

## MAINE SCHOOL ADMINISTRATIVE DISTRICT 52

Greene, Leeds, and Turner, Maine

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Minutes of the Sixth Regular Meeting of the Board of Directors 2017-2018

October 26, 2017   Turner Primary School

Members present: Elizabeth Bullard; Peter Ricker; Pamela Sirois; Robert Allen; JoAnn Nickerson; Yuri Kowalski; Jon Woodard; Carlos Gnipp

Members absent: Richard Gross

Others present: Kimberly Brandt, Superintendent of Schools; Michele Coates, Business Manager; Theresa Gillis, Assistant Superintendent; Eben Shaw, Leavitt Area High School Principal; Gail Marine, Tripp Middle School Principal; Danielle Harris, Leeds Central School Principal; Kelly Marston, Turner Elementary School Principal; Ryan Patrie, Turner Primary School Principal; Mark McDonough, Greene Central School Principal; Razell Ward, Adult Education Director; Rebekah Drysdale, Director of Special Education; District Citizens; District Employees

1. Chairperson Elizabeth Bullard called the meeting to order at 6:30 P.M. and Jon Woodard led the Pledge of Allegiance.
2. The Minutes of the Fifth Regular Meeting, October 12, 2017, were approved by general consent.
3. Communications:
  - 3.1 Superintendent Brandt reported the resignation of Reginald Cloutier, Leavitt Area High School Custodian, effective November 2, 2017.
4. Agenda Items 9.10 and 9.11 were removed from the agenda.
5. Committee Reports:
  - 5.1. Finance Committee-Jon Woodard reported that the committee has not met.
  - 5.2. Plant/Transportation/Building Committee – Peter Ricker reported that the committee has not met.
  - 5.3. Curriculum/Policy Committee –Theresa Gillis reported that the committee will meet on November 16, 2017 prior to the school board meeting.
  - 5.4. Student Representatives' Report- Saige Arsenault and Chloe Veilleux were the Student Representatives present. Chloe Veilleux reported on the upcoming Haunted Hallway at Leavitt Area High School as well as the football team's playoff status.

- 5.5. Tri-Town Education Association Negotiations (Teacher) – Jon Woodard reported that there is nothing to report at this time.
- 5.6. Administration Work Agreements – Peter Ricker reported that the work agreements have been settled and requested that the agenda item be removed from further agendas.
- 5.7. Tri-Town Education Association Support Staff (ESP) - Peter Ricker reported that this would be discussed in Executive Session, agenda item 9.8.
- 5.8. Administrator Reports:  
Ryan Patrie reported on his first few weeks as new principal at Turner Primary School. He has thoroughly enjoyed his transition into the school and district. As part of getting to know the students, Principal Patrie is reading the book, Only One You to students. Principal Patrie reported that he has been learning the procedures and practices of the school and thanked everyone for being so welcoming.

Mark McDonough reported on the school improvement goals for Greene Central School. Two of the school goals are focused on all students making academic growth in both mathematics and reading as measured through assessment data, including but not limited to NWEA, Everyday 4 Math assessments and Teacher's College running records. An additional goal, which is focused on school climate, comes from a review of Greene Central School's Effective School Surveys and a desire to improve specific areas for staff and students. There is currently a Kindness Campaign underway in the school; monthly assemblies are being held; staff meetings include team-building activities and support staff are receiving professional development in regular meetings held for this purpose.

Kelly Marston reported on the school improvement goals for Turner Elementary School. One goal is focused on the utilization of student data. The effective use of data will benefit students. Another goal focuses on school climate. Principal Marston shared specific strategies being implemented with this goal. All classrooms are holding a daily Morning Meeting with every staff member joining a classroom during this time. A chain with a link representing each Turner Elementary School member is hung in the hallway and serves as a reminder at Turner Elementary School "we all link together and have a common purpose". Pennies are being collected to help replace classroom libraries destroyed by recent hurricanes. This effort is in collaboration through Teacher's College. Support staff are participating in weekly meetings with Principal Marston. This allows for both professional development and a chance to review matters pertinent to their work as educational technicians. The "one school, one book" activity last year was so successful, that Turner Elementary School is doing it again this year-with two books instead of one. Students and staff are currently reading Maxi's Secrets by Lynne Plourde with the culminating activity being held on November 21, 2017. Ms. Plourde will be at Turner Elementary School and be

part of the day's events after presenting to the whole school. An additional book will be read in the spring.

Danielle Harris reported on school improvement goals for Leeds Central School. Principal Harris reviewed the four goals adopted by Leeds Central School—one each in the areas of reading, writing, math and school climate. As with Turner Primary School, Leeds Central School continues to be considered a “Focus School”. Principal Harris linked the school goals to Focus School Indicators or action steps necessary as part of the improvement plan for identified schools. Principal Harris reviewed a few of the action steps used to help Leeds Central School staff achieve their school goals. Board Member Ricker and Chairperson Bullard questioned the wording within the goals stating that “60% (or more) of the students at each grade level will meet or exceed the projected growth or will be at or above the 50th percentile for the end of the year student status norms on the NWEA MAP for the 2017-2018 school year”. Assistant Superintendent Gillis noted that this will be further explained in her NWEA/MAP presentation to the board. Principal Harris will add to that discussion to clarify the rationale behind these goals.

- 5.9. Superintendent's Report - Superintendent Brandt spoke with Commissioner Hasson on October 13th. She will share more on agenda 9.6. The district is scheduled to have the audit for the fiscal year that ended on June 30, 2017 completed in December. Business Manager Coates filed for an extension from the DOE and the DOE granted that extension until February 15, 2018. The reason we needed the extension is that we had a gap between the former business manager leaving and Michele Coates arriving. Superintendent Brandt and Assistant Superintendent Gillis are in the process of meeting with staff at every school and department to do strategic planning work, which will include a protocol to gather and categorize a large amount of good thinking in a relatively short period of time. We met with Dave Roberts and Food Service managers on October 13. Their thinking about improving Food Service over the next five years included hiring and retaining quality staff and assessing the equipment replacement plan. The October 16, 2017 Superintendent letter to the communities includes an invitation to participate in developing a mission and vision statement and in working on our website. A regular update from Superintendent Brandt and Assistant Superintendent Gillis will be sent to all staff this year and the November edition will include an invitation to participate in strategic planning as well.

6. Public Comment-The following staff members and district citizens addressed the School Board through Public Comment:

Rachel Madison, Turner citizen and Leavitt Area High School teacher, commented on the salary differential between her current salary and the salary she would make at Spruce Mountain. She commented that teachers are worried that replacement teachers will not be able to be found for positions when teachers leave MSAD 52.

Bob English, Wales citizen and his son, Christopher English, a Leeds citizen, addressed the School Board, requesting an adjustment to the policies to allow a child in his care who attends Leeds Central School to be dropped off in a different spot. Chairperson Bullard took the contact information and will reach out to Mr. English to get additional information and determine if item should be added to a future agenda for discussion by the School Board.

Jamie Juntura, a teacher at Leavitt Area High School, addressed the School Board and explained his concerns regarding filling teaching positions. He fears that the salaries are not competitive and that when great teachers leave, it will be difficult to replace them.

Melissa Elie, Tripp Middle School teacher expressed concerns that the positions that open up are not being filled because there are not qualified applicants who want to work for the MSAD 52 salary.

Wendy Schlotterbeck, Leavitt Area High School teacher noted that she is looking towards retirement and that the last three years of salary is crucial for a teacher's retirement.

Tina Green, an Educational Technician at Greene Central School, shared that she has worked at all schools within the district. She has worked with amazing teachers and wants to make sure the good teachers are willing to stay.

Jamie Juntura, Leavitt Area High School teacher, added that he looks every year for a new position. Until this past week, he was not aware of the salary differential.

Barbara Gavin, Tripp Middle School teacher, addressed the board, .7% increase is demoralizing. We teachers are the ones with our arms around the students.

Linda Penley, Tripp Middle School teacher, came to this district because she had heard so many wonderful things. During the interview process, she heard how many great things are happening here. Teachers on the committee are now looking for jobs elsewhere. She does not live here, but teaches here. She hopes the Board will take into consideration all that has been said tonight.

7. Old Business– None
8. Consent Agenda – A motion was made by Yuri Kowalski, seconded by Robert Allen and voted unanimously by those present to approve the following Non-Instructional appointments:
  - 8.1.1. Jennifer Simmons, Greene Central School, Professional Development Committee/Professional Learning Community Support System Representative.

- 8.1.2. Kelly Bean, Leavitt Area High School, Professional Development Committee/Professional Learning Community Support System Representative.
- 8.1.3. Wanda Poland, District Wide Bus Aide.
- 8.1.4. Dana Berube, Leavitt Area High School Co-op Girls Ice Hockey Coach.
- 8.1.5. Keith Stockmar, Weekend Custodian (Turner buildings).

9. New Business:

- 9.1. Superintendent Brandt reviewed the proposed schedule for the FY19 budget process. The proposed schedule includes both the internal administrative meetings to begin the budget building process as well as the approved calendar of Board of Directors' Meetings.

A motion was made by Yuri Kowalski, seconded by Robert Allen to table the vote until Agenda Item 9.2 has been discussed. This motion was approved by general consent.

Superintendent Brandt reminded those present of the printing timeline required in order to have the budget booklets printed and mailed. Kurt Schaub, Turner Town Manager reviewed the rationale for Agenda Item 9.2. Selectmen in Turner were considering combining the town and school budget vote to see if it would increase turnout. The thought was to move the town election to whatever date the district chose for their budget validation vote. Mr. Schaub noted that this proposed suggestion would only work if the date for the budget validation referendum was "cast in stone". Joyce Pratt of Leeds and Charlie Noonan of Greene are not making any changes to their process. Peter Ricker noted that having school board members change in the middle of the process can be confusing. Kurt Schaub noted that in Turner, voters are asked to come out in April, May and June each year and voter turnout is always a concern.

A motion was made by Peter Ricker, seconded by Carlos Gnipp to move the district Budget Vote to May 10, 2018 (from May 1, 2018). This motion was approved unanimously by those present.

- 9.2. Superintendent Brandt will gather information to inform the Board's choice of the date for the Budget Validation Referendum, which will be discussed at the November 16 board meeting.
- 9.3. A motion was made by Yuri Kowalski, seconded by Peter Ricker and voted unanimously by those present to approve the 2017-18 School Closing Procedures.
- 9.4. A motion was made by Peter Ricker, seconded by Carlos Gnipp and voted unanimously by those present to approve the 2017-18 Comprehensive

## Emergency Plans.

- 9.5. Director of Special Education, Rebekah Drysdale, provided an update on Child Development Services (CDS) proposal of 3-5 year olds becoming a part of the school system. This proposal would move the responsibility of 3-5 year olds who receive special education services into school districts. This matter will be taken up by the Maine Legislature in January 2018. Considerations pointed out by Director Drysdale are as follows: there is no promise that there will be extra funding; there is a very short timeline for implementation; CDS is year round service whereas our school system runs on a calendar of 175 student days; a student's birth date may indicate their induction into school services rather than a set start date at the beginning of each school year; competing costs and funding; as a district we do not bill Mainecare as it is not cost effective however, CDS does bill Mainecare; out of district placements for 3-5 year olds (special purpose PK programs); IEP development and compliance standards are currently different; potential of new and continuing partnerships; administrative oversights; transportation. Director Drysdale reported that a committee is meeting every Monday from now until December 18, 2017 and that either she, or Assistant Director Heidi Connelly has been attending these meetings. On Maine DOE website, under the CDS link, there are additional guidelines and resources; as well as meeting minute notes. Robert Allen asked about medical components of identifying young children; Director Drysdale explained that 3-5 year olds currently do get identified, but it is through CDS and their services are handled through CDS. Mr. Allen asked about funding and Jon Woodard asked about infrastructure. Director Drysdale responded by sharing that these are legitimate questions and that school districts are expressing these concerns. Options are to phase in this mandated change in service models or to finalize the mandate and leave it to schools. Turner Primary School Principal, Ryan Patrie, asked about the number of other states doing this; Director Drysdale noted that most other states have this model in place. Chair Bullard requested information about how other states are making this model work.
- 9.6. Superintendent Brandt provided an update on the proposal for Regional Service Centers. LR 2558 An Act To Repeal Certain Provisions Regarding System Administration Allocation Affecting Maine School Districts in 2018-19 Biennial Budget, sponsored by Senator Jackson, went to Legislative Council on October 26, 2017. This would mean that districts who are not be able to be part of a regional service center would not start losing funding. Superintendent Brandt has emailed representatives Jeff Timberlake, Stephen Wood and Garrett Mason asking for support of LR 2558, which has passed through the Legislative Council. Superintendent Brandt shared the ways in which MSAD 52 currently works with area schools. The Capital Alliance Food Service group is comprised of 24 school districts; 5-2-1-0 Let's Go in the Oxford County; MSAD 52 has a co-op for girls' ice hockey with other districts; and WMSA, a regional group of superintendents, meets monthly to share and collaborate. The Maine Principals' Association provides principals in the state of Maine with opportunities for PD and support

and RTEC is a collaborative effort to provide area students with specialized programming. MSAD 52 is comprised of three towns within one district and while we should always be looking for more opportunities to work with other districts, the tricky part is that this legislation requires hiring an executive director for a regional service center. The state will fund 55% of the executive director's salary and benefits for the first year. After that, these costs fall to the member districts. Peter Ricker asked about the executive director position and Superintendent Brandt explained that it is part of the legislation and that this person is not part of the Maine state retirement system. Superintendent Brandt noted that there would need to be attorney support to draft the inter-local agreements; Superintendent Brandt reminded the School Board that the deadline for submission of proposed regionalization efforts is November 30, 2017. She reported that districts are struggling to come up with new ideas; because of the structure on how this is written, any current collaborate structures are not recognized. JoAnn Nickerson reported that this was brought up in most sessions at the MSMA conference and that participants in the sessions she attended did not have anything positive to say about this. Superintendent Brandt explained that there are four categories from which districts can create their ideas; a minimum of two proposed ideas are necessary.

9.7. Assistant Superintendent Gillis provided comparisons of the eMPowerME/MEA performance of district elementary schools and the middle school with neighboring districts. Additional information was shared about the SATs as well. New Hampshire is one of six states (including Maine) that use the SAT scores for federal reporting purposes.

9.8. A motion was made by Robert Allen seconded by Jon Woodard and voted unanimously by those present to enter into an Executive Session to discuss the Tri-Town Education Association Support Staff (ESP) negotiations pursuant to 1 M.R.S.A. §405(6) (D)

The Board entered Executive Session at 8:45 P.M.  
The Board returned to Open Session at 8:47 P.M.

9.9. Action as warranted - None

9.10. Other

10. Other Business

11. A motion was made by Carlos Gnipp, seconded by Robert Allen and voted unanimously by those present to adjourn the meeting at 8:50 P.M.

Respectfully submitted,

Handwritten signature of Kimberly Brandt in black ink, enclosed in a thin black rectangular border.

Kimberly Brandt, Secretary