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4 **CONWAY SCHOOL BOARD**
5 **MEETING MINUTES**
6 **June 30, 2010**
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8 A meeting of the Conway School Board was held on Wednesday, June 30, 2010 at 6:30 p.m. in the
9 Cafeteria at the Kennett High School.
10

11 **Members present:** Chairperson Janine McLauchlan, Dick Klement, Syndi White, Rick Breton, Lynne
12 Brydon, and Randy Davison were present. Assistant Chairperson Kelley Murphy was not present.
13 Superintendent Carl Nelson was present. Assistant Superintendent Bob Gadomski was not present.
14

15 **Signing of Manifests (6:20 p.m.)**
16

17 **1. Call to Order (6:30 p.m.)**
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19 **2. Salute to the Flag**
20

21 **3. Approve Minutes (6-14-10)**
22

23 **Motion:** by Randy, seconded by Rick, to review, discuss and vote on item. **4 in favor, 0**
24 **opposed, 1 abstained (Rick).**
25

26 **4. Personnel**
27

28 **A. Consider Regular Personnel Changes**
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30 **Motion:** by Dick, seconded by Lynne, to review as a group, but discuss and vote
31 on each item individually. **5-0-0.**
32

33 **1. Accept Resignation of Samantha Miller – 5-0-0.**

34 **2. Accept Resignation of Annarie Van Coesant – 5-0-0.**
35 (Syndi White arrived).

36 **3. Election of ESY Summer Personnel –** Dick asked if we really needed a school
37 nurse present. Carl stated yes. Dick asked if we needed all the aides. Carl
38 stated yes, these are based on the IEPs of the students. **6-0-0.**

39 **4. Election of David Vogel as Math Teacher at KHS –** Randy's concern is that he
40 was hoping to get someone that was certified; he assumes this gentleman will be
41 taking coursework. Randy asked if there were any applicants that were certified.
42 Neal stated yes but this candidate was the best choice for the position. **6-0-0.**

43 **5. Election of Ashley Richardson as Language Arts Teacher at KMS – Randy's**
44 **consistent concern is about choosing the best qualified candidate. This person**
45 **seems very competent, holds credentials, has a background in English and**
46 **appears to be a very good candidate. Randy stated he thinks we need to look at**
47 **the overall picture when we bring a candidate forward because it ties in dollar**
48 **amounts down the road if the person isn't certified. He thinks as we go through**
49 **the whole process this will be a concern that he has but he thinks this is a really**
50 **good candidate. Janine stated she thinks the point Neal is making is that even**
51 **though the candidates may be certified, they may not be the best person for the**
52 **position. Randy stated you don't know that until a person is put in a position and**
53 **if they are certified, then there are dollars that are tied into that that you don't**
54 **have to spend in another category. He was really concerned when he saw that**
55 **the budget amount for the district for course reimbursement was used up for the**
56 **first year since he has been on the Board. Carl stated this is the second year.**
57 **Randy stated this is \$50,000 that we are paying for this district for course**

58 reimbursement for people that are coming into the field that are not certified.
59 **Carl** stated there are not that many people picking up their course work there; it
60 is when we run the Learning Through Teaching courses which we get a great
61 price on. **Janine** asked if we could get a breakdown of what the district is
62 paying, specifically for Randy's concern, for courses that are related directly to
63 certification. **Carl** stated he could do that. **Syndi** would like to know how much
64 per person do we pay when we hire someone who is not certified, the average
65 amount of money that the district invests in that person. **Carl** stated it could be
66 nothing; it depends on the alternative routes there going in and the program they
67 set up. It varies with each individual. Carl will get the Board a total of out of the
68 \$50,000, how much is for certification. This will be, at least, a starting point.
69

70 **Syndi** stated that the math teacher is a mechanical engineer with a minor in
71 mathematics, plus he has been a teacher for a year. One of the trends in
72 education is to get people from professional fields to get them into education and
73 do that certification part. She thinks this is great. One concern she has is when
74 we look back at all of the people who came to us last year that weren't certified
75 and the Board questioned, a high percentage of them are no longer with us.
76 **Neal** stated on the other side of the coin, some of the very best teachers we have
77 had at the high school came through the Alternative Education Program. Just
78 because you have been certified as a teacher and coming through a formalized
79 education program does not necessarily mean that you are going to be a very
80 good educational teacher. Bringing the outside relevancy and being able to
81 apply it to the discipline that you teach matters a great deal. **Randy's** rebuttal on
82 this, and this will be a constant, is that when people go into the field of education,
83 school districts do not normally pay for their certification. **Dick** moved the
84 question. **6-0-0.**

- 85 **6. Election of Fall Coaches** – Dick stated he thought Mountain Biking was a club
86 and, therefore, had to pay for their own expenses. He thinks a club should be
87 able to show that they can make their own way in the beginning and he would
88 like them to be told to go raise the money themselves. **Neal** stated there were 42
89 youngsters who were a member of the Mountain Biking Club last year; they were
90 6-0 undefeated, and they compete against other high schools in the state. They
91 went through the club to sport process and this is their second year. **Carl** stated
92 the money came out of NH Charitable Fund before that and then was put in the
93 2009-2010 budget. **Dick** stated each child would have to raise \$40. **Neal** stated
94 Mountain Biking has gone through the process to go from a club to a varsity
95 sport. **Dick** thought this was still a club but stated he may have some bad
96 information. **Lloyd Jones** (audience member) stated the NHIA does not
97 currently recognize mountain biking as a sport so we are currently competing at
98 the highest level we can until NHIA does recognize it as a sport. We are
99 competing at the club level against several private academies. **Randy** noted his
100 concern is that in hiring coaches, in his opinion, some are significantly more
101 qualified than others that are teaching at a higher level. He was amazed at the
102 credentials that the middle school person has. He was very happy to see that
103 that person was willing to come here and coach. It looks like she applied for the
104 varsity position and she is getting the middle school. Her resume glows in
105 regards to field hockey. He stated he is also privy to the fact that there was
106 another person that was in high regard going for that field hockey coach position.
107 He feels someone should have a discussion with Kerry Brady because it's all
108 well and good if you hire a faculty member and place them in a sport, but if you
109 have people that are coming forward that are significantly more qualified, we
110 really should be putting them in the positions. **Neal** strongly disagreed. He
111 explained that CJ is extremely well qualified. She was offered a coaching job at
112 the collegic level, she has been a field hockey player throughout college,
113 throughout high school, has taught a number of seminars and clinics, she is
114 infinitely as well qualified, if not better, than anybody else who applied. The other
115 thing they look for is to put coaches on their teams as part of the teaching
116 professions that they have. They now have someone in the building that is a

resource for other teachers who connect with kids that they can go to if they are having trouble with a specific kid. This young lady we have coming up through as the field hockey coach is outstanding. They looked at three applicants; she is definitely the best of the three. **Randy** rebutted this stating the fact that this person was put in the middle school and holds a Masters in science, sports coaching; holds a Bachelors in kinesiology. He was amazed with the amount of background this person had and apples to apples, it didn't add up to him. **Rick** stated that the Board has to place their trust in the people who are interviewing these people until proven otherwise. **Randy** stated he will have a conversation with Kerry Brady. **Syndi** thinks it is micromanagement for the School Board to get so involved in the hiring of coaches. **4 in favor (Janine, Dick, Syndi, Lynne), 2 against (Dick and Randy), 0 abstained.**

7. **Election of Summer School Staff at KMS – Randy** asked how many students will be attending. **Carl** is not sure as Kevin Richard was not reachable today. **6-0-0.**
8. **Election of Team Leaders at KHS – 6 in favor, 1 opposed (Randy), 0 abstained.**
9. **Re-election of Teachers for 2010-11 –6-0-0.**
10. **Election of Veronique Legendre as Resource Room/Team Teacher (English) at KHS – 6-0-0.**
11. **Election of Sherri Billings as Math Teacher at KHS - Randy** stated this is another great catch with a Bachelor's in mathematics. **6-0-0.**
12. **Election of Christine Sears at Health Science Technology Teacher at KHS – Randy** is assuming the numbers are going to be up? **Neal** stated there are 70 to 80 kids versus six. **6-0-0.**

B. Consider Declaring a Local Critical Shortage

Motion: by Dick, seconded by Rick, to review, discuss and vote on item.

Randy was aware of people out there with Master's degrees in literacy that he thought applied for this. **Carl** reminded him that this was not a full time job; it was cut back by 20%. **Randy** thinks this should be advertised. **Rick** asked what's the follow through if we declare this a critical shortage. **Janine** stated there would be a current employee that could go for an Alternative 4. **Syndi** is concerned because as a reading specialist, you really need to have someone that specializes in teaching kids reading and not just have someone who is an aide that has been in that position for a while and put her in a reading specialist position. **Carl** noted this is for a part-time position due to budget cuts. **Syndi** thinks we should not call it a reading specialist if the person is not really qualified to be so. **Randy** agreed. **2 in favor (Dick, Rick), 4 opposed (Syndi, Janine, Lynne, Randy), 0 abstained.**

5. Presentation of School Programs/FYI ITEMS

- A. KHS Student Representative – (first meeting of the month)**
- B. Principals' and Directors' Reports (first meeting of the month)**

6. Public Comments

An audience member spoke to Randy's concerns on coaching. He thinks equity in compensation needs to be looked at and consistency with serving the kids. He will be requesting to go into non—public session for discussion at the next meeting. **Jim Lefebvre** asked with regard to team leaders at KHS, is the team concept in the 9th grade the same as middle school, and was there any consideration given to extend that to the 10th grade? **Neal** stated they continue to look at this. The failure rate four years ago for the 2006-07 school year for freshman class was 14.55. The first year the team concept was put in it dropped to 10.45. Two years ago with the team concept it was 6.14 and through the third quarter of this year, they are sitting at 4.66. There have certainly been benefits from it. Info learned from SFSTF was if students are successful freshmen year, the probability that they will continue to be

176 successful and become high school graduates is significantly higher. **Jim Lefebvre** asked
177 regarding 4.A.12 was funded at 33% previously. Was this due to a hiring? **Carl** explained it
178 was funded in budget at 100% but it was reduced due to enrollment in that subject area.
179 Under the new schedule, this class becomes available to more kids and the enrollment has
180 increased to be a complete load for that teacher. **Jim Lefebvre** asked Carl to take a few
181 moments to describe what a critical shortage is and the benefits to the school district, if any, for
182 declaring a critical shortage. **Carl** explained there are two types of critical shortage. One is a
183 list published by the state. They survey all the schools in the state and find out what positions
184 are very difficult to fill. There is also a local critical shortage and in this case and, as Laura
185 explained, based on that position, she was not able find anyone that was certified to accept it.
186 Carl thinks in large part this had to do with the 80% position as opposed to a 100% position.
187 The benefit of declaring this a critical shortage would have been that another individual who is
188 very capable would have been able to get an intern license or an Alternative 4 Certification in
189 order to fill that position and be considered Highly Qualified. Jim voiced his support on
190 Alternate Certificate versus Certification as he himself experienced professors at the University
191 of Vermont who were subject experts in their field who were brought in to teach.

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193 **7. Old Business – None.**

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195 **8. Instructional Issues**

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197 **Motion:** by Dick, seconded by Rick, to review as a group, but discuss and vote on each
198 item individually.

199
200 **A. Consider Approval of Overnight Field Trip – Football Camp**

201 **Dick** noted this is not a school sponsored trip so what if we asked them to fund the trip
202 themselves. **Mike** stated they would go to the Boosters Club and see what they can do.
203 **Randy** is in support of using the gate receipts for this type of item. **Dick** calls attention
204 to the second page of overview that this is not a school sponsored trip so why are we
205 paying for it out of the school funds. **Janine** questioned if it is not a school funded trip,
206 what about liability, buses, etc.

207
208 **Motion:** by Dick, seconded by Lynne, to table item until next meeting to clarify if this is a
209 school sponsored trip or not. 6-0-0.

210
211 **B. Consider Approval of Summer Program and/or Curriculum Work – 6-0-0.**

212
213 **C. Consider First Reading of Policies**

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215 **IKC – High School Grading and Rank in Class – 6-0-0.**

216 **IKEB – Pupil Progression Plan –6-0-0.**

217 **JFCA – Student Dress Code** – The Policy Committee is recommending that the
218 students be allowed to wear sweat pants. Discussion was held on what was acceptable
219 and not acceptable. **Dick** asked for a general survey of Board Members on their
220 opinion of school uniforms. Dick was in favor; Randy, Syndi, Lynne, and Rick were not
221 in favor; Janine did not opine. Discussion was also held on girls being allowed to wear
222 tank tops.

223
224 **Motion:** by Rick, seconded by Dick, to place tank tops under “unacceptable”.

225
226 Discussion was held on what is and is not considered a tank top, how
227 much would be covered, can guys wear them, too, etc. **Neal** stated this
228 is covered under bullet three which states that no undergarments will be
229 showing.

230
231 **Vote on motion:** 3 in favor (**Janine, Dick, Rick**), 3 opposed (**Syndi,**
232 **Lynne, Randy**), 0 abstained. **Motion fails.** Tank
233 tops will not be added to the “unacceptable” list.

235 **Dick** will be voting no on the first reading of this policy because more was changed than
236 was asked for. The original request from the students was to be allowed to wear sweat
237 pants and at that time **Dick** stated if the policy came in with anything else, exceeding the
238 additional request, he would not vote for it. **Rick** stated he agreed with **Dick**, it was
239 brought to the Policy Committee for sweat pants, nothing else.

240
241 **Vote first reading of policy: 5 in favor (Janine, Randy, Syndi, Lynne, Rick), 1**
242 **against (Dick), 0 opposed.**

243
244 First reading passed with a recommendation to the Policy Committee to specifically
245 address the tank top issue for the second reading.

246
247 **Student Travel in Private Vehicles – Dick** noted in NH you don't need insurance, so if
248 you're going to Fryeburg, they need insurance. **Neal** stated typically they do not allow
249 other kids to ride with drivers. It would be the sole occupant and owner of the vehicle.
250 **Randy** asked what other schools do and has this gone through NHSBA and what
251 legalities are there. Is the district going to be liable? **Dick** stated Bob brought this to us
252 from the State. **Neal** stated there is a waiver signed stating the school is not
253 responsible, etc. **6-0-0.**

254 255 **9. Business Affairs**

256 **A. Award Pine Tree Flooring Bid**

257
258 **Motion:** by Randy, seconded by Dick, to review, discuss and vote on item. **6-0-0.**

259 260 **10. Administrators' Reports**

261 The Eagle's Eye was given out to Board Members.

262 263 **A. Budget Committee Workshop with DRA – Carl** reminded all that this will be held on 264 Tuesday, July 20, 2010 at 12:00.

265 266 **11. Board Members' Issues -- Board Discussion**

267
268 **Dick** noted that while passing in front of one of the schools, he noticed the flag was tattered
269 and worn. The Fourth of July weekend is here. He asked **Carl** to please get in touch with the
270 principals of each school and ask them tomorrow morning to switch out their flag if it needs
271 repair. The American Legion would happily volunteer to dispose of the flags properly.

272 **A. Committee Reports – None.**

273
274 **B. Set Date for July Meeting (July 26th) – The School Board** will meet once in July and it
275 will be on July 26th. If a special meeting is needed, it will be scheduled.

276 277 **12. Public Comments (time permitting)**

278
279 **Lloyd Jones** asked how it is going on the search for Vice Principal and Eagle Academy
280 Director. **Carl** stated they will be doing interviews next week. He stated there will be five initial
281 interviews for Vice Principal.

282
283 **An audience member** stated a few weeks ago they had a non-meeting with the Budget
284 Committee (no quorum). **Carl** presented the SAU Report Card to the Budget Committee
285 members present. The audience member stated there were 221 suspensions. Were some of
286 these multiples (one student being suspended more than one time). **Carl** stated yes if one
287 student got suspended three times, that three times go into that 221 number. **Dick** stated he is
288 pretty sure this is a relatively small number of students percentage wise. **The audience**
289 **member** asked what portion of education problems are contributed to poor parenting and can
290 this be broken down. **Syndi** stated it would be very difficult to do as there are so many issues
291
292
293

294 that would contribute (learning disabilities, etc.). It is very dangerous to say a kid is not doing
295 well because of poor parenting; there are a lot of other factors to consider. **Janine** stated they
296 have never tried to tie these two things together and the definition of poor parenting can be
297 different from one person to another. **The audience member** stated it seems to him that with
298 out of 180 teachers, those that fall within the distinguished category were: 102 in 2007, 106 in
299 2008, and 111 in 2011. When we have so many distinguished teachers, to have the results
300 that we do have, it seems to him that it doesn't jive. In going over the dress code as the Board
301 did tonight, it comes to mind for him that there is a lack of responsibility or discipline more than
302 anything.

303
304 **13. Adjournment**

305 **Motion:** by Randy, seconded by Rick, to adjourn. At 7:37. All in favor.

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307 Meeting adjourned at 7:37.

308
309 Respectfully Submitted,

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313
314 Xann Teryek
315 Recording Secretary
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317