

**RSU 63 Board Meeting
Date: February 29, 2016
Location: Holbrook 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 6:30 p.m. A flag salute was conducted and a moment of silence observed.

Approval of Minutes:

Motion: Rusty Gagnon, Suzanne Wieland. **"It is moved to approve the January 25, 2016 regular meeting minutes as written."**

Vote: 8 yes, 0 opposed

Recognition and/or Awards of Students, Staff and Others: None

Acceptance of Gifts/Donations: As a result of an application submitted by Elementary Principal Don Spencer to the Cole Land Transportation Museum, both elementary schools are receiving 50 Amazon Kindle Fires based on having one classroom per grade level. Also, as a result of an application submitted by Middle School Principal Richard Modery to Cole Land Transportation Museum, Holbrook School will be receiving the Smart 77" M' series white board with UF70 projector and notebook software, which includes a USB sound system and cabling.

Motion: Rusty Gagnon, Second: Nikki More. **"It is moved to accept the gifts of 50 Amazon Kindle Fires for Holden School, 50 Amazon Kindle Fires for Eddington School and a Smart 77" M" series white board with UF70 projector and notebook software, including a USB sound system cabling for Holbrook School from the Cole Land Transportation Museum. Furthermore, the Board will send a thank you note to the Cole Land Transportation Museum."**

Vote: 8 yes, 0 opposed

Challenger Presentation:

We have three Gifted & Talented Coordinators this year – Molly Shields at the Holden School and Michelle Whitman and Deannie Brownell at the Holbrook School. They have done an excellent job trying to match student interests to community resources and provide a lot of opportunities within our budget. Holbrook student Cecilia Doering did a presentation for the Board members, put together by her fellow eighth grade gifted and talented students. The trip to the Challenger Learning Center was funded half through our budget and half through a grant from the Challenger Foundation.

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While at the Challenger Learning Center, students did a simulation of a comet rendezvous. A team of students went to Mission Control, and a team of students went to the Space Station. The students made paper rockets and launched them. The Challenger Learning Center was very beneficial because it exposed students to STEM and encouraged our skills in teamwork and communication. Shortly after that, students saw a presentation by NASA astronaut Jessica Meir, followed by a tour of the University of Maine Composite Lab. These field trips have been very beneficial because they have exposed students to the field of science, technology, engineering and mathematics and introduced us to new jobs. It was also an opportunity to experience these fields outside of school, and combine our skills with enthusiasm to learn.

Dola Hinckley asked if grade 5 students still go to Star Base. Bangor no longer has the Star Base Program.

Questions and Comments from the Public: Kim Crawford, a parent of a grade 7 student and member of the Competition Cheer Team, asked the Board to consider allowing the parents to raise funds for cheering mats for our cheerleaders. Our students practice on very old gymnastic mats at Eddington School. As a parent watching the students practice and seeing the stunts they have to perform during competitions, our students are not prepared to complete the entire routine until they are on cheering mats on competition days. This puts our students at a disadvantage and it is not safe to practice these routines on our current gymnastic mats. We will need to review our policies on fund raising to see what is and is not approved. Dr. Smith will meet with Mrs. Crawford to discuss her request. Dr. Smith invited Holbrook Principal Richard Modery to join them at 7:30 tomorrow morning.

Meeting Dates:

Budget & Finance Committee – Thursday, March 17, 2016 at Holbrook School, 5:00 pm
Policy Committee – Monday, March 7, 2016 at Holbrook School, 6:15 pm
Operations/Facilities Committee – Tuesday, March 8, 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 pm
New School Committee – TBD
Pre-K Advisory Committee – TBD

Budget & Finance:

We have started the budget process. Our state subsidy was reduced by approximately \$356,000. The state may be opening up additional funding, but that is a big hit right off the bat on top of the typical increases.

Superintendent Report:

Dr. Smith included the preliminary enrollment projection he received from Planning Decisions. It looks like next year's enrollment will be comparable to this year's enrollment. Elementary school does appear to be constant while middle school will go up at first and then down. The next few years will be challenging. The projections count both in and our

migrations. Once we receive the final report, we can decide how we want to present the information to the community.

RSU 63 Chair Report:

David McCluskey has met twice with Dr. Smith to discuss the possibility of continuing on as our superintendent. Also, we have received formal notice that the Labor Board has approved the addition of the Director of Special Services position in the RSU 63 Administrators Collective Bargaining Unit.

Chris Doering asked Mr. Morgan if we could remove the nitrous oxide recovery system in the diesel buses since giving us so much trouble. No as it is part of the new emissions code for the State of Maine. If we went back to gas driven buses we would alleviate that problem.

Motion: Dola Hinckley, 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: We are still waiting for the consultants. Rusty Gagnon is talking to Suzanne Wieland about taking over the position of Chair of this committee.
- 2) Teachers and Administrators' Contract Negotiations: Negotiations are ongoing and we will be meeting with both negotiation groups this week. Chris Doering said he would like to receive an update on how the negotiations are going.
Motion: Chris Doering, Second: Jennifer Newcomb. **"It is moved to adjust the agenda and add a second executive session at the end of the agenda."**
Vote: 8 yes, 0 opposed
- 3) School Facilities Study: We have received some information today from Oak Point Associates. We will be analyzing the information and provide some feedback to the designers. They will be ready to move forward after they receive our feedback.
- 4) Comprehensive Enrollment Projection: Nothing further to add.
- 5) New Board Member Orientation: Rusty Gagnon discussed her additions and suggestions to the draft New Board Member Orientation 2016 Pamphlet. Wherever it states SAD 63 should be changed to RSU 63. Rusty Gagnon distribute a single page on policies and the Policy Binder that she suggested be added to the pamphlet. Rusty Gagnon feels that something should be included about all our committees – a brief description and their responsibilities. A Table of Content should be added.

6) Teacher Retirement Incentive Offer:

Motion: Rusty Gagnon, Second: Nikki More. *"It is moved to reconsider the Teacher Retirement Incentive Offer approved by the RSU 63 Board Members on January 25, 2016."*

At the last Board Meeting, the Board passed a teacher retirement incentive offer. Dr. Smith made a suggestion on what the offer would look like if the Board members chose to offer the teachers a retirement incentive, but was not recommending that the Board offer it to the teachers. It was not cost effective and he could not find any district in our Penquis Region doing a retirement incentive such as ours for their teachers. Chris Doering's concern is that we have offered it, but have not actually distributed it to the teachers before shutting the offer down. It was not contingent on distributing the offer and Mr. Doering feels we might have potential exposure.

Vote: 8 yes, 0 opposed.

Motion: Chris Doering, Second: Rusty Gagnon. *"It is moved to undo/remove the initiative from January 25, 2016 Board Meeting or modify the initiative."*

It reads to Chris Doering in the minutes of the last meeting that we made the offer. In order for there to be any real damages, an individual would have to change their life position, such as plan to move, based on the fact that this offer is coming. If there is no damage, Mr. Doering feels you could rescind the offer, but there is a potential for that exposure.

Vote: 8 yes, 0 opposed

Motion: Chris Doering, Second: Jennifer Newcomb. *"It is moved to modify the Teacher Retirement Incentive Offer to change the date to 30 days from now as the date of acceptance with the same financial terms spelled out in the January 25 Board approved offer."*

Jennifer Newcomb would like to see the date of acceptance less than 30 days from now. The word is already out that there is potentially an offer and feels two weeks would be sufficient. Chris Doering made a friendly modification in his motion to two weeks from now as the date of acceptance.

Vote: 7 yes, 0 opposed, 1 abstention (Nikki More)

New Business:

- 1) Forensic Audit: We have not received any feedback from the Attorney General's Office on our case in quite a while. A year ago last December the Board authorized Jennifer Newcomb to be a representative for the RSU 63 Board and she would like to join Dr. Smith in the conversations with the Attorney General's Office. We are getting questions from the Bangor Daily News and community members are asking what is going on with the case. Rusty Gagnon would like to have the Board authorize one or two Board members to meet with members of the Attorney General's Office. Chris Doering is not sure how much a meeting would actually advance our case. Kelly Theriault did inform the Board members that she and Dr. Smith did speak with the Attorney General's Office this afternoon and they are

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actively investigating the case. After their conversation today, Dr. Smith is more optimistic. The case remains active. We would only diminish the value of our case if we started to speak about it publicly.

Motion: Rusty Gagnon, Second: Dola Hinckley. **"It is moved to have the Board authorize up to two members of the Board, Jennifer Newcomb and Rusty Gagnon, to go with Dr. Smith, if the times comes it would be appropriate, to meet with members of the Attorney General's Office to find out about this case."**

This is an active case being actively investigated. It is a lengthy process where you have to be able to prove intent, which takes time. In lieu of the information received tonight, Jennifer Newcomb is willing to let this sit and not have the authorization, but prior to this we were told it did not appear the case was being actively pursued which was why it was put on the agenda for tonight. Chris Galinski asked what our deductible is. It is \$1,000 but there are caps on some things, such as legal and accounting, which is really where our losses are.

Rusty Gagnon withdrew her motion and Dola Hinckley withdrew her second.

2) Policies for Approval:

a) Motion: Rusty Gagnon, Second: Suzanne Wieland. **"It is moved to approve for a first reading Draft Policy AA-Legal Status, Free Choice of Secondary School as amended; Draft Policy EBAA-Chemical Hazards as written; Draft Policy EBCB-Emergency/Lockdown/Fire Drills as written; Draft Policy EBCA-Comprehensive Emergency Management Plan as written; Draft Policy EBCC-Bomb Threats as written; Draft Policy EBABA-Chemical Hygiene Plan as written; Draft Policy EBCD-Emergency School Closings/Situations as written; Draft Policy ECAC-Damage to School Unit Equipment as written; Draft Policy GCOC-Supervision and Evaluation of Administrative Staff as written; Draft Policy GCSA-Employee Use of School-Issued Computers, Devices, and the Internet as written; Draft Policy EHAA-Agreement to Publish Student Information as written; Draft Policy IJNDB-Student Computer Use as written and Draft Policy IJND-R-Websites as written."**

Vote: 8 yes, 0 opposed.

b) Motion: Rusty Gagnon, Second: Suzanne Wieland. **"It is moved to approve for a first reading Draft Policy EEA, Student Transportation as amended."**

Vote: 8 yes, 0 opposed

3) Current Policies to be Approved for Deletion:

Motion: Nikki More, Second: Jennifer Newcomb. **"It is moved to set Policy BEAAA - Annual Joint Board Meetings (AOS #81), Locations and Specific Duties to expire on June 30, 2016."**

Vote: 8 yes, 0 opposed

Personnel Actions:

- 1) Resignations: Elizabeth Zimmer, Kindergarten teacher at Eddington School, has submitted her resignation. According to her employment contract, Ms. Zimmer is

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required to give us a 60-day notice. We are already advertising for a replacement and we will do our best to find a suitable replacement for her before the 60 days.

- 2) Leaves: None
- 3) Elections:
- 4) Appointments: Dr. Smith recommended the following appointments: Joshua Jenks- After School Tutor, Gene Worcester - "A" Baseball Coach, Samantha Bedore - Girls Softball Coach, and Jennifer Carlson - Track and Field Coach.

Motion: Rusty Gagnon, Second: Jennifer Newcomb. **"It is moved to accept Elizabeth Zimmer's resignation and approve the four appointments to RSU 63 recommended by Dr. Smith."**

Vote: 8 yes, 0 opposed

5) Searches: We are looking for after school math tutors.

6) Reassignments: None

Motion: Jennifer Newcomb, Second: Suzanne Wieland. **"It is moved to adjust the agenda and add a third executive session to discuss Elizabeth Zimmer's letter of resignation."**

Vote: 8 yes, 0 opposed.

Questions and Comments from the Public: A member of the audience stated that at least once every three or four months at the town meetings someone does ask about the forensic audit so there are people out there who are curious on where we are at with it.

Executive Sessions:

At 7:53 p.m. motion by Rusty Gagnon with a second by Nilkki More. **"It is moved to go into executive session to discuss a personnel issue pursuant to 1 M.R.S.A. § 405(6)(A)."**

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

At 8:32 p.m. David McCluskey declared the Board out of executive session.

At 8:32 p.m. motion by Jennifer Newcomb with a second by Rusty Gagnon. **"It is moved to extend the Board Meeting past 8:30 p.m."** **Vote: 8 yes, 0 opposed**

At 8:52 p.m. motion by Chris Doering with a second by Nikki More. **"It is moved to go back into executive session 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 9:07 p.m. David McCluskey declared the Board out of executive session.

At 9:12 p.m. motion by Jennifer Newcomb with a second by Nikki More. **"It is move to go back into executive session to discuss a personnel issue pursuant to 1 M.R.S.A. § 405(6)(A)."**

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

At 9:20 p.m. David McCluskey declared the Board out of executive session.

APPROVED AS CORRECTED

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At 9:21 p.m. motion by Jennifer Newcomb with a second by Nikki More to adjourn the meeting. **Vote: 8 yes, 0 opposed**

Sincerely,

A handwritten signature in black ink, appearing to read "Kenneth Smith". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Kenneth Smith, EdD
RSU 63 Superintendent of Schools