

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 11th Regular School Board Meeting
for 2019-2020 was held
Monday, June 8, 2020
6:30 p.m.

>>>>> **VIA REMOTE** <<<<<

6:00 p.m. Reception for the following staff who will be retiring June 30, 2020:
Ann Turgeon, Dave Snell, Jayne Pillsbury, Joan Dyer, Judy Vaillancourt
Kim Moisan, Sandy Doyle, Lily Cote-Powell (Class of 2020 School Board Student Representative)

6-5-20 **REVISED:**
8.1

➔ **MINUTES**

- 1.0 **CALL TO ORDER:** Mary Martin, Chair
Pledge of Allegiance & Mission Statement

Pursuant to subsection 403-A of 1 MRS (Maine Revised Statutes Annotated), we will now confirm that each member of the Regional School Unit 16 School Board can both hear and be heard. We will do this by calling the roll, members present are asked to say Yeah. We ask all other members to listen and report any audio difficulties when the roll call is complete.

Poland	Minot	Mechanic Falls	Student Rep
Ed Rabasco	James Crouse	Chelsea Clavet-AB	Amy Fryda
Joe Parent	Laura Hemond	Lou Goulet-AB	Lily Cote-Powell
Melanie Harvey	Mike Downing	Mary Martin	
Norm Beauparlant	Mike Lacasse	Scott Lessard (6:58)	
Norm Davis	Steve Holbrook	Travis Ritchie	

To join the School Board meeting via Zoom Webinar, the link is listed below.
<https://zoom.us/j/91264521833?pwd=Znl3dHdCc0lDYWNIWkhwOHFUR0VqZz09>
Password: 776271

Or iPhone one-tap :
US: +13017158592,
Webinar ID: 912 6452 1833
Password: 776271

We now would like to confirm that members of the public who are remotely attending the public proceeding are able to hear all members. All participants can send a message via the Zoom chat feature on the right of the screen. Recognizing that this is the Board's first time conducting a meeting in this manner to help combat the spread of COVID-19, we ask the community and all members to proceed with patience and an understanding that the district staff and Board members are doing the best they

can in an unprecedented time. As a reminder to conduct an orderly meeting, all Board members and community members must remain muted and wait to be recognized by the chair before speaking.

FOR ALL VOTES

Pursuant to subsection 403-A of 1 MRSA, item D. –“All votes taken during the public proceeding are taken by roll call vote”. To the question before the Board, I will call the roll, those in favor of passage are asked to say yea, those opposed say nay; members wishing to abstain may do so by stating abstain.

Poland	Minot	Mechanic Falls	Student Rep
Ed Rabasco	James Crouse	Chelsea Clavet	Amy Fryda
Joe Parent	Laura Hemond	Lou Goulet	Lily Cote-Powell
Melanie Harvey	Mike Downing	Mary Martin	
Norm Beuparlant	Mike Lacasse	Scott Lessard	
Norm Davis	Steve Holbrook	Travis Ritchie	

2.0 PUBLIC PARTICIPATION: (10 minutes)

Mary-Beth Taylor: shared information from the community based on her knowledge from Poland. Town of Poland reconvened the budget committee because of concern about reduced money coming into the town. The committee will be reducing their CIP budget, reducing 24-hour police coverage and not extending water lines. It will be a flat budget. She wants the school district to respond to the economic concerns in the community. Use money saved during the shutdown to reduce the request of the towns.

Eriks Peterson: Asked why Siemen’s was given a contract to upgrade facilities and wondered why other businesses didn’t bid. Mr. Healey corrected Eriks and said that the project went out to bid and Siemen’s came in with the lowest bid. Mr. Healey offered to provide the list of the other businesses who bid to Eriks.

3.0 RECOGNITIONS/ACKNOWLEDGEMENTS: (5 minutes)

Mary offered congratulations to PRHS Class of 2020 and a thank you to PRHS administration for a great graduation.

Congratulations to our winners at the National History Day State competition:

- The Suffrage Centennial Award: Breaking Barriers in Women's History went to *Abby Hamilton-Borkowski* for her Individual Performance on Nellie Bly.
- 3rd place in the Group Website division went to *Olivia Rioux and Brianna Corriveau* for their Jackie Robinson website.
- 3rd place in the Individual Website division went to *Mabel Tyler* for her website on Jane Austen.

4.0 AGENDA ADJUSTMENT: None

5.0 PRESENTATIONS: (20 minutes) None

6.0 CONSENT AGENDA INTRODUCTION: (5 minutes)

Approve 5-11-20 10th Regular Meeting Minutes

Notification of Support Staff New Hire:

- Danielle Jacobsen, Interventionist Ed Tech – ESS
- Karen Fuller, PreK Ed Tech - MCS

Notification of Retirement:

- Jayne Pillsbury, Ed Tech - PCS

Notification of Resignation: None

Sub Committees Minutes attached (May)

- Operations
- Personnel & Finance
- Educational Policy Committee

Friends of RSU 16 Agenda – no meeting scheduled

Notification of:

- Fuel Oil Bid
- Electricity Supply Contract

Motion: by Mike Downing to approve the consent agenda

Seconded: by Norm Beuparlant

Vote: Unanimous approval by roll call

7.0 ACCEPTANCE OF THE FINANCIAL SUMMARIES: Stacie Field (10 minutes)

Stacie presented the financials. This report is halfway through May and we are at 7% remaining. Those cost centers that will be over budget will be Special Ed and Central Office Administration. We are over the anticipated revenue in tuition and operation refunds from efficiency Maine. Ken Healy recommending setting aside \$500,000 from the remaining budget to a contingency fund in case of state budget curtailment in the next fiscal year. The Middle School project will be wrapping up. Food service budget is \$78,160; subsidy \$64,800 in the red. The District asking for a transfer of \$70,000 to cover loss.

Motion: by Mike Downing to accept the financial summaries

Seconded: by James Crouse

Vote: Unanimous approval by roll call

8.0 ADOPT 2020 - 2021 SCHOOL BUDGET

Ken Healey commented regarding the budget and the Board's responsibility. The Board has received many comments, and not all of the voices are in agreement. The Board's role is to establish a budget, the Board is the only body which can establish a budget and are not subject to any other body. The Board should consider all of the voices and make your own decision. Take into consideration the current economic situation, the SEL needs of our students, the contractual requirements and, finally, the voices of the students who do not get a say or a vote. We have heard that we are reckless, not transparent or greedy. Do not take these comments to heart. Now it is time to let the community know that you have taken the voices to heart. This is your decision alone. Your vote will be between you and your conscience and we will live with what you decide.

Mary Martin summarized what the Board heard at the public meeting.

-Concerns were expressed about increases, especially in relation to new positions.

-She heard contractual salary increases were supported and the importance of meeting regional averages.

-Importance of meeting needs of students when they return to school. Impact on schools in the Fall is still uncertain.

Mary summarized that additional feedback came from others through the week:

-Concerned about the administrative budget and that the district is heavy in this area. Mary discussed this and shared the comparison with other neighboring districts. Our district has the same amount of Central Office administrators and directors. In terms of building level administrators, we are in line with neighboring districts.

-Questions about why the articles are written in the manner they are written and Mary explained that this is a legal requirement and not our choice.

-Support for the Dean in Minot, Kindergarten interventionist ed tech at ESS and World Language teacher at the HS.

-Suggestions that the towns work to reduce their budgets to help reduce the impact the school budget increases may have on the towns.

-Focus on the essentials like teacher salaries and special ed, as well as supported Dean at Minot and suggested reductions in CIP.

-Reconsider World Language teacher at the HS.

Mary Martin asked Board members to share any other feedback they received and their thoughts on the budget.

Norm Beuparlant – The summary Mary provided sounds accurate. Looking at the budget as it stands right now, asks Ken what impact would come if adjusted it with a \$200,000 cut and what cuts that would mean. Professionals in the district are in the best position to know where to cut.

Ken Healey - Suggested removing some of the new positions and \$40,000 in operations, and would like the administrative team to make the final decision on where the cuts would come from.

Mary Martin - Anything else we need to discuss regarding feedback we have heard.

Mike Downing - Has heard from local taxpayers who are concerned about the increases, he would strongly support Norm's suggestion to cut \$200,000 and would support cutting even more.

Norm Davis - Heard some discussion on the special ed budget and the suggestion of not bringing back students who are out placed. We have spent a year discussing this and this would be cost neutral, and may be a savings if we created this new program. This is essential to our kids with special needs. Would support the \$200,000 reduction.

Ken Healey – The special ed program would provide cost savings, but the real issue is trying to hire the right staff member to make sure it works. If we don't bring back students, we will still be paying for out-of-district costs.

Motion: by Norm Beuparlant to adopt a school budget that is reduced by \$200,000 and reduce the local share from \$700,000 to \$500,000 by:

Seconded: by Mike Downing

School Board Discussion

Stacie Field: \$570,237 would be the local share. Tax impact shared by Stacie, reduction in Mechanic Falls \$3.82; increase in Minot \$40 and Poland \$45.

Travis Ritchie asked what the cuts would be and Ken reviewed those again.

Mary Martin - Strong support for the Dean position, so would it be possible to find the money to still keep the positions?

Ken Healey - It's possible depending on hiring and health insurance. Reminds everyone that the budget was created with true needs, so would come back to the Board to add positions if able to.

Mike Downing - Clarifying that the administrators would review the cuts and bring it back to the Board for approval?

Ken Healey – No. Motion is to cut \$200,000 from the budget and the administrators would make the cuts. Likely, the additional needs and operations would see cuts. Would not bring this back to the Board for approval of which positions are cut.

Ed Rabasco - Not sure what he thinks yet, but has heard lots of feedback from Poland citizens and it has been pretty clear that those who reached out to him want to keep the budget as is.

Carl Becket reminds the community that this Board has saved the communities lots of money over the years with careful budgeting. We are not over spending. We are comparing ourselves to the average so we aren't asking too much. We already have a low budget compared to other districts and where we were 12 years ago. He said we spend:

\$7,332 per student K-8 compared to \$9,000 state average, a total of \$2,992 less

\$10,911 per student 9-12 compared to \$11,272 state average, a total of \$360 less

Travis Ritchie - In his short time working on the budget, there have been lots of voices in the community to keep the budget low and those voices have worked, but eventually this comes back to get us and it's why we have buildings in such a bad way. We have saved pennies here and there, but now our kids will need more; we can't just cut \$200,000 without knowing the impact. If we need tax relief, taking money from our schools is not the way to go. He's talked to many constituents and they are concerned about the quality of the education and don't want cuts.

Scott Lessard - Asks about the new lawn/turf mower and which year it is in?

Ken Healey - Next year's budget.

Norm Beuparlant - Reminder that Siemens will do \$2.6 million worth of repair work in the coming years, primarily in the elementary schools.

Ken Healey - If the budget is cut by \$200,000, may still be able to get new positions.

Norm Davis - This is the most difficult budget he can remember. There are many unknowns going forward into next year. Educators he knows are scared about what is to come. We don't know what the guidelines will be for the fall. If we get this budget passed, we are likely going to use the money for unanticipated costs anyway.

Steve Holbrook - This is the largest percent increase he has seen, so cutting \$200,000 is livable. He might have suggested cutting \$500,000.

Public Comment:

Angela Swenson, Minot parent and taxpayer - Thank you because what you are doing, it is not easy. Thanked Steve, for his comments. Thank you to Norm for suggesting the cut of \$200,000 and to Mike for suggesting \$300,000. Concerned about the suggestion that the Dean position would be cut and an ed tech at ESS. Thanked Mary for explaining how we compare with other districts in terms of administrators. Would suggest administrators sacrifice raises.

Mary Beth Taylor, Poland - Reminded the Board that this is not a typical year. Concerned about the costs for Covid related issues.

Randy Lautz - Question about administration salaries, what is being proposed for salaries this year? Why such a big increase in the Central Office administration salary line? What the raises were for the rest of administration?

Ken Healey - Money was moved from other parts of the budget - instruction line, to cover assistant superintendent's salary, formally a curriculum coordinator. 3% raise for superintendent and assistant superintendent, as well as building administrators.

Randy Lautz - Suggested reducing administrator raises.

Josie Guarino, Brunswick, potential new PCS teacher - pledged that she will work hard for all of the kids.

Shauna Broyer, employee and daughter at MCS - Administrators work like crazy in the district and need to be recognized, raises for administration is worth it. The increases in our budget have been a long time coming.

Joe Parent - Still remembers significant cuts made in 2008 and how long it took to rebound from and how hard it will be to get positions back into the budget. The most important issue that he thinks we need to address is the increased needs of kids. There is no do-over with kids, and if we screw this up we will see kids lose.

Vote: 7 Yes (N. Beuparlant, N. Davis, J. Crouse, L. Hemond, M. Downing, S. Holbrook, M. Martin)

6 No (E. Rabasco, J. Parent, M. Harvey, M. Lacasse, S. Lessard, T. Ritchie);

Motion fails by weighted vote (445 for; 446 against)

Motion: by Travis Ritchie to accept the budget as proposed

Seconded: by Joe Parent

School Board Discussion

Travis Ritchie - Need will be greater for the kids, and right now the country is re-opening so we don't know what will happen.

Mary Martin - Concerned that keeping the budget the same would make the budget fail at referendum.

Steve Holbrook - Agrees with Mary, and is worried about losing the vote.

Ken Healey – Regarding questions, Ken explained how the weighted vote system works.

Mary Martin - Explained this is how the RSU was created.

Cari Medd, PRHS Principal - Offered that the high school can still meet the needs of students who want to take a World Language without adding a position next year.

Norm Beuparlant - Worried about losing the budget and trusts the administration to make changes.

Mike Downing - Doesn't want to cut the budget, but worried about losing the vote so advocates for the \$200,000 cut.

Norm Davis - Doesn't want to cut the budget, but doesn't want to go through multiple votes this summer. By reducing now, we are showing a good faith effort to respond to the community.

Jim Crouse - Wants to see original budget, but it won't pass.

Scott Lessard - Encourages revised proposal to cut language teacher.

Mary Martin - The Board needs to vote on the motion as made.

Mike Lacasse - Not ready to take anything away from the kids, the kids don't have a choice.

Norm Beuparlant - Will vote no on the motion.

Vote: 6 Yes (E. Rabasco, J. Parent, M. Harvey, M. Lacasse, S. Lessard, T. Ritchie)

7 No (N. Beuparlant, N. Davis, J. Crouse, L. Hemond, M. Downing, S. Holbrook, M. Martin);

Motions passes by weighted vote (446 for; 445 against)

Ed Rabasco - Suggested that we need 502.5 votes to pass a vote and asks that research is conducted to ensure rules are followed.

Ken Healey and Mary Martin reviewed the voting requirements of the Board.

Ken Healey read that only a majority is needed and he read the RSU Board governance document.

Ken Healey says that the vote was taken and should stand.

Mary Martin states that the motion carries.

8.1. Ken Healey explains the Governor's executive order and in consultation with RSU legal representation, we can only have 50 people in a building so we aren't able to have an in-person district meeting. Therefore, we need to have a public hearing to further inform the public, but not make further adjustments to the budget. The Board will confirm that the articles are accurate so they can be posted at the towns for consideration. Ken would prefer a budget meeting, but the Governor's order doesn't allow it. We have to rescind the district budget and establish a Public Hearing.

Motion: by Norm Beuparlant to rescind the District Budget meeting on June 24, 2020 and run a public hearing instead.

Seconded: by Norm Davis

Discussion

Norm Beuparlant - Does any of the motions have to be read more specifically to ensure it is accurate?

Mary Martin - No

Scott Lessard - Questions the 50-person rule and if employees don't count.

Ken Healey - Employees would count on the 50-person rule.

Melanie Harvey - If we can't have this meeting, why are we voting?

Ken Healey - Need to rescind district budget meeting and approve a public hearing to provide more information to the public.

Melanie Harvey - This is just like doing the informational meeting?

Ken Healey - Yes, he verified that this is like the informational meeting, but need to do it after the Board adopts a budget. We will review the amounts on the warrants and then the Board will sign the warrants to go to the towns and will then go to referendum.

Melanie Harvey - The part that has been removed is the district budget meeting?

Ken Healey - Yes, by the Governor's order.

Ken Healey - You will vote to verify that the articles are accurate.

Steve Holbrook - So this is a school board meeting?

Mary Martin - Yes

Vote: Passes 12-1 (M. Downing)

Motion: by Norm Beuparlant to approve a Lease Purchase Financing of an Energy Conservation Project at RSU 16 schools - amount not to exceed \$2.6 million.

Seconded: by Norm Davis

Vote: Unanimous approval by roll call vote

9.0 SUPERINTENDENT'S REPORT: (10 minutes)

The current enrollment of Regional School Unit #16 as of June 8, 2020 is:

Minot Consolidated School (266), Elm Street School (274), Poland Community School (480), Bruce M. Whittier Middle School (256), and Poland Regional High School (477) for a grand total of (1,753) (2 less from the last report).

We had our Monthly Town Manager's Breakfast Meeting on Thursday, June 3, 2020 remotely. Our next meeting is scheduled for July 8, 2020.

We have recently sold our three portable classrooms for \$5,000 to Don Webster and he should have them gone this week.

Since our last School Board Meeting, we have celebrated the graduation of the Class of 2020. This non-typical graduation was incredible. Principal Medd and her staff thought of everything and pulled off a graduation few will ever forget. Kudos to all who made this happen in a very stressful and difficult time. Additionally, congratulations to the graduating seniors, may their dreams be fulfilled, and live a long and prosperous life.

Most district administrators will be on vacation during the last two weeks of June, including me. During this staycation, I will be available through email and phone.

This is our last School Board meeting before Rick Benoit leaves the school district. I would like to thank him for all he has contributed to RSU 16. Without a doubt he will be missed by his students, staff, peers, parents and the Poland community.

Thank you, Rick. We all wish you success in your next professional and personal adventures in RSU 15 Middle School.

Do you have any questions?

10.0 ASST. SUPERINTENDENT'S REPORT (10 minutes)

Friday was the last day of emergency remote learning; this week students are turning in materials and picking up belongings left behind from March. Step-Up activities are being offered. PD is being offered in PreK-6, teachers are using the platform SeeSaw. Thank you to David McMahon as a volunteer who continues to show up during remote learning. Kudos to Fred Barlow for the book drop-offs to kids so they can keep reading. Staff have started to return to buildings, and thanks to Melanie Whited for setting up a procedure for checking staff into buildings. Sign-in is required for contact tracing and masks when can't have social distancing.

Have emergency operation plans and need to update pandemic planning, and DOE is offering PD for this and RSU 16 staff will be attending. We are starting to plan for Fall. A Think Tank was facilitated with staff to gather information with representation from all buildings. Two meetings so far. A community survey was also sent out asking about concerns and ideas. 182 responses so far.

11.0 NEW BUSINESS: (45 minutes)

Approve renewal of Assistant Superintendent/Curriculum Director Contract - Amy Hediger

Ken recommends a 3 year contract for Amy, 3% increase, she has done an incredible job this year and Ken says he couldn't have done it without her.

Motion: by Norm Beuparlant to approve renewal of Assistant Superintendent/Curriculum Director's Contract – Amy Hediger

Seconded: by Norm Davis

Vote: Unanimous approval by roll call

Approve New Administrator Hire: Lisa Burns, Principal - PCS

Ken introduced Lisa Burns. Process led by Amy and Brandi Comeau. Competitive pool, she comes with experience as an elementary administrator.

Amy - Lisa is a natural fit for what we are looking for, we hired to get better as an organization. Her background in supporting students is strong and her work on RTI has also been strong.

Motion: by Steve Holbrook to approve New Administrator Hire: Lisa Burns, Principal - PCS

Seconded: by Jim Crouse

Vote: Unanimous approval by roll call

Approve New Teacher Hires:

Josie Guarino, Grade 6 – PCS

Ken shared that Josie is very energetic, moving to Maine, did a great job in interviews.

Motion: by Steve Holbrook to approve New Teacher Hires:

Seconded: by Norm Beuparlant

Vote: Unanimous approval by roll call

Approve Annie Jones, Grade 4 – ESS

Ken shared that the hiring committee was impressed, she is very confident and has a strong skill set. Jess Madison is very supportive.

Motion: by Steve Holbrook to approve Annie Jones, Grade 4 – ESS

Seconded: by Jim Crouse

Vote: Unanimous approval by roll call vote

Mary Martin - We are near 9:00 p.m. and we need to recognize it and hope that members are willing to hang in to finish the agenda. Is there any objection? None was stated.

Approve \$1,500 stipend for interim Dean of Students – Nicole Chamberland

Ken - Nicole filled in throughout the year to relieve Kaitlyn to complete her principal job. Nicole became part of ATeam. Thought it was in our best interest to recognize and reward her contribution by paying her this stipend out of this year's budget. Association agreed that this stipend is appropriate.

Motion: by Norm Beuparlant to approve \$1,500 stipend for interim Dean of Students – Nicole Chamberland

Seconded: by Mike Lacasse

Vote: Unanimous approval by roll call

Approve Teacher Resignation: Kylie Martin, PRHS

Ken – Kylie has done a great job, was a former student and we wish her well.

Ed - Offered his support of Kylie and stated it's a loss for us

Motion: by Ed Rabasco to accept with regret Teacher Resignation of Kylie Martin, PRHS

Seconded: by Norm Beuparlant

Vote: Unanimous approval by roll call

Approve Lawn Turf/Mower Bid

Mary - Halls Implement Company was the low bid of four

Motion: by Steve Holbrook to approve Lawn Turf/Mower Bid – Hall's Implement Company

Seconded: by Norm Beauparlant

Discussion:

Norm Davis - Concerned that getting parts for repairs will increase cost because Halls is in Windham

Scott Lessard - Hammond is closer, agrees with Norm

Steve Holbrook - The equipment isn't supposed to break down

Norm Beauparlant - We can go to Hammonds in Auburn for parts

Vote: Unanimous by roll call vote

To authorize the superintendent to hire teachers/administrators over the summer, if need be.

Motion: by Norm Beauparlant to authorize the superintendent to hire teachers/administrators over the summer, if need be.

Seconded: by Norm Davis

Vote: Unanimous approval by roll call

12.0 OLD BUSINESS:

13.0 POLICIES:

Approve 1st & Final Reading of the following policies:

- BEDA – Notification of Board Meetings
- BEDF- Voting Method
- GBIA – Staff Participation in Political Activities
- IMB – Teaching About Controversial/Sensitive Issues
- IMC – Guest Speakers in Schools

Motion: by Steve Holbrook to approve all above policies

Seconded: by Mike Downing

Vote: 12 yes, 1 no (J. Crouse)

14.0 REPORTS TO THE SCHOOL BOARD:

Student Representatives: (5 minutes)

Report of the School Board Chair: (5 minutes)

- Subcommittee meeting – June 22nd via REMOTE
 - Orientation Discussion
- School Board meeting July 16th
 - Organizational Meeting
 - Certify results of referendum
 - Elect the Chair
 - Elect the Vice Chair
 - Meeting Dates
 - Subcommittee Meeting Dates
- School Board Regular meeting August 10th (Orientation Workshop prior to the meeting)
- Subcommittee meeting August 24th
- Board Stipends
- Attendance
- LRP/Board Governance
- Mary attended meeting with Maine School Management with other Board chairs in Region 6 (Western Maine) and shared common challenges and was reassured to know that we are not alone.

15.0 ADMINISTRATIVE INFORMATION:

Approval 2020-2021 School Budget Warrant Articles will be done at public meeting.

16.0 COMMUNICATIONS:

17.0 HANDOUTS:

18.0 EXECUTIVE SESSION:

To enter into Executive Session regarding personnel issue pursuant under 1 M.R.S.A. § 405 (6) (A)

Motion: by Mike Downing to enter into Executive Session regarding personnel issue pursuant under 1 M.R.S.A. § 405 (6) (A) at 9:17 p.m.

Seconded: by Steve Holbrook

Vote: Unanimous by roll call vote

Open session reconvened at 9:34 p.m.

19.0 REMINDERS:

20.0 ADJOURNMENT:

Motion: by Steven Holbrook to adjourn at 9:39 p.m.

Seconded: by Mike Downing

Vote: Unanimous by roll call vote

Respectfully submitted,

Kenneth J. Healey