

Wednesday, August 1, 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, August 1, 2018. Board Chair Karen Hawkes called the meeting to order at 7:00 p.m. Directors present were: James Baines, Scott Cuddy, Jayne Dyer, Allan Gordon, Jr., Jessica Hamilton, Karen Hawkes, John Holmes, Anthony Liberatore, DMD, Heath Miller, Joseph Pickering, Mary Anne Royal and Amanda Sidell.

Lucas Flanagan and Wally Fraser were excused.

II. Approval of Minutes of Special Meeting of July 18, 2018

Dyer moved, Holmes seconded, and the Board voted unanimously to approve the minutes of the Special Meeting of July 18, 2018.

Abstain: Hamilton, Hawkes, Royal

III. Adjustment to Agenda

Four additional nominations will be forwarded tonight.

IV. Persons Desiring to Address the Board

None.

V. Board Chair

None.

VI. Personnel

A. Resignations

Superintendent Lyons announced the resignations of Hampden Academy teachers Dan Schaeffer and Diane McClellan, and Weatherbee teacher Dawn Hussey.

B. Nominations

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

Miriam Lobo, Spanish Teacher, Reeds Brook Middle School

BA in Portuguese/Brazilian Studies, Smith College, Northampton, MA

1 year, Arts & Humanities Teacher, Francis W. Parker Charter Essential School, Devens, MA

2 years, Spanish Teacher, Francis W. Parker Charter Essential School, Devens, MA

Salary: \$34,950

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

Pamela Thompson, Grade 3 Teacher, George B. Weatherbee School

BS in Human Development/Family Relations, University of Maine

2 years, Grade 1 Teacher, Enfield Station School, ME

19 years, Grades 3, 5, 7 Teacher, Enfield Station School, ME (6 years as K-10 Math Specialist)

1 year, Math Teacher, Caravel Middle School, ME

Salary: \$61,985

A Grade 5 posting is now posted for Weatherbee School. Interviews are scheduled for Monday, August 6.

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

Christopher Hink, Mathematics Teacher, Hampden Academy

BS in Secondary Mathematics, University of Maine at Farmington

3 years, Mathematics Teacher, Imagine South Lake Charter School, Clermont, FL

1 year, Mathematics Teacher, Belfast Area High School, ME

11 years, Mathematics Teacher, Mount View High School, ME

1 year, Mathematics Teacher, Georges Valley High School, ME

1 year, Mathematics Teacher, Mt. Blue High School, ME

Salary: \$51,102

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

Carol Mooers, Spanish Teacher, Reeds Brook Middle and Weatherbee Schools

Masters of Art, Counseling and Guidance, Texas A&M, San Antonio, TX

BA in Fine Art, University of Texas, San Antonio

Bilingual communicator; 10 years in public education, 8 years military service

3 years, Secondary Art Teacher, MSAD 64, Corinth, ME

3 years, School Counselor, Harlandale Independent School District, San Antonio, TX

5 years, Secondary Art Teacher, Edgewood Independent School District, San Antonio, TX

Salary: \$46,143

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

Christine Keeley, Grade 6 English Language Arts, Reeds Brook Middle School

Masters in Teaching, Quinnipiac University, Hamden, CT

BA in English, Washington and Jefferson College, Washington, PA

3 years, Library Educational Technician III, RSU 22

5 years, Educational Technician III, RSU 22

Salary: \$41,142

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

Adele Drake, Art Teacher, Hampden Academy

Master of Fine Arts, Moore College of Art, University of Pennsylvania

Bachelor of Arts, Gettysburg College, Gettysburg, PA

6 years, Art Teacher, RSU 34, Leonard Middle School

4 years, Art Teacher, Hunter Elementary School, Philadelphia, PA

1 year, Emotional Support Teacher, Fels High School, Philadelphia, PA
2 years, Art Teacher, Pepper Middle and Dobson Elementary, Philadelphia, PA

Salary: \$48,874

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

Logan Huston, Science Teacher, Hampden Academy

BS in Biology, University of Maine
1 year, French Teacher, Hampden Academy

Salary: \$33,150

Building Principals gave an update on open positions throughout the district. Educational technician vacancies are a theme.

VII. Superintendent of Schools

A. Reading of Essential Behaviors and Outcomes Proclamation

Board Member Holmes read the Essential Behaviors and Outcomes Proclamation.

B. Leadership Summit

Superintendent Lyons gave an update on Leadership Notes from his recent attendance at a national District Administrative Leadership Institute in Chicago last week. He shared language from his contract that includes the expectation of the RSU #22 Board that he participate in leadership development and professional development activities. He recommended the Board to continue this expectation as the superintendency changes hands in coming years and it has developed an invaluable professional network.

Sessions of interest included:

- Board and Superintendent Communications: Most boards have 6-8 members; Maine is a leader in including student representatives.
- Mind Research Institute: K-8 Neuroscience Research
- Consensus Building
- Thought Exchange: Marketing and Public Relations Protocols

- Key Elements Toward Building a Confidence in School Safety
- Too Many Data Silos: Synergy from Data
- Using High End Coaching to Build Teacher Capacity: pedagogical skill development
- Student Anxiety and Mental Health

C. Town of Winterport Special Election

The special election will be held on August 14th.

D. Student Representative

No report.

E. Monthly Financial Report

Assistant Superintendent Nickels presented financial reports for both the ending of Fiscal Year 2018 and the beginning of Fiscal Year 2019.

F. Assistant Superintendent Update

Mrs. Nickels shared updates on summer projects underway including the installation of the athletic turf and stadium lighting, her recent attendance at the Maine School Finance Institute in Portland and an upcoming partnership with Hampden Public Safety and other regional public safety organizations to use Hampden Academy for a regional training.

VIII. Questions of Board Members

Board member Baines asked what is attributed to the reduction in teacher applications coming in to RSU #22? Changes in the perceptions of the roles and duties of teachers, along with a shift in respect for the teaching profession were noted as issues.

Board member Liberatore shared that information regarding reasons for personnel resignations were included in resignation letters. Dr. Liberatore also inquired if there was any word on the grants? RSU #22 has been notified that it will not be the recipient of grant monies toward the turf project.

Board member Royal asked Superintendent Lyons if he has ever received any requests from ICE or CBP or a law enforcement agent acting on their behalf for information about any of our students? Ms. Royal also inquired how often the Finance Committee meets?

IX. Committee Reports

A. Finance Committee

None.

B. Budget Committee

None.

C. Athletic Committee

None.

D. Building Committee

None.

E. Negotiations Committee

None.

F. Education Committee

To be discussed under Article XII, New Business.

G. Policy Committee

None.

H. United Technologies Center

None.

I. Behavioral Review Committee

None.

J. Education Foundation

A representative from the Board is still being sought.

K. SPRPCE Board

None.

L. Wellness Committee

None.

M. Community Relations Committee

None.

X. Policy Consideration

None.

XI. Old Business

A. Presentation on Regional Adult Education Program

Riverside Adult Education Partnership has existed for five years: three individual (RSUs 22, 26 and 34) programs share a director, marketing services, a website and instructors. For specific projects, one of the districts is often assigned as a fiscal agent. A database is accessed by 1300 people and has served as the registration hub. Other districts have made arrangements (Glenburn, Greenbush, Hermon, Milford and Veazie) to link to the Riverside Partnership registration site and are offered space to have their instructors teach classes.

Adult Education allows for connections for community members to our schools. Enrichment, educational and vocational classes are offered in diverse areas. Hi-SET credentialing (previous GED) is now seen by guidance counselors as a real opportunity for students.

A college readiness class was offered for free at Eastern Maine Community College this spring through a college transitions grant. Seniors from Hampden Academy took the class and now have the one credit course complete. This will continue.

Penobscot Job Corps will enhance their partnership with Riverside Adult Education. Riverside Adult Education has had a pilot partnership with the Penobscot County Jail for 18 months. The What Now? What Next? Literacy Pilot Program will now extend to Mondays and Thursdays. Programming is scheduled by Riverside for the women in the jail based on the women's selections of interest (literacy support, high school completion, family reading, child development, writing group, work ready skills, college transitions, domestic abuse services) and 90 women have been served by the programming at the Penobscot County Jail. The program will now extend to all inmates of the jail, not only the women. RSU #22 will be the fiscal agent to manage the program.

Adult Education Director Matt Tardie complimented the administration and custodians who support the programs.

Board member Hamilton inquired if the educational services being provided are monitored for their effectiveness and rate of success with the women and re-entry? Mr. Tardie shared that most women report anecdotally that the services have been helpful and that they pursue multiple offerings.

Is there a reason women were the focus of pilot? Riverside Adult Education was asked to supplement the adult education services already provided to the county jail. Mr. Tardie reflected on the request and had experience with providing support to young mothers.

Mr. Tardie shared a recent Adult Education report card document for 2017-18.

XII. New Business

A. Presentation of District Food Service Program

Kathy Kittridge, School Nutrition Director, shared a program review. Daily meal counts including 320 breakfasts, 1270 lunches and 1380 a la carte purchases. Free and reduced meal percentages were reviewed as well. Encouraging parents to fill out the Free and Reduced Lunch Applications is key. 23 school nutrition professionals are hired by RSU #22 and professional development training hours are required in the range of 6-12 hours annually.

Meal planning abides by strict USDA guidelines. Favorite items and new items for introduction are considered in menu planning. Special food highlights are considered and scratch cooking is built into each week to increase variety. The school nutrition program schedules events to tie the cafeterias into themes or celebrations occurring in the classroom or community.

There is room for growth in our district breakfast program. Getting the word out about our offerings will be important. Lunch participation is strong.

Smart Snacks guidelines are a set of nutrition standards applied to foods or beverages sold during the school day. Our district wellness policy has been recently revised to include updated nutrition guidelines.

“5210 Let’s Go” is committed to promoting five or more fruits and vegetables, two hours or less screen time, and one hour of physical activity and reduction of sugary drinks to zero. This program is committed to develop active living habits and reduce childhood obesity rates. School Nutrition Department Goals for food, financials, communications and marketing, and staff development were reviewed.

B. Update and Overview of Proficiency Based Education

Mary Giard, Director of Curriculum, presented on the current status of standards-based / proficiency-based education in the wake of the recent legislative changes at the state level regarding a required proficiency-based high school diploma in eight content areas. On July 10, 2018 this proficiency-based diploma will no longer be required for all students in Maine. While no longer required, districts may proceed to preserve elements of standards-based education and proficiency based diplomas as local school board policies approve. RSU #22 would like to reflect on and review the current board policy and consider the strengths inherent in the standards based education that has been developed and to consider revisions based on recommendations that will serve students well. Other school districts will be surveyed for considerations as well.

- RSU #22 has been working toward standards-based education efforts since the 2012-2013 school year.
- RSU #22 reports on standards’ progress for all students, prioritizes professional development for instructional best practices, has implemented refined grading and reporting procedures.

Board member Cuddy asked how the proficiency-based diploma would be received and regarded by colleges? Ms. Giard shared that colleges and universities have been articulate about their acceptance of many types of educational documentation of achievement including proficiency based diplomas.

XIII. Communication and Correspondence

A. Set Meeting Dates

- Finance Committee meeting Tuesday, August 28 at 3:30 p.m.
- Policy Committee meeting Wednesday, August 8 at 6:00 p.m.
- Building Committee meeting Friday, August 10 at 9:30 a.m.
- Athletic Committee meeting Wednesday, September 5 at 6:00 p.m.
- Education Committee meeting Wednesday, September 5 at 6:00 p.m.
- Community Relations Committee meeting: cancelled for August 7; the next meeting to be scheduled at Board meeting of September 5.

XIV. Executive Session

None.

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

Motion to adjourn 9:11 p.m. by Board member Libertore, seconded Holmes. Unanimous.

Respectfully submitted,

Richard A. Lyons, Superintendent of Schools