

Wednesday, July 18, 2018
Board of Directors Meeting - 7:00 p.m.
Hampden Academy

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Wednesday, July 18, 2018. Board Chair Karen Hawkes called the meeting to order at 7:00 p.m. Directors present were: James Baines, Scott Cuddy, Jayne Dyer, Wally Fraser, Allan Gordon, Jr., Jessica Hamilton, Karen Hawkes, John Holmes, Anthony Liberatore, DMD, Joseph Pickering, Mary Anne Royal and Amanda Sidell.

Lucas Flanagan and Heath Miller were excused.

II. Approval of Minutes of Special Meeting of June 6, 2018

Dyer moved, Holmes seconded, and the Board voted unanimously to approve the minutes of the Special Meeting of June 6, 2018.

Abstain: Hamilton, Hawkes, Royal

III. Adjustment to Agenda

None.

IV. Persons Desiring to Address the Board

None.

V. Board Chair

Chair Hawkes welcomed Mary Anne Royal (Winterport) and Jessica Hamilton (Newburgh) as Board Members as of July 1, 2018. Scott Cuddy begins a new 3 year term this month as well.

VI. Personnel

A. Resignations

Superintendent Lyons announced the resignations of Reeds Brook teacher Jennifer Bowman and Hampden Academy teachers Amanda Tilton and Robert Spreng.

B. Nominations

Superintendent Lyons announced the transfer of Sue O'Brien from .5 Social Studies teacher at Reeds Brook Middle School to District Instructional Coach.

Upon recommendation of Superintendent Lyons, Holmes moved, Fraser seconded, and the Board voted unanimously to approve:

Melody Tracy, Special Education Teacher, Leroy H. Smith School

Graduate Certificate in Autism Spectrum Disorders, University of Maine, Orono

BS in Special Education, University of Maine, Machias

5 years, Special Education Teacher, Bucksport Middle School

1 year, Special Education Teacher, Child Development Services, Searsport/Winterport

Salary: \$37,850

Upon recommendation of Superintendent Lyons, Fraser moved, Dyer seconded, and the Board voted unanimously to approve:

Shellie Tourtillotte, Special Education Teacher, Wagner Middle School

Currently in Masters Degree in Special Education program at University of Maine

BS in Kinesiology and Physical Education, Developmental Disabilities Concentration,

University of Maine

Salary: \$33,150

Upon recommendation of Superintendent Lyons, Pickering moved, Dyer seconded, and the Board voted unanimously to approve:

Jeffrey Keating, Special Education Teacher, Hampden Academy

CAS in Administration and MEd. in Special Education, University of Maine

BA in Secondary Education, SUNY, Cortland, NY

20 years, Special Education Teacher and Department Head, Mt. View High School

1 year, Day Treatment Teacher, Ellsworth Middle School

1 year, Behavioral Classroom Teacher, Kids Peace, Ellsworth, ME

Salary: \$70,650

Upon recommendation of Superintendent Lyons, Liberatore moved, Pickering seconded, and the Board voted unanimously to approve the following slate of middle school fall and winter sports coaches:

Wagner Middle School

Fall

Girls Soccer Brianne Smith

Boys Soccer Derek Smith

Mustangs Field Hockey

Head Coach Mikayla Mitchell

Assistant Coach Open

Cross Country

Head Coach Tamara Cardello

Assistant Coach Chris Goule

Winter

Boys A Basketball Reed Farrar

Boys B Basketball Open

Girls A Basketball Chris Gould

Girls B Basketball Danny Lobo Leon

Chess Ian Hall

Cheering Open

Reeds Brook Middle School

Fall

Cross Country Co-Coach	Jason Kash
Cross Country Co-Coach	Georgianna Piete
Football	
Head Coach	Michael Lawrence
Assistant Coach	Reed Farrar
Boys A Soccer	Oscar Degnan
Girls A Soccer	David Haggan
Boys B Soccer	Open
Girls B Soccer	Kimberly Haggan

Winter

Boys A Basketball	Kimberly Haggan
Girls A Basketball	Daryl Couillard
Boys B Basketball	Oscar Degnan
Girls B Basketball	Deanna Hessert
A Cheering Coach	Open
B Cheering Coach	Open

All coaching positions are posted annually.

VII. Superintendent of Schools

A. Reading of Essential Behaviors and Outcomes Proclamation

Board Member Liberatore read the Essential Behaviors and Outcomes Proclamation.

Superintendent Lyons shared that at a recent National AASA Conference in Washington DC, the Department of Education and the Department of Labor are expected to merge. Federal monies, specifically Title II (Professional Development) and Title IA (Literacy Instruction remediation) are expected to be either phased out or greatly reduced.

Superintendent Lyons shared the Bossov Ballet will be performing at the Hampden Academy Performing Arts Center (PAC).

Board member Liberatore inquired if the district was currently pursuing an event coordinator to book the Hampden Academy PAC with regular events? At this time, no.

B. Student Representative

No report.

C. Monthly Financial Report

Assistant Superintendent Nickels shared the 2018 Budget by Articles report. The first 2019 report will be shared at the August Board Meeting following the first 30 days of the FY 2019 budget.

D. Assistant Superintendent Update

Mrs. Nickels shared information regarding the passage of the FY 19 Budget. She thanked the citizens for their support of the school budget. She also shared progress notes on the Turf/Stadium Lighting Project, Summer Projects and a Playground Evaluation Team visit from district insurance carrier Liberty Mutual.

VIII. Questions of Board Members

Pickering: What were some of the findings that the insurance company found in the playground evaluation? Footing, equipment parts replacement.

Holmes: Did the legislature appropriate money for School Health Centers? Yes, \$600,000 for existing school based health centers. There are 10 health centers in the state at this time. It was a hope that the funding could be a seed to re-establish the school based health center.

Baines: What delineates a school based health center from a nurse's office? A doctor (PCP) being on site. Eastern Maine Medical Center (EMMC) was running the health center and many people ran in to a higher cost through EMMC than through their own health insurance. It was a hope in RSU #22 that the previous health center could lead to service for staff

Royal: Pursuant to JIH-R, have you received/provided approval for requests for assistance from ICE or CBP agents? (Immigration and Customs Enforcement; Customs and Border Patrol) No.

Have you received any requests from ICE or CBP or a law enforcement agent acting on their behalf for information about or access to any of our students? No.

Royal: Where does the funding come from for the free summer school breakfast and lunch program? Are we reaching all the students in need? Principal Moore shared that the program is federally funded based on overall percentage of free and reduced lunch at Smith School. Not all students in need attend the free meals and our school nutrition director has considered an alternative site, perhaps, to address access. However, the strict federal guidelines of the program provide limitations on how the program can be facilitated.

Superintendent Lyons shared information related to a request for a use of the Newburgh School kitchen by a private entrepreneur. This request has been denied due to state regulations. Mr. Lyons noted to the Board that this inquiry did bring forth conversation about the future need for a referendum in the Town of Newburgh to officially close the Newburgh School when the time comes (2021) to turn the building over to the Town of Newburgh as is planned for in the current lease agreement.

Royal: What is the time frame for the review of the RSU #22 Strategic Plan? The Strategic Plan is reviewed annually and the next review cycle will start in the fall. Board member Cuddy returned to this question later in the meeting and clarified that every three years the Strategic Plan is re-written. Each year is an annual review.

IX. Committee Reports

A. Finance Committee

None.

B. Budget Committee

None.

C. Athletic Committee

None.

D. Building Committee

None.

E. Negotiations Committee

This will be discussed in the executive session.

F. Education Committee

None.

G. Policy Committee

Chair Holmes shared the procedure to consider a student board member. A sentence was removed in the policy so that students who are children of employees or board members could also apply for consideration.

H. United Technologies Center

None.

I. Behavioral Review Committee

None.

J. Education Foundation

Chair Hawkes requested that Board Members consider serving as a liaison with the Education Foundation.

K. SPRPCE Board

None.

L. Wellness Committee

None.

M. Community Relations Committee

None.

X. Policy Consideration

A. Discuss and act on second reading and adoption of policy JLCB, Immunization of Students.

Upon recommendation of Superintendent Lyons, Liberatore moved, Cuddy seconded, and the Board voted unanimously to approve the second reading and adoption of policy JLCB, Immunization of Students.

B. Discuss and act on first reading of regulation CBI-R, Evaluation of the Superintendent Guidelines.

Following discussion, no formal action was taken. Regulation sent back to Policy Committee for further discussion and potential revision.

XI. Old Business

A. Discuss Major Capital School Construction Program

Mr. Lyons shared the results of the recent Capital Improvement projects at the state level. Both the Earl C. McGraw School and the George B. Weatherbee School were scored as construction projects following last year's application. McGraw School was scored as number 20 and Weatherbee School was scored as number 62 out of 74.

The RSU #22 Building Committee will be presented with the scoring and will be asked to evaluate next steps and the decision of whether or not to hire an architect.

Chair Hawkes asked what the likelihood would be that funding would be received for a project scored as low as Weatherbee? Mr. Lyons shared that there are many facets to the decision depending on how much construction funding is allocated from the state and what the

communities higher in scoring (in front of RSU #22) are going to do regarding moving forward with their projects.

Vice Chair Sidell asked if we would be required to build a K-2 school since the McGraw School is a K-2? Mr. Lyons shared that the district may wish to merge the projects (McGraw/Weatherbee) as have neighboring districts such as Old Town and Brewer to build a PK-5 school.

Royal: Did the district reach out to the community to inquire about the Hampden Academy project interests? Yes, multiple weekend sessions were opened to the community members to help shape the values and attributes of the building.

XII. New Business

A. Discuss and act on administrators compensation package.

Upon recommendation of the Superintendent Lyons, Libertore moved, Holmes seconded, and the Board voted unanimously to approve the following list of administrators compensation:

Administrator/Director	2017-18 Salary	Recommended 2018-19 Salary	% Increase	Contract	Work Days
Regan Nickels Assistant Superintendent	\$116,500	\$119,995	3%	2018-20	260
Mary Giard Director of Curriculum	\$102,959	\$106,047	3%	2018-20	255
Ruth Lyons, Gifted & Talented Coordinator	\$74,483	\$76,717	3%	2018-20	200
Lynae Wells Director of Special Services	\$94,943	\$97,791	3%	2018-20	250
Mary Ellen Seymour Assistant Director of Special Services	\$70,337	\$72,447	3%	2018-20	225
Nathaniel Savage Technology Systems Administrator	\$68,806	\$70,870	3%	2018-21	240
C. William Tracy, Principal Hampden Academy	\$104,000	\$107,120	3%	2018-20	260
Nick Raymond, Assistant Principal Hampden Academy	\$98,314	\$101,263	3%	2018-20	260
Fred Lower, Athletic Director/ Assistant Principal, Hampden Academy	\$80,000	\$82,400	3%	2018-20	250
Richard Glencross, Principal Samuel L. Wagner Middle School	\$86,655	\$90,000	3.86%	2018-20	240
Don Roux, Principal Reeds Brook Middle School	\$93,700	\$96,511	3%	2018-20	240
Dawn Moore, Principal Leroy H. Smith School	\$91,869	\$94,625	3%	2018-20	250
Kristin Briggs, Principal Earl C. McGraw School	\$82,919	\$85,406	3%	2018-20	240
Jen Cyr, Principal George B. Weatherbee School	\$90,500	\$93,215	3%	2018-20	240

Brittany Layman School Health Coordinator	\$50,302	\$51,811	3%	2018-20	184
Kathy Kittridge School Nutrition Director	\$52,000	\$53,560	3%	2018-20	221

Cuddy: Why was Richard Glencross increased differently than other administrators? Dr. Glencross received a different percentage to address a pay differential in comparison with new administrators who have been hired recently.

Royal: Do you use a rubric upon hire to determine administrative salary? There is not a rubric per se, but several factors are considered in the establishment of administrative pay including experience, education levels, present salary and more.

Sidell: How do you decide how many work days are allotted to an administrative position? The magnitude of the job is the primary deciding factor for the number of days required for an administrative position.

Cuddy: Comparing and contrasting with Bangor and Brewer, how do we compare with administrative salary? Our scale is not on par with Bangor or Brewer overall, though in places along the scale we are more closely competitive than others. We strive to address the differences though we recognize our communities and tax bases are simply different. Some of RSU #22's benefits are more robust, however.

Royal: How did you decide on 3%? Cost of Living Adjustment (COLA) 2.6% and consideration of the strong performance of our administrative team in RSU #22.

Hamilton: Inquiry on the make-up of the Wellness Coordinator position combined with nursing time. Mr. Lyons shared the nature of the two part time positions combined.

Mr. Lyons introduced the Stipend Review Matrix which is used to evaluate the value of student activity assignments.

B. Discuss and act on adjustment to stipend for middle school show choir and jazz band from 18 to 20 ERPS.

Upon recommendation of the Superintendent Lyons, Fraser moved, Liberatore seconded, and the Board voted unanimously to approve the increase.

Abstain: Liberatore

Liberatore shared that amount is a pittance in comparison to the time the faculty are putting in to the activities related to musical competition including practices, preparations and travel.

Hawkes: What is the high school Show Choir and Jazz Band ERP amount? 24 ERPs. The highest ERP is 48, for high school head coach for boys and girls basketball. There is also a longevity bonus for those who serve beyond 8 years.

C. Discuss and act on bequest to Hampden Academy.

Upon recommendation of the Superintendent Lyons, Libertore moved, Holmes seconded, and the Board voted unanimously to accept the bequest.

Principal Tracy shared that the gift is undesignated beyond it supporting Hampden Academy. A team will convene to discuss benefit to students and where the funds will be best allocated.

XIII. Communication and Correspondence

A. Set Meeting Dates

Mr. Lyons presented 2018-19 Town Assessment warrants to Board Members for signatures. Board members signed the warrants.

XIV. Executive Session to Discuss Negotiations Between the RSU #22 Board of Directors and EA22 Education Association, According to 1 M.R.S.A. § 405(6)(D)

At 8:20 p.m. Liberatore moved, Cuddy seconded, and the Board voted unanimously to enter Executive Session to discuss negotiations between the RSU #22 Board of Directors and EA22 Education Association, according to 1 M.R.S.A. § 405(D).

The Board entered back into regular session at 9:03 p.m.

XV. Other Business

A. To see what action, if any, the Board wishes to take on business required by items that are part of this agenda.

None.

XVI. Adjourn

The meeting was adjourned at 9:03 p.m.

Respectfully submitted,

/s/

Richard A. Lyons, Superintendent of Schools