

MAINE SCHOOL ADMINISTRATIVE DISTRICT 52

Greene, Leeds, and Turner, Maine

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

November 16, 2017 Greene Central School

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

Members absent: Carlos Gnipp; 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; Kelly Marston, Turner Elementary School Principal; Ryan Patrie, Turner Primary School Principal; Mark McDonough, Greene Central School Principal; Danielle Harris, Leeds Central School Principal; Razell Ward, Adult Education Director; Rebekah Drysdale, Director of Special Education; Heidi Connelly, Assistant Director of Special Education; District Citizens; District Employees

1. Chairperson Elizabeth Bullard called the meeting to order at 6:32 P.M. and Pam Sirois led the Pledge of Allegiance.
2. The Minutes of the Sixth Regular Meeting, October 26, 2017 were approved by general consent.
3. Communications:

Superintendent Brandt reported the following resignations:

Ruth Cote, District Wide Gifted and Talented Teacher, effective November 30, 2017.

Dustin Williamson, Leavitt Area High School Head Cross Country Coach, effective at the conclusion of the 2017 fall season.

4. Adjustment to Agenda – Item 9.12 was moved to Old Business.
5. Committee Reports:
 - 5.1. Finance Committee-Jon Woodard reported that the committee met prior to this evening's meeting. The committee signed warrants; expenditures are on track. Agenda items discussed included the change of Educational Technician III to Educational Technician II; an increase in hours of ½ hour per day for two positions within the Food Service department; and the salary for the new Transportation and Facilities Director.

- 5.2. Plant/Transportation/Building Committee – Peter Ricker reported that the committee has not met.
- 5.3. Curriculum/Policy Committee –JoAnn Nickerson reported that the committee met prior to the meeting. Policies related to Extra and Co-curricular Activities and Use of School Facilities were both reviewed but no action will be taken until Assistant Superintendent Gillis brings additional information back to the committee. The committee reviewed the job description for Adult Education Lead Instructor which is an Agenda Item during tonight’s meeting.
- 5.4. Student Representatives Report –Chloe Veilleux shared that the Leavitt Area High School Harvest Supper & Haunted Hallway were both successful events. Leavitt Area High School hosted the Latin Convention. Preparations are underway for “Seussical the Musical”.
- 5.5. Tri-Town Education Association Negotiations (Teacher) – Jon Woodard reported that this item will be discussed as Agenda Item 9.16.
- 5.6. Administration Work Agreements –This item was not necessary and was removed.
- 5.7. Tri-Town Education Association Support Staff (ESP) - Superintendent Brandt reported that this will be a placeholder for future agenda items.
- 5.8. Administrator Reports: Rebekah Drysdale, Director of Special Services, reported that she has been working collaboratively with the Assistant Director, Heidi Connelly, to learn the processes and procedures in place in MSAD 52. This has included meetings with special education staff, administrators, examining audit results and communicating with stakeholders. Heidi Connelly shared that she has been supporting Special Education Case Managers, by helping improve mandated documents. During this first year both Rebekah Drysdale and Heidi Connelly have been preparing for the audit process which takes place in two years. They have been attending student meetings, establishing a protocol for special education and reviewing research based interventions to support student achievement.
- 5.9. Superintendent’s Report--Kimberly Brandt reported that she and Assistant Superintendent Gillis are meeting with all school-based and department staffs this fall for strategic planning. They are using a protocol designed to gather and organize a lot of good information in a relatively short period of time. In October they met with Food Service kitchen managers and on November 15th they met with LAHS staff. Many great ideas were generated. Superintendent Brandt is confident that our collective thinking will lead to an effective strategic plan. The process of developing the strategic plan will include input from staff, students, parents and community members. Superintendent Brandt will be calling for membership for the strategic planning committee in the next couple of months.

Chairperson Bullard, Board Member Nickerson, Business Manager Coates, Assistant Superintendent Gillis and Superintendent Brandt attended the recent MSMA conference, which provided numerous sessions sponsored by different law firms, the DOE and other presenters. Each spoke of the highlights and learning they experienced at the conference, which included the Trustees of Leavitt Institute accepting the Business Friend of Education Award, keynote speaker Dr. David Schuler presenting on Redefining Ready (life, career and college readiness), YES! (year-end studies for 9th-11th graders), strategies to respond to Ransomware, hearing the strategies Laurie Lachance, President of Thomas College, is using to support student success, and meeting with the Commissioner to discuss regional service centers.

School was cancelled on October 30, 31 and November 1 due to the recent storm. The DOE is requiring school districts to make up these days. Our approved school calendar includes a total of ten possible days to be used to make up for cancellations due to storms, which means we now have seven storm days left.

Western Maine Superintendent Association Update: Steve Bailey, MSMA Executive Director joined the WMSA November meeting. He believes that CDS legislation will likely go through this year, but implementation will be put off for a year until the results of an efficiency study are known. Special Education Director Drysdale and Superintendent Brandt will keep the Board apprised.

6. Public Comment – The following members of the public commented:

Benjamin Dyke, Junior Class President at Leavitt Area High School, made comments about the teachers' contract.

Chloe Veilleux, senior at Leavitt Area High School, made comments about the teachers' contract.

Liam Wallace, Leavitt Area High School, submitted a list of signatures in support of the teachers at Leavitt. He spoke about the teachers' contract.

Harry Haylock, Leavitt Area High School teacher, commented on the elimination of the school's golf program; he asked that consideration be given to reinstate this program.

Isaiah Davis, Leavitt Area High School teacher, commented on the teacher contract negotiations.

Katie Greenlaw, Greene resident and parent of two students at Greene Central School, spoke to salaries of teachers in MSAD 52.

7. Old Business – 9. 12
Superintendent Brandt reminded those present that May 10, 2018 has been established as the date of the district budget vote. A motion was made by Robert Allen, seconded by Yuri Kowalski and voted unanimously by those present to set May 18, 2018 as the date for the MSAD 52 Budget Validation Referendum.

8. Consent Agenda – A motion was made by Peter Ricker, seconded by Robert Allen, and voted unanimously by those present to approve the following Non-Instructional appointments:
 - 8.1. Non-Instructional Appointments:
 - 8.1.1. Sarah Dow, K-12 Performing Arts.
 - 8.1.2. Jane Campbell, District Wide Mentor Coordinator.
 - 8.1.3. Maria Giffune, Lead Nurse.
 - 8.1.4. Sara Michaud, District Wide PK Grade Level Leader.
 - 8.1.5. Rebecca Kent, District Wide Kindergarten Grade Level Leader.
 - 8.1.6. Jessica Irving, District Wide First Grade Grade Level Leader.
 - 8.1.7. Jennifer Bassett, District Wide Third Grade Grade Level Leader.
 - 8.1.8. Sheila Lyman, District Wide Fourth Grade Grade Level Leader.
 - 8.1.9. Nadia Rioux, District Wide Fifth Grade Grade Level Leader.
 - 8.1.10. Mallory Murphy, District Wide Sixth Grade Grade Level Leader.
 - 8.1.11. Judith Lashman, Professional Development Committee TTEA Association Representative.
 - 8.1.12. Leavitt Area High School 2017 Winter Coaches:
Michael Hathaway, Varsity Boys Basketball Coach.
Shawn Fanjoy, JV Boys Basketball Coach.
David Gerrish, Varsity Girls Basketball Coach.
Joseph Hutchinson, Varsity Boys Hockey Coach.
Greg Vaillancourt, Assistant/JV Boys Hockey Coach.
Jamie Boucher, Volunteer Boys Hockey Coach.
Kristopher Bennet, Volunteer Girls Hockey Coach.
Larry Morin, Volunteer Girls Hockey Coach.
Dustin Williamson, Head Nordic Ski Coach.
Neal Rioux, Volunteer Nordic Coach.
Ryle Knox, Volunteer Nordic Coach.
 - 8.1.13. Emily Andrews, Leavitt Area High School Nordic Ski Volunteer.
 - 8.1.14. Lauren Olsen, Leavitt Area High School Nordic Ski Volunteer.
 - 8.1.15. MacKenzie Varney, Leavitt Area High School Nordic Ski Volunteer.
 - 8.1.16. Lauren Turner, Leavitt Area High School Nordic Ski Volunteer.
 - 8.1.17. Jessie Turner, Leavitt Area High School Nordic Ski Volunteer.
 - 8.1.18. Anne McIntire, Leavitt Area High School Girls Ice Hockey Volunteer.
 - 8.1.19. Brian Doucette, Leavitt Area High School Boys Ice Hockey Volunteer.
 - 8.1.20. Tyler Hutchinson, Leavitt Area High School Boys Ice Hockey Volunteer.
 - 8.1.21. Ryan Gosselin, Leavitt Area High School Boys Ice Hockey Volunteer.
 - 8.1.22. Angela Courchesney, Leavitt Area High School JV Girls Basketball Coach.

- 8.1.23. Elizabeth Cook, Leeds Central School Mail Run stipend.
- 8.1.24. Walesca Whitcomb, Greene Central School Mail Run stipend.
- 8.1.25. Jennifer Simmons, Greene Central School PBIS Tier II Co-Coordinator.
Bethany Theberge, Greene Central School PBIS Tier II Co-Coordinator.
- 8.1.26. Wanda Young, Leavitt Area High School 3-hour Food Service Assistant
- 8.1.27. Tripp Middle School 2017 Winter Coaches:
Larry Hathaway, 8th Grade Boys Basketball Coach.
Christopher Gray, 7th Grade Boys Basketball Coach.
Tony Leavitt, 8th Grade Girls Basketball Coach.
- 8.1.28. Michael Cote, District Wide Bus Driver.
- 8.1.29. Luci Davis, Greene Central School/INSPIRE Program Clinical Coordinator Stipend.
- 8.1.30. Lynelle Morin-Towers, District Wide Second Grade Grade Level Leader.

9. New Business:

- 9.1. Instructional Nominations – A motion was made by Peter Ricker seconded by Pam Sirois and voted unanimously by those present to approve the following instructional appointments:
 - 9.1.1. Mark Sirois, Tripp Middle School Physical Education Teacher.
 - 9.1.2. Sara Thistle, Turner Primary School Teacher (assigned to Grade 2 and pending certification).
- 9.2. A motion was made by Jon Woodard seconded by Robert Allen, and voted unanimously by those present to approve the nomination of Daniel Labrie as Facilities/Transportation Director with a salary of \$65,000.
- 9.3. A motion was made by Robert Allen, seconded by Peter Ricker, and voted unanimously by those present for approval of the Leavitt Area High School Key Club fundraiser to raise monies for Bifulco family.
- 9.4. A motion was made by Peter Ricker, seconded by Robert Allen, and voted unanimously by those present for approval of the Leavitt Area High School Key Club fundraiser for a food drive to donate goods to community families.
- 9.5. A motion was made by Peter Ricker, seconded by Jon Woodard, and voted unanimously by those present for approval of the reclassification of Greene Central School Special Education Day Treatment Ed Tech III to an Ed Tech II.
- 9.6. Discussion of Leavitt Area High School athletics. Principal Shaw provided a comparison of some area high schools, the number of sports teams, leadership positions to support these teams and any assistants and/or secretaries in place to support the leadership. He reminded everyone that the purpose of the discussions that began at the October 12, 2017 School Board Meeting were to inform the School Board on the capacity of the current administrative structure at

Leavitt Area High School in place to support 33 sports teams. The intent was not to cut current teams; nor to hire additional staff, but simply to illustrate that the ½ time Athletic Director at Leavitt Area High School is working at what LAHS administration believes to be capacity. Peter Ricker commented that he wants to see a well-rounded selection of teams; he was against dropping the golf team when that team was cut; he wants to be sure that LAHS has more than 2-3 sports; if there are enough students who want to participate in sports not offered, then he wants a re-evaluation of the programs offered. Robert Allen noted that the discussions need to include the ability to manage the teams and ensure that undue burden is not being placed on those overseeing the programs. Pam Sirois suggested restructuring the program to make it a 7-12 full time Athletic Director. She believes this would fully support the 7-12 athletics with a full-time director. Jon Woodard noted that looking at all of these ideas are important as we move forward. He further noted that both positions (the Athletic Director and Assistant Principal) need to have adequate time allotted for their jobs. Superintendent Brandt clarified that the position at the high school, although a half-time position, is really more than that with athletics coming first and Assistant Principal work happening when possible. Chairperson Bullard thanked Principal Shaw for the information and noted that from the discussion it sounds as if there is interest from the Board in reviewing this topic further and giving consideration to the shared AD/AP position at the high school. Principal Shaw agreed, noting that ultimately, Leavitt Area High School is an academic institution that recognizes the importance of sports.

Luci Davis, resident of Turner and staff member of MSAD 52, spoke in support of the reinstatement of golf. She asked for additional information including the hidden cost that parents would not see as well as how parents can support the process. Peter Ricker noted that any addition of sports would need to be put in the budget process; numbers of interested students must be forwarded to administration. Paul Sirocco, resident of Turner, commented that his daughter was on the Leavitt Area High School golf team and she received scholarships to play golf in North Carolina; there are many golf scholarships available and he would like to see Leavitt students have a chance to play on a team. Tim Doyle, president of Leavitt Trustees, commented that golf is a lifelong sport. This year without any program, he observed students playing on the golf course where he lives. He wants to know what he can do to support the program. Robert Allen supports the conversation; however, he wants to note that while there may be low cost, it is important that all information be considered and to err on the side of caution when looking to add additional programs to the athletic department at Leavitt Area High School.

- 9.7. A motion was made by Peter Ricker, seconded by Robert Allen, and voted unanimously by those present for approval of a donation from Leavitt Area Girls Field Hockey Booster club of covered benches to the Leavitt Area High School field hockey program.

- 9.8. A motion was made by Peter Ricker, seconded by Robert Allen, and voted unanimously by those present for approval of the Leavitt Area High School Food Service Assistant position from 4 hours per day to 4 ½ hours per day.
- 9.9. A motion was made by Peter Ricker, seconded by Robert Allen, and voted unanimously by those present for approval of the Leavitt Area High School Food Service Assistant position from 2 ½ hours per day to 3 hours per day.
- 9.10. A motion was made by Peter Ricker, seconded by Robert Allen, and voted unanimously by those present for approval of the job description for Adult Education Lead Instructor.
- 9.11. Update on School Messenger. Superintendent Brandt spoke to the recent storm and difficulties with connectivity whereby she was not able to push out a School Messenger call to families and staff. This experience has provided the opportunity to reassess current practices and make some changes. Jason Breton, Data Manager, has created a Twitter account and District FaceBook page to increase the ways to get messages out to families.
- 9.12. This item was discussed under Old Business.
- 9.13. Data presentation-Assistant Superintendent Gillis explained that rather than a data presentation, this was instead an overview of NWEA-one of the assessments used with MSAD 52 students in grades K-10. MAP (Measures of Academic Progress) are interim formative assessments in both math and reading. The web based assessments measure growth over time and are a part of a balanced assessment system. Teachers are able to utilize these assessments to plan instruction for their students. The cost to MSAD 52 in the 2017-2018 school year is \$20,215 or \$13.10 per student.
- 9.14. A motion was made by Robert Allen, seconded by Jon Woodard, and voted unanimously by those present for approval of the September and October Operating and Expenditure reports.
- 9.15. Update on Regional Service Centers - Superintendent Brandt continues to look for ways to better meet students' needs and to be fiscally responsible to our communities. Chapter 123 encourages districts to develop regional service centers or lose some funding beginning in the 2018-19 school year. Community Concepts currently provides substance prevention and use counseling. This organization recently shared that they anticipate losing the grant funding that allows them to provide these services at LAHS. Superintendent Brandt contacted MSAD 17 Superintendent Colpitts and RSU 16 Superintendent Meserve, whose students are also served by Community Concepts, to see if they would be interested in having a conversation about a possible regional service center to continue these services for the students in our districts. Currently we receive 3-4 days of counseling. The current director only spends part of her day

overseeing the counseling, which potentially means that there would be a less-than-full-time executive director salary to pay. There would be no cost for additional space and there would be no cost for transporting students. Although there would be cost for the counseling, for some portion of an executive director's salary and for legal support of the interlocal agreement, this could be less than the amount of money the district will lose in funding if we are not part of a regional service center. There are still many unanswered questions. Part I of the application is due on November 30th. Submitting Part I does not obligate the district to anything. It does buy some time to further investigate this possibility and may prevent us from losing any funding. LR 2558, to be considered in the upcoming session, would repeal the provision of Chapter 123 that takes funding from districts that do not form regional service centers. Superintendent Brandt asked the Board for direction. Should she pursue investigating this?

A motion was made by Robert Allen, seconded by Yuri Kowalski and approved unanimously by those present to have Superintendent Brandt continue with discussions around this idea and potentially fill out the required application related to Regional Service Center.

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

The Board entered Executive Session at 8:51 P.M.
The Board returned to Open Session at 9:59 P.M.

A motion was made by Peter Ricker, seconded by Robert Allen and voted unanimously by those present to extend the meeting past 10:00 P.M.

A motion was made by Robert Allen, seconded by Peter Ricker and voted unanimously by those present to re-enter into an Executive Session to discuss the Tri-Town Education Association Teachers (TTEA) negotiations pursuant to 1 M.R.S.A. §405(6) (D).

The Board entered Executive Session at 10:00 P.M.
The Board returned to Open Session at 10:04 P.M

- 9.17. No action was taken.
- 9.18. Other - None.
10. Other Business - None.
11. Meeting was adjourned without a motion, as it was not necessary.

Respectfully submitted,

Kimberly Brandt

Kimberly Brandt, Secretary