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4 **CONWAY SCHOOL BOARD**
5 **MEETING MINUTES July 26, 2010**
6

7 A meeting of the Conway School Board was held on Monday, July 26, 2010 at 6:30 p.m. in the
8 Student Cafeteria at the Kennett High School.
9

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

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

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

18 **2. Salute to the Flag**
19

20 **A moment of silence was held for two KHS students, Sudhakar McDevitt-McCann and Nick**
21 **Hilliard; they passed away due to separate car accidents. The Board expressed condolences**
22 **to their friends and families.**
23

24 **Public Hearing on Expenditure of Maintenance Trust Funds** – To approve the expenditure of
25 \$9,900 from the Elementary School Facilities Maintenance Fund established in 2007 and \$4,550 from
26 the School Building Maintenance Trust established in 1995 for the purpose of boiler repairs at Pine
27 Tree, John Fuller, and Conway Elementary Schools.
28

29 **Jim Hill** stated they discussed this at the Facilities Committee Meeting. Pine Tree's boiler is
30 approximately 20 years old but the problem is primarily with John Fuller and Conway El. Their boilers
31 are going on 40 years old. Gaskets have begun to leak. When the inspector did his inspection in the
32 spring, these leaks were discovered. The inspector gave the boilers an inspection with the
33 understanding that the leaky gaskets would be fixed. **Dick** added that when we take these things
34 apart, as they are 40 years old, they might break a casting. If this happens, the likelihood of finding
35 replacement castings for a 40 year old furnace is about minus 2. We may be forced, if castings are
36 broken, to come back here and ask for \$80K for a brand new boiler for that school. If this happens, it
37 will wipe out every leftover dime that can be spent at the elementary schools and the overall
38 Maintenance Trust Fund. On the good side, if we spend \$80K or \$90K, we might have two or three
39 good castings left over where we can fix the other boilers that may have had a cracked casting. He
40 wanted to warn everyone that we are on the thin edge of maintenance money if we have to buy a new
41 boiler.
42

43 The public hearing was closed.
44

45 **3. Approve Minutes (6-30-10)**

46 **Motion:** by Lynne, seconded by Rick, to review, discuss and approve. **6-0-0.**
47

48 **(the meeting jumped ahead in the agenda to...)**
49

50 **11. Board Member issues to accept resignation of Kelley Murphy**

51 **B. Accept Resignation of Kelley Murphy**

52 **Motion:** by Lynne, seconded by Dick, to review, discuss, and vote on item. **6-0-0.**
53

54 Kelley's resignation as Co-Chair and School Board Member was accepted with deep
55 regret, effectively immediately. Janine thanked her for her years of service.

56
57 **Motion:** by Rick, seconded by Syndi, to nominate Dick Klement for Co-Chair. Dick
58 accepted nomination. **5 in favor -0 opposed -1 abstained (Dick).**
59

60 **Dick Klement took his newly appointed position as Co-Chair of the Conway School Board.**

61
62 **(the meeting went back to its original agenda order...)**
63

64 **4. Personnel**

65 **A. Consider Regular Personnel Changes**

66 **Motion:** by Rick, seconded by Lynne, to review and discuss as a group, and vote
67 on each item individually.

68
69 **1. Election of Leland Johnston as Half-time Custodian at KMS -6-0-0.**

70 **2. Election of Summer School Teachers at KHS – Randy** suggested that biology
71 needs to be reviewed. He is not sure how many kids fail but he has a question
72 as this is a required class. If the failure rate is high, there is a problem. **Neal**
73 **Moylan** stated he agrees that there are some unacceptably high failure rates.
74 He is aware of it and they are looking at it. **6-0-0.**

75 **3. Election of Project SUCCEED Personnel for 2010-11.**

76 **Motion:** by Rick, seconded by Lynne, to table the item until Christine
77 Thompson can be present to explain the hours involved and fees
78 charged. **6-0-0, item tabled.**

79 **4. Election of Julie King as Vice Principal at KHS – Randy** was impressed with
80 the quality of the candidate we have gotten. In 2008 under Julie's direction, the
81 PBI added and initiative to improve students' NECAP test motivation which led to
82 the State's largest percentage increase in students scoring proficient or above on
83 the mathematics test, and the fourth largest in the reading portion. Randy is in
84 hopes that Julie will be an asset in looking at improving these scores at our
85 school as well. **Janine** stated that she and Dick both served on the selection
86 committee. Janine stated Julie is an excellent candidate, she comes with a great
87 background, she is certainly qualified, she has the certifications she needs and
88 was just one of the best candidates that came forward. She definitely
89 recommends that the Board approve this. **6-0-0.**

90 **5. Accept Resignation of James Sitomer**

91 **Motion:** by Dick, seconded by Rick, to accept this resignation but, based
92 upon the date of the letter of resignation, that "with regret" be
93 withdrawn. Vote on item as amended - **5 in favor, 1 opposed**
94 **(Randy), 0 abstained.**

95 **6. Accept Resignation of Kathryn Keene**

96 **Motion:** by Dick, seconded by Randy, to accept this resignation but, based
97 upon the date of the letter of resignation, that "with regret" be
98 withdrawn.

99 **Randy** stated he thinks, with both candidates, with regards to the job market and
100 the salaries that this district offer, that they have found positions that probably
101 paid significantly more. **Syndi** stated she thinks the issue with accepting "without
102 regret" has to do with the fact that when somebody puts in a resignation so close
103 to the beginning of the school year, it is hard for us to get somebody and,
104 therefore, we don't look at that positively. **Janine** stated it recognizes the
105 additional burden on the district to find a replacement for this position. **Randy**
106 commented that we had over 30 mathematic teachers apply to this district so it
107 shouldn't be a bother. He thinks that we should acknowledge the amount of
108 service that these people did put forward. **5 in favor, 1 opposed (Randy), 0**
109 **abstained.**

110 **7. Accept Resignation of Justin Umlah – 6-0-0.**

111 **8. Accept Resignation of Veronique Legendre – 6-0-0.**

112 **9. Election of James Johnson as Substitute Teacher/Coordinator at KHS – 6-**
113 **0-0.**

114 **10. Election of John Skelton as Substitute Teacher at KMS**

115 **Motion:** by Dick, seconded by Rick, that this item be tabled.

116 **Dick** stated that given the student/teacher ratio at the middle school as existing,
117 he would like the principal to see if he can handle this substitute requirement
118 based upon current staffing. **Randy** stated that the elementary schools handle
119 the substitute themselves and he would think a district this size would want to
120 have one substitute coordinator. Randy thought this person was the coordinator
121 but he is not. He will go every day as a substitute. **6-0-0, item was tabled.**

- 122 **11. Election of Karen Gibson as ESOL Summer School Teacher – 6-0-0.**
123 **12. Election of Team Leaders at KMS – 5 in favor, 1 opposed (Randy), 0**
124 **abstained.**

125
126 **B. Consider Establishing a Full-time 1:1 Sp. Ed. Aide Position at PTS - 6-0-0.**

127
128 **C. Consider Reorganization of KHS Positions in Order to Establish a Student**
129 **Advocate Position**

130
131 **Neal Moylan** gave an overview. During the last budget cycle, he made a presentation
132 advocating for a position to be established to deal with the at risk student population and also
133 so that we could address the needs that those youngsters have, and to also continue to drive
134 our dropout rate down to 0 as the governor has given us the challenge. During that
135 presentation both to the School Board and the Budget Committee, both bodies suggested that
136 although they favored the position and understood that it had a value, at this particular junction
137 in our economy, they did not feel that there was adequate financial compensation available
138 within our budgets to increase and asked if he would go back and take a look at rearranging
139 the budget with a minimal to zero impact. He expanded his original through process with
140 regard to the student advocate position. We have an Eagle Academy director's position, a
141 GED Options position, and there is some ARRA grant funds money. He took a look at
142 combining all of those positions, expanded the job so that it not only cover the Eagle Academy
143 but it would also cover the GED Options program, the Alternative Educational plans, and it
144 would cover our opportunity to attend hearings in the court systems, and also our connection
145 with the social agencies in the community for a number of these kids. **Dick** stated he supports
146 and believes in this position. He knows we have more than a handful of homeless children, we
147 have more than a double handful of abused children, and we have a whole lot of children that
148 have family problems. He is concerned about the money; when the grant dries up, given what
149 next year is going to look like. He will vote for this for one year. It is not that he only wants it
150 for one year, but he thinks it has to stand on its own merit and he thinks Neal has to take
151 actions within his own administration to carve out and do some heavy pruning. **Carl** stated we
152 are actually required, by passage of a warrant article, that if grant funds dry up, we would have
153 to go before the town with a warrant article for that portion of the position that is funded by
154 grant money. **Randy** is in support of this position. He has a concern with the funds but he
155 thinks by utilizing what is in-house and looking at future budgets that we could come up with
156 the necessary amount needed to fulfill this position. **Syndi** asked for clarification on how long
157 the grants were good for. **Neal** stated one year. **Syndi** stated it sounds like the job description
158 is really full; there are an awful lot of responsibilities this person would have. Will it realistically
159 be able to be done by one person? **Neal** explained some of the court work would be done by
160 the new vice principal, some of the truancy work will fall into this. He thinks this person will
161 work at 11:00 until 8:00 to 8:30 at night. There is another administrator overlapping as well.
162 His other thought process was also to start the GED Options Program in block 3 at 11:00
163 instead of in the morning. He believes it is certainly possible to do all of these and to do a
164 good job at it. **Syndi** asked how much the salary will be. **Neal** stated mid to upper \$50K.
165 **Janine** asked what percentage of time is dedicated to the advocate roll versus the Eagle
166 Academy. She wants to make sure that the advocate part of this doesn't get lost with all of the
167 other responsibilities. **Neal** stated most of these programs flow into it; it's not a separate
168 population. **6-0-0.**

169
170 **5. Presentation of School Programs/FYI ITEMS**

171 **A. KHS Student Representative – None.**

172 **B. Principals' and Directors' Reports (first meeting of the month) – None.**
173

174 **C. Departmental Presentation – Special Education (Pam Stimpson)**

175 **Pam** began by pointing out that as well as special education, she is also in charge of
176 special services. As well as special education, the office of special services is
177 responsible for ESOL, for students who are on 504 plans, the ADA, for students
178 involved with any DHS agencies (including the DCYF which are the foster care children
179 and abused children), juvenile justice services, and the homeless liaison position.
180

181 She brought a brochure to hand out to all Board Members and the audience. Any child
182 between 3 and 21 is eligible for special ed services if they have not rec'd a high school
183 diploma and if they have a disability that negatively impacts their access to their
184 education. Children have to be found eligible for special education through the special
185 education process. It starts with child find. They go through referral, evaluations, they
186 determine eligibility. If a child is determined to be eligible, they develop and have an
187 IEP approved. Following the approval of the plan, they discuss placement and this all
188 includes on-going monitoring and evaluation.
189

190 The numbers of special ed students enrolled in this district who are Conway residents
191 total 82.2% of all the special ed students in district. Out of district students total 39
192 students. 21 of those 39 students are pre-school students because we don't have a
193 public preschool so they go into what we call out of district placement; and 54% of out of
194 district placement are pre-school students. Next year 8 elementary students will be
195 placed out of district, one foster care student will be placed out of district, and nine high
196 school students will be placed out of district. 14 students who are identified as being on
197 the autism spectrum are in district, and 10 students identified as being on the spectrum
198 are placed out of district. Pam stated she thinks this is our greatest need right now and
199 she knows there is a concern about the cost that we are spending on out of district
200 placements and the biggest concentration of students are students who are on the
201 spectrum.
202

203 Plans for the coming school year include a shift of the monthly special ed team
204 meetings. They will use the monthly meetings to work focus groups and then get back
205 together and talk about reorganization of special ed here in the district. There will be an
206 Autism Disorder group; a professional development group for all staff; a special ed dept
207 analysis group; a group to discuss transitions from grade to grade, building to building,
208 and then high school to future as young adults; and a group to discuss intensive needs
209 programs.
210

211 **Randy** asked if Pam had an out of district placement breakdown cost to the district.
212 **Pam** stated she didn't have that with her but she could get those numbers to Randy.
213

214 **Dick** stated the overall school budget is over \$30 million a year. If we were to take
215 special ed dollars required (teachers, out of district placements, school buses, etc.),
216 how much of the \$30 million spent each year fall in that bucket? Dick would like Pam to
217 get these figures to him. He is concerned about the number of autistic children in out of
218 district placements; this might be beyond the onesy rule to not bring our own specialist
219 in. **Pam** noted they have been using some consultants and working with the Institute on
220 Disability and Granite State College to develop on-site teacher and support staff training
221 to get up to date research, best practice based work for teachers. Con Val just did an
222 on-site training for teachers, parent educators and specialists. They have done this for
223 a year and she has taken a quick look at it and she thinks it would work really well for
224 us. There is currently some grant money so we would pay for 10 of our teachers to be
225 involved and Granite State College covers 5 of our teachers to be involved. She meets
226 with them next week. They are moving toward getting things back here on site as best
227 as they can. There are some students that it would not be realistic for to bring them
228 back to our district placement based on the severity of their disability. **Dick** asked Pam if
229 she had run numbers to see if it would be cheaper for us to run our own pre-school.
230 **Pam** stated last year they ran those numbers and it came out to be more expensive to
231 keep our kids here in pre-school. Pam is very concerned if professional development
232 keeps taking a hit that there will be no money to do the training necessary. The

233 professional development room being built has been done at no cost. Once this is
234 done, we will be able to have distance learning set up, trainings videotaped and kept in
235 a library on site, other districts can use this space (providing revenue), and we could be
236 the Concord of the North Country where other districts come to train their staff. **Randy**
237 is concerned with the foster care part of it. **Pam** explained that we have three students
238 who are foster kids who are out of district placements. If a student is taken from a home
239 in Conway and placed somewhere else in the state, the district is required to pay that
240 student's tuition because they are originally from Conway. The placement of the child is
241 determined by DCYF who are in contact with Pam.

242 6. Public Comments

243 **Jim Lefebvre** asked Neal Moylan to clarify where the monies come from for the salary on the
244 student advocate position. **Neal** explained and stated the salary would be between \$55K to
245 \$60K. On budgeted benefits, **Jim** asked what was used to determine the amount. **Carl** stated
246 when it is an unknown we use husband and wife. **Jim** noted that the administration has been
247 asked to look at a \$1 to \$1.5 million cut. Have we checked the town to see if any of the job
248 description is duplicative of things the town is supposed to be doing? **Neal** stated he is familiar
249 with what the town is supposed to do and he is also familiar that the students are not able to
250 access those services on a regular basis because they either cannot understand it or they are
251 not always able to get there. **Lloyd** asked Neal with the student advocate position, will Bartlett
252 not have to fund this by themselves anymore as they have for the last three years? **Carl**
253 stated this has been Bartlett's choice to have a student advocate and they may choose to still
254 do that.

255 7. Old Business

256 A. Consider Approval of Overnight Field Trip – Football Camp (see corrected first 257 page of field trip proposal)

258 **Motion:** by Dick, seconded by Randy, to take the item off the table.

259 This is a school sponsored trip and funds will be used from football boosters for this trip.
260 Rick asked where transportation costs would come from; **Neal** stated from gate fees.
261 **6-0-0.**

262 B. Consider Declaring a Local Critical Shortage

263 **Motion:** by Janine, seconded by Randy, to reconsider declaring a local critical
264 shortage.

265 **Randy** will be voting no as he believes this should have been re-advertised for as he is
266 well aware that this position requires a master's degree and there were qualified
267 candidates who applied. **Janine** stated there were 12 applicants, 7 held certification, 4
268 took other positions, the others were interviewed and determined by the principal that
269 they were not a fit for the position. Janine stated that **Laura Jarowitz** felt it may have
270 had to do with the fact that it was a part time position and very data driven and they
271 wanted someone to be able to review data and who has a good rapport with teachers at
272 Pine Tree. **Randy** stated calling it a critical shortage when there are qualified people
273 out there is his concern. He thinks we would be paying for another certification, he is
274 not in favor of doing this. He feels the Board is putting people in place that do not hold
275 the credentials and we have to pay for the credentials. He is of the essence to put a
276 long term sub in this position until we actually find someone who is confident and
277 qualified. **Syndi** stated that wanting someone that is familiar with the building is a
278 different issue than saying this is a critical shortage area, based on the fact that three
279 people had a masters as a reading specialist. **Bob** stated every year the DOE puts out
280 a list of positions that are deemed a critical shortage. Reading specialist has been on
281 there for a number of years. As far as advertising for a reading special, Conway EI has
282 been looking for one for about a year and Pine Tree as well. This position hasn't been
283 out there for two weeks due to a lack of advertising. He explained that a reading
284 specialist not only works with the kids but works as a mentor to the teachers as well.
285 **Dick** disagrees with Randy on the certification issue. Being certified does not equate to

292 being a good teacher. **Randy** stated he is totally opposed to what Dick said. To get a
293 competent reading specialist that holds a masters degree, they have gone through a
294 rigorous program to get that certificate, probably one of the hardest sought after ones to
295 get, so he has a real concern with this. **Dick** moved the question. **4 in favor (Janine,**
296 **Dick, Rick, Lynne), 2 opposed (Randy and Syndi), 0 abstained.**

297 8. Instructional Issues

298 B. Consider Second Reading and Adoption of Policies

299 IKC - High School Grading and Rank

300 **Motion:** by Syndi, seconded by Rick, to review, discuss and vote on item. **6-0-0.**

301 IKEB –Pupil Progression Plan

302 **Motion:** by Syndi, seconded by Lynne, to review, discuss and vote on item, adding
303 illness as one of the excused absence issues. Vote on item as amended-
304 **6-0-0.**

305 JLIG – Students Traveling in Private Vehicles

306 **Motion:** by Lynne, seconded by Rick, to review, discuss and vote on item. **6-0-0.**

307 9. Business Affairs

308 A. Award Driver Education Contract

309 **Motion:** by Randy, seconded by Rick, to review, discuss and vote on item.

310 **Dick** had he hoped we would have more people bidding for this contract. He finds it
311 spotty and marginal in other areas, he will vote against this even though we are required
312 to have this. He thinks this is the wrong company. **Janine** reviewed we are required to
313 provide driver's ed. **Randy** is not opposed to this but he asked if this has to be a three
314 year contract. **Carl** stated this is standard. **Rick** agrees with Dick, in that he is
315 disappointed that this is the only person who bid on this. He also agrees with Randy
316 and he would like to see this as a one year contract.

317 **Motion:** by Rick, seconded by Dick, to change this to a one year contract instead
318 of three.

319 **Syndi** stated she is not familiar with the company and has no way to assess their
320 service. **Carl** stated if this isn't the way we supply this, something else in programming
321 would go to be able to fund this. **Syndi** asked if complaints have reached a level of
322 safety and are our students in danger. **Carl** stated he could give Syndi more
323 information in non-public session.

324 **Motion:** withdrawn by Rick, second withdrawn by Dick, to change this to a one
325 year contract.

326 **Motion:** by Dick, seconded by Lynne, to table item until Jim Hill can get back with
327 contractor's opinion on a one year contract versus a three year contract.
328 **6-0-0.**

329 10. Administrators' Reports

330 Carl state there is an SAU Executive Board Meeting on 8/12th @ 6:30. There is now a vacancy on
331 the School Board. The Board agreed to advertising for the position, letter of interest and any
332 supporting documents to be sent to Carl by August 13th. He will then provide information to the
333 Board.

334 11. Board Members' Issues -- Board Discussion

335 **Randy** stated that students should get credit for driver's ed. **Rick** noted Project Succeed is
336 well on its way to getting the matching dollars for the grant; on 8/23rd there will be a dinner

351 buffet at Elvio's Pizza and all proceeds will go to Project Succeed.
352

353 **A. Committee Reports**
354

355 **Dick** noted that Pine Tree's carpets are well on their way to being done. They had a
356 good crew, the cheapest bid, and they will be done on time.
357

358 **Janine** stated she and Syndi went to the Budget Committee Training workshop. It
359 really clarified how the process works and she thanked the Budget Committee for
360 putting this together.
361

362 **B. Accept Resignation of Kelley Murphy – (moved to beginning of agenda).**
363

364 **12. Public Comments (time permitting)- None.**
365

366 **13. Nonpublic Session - RSA 91-A:3 II**
367

368 **Motion:** by Lynne, seconded by Randy, to enter into non-public session. By roll call vote,
369 all in favor.
370

371 **Board entered into non-public session at 7:50 p.m.**
372

373 Nonpublic Session Minutes
374

375 Two personnel issues were discussed.
376

377 One parent request was discussed.
378

379 **Rick Breton moved to return to public session and adjourn. The motion was seconded by**
380 **Dick Klement and passed 6-0-0 at 8:07 p.m.**
381

382
383 Respectfully submitted,
384

385
386 Xann Teryek
387 Recording Secretary
388
389
390