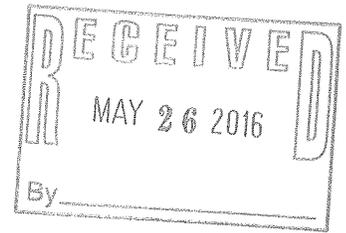


RSU 63 Board Meeting
Date: April 25, 2016
Location: Eddington School



Minutes

Members Present:

Town of Clifton - Dola Hinckley
Town of Eddington - Rusty Gagnon, David McCluskey, and Nikki More; and
Town of Holden - Chris Doering, Chris Galinski, Jennifer Newcomb, and Suzanne Wieland.
Dr. Kenneth Smith, Superintendent of Schools.

The meeting was called to order at 6:35 p.m. A flag salute was conducted and a moment of silence observed.

Approval of Minutes:

Motion: Jennifer Newcomb, Second: Nikki More. "It is moved to approve the March 28, 2016 regular meeting minutes as amended."

Vote: 8 yes, 0 opposed

Recognition and/or Awards of Students, Staff and Others:

National History Day - The program has been around for a while, but it is fairly new to Holbrook School within the last two or three years. The co-advisors, Amy Clement and Susan Smith have been working on integrating National History Day into our Social Studies curriculum.

Each year more than half a million students across the United States participate in the National History Day contest. Students chose historical topics related to the theme "Exploration, Encounter, Exchange in History," and conducted research on topics that interested them. After analyzing and interpreting their sources and drawing conclusions about their topic's significance in history, students presented their work in original papers, websites, or exhibits. Professional historians and educators were the judges for all the projects. This year all sixty eighth-graders were required to complete a National History Day project, and then chose whether or not they wished to compete in the state competition. Nineteen students chose to compete, including two seventh-grade Gifted & Talented students. Out of the nineteen students who competed in the contest, Ceci Doering and Damian Sheffer placed first in the state and Lauren Holyoke, Abby Butler, and Taylor Perry placed second in the state. The first and second place winners will be invited to participate at the national level competition held at the University of Maryland at College Park in June.

State Representative Peter Lyford introduced the students and their projects.
Trevor Pearson did a research paper on "Jackie Robinson: The Right Man for the Job".
Damyam Greenlaw did a website project entitled "History of Microsoft Windows".
Emily Warren did a website project entitled "Marie Curie".
Ceci Doering and Damian Sheffer did a website project entitled "Samantha Smith".
Eli Doering and Sarah Stewart did a website project entitled "Challenger".

Bethany Willard and Rachael Kiah did a website project entitled "Aokigahara: Encountering the Paranormal in Japan's Suicide Forest".

Ben Spear, Dakota Francis, Jacob Munroe and Max Chadwick did an exhibit on "Rebellions in the Concentration Camps".

Lauren Holyoke, Abby Butler and Taylor Perry did an exhibit on "Maine's Underground Railroad."

Bethany Deschaine and Drew Hardwick did an exhibit project on "Samantha Smith: America's Youngest Ambassador".

Krystal Baillargeon did an exhibit project on "Joshua L. Chamberlain.

Congratulations to all these students.

Last week several of our bus drivers attended a safety conference at Hampden Academy. Our bus drivers participated in the skills competition held that day. There were approximately 125 drivers showing off their driving skills in the competition. Out of the six trophies awarded to the participants, three of the trophies were awarded to our bus drivers. Congratulations to Tom Colavito, Kim Barclay and Patricia Holmes!

Acceptance of Gifts/Donations: Don Spencer recognized and thanked the PTG for their \$500.00 donation to purchase earphones for all the Kindle Fires. The Holden and Eddington Activity Accounts will purchase charging stations for each classroom that will have the Kindles.

There were no presentations to the Board members.

Questions and Comments from the Public: None

Meeting Dates:

Budget & Finance Committee – Wednesday, April 27, 2016 at Holbrook School, 5:00 pm

Policy Committee – Monday, August 1, 2016 at Holbrook School, 6:15 pm

Operations/Facilities Committee – Tuesday, May 10, 2016 at Holbrook School, 1:00 pm

Curriculum Committee – Wednesday, May 11, 2016 at Holbrook School, time TBD

Technology Committee – Tuesday, May 10, 2016 at Holbrook School, 3:30 p.m.

New School Committee - TBD

Pre-K Advisory Committee - TBD

Budget & Finance:

We continue to work on the FY17 budget and the Budget & Finance Committee will meet this Wednesday to continue work on the budget. The Budget Public Informational Hearing will be on Monday, May 2 at Holbrook School at 5:30 p.m. followed by a Special Board Meeting at 6:30 p.m. specifically to hopefully approve the Proposed FY17 Budget. There will be a Special Board Meeting specifically for staff and Board Recognitions on Wednesday, June 1 at the Holbrook School at 6:30 p.m. followed by the Budget Meeting at 7:00 p.m.

Chris Doering asked if the Contingency Fund in the Proposed FY17 Budget was for the whole budget. Yes, it is. The Transportation/Facilities Committee's recommendation was for \$20,000 directed for Operations and not to be allocated otherwise. The additional \$10,000 will be added to Operations in the Proposed FY17 Budget.

The Budget & Finance Committee has been working on salary scales for the support staff. We looked at the regional and statewide data and positions, as well as the Penquis Region. The Budget & Finance Committee presented the salary scales for all the support staff for Board review and approval. Kelly Theriault explained the different salary scales presented. There are 15 steps on the salary scales. Our bottom is still \$1 or \$2 low in most cost centers below the average lows in the region, but by step 15 we were in the average high. We had to do a two-year phase in for ed techs and food service, as we were so far out of line. If an employee's current rate were higher than we feel they should be on the scale, the employee would stay at the hourly rate and not go down in pay. The plan is to also put the information in the Employee Handbook. These positions are budgeted for.

Dola Hinckley asked why the maintenance position was cut from the budget. We were only asking for a part time position, and not a full time maintenance position. We do not feel we need it. In a small system, it is unusual to have a maintenance position. The custodians can generally do the kind of work we need to be done. This position has been brought up several times over the years and at this point, Dola Hinckley feels it should be put to bed and not brought up again. Rusty Gagnon briefly discussed the maintenance position we previously had at one of our schools. This position was eliminated and the maintenance individual replaced the last hired custodian with no change in pay. Yet, this individual is still called upon to do maintenance work.

Motion: Nikki More, Second: Rusty Gagnon. *"It is moved to approve the proposed salary scales presented by the Budget & Finance Committee for Ed Techs, Food Service, Secretaries, Custodians, Bus Drivers, Van Drivers, and Mechanic Driver, including the increase in the Substitute Teacher Daily Rate."*

Vote: 8 yes, 0 opposed

Rusty Gagnon would like to take \$45,000 for paving out of the proposed FY17 budget and redirect these funds in creating and fulfilling a technology position to function in part as backup to the Technology Coordinator and teach technology in the middle school. Chris Doering noted that we do have school buildings that we need to take care of and we have identified certain items that need to be done to do this. The Board discussed having an assessment/analysis done to see if this position is necessary or if our students are taught adequately with our current system. The Board also discussed obtaining the services of an outside entity as a backup for the Technology Coordinator. There was also a discussion on possible surveys to see what other middle schools are doing and what our high school students feel are the major needs.

Superintendent's Report: The federal government has decided to have the State oversee a lot of the projects they were doing previously. In that, only 2% of the federal government budget goes to education. Dr. Smith feels we are a long way away from receiving the amount of money the federal government should be underwriting for education.

We have a vision statement for Holbrook but not a mission statement for the district. The communities have to decide what they want their schools to do and how they want to get it done. We will use the vision and mission statements in our application to the State for educational specifications in the new school.

RSU 63 Chair Report: No report

If we are going to continue to snow plow the Holden School ourselves, we will have to purchase a new plow truck. If not, we would have the contractor plow all three schools instead of just the Eddington and Holbrook Schools they currently plow. The contractor would plow all three schools next year for \$12,550. There was a discussion on plowing all three schools ourselves and use of personal trucks to plow our schools.

Motion: Chris Doering, Second: Nikki More. "It is moved to allocate \$9,999.00 in the FY17 Budget for the purchase of a used plow truck for the purpose of plowing the Holden School."

Vote: 2 yes (Chris Doering and Chris Galinski), 6 opposed (David McCluskey, Rusty Gagnon, Jennifer Newcomb, Suzanne Wieland, Nikki More and Dola Hinckley)

The motion failed.

Motion: Nikki More, Second: Rusty Gagnon. "It is moved to amend the RSU 63 Board Meeting Agendas to add a regular item "Reports Sent to Board Members".

After discussion, Nikki More made a friendly amendment to change the wording of the agenda item to "Discussion and Motions Regarding Reports."

Vote: 8 yes, 0 opposed

Motion: Rusty Gagnon, Second: Nikki More. "It is moved to approve all written and oral reports as presented to the Board."

Vote: 8 yes, 0 opposed

Old Business:

- 1) New School Committee: After the May 23 presentation, we will try to schedule a meeting.
- 2) Teachers and Administrators' Contract Negotiations: Negotiations are ongoing. We continue to meet with both negotiating teams.
- 3) School Facilities Study: At the next Board Meeting on May 23, Oak Point will be presenting the 2nd part of the School Facilities Report on the new school to the Board Members and public. Oak Point will do a slide presentation showing the financial ramifications of the new project. They will break down those elements we think the general public is most interested in and at the end, the public should have all the pros and cons for a new school. The Board can then decide how it wants to move ahead.

New Business:

1) Policies:

Motion: Rusty Gagnon, Second: Nikki More. "It is moved to approve for a first reading Draft Policy EHB – Records Management as written; Draft Policy GBEC – Drug-Free Workplace as written; Draft Policy GBED – Tobacco and E-Cigarette Use on School Premises as written; Draft Policy GBGB – Personal Protective Equipment (PPE) as written; Draft Policy GBN-R – Maine Family Medical Leave, Administrative Procedure as written and Draft Policy GCF – Criminal History Records Checks on Educational Personnel as written."

Vote: 8 yes, 0 opposed

- 2) Policy EEAEAA-R – Drug & Alcohol Testing for School Vehicle Driver: We have been advised that a new contract will be going out for drug and alcohol testing. The new vendor will be testing for .00 blood alcohol control. The current policy is .02 and we will be going to zero tolerance. Rusty Gagnon still needs to know what specific controlled substances this new vendor will be testing for, so that this information can be put in the policy. After discussion, the Board requested that the revised policy be brought to the Board for review and approval at the May 23 Board Meeting.
- 3) Policy IJOCA – Security Standards for School Volunteers: This is a new policy and is drafted based on a similar policy in place in Memphis, Tennessee. It is an excellent policy, but the policy may be more than this Board feels is necessary. The policy classifies volunteers in three levels, and Rusty Gagnon explained the different levels. The Board discussed who would pay the costs for fingerprinting/background check, parent volunteers working with their own children or not their children, and checking volunteer to see if individual appears on sex offender registry. The fee is \$70 for the background check and fingerprinting. The Board asked if the cost for fingerprinting and a background check could be separated out and brought back to the Board.
- 4) Current Policy to be Approved for Deletion:
Motion: Rusty Gagnon, Second: Jennifer Newcomb. *“It is moved to delete Policy EGD, Personal Hardware and Software Usage Within the District from the RSU #63 Policy Book.”*
Vote: 8 yes, 0 opposed

Motion: Rusty Gagnon, Second: Jennifer Newcomb. *“It is moved to extend the Board Meeting past 8:30 a.m.”*
Vote: 8 yes, 0 opposed

Personnel Actions:

There were no resignations or leaves. It was agreed that all Elections and Appointments on the agenda would be addressed after the Executive Sessions are completed. We are still searching for a Speech and Language Pathologist for next year. We do have someone providing these services to our students this year.

Questions and Comments from the Public: None

Motion: Rusty Gagnon, Second: Nikki More. *“It is moved to extend the Board Meeting past 8:30 p.m.”*
Vote: 8 yes, 0 opposed

Executive Sessions:

At 8:32 p.m. motion by Rusty Gagnon with a second by Jennifer Newcomb. *“It is moved to go into executive session to discuss Teacher and Administrator Negotiations pursuant to 1 M.R.S.A. § 405(6)(D).”*

Roll call was taken with all members replying “Yes”. Vote: 8 yes, 0 opposed

At 9:16 p.m. David McCluskey declared the Board out of executive session.

At 9:18 p.m. motion by Rusty Gagnon with second by Nikki More. "It is moved to go back into executive session to discuss the appointment of officials pursuant to 1 M.R.S.A. § 405(6)(A)."

Roll call was taken with all members replying "Yes". Vote: 8 yes, 0 opposed

Motion: Rusty Gagnon, Second: Jennifer Newcomb. "It is moved to elect the following administrators to a minimum of one year contracts, beginning July 1, 2016 through June 30, 2017 - Susan Smith, Director of Curriculum and Instruction; Richard Modery, Principal Holbrook Middle School, and Donald Spencer, Principal Holden Elementary and Eddington Elementary Schools."

Vote: 8 yes, 0 opposed

Motion: Rusty Gagnon, Second: Jennifer Newcomb. "It is moved to elect Cindy Badger as Director of Special Services to a one year probationary contract, beginning July 1, 2016 through June 30, 2017."

Vote: 8 yes, 0 opposed

Motion: Nikki More, Second: Rusty Gagnon. "It is moved to appoint the following administrators to a minimum of one year contracts, beginning July 1, 2016 through June 30, 2017 - Kelly Theriault, Business Manager; George Cummings, Technology Coordinator; and Jake Morgan, Director of Transportation & Facilities."

Vote: 8 yes, 0 opposed

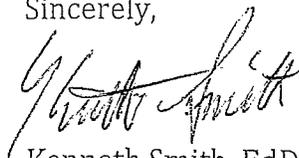
Motion: Jennifer Newcomb, Second: Nikki More. "It is moved to appoint the following clerical staff to one year contracts, beginning July 1, 2016 through June 30, 2017 - Susan McKenzie, Administrative Assistant and Lisa Gamblin, Bookkeeper."

Vote: 8 yes, 0 opposed

At 9:45 p.m. David McCluskey declared the Board out of executive session.

At 9:52 p.m. motion by Jennifer Newcomb with a second by Rusty Gagnon to adjourn the meeting. Vote: 8 yes, 0 opposed

Sincerely,



Kenneth Smith, EdD
RSU63 Superintendent of Schools