinking ship and the community is appreciative of this. We wish you well as you move on. It is understandable that you did not apply for an extension of your contract with the requirement of a five-year commitment and knowing you could not make that long commitment. Whatever your plans, we wish you well and thank you for your service to the community.”

Mr. Fernandes thanked Mrs. Grady for her sentiments and stated his appreciation for the opportunity to lead the Dover School District. He is impressed with the initiatives of the District and also with the administrators and staff. He commended their efforts and dedication and stated that he enjoyed working with the staff and wishes the District well in the future.

### **H. ADJOURNMENT**

Doris Grady moved, Sarah Greenshields seconded to adjourn the special session at 8:10 pm. An oral **VOTE PASSED 5/0.**

Respectfully submitted,  
Robin LaFleur, Recording Secretary