



## DOVER SCHOOL BOARD – MINUTES

|                   |                                             |
|-------------------|---------------------------------------------|
| Meeting Type:     | Budget Workshop #4                          |
| Meeting Location: | Media Access Room (Rm 306) McConnell Center |
| Meeting Date:     | <b>Monday, February 5, 2018</b>             |
| Meeting Time:     | <b>6:30 pm</b>                              |

A workshop session of the Dover School Board was called to order by Chairperson Amanda Russell on Monday, February 5, 2018, at 6:31 p.m. in the media access room in the McConnell Center for the purpose of discussing the FY19 school district budget.

**A. ROLL CALL:** Members present were Amanda Russell, Keith Holt, Zak Koehler, Matt Lahr, Carolyn Mebert and Andrew Wallace. Kathy Morrison was excused.

Also present were Bill Harbron, Superintendent; Libby Simmons, Business Administrator; Paula Glynn, CIA Director; Patrick Boodey, Principal WPS; Peter Driscoll, DHS Principal; Christine Boston, Pupil Personnel Services Director; Kim Lyndes, DMS Principal; Beth Dunton, GES Principal; Louise Paradis, CTC Director; Jeffrey Myers, IT Director, Peter Wotton, Athletic Director, Patty Driscoll, HSS Principal, Fosters.

**B. PLEDGE OF ALLEGIANCE:** Keith Holt led the Board in the Pledge of Allegiance.

**C. CITIZEN'S FORUM:** No one addressed the Board.

**D. FY 2019 BUDGET DISCUSSION:** Business administrator Libby Simmons reviewed budget documents provided to School Board members. She clarified that new positions were not included in the budget calculator.

Dr. Mebert asked for reasons why the high school debt is not shared with the City since it is a community facility. She commented that the School District should not take on the full debt. Ms. Russell clarified that the District budget grew by last year's increment but not the adequacy increment.

Dr. Mebert added that the District doesn't have supplemental aid since there has been no decrease in enrollment. Ms. Russell noted that the increment is assistance from the City but is not sufficient.

Ms. Russell commented that some of the ideas for revenue have been tried with less than optimal results. A bus fee hasn't worked in the past since it created more traffic issues.

Dr. Harbron reviewed the budget models that had been presented at prior budget workshops and reviewed reductions in budget that may be considered if the Board opted to present a tax cap budget. SAU administrators reviewed minimum standard guidelines before assembling a list of potential reductions. Non-staffing related options were reviewed first.

The leadership team will be included in discussions if reductions need to be made. If a decision is made at some point to eliminate professional positions, there would be no additional administrative positions added since it would not be morally acceptable.

After Dr. Harbron reviewed the potential reductions if a tax cap budget is presented, Ms. Russell commented that the reductions proposed would cause the District to move backward and she felt that this would not be acceptable. Mr. Wallace and Mr. Koehler agreed.



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Mr. Koehler recommended the possibility of a fee for students to participate in athletics. Mr. Wotton commented that this is already being done but is a transportation fee for athletics. It is currently \$75 per sport with a cap of 2 sports at the high school level and \$40 per sport with a cap of two sports at DMS.

Mr. Wotton continued to say that there have been reductions to a few budgeted athletic positions in the past and there are some coaches who work without receiving a salary. He commended booster clubs for raising thousands of dollars to assist with funding of sports including salaries, equipment and ice time.

Dr. Harbron added that in his past District, prior to his arrival there, there was total pay for participation. They lost 250 students due to that practice and corrected the situation ultimately although many of those students never returned. He added that it also creates ill will in the community since people already pay taxes.

Dr. Mebert stated that School District should be negotiating with the City to reduce or eliminate the cost of ice time. Mr. Wotton responded that they are currently reviewing facilities fees and can bring up the subject.

Ms. Russell commented that she doesn't feel that professional development should be reduced and added that it doesn't make sense to increase class size and remove support staff from classes.

Ms. Boston discussed the potential reduction in budget for out of district special education placements. She acknowledged that there is some risk with that reduction. If funds are needed and the District can't cover the costs, the Board would need to request a supplemental appropriation from the City Council. In the past, she has also found funding from within the budget.

Ms. Russell noted that parents already pay many fees including water, food and many other items.

Dr. Mebert requested that fees paid by booster clubs be shared with the City Council at the budget presentation.

Mr. Wallace agreed and noted that this may help the Council to understand how the budget is created. As a teacher, he stated that it is disturbing to see the potential reduction in classroom teachers. He continued to say that a culture of fear is created with young teachers when this happens. This will affect the longevity of young teachers in the District and could be a disastrous situation.

Ms. Russell stated that the District has been fortunate to add a few positions in the past 3 years. She noted that a strategic plan shouldn't be created if it can't be funded.



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Mr. Wallace noted increasing contractual obligations including health care costs of which much of the public may not be aware.

Mr. Holt agreed that positions should not be eliminated and that creating a strategic plan was a waste of time if not funded.

Dr. Boston stated that the change in positions for Special Education Coordinators to Deans would allow them to supervise and evaluate and provide her with more time to focus on other responsibilities.

Mr. Lahr asked how using Dean's will make it easier and how to show City Council the impact of the change. Dr. Boston stated she will find a way to quantify the impact with objective data for the Budget presentation to the Council.

Dr. Mebert commented that every year, the same things are said. Ms. Russell added that she felt the Joint Fiscal Meeting was overall a positive meeting. Councilors cannot state their support of the budget yet since it hasn't been finalized yet.

Mr. Koehler asked for better communication and requested to know how Councilors feel about the budget. He feels there should be more meetings between the two groups and the School District and City need to work more as a team.

Ms. Russell commented that the Board should submit a budget that meets the needs of the students.

Dr. Mebert stated that people would like to know why the Strategic Plan is costing the District money. She doesn't know if she can support additional positions since there are resources within the District to provide support of the plan. Ms. Russell agreed that there is talent, but a lack of time.

Dr. Mebert asked how many students transfer out of ESL each year to which Ms. Glynn responded that the test is only administered once each year.

Dr. Harbron referred to the Strategic Plan stating that the meat of the plan is goal two. He asked Mr. Driscoll to explain the value of the high school Dean of Instruction. He responded that roles of the Dean include supervision, evaluation, in-house PD, somewhat of an academic coordinator for scheduling, oversee state assessments, targeted PD for new teachers and others, directly works with ACs to make sure that competencies and performance-based assessments are developed, daily schedule, among many other things. The position plays a direct role in instruction that many would think are roles of a principal.

Ms. Glynn added that the Dean of Instruction at DHS is very talented and assists her greatly since the District doesn't have an Assistant Director of Curriculum, Instruction and Assessment. She explained that a similar position at DMS and the elementary schools would be invaluable. Mr.



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Driscoll added that he taught at DMS when there was a Dean of Instruction and provided insight on the position and how it helped staff. Ms. Lyndes echoed his thoughts and added that the position would help greatly with evaluation and supervision and bring continuity for instructional oversight.

Dr. Harbron commented that specific targets should be established annually to see if they are providing value and evaluating to see if it is beneficial and impacting student learning positively.

Dr. Mebert felt that would be important data and help to determine the value of the position.

Ms. Simmons reviewed the list of reductions and provided clarifications. She will provide a list of items in supplies that may be reduced.

Mr. Holt felt that it was important that the Council know that the Board is fiscally minded as part of the process. The Board wants to support the strategic plan and find areas to reduce that won't potentially directly impact students. Mr. Holt added that the change to competency-based learning is a large shift from current practices and all aspects of curriculum and assessment are affected.

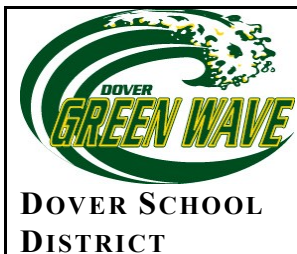
Ms. Russell reminded that the Council only has line item approval on the School District budget. The tax cap should be applicable to the City of Dover and not individual departments.

The Board reviewed the potential reductions and below are their straw poll results:

- No reductions on staff
- Need more information on athletic contingency-more discussion needed
- Reduction of Capital Reserve accts-Only as a last resort
- Furniture Account--\$25,000 reduction
- Supply Account--\$50,000 reduction
- Special Education—no reduction
- Instructional Equipment—would like to see list-\$15,000 reduction
- Professional Development—no reduction
- Camp Explore—no reduction

The new positions below are items the Board would like to prioritize in the budget:

- Title change from Special Education Coordinators to Deans of Student Services-no cost associated with this change
- Asst Director of Teaching and Learning
- ESL Instructor
- IT Technician
- Special Educator—DMS
- Deans of Instruction for DMS and Elementary school-possibly FY20
- HR Director—possibly FY20



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Final adjustments will be made at the School Board meeting on February 12, along with approval of the budget by the School Board.

Ms. Russell commented that the Board is putting together the budget based on the needs of the District and is considering the burden on taxes.

Ms. Russell commented that there is potentially positive news from Nottingham. They reported twice as many freshmen that could enter DHS in FY19 as opposed to current enrollment. They will provide a final number by March 31. This would increase revenue to the budget.

**E. MATTERS OF INTEREST:** Dr. Harbron provided information on the recent legislative update. He recommended a possible Board workshop on bills in the house and senate at some point since there are many pending. House Bills 1494, 1495, 1496, and 1497 seem to set up to look like schools are failing which drives the need for SB 193.

Dr. Mebert stated that local finance committee member Marjorie Smith would like to hear from people on SB 193 or any of the bills.

Dr. Harbron added that the representative from Reaching Higher NH has indicated that long term performance of voucher programs does not show improved results and they are designed to make districts look bad and are not looking at the total picture. Funds are not provided to the public schools to address the problems.

**F. ADJOURNMENT:** Carolyn Mebert moved, Andrew Wallace seconded, to adjourn at 8:30 p.m. An oral **VOTE PASSED 6/0**.