

CONWAY SCHOOL BOARD  
MEETING MINUTES  
August 24, 2009

1 A meeting of the Conway School Board was held on Monday, August 24, 2009 at 6:00  
2 p.m. in the cafeteria at the Kennett High School.

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4 **Members present:** Chair Sheryl Kovalik, Assistant Chair Kelley Murphy, Dick Klement,  
5 Richard Breton, and Randy Davison, Syndi White arrived late. Janine McLaughlan was  
6 not present. Superintendent Carl Nelson and Assistant Superintendent Bob Godamski  
7 were present.

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9 **1. Call to Order (6:00 p.m.) by Sheryl Kovalik.**

10 The Board entered into NONPUBLIC SESSION in accordance with RSA 91-A:3  
11 II (Personnel Matters).

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13 **Motion:** by Rick, seconded by Dick, to go into non-public session for personnel  
14 matters. By roll call vote, all in favor.

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16 Nonpublic Session Minutes

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18 Personnel issues were discussed.

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20 The Board entered back into public session at 6:32 p.m. on a motion by Kelley and a  
21 second by Rick.

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23 **2. Salute to the Flag**

24 **3. Approve Minutes (7-27-09 and 8-10-09)**

25 **Motion:** by Kelley, seconded by Rick, to review and approve both sets of  
26 minutes.

27 **4. Personnel**

28 **A. Consider Regular Personnel Changes**

29 **Motion:** by Kelley, seconded by Rick, to review as a group by discuss  
30 items 1 through 34 individually, except 13, 14, 15, 16, 17, and  
31 30 as they are FYIs.

32 **1. Accept Resignation of Jason Fougere** – Dick stated the  
33 individual submitted resignation letter on the 30th of July.

34 **Motion:** by Dick, seconded by Rick, to amend letter to not include  
35 “with regret”.

36 **Vote on amendment to motion:** 2 in favor (Dick, Rick), 4  
37 Opposed (Sheryl, Kelley, Syndi, Randy), 0 abstained. Motion  
38 failed.

39 **Vote on original motion:** 4 in favor (Sheryl, Kelley, Syndi, Randy),  
40 2 opposed (Dick, Rick), 0 abstained.

41 **2. Approval of Request for Child Care Leave (Sylvie Essex)** –  
42 Unanimously approved.

43 **3. Approval of Request for Extended Leave of Absence (Pamela**

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- Dethlefs)** – There were no stated reasons for request of leave of absence. Carl stated he can share this with the Board in non-public. Item was tabled for non-public session.
4. **Election of Rachel Bryant as Nonteaching Nurse at JFS** – Unanimously approved.
  5. **Election of Jason Daggett as Property Management Teacher at KHS** – Unanimously approved.
  6. **Election of Saralyn Smith as Technology Aide at CES** – Dick stated he will not support this election based on the lack of resume and information available. 5 in favor (Sheryl, Kelley, Rick, Syndi, Randy), 1 opposed (Dick), 0 abstained.
  7. **Election of Sean Wetmore as Grade 1/2 Looping Teacher at CES** – 5 in favor (Sheryl, Kelley, Dick, Rick, Syndi), 1 opposed (Randy), 0 abstained.
  8. **Election of Team Leaders at KMS** – Unanimously approved.
  9. **Election of Lynne Lemieux as Speech/Language Assistant for the District** – Unanimously approved.
  10. **Election of Jamee Besecker as Math Teacher at KHS** – Unanimously approved.
  11. **Election of Michael Yeaton as Custodian at KMS** – Dick noted we have an application for custodian and the resume was outstanding. He wished we had more resumes like this. Unanimously approved.
  12. **Election of Thomas Murphy as Cook at KHS** – Randy stated we are very fortunate to get this candidate. Unanimously approved.
  13. **FYI – Transfer of Kathleen MacLean**
  14. **FYI – Transfer of Jennifer Taylor**
  15. **FYI – Transfer of Steven Bush**
  16. **FYI – Transfer of Duncan MacKenzie**
  17. **FYI – Transfer of Lisa Cole**
  18. **Increase a Part-time 1:1 Sp. Ed. Aide Position (Reimbursable) at KHS to Full-time** – Unanimously approved.
  19. **Increase a Part-time 1:1 Sp. Ed. Aide Position at KHS to Full-time** – Rick asked what the dollar impact would be. Carl stated it would be somewhere, total, between \$27,000 and \$37,000 after throwing in benefits, etc. Rick asked if this would come out of the catastrophic special ed funds. Carl stated this would work at the end of the year and things could change throughout the year. Dick asked if we could have the source of that funding for the agenda on the next time around.) Unanimously approved.
  20. **Election of Wendy Pope as 1:1 Sp. Ed. Aide (Reimbursable) at KHS** – Dick stated this is a very good resume. The person has aide experience. He wishes all candidates had resumes of this caliber and were as good a fit as this person is for the job. Randy acknowledged that she has a bachelors is health education which is one of the critical shortage areas. Unanimously approved.
  21. **Election of Andre Van Coesant as 1:1 Sp. Ed. Aide at KHS** – Unanimously approved.
  22. **Election of Francis Matranga as 1:1 Sp. Ed. Aide at KHS** – Dick stated since he has no information on this individual he will be voting against it. Sheryl noted Dick is referring to the absence of a resume. 5 in favor (Sheryl, Kelley, Rick, Syndi, Randy), 1 opposed

- 96 (Dick), 0 abstained.  
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98 **23. Election of Patricia Hannes as 1:1 Sp. Ed. Aide (Reimbursable)**  
99 **at KHS – Unanimously approved.**  
100 **24. Election of Barbara Waters as Library Media Specialist at KHS**  
101 Randy stated he is glad to see that Barbara was chosen for this  
102 position, she is certified, but it is sad that she is leaving SAU 72.  
103 Unanimously approved.  
104 **25. Election of Michael Jenne as Asst. Boys Soccer Coach -**  
105 Unanimously approved.  
106 **26. Election of Bethany Metts as Reading Teacher at KMS – Randy**  
107 stated he wrote “Great” on the top of this one; a BA in English,  
108 certification is held in grades 5 through 12. Unanimously approved.  
109 **27. Election of Gredel Shaw as Athletic Facilitator at KMS – Dick**  
110 noted this was salary not stipend and as salary would this apply to  
111 retirement as this person holds a number of positions. Carl  
112 explained , and he will check on this and get back to Dick. Rick  
113 noticed this is recommended by Kevin but not Kerry Brady. Carl  
114 stated Kerry did the interview process. Randy mentioned the  
115 person holds all the criteria of doing a great job. In the future,  
116 Sheryl would like Kerry’s signature on these as well. Unanimously  
117 approved.

118 (Sheryl called for a moment of silence to honor two of our beloved members of our staff  
119 and community: Eleanor Henry who was high school librarian for many years and Deryl  
120 Fleming who was John Fuller School PE Teacher and Field Hockey Coach for years,  
121 and most recently the HS Varsity Girls Coach.)

- 122  
123 **28. Election of Field Hockey Co-coaches –Unanimously approved.**  
124 **29. Election of Fall Eagle Academy Faculty – Dick would like to**  
125 know the total number of staff approved, and the number of staff  
126 needed still. Unanimously approved.  
127 **30. FYI – Appointment of Jonathan MacMillan as Long-term**  
128 **Substitute at KMS**  
129 **31. Election of Richard Gertz as Head Custodian at KMS –**  
130 Unanimously approved.  
131 **32. Consider Election of Laura Graves as Technology Aide at JFS**  
132 Syndi stated she seems extremely well qualified for the position.  
133 Unanimously approved.  
134 **33. Consider Election of Michael Holderman as Spec Ed Program**  
135 **Aide (Trials) at KHS – Unanimously approved.**  
136 **34. Consider Election of Melinda Heimlich as 1:1 Spec Ed Aide at**  
137 **KMS – Unanimously approved.**  
138 **5. Presentation of School Programs/FYI ITEMS**  
139 **A. KHS Student Representative – None.**  
140 **B. Principals' and Directors' Reports (first meeting of the month) –**  
141 **None.**  
142 **6. Public Comments – Lloyd Jones (Conway Daily Sun) stated he thought we**  
143 hired a new library specialist a few meetings ago. Carl stated that the contract is  
144 not released for signature until board approval. That person did not sign the  
145 contract. **Jim Lefebvre** asked if someone could explain the duties of team  
146 leaders. Bob provided that explanation. **Lloyd Jones** asked with all the regular  
147 personnel changes are we all set within the district? Carl stated there will be a

148 couple of additional hires at John Fuller. **Jim Lefebvre** asked what is the  
149 maximum amount of time for child care leave. Carl explained.

150 **7. Old Business**

151 **A. Potential Mandate Litigation** – Sheryl reviewed that we have been invited to  
152 participate in litigating the state in hopes of making a point relative to the retirement  
153 escalation that we are experiencing. Carl noted this is a class action law suit and they  
154 are asking all districts to participate. Eaton and Jackson have voted to participate. The  
155 cost to the district is \$2,547.66. Randy believes that Conway should join and stated the  
156 action challenges the state legislature's budget decision to push down an additional 5%  
157 of the cost of municipal and school district pension expenses in each of the next two  
158 years. The downshift is only one of the many that seems in becoming a habit in N.H.  
159 because of the states lack of adequate revenue resources. It is important for us to  
160 make sure the state knows we (local governments and school districts) are not going to  
161 finance the state government any longer. The actual cost to Conway will be in the  
162 thousands for the upcoming school year. Dick stated that Carl has shown where the  
163 money will come from and he called the vote. **Unanimously approved.**

164 **8. Instructional Issues**

165 **A. Consider Second Reading and Adoption of Revised Policies**

166 **Motion:** by Kelley, seconded by Dick, to review and approve revised  
167 policies.

- 168 1. **JLIF – Moving Violation** – Sheryl had one phone call from the  
169 public asking to please make sure that the school makes this policy  
170 very clear to the students. Bob noted that this was going to go into  
171 the student handbook, but now it will be handed out with the  
172 parking applications. Dick stated it would be nice if that piece of  
173 paper could be sent to the houses. Sheryl asked Lloyd to publish it  
174 in the Conway Daily Sun. Unanimously approved.
- 175 2. **IGD – Cocurricular and Extracurricular Programs** – Dick stated  
176 we have some sports that are functioning as a club and receive no  
177 funding. Are they grandfathered for that time? After discussion,  
178 Sheryl noted she is going to make a note at the bottom of the policy  
179 that groups existing in a club are in a grandfathered status.  
180 Unanimously approved.
- 181 3. **EGA – Student Internet and Network Access** – Unanimously  
182 approved.

183 **B. Consider First Reading of Revised Policies**

184 1. **IHHAB – High School Credit for Eighth Grade Students**

185 **Motion:** by Rick, seconded by Syndi, to review and approve.  
186 Unanimously approved.

187 2. **IKEC – KHS Pupil Progression Plan**

188 **Motion:** by Rick, seconded by Syndi, to review and approve. Dick  
189 noted on page nine, under 11<sup>th</sup> grade, delete the second sentence.  
190 Randy noted that the present system confuses the average citizens  
191 and average parent. He thinks a lot of the parents cannot follow  
192 the 80 credits required. This district requires a lot of credits versus  
193 what the state requires. He believes the Policy Committee needs  
194 to look at the students coming from other sending towns to be sure  
195 they are ready for high school. Sheryl stated he brought up at the  
196 last meeting. Randy thinks the Policy Committee should come up  
197 with a policy and if they fail 4 or 5 classes in the eighth grade, they

198 should not be coming to this school. Sheryl noted we can only  
199 control our policies. Sheryl stated we don't control all of the policies  
200 of the middle school students. We can ask for input. Dick sated we  
201 have policies that address social promotion. Sheryl stated they can  
202 take a look at that. Syndi asked if we could control our entrance  
203 requirements. Sheryl stated we didn't include that in our sending  
204 agreement. She also stated that we may need to adopt the attitude  
205 that all of us want the student to succeed in the ninth grade and  
206 let's do what we need to get them there. Carl stated curriculum  
207 alignment is on the agenda for the next Joint Board meeting.  
208 Unanimously approved.

209 **9. Business Affairs**

210 **A. Consider Appointment of Mary-Anne Lane as Assistant Treasurer –**  
211 Unanimously approved.

212 **B. FYI – Correspondence from Environmental Compliance Services, Inc.**  
213 Dick asked if we have a groundwater problem at the middle school and  
214 Conway EI? Sheryl noted this stated it is a “renewal” meaning they are  
215 going to continue to monitor it. Kelley noted the paragraph where it stated  
216 there were no contaminants round.

217 **C. FYI – State Inspection of Underground Fuel Storage Tanks**

218 **D. FYI – Conway Lunch Program Year-end Report –** Sheryl stated this  
219 year we are looking good. She really wants card swiping for payment of  
220 lunch at the high school and the middle school. This is on hold waiting for  
221 the roof summary which gives us the outcome of the balance of the bond.  
222 Randy asked what is the possibility for using that money for the card  
223 service. Sheryl stated we could but that is not consistent with what the  
224 bond was for. Randy wanted to mention the school lunch program. We  
225 have a surplus in that account and he thinks the people running the school  
226 lunch program should be commended. Rick believe we should not use  
227 the surplus we should hold onto it. Dick recommends we send it back to  
228 the taxpayers. It is going to be a lousy tax year anyway and they should  
229 be able to stand on their own every year. Carl stated it is his opinion that  
230 they need that surplus for equipment failure etc. Kelley stated why not  
231 blend the two ideas and monitor their progress and if we see continued  
232 results and we find that surplus has grown yet again, then we might be in  
233 a position to evaluate it. Sheryl stated that if we start showing a surplus,  
234 the logical way to go is to lower lunch costs to the students. She would be  
235 of the mindset to sit for this year and not use these funds. If we find  
236 continued surplus, reduce school lunch because we are not supposed to  
237 be making a profit we are supposed to be self-sustaining. Dick asked  
238 where is the oversight of spending this money and he would like a budget  
239 report twice a year. Randy stated he is glad we are not coming up with  
240 some funds that we have to float. He likes the idea that chuck went back  
241 and looked at federal funding. He really likes the idea of the card reader

242 **E. FYI - 2009-10 Budget Status Report**

243 **10. Administrators' Reports –** SAU Board meeting will be on September 10<sup>th</sup> at  
244 KMS at 6:30. A Joint Board Meeting will be held on September 24<sup>th</sup> at 6:30 at  
245 KHS. Teachers are back on August 31<sup>st</sup>, students are back on September 3<sup>rd</sup>.  
246 New teacher orientation is Tuesday and Wednesday morning. The Municipal  
247 Budget Committee will meet on Wednesday at 6:30 at town hall.

248 **11. Board Members' Issues -- Board Discussion**

249 **A. Committee Reports –** K-8 Review Committee meets tomorrow afternoon.

250 Facilities Committee Meeting will be held before the next board meeting at  
251 6:00. Randy wants to know when the yearend summary (best estimate)  
252 will be done. This will be reviewed with the Budget Committee but the  
253 audit has not been completed yet. Randy asked if the student does not  
254 meet the criteria to progress, is the student going to stay with the group  
255 they are with. Sheryl noted they will follow-up on this.

256 **12. Public Comments (time permitting) – Jim Lefebvre** Asked if DES gives an  
257 estimate of how long the tanks will continue to be functional. It was determined  
258 they do not. He asked regarding litigation, have they taken a look at if they join  
259 the litigation would they put 5% in escrow? Sheryl imagined that once they  
260 established who the class action that we would do it as a group, but they have  
261 not had that conversation yet. **Lloyd Jones** asked how are we paying for the  
262 litigation? Carl stated out of legal services. **Jim Lefebvre** asked on passing  
263 grades for 8<sup>th</sup> to 9<sup>th</sup>, is this the same concept as college credit for courses?  
264 Sheryl responded that they are getting credits for the course so they don't have  
265 to take that course in high school but they still have to take 20 credits. Bob  
266 explained the competency testing required to obtain credit.

267 **13. Nonpublic Session in accordance with RSA 91-A:3 II.**  
268 By roll call vote, all in favor.

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270 Nonpublic Session Minutes

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272 A personnel matter was discussed.

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274 Kelley moved to return to public session and adjourn. The motion was seconded by  
275 Randy and passed unanimously at 8:04 p.m.

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277 Respectfully Submitted,

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280 Xann Teryek  
281 Recording Secretary