

Hermon School Committee
Minutes – Regular Meeting
Monday, August 8, 2016
Hermon High School Room #139

Providing Leadership to Enhance the Aspirations of our Children

Present

Mr. Anthony Reynolds, Chairperson
Mr. Ralph Carr, Vice Chairperson
Mrs. Debora Farnham
Mr. Ted Harris
Mrs. Anne Smith
Mrs. Debbie CoWallis

Absent

Mrs. Shannon Knowles

Staff: Mr. Micah Grant, Mrs. Jenny Perry, Mrs. Mallory Cook
Key Club members: Kate Lusignan and Cassidy Barnes

Guests: Robin Carr-Slaunwhite, Kim Nichols

Item I: Mr. Reynolds, Chairperson, called the meeting to order at 6:30 p.m. followed by the Pledge of Allegiance.

Item II: Agenda Adjustments

Mrs. Duran, Superintendent, requested three adjustments as follows: (1) under Item V: PERSONNEL B. to nominate a Food Services worker for 3 hours/day, and (2) to nominate an Ed Tech for the High School Self-contained classroom. (3) Under V: C. Extra Curricular Appointments to add a Middle School Field Hockey coach, returning individual, Andrea Lee.

Item III: Approval of Minutes of Regular Meeting of July 11, 2016

Mrs. Duran stated that in the draft minutes under PERSONNEL: Resignation, Deb Langille was listed as a food services worker. She had actually resigned as a food services worker a few months ago, but has been an Ed Tech at the Elementary School, if we'd just correct that in the minutes to read Ed Tech.

Mr. Carr motioned, seconded by Mr. Harris, to approve the minutes of the regular meeting of July 11, 2016 with the correction.

Unanimous vote (6)

Item IV: **PROCLAMATIONS AND PRESENTATION**

A. Key Leaders Training, New Hampshire

Mallory Cook brought along two of her best Key Clubbers with her to request permission to attend the Key Leader training in Freedom, New Hampshire from September 23rd – 25th. Kate Lusignan spoke first, stating one of the most helpful things she has gotten out of this is the small groups that talk about issues that are relevant to the community and how to solve problems. It is a really good opportunity, and she and the other Key Leaders at Hermon High School really get a lot out of the program. Cassidy Barnes spoke second, stating it is also good for leader development, and also builds relationships between schools because it is not just kids from Maine, it is kids from all over the division meeting with other leaders to collaborate on projects as well.

Mr. Harris asked how many of the Key Clubbers were going. Mrs. Cook stated it is opened to the whole key club, class / club officers, and any other students who are interested in developing their leadership abilities. Typically they have fewer than 20, usually around 15, so they welcome more. Mr. Harris asked if they take one of the yellow buses down, and Mrs. Cook replied that they did.

Mr. Harris motioned, seconded by Mr. Carr, to approve the request for field trip to Freedom, New Hampshire for the Key Club.

Unanimous vote (6)

B. Kim Nichols and Robin Carr-Slaunwhite Re: "No on 1"

Mrs. Carr-Slaunwhite thanked the committee for the opportunity. She stated she and Mrs. Nichols were both there in personal capacities and have both gotten involved in the opposition campaign for ballot

Question 1 to legalize retail marijuana in the State of Maine. A lot of folks who do what she does, substance abuse counselling, substance abuse prevention work and other healthcare work have signed on to do some community organizing in opposition to this question in their personal time. They are prevented from lobbying with their federal and state dollars for a very good reason, but many have taken it on as a personal interest because in their public health work, and their prevention work, they have seen the devastation from these industries that look to profit on peoples' addictions. They are just trying to do what they can to make sure that we don't have another industry that we're faced with preying on Maine people.

They want to share a little about the ballot initiative in November, share some information on how you can learn more and to ask for a Resolution from the school committee to formally oppose this. They are going before school committees, healthcare, law enforcement and many other groups across the state to ask for similar resolutions. They know that many polls have been done, and when people are asked who they listen to on issues like this; it is groups such as school districts that rise to the top of the list along with law enforcement and healthcare providers. They brought materials to share on question 1. They are focusing on the issues of local control and also edibles. If approved, it would allow for edibles in the State of Maine.

Further discussion involved verbiage of the question, polling, taxes in Colorado and the impact on communities.

Mrs. Duran stated that they have prepared a very nice resolution, and that personally she would love to see all committee members sign it. She thinks the more school committees and school officials that take a stand on this, the better chance we have of influencing people. The fact that we already have medical marijuana; she feels we are addressing the needs of those people who may need it for medicinal purposes. She also suggested to Mrs. Carr-Slauenwhite and Mrs. Nichols that she will contact Maine School Management to see if the Maine School Board Association and Maine School Superintendent's Association might adopt similar resolutions that would cover the entire State because she feels it is that important for the student population.

Motioned by Mr. Carr, seconded Mrs. Farnham, to agree to sign the resolution.

Unanimous vote (6)

C. Public Comments* – None

Item V: **PERSONNEL**

A. Resignations

Mrs. Duran announced the resignations of Megan McCrum, High School Math Teacher and Karen Hutchinson, Middle School Ed. Tech.

B. Employment

Mr. Carr motioned, seconded by Mr. Harris, to employ Christin Dubois as High School Math Teacher

Unanimous vote (6)

Mr. Harris motioned, seconded by Mrs. Farnham, to employ Karen LeBreton as .5 School Nurse at the High School

Unanimous vote (6)

Mr. Harris motioned, seconded by Mr. Carr, to employ Glenda Sylvester as 3 hours/day Food Services worker.

Unanimous vote (6)

Mrs. Cowallis motioned, seconded by Mrs. Smith, to employ Rhonda Merry as an Ed. Tech. at the High School in the Self-Contained Classroom.

Unanimous vote (6)

C. Extra Curricular Appointments 2016-2017

Mr. Harris motioned, seconded by Mrs. Farnham, to accept the Department Heads, High School Advisors and other stipend positions

Unanimous vote (6)

Item VI: **OLD BUSINESS**

- A. Excused Absence of School Committee Member/s
Mrs. Knowles has to work this evening

Item VII: **NEW BUSINESS**

- A. Exchange Student 2016-17

Mr. Walsh let Mrs. Duran know the family being considered has hosted exchange students in the past. He feels it's a good location, and they are looking for permission to admit an exchange student, once they have seen the whole packet. They want to make sure the student is able to participate in our academic programs, and is fluent in English. Mr. Grant, based upon his conversation with the coordinator, stated they are hoping to have the brother of the student we had last year, Enrique (Spain). There are some technicalities with the family, as to whether they'd like to do this again, and things of that nature. They were unable to secure the packet by the time of this meeting. Mrs. Duran explained that when you accept an exchange student, no one is paying any tuition for that student so you are admitting a student without any charges. She has always found, though, that it's been a really good experience for our students to be exposed to the cultures of others.

Mrs. Cowallis motioned, seconded by Mr. Harris, to approve the opportunity for an exchange student for this school year, as long as the student meets the criteria.

Unanimous vote (6)

- B. Facilities

Mrs. Duran asked for a formal vote to have another leased space application. We had one last year, and now we have a second classroom, so we need to submit two leased space applications this year which needs a date of approval by the school committee.

Mr. Carr motioned, seconded by Mr. Harris, to approve two leased space applications.

Unanimous vote (6)

Item VIII: **REPORTS**

- A. Principals

Mrs. Perry included with her report, the letter she sent out to the parents to introduce herself and welcome them to a new school year. July has been busy because she is new. This is an incredible community. People have come in, called and set up meetings and it's all been very positive. The staff has been great across the board. The teaching staff is in there all the time, it's impressive. The custodial staff has been outstanding. When she came in, one of the first things that struck her was the Pre-K situation and it weighed heavily on her. She spoke with Mrs. Duran, the Pre-k teacher, and the high school principal. The community is growing and they decided to raise the enrollment from 20 per session to 22, so there will be a total of 44. One family did move, so we'll be able to help out 5 families. She feels it is something that we will need to continue to look at and maybe think outside the box for what might come later in the year. The issue is space, and one thing that is allowing for more space is that the tables that they were currently using, because they are such little people, the middle of the table they couldn't reach so they will now be lower, rectangular tables so that more students can fit at the table. The teachers are incredibly excited about it.

She also included some information about the professional development that teachers will be taking, and their open houses. She thinks it would be great if any of the committee members could come to the Pre-K open house tomorrow; or to the whole school open house on August 31st.

The 3 days of in-service will focus on positive behavioral systems for the school to help make an improvement with the types of responses to behaviors.

- B. Superintendent

Mrs. Duran asked Mr. Grant to make an announcement: Levi Jarred Grant was born July 18th at 5:36 pm. He weighed 8 lbs. 1 oz. and was 22 ½" long. Mom and baby are both healthy.

Mrs. Duran handed out proposed schedule of the Spanish teacher.

Mr. Carr motioned, Mr. Harris seconded, to approve the position as is.

Unanimous vote (5)

Mrs. Duran pointed out that this individual was not hired tonight, but that the position was approved, knowing that it has a financial impact.

C. School Committee Follow-up and Request for Information

Mr. Harris thanked Mrs. Perry and Mrs. Duran for finding a way to put more kids into the Pre-K program. That is as near and dear to him as maybe finding a solution for a Spanish teacher.

Mrs. Farnham noticed in Mr. Kiesman's report, as well as recalling a previous report from Mr. Walsh, that each of the school's is working on their own strategic plan. There has been a lot of movement on that over the past couple of month's and it would be nice for the committee to have a presentation on that given that school committee is working on a strategic plan. Mrs. Duran pointed out that what the schools did for strategic planning is working with Great Schools Partnership and moving forward with standards. Mr. Grant stated it was very academic in nature: grading, instruction and proficiency. We are trying to move the middle school toward where we are with the high school so that they have some of the same goals. Mrs. Farnham asked what the goals are that are assigned to each school. Mrs. Duran stated that they are the same as last year because we made progress on them, but we are not there yet. Assessment, grading, aspirations and instruction are the areas we are working on. We have committees at the high school, hopefully we'll have committees formed at the middle school, but it is working on those three goals. Mr. Harris asked what the accountability is for meeting those goals. Mrs. Duran stated that it is the kind of goal that is not a matter of you did it or you didn't do it, but it is working in a direction, making progress and its teamwork. Mr. Harris asked if the two schools were working together, and Mrs. Duran stated not at this point. Great Schools Partnership has had a tremendous influence on the high school, but it has been over a period of time. Now we are bringing the middle school in, and eventually, we will be bringing the elementary in. Your Great Schools Partnership is costing you \$22,000 a year. Mr. Grant pointed out that although Great Schools Partnership calls it a strategic plan, it does not involve facilities. Some of the goals are very anecdotal, some are very finite, and some are assigned to formative.

Mrs. Farnham stated that she did not know what the NEAS&C Pre-Self Study report was that mentioned in the High School Principal's report. Mrs. Duran stated that it was New England Association of Schools and Colleges and we do re-accreditation every 10 years. It starts with the Self-Study of the schools where we look at ourselves internally; determine how much progress we've made and where our areas are that we really want to see improvements. The principal cannot write the report, so Mr. Grant has been asked to write it. They had given areas to improve before under 10 pillars: instruction, grading. Mr. Grant went in and researched what we've done and put all of that information together and submitted it to NEAS&C on February 15th and they approved it. They are now ready to start the self-study which is next year.

Mr. Carr let Mrs. Perry know that her report was great.

Mr. Reynolds stated that the senior little league baseball team did well, and the Hermon boys did great job along with the Hampden boys, and one Carmel player. The coach, Mr. Kenney did a great job with the kids.

D. Other

Mr. Harris added he wanted to complement Mr. Davis and Mrs. Duran on the roof at the middle school. It looks great and it will be a big improvement for them.

Mr. Harris asked if it is not already set as an agenda item that he has been requested to ask why there is a player's fee for the football players this year. He wanted to bring it to their attention because he was under the assumption that, at least for the year that we're in, that there wouldn't be one, but right now that seems to be the case.

Mrs. Farnham asked to add that she is working with the town and the rec department on the Hermon's Harvest and Homecoming Celebration which is September 10th - 18th. One of the things she thought would be great to do would be to give people a preview of the addition to our school. She was thinking something as simple as a spray-painted outline as to where it would go. She would like the committee to think about how to do that to inform people. Mr. Harris asked if it had been downsized since the last meeting. Mr. Reynolds stated that it has been downsized a lot from the original with the hope that it will be able to pass. Mrs. Duran's intent is to write an article for the Hermon Connection to get people thinking

about the idea that we are going to be asking for a project of more than \$7million, all local funds. She did not feel that we would be able to have anything indicating where it is going to be, or what is going to look like by September. Mr. Reynolds stated the original was \$12 million, and that's why they had to down size. The rec portion is separate and is another \$1 million, and they, too, have down sized considerably.

Item IX: Approval of Warrant # 2 of July 15, 2016, Approval of Warrant # 3 of July 29, 2016, and Approval of Warrant # 4 of August 12, 2016.

Mr. Carr motioned, seconded by Mr. Harris, to approve Warrants 2, 3 and 4.
Unanimous vote (5)

Item X: Mr. Carr motioned, seconded by Mr. Harris, to enter into Executive Session at 7:45 p.m. pursuant to 1 M.R.S.A. § 405 (6) (A) to discuss compensation of employees.

Mr. Carr motioned, seconded by Mrs. Farnham, to accept contracts as discussed.
Unanimous vote

Item XI: Mr. Harris motioned, seconded by Mr. Carr, to adjourn the meeting at 8:05 p.m.
Unanimous vote

Respectfully submitted,

Jody White
Recording Secretary