

Board Meeting Agenda- April 26, 2022- 6:30 pm

School Board Members Present: Barbara Chow, Don Whittemore, Tim Kelly, Carl Lueders, Marianne Young, Larry Whittington, Angela Cushman, Angela Varnum, Natalie Sneller, Bruce Ross (6:36), Joe Conron (student rep)

Staff Attending: Pam Doyen, Cathy Arsenault, Jared Hodgkins, Abby Wood, Earl Couture, Heidi Broomhall, Michele Araujo, Sara Thurston, Heidi Connelly, Gena Cloutier, Kelly Porter, Stacey Gilbert, Beth Edwards, Kristi Holmquist

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

ADJUSTMENTS TO THE AGENDA

CONSIDERATION OF THE MINUTES

- ## PUBLIC COMMENTS

COMMUNICATIONS

Pam received one communication from Drummond Woodsum. During the break, the COVID leave law was revisited at the Legislative level and prior to October 18, 2021 people had 15 days of COVID leave that did not come out of their sick leave. Then from Oct 18th - April 15th when they reviewed this, people went back to using their own sick leave. They have reviewed it and decided that the law does go back now so anyone who has used their own sick time from Oct 18th- now we will need to reimburse their sick time. Moving forward from April 15th on, the new law states that if they have more than 60 sick days built up and are out with COVID they will need to use their own sick time. If they have less than 60 days of sick leave then they will be awarded 15 days for COVID leave. We will go back in RSU 56 and give

the COVID leave days back to anyone who used it from Oct 18th moving forward. Please be patient about us getting the days paid back. It will take a little time.

M. Young asked the question: Just to be clear, they have 15 COVID days to use but if you have more than 60 accrued you use your own or is that beyond the 15 days allowed? Pam said: the way the law came out was if you had 60 or more days accrued you would not get the 15 COVID days. Moving forward from April 15th. We're still unsure of exactly how that will work if someone had say: 62 accrued days and midway through being out for COVID went under the 60 days, how that would work. We're waiting to get more clarification from Drummond Woodsum.

A. Varnum asked if that was school year or calendar year? Pam said it is calendar year because we have people who work year round so it could affect them through the summer.

NEW BUSINESS

1. Motion to approve a 2023 Europe trip. (Beth Edwards, Abby Wood)

Abby Wood came to seek support from the board for a trip to Europe in June 2023. They will take high school students for 11-12 days. They chose June instead of April vacation because Abby has exchange students and she couldn't go and leave students alone. This time we have decided to pick two trips and let the students decide which trip they want to do. This will be our 4th or 5th trip. This time proposing either a trip to Dublin, London & Paris OR Europe's Mediterranean, which would include Italy, France & Spain. We will survey the kids and see which one they choose. We'll go in June after the sports season is over and this way students won't miss any school, whereas in the past they have missed a few days. We go through EF Tours, which is a very good organization. The trips are all planned out before we go. We know exactly where we're going to be staying each night. We have a tour director with us at all times. Someone who knows the area, knows the language. They do everything with us. The cost of the trip is about \$4500 per student. We do not do fundraising, mainly because we feel the area has a lot of fundraising and we don't want to have to go out asking for money.

N. Sneller: In the era of COVID and travel what insurance policies do they offer? Is it fully insured if something were to come up and interrupt the group plans?

Abby: We are asking all students, adults to purchase the health insurance this time around. In the past it has been optional. It's about \$130 which if you have to cancel because of COVID, sickness, injury, etc that is there. While we are on the trip and if COVID occurs the tour director will help us navigate wherever we are and whatever we do.

N. Sneller: Flight insurance or travel insurance would be in place as well?

Abby: That's part of that \$130

We are opening this trip up to current 8th grade through juniors because they will all be high school students by the time the trip goes. We also welcome committee members to join us.

L. Whittington: Are you going to have trip insurance?

Abby: That \$130 insurance, that covers individuals for the trip.

L. Whittington: If they cancel do they get back their money?

Abby: If EF Tours cancels they get back all their money including the non-refundable deposit.

A. Varnum: Is there a minimum number of people that need to go?

Abby: We would like to have at least 12. That provides for us to have 2 chaperones, but we have been able to work with less in the past. If we have less people we do join with another school

from another part of the country. Cost effectively they need to have a bigger group than less than 12 people.

A.Varnum: How much are you asking for?

Abby: We are not asking for any money from the board. We are simply asking the school board if they support this trip. Financially we are not asking for any money.

A.Cushman: I am a little concerned about the unrest over in Europe but other than that I'm fully in support of this trip.

B. Ross: What are the dates in June 2023?

Abby: The dates we requested are June 22nd. We have to give them a window of +/- 4 days so it would be between June 18th- 26th would be the departure dates. Even if we have a lot of snow days we should be done by the 18th and sports playoffs would be finished. If we go June 22nd would return about July 2, 2022.

B.Chow: I have gone on a number of trips. I will just say if there's anything going on in the country we won't do that area and they arrange for other things to do. They are very careful.

Abby: They will find something else to do culturally.

Motion: C. Lueders

Seconded: D. Whittemore

Opposed: A. Varnum

Motion Carried

2. First Reading of Policy JLF Child Abuse Reporting Prevention and Education

Motion: A. Cushman

Seconded: T. Kelly

Motion Carried

3. First Reading of Policy JLF-E Suspected Child Abuse/Neglect Report Form

Motion: A. Cushman

Seconded: D. Whittemore

Motion Carried

4. First Reading of Policy JHB Truancy

Some wording needs to be changed to reflect "Student Attendance Team" in all paragraphs

Pam explained what the "student attendance team" represented.

Motion: A. Cushman

Seconded: M. Young

Motion Carried

5. First Reading of Policy JIC- System Wide Student Code of Conduct

Motion: A. Cushman

Seconded: D. Whittemore

Motion Carried

6. Second Reading of Policy JICA Student Dress

Motion: T. Kelly

Seconded: D. Whittemore

Motion Carried

The Student Council of TWKDMS was congratulated on their work with this policy and told they could wear their hats to school providing the teacher in the classroom was fine with it.

7. Motion to move the following teachers from year 3 probationary to continuing contract:
Barbara asked if the board wanted to review each teacher individually or as a group. It was voted to review them as a group because the administrators had reviewed and evaluated each teacher and discussed moving them forward.

Meg MacFarlane (TWKDMS Special Education teacher)

Abigail Colpitts (DES teacher)

AmiJo Greco (DHS Social Worker)

Joshua Wilcox (TWKDMS teacher)

Lea Nolette (DHS English teacher)

Cindy Petherbridge (DES Librarian)

Motion: M. Young

Seconded: D. Whittemore

Motion Carried

8. Motion to move the following teachers from year 2 probationary to continuing contract:

Robert Fenning (DHS Math teacher)

James Hamalainen (DHS/TWKDMS Music teacher)

Yamile (Nolan) Hamalainen (TWKDMS teacher)

Justin Fisette (DHS English teacher)

Charity Webster (DES/TWKDMS Music teacher)

Kaitlyn (York) Woods (DES teacher)

Erin Muller (DES Guidance Counselor)

Jessica Swan (Intervention Preventionist, DES)

Motion: L. Whittington

Seconded: D. Whittemore

Motion Carried

Pam explained the reason that both Year 3 and Year 2 teachers are moving to continuing contract is because there was a change in the law.

9. Motion to move the following teachers from year 1 probationary to year 2 probationary:

Jodi Minion (DHS Science teacher)

Jillian Bryant (Academic Dean of Students)

Hannah Karcher (DES teacher)

Joy Jancewicz (DES teacher)

Elaine Randolph (TWKDMS teacher)

Sherry Hu (DES/TWKDMS World Language teacher)

Erin Carlson (TWKDMS teacher)

Katie Chicoine (DES teacher)

Katelyn Gervais (DES teacher)

Devan Melcher (DHS Nurse, ESSER funded)

Brianne Johnston (DES Spec Ed teacher)

Sara Thurston (DES teacher)

Motion: T. Kelly

Seconded: D. Whittemore

Motion Carried

OLD BUSINESS

1. COVID cases update (Pam Doyen)

Pam reported that in the last two weeks since the last board meeting and report there have been 2 staff members: One tested positive for COVID and one had symptoms, one at DMD & one at DHS. There has been 1 DHS student with symptoms. No students out at DES or TWKDMS with COVID or symptoms.

SUPERINTENDENT'S REPORT AND CORRESPONDENCE

Superintendent's Report: Pam Doyen

The transition back from April break has been smooth across the district. We have 31 ½ days left of school. The last day is Monday, June 13th. It will be an early release day for students. A reminder that on June 13th we will have our annual luncheon and retiree recognition on the football field at 12:30. Board members please feel free to join us and if you would like to donate anything toward door prizes please let me know.

The Budget Newsletter has been prepared and has been sent to the printers. I want to send out a huge Thank you to Jesse Heath. He is in our special ed department but he does the newsletter every year. He spends a lot of time and energy on organizing it, so I Thank Jesse Hugely.

As I reported last time I met with Dixfield and Carthage Select boards to review the RSU 56 proposed budget. I am attending the Canton Select board meeting this Thursday April 28th. I have not yet heard from Peru but I remain willing to attend one of the Select board meetings if they so desire.

Administrator's Report: Pam Doyen (DHS Principal)

Enrollment:	Grade	Freshman	Sophomore	Junior	Senior	Totals
		52	53	55	36*	196

***7 students have dropped out. 2 of the 7 transferred to Adult Ed**

Pam feels the 7 that dropped out are a byproduct of COVID. She feels they got behind in classes and did not attend remote schooling and just felt like they couldn't get caught up and they didn't want to do a fifth year. She is hoping this stabilizes and gets better.

B. Ross asked how many would graduate. Pam: 36 now..it was a small group before the 7 dropped out. There are a couple that are close and still have some work to do to get there. A couple have been told, the work can't be done for them, they need to do it. There are still a couple that are questionable if they will get the work finished. It doesn't mean they won't graduate, they just may not have some things finished for June 10th and will need to finish up some things after.

Attendance Matters: Chronic Absenteeism

While chronic absenteeism measures total absences, including excused and unexcused, truancy measures only unexcused absences. Truancy is defined as missing 7 full days of unexcused absences or 5 consecutive school days of unexcused absences. Chronically absent means they have missed 10% of the total school days. There is a total of 175 school days in the year so 10% would mean they missed 17.5 days.

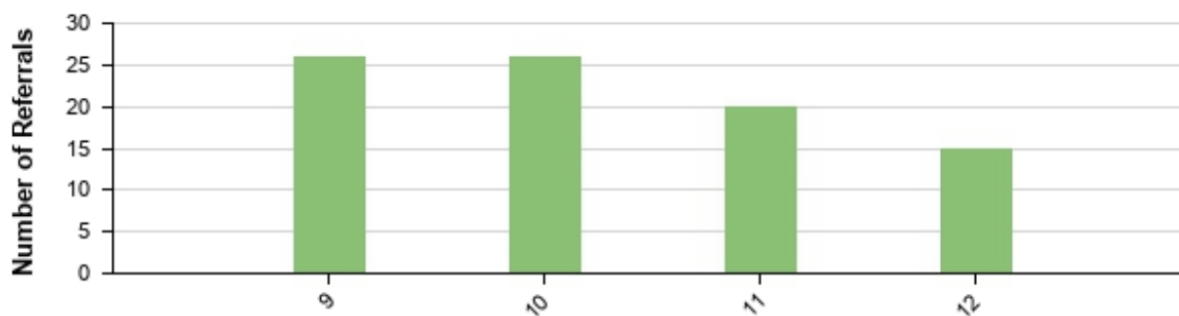
Truancy

Resolved	3
Improved	13
On-going	4

Discipline

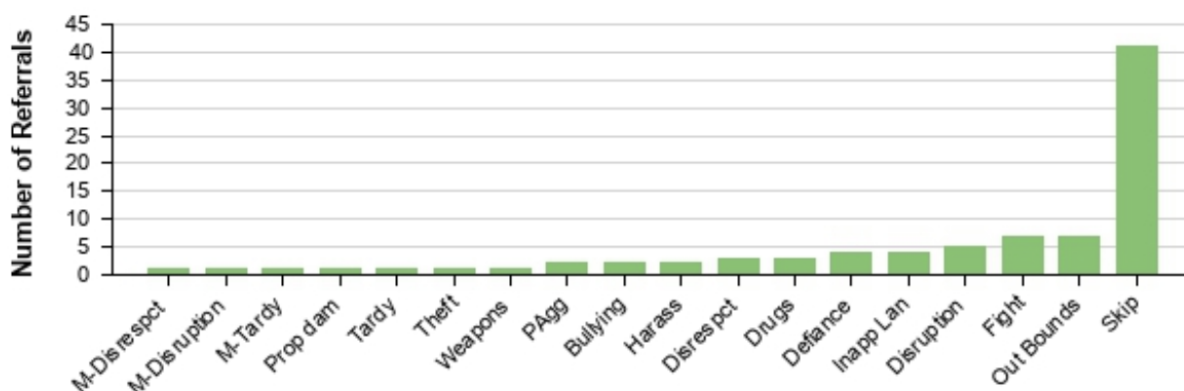
Referrals by Grade

All, Aug 1, 2021 - Apr 25, 2022



Referrals by Problem Behavior

All, Aug 1, 2021 - Apr 25, 2022



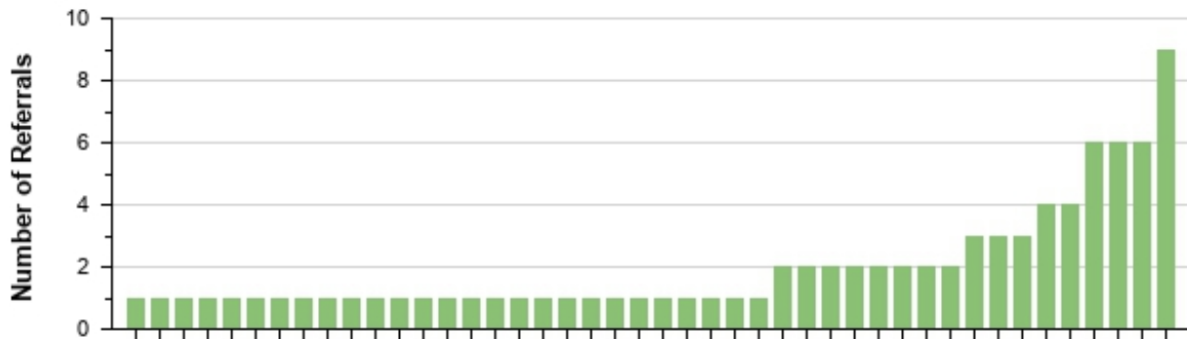
L. Whittington: Asked what PAgg was? Pam: It is physical aggression.

L. Whittington: What kind of weapons are you seeing? Pam: We had 1 situation, it was a knife on them. It was never used as a weapon. The student brought it in and said they forgot they had it in their pocket.

Because it was in the classroom it had to get written up. That is the only weapon that has been seen.

Referrals by Student

All, Aug 1, 2021 - Apr 25, 2022, At Least 1 Referrals



Twenty-one (21) of our current thirty-six (36) seniors have been accepted to college. One has enlisted in the army. Many of the other students do have a life plan. They may have a plan to work for a year, travel, etc and then go on to school.

B. Chow: Asked if some students would take advantage of the Governor's option of paying for Community College. Pam: feels this will help and already a lot of students are choosing Community College for two years and then going on from there.

Activity Period:

Knitting, Chess, True Crime, Ecology, Open Mic, Fantasy Football, Open Gym, Still Photography, Think-Tank (current events), Magic the Gathering, Reading Room, GTSA (Gay Trans Straight Alliance), Board Games, Improv, Logic Puzzles, Lego Club, Drawing, etc.

J. Conron: spoke on some of the activities he has participated in. He enjoys being around some of the teachers and seeing them in a different light.

Stipended and Coaching Positions:

Justin Fisette- DHS Chess Club Advisor

COMMITTEE REPORTS

1. Student Representative Report- Student life has been going on. Baseball & Softball each had a game on Monday. They both won their games. Today was a track & field meet. Spring sports are still going strong. Chess team is starting up soon. Everyone's getting ready for the end of the year. Getting comfortable with all their classes.
2. Policy Committee- Had some first readings of some tonight. There are 2 or 3 more policies that are changing that still need to be reviewed. One is changing again so the nurses suggested waiting until we get the final changes.
3. Finance Committee- Meeting is planned to discuss bids for the insurance. Not sure of the date yet.
4. Curriculum Committee- Not met
5. Buildings & Grounds Committee- Not Met- But in speaking with Kenny the new boiler has been put together for the HS- by summertime the pony boiler should be and we should be in very good shape for this building. It should make it a lot more efficient and cost savings energy wise. Pam also spoke with Kenny regarding the pavers outside the building on the Nash St side. They are

very uneven and many that are broken. They will look to get a quote to get those fixed/replaced and will see where they can rearrange to see where there is money as we feel that's something that should be taken care of.

6. Negotiations Committee- 1 contract is looking to ratify, just finished with negotiations on it. Working on two other contracts that will possibly be made into one contract.
7. Personnel Committee- Not met- Will be reaching out to have a meeting and looking at HR duties and having conversation around that.
8. Ad-hoc Committee (1st Thursday of each month, via zoom)- Meeting Thursday May 12th in the library at 5:30pm.

BOARD MEMBER COMMENTS

M. Young- I would love to go back to school. There are so many changes in the last year or so since I haven't been here. All the clubs and opportunities for students to participate in. I'm very excited.

EXECUTIVE SESSION

1. Enter into executive session pursuant to 1 M.R.S.A. subsection 405(6)(D) for a contract matter between DEA and RSU 56.

Motion: B. Ross

Seconded: M. Young

Motion Carried

Entered into executive session @ 7:21pm

Exited executive session @ 7:35pm

- 1a. Motion pertaining to executive session

B. Ross made a motion to approve the teacher's contract for 3 years

Seconded: L. Whittington

Motion Carried

ADJOURNMENT

1. Motion to adjourn

Motion: B. Ross

Seconded: D. Whittemore

Motion Carried

Meeting adjourned @ 7:38pm