

Hermon School Committee  
Minutes – Regular Meeting  
Monday, August 24, 2015  
Hermon High School Room #139

Providing Leadership to Enhance the Aspirations of our Children

Present

Mr. John Snyder, Chairperson  
Mr. Anthony Reynolds, Vice Chairperson  
Mrs. Debora Farnham  
Mr. Ralph Carr  
Mr. Ted Harris  
Mrs. Debbie CoWallis  
Mr. Michael Lana, Student Representative

Absent

Mrs. Shannon Knowles

Staff: Mrs. Stephanie Biberstein, Mrs. Janice Clain, Mr. Micah Grant, Mr. Jerry Kiesman,  
Mrs. Debbie Langille, Mrs. Barbara Libby, Mr. Brian Walsh

Guests: Mr. and Mrs. Paul Haskell and Brevan Haskell, Ms. Emily LeBlanc, Mrs. Barbara Lusignan,  
Ms. Mary Jane MacKenzie, Ms. Patsy Oversmith

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

Item II: Agenda Adjustments – None.

Item III: Mr. Reynolds motioned, seconded by Mr. Carr, to enter executive session at 6:32 p.m. pursuant to  
1 M.R.S.A. § 405 (6) (A) to discuss a student issue.  
Unanimous vote (6)

The School Committee returned to public session at 7:46 p.m.

Mr. Harris motioned, seconded by Mr. Carr, to work with administration (principal and A.D.) and B.H.  
be allowed to play soccer, that he continue with passing grades and meet necessary criteria under a  
contract to be presented.

Voting for: Reynolds, Farnham, Carr, Harris

Voting Against: Snyder, CoWallis

Mr. Harris encouraged B.H. to take advantage of this opportunity because it is setting a precedent for  
other situations and the School Committee wants assurance that they reached the right decision.

Item IV: Mr. Carr motioned, seconded by Mr. Harris, to approve the minutes of the regular meeting of  
July 6, 2015.

Unanimous vote (6)

Item V: **PROCLAMATIONS AND PRESENTATIONS**

Public Comments – None.

Item VI: **PERSONNEL**

A. Resignations

Mrs. Duran announced the following resignations: Mr. Shane Barker, 7-8 math science teacher;  
Mrs. Carol Doyon, 9-12 ed tech; Mrs. Brooke Dupuy, 9-12 French teacher; Mrs. Kirsten Gould,  
grade 1 teacher; Mrs. Marcy Soucy, 9-12 gifted/talented teacher/coordinator; Ms. Noelle O'Clair,  
9-12 guidance counselor; and Ms. Megan McCrum, JV girls basketball coach.

B. Employment 2015-2016

1. Mr. Carr motioned, seconded by Mr. Reynolds, to approve the employment of Mrs. Leslie Smith  
as a 9-12 guidance counselor for 2015-2016.

Unanimous vote (6)

2. Mr. Harris motioned, seconded by Mr. Reynolds, to approve the nomination of Mr. Charles Colson  
as a 7-8 math/science teacher for 2015-2016.

Unanimous vote (5)

Item VI: **PERSONNEL**

(cont'd)

3. Mr. Carr motioned, seconded by Mr. Harris, to approve the nomination of Mr. Dan Switzer as a 7-12 French teacher for 2015-2016.

Unanimous vote (6)

4. Mr. Carr motioned, seconded by Mr. Reynolds, to approve the nomination of Mrs. Kathryn Bjorklund as a 9-12 English teacher for 2015-2016.

Unanimous vote (6)

C. Support Staff Employment

1. Mr. Carr motioned, seconded by Mr. Harris, to approve the employment of Mrs. Chandra Barnes as a 5-8 Ed Tech III/Math Interventionist.

Unanimous vote (5)

2. Mr. Carr motioned, seconded by Mr. Reynolds, to approve the employment of Mrs. Vicky Devine as a 5-8 Ed Tech II – Special Education.

Unanimous vote (5)

3. Mr. Carr motioned, seconded by Mr. Reynolds, to approve the employment of Mrs. Camie Hall as a 9-12 Ed Tech III – Special Education.

Unanimous vote (6)

4. Mr. Reynolds motioned, seconded by Mr. Harris, to approve the employment of Mrs. Julie Ricker as a 9-12 Ed Tech III – Special Education.

Unanimous vote (6)

5. Mr. Carr motioned, seconded by Mr. Reynolds, to approve the employment of Mrs. MaryAnna Russell as a 9-12 Ed Tech III – Special Education.

Unanimous vote (6)

D. Employment Transfer

1. Mr. Carr motioned, seconded by Mr. Harris, to approve the transfer of Mrs. Nicole Griffin to the position of 9-12 gifted & talented teacher/coordinator.

Unanimous vote (6)

2. Mr. Carr motioned, seconded by Mr. Harris, to approve the transfer of Mrs. Ruth Parent to the position of 9-12 French teacher.

Unanimous vote (6)

- E. Mr. Carr motioned, seconded by Mr. Harris, to approve the employment of Ms. Kayla Worcester as a K-4 long term substitute teacher.

Unanimous vote (5)

F. Extra Curricular Appointment

Mrs. Duran announced the following appointments for 2015-2016:

Hermon Elementary School/Hermon Middle School

K-8 After School Ski

Debra Aucoin

Hermon Middle School

Civic Oration

Mary Ellen Johnson

Math Team

Shelley Cyr / Nicole LeBarnes

Spelling Bee

Phyllis Bull

Student Council

Alexis Deveau

Yearbook

Amanda Lovejoy

Cross Country

Mark Barrows

Field Hockey

Andrea Lee

Hermon High School

National Honor Society

Chad Boucher

Freshman Class Advisor

Ryan Garbe

Sophomore Class Advisor

Robby Jenkins

Music Director, Fall Musical

Stanley Harris III

Varsity Girls Basketball

Christopher Cameron

Varsity Boys Basketball

Mark Reed

JV Boys Basketball

Charles Colson

Varsity Cheering

Kristie Reed

JV Field Hockey

Ashley Cyr

Football Volunteer

Rob Powell

Football Volunteer

John Roberts.

Item VII: **OLD BUSINESS**A. Excused Absence of School Committee Member/s

Mr. Reynolds motioned, seconded by Mr. Carr, to excuse the absence of Mrs. Knowles as she had work commitments.

Unanimous vote (6)

B. Mr. Carr motioned, seconded by Mr. Reynolds, to approve the job description for the K-12 gifted & teacher/coordinator as presented.

Unanimous vote (6)

C. Reports as Public Information

Mr. Carr motioned, seconded by Mr. Reynolds, that the principals' and superintendent's written reports submitted to the School Committee not be public information.

Unanimous vote (6)

Mrs. Farnham stated that she feels the reports are an opportunity to share information with the general public; and at a minimum, she would like to see bullet points highlighting positives in our schools. Brief discussion ensued. Consensus was that Administrative Team will discuss ways in which to use technology/social media as a communication tool only.

Mr. Carr motioned, seconded by Mr. Reynolds, to table this item to next meeting.

Voting for: Snyder, Reynolds, Farnham, Carr, CoWallis

Voting against: Harris

Item VIII: **NEW BUSINESS**

A. Mr. Carr motioned, seconded by Mr. Reynolds, to approve the Negotiated Agreement between the Hermon School Committee and the Hermon Supportive Personnel for July 1, 2015, through June 30, 2018.

Unanimous vote (5)

B. Draft Job Descriptions (First Reading)

1. Groundskeeper
2. Maintenance.

The School Committee requested the inclusion of the words, "if qualified" in each draft: Must be willing, if qualified, to drive school bus under the direction ....

Item IX **REPORTS**A. Principals

In addition to their written reports, Mr. Walsh reported that a group of high school teachers were in the building earlier today and will be again tomorrow for professional development (Great Schools Partnership facilitator training)

- Mrs. Libby reported that Channel 7/FOX 22 was at the elementary school earlier in the day to interview first grade teachers as part of their "Getting Ready for School" news cast.

B. Superintendent

-Mrs. Duran welcomed Mr. Lana as a student representative to the Hermon School Committee.

-She reported that the auditors were in the office last week.

-Because the law limiting the percentage of funds to be carried forward is going back into effect, Mr. Raymond and town councilors are expressing concern for the school department's unassigned fund balance. Mrs. Duran added that her recommendation would be to place funds over the limited amount into reserve accounts. With the possibility of a major construction project, she would not be in favor of using the funds to lower taxes.

-Mrs. Duran announced that the portable classroom is in place at Hermon Elementary School and that she will be inviting the School Committee to tour this new library location in October.

C. School Committee Follow-up and Request for Information

-In response to Mr. Harris, Mr. Duran stated that there was a \$239,000 increase over the previous year's fund balance of \$1.1 million. She estimates that there will be \$1 million to place in reserve accounts, but Mr. Raymond estimates \$3 million because the funds held in fuel stabilization, tax stabilization, bus and tuition reserve accounts and summer salaries accounts are not assigned. The only legally assigned balances are capital and repair reserve accounts.

Item IX: -In response to Mrs. Farnham, Mrs. Duran reported that all bus drivers have returned. She added that (cont'd) the transportation director has shared with her that if the rate of town growth continues, establishing another route and employing another driver will be necessary.

-Mrs. Farnham requested that the School Committee review the Strategic Plan (last updated in 2010).

-Mr. Snyer reported that he recently attended a Safety Committee meeting. Sgt. Kennedy reported that the relationship with the schools is going well.

D. Other – None.

Item X: Mr. Reynolds motioned, seconded by Mr. Harris, to approve Warrant # 2 of July 17, 2015, Warrant # 3 of July 31, 2015, Warrant # 4 of August 14, 2015, and Warrant # 5 of August 28, 2015.

Unanimous vote (5)

Item XI: Mr. Carr motioned, seconded by Mrs. CoWallis, to adjourn the meeting at 8:42 p.m.

Respectfully submitted,

Gaynor Reynolds  
Recording Secretary