

MAINE SCHOOL ADMINISTRATIVE DISTRICT No. 52

Greene, Leeds, and Turner, Maine

Minutes of the Fifth Regular Meeting of the Board of Directors for 2014-2015

October 9, 2014 6:30 P.M. Leeds Central School

Members present: Elizabeth Bullard; Diana Morgan; Robert Allen (6:35 p.m.); Yuri Kowalski; Richard Gross; John Soucy; Peter Ricker

Members absent: Jon Woodard; JoAnn Nickerson

Others Present: Henry Aliberti, Jr., Superintendent of Schools; Becky Foley, Assistant Superintendent; Deb Alden, Special Education Director; Deborah Roberts, Business Manager; Eben Shaw, Leavitt Area High School Principal; Derek Galway, Leavitt Area High School Dean of Student; Cynthia Alexander, Turner Elementary School Principal; Theresa Gillis, Turner Primary School Principal; Pamela Doyen, Greene Central School Principal; Razell Ward, Adult Education Director; Ryan Holmes, Leavitt Area High School Athletic Director; District Citizens; District Employees

1. Chairperson Elizabeth Bullard called the meeting to order at 6:30 P.M. The Pledge of Allegiance was led by Yuri Kowalski.
2. The Minutes of the Work Session Retreat, August 18, 2014 and the Fourth Regular Meeting, September 18, 2014, were approved under general consent. The Minutes of the First Special Meeting, September 25, 2014, need to be revised.
3. Communications:
 - 3.1 Superintendent Aliberti reported the resignation of Jacqueline Fontaine as District Wide Bus Driver, effective October 23, 2014.
 - 3.2 Superintendent Aliberti reported the retirement of Linda Briggs as District Wide Bus Driver, effective October 9, 2014.
 - 3.3 Superintendent Aliberti reported the resignation of Glen Reynolds as Facilities/Transportation Director, effective September 19, 2014.
 - 3.4 Superintendent Aliberti acknowledged a thank you note from The Animal Welfare Society on the district's donation in memory of Hillary Basinet's mother.
4. Adjustments to Agenda – None.
5. Committee Reports:
 - 5.1 Finance Committee: Diana Morgan reported the committee has not met, but has received information about the assistant principal's salary recommendation from Superintendent Aliberti via email.
 - 5.2 Plant/Transportation/Building Committee: Peter Ricker reported the committee has not met.

- 5.3 Curriculum/Policy Committee: Richard Gross reported the committee has met and reviewed thirteen policies, which will be on the October 30th Board agenda.
- 5.4 Student Representative's Report: Nathaniel Allen reported that fall sports are well underway and have been going well. Homecoming was a success, and the senior class made about \$1,400 with their fundraising. An author will be visiting Leavitt Area High School soon.
- 5.5 Tri-Town Support Staff Negotiations (ESP): Peter Ricker reported that the Board sub-committee is meeting in preparation for upcoming negotiations.
- 5.6 Administrator's Report: Special Education Director Deb Alden reported that things are very busy in special education. On December 1, 2013 the student count in special education was 349. As of October 1, 2014 the special education student enrollment is 350. In 2012, it was 334.

In 2012, our percentage of students in the "least restricted environment," was 38.4%. State felt this was too low of a percent, and the District has worked to increase this number. The percentage of students now in the least restrictive environment is 52.3%.

Special education teachers are using the "Goalbook Toolkit" to assist in aligning our IEP goals with the Common Core Standards as it gives examples of mild, moderate, and intense modifications that can be utilized in trying to teach the students the standards. This is critical at the high school with the ninth graders who are working towards a proficiency-based diploma. Lastly, we are trying to work on a specific professional development plan for our special education teachers to assist in increasing student achievement at the elementary level.

- 5.7 Superintendent's Report: Superintendent Aliberti reported that the District received reimbursement from the company that did the tiling at Leeds Central School for the air testing and the clean-up of the storage units. Superintendent Aliberti shared with the Board that the District has not received any further information on the Maine Care Audit. He also shared that he had attended a workshop on teacher evaluation hosted by Drummond Woodson. The presenters included Bruce Smith and Campbell Badger. Superintendent Aliberti believes the District is ahead of most districts in our implementation process. In attendance at the workshop was Mary Paine, who works at the Department of Education.

6. Public Comment – None.

7. Old Business:

- 7.1 Business Manager Deb Roberts has received some feedback from vendors. The primary reason companies are not bidding is due to it being a one-year contract. They have voiced that they would rather have a three-year contract to make it worthwhile for them to put the time into submitting a bid. Deb Roberts reported that we are not allowed to sublease buses that the District does not own. There is a risk a district takes if you sell the entire fleet and then the subcontracting of services is not successful. Last time the District sent out Request for Proposals (RFP) to four companies. This time it could be up to six companies.
- 7.2 Business Manager Deb Roberts distributed some additional information she gathered on the Facilities/Transportation Director position. Three of the fourteen directors in surrounding areas do not have combined positions. Most have been in their positions for an average of fifteen years. Most do not subcontract out any services. There are some districts with head

custodian positions. Board members interested in serving on the hiring committee for the new director are Bob Allen and John Soucy.

8. Consent Agenda:

8.1 Non-Instructional Appointments –A motion was made by Diana Morgan, seconded by Peter Ricker and voted unanimously by those present to approve all Non-Instructional appointments.

8.1.1 Lexie Benson, Tripp Middle School Day Treatment Program Ed Tech III.

8.1.2 Sarah Dow, Leavitt Area High School After School Chorus.

8.1.3 District Wide Bus Aides:

Missy Wing – 6 hours per day

Stephen Nagy – 1.5-2 hours per day

Faith Hersey – 6 hours per day

Lori Russell – 9 hours per week

Lisa Pratt – 2 hours per day

9. New Business:

9.1 Superintendent Aliberti reported the completion of probationary period for Kerry Brenner, Half-time Ed Tech II at Greene Central School, September 30, 2014.

9.2 A motion was made by Peter Ricker, seconded by Robert Allen and voted 6 Yes (Bullard, Allen, Kowalski, Gross, Soucy, Ricker) and 1 Abstain (Morgan) to approve Second Reading and Adoption of Policy EEAA: Walkers and Riders.

9.3 The Board held a discussion of the half-time assistant principal position at Greene Central School. Former Assistant Principal Kim Spencer left to become a principal in a neighboring district. When that occurred, it was decided to leave the position open for a while to see if it was feasible with one administrator at Greene Central School. Principal Doyen, Superintendent Aliberti, and Assistant Superintendent Foley met, reviewed data, and decided the position was essential and the position is currently being advertised. One of the primary reasons was due to the location of the two day treatment programs at Greene Central School. The current statute requires frequent administrative supervision when restraints occur. Principal Doyen reports that there are 375 students with eight grade spans at Greene. She reported that it is not unusual to be in one of the day treatment rooms for an hour or more a day. The assistant principal position would focus primarily on discipline: office referrals, bus slips, and day treatment supervision. Superintendent Aliberti reported that one benefit of having an assistant principal, rather than a teaching position, is that there is administrative authority around being able to assist with the day treatment programs and discipline. It is important to reflect on administrative positions as they become vacant due to tight budgetary times.

9.4 The current Pepsi contract being considered has been reduced to a five year contract. The Pepsi contract would cover athletics at the high school level only. Other programs are free to use whatever brand beverages they wish. The contract would allow for the donation of water by other individuals/groups. This contract contains a provision so that the more cases of the product we purchase, the more money the District receives. Two Gatorade sideline kits would be given to the District free. For any empty bottles returned, the District would be reimbursed at 8.5¢. There would be the potential for the District to receive \$15,000 through this contract. Athletic Director Ryan Holmes has spoken to some of the boosters about this offer. Some love it, others are indifferent, and

some would say no; however, more people support it than not. A motion was made by Robert Allen, seconded by Diana Morgan and voted unanimously by those present to approve the contract with Pepsi.

- 9.5 A motion was made by Diana Morgan, seconded by Peter Ricker and voted unanimously by those present to approve one additional van driver position. This position will be for four hours per day and the money for this position will come from the Autism Program.
- 9.6 Principal Cynthia Alexander gave a presentation on Turner Elementary School's receiving the Blue Ribbon Award. This was a nine-month process that the school went through to receive the award. The award was given for excellence, and being an exemplary high performing school. This is based data from the past five years. Jen Pooler, who works at the Department of Education, oversees the Blue Ribbon Schools from the State, and received notification that Turner Elementary was nominated for the award. The building leadership team worked on the nomination and application process, which took six weeks. The State of Maine is allowed to nominate three schools. Only two were nominated this year, and Turner Elementary is the only one who received the award. Arne Duncan, Secretary of Education, revealed the award on September 30th at 1:30 through an online notification. There has been a lot of positive recognition since that time with articles in the Bangor Daily News and the Sun Journal.
- 9.7 The Board discussed a request of a sabbatical leave from Leavitt Area High School Foreign Language Teacher Dustin Williamson. Mr. Williamson is applying for a Fulbright Distinguished Award in Teaching Program and is requesting a six-month leave to travel to either Chile or Mexico. If the Board approves, he will receive half his salary and benefits while on sabbatical leave. A motion was made by Richard Gross, seconded by Yuri Kowalski and voted unanimously by those present to approve the sabbatical leave request.
- 9.8 A motion was made by Diana Morgan, seconded by Peter Ricker and voted 6 Yes (Bullard, Allen, Kowalski, Morgan, Soucy, Ricker) and 1 No (Gross) to nominate Derek Galway as Leavitt Area High School Assistant Principal, at a salary of \$76,200.
- 9.9 There is a vacancy in the position of Facilities/Transportation. Business Manager Deb Roberts will be filling in until the District finds a qualified candidate. There was discussion about whether the stipend was needed. Superintendent Aliberti reported that there is a complexity that comes into the position with the Facilities/Transportation Director. The District has previously given stipends while filling in for some positions. A motion was made by Peter Ricker, seconded by Diana Morgan and voted unanimously by those present to approve a weekly stipend of \$125 for the Business Manager while filling in as Facilities/Transportation Director.

Hearing no objections, Chairperson Bullard moved to Agenda Item 9.12.

- 9.12 Board Member Richard Gross will be the voting delegate at the Maine School Management Association (MSMA) conference. There are currently three issues that will require a vote:
 1. Support of Common Core Standards – Richard Gross will vote in support of this.
 2. Local control of student transfers – the Commissioner should not be allowed to override decisions of superintendents. Richard Gross will vote in support of this.

3. Charter Schools – it is being recommended that the entire per pupil costs come from the State level and distribute the costs to all districts (cost sharing). Richard Gross will vote to support this resolve.

10. Other Business:

- 10.1 The Dean of Students vacant position was discussed. Some Board members feel that administration is heavy at the high school. The Dean of Students works ten days beyond the teacher contract. The position is essential in working with students, especially at risk students. Currently, the position has led the PBIS initiative at the high school. It is a similar position as the assistant principal, but the person does not complete teacher evaluations. It is felt that it is an integral position to the functioning of the high school. Two labor intensive initiatives currently taking place are the New England Association of Schools and Colleges (accreditation) and the proficiency based diploma. The position is fully funded in the local budget. A motion was made by Robert Allen, seconded by Yuri Kowalski and voted unanimously by those present to advertise the Dean of Students position.
- 10.2 Superintendent Aliberti shared with the Board that nominations for Patience Norman Award are due next Friday, October 17, 2014 and the Patient Norman committee will need to review the nominations.

Hearing no objections, Chairperson Bullard returned to Agenda Item 9.10.

- 9.10 A motion was made by Robert Allen, seconded by Richard Gross and voted unanimously by those present to enter into Executive Session to discuss information related to negotiations with Tri-Town Education Association Support Staff (ESP) pursuant to 1 M.R.S.A. § 405(6)(D).

The Board entered Executive Session at 8:39 P.M.
The Board returned to Open Session at 8:45 P.M.

- 9.11 No action was taken.

11. A motion was made by Diana Morgan, seconded by Robert Allen and voted unanimously by those present to adjourn the meeting at 8:45 P.M.

Respectfully submitted,



Henry Aliberti, Secretary