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4 **CONWAY SCHOOL BOARD**
5 **MEETING MINUTES**
6 **December 14, 2009**
7

8 A meeting of the Conway School Board was held on Monday, December 14, 2009 at 6:30 p.m. in the
9 Loynd Auditorium at the Kennett High School.
10

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

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

17 1. Call to Order (6:30 p.m.)
18

19 2. Salute to the Flag
20

21 3. Approve Minutes – None.
22

23 4. Personnel
24

25 A. Consider Regular Personnel Changes

26 Motion: by Kelley, seconded by Janine, to review as a group but discuss each item
27 individually.

28 1. Approval of Request by Monique Allan for Child Care Leave – 6-0-0.

29 2. Election of Todd Giles as Middle School Boys Basketball Coach – 6-0-0.

30 3. Approval of Early Retirement Requests – Three employees have requested early
31 retirement (Charles Brumhall, Andrew Blanchard, Jill Olen Davis) The impact to
32 the district is \$9,195. Sheryl stated that the contract requires us to accept three
33 early retirements. Anything beyond that is up to the Board's discretion. Randy
34 stated that last year we had a great picture from the Conway Daily Sun of
35 retirees. A dedication of the years of service should be placed in the Town of
36 Conway budget book as these people have put in a lot of time and effort for the
37 Town of Conway. 6-0-0.

38 4. Establish 1:1 Sp. Ed. Aide Position at JFS – 6-0-0.
39

40 5. Presentation of School Programs/FYI ITEMS
41

42 A. KHS Student Representative – None.

43 B. Principals' and Directors' Reports (first meeting of the month) – Written reports were
44 received from all administrators. Sheryl asked Bob if we could post the administrator's
45 reports on the SAU website. Bob said he could do that.
46

47 6. Public Comments – Lloyd Jones stated he was sorry to see these people retire but wished
48 them all the best. He asked if the Board would be reviewing the athletic code contract. Sheryl
49 stated no due to other items that needed to get done. Lloyd noted that the Kennett High
50 Football Team received the sportsmanship award and that the retiring football coach has been
51 asked to coach the Shriner's football team.
52

53 7. Old Business – None.
54

55 8. Instructional Issues

56 A. Consider Approval of Overnight Field Trip – Jazz All-State Festival

57 Motion: by Kelley, seconded by Janine, to review, discuss and vote on trip.

- 58 Dick asked if this was being paid for by the school. Neal Moylan stated no. 6-0-0.
59 B. Consider Approval of Overnight Field Trip – KHS Performing Arts Dept.
60 Motion: by Kelley, seconded by Janine, to review, discuss and vote on trip.

61
62 Kelley stated in regards to chaperones and number of students, she thought we needed
63 1 chaperone for every 10 students. There are 45 students attending and only 3
64 chaperones and it is an overnight. Dick stated since they are out for three nights, there
65 are two gals on one gentleman for chaperones. Sheryl recommended that if this trip is
66 approved, we do so with the directive that they comply with the appropriate chaperone
67 ratio. Janine asked what was the education value for the dance team if they are not
68 going to participate. Sheryl stated they were putting together a program where they may
69 not have an opportunity to participate but they will be receiving master's level
70 instruction. Pending that they are compliant with chaperon policies (backup, ratio, etc.)
71 the vote on the trip was - 6-0-0.

72
73 RECESS SCHOOL BOARD MEETING FOR BUDGET COMMITTEE MEETING
74 -----

75
76 **CONWAY BUDGET COMMITTEE**
77 **MEETING MINUTES**
78

79 Jane Gray joined the meeting.

- 80
81 1. Call to Order at 6:42.
82
83 2. Approval of Minutes (11/18/09 and 11/19/09)

84
85 Motion: by Kelley, seconded by Janine, to review, discuss and vote on both sets of minutes.
86 Minutes of 11/18/09 – 7-0-0.
87 Minutes of 11/19/09 - 5 in favor - 0 against - 2 abstained (Janine, Syndi).

- 88
89 3. Unfinished Business – Reduce School Board Stipends by 10%
90 Motion: by Dick, seconded by Kelley, that board members stipends be reduced by 10%
91 for one year only.
92 Sheryl stated she would be abstaining because she will not be running for re-election. Syndi
93 stated she will be voting against it because they are also on 8 or 9 committees in addition to
94 school board, and this covers her mileage, etc.
95 2 in favor (Dick, Kelley), 3 opposed (Janine, Syndi, Randy), 2 abstained (Jane and Sheryl).
96 Motion fails. Stipends stay where they are at.

- 97
98 4. Consider Special Request Items
99 Dick requested that the special request items be deferred until after they have the dollar
100 amounts in the warrant articles.
101 Motion: by Dick, seconded by Randy, to modify the agenda to put these items after
102 the budget piece. 7-0-0.

- 103
104 5. Consider Approval of 2010-11 Proposed Budget

105
106 Sheryl noted the total budget being put forth has an increase of 2.6% which represents
107 \$720,970. Budget requests are down by 1.9%, requested budget is up to 2.6%.

108
109 Discussion of Warrant Articles will be held prior to considering approvals of proposed budget.

110
111 Dick noted that the co-curricular athletic director is a stipend position for \$10,000 with a 2%

112 performance increase. Should this have the performance increase?
113

114 Motion: by Dick, seconded by Janine, to eliminate the performance pay increase and
115 keep the \$10,000 stipend. 6 in favor, 0 opposed, 1 abstained (Sheryl).
116

117 Motion: by Kelley, seconded by Janine, to accept the budget as it is presented.
118

119 6. Consider Approval of Warrant Articles 120

121 Sheryl reviewed the Warrant Articles and their amounts. Carl reviewed how each article would
122 affect the tax rate. Dick stated if we add the warrant articles to the budget, we are up from last
123 year. Is this the year to add any of the special request items? This led to further discussion.
124

125 Jim Hill stated it will take \$50K to upgrade the electricity just at Conway El. Individual
126 principals have put in on their list carpeting which is approximately \$250K to do Pine Tree,
127 Conway el, and John Fuller. Realistically this cannot get done in one summer due to the
128 amount of work involved. The plan would be to take one building at a time. Two years to do
129 all of Pine Tree, half of Pine Tree the next year, then Conway El, then John Fuller, and in the
130 fourth year finish up Pine Tree. There was much discussion on whether this could be done out
131 of the rotating maintenance fund or not. Would it make more sense to have \$80K this year
132 come out of the Maintenance Trust Fund and not add any money to this year's budget? Randy
133 thinks this is the way we should go. He doesn't like it when people come to him and ask what
134 this rotating fund is for. This fund inflates per pupil costs. He believes these repairs should be
135 achieved through a warrant article so the taxpayers know what they are getting and what is
136 getting fixed. Randy is not for adding to the rotating fund. Dick stated in the past we did not
137 maintain our buildings and we got what we deserved with the former high school. Every time
138 something is needed, maintenance of the buildings suffers. He believes the town's people do
139 not want to experience what we did with the old high school. We have not increased the
140 rotating fund in a number of years. Sheryl suggested that we explain to the taxpayers why we
141 need to pass the \$100,000 to add to the Building Maintenance Fund to get the work done and
142 not ask them for additional budget dollars and to not increase the rotating maintenance fund.
143 She believe the Municipal Budget Committee will support this. Sheryl recommended that
144 Conway El and John Fuller carpet be removed them from this list and direct maintenance to
145 take care of this out of the Maintenance Trust Fund. Randy likes this approach. Dick stated if
146 the warrant article does not pass, this \$80K for Fuller and Conway El would not leave sufficient
147 money in the Maintenance Trust Fund to do the electrical work. Sheryl stated Jim would then
148 be forced to look within his budget and make it work.
149

150 Motion: by Randy, seconded by Sheryl, to raise the amount in Article 14 to \$130,000.
151 Motion and second withdrawn.
152

153 Motion: by Dick, seconded by Sheryl, to accept the requested increase of the Rotating
154 Maintenance Fund. 1 in favor (Dick), 6 opposed, 0 abstained. Motion fails.
155

156 Motion: by Randy, seconded by Sheryl, to raise the amount in Article 14 to \$130,000.
157 7-0-0. Motion passes.
158

159 This direction assumes we are not going to consider two requests for items on this list because
160 they will come out of the rotating maintenance fund.
161

162 Conway El has requested ½ teacher. Brian stated he has three second grade sections. Sheryl
163 reviewed that fact that if we make a position in our budget for this class size reduction position
164 and funds come through, we cannot use them and save this money and take it out of the

165 budget for next year. How sure are we that these funds are going to come through? Brian
166 stated we are sure that the money is going to be spent on professional development. Voted to
167 add half time teacher.

168
169 John Fuller requested a classroom teacher for \$50,000.

170
171 Pine Tree requested a reading specialist for \$9,240 that the board reduced to 4 days and the
172 request is to make it full time again. Randy's concern is that didn't we just place another title
173 one person at Pine Tree. Laura stated yes, for the remainder of this year. She doesn't know
174 what they will look like next year.

175
176 KHS requested a Student Advocate Position at \$50,000. Neal stated this includes Eagle
177 Academy Director's position, GED Options position, it includes the management of Ed Options
178 and all of the distance learning pieces that we currently have. This is the last piece we need to
179 fulfill what the SSTF wanted which is to drive the dropout rate down to zero. Randy thinks this
180 is a good idea but this is not the year. Janine stated the same. Syndi asked if this could be
181 done with a part time position. Neal state if it is part time it would be similar to the Eagle
182 Academy Director position and they are only here part time and not accessible to the students.
183 Kelley noted this is the third time a position such as this has been asked for. Many of the
184 items on this list are first time items but his one has been requested year after year. Dick is
185 going to vote against it and asked if Neal can find the money somewhere else? Neal stated
186 no. He believes this is the year it is needed the most with the economy hitting the families the
187 way it is.

188
189 The District has requested an increase on nurses' salaries. Carl stated he strongly urges the
190 \$6,000 which doesn't even equate to a penny per thousand on the tax rate. They really do
191 deserve the increase. Randy supports this. Syndi supports this as well.

192
193 Motion: by Randy, seconded by Janine, to support the increase for nurses. 7-0-0.

194
195 Motion: by Kelley, seconded by Syndi, to add the Student Advocate Position for \$50,900.
196 3 in favor (Kelley, Dick, Syndi), 3 opposed (Janine, Randy, Jane), Sheryl
197 abstained. Motion failed.

198
199 Motion: by Kelley, seconded by Janine, to add the 0.5 teacher position at Conway El, the
200 Classroom Teacher at John Fuller, and the Reading Specialist at Pine Tree.

201
202 Motion Amended: By Janine, seconded by Kelley, to add \$74,514 for a teacher
203 which will be split between Conway El and John Fuller.
204 5 in favor, 2 opposed (Dick and Jane), 0 abstained.

205
206 Motion: By Janine, seconded by Jane, to add the Reading Specialist position requested by
207 Pine Tree. 0 in favor, 7 opposed, 0 abstained.

208
209 Motion: by Jane, seconded by Janine, to reconsider Student Advocate position at the High
210 School. 3 in favor (Kelley, Dick, Syndi), 4 opposed (Sheryl, Janine, Randy, Jane), 0
211 abstained. Motion failed.

212
213 \$81,021 will be added to the budget.

214
215 \$32,273,565 is the new budget number.

216
217

218 Motion: by Randy, seconded by Dick, to reduce high school team leaders – freshman (page
219 27, last line item) to zero instead of \$3,606.
220

221 Randy stated a team leader at the freshmen level was proposed and it did come forward. He
222 believes the department heads can do this. Neal strongly disagrees with the move to
223 micromanage the budget. Team leader in the freshman house does not perform discipline.
224 The team leader coordinates curriculum which is a promise of good fundamental sound
225 education. They interrelate and prepare students for success. Carl stated we have not put in
226 place the student advocate position. By not having the team leaders, this would further erode
227 our dropout rate. Carl supports Neal's position. Randy disagrees with this as we have three
228 administrators in this building and curriculum directors.
229

230 Dick moved the question. 1 in favor (Randy), 6 opposed, 0 abstained. Motion fails.
231

232 Motion: by Randy, seconded by Syndi to reduce the 2010-2011 middle school budget by
233 \$166,730.
234

235 Syndi stated she cannot support this right now. The place to address this is with the upcoming
236 middle school committee, etc.
237

238 Dick moved the question. 1 in favor (Randy), 6 opposed, 0 abstained.
239

240 Randy stated he thinks the middle school is overstaffed.
241

242 Motion: by Randy, seconded by Dick, to separate out special ed services in the district wide
243 budget for the 2011/2012 budget.
244

245 Jane stated the problem is that we have tuition contracts at various levels. Carl and Becky
246 stated they would have to look into this to see if it can be done. Sheryl suggested we offer
247 them a little bit of latitude to find out what we can get in terms of a separation.
248

249 Sheryl called the vote. 6 in favor, 1 opposed (Jane), 0 abstained. Motion carried.
250

251 The recommendation from the School Board Budget Committee for the new number for
252 Warrant Article 2 is \$32,273,565.
253

254 Motion: by Janine, seconded by Dick, that the School Board Budget Committee move this
255 item to the School Board. 6 in favor, 1 opposed (Randy), 0 abstained.
256

257 7. Next Meeting – January
258

259 8. Any Other Business – None.
260

261 9. Adjourn at 8:39.
262

264 RECONVENE SCHOOL BOARD MEETING
265

266 9. Business Affairs
267

268 A. Consider Accepting Donation of Console Piano
269 Motion: by Kelley, seconded by Randy. 6-0-0.

270 B. Consider Accepting Donation of \$2,200 from Mt. Washington Nordic
271 Motion: by Kelley, seconded by Janine. 6-0-0.

- 272 C. Consider Approval of 2010-11 Budget
273 Motion: by Janine, seconded by Dick. 5 in favor, 1 opposed (Randy), 0 abstained.
274 D. Consider Approval of Warrant Articles – not enough information to approve them at this
275 time.

276
277 10. Administrators' Reports – Eagle Academy Graduation will be held on December 22nd in the
278 Auditorium at 7:00 p.m.

279
280 11. Board Members' Issues -- Board Discussion – CEA Contract. We have the good fortune of
281 having successfully reached a negotiated agreement thanks to the leadership of Janine and
282 the cooperative efforts of the CEA and all parties involved. Janine summarized the
283 arrangement. In summary, with regard to the health insurance CEA has agreed to \$500
284 deductible plan (HMO Low); the district, similar to with the ACSME last year, will be funding the
285 deductibles under IRS Code 125 plan. This provides a savings to the district of over \$200,000
286 and the employees will experience a savings in their premiums. They negotiated increases of
287 2.5% cost of living, and a performance piece for reaching certain merit levels. They presented
288 a new hiring schedule of \$30K with a bachelors degree at step one. The impact of the entire
289 package is \$355,436, which is about a 2.73% increase over 2009/2010 cost. Randy is
290 concerned that the last time we negotiated we took some wording out regarding course
291 reimbursement. The prior wording was that credits toward meeting certification (initial) will not
292 be reimbursed. Were there discussions around this? Sheryl stated that starting a higher
293 salary should pull in HQTs. Dick and Janine both stated that this was discussed and did not
294 make it in.

295
296 Vote on contract. 5 in favor, 0 against, 1 abstained (Randy).

297
298 Randy noted that the date of policy KB should be checked as KBA stated it was to replace
299 existing policy. Bob stated he would look into this.

300
301 Delegate assembly package. Randy thinks a couple of resolutions are going to go forward. On
302 page 11 SRO \$12,000 matching fund grant will be awarded. We should support this resolution.
303 Sheryl stated that all Board Members should review this package and send their comments to
304 Syndi via email.

- 305 A. Committee Reports – None.
306 B. FYI (no meeting on December 28)

307
308 12. Public Comments (time permitting) –Lloyd asked if the Board's vote of 4:3 against student
309 advocate position means we will not meet the zero student dropout rate? Carl stated no it
310 does not mean that. Doug Swett asked if someone could explain the Evergreen Clause and
311 how should he handle this as a voter? Sheryl responded.

312
313 13. Adjournment

314
315 Motion: by Janine, seconded by Kelley. All in favor. Meeting adjourned at 9:00 p.m.
316