

Wednesday, October 3, 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, October 3, 2018. Board Chair Karen Hawkes called the meeting to order at 7:00 p.m. Directors present were: Jim Baines, Scott Cuddy, Jayne Dyer, Lucas Flanagan, Rob Frank, Wally Fraser, Sarah Gass, Allan Gordon, Jr., Jessica Hamilton, Karen Hawkes, John Holmes, Anthony Liberatore, DMD, Heath Miller, Joseph Pickering, Mary Anne Royal and Amanda Sidell.

II. Approval of Minutes of Regular Meeting of September 5, 2018

Holmes moved, Fraser seconded, and the Board voted unanimously to approve the minutes of the Regular Meeting of September 5, 2018.

III. Adjustment to Agenda

None.

IV. Persons Desiring to Address the Board

None.

V. Board Chair

Chair Hawkes welcomed Sarah Gass, new junior class board representative. Sarah shared that she participates in Key Club, tennis, drama and ASB Mentorship program.

This will be Wally Fraser's final meeting. Chair Hawkes shared her respect for Wally's active membership and playing key roles in developing superintendent evaluation and establishing advisory board.

VI. Personnel

A. Resignations

None.

B. Nominations/Transfers

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

LeAnne Dunham, Special Education Teacher, Hampden Academy

BS in Special Education, University of Maine at Farmington
6 years, Special Education Teacher, Leonard Middle School, Old Town
1 year, Special Education Teacher, Caravel Middle School, Carmel

Salary: \$38,432

Fraser moved, Holmes seconded, and the Board voted unanimously to approve:

Lisa Theoharidis, School Nurse *.75, Reeds Brook Middle School

BSN, St. Joseph's College, Standish, Maine
10 years, School Nurse, George Stevens Academy, Blue Hill, ME
7 years, School Nurse, Deer Isle-stonington Elementary and High School
9 years, Registered Nurse, Maine Coast Memorial Hospital
6 years, Registered Nurse, Tobey Hospital, Wareham, MA

Salary: *\$49,588.00

VII. Superintendent of Schools

A. Reading of Essential Behaviors and Outcomes Proclamation

Board Member Mary Anne Royal read the Essential Behaviors and Outcomes Proclamation.

B. Principal Presentation

Kristin Briggs, McGraw School Principal presented a slideshow on the program at McGraw School.

C. MSBA Annual Fall Conference

Superintendent Lyons shared the agenda and program for the Maine School Boards Association Annual Fall Conference. Those interested should let Gloria know of interest in registration.

Each school board is encouraged to send a delegate to endorse or negate resolutions before the MSBA at the Delegate Assembly. The slate of MSBA proposed resolutions were distributed. If a board member is interested in being a delegate, please contact Gloria.

D. New England Association of School Superintendents Fall Conference

Superintendent Lyons reported on the conference. Themes discussed at the conference included environment driving behavior, dual enrollment (high school students taking courses at a college/university), school governance structure shifts (school union configurations) and before and after school programming. Barriers to public education such as transportation, internet access, policy and procedure issues due to frequent turnovers, tuition to private school. Networking at the superintendent level is a critical activity and very powerful to identify resources. The superintendency is facing a pipeline crisis with lack of qualified applicants. Maine will host the NEASS conference in 2020.

Before and after school programming options are being explored by Principal Briggs and Superintendent Lyons. Chair Hawkes asked if Winterport would be included in consideration for such programs. Yes, it will.

Board member Liberatore inquired about BRIDGE Year programming that did not yield the college credit initially anticipated. Principal Tracy shared that competition for the BRIDGE Year program by the many dual internship opportunities has caused BRIDGE Year to re-examine their expectations.

Board Member Royal asked if increased before or after school programming could lead to later start times at school? Superintendent Lyons shared that yes, throughout the state, school start times are being discussed or adjusted especially in light of research about teenage sleep patterns. Over time this discussion has come up and will continue to evolve.

Board member Baines inquired if internet access was of concern for schools as well as residences? Both avenues were of concern. Maine is a leader in school internet access due to Maine Laptop Initiative established by Governor King.

E. Student Representative

Student Board Representative Flanagan spoke to student surveys that would allow for specific insights from students and will enhance the communication between the representatives and the students. Board members that have topics they would like to have questions tailored to students, please contact Lucas or Sarah.

Board member Royal shared that she would love to see the questions asked in the student survey.

Drama Club is preparing to present *The Radium Girls* in early December. It is a historical production about the effects of radiation on women in the workplace.

F. Monthly Financial Report

Assistant Superintendent Nickels shared the monthly Warrant Article report. Expenditures are on track by percentage of the year.

G. Assistant Superintendent Update

Finance and Budget:

- Budget Development for FY'20 on the horizon

Building Improvements/Bond Issues:

- Snow Removal and Sanding Bid Award
Hampden and Winterport Campuses
- McGraw School Playground ants and Integrated Pest Management

School Nutrition:

- Harvest Week Celebration

VIII. Questions of Board Members

Board member Dyer inquired about school supplies - Are the items on school supply lists items required by the curriculum we should consider supplying the items?

Administrators Briggs, Roux and Glencross shared the degree to which items are requested and the fact that the school will provide basic supplies if needed by students.

Graphing Calculators are often purchased by students but there is an option to borrow school-owned graphing calculators at Hampden Academy.

Have we looked into apps for the Chromebook so that graphing calculator is unnecessary?

Student representatives shared their experience notebooks and pencils are the necessities at the high school. Supplies that support however you study best and are organized best are allowable.

Why are we issuing chromebooks and so much paper? Mrs. Metzler spoke to digital copyright issues and expense that prohibits purchase of digital materials at time; thus copying is necessary.

Board member Royal asked to what extent is consent covered in the health curriculums used in our school district? Principal Tracy shared that healthy relationships is part of the health curriculum at Hampden Academy and the attributes in the curriculum reach the majority of students. Opting out is facilitated through guidance for any part of the Health curriculum.

Ms. Royal asked pursuant to JIC-R, F. have you received/provided approval for requests for assistance from Immigration and Customs Enforcement (ICE) or Customs Border Patrol (CBP) agents? Superintendent Lyons answered 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? Superintendent Lyons answered no.

Board member Sidell shared that in reference to Mr. Haggan's recent request to take leave to perform duties as a state representative, he was asking to participate in a dual role. She shared that it would be important to provide enough support so that the teacher responsibilities are balanced and the other role does not enter the classroom.

Board member Pickering shared that the language in the contract actually represents the right to a leave of absence.

IX. Committee Reports

A. Finance Committee

Chair Miller shared the Finance Committee minutes. Consideration of comparison reports between FY 18 and FY 19 to compare expenditures between fiscal years at the same points in time are an idea for further Finance Committee discussion.

B. Budget Committee

None.

C. Athletic Committee

Heath Miller shared the topics discussed at tonight's meeting including the turf, fall sports update, signage campaign and a discussion of athletic event entrance fees.

D. Building Committee

None.

E. Negotiations Committee

None.

F. Education Committee

Chair Sidell shared information on PBE and high impact activities from Instructional Coach, robots have arrived.

G. Policy Committee

Chair Pickering shared discussion of second reading of Policy IHBA, Referral/Pre-Referral, Policy KCD, Gifts/Donations to the Schools revision being planned, Policy BG, School Board Policy Process and Policy IKF, Graduation Requirements up for first reading tonight. Regulation CBI-R, Evaluation of the Superintendent Guidelines will be discussed next meeting. Policy IJOA, Field Trips and Other Student Travel, and the accompanying resolution sent to the Board will also be discussed.

H. United Technologies Center

Board Member Gordon shared that there needed to be an update for Live Work policy and the interlocal agreement for UTC to access Perkins Grant money. Discussion on UTC funding based on the hold-harmless approach causing UTC to have less funding than the formula called. Additional state funding was received by UTC after the budget was approved therefore the funding cannot be spent this year.

I. Behavioral Review Committee

None.

J. Education Foundation

None.

K. SPRPCE Board

None.

L. Wellness Committee

None.

M. Community Relations Committee

A district App for Fall of 2019 is being considered for notification, website hosting and communication. Three Apps were considered and have been compared for discussion during budget season. The need for family communication of changes in the proficiency based diploma will align well with policy development. Early communication for the upcoming FY 20 budget season was discussed.

X. Policy Consideration

A. Discuss and act on second reading and adoption of Policy IHBAA, Referral/Pre-Referral

Upon recommendation of Chair Pickering, Royal moved, Dyer seconded, and the Board voted unanimously to approve the second reading and adoption of Policy IHBAA, Referral/Pre-Referral.

B. Discuss and act on second reading and adoption of Policy IHBAC, Child Find

Upon recommendation of Chair Pickering, Pickering moved, Miller seconded, and the Board voted unanimously to approve the second reading and adoption of Policy IHBAC, Child Find

C. Discuss and act on first reading of Policy IKF, Graduation Requirements

Upon recommendation of the second version, Pickering moved, Cuddy seconded, and the Board voted favorably to approve the first reading of Policy IKF, Graduation Requirements.

Abstain: Royal

Student representatives Flanagan and Gass shared that students may often be ready to begin with biology because middle school well prepares and concentrates students on the Science 9 curriculum areas.

XI. Old Business

A. Discuss Board Self Evaluation

Agreement that the current evaluation tool is not as useful as it could be. The ad hoc committee will remain intact to revise the self evaluation tool. There is a challenge with the tool to decipher what is meant.

Trends:

RSU 22 Board Self evaluation															
	Raw Scores '18													Change in % of respondents who scored meet criteria	
	Memb	Memb	Memb	Memb	Memb	Memb	Mem	Memt	Memb	Meml	Meml	Memb	Member 13		
	A. Purpose of Board	NA	2	3	4	3	4	4		4	3	3	3		3
B. Board Development	1	2	2	2	3	3	2		4	3	2	3	2	3	-17%
C. Meeting of the Board	3	2	4	3	3	4	3	3.67	4	3	3	3	3	3	-8%
D. Fiscal Management	2	4	4	3	4	3	4		4	4	4	3	4	3	17%
E. School/Community Relations	NA	4	3	na		2	3	2	na	4	3	3	3	3	19%
F. Relationship with Superinten	3	3	4	na		3	3	4		4	4	4	3	4	-2%
G. Instructional Management	NA	4	4	na		3	2	3	na	2	3	3	2	3	-4%
H. Planning and Goal Setting	3	3	4	3	2	3	2		4	3	3	3	2	3	11%
I. Staff Relations	NA	na	4	3	3	3	3		4	4	3	3	2	3	23%
J. Legislative Leadership	NA	na	3	2	2	3	2	3.25	3	3	3	3	1	3	12%
K. Policy	2	na	4	2	na		3	3	3.67	4	3	3	2	3	-25%

School management of the district is strong.

Improvement of staff relations demonstrates the largest area of growth. A large part of the growth is facilitated through administration and specifically school administrators.

Improvement in fiscal management.

Areas of concern:

Policy: Challenge how the Board is managing. There are over 500 policies in the school district and creating realistic expectations for board members to attract new board members. Board member Royal made a suggestion that the ad hoc committee look at the board self evaluation policy.

Board development: In the past few years there has been very high turnover on the board. Board development and orientation is a need for the new members as institutional knowledge has been lost overtime.

Board member Royal shared that she would like to ask the administrative team to evaluate the Board of Directors. Principal Tracy shared that because many of the tasks are at the district level, he would not be able to effectively evaluate.

Board member Baines discussed interpretation of a question about legislation and an idea of a WatchDog Subcommittee that could keep an eye on the legislation. MSMA updates are distributed as summaries. These are distributed in time to allow for board members to convene, discuss and return feedback. Board member Cuddy shared more continuous touching base with legislators can also be productive both for the board members and for the legislator's awareness.

A regional training for new school board members has occurred in the past and was helpful.

XII. New Business

A. Discuss and act on administrator contract.

Upon recommendation of Superintendent, Libertore moved, Holmes seconded, and the Board voted unanimously to grant Curriculum Director Mary Giard's request for 30 days bona fide separation.

B. Discuss and act on teacher successor contract.

At 8:58 p.m. Upon recommendation of Superintendent, Libertore moved, Baines 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(6)(D).

At 9:22 p.m. upon recommendation of Negotiations Committee, Libertore moved, Fraser seconded, and the Board voted unanimously to approve the two-year successor contract between the RSU #22 Board of Directors and EA22 Education Association. 9:22 pm

EA 22 will have multiple contract information sessions held throughout the district. On the evening of October 10th will be an association ratification vote.

C. Discuss and act on overnight field trip.

Upon recommendation of Superintendent Lyons, Libertore moved, Holmes seconded, and the Board voted unanimously to approve the overnight field trip of October 17 & 18, 2018 for the Hampden Academy Jobs for Maine Graduates program to attend the Leadership Education Conference.

XIII. Communication and Correspondence

A. Set Meeting Dates

- Policy Committee meeting October 10 at 6:00 p.m.
- Community Relations Committee meeting October 23 at 6:00 p.m.
- Budget Committee meeting October 30 at 6:00 p.m.
- Building Committee meeting October 30 at 4:30 p.m.

XIV. 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.

XV. Adjourn

The meeting was adjourned at 9:31 p.m.

Respectfully submitted,

Richard A. Lyons, Superintendent of Schools