

CONWAY SCHOOL BOARD  
MEETING MINUTES  
June 8, 2009

1 A meeting of the Conway School Board was held on Monday, June 8, 2009 in the  
2 cafeteria of the Kennett High School.

3  
4 **Members present:** Chair Sheryl Kovalik, Assistant Chair Kelley Murphy, Dick Klement,  
5 Janine McLauchlan, Syndi White, Richard Breton, and Randy Davison. Superintendent  
6 Carl Nelson and Assistant Superintendent Bob Godamski were also present.

7 **Signing of Manifests (5:50 p.m.)**

8  
9 **1. Call to Order at 6:00 p.m.**

10 **Motion:** by Dick, Seconded by Rick, to enter into non-public session in  
11 accordance with RSA 91-A:3 II. By roll call vote, all in favor. The board  
12 entered in Nonpublic Session.

13  
14 Nonpublic Session Minutes

15  
16 A personnel issue was discussed.

17  
18 A student request was discussed.

19  
20 A personnel issue was discussed.

21  
22 **Motion to return to Public Session was made by Dick Klement, seconded by**  
23 **Randy Davison, and unanimously approved at 6: 29 p.m.**

24  
25 The Board entered back into the regular session at 6:30.

26  
27 **Salute to Flag at 6:30.**

28  
29 **RECOGNITION OF RETIREES**

30 Sheryl recognized the following retirees and thanked them for their years of service  
31 Joan Ames - 33 years, Terri Brooks - 31 years, Allison Cooke - 20 years, Kathleen  
32 Cuddy - 24 years, Lynn Erickson - 22 years, Karen Franke - 25 years, Gertrude  
33 Kasianchuck - 24 years, Jack Loynd - 17 years, Karen MacDonald - 25 years, Ian  
34 Sutherland - 12 years.

35  
36 **2. Approve Minutes (05-04-09 and 05-11-09)**

37 **Motion:** by Rick, seconded by Randy, to review and approve minutes of 05-04-  
38 09 and 05-11-09. The first paragraph of both sets of minutes should reflect May  
39 not March. Minutes of 05-04-09 approved with minor change, 7-0-0. Minutes of

40 5-11-09 approved with minor change, 6 in favor, 0 opposed, 0 abstained  
41 (Janine).

### 42 3. Personnel

#### 43 A. Consider Regular Personnel Changes

44 **Motion:** by Janine, seconded by Rick, to review all personnel changes,  
45 except 6 (FYI), 5 (non-public), 9 (FYI), and 15 (FYI).

- 46 1. **Election of Jo-Ann Gardella as Art Teacher at KMS – 7-0-0.**
- 47 2. **Election of Andrea Ladd as Library Media Specialist at CES –7-0-0.**
- 48 3. **Election of Extended School Year (ESY) Summer Supervisory**  
49 **Personnel – 7-0-0.**
- 50 4. **Re- Election of Joan Kurtz as Library Media Specialist at JFS – 7-**  
51 **0-0.**
- 52 5. **Approval of Medical Leave of Absence (Nonpublic Session)**
- 53 6. **FYI – Appointment of Jonathan MacMillan as Long-term**  
54 **Substitute Teacher**
- 55 7. **Accept Resignation of Carrie Costello – 7-0-0.**
- 56 8. **Election of Victoria M. Hill as Sp. Ed. Teacher at PTS – 7-0-0.**
- 57 9. **FYI – Transfer of Mark Ross**
- 58 10. **Establishing the Position of Early Intervention Teacher at CES – 7-**  
59 **0-0.**
- 60 11. **Re-election of Teachers** – Randy asked if general funds are from  
61 class size reduction funds or from money within the budget. Carl  
62 stated it was money from within the budget. Randy’s concern is that it  
63 comes from the general fund. These are not additional positions,  
64 these are positions that were being held waiting for funding to be  
65 available either through federal funds or general funds. Randy wants  
66 to know at what level these people are going to be placed. His  
67 concern is the general fund. Dick’s concern is that we have a \$1.6  
68 million shortfall, the legislature seems to be running around in circles  
69 with no end in sight, realistically. If we vote to bring these people in  
70 and the money goes south, are we able to put out a RIF notice in the  
71 fall? Carl stated no it would be too late. Dick asked if we cannot RIF  
72 the teacher and we come up short, what are we going to do. Carl  
73 stated if we don’t hire them now and we don’t have positions filled,  
74 then we may not have quality teachers to fill those positions. That is  
75 the dilemma. Sheryl stated these people are being hired into positions  
76 that are already budgeted for because positions were vacated by other  
77 people who have left. After more discussion and explanation, Randy  
78 understood this better and will support the recommendation. Dick  
79 stated that just because we have budgeted the money and we have a

80 vacancy, we are hiring somebody and we don't know if we are going to  
81 be a\$1.6 million short. What's the plan? If we vote to hire these people  
82 we are obligated to \$150,000. Syndi thinks the Board would feel more  
83 comfortable if they knew exactly what we were talking about in terms of  
84 need. Carl and Brian explained how this would affect him and class  
85 size if the teacher was not hired (35 kids per class). Sheryl reminded  
86 everybody that when they went through the budgeting process, we  
87 squeezed based on need. If they are filling positions that have already  
88 been decided upon, they have already been through that justification  
89 process. Dick is concerned about what do we have for backing up  
90 because the voters approved an expenditure budget and they  
91 acknowledged the tax impact based on projected revenue which is in  
92 question. Sheryl stated we need to know what are legal options are if  
93 there is a shortfall of revenue because that is not what the tax payers  
94 signed up for. Jack stated that the responsible thing to do is to budget  
95 to meet state standards. He stated that Dick said we are hiring like  
96 there is not tomorrow; Jack thinks we are hiring like there is a  
97 tomorrow. Sheryl called for a vote with the understanding that the  
98 Board continues to have conversations about the State's obligation  
99 and keep tabs on that. **6 in favor, 1 opposed (Dick), 0 abstained.**

100 **12.Contract Extensions of Noncertified Administrators** – Tabled until  
101 after non-public session.

102 **13.Contract Extensions of Certified Administrators**

103 **Motion:** by Sheryl, seconded by Kelley, to review and approve  
104 contract extensions.

105 Sheryl noted that they received a letter from the State Dept. of  
106 Education specifically regarding Brian Hastings and she was asked to  
107 share the congratulations from the commissioner of education that  
108 Conway EI has met AYP for two years in a row to go off the  
109 observation list. Pine Tree also received the same letter. This is very  
110 important in terms of us maintaining the pride in our schools and the  
111 progress of the students. This is very important.

112 Brian Hastings – Salary of \$71,555. **7-0-0**

113 Laura Jawitz – Salary of \$78,767. **7-0-0**

114 Kevin Richard – Salary of \$72,012. **7-0-0**

115 Mark Zangari – Salary of \$80,644. **7-0-0**

116 **14. Election of Lori Babine as Career and Technical Director at KHS –**  
117 **7-0-0.**

118 **15. FYI – KHS Staffing Proposal 2009-20**

119 **B. Consider Approval of Revision in Job Description for Athletic**  
120 **Director**

121 **Motion:** by Dick, seconded by Randy, to recommend that these  
122 descriptions add reference to the supervision of the position at  
123 the middle school. Vote on amendment to motion: **7-0-0.**  
124 Vote on motion as amended: **7-0-0.**

125 **C. Consider Approval of Job Description for Supervisor of Sports at**  
126 **Kennett Middle School** as coordinated through high school athletic  
127 director. **6 in favor, 1 opposed (dick), 0 abstained.**

128 **5. Presentation of School Programs/FYI Items**

129 **A. KHS Student Representative** –Chris King reported that the softball team  
130 made it to the second round of the playoffs. The baseball team ended up  
131 losing in the first round. The lacrosse team, in their first year, made it to  
132 the first round of the playoffs. The auditorium was booked with KHS  
133 events this past weekend. Thursday and Saturday night was “Shades of  
134 Gray”. There was a world culture assembly with African drummers and  
135 tons of really cook stuff. Travis Roy came back again and spoke about his  
136 paralyzation. It was very moving. On the 10<sup>th</sup> are the dance team tryouts,  
137 the show choir has tryouts on June 9<sup>th</sup>. Victoria Belkin, Matt Paisley, and  
138 Chris King were selected to go to Manchester on June 13<sup>th</sup> for Eddy’s  
139 Dinner. Graduation is scheduled for June 20<sup>th</sup>. More than 95% of 2009  
140 will graduate. He passed around the 2009 yearbook and presented Dr.  
141 Loynd with a yearbook in honor of his hard work and dedication that he  
142 has given to the school. Dr. Loynd will be missed at the building and he  
143 wished him good luck. Sheryl was not able to see “Shades of Gray” and  
144 asked Chris if he did. He said he did; he explained the play. He said it  
145 was very depressing but is was a great success.

146 **B. KHS Key Club** – The KHS Key Club was present. Megan Perley, Key  
147 Club President thanked the Board for their time. Andrew Clark is next  
148 year’s incoming president. She spoke of the awards won recently in April  
149 at the District Convention. They won First Place Overall Achievement in  
150 the Platinum Division which is like the top Key Club Award you can get  
151 and this is the 12<sup>th</sup> year they have won it; First Place District Project  
152 Fundraising per Member; the Diamond Achievement Award for Overall  
153 Excellence from Key Club International and they were one of only four  
154 clubs in New England to receive this award; First Place Monthly Reports;  
155 Early Bird Award for timely and accurate payment of dues; Third Place in  
156 the Talent Act Competition; Emily George was elected the New England  
157 District Governor which is the top office you can be elected into; Abby  
158 Cossell was awarded the Outstanding Secretary Award; Courtney Simons

159 was awarded Outstanding Lieutenant Governor Award; Heather Canavari  
160 was inducted as next year's Lieutenant Governor of Division 5A; Chris  
161 Dupuis and Shannon Revelle received second place in the video contest;  
162 Megan Perley received Honorable Mention for Outstanding Club  
163 President. Megan thanked the community and the board for their support.  
164 Each student introduced themselves and then showed the banner that  
165 they get to hang in the gym as Emily was elected District Governor. They  
166 also received a banner that has been retired and they hope to have it fixed  
167 up and have the governors' names put on it and hung in the gym  
168 permanently. Dick stated that having these young men and women come  
169 before the board periodically with good news, their achievements, their  
170 hard work, sweat and perspiration, and dedication kinda makes this whole  
171 school board thing worthwhile. The Key Club Banquet will be this  
172 Wednesday at 6:00 at the Red Jacket.

173 **C. Principals' and Directors' Reports (first meeting of the month)**

174 **Jack Loynd – KHS** – He noted that Chris has done a tremendous job as  
175 a ninth grader being the student rep and we've got him for three more  
176 years here. He reviewed staff and student accomplishments and noted  
177 how good they were for a school of our size. He applauded the fact that  
178 KHS is the New Hampshire School of Excellence. It has been quite the  
179 year. There were some questions about the use of professional  
180 development time. He spoke in favor of utilizing at least as much  
181 professional development time that we have because we spend upwards  
182 of 60 days with the credit process and although we got a glowing  
183 reaccreditation report, we also got a list of recommendation that will  
184 enable us to get better and without the early release/teacher workshop  
185 days, he doesn't know how we could schedule the time to accomplish the  
186 things that we need to accomplish. Final exams begin Friday, June 12<sup>th</sup>  
187 for seniors, then Monday and Tuesday; June 19<sup>th</sup> the exams start for  
188 grades 9, 10 and 11. It is important for parents to note that we are on a  
189 different schedule due to exams. Graduation is June 10<sup>th</sup> and we are  
190 hoping for and outside graduation. Tomorrow they are interviewing for a  
191 school librarian. The master schedule has been built and guidance  
192 counselors are now meeting with students to resolve conflicts.

193  
194 **Brian Hastings - Conway EI** – He thanked the PTO for the great job they  
195 did. He reviewed the students and staff of the month. The TNT day is  
196 something they have every year and they invite all sorts of local  
197 businesses in to work with the kids for a day. He thanked the committee

198 that put that together, in particular Kristen Burke as the organizer for the  
199 event, and all the people who came in to work with the kids.

200  
201 **Laura Jawitz – Pine Tree** – She agreed with Dick and said that it makes  
202 their day when she sees their former students grown up and doing good  
203 things. She thanked the PTA. They had a great staff appreciation  
204 week. She thanked families who really go to bat for them. They won the  
205 extra \$1,000 this year from Hannaford. They are going to miss their  
206 retirees as they were not only important at Pine Tree but they were at  
207 more than one school in the district and just touched all or our lives.  
208 They raised the bar high but they are very pleased with the people who  
209 will be taking their positions. She went to the Desert of Maine and it  
210 really gave students the opportunity to get involved with all of the  
211 experiences. Tomorrow the 6<sup>th</sup> grade is off to Exchange City. Thanks to  
212 the Board for their support on field trips.

213  
214 **Mark Zangari – John Fuller** - was not present due to a personal reason  
215 but provided his written report to the Board.

216  
217 **Kevin Richard – Conway Middle School** - As a result of the Learn  
218 Through Teaching Course, one of the biggest recommendations was to  
219 increase the volume of reading for the kids. They put together the RED  
220 (read every day) program. There was a lot of training, a lot of practice  
221 put in place, a lot of work getting the kids going every day in school from  
222 7:30 to 7:50; the kids and teachers read. It has been very important that  
223 they are very consistent with it. They are still compiling all of the numbers  
224 but they have read 311,000 pages, or the equivalent of 1,560 books from  
225 539 titles. This is 21 books per child in the school as of two weeks ago.  
226 The state recommends 25 books per child. It is a really good program for  
227 kids. At the valley wide science fair last year they had four entries from  
228 the middle school; this year they had over 100 entries. It was  
229 tremendous. Band and Chorus recently went to the Great East Festival  
230 and received Gold, hats off to them. At that state track meet, they took  
231 first place in the javelin, second place in the 800, second in the 1,600,  
232 and second in the javelin. June 16<sup>th</sup> is the Unified Arts Festival. 8<sup>th</sup> grade  
233 promotion is on June 23<sup>rd</sup> at 6:30. Janine mentioned that she has had a  
234 lot of positive feedback from the parents on the on-line progress reports.

235  
236 **Neal Moylan – Career and Tech Center** – They had the third induction  
237 of National Technical Honor Society. This was by far their biggest class

238 of students. The Early Childhood Education Program will be hosting their  
239 "Under the Sea" annual spring celebration on June 11<sup>th</sup>. In the metal  
240 shop, Maggie Flynn from Eaton is creating the "learning tree" which will  
241 be a free form art tree which will be put in on the grounds to represent all  
242 8 sending towns. All the towns will be put around the base of the tree;  
243 there will be hooks available on the tree. The tree will stand 6.5 to 7 feet  
244 tall and it is a significant project. He looks forward to unveiling this tree in  
245 the very near future. 24 youngsters graduated from the Eagle Academy.  
246 It is a terrific program. Most of these youngsters have signed up for post  
247 secondary schooling or the military. It was a wonderful ceremony. He  
248 thanked Sheryl Kovalik, Dick Klement, Carl Nelson and Bob Godamski  
249 for being a part of it. Dick stated that the kids go to the Eagle Academy  
250 because they want to go the Eagle Academy; not because of state law,  
251 not because their parents say get up, get on the bus, go to school.  
252 These kids have a lot of grit. It is very pleasing to see that.  
253

254 **6. Public Comments – Ben** commented on the possible rehiring of teaching  
255 positions. Two of these candidates he knows personally and he speaks  
256 in favor of Lauren Devereaux and Justin Umlah. These are the type of  
257 people he was speaking of when he was running for school board. They  
258 are very well qualified and very involved in what they are doing and he  
259 thinks the town would be losing a lot if we lost these individuals. **Jim**  
260 **Lefebvre** stated that on May 11<sup>th</sup> when the state commissioner was here,  
261 there was discussion of the Alternative 4 program. He asked if someone  
262 could explain that in more detail. Bob Godamski responded that there are  
263 a variety of ways for alternative certification and Alternative 4 is one of  
264 them. Each year the SONH puts out a critical shortage list which tells us  
265 that those are the positions that there are not enough teachers to fill.  
266 That is one of the alternative ways of obtaining certifications. You apply  
267 to the SONH and they issue you a statement of eligibility. At that point  
268 you put together a plan on how you are going to reach all of the  
269 competencies that a person going through a teaching program would  
270 reach. A person would then be issued an intern license and they can  
271 teach off the intern license for three years. Jim asked if anyone in the  
272 district is a member of this program. Bob stated yes. Jim would like a list  
273 of these at some point. Jim had a question on the FYI regarding KHS  
274 additional position for special ed this year. Is this indicative of an  
275 increase of special education students this year? Carl it is to supply the  
276 services that we need for the special ed population. **Lloyd (Conway**  
277 **Daily Sun)** heard there was an abundance of students looking to take

278 German and they weren't able to get into the class and were steered  
279 toward Spanish? Sheryl stated this was the first she had heard of it.  
280 Neal stated they have been looking for a German teacher and haven't  
281 been able to find a qualified teacher. They are supporting the German  
282 program with current certified staff. They did have some youngsters who  
283 tried to original get into German and they moved them into Spanish I. By  
284 RSA we are required to find "highly qualified" teachers. They are looking  
285 to utilize highly qualified teachers in each program they offer. **Rick** talked  
286 with someone in guidance and was told that the German program was  
287 going to be phased out. Neal stated this is absolutely incorrect.

288 **7. Old Business – None.**

289 **8. Instructional Issues**

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

291 **Motion:** by Dick, seconded by Randy, to review each policy individually.

292 **EHAAA – Staff Responsibilities for Internet Access. 7-0-0.**

293 **IICA - Field trips. 7-0-0.**

294 **GCB – Administrative/Supervisors Personnel Policies. 7-0-0.**

295 **GD – Non-Union Staff Personnel Policies. 7-0-0.**

296 **B. Consider First Reading of Policy JLIE (Student Automobile Use)**

297 **Motion:** by Sheryl, to review and accept first reading, and waive the need  
298 for a second reading, accepting this as policy. Seconded by Randy.

299 Janine asked how will we know if the student has a moving violation? Mr.

300 Barnes stated that they log them. Randy was wondering the same; if

301 students come forward if they lose their license. Mr. Barnes stated they

302 would be at the mercy of the student. Sheryl stated this is an

303 improvement. Rick asked if after seniors/juniors, would sophomores be

304 able to apply? If there were still spaces available. If it got to this Mr.

305 Barnes would have to come before the board. **7-0-0. Moved to policy.**

306 **C. Consider Approval of Summer Program and/or Curriculum Work**

307 **Motion:** by Kelley, seconded by Janine, to review and approve. Bob

308 Godamski provided and overview. **7-0-0.**

309 **D. FYI – School Choice Requests** Sheryl reviewed that all but three were

310 approved and this was due to class size. Randy stated his ongoing

311 concern is that Conway El's numbers are going down for Kindergarten.

312 He is fine with this but he would like to see the numbers that do arrive.

313 Carl will provide a projected enrollment for elementary. Dick asked Laura

314 if she had a count for Kindergarten. She stated she will have two sessions

315 of 15.

316 **9. Business Affairs**

317 **A. Consider Awarding School Bus Bid**

318 **Motion:** by Dick, seconded by Sheryl, to authorize the bid contingent  
319 upon the inclusive of the maritime flooring and if it is not included, make it  
320 included with the additional funds NTE \$1,000. **7-0-0.**

321 **B. Consider Acceptance of Unanticipated Funds (Health/Wellness Grant**  
322 **from Primex)**

323 **Motion:** by Randy, seconded by Rick, to review and approve grant. **7-0-0.**

324 **10. Administrators' Reports**

325 Sheryl wanted to note that George Weidhold has been awarded the Robert  
326 Seward Scholarship in the amount of \$1,500. He was one of 34 scholars in  
327 New Hampshire chosen from 233 athletes. He will be taking this on his path to  
328 Princeton. There is an SAU Board Meeting on June 11<sup>th</sup> at 6:30 in Bartlett. The  
329 Estimated Fund Balance after \$100,000 short fall in revenue, is \$440,000,  
330 approximately \$350,000 of that is for spec ed. There is a surplus of \$90,000.  
331 Sheryl stated this was very tight budgeting. Very good job, Carl. Sheryl  
332 commended the Board and administrators on making hard choices in the first  
333 half of the year.

334 **A. K-8 Educational Research Committee** - June 17<sup>th</sup> at 3:30 at Granite  
335 State.

336 **11. Board Members' Issues – Board Discussion**

337 **A. Committee Reports** – Dick will not reintroduce the parking issue because  
338 of comments made that were made that if they don't hold to it we will  
339 come back and drop the hammer on them. Dick noted the write-ups at the  
340 HS had to do with old text books, lack of text books and materials. Where  
341 are we on this when we cut money out of the budget for text budget? He  
342 would ask that the HS ask what is missing and what do we have to go  
343 find. Carl suggested this was from the Curriculum Committee work. Neal  
344 stated the source is with John Allen and the math. He will obtain better  
345 information regarding Math and Geometry. Rick requests the Policy  
346 Committee address the dress code (middle school) regarding girls wearing  
347 leggings with skirts. Sheryl suggested Kevin create a recommendation  
348 and discuss it with Neal before it comes to the Policy Committee.

349 **12. Public Comments** – Lloyd asked how many school pregnancies there were this  
350 year. Carl stated he believed it was one this year.

351 **13. Nonpublic Session – RSA 91-A:3 II**

352 **Motion:** by Janine, seconded by Rick, to go into non-public session. By roll call  
353 vote, all in favor. The Board entered into non-public session at 8:17 p.m.

354

355 Nonpublic Session Minutes

356

357 A reorganization of personnel and performance was discussed.

358

359 The Board was informed of a manifest educational hardship request.

360

361 A staff leave of absence was discussed.

362

363 A personnel situation was discussed.

364

365 **Motion to return to Public Session was made by Kelley Murphy, seconded by Syndi White,**  
366 **and passed unanimously at 8:46 p.m.**

367

368 **Dick Klement moved, seconded by Kelley Murphy, to extend the contracts and approve**  
369 **salaries as presented for Charles Cook, Andy Grigel, Dale Anderson, and Joseph Souza. The**  
370 **motion passed unanimously.**

371

372 **Kelley Murphy moved, seconded by Janine McLauchlan, to approve the KHS staffing proposal**  
373 **for 2009-10 as presented. The motion passed unanimously.**

374

375 **Randy Davison moved, seconded by Kelley Murphy, to approve Karen O'Neil's request for a**  
376 **medical leave of absence for one year beginning July 1, 2009. The motion passed**  
377 **unanimously.**

378

379 **Kelley Murphy moved, seconded by Janine McLauchlan, to approve the reorganization of the**  
380 **high school grounds/custodial personnel as presented and the appropriate salary adjustment**  
381 **for Mr. Souza. The motion passed unanimously.**

382

383 **Rick Breton moved, seconded by Kelley Murphy, to adjourn the meeting. The motion passed**  
384 **unanimously at 8:50 p.m.**

385

386

387 Respectfully Submitted,

388

389

390 Xann Teryek

391 Recording Secretary