

MAINE SCHOOL ADMINISTRATIVE DISTRICT NO. 52

Greene, Leeds, and Turner, Maine

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

September 8, 2016

Leeds Central School

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

Members absent: None

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; Mark McDonough, Greene Central School Principal; Danielle Harris, Leeds Central School Principal; Razell Ward, Adult Education Director; Karen Potvin, Technology Education Coordinator; Kim Long, Facilities/Transportation Director; District Citizens; District Employees

1. Chairperson Elizabeth Bullard called the meeting to order at 6:33 P.M. and the Pledge of Allegiance was led by Diana Morgan.
2. The Minutes of the Board of Directors Work Session, August 18, 2016 and the Minutes of the Second Regular Meeting, August 25, 2016 were approved under general consent.
3. Communications:
 - 3.1 Superintendent Brandt reported the following resignations:

Sarah Dow, Leavitt Area High School Chorus, effective August 29, 2016.

Jason Ouellette, Leavitt Area High School English Teacher, effective September 9, 2016.

Jeannie Prince, Turner Primary School PBIS Tier I Coordinator, effective August 28, 2016.
4. Adjustments to Agenda – None.
5. Committee Reports:
 - 5.1 Finance Committee: Jon Woodard reported the committee has not met.
 - 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 not met.
 - 5.4 Student Representative's Report – None.
 - 5.5 Tri-Town Support Staff Negotiations (ESP): Peter Ricker reported they will be meeting on September 19th. Agenda item 9.8 and agenda item 9.9 are not needed later this evening.

- 5.6 Tri-Town Education Association Negotiations (Teacher) – Jon Woodard reported the committee met earlier this evening to discuss language. No date to meet has been set. Agenda item 9.10 and agenda item 9.11 are not needed later this evening.
- 5.7 Administration Negotiations – None
- 5.8 Administrator’s Report – Agenda Item 9.2
- 5.9 Superintendent’s Report – Superintendent Brandt reported to Board it has been a very positive opening. Superintendent Brandt read the enrollments at each school and gave a brief summary of the opening of school activities in each building and various departments. She thanked Facilities/Transportation Director Kim Long and staff for the excellent work during a safety related lock down last week.

Business Manager Deb Roberts reported out about the federal rules to ensure federal dollars are not subsidizing paid meals. The annual target weighted price set by the federal government is \$2.75. Our district’s weighted pricing is \$2.69. In order to avoid an increase to lunch prices, the District has allocated \$5200 in local subsidy to cover the shortfall in pricing. She also made note that we may have to look at a price increase for the 2017-18 school year. Further discussion will happen during the budget process.

Deb Roberts also noted that the District has been approved by the Maine Bond Bank for the track project at Leavitt Area High School.

Superintendent Brandt shared that we have had a number of superintendent agreements. She noted that she denied a request that was overturned and she is appealing the decision to the State Board of Education. She shared with the Board the letter she wrote to the Board of Education.

Robert Allen asked how many special education students are in our District. Special Education Director Deb Alden said that 17.8% of our total student population receives special education services.

6. Public Comment:

- 6.1 Deb Alden noted that a couple of people have mentioned that it is hard to hear the board meetings on TV.

7. Old Business:

- 7.1 The Board held a discussion of non-contracted salary formula and comparable for school psychologists and occupational therapists. Special Education Director Mrs. Alden handed out and reviewed a chart that outlined the comparable information for these staff members. She noted that school psychologists were not figuring in years of service in most places.

A motion was made by Peter Ricker, seconded by Diana Morgan and voted 8 Yes (Bullard, Ricker, Gross, Nickerson, Morgan, Woodard, Allen, Gnipp) and 1 No (Kowalski) to continue the same formula as used in the past for school psychologists.

Mrs. Alden explained the salaries for occupational therapists. She outlined the issue of schools competing with hospitals. Occupational Therapists can work a 40-hour week in four days at a hospital. This is impossible for a school. The District’s formula considers years of

service. Mrs. Alden recommended keeping the same process that was previously adopted by the Board. She said that using one base salary will require some equalization of salaries (up or down depending on the staff member).

A motion was made by JoAnn Nickerson, seconded by Jon Woodard to continue the same formula as used in the past.

The Board discussed the motion. Peter Ricker noted that the insurance is a benefit even if they are not using it and he wants to take that into account to ensure that all employees are treated fairly. Chairperson Bullard noted that the Board decided to offer the benefits to the group and that the Board has not incurred real cost to date with regard to the increased benefits. Chairperson Bullard noted that it was budgeted for the group to receive the raises outlined in the previously adopted formula.

Jon Woodard noted that it seems unusual that the District would hire people at different rates. Chairperson Bullard clarified that the Board made the decision to offer contracts at last year's rate at the last meeting.

Leavitt Area High School Principal Eben Shaw asked if the occupational therapists would be high in comparison if they received the raise. Chairperson Bullard stated they are not "way inflated" compared to other districts. Peter Ricker noted that this was delayed and brought to the Board because the group requested the insurance be available.

Diana Morgan asked if the Board did nothing and offered the group a 2016-17 contract, would they receive a second step at the end of last year. The board discussed concerns about the process for hiring the new occupational therapists.

One occupational therapist mentioned that they did participate in the conversation about the benefits but did not realize that there would be a potential effect on the rate of pay.

The motion passed - 7 Yes (Bullard, Woodard, Morgan, Allen, Gnipp, Ricker, Nickerson) and 2 No (Gross, Kowalski).

8. Consent Agenda:

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

8.1.1 Charles Beale, Adult Education Enrichment Instructor.

8.1.2 Roy Cossey, Jr., Leavitt Area High School Volunteer Soccer Coach.

8.1.3 Justin Melanson, Leavitt Area High School Volunteer Freshman Football Coach.

8.1.4 Tammy Rioux, Greene Central School Special Education Ed Tech III Day Treatment Program.

8.1.5 Paula Pratt, Greene Central School Special Education Ed Tech III Day Treatment Program.

8.1.6 Turner Elementary School Special Education Ed Tech II

8.1.7 Adult Education 2016-17 Instructors:

Larry Sirois, Pam Lanyon, Darla Christianson, Nathan Vlahakis, Josee Castonguay, Kelly Cabral, Stacey Keniston, Susanne Hamann, Chris Boynton, Tricia Sawyer.

8.1.8 Adult Education Enrichment Instructors:

Kellie Chasse, Pam Lanyon, Mike Mayo, Donna Cassista, Paul Martin, Lloyd Cutting, Barbara Hathaway, Sybil Hibbard, Marcia Martin, Joanne Boyington,

Mike Burd, Bonnie Honaker, Deb McIntosh, Heidi Audet, Claire Guy, Diane Doiron, Tanya Quarterman, Mary Crane, Bonita Kenny, Judy Emch, Stacey Keniston, Rudy Danforth, Richard Ciarcia, Tim McDonald, Brad Rounds.

- 8.1.9 Peter McKeown, Adult Education Enrichment Instructor.
- 8.1.10 Antoine Tolton, Adult Education Enrichment Instructor.
- 8.1.11 Sue Duval, Adult Education Enrichment Instructor.
- 8.1.12 Celeste Yakawonis, Adult Education Enrichment Instructor.
- 8.1.13 Joshua Colby, Tripp Middle School Volunteer Football Coach.
- 8.1.14 Jennifer "Anna" Langlin, Leavitt Area High School Office Support Assistant.
- 8.1.15 Rebecca Webber, Tripp Middle School Cross Country Coach.

9. New Business:

9.1 Instructional Nominations – None.

9.2 Tripp Middle School Principal Gail Marine presented the current status of standards based grading at Tripp Middle School. The staff met, read books, and looked at models used by other middle schools. Ultimately, they invited Leavitt Area High School Principal Eben Shaw and Database Manager Jason Breton in to show them the method the high school is using. The staff collectively agreed to go forward, using a similar model as the high school. Principal Marine noted that information has been sent home and that her first newsletter is going out soon. Thirty minutes before the Open House, she will be having a Q and A in the gym. She explained that they are in the process of figuring out the flow of the system including figuring out ways to support students who are struggling. She talked about potential summer school in the budget process.

Diana Morgan asked if both grades are implementing at the same time. Principal Marine said that both 7th and 8th grades are implementing simultaneously.

9.3 Special Education Director Deb Alden explained the process for hiring an education technician for a State Agency Client. A motion was made by Diana Morgan, seconded by Peter Ricker and voted unanimously by those present to approve an additional Ed Tech 1 for incoming State Agency Client.

9.4 A motion was made by Peter Ricker, seconded by Carlos Gnipp and voted unanimously by those present to approve the bus lease purchase with Gorham Leasing Group. Peter Ricker asked when the busses would arrive. Facilities/Transportation Director Kim Long said on October 1st.

9.5 A motion was made by Yuri Kowalski, seconded by Diana Morgan and voted unanimously by those present to accept a donation from Leavitt Trustees for a scoreboard for Leavitt Area High School soccer field.

9.6 The Board held a discussion about Tripp Middle School's laptop insurance rates. Business Manager Deb Roberts reviewed the rates and described the process for coming up with the formula for the rates. Peter Ricker asked what the total cost of insurance would be if the district paid. Deb Roberts said it would cost \$19,136.

Tripp Middle School Principal Gail Marine noted that the accountability has been much better when the families pay part of the insurance cost. Chairperson Bullard asked about the difficulty the middle school had collecting the deductible amounts. When a student damages his or her laptop, he or she pays the deductible and the laptop is sent out for

repair. The student is given a loaner that he or she can use during the school day only. The loaner cannot be taken home. Elizabeth Bullard asked about access at home if students do not pay for the insurance. Gail Marine said that students can save documents in google docs and work on them from home. Jon Woodard noted that google docs work, provided that the students have internet access at home.

A motion was made by Peter Ricker, seconded by Robert Allen and voted unanimously by those present to approve Tripp Middle School's laptop insurance rates.

9.7 A motion was made by Diana Morgan, seconded by Richard Gross and voted unanimously by those present to approve out of state games for all high school sports.

9.8 – 9.11

Agenda items not needed.

9.12 A motion was made by Peter Ricker, seconded by Richard and voted unanimously by those present to enter into Executive Session to discuss Effective School Surveys pursuant to 1 M.R.S.A. §405(6)(F).

The Board entered Executive Session at 8:06 P.M.

The Board returned to Open Session at 8:52 P.M.

9.13 No action was taken.

10. Other Business

10.1 Peter Ricker noted that he wants to make sure we remember to talk about the issue of paying for volunteers at sports events.

11. A motion was made by Richard Gross, seconded by Carlos Gnipp and voted unanimously by those present to adjourn the meeting at 8:52 P.M.

Respectfully submitted,



Kimberly Brandt, Secretary