

MAINE SCHOOL ADMINISTRATIVE DISTRICT No. 52

Greene, Leeds, and Turner, Maine

Minutes of the Eighth Regular Meeting of the Board of Directors for 2016-2017

December 8, 2016

Greene Central School

Members present: Elizabeth Bullard, Chairperson; Yuri Kowalski; Jon Woodard; Richard Gross; JoAnn Nickerson, Carlos Gnipp, Peter Ricker

Members absent: Robert Allen

Others Present: Kimberly Brandt, Superintendent of School; Thomas Ambrose, Assistant Superintendent; Deborah Roberts, Business Manager, Eben Shaw, Leavitt Area High School Principal; Gail Marine, Tripp Middle School Principal; Theresa Gillis, Turner Primary School Principal; Mark McDonough, Greene Central School Principal; Danielle Harris, Leeds Central School Principal; Karen Potvin, Technology Education Coordinator; Razell Ward, Adult Education Director; Madeline Hanscom, Chloe Veilleux, Saige Arseneault; Student Representatives; District Citizens; District Employees

1. Chairperson Elizabeth Bullard called the meeting to order at 6:30 P.M. and the Pledge of Allegiance was led by Richard Gross.
2. The Minutes of the Seventh Regular Meeting, November 10, 2016 were accepted under general consent.
3. Communications:
 - 3.1 Superintendent Brandt reported the transfer of Tracey Weston as Greene Central School Library Associate Ed Tech III to Turner Primary School, effective January 3, 2017.
 - 3.2 Superintendent Brandt reported the resignation of April Barnes as Tripp Middle School Special Education Functional Skills Program Ed Tech I, effective December 9, 2016.
 - 3.3 Superintendent Brandt reported the resignation of Maureen Calcagni as Greene Central School Special Education Ed Tech III, effective December 13, 2016.
 - 3.4 Superintendent Brandt reported the resignation of Darunee Suthambhitak as Ed Tech III at Turner Primary School, effective November 28, 2016. She has accepted the Half-time Ed Tech III position at Greene Central School.
 - 3.5 Superintendent Brandt reported the resignation of Christine McCarthy as Half-time Ed Tech III Interventionist, effective December 11, 2016. She has accepted the Half-time Title 1A Ed Tech III at Leeds Central School.
 - 3.6 Superintendent Brandt read a thank you note from Androscoggin Home Care & Hospice for the District's donation in memory of Pay Ayotte's mother.
4. Adjustments to Agenda
 - 4.1 Request for an Executive Session to discuss the Tri-Town Education Support Staff (ESP) contract under Agenda Item 9.10.

5. Committee Reports:

- 5.1 Finance Committee: Jon Woodard reported the committee has met. They discussed the recommendations of the auditor who will be attending the Board meeting in January. Jon Woodard talked about catching up on summer salaries. The proposed rate of pay for substitutes was discussed. The impact of a status quo budget was also discussed. He also noted that they discussed a Special Education Ed Tech III position that will be discussed by the Board later in the meeting.
- 5.2 Plant/Transportation/Building Committee: Peter Ricker reported the committee has not met.
- 5.3 Curriculum/Policy Committee: JoAnn Nickerson reported the committee has met. The committee discussed the Pre-K report card. The report card will be ready to use at the end of January. The committee also discussed the high school graduation requirements in Policy IFK, the changes in proficiency based education, the technology plan, and technology curriculum.
- 5.4 Student Representative's Report: Madeline Hanscom, Chloe Veilleux and Saige Arseneault reported on the ski team, blood drive, guitar night, and the upcoming Cinderella musical in January.
- 5.5 Tri-Town Education Association Negotiations (Teacher) – Jon Woodard reported that he received a request to begin negotiations.
- 5.6 Administrator's Report – Food Service Director Dave Roberts presented data related to food services. He talked about salaries, expenditures, and enrollments. Principal McDonough presented information about his entry plan and the action steps he is taking to support Greene Central School. He specifically talked about staff reading the book Difficult Conversations to support culture.
- 5.7 Superintendent's Report – Mrs. Brandt reported out on her visits to classrooms, upcoming attendance at selectmen's meetings, her meetings as part of her entry plan, the work she is doing to research an effective process for strategic planning, and the administrative team process for sharing goals. She shared that Leavitt Area High School's Functional Skills Program teacher Laurel Dingley and her students created autumn arrangements as part of their community service. Many of our students participated in Hour of Code recently. Mrs. Brandt mentioned the Country Courier article about Josh Kennison's visit to Tripp Middle School. The first MSAD 52 newsletter will be sent home to all community members in January. Mrs. Brandt thanked Deb Roberts and Kim Long for being completely on top of the travel and weather. She also acknowledged Royal "Chip" Stevens, custodian at Leeds Central School, for helping to cover an overnight shift and during the day when the concert was scheduled. She noted that this last week has been very challenging and sad with the loss of our student.

6. Public Comment:

- 6.1 Former Tripp Middle School social worker Heidi Richards spoke about her concern about the social worker opening at Tripp Middle School. She asked that the social work position at the middle school to be changed to a full-time position permanently.

7. Old Business – None.

8. Consent Agenda:

Jon Woodard asked about the birthdates on the nomination forms. Mrs. Brandt noted that she will have to find out about them and report back to him.

8.1 Non-Instructional Appointments: A motion was made by Yuri Kowalski, seconded by Richard Gross and voted unanimously to approve the Non-Instructional appointments:

- 8.1.1 Dawn Gilbert, Tripp Middle School 8th Grade Girls Basketball Volunteer.
- 8.1.2 Drew Leavitt, Tripp Middle School 7th Grade Girls Basketball Volunteer.
- 8.1.3 Eric Chiasson, Tripp Middle School 7th Grade Girls Basketball Volunteer.
- 8.1.4 Sara Thurston, Leavitt Area High School Girls Head Track and Field Coach.
- 8.1.5 Eric Guilmet, Leavitt Area High School Alpine Ski Coach.
- 8.1.6 Leavitt Area High School Winter 2016 Coaches (Returning):
 - Mike Hathaway, Varsity Boys Basketball Coach
 - Shawn Fanjoy, JV Boys Basketball Coach
 - Ed Griffin, Freshman Boys Basketball Coach
 - David Gerrish, Varsity Girls Basketball Coach
 - Rick White, JV Girls Basketball Coach
 - Angela Courchesney, Volunteer Girls Basketball Coach
 - Joe Hutchinson, Varsity Boys Hockey Coach
 - Shawn Samson, Volunteer Boys Hockey Coach
 - Jamie Boucher, Volunteer Boys Hockey Coach
 - Glen Poulin, Volunteer Boys Hockey Coach
 - Shon Collins, Girls Varsity Hockey Coach
 - Kris Bennet, Volunteer Girls Hockey Coach
 - Larry Morin, Volunteer Girls Hockey Coach
 - Melissa Collins, Volunteer Girls Hockey Coach
 - Dana Berube, Volunteer Girls Hockey Coach
 - Dustin Williamson, Head Nordic Ski Coach
 - Neal Rioux, Volunteer Nordic Coach
 - Rylee Knox, Volunteer Nordic Coach
- 8.1.7 Josh Therrien, Leavitt Area High School Volunteer Nordic Ski Coach.
- 8.1.8 Shawn Sampson, Leavitt Area High School Volunteer Hockey Coach.
- 8.1.9 Greg Vaillencourt, Leavitt Area High School Volunteer JV Hockey Coach.

9. New Business:

- 9.1 Instructional Nominations – A motion was made by Richard Gross, seconded by Peter Ricker and voted unanimously by those present to approve the following Instructional Nominations.
 - 9.1.1 Molly Bell, Leavitt Area High School English Teacher.
- 9.2 A motion was made by Richard Gross, seconded by Peter Ricker and voted unanimously by those present to approve the fundraiser for Leavitt Area High School Key Club to collect donations for troops in Africa. Peter Ricker asked if the troops are ours and Mr. Shaw replied yes.
- 9.3 A motion was made by Peter Ricker, seconded by Carlos Gnipp and voted unanimously by those present to approve the District Wide Jump Rope for Heart fundraiser for schools to raise monies for the American Heart Association.

9.4 Mrs. Brandt shared that the debt service line was accidentally removed from the spreadsheet. This is not a financial impact but it needed to be clarified before the vote on the October financials. A motion was made by Peter Ricker, seconded by Richard Gross and voted unanimously by those present to approve the October Expenditure and Operating reports.

9.5 The Board held a discussion regarding the FY17-18 budget target.

Mrs. Roberts presented the Board with packets of information for the Board. Mrs. Brandt presented that the status quo is just under 2%. She also presented a document comparing the state valuations. The third sheet she shared was a comparison of the enrollments showing that we will have a decrease in enrollments for next year. Mrs. Bullard noted that this is much earlier in the process to get an idea of the direction the budget may go. Mr. Ricker asked if any one remembered the percentage to the towns last year. Mrs. Roberts noted that the Efficiency Maine rebates complicated things last year. Mr. Ricker noted that the percentage to the towns can be much more than the percentage budget to budget. Mrs. Bullard noted that this is a point that has been discussed. She agreed that considering the impact to the towns is necessary to consider. Mrs. Roberts noted that it is different from year to year depending on a number of factors. She said she does have a history she could bring to a future meeting. However, Mrs. Roberts noted that she did not feel that providing the assessment information will help the Board make a decision. Mrs. Bullard said that it would be very helpful to see those numbers. Mr. Ricker noted that there have been years that the impact to the towns has been a decrease. Mrs. Nickerson noted that she has concerns about part time positions that are cut back to 4/5ths. She urged the Board to consider the impact of having positions that are 4/5ths. Mr. Ricker asked Mrs. Brandt to clarify the level of direction she would like. Mrs. Brandt would like direction from the Board in the form of a soft target percentage. Mr. Ricker said that he thinks that the increase last year was 6% but he does not know that we would be able to do that every year. He said that he felt we could not sustain that for multiple years. Mrs. Bullard brought up a good point that we have to be cognizant of the decreased enrollment. Mr. Shaw agreed with Mrs. Bullard's point but noted that there was always a year to year target. He said that it would be good to have guidance and then adjust once the numbers become clearer. Mrs. Bullard asked the Board if they felt a percentage that would be acceptable. Mr. Woodard said that he would be comfortable with adding another two percent to that with an awareness that there will be negotiation with the teachers to consider. Mr. Gross noted that he believes we should fund programs that we need for our students and wants to consider 5% or 6%. The Board debated various percentages and opinions. Mrs. Bullard noted that she heard a variety of the numbers and that she is more concerned about the process of how we get there. She noted that she is very interested in knowing if what has been changed is working to meet the needs of our students and we still need to be responsive to the economic needs of our communities. There are needs that we have no control over but at the same time we have to be responsive to our communities. Mrs. Brandt noted that the process has been clear that we have to talk about what we need to keep, add or give up.

9.6 A motion was made by Peter Ricker, seconded by Richard Gross and voted unanimously by those present to approve of an additional Special Education Ed Tech III for student needs. Yuri Kowalski asked if the position is a part of the budget for this year. Mr. Ricker noted that it uses up the last contingency for this department but that the cost will be offset by a decrease in the District's out of district expenses.

- 9.7 Mrs. Brandt explained the rationale for changing the substitute pay rates. Yuri Kowalski asked how much we spend on subs annually. Mrs. Roberts reported that we spent \$272, 289. Mrs. Bullard asked what the difference would be with the rate change. It would cost \$23,500 more than last year with the new rate schedule. Yuri Kowalski asked about the long term sub position pay and whether that will be more than a teacher. Mrs. Brandt noted that a first year teacher makes \$195 per day. Mr. Gross asked to clarify that if a sub stays longer than thirty days would they stay at the same rate. Mrs. Nickerson noted that she gets the same rate of pay as a sub whenever she subs as an education technician or a teacher in Auburn. Mrs. Gillis noted that as a principal there are often days that there are positions that are not filled and she has had to cover while education technician positions or specials are not covered. JoAnn Nickerson noted that Auburn increased the pay last spring and it did not make a difference. She noted that she hopes that increasing will help but she is not optimistic.

A motion was made by Peter Ricker, seconded by John Woodard and voted unanimously by those present to approve the proposed changes to the rate of pay for Professional Staff Substitute.

- 9.8 A motion was made by Carlos Gnipp, seconded by John Woodard and voted unanimously by those present to enter into Executive Session to discuss Leavitt Area High School effective schools survey data pursuant to 1 M.R.S.A. § 405(6)(F).

The Board entered Executive Session at 8:32 P.M.

The Board returned to Open Session at 9:30 P.M.

- 9.9 No action was warranted.

- 9.10 A motion was made by Yuri Kowalski, seconded by Richard Gross and voted unanimously by those present to enter into Executive Session to discuss Tri-Town Education Association Support Staff Negotiations (ESP) Negotiations pursuant to 1 M.R.S.A. § 405(6)(F).

The Board entered Executive Session at 9:31 P.M.

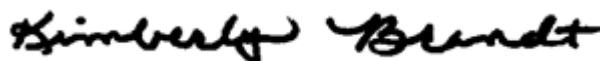
The Board returned to Open Session at 9:40 P.M.

- 9.11 No action warranted.

10. Other Business – None.

11. A motion was made by Peter Ricker, seconded by John Woodard and voted unanimously by those present to adjourn the meeting at 9:40 P.M.

Respectfully submitted,



Kimberly Brandt, Secretary