

MAINE SCHOOL ADMINISTRATIVE DISTRICT NO. 52

Greene, Leeds, and Turner, Maine

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

August 25, 2016

Greene Central School

Members present: Elizabeth Bullard, Chairperson; Diana Morgan, Vice Chairperson; Yuri Kowalski; Peter Ricker; Robert Allen; Carlos Gnipp

Members absent: Jon Woodard; Richard Gross; JoAnn Nickerson

Others Present: Kimberly Brandt, Superintendent of School; Thomas Ambrose, Assistant Superintendent; Deborah Alden, Special Education Director; Deborah Roberts, Business Manager, Eben Shaw, Leavitt Area High School Principal; Gail Marine, Tripp Middle School Principal; Kelly Marston, Turner Elementary School Principal; Theresa Gillis, Turner Primary School Principal; Danielle Harris, Leeds Central School Principal; Karen Potvin, Technology Education Coordinator; Kim Long, Facilities/Transportation Director; District Citizens; District Employees

1. Chairperson Elizabeth Bullard called the meeting to order at 6:34 P.M. and the Pledge of Allegiance was led by Diana Morgan.

2. The Minutes of the First Regular Meeting, August 11, 2016 were approved under general consent.

3. Communications:

3.1 Superintendent Brandt reported the following transfers:

Debra Dufault, Leavitt Area High School Special Education Teacher to Tripp Middle School Special Education Teacher.

Terri Williams, Turner Elementary School Special Education Ed Tech II to Leeds Special Education Ed Tech II.

3.2 Superintendent Brandt reported the following resignations:

Garret Vianio Greene Central School Special Education Day Treatment Ed Tech III, effective August 22, 2016.

Tasha Kadner Leeds Central School Special Education Ed Tech II, effective August 22, 2016.

4. Adjustments to Agenda

9.16 Nomination of Greene Central School Principal.

5. Committee Reports:

5.1 Finance Committee: Diana Morgan reported the committee would like more discussion on school psychologists and occupational therapists, reviewed expenditures, talked about cost for temporary help for special education (Assistant Special Education Director will work six

additional days for the month of September to support needs). The committee discussed additional agenda item on salary for the new Greene Central School principal.

- 5.2 Plant/Transportation/Building Committee: Peter Ricker reported the committee had met on August 22, 2016 and discussion is part of an agenda item.
- 5.3 Curriculum/Policy Committee: JoAnn Nickerson reported the committee has not met.
- 5.4 Student Representative's Report – None.
- 5.5 Tri-Town Support Staff Negotiations (ESP): Peter Ricker has contacted Tri-Town Support Staff President James Harwood and is waiting to hear back with prospective dates to review the Fact Finding report and continue negotiations. There is no need for an executive session later this evening.
- 5.6 Tri-Town Education Association Negotiations (Teacher) – Elizabeth Bullard noted that the Board needs an additional member to serve on negotiations team due to Carlos Gnipp not being able to attend. Superintendent Brandt noted that our first negotiations meeting with the association will occur in October. Robert Allen will serve on the negotiations team. There is no need for an executive session later this evening.
- 5.7 Administration Negotiations: Peter Ricker reported there is a tentative agreement and there will be an executive session later this evening.
- 5.8 Administrator's Report – None.
- 5.9 Superintendent's Report – Superintendent Brandt invited the Board to meet at Leavitt Area High School on opening day to serve breakfast and attend the opening day events. The Ad Team Retreat occurred on August 17th & August 18th where the Ad Team had the opportunity to participate in Teacher Evaluation Calibration training, review Policies JICK (Anti-Bullying) and ACAA (Harassment) and discuss our hopes for the students and staff of MSAD 52. There will be a change in the way the administrators present to the Board. Instead of rotating, principals and directors will present when they have timely information to share. For example, Tripp Middle School Principal Gail Marine will present on the MLTI roll-out and Tripp's new standards-based report card on September 8, 2016.

6. Public Comment – None.

7. Old Business:

- 7.1 Superintendent Brandt informed the Board the Greene land sale closed today.
- 7.2 Business Manager Deb Roberts reported that the track committee met on August 22, 2016. They worked to prioritize the work and the committee recommends that the irrigation system be installed. Peter Ricker asked about the power conduit for a score board. Deb Roberts said that the conduit is being installed. She reported that the track is moving fast and they will be paving between September 5th and September 12th. Leavitt Area High School Principal Eben Shaw said that the rubber was removed yesterday and the grating of the slope has started and he thought they were grinding the hot top today.

8. Consent Agenda:

8.1 Non-Instructional Appointments: A motion was made by Diana Morgan, seconded by Robert Allen and voted unanimously to approve the Non-Instructional appointments:

- 8.1.1 Jennifer Poulin, Tripp Middle School Special Education Ed Tech III Functional Skills Program.
- 8.1.2 Leeds Central School PBIS Tier I and Tier II Co-Coordinator:
Sheila Lyman, Tier I, Rebecca Kent, Tier I and Susan Swan, Tier II.
- 8.1.3 Erika Rivard, Greene Central School Special Education Ed Tech II.
- 8.1.4 Taylor Eells, Leavitt Area High School Field Hockey Coach Volunteer
- 8.1.5 Thomas Perkins, Tripp Middle School 7th Grade Girls Soccer Coach
- 8.1.6 Tripp Middle School 2016-17 Stipend Positions:
Mark Thibodeau, Athletic Director.
Lynn McHatten, Team Leader and PBIS Tier II Coordinator.
Melissa Elie, Team Leader.
Jodi Ellis, Team Leader and PBIS Tier 1 Coordinator.
Barbara Gavin, Drama Coach.
Cindy Webber, Student Activities Advisor.
Louis Gingras, Yearbook.
- 8.1.7 Katie Charest, Turner Elementary School Special Education Ed Tech II.
- 8.1.8 Peter Casey, Leavitt Area High School Football Volunteer.
- 8.1.9 Danielle Stevens, Leeds Central School Food Service Manager.

9. New Business:

- 9.1 Instructional Nominations – A motion was made Peter Ricker, seconded by Diana Morgan and voted unanimously by those present to approve the following Instructional Nominations.
 - 9.1.1 Samuel Mullen, Tripp Middle School Math Intervention Teacher.
 - 9.1.2 Lauren Kolenda, Turner Elementary School Elementary Teacher (assigned to Grade 4).
- 9.2 A motion was made Peter Ricker, seconded by Diana Morgan and voted unanimously by those present to approve Dianna Schmidt, as District Wide 2/5 Occupational Therapist.
- 9.3 A motion was made by Peter Ricker, seconded by Diana Morgan and voted unanimously by those present to approve First and Second Reading and Adoption of revised Policy JJJ: Extra/Co-Curricular Academic Eligibility Leavitt Area High School and Tripp Middle School
- 9.4 A motion was made by Diana Morgan, seconded by Peter Ricker and voted unanimously by those present to approve photocopier lease purchase with Androscoggin Bank.
- 9.5 A motion was made by Peter Ricker, seconded by Diana Morgan and voted unanimously by those present to approve July Expenditure and Operating Reports.
- 9.6 No executive session will be needed for discussion of non-contracted employees' salaries. This will be discussed in Open Session.

The Board discussed the recommendations for the following non-contracted employees' salary adjustments:

Data Manager, Bus Aides, Truant Officer, Sub Caller, Transportation Specialist, Van Drivers, Physical Therapist, and Adult Education Academic Instructors - 2% increase.

Administrative Assistant to the Superintendent - 2.75% increase.

Robert Allen asked about the raise for one staff member. Business Manager Deb Roberts shared that this position normally follows the NISE Group whose raise was 2.75% for this year. This position was removed from the bargaining group a few years ago. Peter Ricker also noted that the Board feels this position should not be penalized for having been removed from the group.

A motion was made by Peter Ricker, seconded by Diana Morgan and voted unanimously by those present to approve the non-contracted employees' salaries.

The Board discussed the School Psychologists and Occupational Therapists salaries.

Diana Morgan noted that it is hard to figure out if the District is comparable in this area. She talked about the insurance increase after the budget was passed last year. She noted that Peter Ricker felt that they should not have another increase because they received the family insurance.

The Board discussed the various aspects of the full family benefit and percentage raise for these positions.

A motion was made by Diana Morgan, seconded by Yuri Kowalski and voted 6 (No) to continue using the existing formula and do more comparative research this year. The motion failed.

The Board further discussed various perspectives on the insurance change and the potential impact the insurance may have on salary increases. Elizabeth Bullard noted that Special Education Director Deb Alden had made it clear that none of these people know why they do not have an annual work agreement. Deb Alden noted that it is very time consuming to get the information together for these staff members

Leavitt Area High School Eben Shaw asked if they (these staff members) are not a part of a group, did one individual asked for family benefit? Was (that benefit) approved?

Business Manager Deb Roberts proposed that we give them a work agreement at last year's rate and that it will be reconsidered once the comparable data is available.

Peter Ricker asked if they will just work on the last year rate until this is settled. Deb Roberts noted that this is possible.

A motion was made by Peter Ricker, seconded by Robert Allen and voted unanimously by those present to offer work agreements including insurance but at the 2015-2016 salary until more research could be conducted regarding our alignment with area school districts in terms of salary and benefits packages. Yuri Kowalski asked if the new agreement would include the insurance. Deb Roberts said that it would.

9.7 Agenda item not needed.

9.8 Agenda item not needed.

9.9 Agenda item not needed.

9.10 Agenda item not needed

9.11 Agenda item not needed

9.12 A motion was made by Yuri Kowalski, seconded by Peter Ricker and voted unanimously by those present to enter into Executive Session to discuss information related to negotiations with Administrative Group pursuant to 1 M.R.S.A. 405(6)(D).

The Board entered Executive Session at 7:45 P.M.

The Board returned to Open Session at 7:55 P.M.

9.13 A motion was made by Peter Ricker, seconded by Diana Morgan and voted unanimously by those present to approve a 2% increase for the administrative group with the agreed upon language changes regarding course reimbursement.

9.14 Agenda item not needed.

9.15 Agenda item not needed.

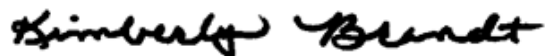
9.16 Superintendent Brandt recommended Mark McDonough for principal of Greene Central School at a salary of \$91,500. A motion was made by Diana Morgan, seconded by Peter Ricker and voted unanimously by those present to approve Mark McDonough.

10. Other Business

10.1 Robert Allen asked about the Effective School Surveys and noted that he would like to receive a copy soon.

11. A motion was made by Diana Morgan, seconded by Yuri Kowalski and voted unanimously by those present to adjourn the meeting at 7:58 P.M.

Respectfully submitted,

A handwritten signature in black ink that reads "Kimberly Brandt". The signature is written in a cursive style and is enclosed within a thin black rectangular border.

Kimberly Brandt, Secretary