



**DOVER SCHOOL  
DISTRICT**

## DOVER SCHOOL BOARD – MINUTES

Meeting Type: Regular Meeting #12  
Meeting Location: Dover High School  
Meeting Date: **Monday, December 10, 2018**  
Meeting Time: **7:00 pm**

**A. CALL TO ORDER:** Chairperson Amanda Russell called a meeting of the Dover School Board to order on Monday, December 10 at 7:09 p.m. in the auditorium of Dover High School.

**B. ROLL CALL:** Present were Amanda Russell, Keith Holt, Kathy Morrison, Matt Lahr, Carolyn Mebert, Zak Koehler and Andrew Wallace.

Also present were: Superintendent Bill Harbron, Business Administrator Libby Simmons, District Administrators, Citizens, Students and members of Media.

**C. PLEDGE OF ALLEGIANCE:** Zak Koehler led the Pledge of Allegiance.

**D. CITIZENS' FORUM:** The following people addressed the Board on an incident that occurred at Dover High School on November 30.

Paula Ciotti, County Farm Cross Rd, spoke in support of the teacher and sensitivity training.

Linda Austin, Pearson Dr, advised everyone to be kind. She noted that this should be a teachable moment.

Purnell Ross, 82 Littleworth Rd, commented that racial issues must be addressed. The District is doing the right thing by working together.

Julianne Guyette, Brookline Ave, shared a personal experience and noted that if not addressed as a "hate crime", there would be a double standard.

Scott Lucius, Apache St, spoke in support of the teacher.

Lisa Carver, Willard Rd, spoke in support of the teacher.

Chantal Assande, New York St, spoke against actions of the students and teacher.

Bob Fredette, Back Rd, spoke in support of teacher and against actions of students.

Cy Carver, Willand Rd, spoke on behalf of the teacher's family, stating their support for the teacher.

Brian Cartier, Abby Sawyer Memorial Highway, spoke against actions of the teacher.

Cal Carver, Willand Rd, spoke in support of the teacher, who is also his father.



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Eudis James, Laurel Lane, spoke against actions of the teacher. He noted that he may be a good person but made a bad choice.

Daniel Ponto, Court St, commented that the solution should address the larger problem. Cultural competency training should be included in curriculum.

Jennifer MacDonald, Hanson St, spoke against racial bias and stated that this needs to be fixed for future generations.

Lisa Demayne, Belknap St, added that substitute teachers should be included in any type of diversity trainings.

Paula Deplance, 20 Mathes Hill, spoke in support of the teacher. She added that DALC may be able to assist with providing sensitivity training.

Roger Hayden, Lexington St, spoke against all of the media coverage and in support of the teacher.

David Greene, Middle Rd, spoke against the recording of the incident and added that it is a difficult situation.

Timothy, Covenant St, stated disappointment in faculty and students, but is happy that the discussion is occurring.

Eric James, Laurel Lane, spoke against actions of the teacher but history needs to be taught and shouldn't be hidden. Classes in black history should be incorporated in curriculum.

Paula Lavoie, 96 Watson Rd, spoke in support of teacher.

Christine Baber, 5 Gerry's Lane, stated that it is a difficult situation, but a great opportunity. Teacher's are responsible for managing what occurs in their classes.

Jordan Goss, Grady's Lane, spoke in support of teacher.

Timothy Dalbec, South Pine St, stated his hope for a positive outcome. People need to become color blind and the conversations should be ongoing and learn from mistakes.

Ryan Hayden, Lexington St, spoke in support of the teacher.



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Von Smith, Dover, stated his support of all students and asked to hear from them.

Peter, Dover, spoke in support of the teacher.

Jada, Tatiana, Kyana, Erin, Miracle and Matt, DHS students, spoke on behalf of students who formed a group focusing on change. The name of the group is DREAM. D for Diversity, R for Respect, E for Educate, A for Advocate, M for Mission. Their hope is to spread awareness and teacher people to cope with racial bias. They would like to learn about cultures and teacher students how to deal with racial diversity.

Cindy Breen, Newton St, brother of teacher. Spoke in support of him.

Ben Stone, Towle Ave, spoke in support of the teacher.

Amanda James, Laurel Lane, spoke in support of racial sensitivity. She noted that students are divided by the issue. Training is needed, and the teacher could be a leader.

Karen Weston, French Cross Rd, Mayor of Dover, stated that the city continues to build a large, diverse population. Dover welcomes all people and the City will do whatever is needed to make everyone feel accepted. All citizens are equal in the eyes of the city.

Kristen Butterfield, Sawyer Mill Rd., stated that the character of a person is irrelevant in certain situations. Many people are good people, but it is not ok hold the impact of the person hurt higher than the other person.

Kyle Mastro, 12 Cherokee St, DHS student, this incident should be seen as a teachable moment, but shouldn't be tolerated. Awareness and understanding shouldn't be tolerated.

Lindsay Williams, Mast Rd, stated her confidence in school leadership and added the district should work together to do better.

Bob Carrier, 22 Hill St, Deputy Mayor, stated his support of the city and suggested moving forward.

Mary Kuna, 21 Addison Place, commented that his is an eyeopener and it is sad that it took this long to get together. She is glad that DREAM has been organized which should be a safe place for students to talk.

The School Board recessed at 9:33 p.m.



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The Board re-entered public meeting at 9:46 p.m.

**E. AGENDA APPROVAL:** Zak Koehler moved, Carolyn Mebert seconded to move the Student Representative report to the next item in the agenda. An oral **VOTE PASSED 7/0**.

**H. STUDENT REPRESENTATIVE REPORT:** moved up in agenda

Ms. Dalbec stated that tours had been given of the new Dover High School two weeks ago. They are still welcoming “shadows” from other schools. A successful Thanksgiving fundraiser occurred last month. Ms. Dalbec shared information on the recently formed group called, “DREAM” who introduced themselves during citizen’s forum. Meetings will occur during advisory period on Wednesdays. One of the goals of the group is to talk about progressive solutions to problems and to bring the school community together and have people listen.

**F. APPROVAL OF MINUTES:**

1. Discipline Hearing #3, November 5, 2018
2. Regular Meeting #11, November 5, 2018

Keith Holt moved, Matt Lahr seconded approval of the minutes as presented. An oral **VOTE PASSED 7/0**.

**G. CONSENT AGENDA**

- 1. Correspondence:**
  - a. Kindergarten Study-Science Concepts
- 2. Resignations/Retirements:**
  - a. Michael Gile, DHS Math Teacher
  - b. Carol Hale, WPS Reading Teacher/Title I
  - c. Gloria Snowman, DMS Special Educator
  - d. Don Wason, DHS Science Teacher
- 3. Leaves of Absence:**
  - a. Mike Russo, DHS Science Teacher
- 4. Job Shares:** none
- 5. Nominations:** none
- 6. Extended Travel (Student Trips):**
- 7. Donations:** December 10 Donations

Keith Holt moved, Matt Lahr seconded to pull item G. 3.a. from the consent agenda for discussion. An oral **VOTE PASSED 7/0**.

Keith Holt moved, Matt Lahr seconded to approve the remainder of the consent agenda as amended. An oral **VOTE PASSED 7/0**.

Zak Koehler moved, Keith Holt seconded to approve item G.3.a. An oral **VOTE FAILED 0/6/1 (Mebert abstained)**.



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Mr. Holt commented that he is not comfortable approving a leave of absence for someone in order to look for another job.

**H. STUDENT REPRESENTATIVE REPORT:** Moved up in the agenda.

**I. POLICY-CHANGES-PROPOSALS:** none

**J. POLICY ADOPTION:** none

**K. RESOLUTIONS:**

**a. Dover High School General Scholarship Fund:** Matt Lahr moved, Keith Holt seconded to approve the resolution as presented. An oral **VOTE PASSED 7/0**.

**L. OLD BUSINESS:**

Keith Holt moved, Zak Koehler seconded to suspend the rules and to extend the meeting until the end of the agenda. An oral **VOTE PASSED 7/0**.

**a. School Lunch Balance Discussion:** Ms. Simmons reviewed her letter stating that the balance is currently approximately \$27,000. The Board agreed that this is going in the wrong direction. Dr. Mebert asked to contact other schools to determine if they are in a similar situation to which Ms. Simmons responded that she had contact Rochester and Somersworth who stated that have balances also, but not quite as high. Dr. Harbron noted that the application is very intimidating.

Mr. Holt added that this issue also impacts funding for the District. Dr. Mebert noted that if applications aren't received by October 1, adequacy aid is lost. Mr. Wallace asked if an interface could be added to the website to make it easier. Mr. Holt suggested partnering with other community resources to determine if there is a way to work through the system. Ms. Russell stated her belief that the District should continue to publicize. She also noted that families should be able to automatically qualify for free or reduced lunch if they qualify for other community services such as heating assistance.

**M. NEW BUSINESS:**

**a. FY20 Budget Overview:** Ms. Simmons reviewed the budget documents that she provided to the School Board. She commented that there would be two budgets with the first being a "level funded" budget that included contractual obligations and a "Forward" budget which would include items necessary for the growth of the School District.

Expectations for the School Board is to read the budget before the presentations begin on January 7 and be prepared with questions to those specific to presenting at that meeting.



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Similar to past year, questions should be emailed to Ms. Simmons or Dr. Harbron by the Wednesday before the meeting. Answers will be sent to all Board members by the Friday before the meeting.

**b. Condition of Accounts:** Ms. Simmons reviewed the November condition of accounts with the Board.

### **N. SUBMISSION AND PAYMENT OF BILLS:**

Keith Holt moved, Carolyn Mebert seconded to direct the Superintendent to pay manifest #19-F in the amount of \$3,038,569.96 for FY19 and \$35,865.10 for FY18 for a total of \$3,074,435.06 for the period of November 6 through December 10. A roll call **VOTE PASSED 7/0.**

**O. SUPERINTENDENT'S REPORT:** Dr. Harbron submitted his report to the Board.

### **P. COMMITTEE REPORTS:**

Dr. Mebert stated that the Curriculum Planning Committee met and made some changes to the science curriculum including only one volcano project and changes in social studies including changes in history, civics, and government.

Board members and City Councilors were emailed status and financial updates for both building projects.

**Q. SCHOOL BOARD MATTERS OF INTEREST:** Dr. Mebert stated that SEED received a \$10,000 anonymous donation for K-3 literacy in honor of former Superintendent Jean Briggs Badger.

Mr. Holt thanked everyone who attended the meeting. He added that it is an important discussion and also thanked Dr. Harbron and administrators for their thoughtful and meaningful work on the incident.

Ms. Russell stated that the DHS Marketing Class is sponsoring a Make-a-wish for of a student who has a family member with leukemia. She encouraged people who wish to make end of the year donations to choose this one or possibly the Build it Brighter campaign for the new high school.

Ms. Russell added that holiday concerts start on December 11 continue during the next few days. She added her thanks to administrative staff for their help with navigating the issue and making thoughtful decisions.

**R. ADJOURNMENT:** Zak Koehler moved, Carolyn Mebert seconded adjourning the meeting at 10:22 pm. An oral **VOTE PASSED 7/0.**