

REGIONAL SCHOOL UNIT #16 SCHOOL BOARD
Mechanic Falls – Minot - Poland

**The 3rd Special Meeting of the RSU #16 School Board
for 2011 – 2012 was held**

Monday, October 3, 2011 at 6:30 P.M.
in the Poland Regional High School Band Room

MINUTES

Present: Terri Arsenault, Carl Beckett, Sue Callahan, Melissa Hodgkin, Steve Holbrook, Mary Ella Jones, Tina Love, Yvette Murray, Joe Parent, Ed Rabasco, Scott Sawyer, Scott Tiner, Jack Wiseman
Absent: Jeanne Manley

1.0 CALL TO ORDER: Mary Ella Jones, Chair

Mary Ella Jones called the meeting to order at 6:30 PM with the Pledge of Allegiance.

ACTION ITEMS:

2.0 AGENDA ADJUSTMENT: Public Relations Committee (Joe Parent, Tina Love, Melissa Hodgkin)

- Joe Parent provided an update of what the public relations committee is working on. He provided a handout detailing groundwork for conducting school board business.
- Elm Street School CIPS Update – Dennis announced that Elm Street cancelled school on November 1st and is bringing in Bruce Wellman to teach staff how to analyze data. On March 1st we have a professional development workshop day and we will have students at ESS go to school this day. This is the state working with us to develop a strong plan with regards to the CIPS status. We do have a workshop day in October but Bruce Wellman was not able to make it that day. Tina asked who paid for the speaker; Title One funding.

Motion: by Terri Arsenault to cancel school on November 1st at ESS and make that day up on March 1st, 2012

Seconded: Steve Holbrook

Vote: Unanimous

3.0 NEW BUSINESS: Discussion/Approval of Proposed 2011-2012 School Budget

- Dennis provided a handout regarding the process for the next District Budget Meeting and Referendum vote.
- Dennis explained the EPS model.
- Mary Ella read through the projections or possibilities for savings next year and provided a handout that covered health insurance increases, the cost of equalization of salaries, new staff, maintenance decrease, supplies decrease, transportation increase, student counts and per pupil costs.
- Hope Becker recommended looking at benefits and increasing cost to employees and eliminating the cash-in- lieu benefit similar to other school systems.
- Terri added that the other school systems teachers make more money than our teachers according to the state web site.
- Bonnie Payette – We are spending \$2.6M for Blue Cross, employee contribution is \$350,000. (63) people pay zero dollars for insurance. Why aren't we equalizing the benefits like the salaries? We can save \$162,000 if everyone pays 20% of insurance. We need to get rid of the in lieu options. Mary Ella explained that they are looking at it.
- Walter (Unknown) – If we do away with the cash in lieu and cut 10% off stipends and bypass hiring the 2nd mechanic, we can save \$113,000.
- Mr. Becker – Pays \$800 a month for health insurance with a \$15,000 deductible.

- Scott Tiner asked how much money we could save by having fewer bus stops or consolidating bus stops. Dennis said possibly \$75,000 in fuel, two busses and two drivers.
- Steve Holbrook said the mechanic would pay for himself in the first year. If we don't hire the mechanic we will have to subcontract out the work at \$90 per hour.
- Dennis clarified that no one is being paid more than their contracts state.

Motion: by Steve Holbrook to accept two administrative furlough days for 2011-2012 reducing the budget by \$10,146.21

Seconded: by Terri Arsenault

Vote: All opposed

- Tina Love asked about the \$29,000 in administrative raises. Mary Ella said they will still get their increase but they would take two furlough days to offset it.
- Ed Rabasco said he doesn't believe there should be any furlough days.
- Gerry (Unknown) – Do we get funds for students who attend from outside the district? Yes we receive the state GPA for those students.
- Scott Tiner asked how the administrative furlough days idea came about. Dennis explained to them that they were hearing pressure about administrative raises. The administrators said they would support taking furlough days.
- Tammy English – Do we think that the budget being \$10,000 less is going to pass?
- Mr. Becker – What is the total dollar value of all the raises in the district? Dennis said he would have that figure in the morning.
- Tina Love – We have to be very thoughtful about our next steps. We are approaching this for the 4th time.
- Steve Robinson thanked the board for the numbers, compared some differences. He is not in favor of the furlough days.
- Mr. Becker – You have to put something forward that shows your making progress. People are having a problem with the raises.
- Mary Ella pointed out that some of these raises are contractual.
- Tammy English – We shouldn't say that equalization is raises.
- Ollie Emery – Mechanic Falls – Regarding CIPS status. Public perception is that the teachers failed to teach the children not that the children failed. It was explained that special education students are included in these tests and they weren't always in the past. This is not widely known by the public.
- Ayesha Farag-Davis explained how the administrator contracts were looked at and equalized during the consolidation process.

After the discussion, Terri Arsenault moved the motion. It was Seconded by Scott Tiner and passed. The vote on Steve Holbrook's original motion (above) was then taken.

- Mr. Becker – Could you postpone the equalization? Dennis said we are obligated to have a single contract with the point being you have a single salary & benefit package.
- Gerry (Unknown) – We knew about this equalization process when we consolidated.
- Terri – I am listening to everything everyone says and I am listening to parents
- Laurie Callahan – How many “too low” votes were there on past budget votes?
- Steve Holbrook – If we vote this down, we can set a dollar amount, for example instruct Dennis to take \$30,000 wherever he can. Steve said he is hearing from people they will not vote yes until we cut the budget.
- Melissa H. – It's not a mandate that we equalize pay. We as an employer have said we will not have people doing the same job and not getting the same pay. The single contract is the mandate.
- Yvette Murray – When we formed the RSU we decided individually as three towns that we were going to do this all together.

- Joe Parent – I have a major dissatisfaction with what’s on the table right now. We have lost art and music and I am not satisfied with that. He proposes we offset administrative furlough days and we add programs back in.
- Steve Robinson- With regard to teacher increases of \$125,000. What portion are raises and what portion is equalization? The \$125,000 is a 1.3% increase to take teachers one half the way towards equalization plus staff increases at the high school that are contracted already.
- Scott Tiner – Unless we start to add programs back in I can’t support we keep cutting things.
- Carl – There are people voting NO because the budget is lacking. We should be putting stuff back in the for the students.

Motion: by Terri Arsenault to move forward with the budget as it stands as previously proposed
 Seconded: by Ed Rabasco
 Vote: Motion passed with Steve Holbrook, Tina Love, Scott Tiner opposed

Mary Ella – The district budget meeting has to be held within 14 days of November 8th.

4.0 REPORTS TO THE SCHOOL BOARD: Report of the Superintendent – Dennis Duquette
 ❖ Other

5.0 REMINDER:

6.0 ADJOURNMENT:

Motion: by Terri Arsenault to adjourn at 8:40 PM.

Respectfully submitted,

Dennis J. Duquette