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CONWAY SCHOOL BOARD
MEETING MINUTES
June 14, 2010

A meeting of the Conway School Board was held on Monday, June 14, 2010 at 6:30 p.m. in the Loynd Auditorium at the Kennett High School.

Members present: Chairperson Janine McLauchlan, Assistant Chair Kelley Murphy, Dick Klement, Syndi White, Lynne Brydon, and Randy Davison were present. Rick Bretton was not present. Superintendent Carl Nelson and Assistant Superintendent Bob Gadomski were also present.

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

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

2. Salute to the Flag

RECOGNITION OF RETIREES

Janine recognized and thanked the following retirees for their years of service: Melinda Preece, Chuck Broomhall, Andy Blanchard, and Jill Olind-Davis (not present).

3. Approve Minutes (5-24-10)

Motion: by Randy, seconded by Lynn, to review, discuss and vote on item.
5 in favor, 1 abstained (Kelley), 0 opposed.

4. Personnel

A. Consider Regular Personnel Changes

Motion: by Kelley, seconded by Randy, to review, discuss and vote on each item individually.

- 1. Accept Resignation of Rick Barnes** – Syndi stated this position was advertised for before Rick resigned; she asked for clarification. Carl stated it was advertised as an “anticipated” opening. Syndi stated right now we have a Dean of Students and this position is for a Vice Principal. She was wondering if there has been any thought to having just the Vice Principal. Neal Moylan responded that there has not been any thought to that at all because there are so many responsibilities that the Vice Principal covers from dealing with all of the discipline issues, court involvement with the truancy piece, the GED options piece, and leadership in the freshman house (providing guidance). Syndi stated the reason she asked is if you look at the salary plus the benefits, it would equal almost \$100,000 and she was wondering if this could be a place to save money. Carl noted Neal has seized other opportunities to save money. Dick stated he has worked with Rick very closely and he will be missed; Dick wished him well. Syndi stated that the presentation Rick did on cyber bullying was one of the best presentation she has been to in a long time. Everyone that was there gave great feedback. Randy concurs that the district has been fortunate to have Rick here; congratulations to Rick’s new district. **6-0-0.**
- 2. Accept Resignation of Duncan MacKenzie** – **6-0-0.**
- 3. Contract Extensions of Certified Administrators** – Dick asked if this includes the 2% raise. Carl stated it does. Dick stated he will vote for this but he will not

58 vote for any raise for anybody in the next contract cycle. The only exception
59 would be to increase the starting salary for teachers. Syndi stated the same
60 thing she did at the SAU 9 meeting which had to do with the fact that most
61 salaries coming through are from the \$60K to \$100K range, and to give people
62 that are making this much money a 2% raise when we have teachers who are
63 making under \$30K because they don't have a contract is really bad. She feels
64 the same way Dick does. Randy stated most districts are not taking raises. The
65 community voted down the pay raise for the educators and in this district they
66 make far less than the same entities in other districts of the same size. The
67 administrators of our district are paid far less, as well. He will vote for the 2% this
68 year but it will be interested to see what happens next year. Janine explained for
69 clarification that when we say this is the 2% that is already in the budget, we
70 need to remember that this was a budget that was passed in a warrant article by
71 the voters with a 2% increase built into it as opposed to the teachers' contract
72 which did not pass. This is something that the voters have had a chance to vote
73 yes or no on. **6-0-0.**

- 74 **4. Contract Extensions of Noncertified Administrators – 6-0-0.**
- 75 **5. Election of CESP Personnel for 2010-11 – 6 in favor, 1 abstained (Kelley), 0**
76 **opposed.**
- 77 **6. Election of Non-union Staff for 2010-11 – 6-0-0.**
- 78 **7. Election of AFSCME Personnel for 2010-11 – 6-0-0.**
- 79 **8. Approval of Leave of Absence for Pamela Dethlefs - Carl will provide further**
80 **explanation in non-public session of this item. 5 in favor, 0 abstained, 1**
81 **opposed (Dick).**
- 82 **9. Election of Teachers for the Summer School Program at KHS – 6-0-0.**
- 83 **10. Election of Duncan MacKenzie as Social Studies Teacher at KHS – Randy**
84 **stated we really need to do something regarding people entering the field of**
85 **education who are receiving less than \$30K a year or Conway will continue to be**
86 **a training ground for teachers. 6-0-0.**
- 87 **11. Election of Carissa Lang as Phys. Ed. Teacher at KHS – 6-0-0.**
- 88 **12. Election of Courtney Turchan as Health Education Teacher at KHS (1 year**
89 **only) - 6-0-0.**
- 90 **13. Election of Deborah Lemire as French/German Teacher at KHS – Dick stated**
91 **we had an FYI where we transferred a Spanish teacher from the high school to**
92 **the middle school. Now we are looking to bring in two new high school language**
93 **teachers and moving one down to middle school and one was non-renewed.**
94 **Why are we hiring the new one to come to the high school and moving the**
95 **existing one to the middle school? Carl noted it was a combination of both the**
96 **desire of the individual and the two principals have collaborated on that and felt it**
97 **would be in the best interest of both the high school and the middle school to**
98 **move in that direction. Randy stated it sounds like this person is worldly in the**
99 **area of French but he did not see a lot in the background of German. He is**
100 **wondering where we are in regards to certification in German. Neal reported she**
101 **has strong conversational German skills, she has expressed an interest and**
102 **desire to go ahead and HQT German as well. Carl stated we are lucky to be**
103 **able to find people who can do two languages. One we know she is certified in**
104 **and the other she will be in the process of getting a temporary license in. 6-0-0.**
- 105 **14. Election of Tanner Mosher as Spanish Teacher at KHS – 6-0-0.**
- 106 **15. Election of Department Heads at KHS – 6-0-0.**

107 **5. Presentation of School Programs/FYI ITEMS**

- 108 **A. KHS Student Representative – Chris King reported that everyone is getting ready to**
109 **go the beach!! Finals for underclassman start Friday and continue into Monday and**
110 **Tuesday. Senior finals have begun and will finish up tomorrow. Graduation practice is**
111 **Friday with Graduation on Saturday hopefully outside at 10:00 a.m. The parking lottery**
112 **just happened with 180 students getting a parking spot. Chris will be attending every**
113 **student council meeting and report to the School Board what happens at those**
114 **meetings. Recently the Student Council has discussed moving the bike rack from the**
115
116

117 back of the school to the front of the school for student safety, locker re-arrangement for
118 senior privileges, the sweat pant rule, and the student council officer elections just took
119 place, Homecoming planning has been talked about a lot, and the student courtyard for
120 next year.

121
122 **B. Principals' and Directors' Reports (first meeting of the month)**
123

124 **KHS – Neal Moylan** – Neal provided a written report but passed on his verbal report
125 and turned the meeting over to Henney Sullivan, Student Body President. Henney gave
126 a presentation of reasons for changing the dress code to allow students to wear sweat
127 pants. These reasons include: comfort which provides for better learning, easier
128 enforcement by the teachers and less confusion about who can or cannot wear sweat
129 pants (due to doctor's note), emulating college atmosphere, school spirit. Several
130 students were present to provide a "fashion show" of the type of sweat pants being
131 discussed. Randy stated Henney was very articulate in his presentation and thinks the
132 Policy Committee should look at this. Janine stated they will send this recommendation
133 to the Policy Committee. She doesn't see anything wrong with what the students were
134 wearing and hope it passes. Neal is in agreement with changing the policy to include
135 sweat pants. He is also proud that the Student Council is doing more than just planning
136 activities.
137

138 **Kennett Middle School – Kevin Richard** – Kevin reported on the middle school
139 wearing sweat pants stating that 12-14 year olds are self-conscious about what they
140 wear. It makes sense to allow them to wear sweat pants. May and June have been
141 very busy. Last Thursday they celebrated the arts and music. They returned from 8th
142 grade Washington, DC trip. 130 kids had a great time and a great experience. Four
143 students were chosen, based on anonymous essays, to lay a wreath at the Tomb of the
144 Unknown Soldier. There was a RED Program celebration last Friday with an open
145 house format. This year they read 1.34 million pages read which is 6,700 book
146 equivalents which is 600 books over last year with the same number of students. The
147 presentation on cyber bullying was tremendous. In May an online survey went out to all
148 students; they had a 95% return to that. One of the questions asked was do you always
149 feel safe at: home, community, etc. School was at 85%. They are using feedback to
150 address these issues. School is a really safe place for these kids. Promotion Night is
151 June 22nd at 6:30 in the gym. The Outing Club went to Maine and had a great
152 experience.
153

154 **Conway Elementary – Brian Hastings – Not Present**
155

156 **Mark Zangari – John Fuller – Not present.**
157

158 **Career and Tech Center – Lori Babine** – Bob Schrader's Business Law Course was
159 just approved for Running Start Credit for White Mountain Community College. It is the
160 first high school in New Hampshire to be able to offer Running Start Credit for Business
161 Law. Students can pay \$100 and earn three college credits. Dalton has about \$600 to
162 go and he will have all of the money raised to build the bridge. Groundbreaking will take
163 place probably next week. At one of the administrative meetings they talked about
164 making use of the teachers and their talents. Bob Schrader offered a workshop on
165 using Twitter in the classroom and with other schools anywhere in the world. She
166 included in her report the May Career Tech Students for the month and academic award
167 recipients. The Dick Smith Award, is new. Dick Smith was a local photographer. June
168 3rd was the National Technical Honor Society induction. There were six new members
169 this year, two were juniors and will be returning, the others are off to bigger and better
170 things. Dick stated that we keep hearing "Voc Tech" all the time. The CTC is much

171 more than a voc tech. These college courses coming out of the CTC are for anybody in
172 the academic environment. The community is starting to understand this but he doesn't
173 think they are all there yet.

174
175 **Pine Tree – Laura Jawitz** – All three schools are busy with transitioning from 6th to 7th
176 grade. She complimented the middle school on what they do for transitioning. Thank
177 you to Laurie Turley for the grade three chorus concert and Diane Gamache for a nice
178 Memorial Day Program. Thanks also to School Board members for achievement nights.
179 Ocean Festival Day took place, thanks to the PTA, with a marine biologist and students
180 had hands-on workshops. Thanks to parents, etc for making this happen. Thanks to
181 Heidi Belile for a successful grade six trip to Boston (Science Museum and a whale
182 watch). Green Team students went to a summit at UNH. Henney Sullivan, Student
183 Body President was a Pine Tree School graduate and they are very proud of him.
184 Grade Six promotion night is on June 26th at Pine Tree.

185 186 187 **C. Departmental Presentation**

188
189 **Athletics - Kerry Brady, Athletic Director and Gretel Shaw, Athletic Coordinator**
190 Information was provided in the board's packet. Kerry reviewed the information. She
191 highlighted the four state championships: girls' basketball, ice hockey, boys' alpine,
192 and ski jumping team. Runners up were girls' alpine and girls' softball. She thanked
193 all the coaches. The newsletter gave a breakdown of participants. They had a total of
194 716 participants (this could include duplicates). They did recognize two athletes that
195 did three sports for four years at the Sports Awards Night. They would love to have
196 more of these athletes. At the middle school this year, they had 465 participants (this
197 could include duplicates). Kerry turned the meeting over the Gretel to expand on the
198 intramural basketball program at the middle school. Randy asked Kerry, in looking at
199 the breakdown of participants, can we track the numbers coming up to look at the cost
200 effectiveness of providing a particular sport if there is low participation. Gretel provided
201 a breakdown of participation: 55% participated in fall, 42% in winter. 48% in spring
202 (39% are girls and 51% are boys). They had 455 total (possible duplicate) participants.
203 She is working on a way to come up with a better system of managing the rosters to
204 get a better number of overall participants. This year they started the Kennett Middle
205 School Basketball Association (KMBA). 60 boys signed up for basketball. This is a lot
206 of groups of five to go on the floor. This was an intramural style layout that ran for
207 about 10 weeks. At the end of the season they had a cookout with Bartlett and
208 Tamworth which included a round robin with softball and baseball. They served over
209 300 families. Dick would like to know how many individual children participate in
210 sports, not counting duplicates. Gretel stated she knew this was what the board
211 wanted and she is working on being able to provide that information. Every club and
212 varsity sports, self sufficient or not, are required to provide the figures of dollars they
213 are receiving and where they are spending them. Carl sent a letter and Dick will really
214 be looking forward to seeing this in August. Randy applauded the amount of effort and
215 organization that took place for basketball.

216
217 Dick noted that the discipline reports issued by the high school and middle school are
218 different, using two completely different systems. Dick asked if Neal and Kevin can
219 please meet and come up with one system. They said they could.

- 220
221 **6. Public Comments** – Jim Lefebvre referred to a Memorandum dated May 24, 2010 regarding
222 the 2011-2012 budget reductions. He asked Carl to explain what the Board was trying to
223 accomplish. Carl responded that the board is asking the administrators to look at, for the
224 already approved 2010-2011 budget, two levels of reduction. If we cut \$1 million what does
225 the programming look like and if we cut \$1.5 million what would the programming look like.
226 The reason for this is over the past several years we have had either revenue or a reduction in
227 expenses. They want to get prepared for next year. Special education and maintenance has

228 been broken out into separate units.

229
230 Jim Lefebvre asked Neal about the SAT program. Neal stated they applied for and received a
231 grant from NH Charitable Foundation so all juniors will be able to take the PSAT for free.
232 There is plenty of evidence to support that students that take PSATs score better on SATs.
233 This will also provide a guidepost on how to proceed. SAT preparation courses will be
234 incorporated, the SAT Board has a number of "questions of the day" which KHS will use as
235 start up to each day.

236
237 **7. Old Business – None.**

238
239 **8. Instructional Issues**

240
241 **A. Consider Approval of Summer Program and/or Curriculum Work**

242
243 **Motion:** by Kelley, seconded by Dick, to review, discuss and vote on item.

244
245 Dick asked for detail on preparation for ceramic and crafts. Bob referred to Lori and
246 Neal. Neal stated there are state standards and with new national core standards, they
247 are going to go one step further and begin the alignment there. Bob stated these
248 classes are part of the art curriculum. **6-0-0.**

249
250 **9. Business Affairs**

251
252 **A. Consider Authorizing Pine Tree Flooring Bid**

253
254 Dick explained we are trying to spend this year's money in the rotating fund. We have
255 to write the contracts before June 30th. Original floor bids were rejected; it was sent
256 back out again. They are asking the Board to approve the Facilities Committee to
257 award the contract on June 16th.

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

260
261 **B. Consider Declaring Equipment Surplus**

262
263 **Motion:** by Randy, seconded by Lynne, to review, discuss and vote on item. **6-0-0.**

264
265
266 **10. Administrators' Reports**

267
268 Carl reported that KHS Graduation will be held on June 19th at 10:00 outside, if the weather is
269 good. June 17th is scholarship awards night in the auditorium. A selection committee for the
270 vice principal search is ready with a hope of having a nomination by the end of July. 16 or 17
271 candidates have applied already. Reminder, the next School Board Meeting is Wednesday,
272 June 30th as opposed to Monday.

273
274 **11. Board Members' Issues -- Board Discussion**

275
276 Dick gave kudos to the grass at the entry way, it will look nice for graduation. Neal noted as
277 you enter Millen Stadium, that has been dressed up as well. Dick reminded all, as entering
278 into the first quarter of new fiscal year, we need to remind the town that they need to reduce
279 the funding by \$37,000 for the school officer because taxpayers said they have to deduct this
280 out of the police dept. Randy stated whoever did work at the middle school regarding the open
281 fields, it looks great. He was amazed with the amount of work that was done. Kudos to the
282 maintenance crew. Randy noted his concern regarding School of Choice and hopes the
283 procedure is being followed. He noted the policy specifically states that should the number of
284 requests exceed the available space, a lottery will be established to deal with the request.
285 Syndi has a question/concern with Facebook use between students and teachers. She thinks
286 this is something that should be discussed relating to professional boundaries. Carl stated

287 they have given teachers advice; they have talked with legal counsel and counsel suggested it
288 remains separate and they shouldn't be involved in communications or cell phone
289 communications or things of that nature. Carl stated they are going to look at some of these
290 things to see if policies should be put in place. Syndi suggested substitutes may not be aware
291 of the issues and it should be explained. Janine thanked staff and teachers, school board
292 members, parents, and students as she thinks we have had great turnout for a lot of the
293 ceremonies. Randy asked how many seniors are graduating? Neal stated between 186 and
294 190.

295 **A. Committee Reports – None.**

- 296
297
298 **12. Public Comments (time permitting)** – Jim Lefebvre asked regarding summer curriculum
299 work and professional development handout, there are five items that are identified as title one
300 pending or pending change. Bob explained when we apply for title one funds, we have to write
301 in exactly what the activities are going to be. Sometimes mid stream changes are made and
302 funds are changed in to a different activity. If you make changes, you have to reapply and that
303 is what the pending is.

304
305 Lloyd Jones, Conway Daily Sun, noticed we give awards for hip-hop; are we teaching this?
306 Neal noted it is an elective course offered through the dance program. We also offer jazz and
307 modern dance. Lloyd noted sociology or psychology awards were not given out this year; he
308 was hoping these weren't being replaced with hip-hop awards.

309
310 **13. Nonpublic Session - RSA 91-A:3 II**

311
312 **Motion:** by Dick, seconded by Kelley, to enter into non-public session in accordance with
313 RSA 91-A:3, II for a student matter. **By roll call vote, all in favor.**

314
315 The board entered into non-public session at 7:52 p.m.

316
317 Nonpublic Session Minutes

318
319 A student issue was discussed. Questions were asked about the parking policy and Mr. Moylan
320 answered the questions.

321
322 **A motion was made by Dick Klement, seconded by Kelley Murphy, to return to Public Session**
323 **and adjourn. The motion passed 6-0-0 at 8:17 p.m.**

324
325 Respectfully Submitted,

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327
328
329 Xann Teryek
330 Recording Secretary

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