

**Our Mission is to prepare and support all students within a culture of excellence to do their best and to be their best, so that each can be a successful contributing citizen, able to adapt to change and to successfully respond to the future.**

**RSU #16**  
**Mechanic Falls \* Minot \* Poland**  
**The 3<sup>rd</sup> Regular School Board Meeting**  
**for 2018-2019 was held**  
**Monday, October 15, 2018**  
**6:30 p.m.**  
**Poland Regional High School**

**5:00 p.m. – 6:25 p.m.**  
at Poland Regional High School  
**School Board Member Workshop**  
Assess Last Years' Goals & Draft New Goals

# Minutes

**Board Attendance:** Steve Holbrook, Laura Hemond, Lou Goulet, Scott Lessard, Julie Rioux, Aaron Ouellette, Ed Rabasco, Mary Martin, Joe Parent, Mike Downing, Norm Beuparlant, Travis Richie, Lisa Dulac, and Norm Davis

**Absent:** Melanie Harvey

**Student Representatives:** Gavin Bourgoin, Lily Cole-Powell

**1.0 CALL TO ORDER:** Mary Martin, Chair

**2.0 PUBLIC PARTICIPATION: (10 minutes)**

Mary Beth: Communication Committee suggested a survey for staff leaving and wanted to know if that had been put in place. Made a recommendation for a correction to the Affirmative Action paragraph (put in a new paragraph). Asked about the bids being sent out to local bidders for the addition.

**3.0 RECOGNITIONS/ACKNOWLEDGEMENTS: (5 minutes)**

Welcome back student rep – Gavin Bourgoin (2019)

Welcome new student rep – Lilly Cote-Powell (2020)

20<sup>th</sup> Anniversary for PRHS and BWMS – Ken

**4.0 AGENDA ADJUSTMENT:**

**5.0 PRESENTATION: (10 minutes)**

**6.0 CONSENT AGENDA INTRODUCTION: (5 minutes)**

Approve 2<sup>nd</sup> Regular Meeting Minutes 9-10-18

Approve the 5<sup>th</sup> Grade Teacher nomination, Jill Ballou – PCS

Approve the Social Worker nomination, Rebecca Durgin – ESS/PRHS

Approve September 2018 Sub Committees Minutes

- Operations
- Personnel & Finance
- Educational Policy Committee

Motion: by Norm Beuparlant to approve the Consent Agenda

Seconded: by Mike Downing

Vote: Unanimous

**Discussion:** Joe Parent discussed that the teacher pay scale didn't seem to be adequate to attract/retain experienced teachers.

Friends of RSU 16 – September minutes attached

Notification of Support Staff New Hires:

Carol Withers, Accts Payables/Receivables Specialist - District

Donna Andrews, Custodian – PCS  
Jill Beaucage, Coach MD Field Hockey, WMS  
Desiree Menard, Coach MS Field Hockey, WMS

Notification of Resignations:

Nicholas Piper, Special Ed Teacher - ESS  
Tyler Sawyer, Mechanic  
Stephanie Brochu, Accounts Payables/Benefits Specialist

**7.0 ACCEPTANCE OF THE FINANCIAL STATEMENTS: (10 minutes)**

End of Year Status

Motion: by Steve Holbrook to approve the financial statement

Seconded: by Lisa Dulac

Vote: Unanimous

**Discussion:** Stacie outlined that there was a loss for nutrition for the summer program. We are currently in the black. The auditors are finishing up and will come and do a presentation for the board. Mary asked about the Maine Care Seed Money. Stacie explained there are students who are eligible for the services through Maine Care, and so the local portion comes out of our budget. It comes out of the expenditure lines. Aaron asked about the note at the bottom about the iPad and asked how that goes to the technology lines. Stacie explained the process.

**8.0 SUPERINTENDENT'S REPORT: (20 minutes)**

Ken reviewed the total enrollments for each of the schools within the district. Minot Consolidated School (265), Elm Street School (293), Poland Community School (472), Bruce M. Whittier Middle School (269), and Poland Regional High School (465) for a grand total of (1,764).

Closed the Future Leaders Program at Elm Street School. Ken concluded we were not properly meeting the needs of the students in that program. All students will be placed in an appropriate placement either in our system or outside our system. Most of the staff will be absorbed into our vacant education technician positions once the short-term tutoring is complete for all our students.

Both the Business Manager and Ken met with the Town Managers for our monthly breakfast on October 10, 2018.

Ken had the great pleasure of attending the Minot Community Day on September 22, 2018. Ken willingly participated in the dunk tank. Fun was had by all, especially those who dunked him.

Met with our School Board representatives from PRHS, Lily and Gavin, on October 1, 2018, to help define their role on the RSU 16 School Board. Two engaging and bright students who will, no doubt, provide us adults some very valuable input from the student perspective.

We have hired Carol Withers to replace Stephanie Brochu as the Accounts Payables/Benefits Specialist.

Ken chaired a NEASC Accreditation visit @ Central High School, Corinth, Maine, from September 23-26, 2018. Amy Hediger served as Acting Superintendent during my absence, she did a great job.

We interviewed for the Transportation Director position today.

**Upcoming Events:**

The School Board Negotiation Team is meeting with the mediator assigned to the Teamsters negotiations this Thursday, October 18<sup>th</sup> @ 5:00 p.m.

The Middle School Addition and Renovation Flyer will be mailed out this Friday to 5,218 tri-town addresses costing \$1,196 for printing and postage.

Our 2<sup>nd</sup> Friends of RSU #16 meeting will be held at the Elm Street School Conference Room, this Friday October 19<sup>th</sup> from 9:00 a.m. – 10:30 a.m. Please come and join us. We will have high school students talking about the importance of the Round Table program.

Ken will be on vacation October 24<sup>th</sup> - 29<sup>th</sup> and will return back to work on October 30<sup>th</sup>.

**9.0 NEW BUSINESS: (15 minutes)**

Approve Fuel Bid

Motion: by Ed Rabasco to approve the fuel bid with C.N. Brown

Seconded: by Aaron Ouellette

Vote: Unanimous

**Discussion:** It is a fixed cost for both companies. There was a question about when the bid went out. It was actually earlier than last year and Craig said we will try to get it out earlier next year. There is an increase due to the change in the type of fuel needed.

Approve Snow Plow Bid

Motion: by Norm Beuparant to approve the snow bid with D.R. Nichols for PRHS and ESS, and Jason Edwards for PCS and MCS

Seconded: by Lisa Dulac

Vote: 10 - 3 (opposed - Julie Rioux, Aaron Ouellette, Norm Davis)

**Discussion:** Discussed the possibility of doing a two-year bid in the future. Aaron asked questions about the additional trip costs.

## 10.0 OLD BUSINESS:

### 11.0 POLICIES: (15 minutes)

To approve 1<sup>st</sup> and Final reading of the following policies:

DKC – Expense Authorization and Reimbursement

DKC-R - Expense Reimbursement Procedures

Motion: by Norm Beuparant to approve the policies listed above

Seconded: by Mike Downing

Vote: Unanimous

GCSB - Use of Social Media by School Employees

Motion: by Mike Downing to approve the policies on Use of Social Media by School Employees

Seconded: by Lisa Dulac

Vote: 11 – 2 (opposed - Julie Rioux and Aaron Ouellette)

**Discussion:** Ken explained that the intention is that staff are not friends with students on social media. Julie shared her concern that in a small community there are a lot of outside-of-school relationships, and that it may create issues within the community if they are not allowed to be friends. Julie asked for clarification if this included parents. This does not include staff and parents, as they are both adults. Ed Rabasco doesn't feel as though there is a compelling reason for staff to be friends with students on social media. Lisa Dulac feels that there needs to be boundaries and supports the policy. Aaron suggested a change in the verbiage "are prohibited from friending." Ken explained that the attorneys have already looked at the language.

ACAB-R - Employee Discrimination and Harassment Complaint Procedures

Motion: by Norm Beuparant to approve the policy on Employee Discrimination and Harassment Complaint Procedures

Seconded: by Norm Davis

Vote: Unanimous

**Discussion:** Norm pointed out a typo and the board discussed the correction outlined by Mary Beth Taylor

IKF - Graduation Requirements

Motion: by Norm Beuparant to approve the Graduation Requirements

Seconded: by Mike Downing

Vote: Unanimous

**Discussion:** Cari explained that the law changed over the summer having to do with proficiency. These changes are not drastic. There were some changes to course names. The district will stick with the credit requirements. The significant change that will be made is in how students are coded when leaving the high school through the functional life skills program prior to last year. The code is no longer available and are now coded as non-completers. This effects our graduation rate and drop-out rate. The change that will be made is that they will be coded with a diploma for meeting their IEP goals.

## 12.0 REPORTS TO THE SCHOOL BOARD:

### Student Representatives: (5 minutes)

**Discussion:** PSATs took place last Wednesday. Homecoming took place. Seniors had their Senior Breakfast. Yearbooks are on sale.

### Report of the School Board Chair: (5 minutes)

MSBA Resolutions: Conference is coming up in a couple of weeks and Mary will be attending. Mary shared the Resolutions that were sent out. The two that haven't been discussed is teacher pay and year-round school, as well as attendance. Mary is looking for feedback from the board on the Resolutions.

Attendance

**Discussion:** Karen Hill would like a short bio and a picture from each of the board members.

### **13.0 ADMINISTRATIVE INFORMATION:**

#### **ATeam Reports**

- Julie Rioux asked about the ODR data and felt it was high. Jessica and Kaitlynn discussed that there has been training in the use of the ODRs, so that could be the reason we are seeing these numbers.
- Mary pointed out the need for a coach that was outlined in Amy's report.
- Mary discussed the School Counseling staff and their work.
- Mary discussed the need for ed techs and the salaries. The salaries make it hard to attract new staff.
- BWMS has their Tri-County 5K coming up in November.
- Travis pointed out that often the ed techs are the ones delivering the instruction and discussed the requirements for education and the low pay and the struggle for being able to make enough money to be able to live off of. He shared is firsthand experience.
- Cari Medd – oral report, as well: The high school has been working on new academic goals. One focus has been in math because of the SAT scores. The math teachers have reorganized the curriculum in response. Humanities has been split. Students were not successful with the number of standards the course covered. They have now been split up. The 9<sup>th</sup> grade teachers have started the BARR program and are meeting about students in order to reduce the 9<sup>th</sup> grade failure rate. Cari and Patrick have been working hard to reduce the number of days students are missing due to suspensions. They have implemented Restorative Practices and introduced a new pass system, which have both helped to reduce suspensions. Co-curricular programs have been up and running, and have been very successful this year.

### **14.0 COMMUNICATIONS:**

### **15.0 HANDOUTS:**

### **16.0 EXECUTIVE SESSION:**

### **17.0 REMINDER:**

### **18.0 ADJOURNMENT:**

Motion: by Steve Holbrook to adjourn at 7:50 p.m.

Respectfully submitted,

Kenneth J. Healey