

RSU 56 Board of Directors Minutes
Board Meeting Amended Agenda- November 8, 2022 - 6:30pm
(This meeting will be held at Dirigo High School. The board meeting will also be available via zoom and livestream on the RSU 56 Facebook page.)

School Board Members Present: Barbara Chow, Carl Lueders, Angela Cushman, Deanna Dolloff, Larry Whittington, Tim Kelly, Elizabeth Kelly, Bruce Ross, Marianne Young, Natalie Sneller, Don Whittemore (6:43pm), Joe Conron (Student Rep)

School Board Members Absent: Peru (Vacancy)

Staff Attending: Pam Doyen, Cathy Arsenault, Mary Dailey, Michele Araujo, Gena Cloutier, Charlie Swan, Brian Keene, Jared Hodgkins, Jay Nicholson, Kelly Porter, Heidi Broomhall, Beth Edwards, Andrea Palmer, Rachel Buck

Also Attending: Joy Mahoney, Brian McLaughlin, Marianne Hutchinson

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

Barbara Chow, Board Chair, opened the meeting with the Pledge of Allegiance at 6:30pm. Audience introductions were made. Everyone on zoom and Facebook live were welcomed.

ADJUSTMENTS TO THE AGENDA

Motion to add the following:

1. VII Supt. Report: Resignations; Reporting hiring of coaches; Reporting new hire
2. IX Committee Reports; Added Region 9

Motion: B. Ross

Seconded: L. Whittington

Motion Carried

CONSIDERATION OF THE MINUTES

1. Minutes of the October 25, 2022 Board Meeting

Motion: B. Ross

Seconded: L. Whittington

Not Voting: C. Lueders, A. Cushman, M. Young

Motion Carried

PUBLIC COMMENTS

None

COMMUNICATIONS

RSU 56 received notification that the district was not selected for the EPA "Clean School Bus Program" rebate. The electric bus lottery that we had put in for. We did receive notification that the Revolving Renovation Grant pertaining to the high school bathrooms was received by the Maine Department of Education. The selection process and award notification will not happen until Feb 2023. We also were notified by Homeland Security Grant that we did receive our grant for \$13,500. That will allow us to buy

door stoppers for our classrooms. The door stoppers are an added defense in terms of classroom barricades, so those will be ordered. Lastly, we received a letter from Dr. Charles Swan wanting to thank the board for their support of his pursuit of his doctoral degree in Educational Leadership with the University of New England. He's now completed all of his courses and has successfully written and defended his thesis. He will be awarded his diploma in February and hopefully participate in graduation in May. After 12 years in his current position, a position that he loves, he felt somewhat professionally stagnant and started his dissertation journey to "kick me out of a state of mind". He found that learning together with other educators around the world helped reinforce the good practices that he had been doing while also introducing him to new ideas that will help him to move Dirigo Elementary School forward in a positive direction. Again he appreciates the board's support and he is thankful for this opportunity.

NEW BUSINESS

1. Update on the After School Programming at DES (Joy Mahoney)

21st Century After School Program has been a great success. It serves grades K-5. It started last summer. Have met all of the academic goals. Had a family dinner where the students helped prepare the meal and helped to clean up. Each of the students wrote handwritten notes to their families. The students were excited about doing it. Mr. Hamalainen, the music teacher, worked with the summer school students. The students put together a puppet show. This helps the students who are having a delay in speech. At the end of summer the program was awarded an additional \$36k grant. It is being used to increase wages to get staffing. Some of the money was also used to buy cameras for a photography class that will be offered. In terms of actual numbers... We served a total of 92, 34 of which are "low performing" students. Need some more teachers to help meet the needs. Joy went over some of the academic goals and outcomes. Spreadsheets were sent out of the numbers.

B. Ross asked the hours of the program. The program runs from after school until 4:30. Bruce also asked the grade levels and how the students were picked. Joy replied that invitations are sent out based on "low performance" to work with the students. Worked together with the summer program and Title 1 students. She said the highest number of students were from the 5th grade. They were students that were in the program last year.

B. Chow asked about the funding of teachers. Pam D. replied that the teacher piece of the funding is out of ESSERF 3. It has been posted about the need for teachers..no one has applied. Joy said she has contacted the state and they have allowed for Ed techs to work the program with the shortage of teachers.

Pam said it was written in the grant for classroom teachers but Ed techs have been allowed to work with the students.

2. Motion to approve the bid on the bus note (Verbatim per sheet provided)

Mary Dailey spoke on the bids. She said that requests were sent out to 15 banks, 10 of which did not respond. The 1st payment will be due June 2023 which has been built into the 22-23 budget.

B. Ross made a motion to move that the vote entitled, "Vote to Authorize Issuance of a \$112,000 School Bus Bond," be approved in form presented to this meeting and that the Secretary file an attested copy of said vote with the minutes of this meeting.

VOTE TO AUTHORIZE ISSUANCE OF A \$112,000 SCHOOL BUS BOND

Voted: That the offer of First National Bank to purchase a bond of Regional School Unit No. 56 in the original principal amount of One Hundred Twelve Thousand Dollars (\$112,000) with an interest rate per annum on the outstanding principal amount thereof equal to 4.88%, be and the same hereby is accepted and approved.

Voted: That the School Board of Regional School Unit No. 56 hereby authorizes a borrowing in the amount of One Hundred Twelve Thousand Dollars (\$112,000) from First National Bank on behalf of the RSU, principal to be paid in three equal annual installments of Thirty-Seven Thousand, Three Hundred Thirty-Three Dollars and Thirty-Three Cents (\$37,333.33) commencing June 15, 2023, with interest payable annually on the outstanding principal amount thereof commencing June 15, 2023 at a rate of 4.88% per annum, which borrowing is for the purpose of financing costs of one (1) new school bus.

Voted: That under and pursuant to the provisions of Title 20-A M.R.S. Sections 1490 and 5401 (15), the Chairperson of the School Board and the Treasurer of the RSU be and they are hereby authorized to borrow from First National Bank in the name and on behalf of the RSU the sum of up to One Hundred Twelve Thousand Dollars (\$112,000) at the per annum interest rate of 4.88%, and that the Chairperson of the School Board and the Treasurer be and they are hereby authorized to issue general obligation securities of Regional School Unit No. 56 in an aggregate principal amount not to exceed One Hundred Twelve Thousand Dollars (\$112,000) which securities are for the purpose of financing costs of one (1) new school bus, and to execute and deliver a bond or bonds under the seal of the RSU attested by the Secretary, dated on or about November 22, 2022, in such form as the Chairperson of the School Board and the Treasury may approve; and that the appropriate officials of the RSU be and hereby are authorized to execute and deliver on behalf of the RSU such other documents and certificates as may be required in connection with such borrowing; and that no part of the proceeds of said borrowing shall be used, directly or indirectly, to acquire any securities and obligations, the acquisition of which would cause the notes to be "arbitrage bonds" within the meaning of Section 148 of the Internal Revenue Code of 1986, as amended (the "Code"); and that the bonds issued pursuant hereto be designated as a qualified tax-exempt obligations within the meaning of Section 265(b)(3) of said Code; and that the Chairperson of the School Board and the Treasurer be and they are hereby authorized to covenant on behalf of the RSU to file any information report and pay any rebate due to the United States in connection with the issuance of said bonds, to take all other lawful actions necessary to insure the interest on the bonds will be excluded from the gross income of the owners thereof for purposes of federal income taxation and to refrain from taking any action which would cause interest on the bonds to become includable in the gross income of the owners thereof.

Voted: That the RSU establish written procedures with respect to the bond for the purpose of ensuring timely "remedial action" for any portion of the bond that may become "non-qualified bonds," as those terms are defined in the Code and regulations thereunder; and monitoring the RSU's compliance following the issuance of the bond with the arbitrage, yield restriction and

rebate requirements of the Code and regulations thereunder; and that the Treasurer is designated to implement and follow these written procedures.

Seconded: C. Lueders

Motion Carried

OLD BUSINESS

None

SUPERINTENDENT'S REPORT AND CORRESPONDENCE

Superintendent's Report: Pam Doyen

Gave it during Communications

Administrator's Report: Pam Doyen, Dirigo High School Principal

Enrollment:

Grade	Freshman	Sophomore	Junior	Senior	Totals
2022	58	58	57	58	231
2021	52	53	55	36	196

Activity Period:

Chess, True Crime, Ecology, Open Gym, Still Photography, Documentaries, Reading Room, GSTA (Gay Straight Trans Alliance), Board Games, Relaxation Room, UNO, Kindness Club, Civil Rights, RISK, Student Council, JMG Officers, Yahtzee, Drawing, and War Documentaries. For the next 6 week Art Chamberlain is offering a wood carving class during activity period as well.

Chronic Absenteeism:

Chronic absenteeism in Maine is defined as missing 10 percent or more of enrolled school days, including both excused and unexcused absences.

DHS (Students with 5* or more absences)

Grade	Freshman	Sophomore	Junior	Senior
# of students	8	21	16	16

*At 50 days of school, 5 would be 10% and considered chronically absent. This will change throughout the school year as more school days are completed. At 175 days, 17.5 will be the cut number for 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.

Truancy:

Approaching	16
Truant	6*

*Three have not attended at all yet this year

Pam went over the office referrals and the reasons for them. As a student is approaching truancy a letter is sent to parents and again when the student has become truant.

Fifteen (6.5%) have had 2 or more office referrals. Eight (3.5%) with three or more office referrals.

College:

	Freshmen	Sophomores	Juniors	Seniors	Total
Summer College Courses			1	4	5
Semester 1 College Courses			1	1	2
Advanced Courses	46*	42	14	7	109
AP Courses		1	10	4	15
Dual Enrollment Courses		22	7	24	53

Region 9:

Automotive I: 6	Culinary Arts I, II: 5
Early Childhood I, II: 3	Metal Trades: 3
Outdoor Skills: 1	Small Engine: 3
Automotive II: 1	Building Construction: 5
CNA: 1	Computer Tech I, II, III: 5
Fire Science I, II: 2	Heavy Equipment: 3

Total: 38

Chess Club:

Attended their first meet, every competitor from DHS won at least one match.

National Speech & Debate Association:

First "live" tournament since February 2020: Alyssa Couture earned 1st place in Original Oratory Speech while Junbei Chen earned 3rd place in Poetry. Jocelynn Ridley and Daisy Sweatt finished approximately 4th & 5th in varsity debate so earned a 3rd place team sweepstakes trophy.

Second competition (virtual): Alyssa Couture finished 2nd place in Original Oratory. Junbei Chen won 1st place in Poetry! The two combined won a 3rd place Team Sweepstakes Trophy.

Some questions were asked about the AP & Dual enrollment classes.

*New Hires:**Reporting of New Hires:*

Alexis Holman, Special Education Ed-Tech III at TWKDMS

Stipended and Coaching Positions:

Basketball Junior Varsity Coach Girls: Nicole Witas

Dirigo High School:

Basketball Varsity Coach Boys: Cody St. Germain

Basketball Junior Varsity Coach Boys: Nathan Schultz

Basketball Varsity Coach Girls: Reggie Weston

Ski Head Coach- Nordic: David Buck

Winter Cheering Head Coach: Ami-Jo Greco

Wrestling Head Coach: Dana Whittemore

TW Kelly Dirigo Middle School:

Basketball Varsity Coach Boys: Gavin Arsenault
Basketball Junior Varsity Coach Boys: Cole Brown
Basketball Varsity Coach Girls: Kathy Crutchfield
Basketball Junior Varsity Coach Girls: Amy Chiasson
Ski Head Coach- Nordic: Karolyn Buotte
Wrestling Head Coach: Bryce Whittemore
Wrestling Assistant Coach: Dana Whittemore

Resignations/Retirements:

Paul Kedzierski, DES Technology Specialist
Tracy Cloutier, Special Education Ed-Tech III at TWKDMS

COMMITTEE REPORTS

1. Student Representative Report- Athletes: the Dirigo Field Hockey team went to Regionals in over 25 years. Dirigo Football hosted Regionals on Friday. Neither team came out with the win unfortunately. Fall MVC All Stars were released. A total of 36 students at DHS, a mix between Sports All Star & Academic All Star. If you play a sport and maintain a cumulative GPA above a 93. A vast majority of Dirigo teams are on the All Star list.
Pam Repeated that 36 of our Dirigo students were selected for the All Star list. That is 36 out of 231 total students were chosen for 1st & 2nd team. It is pretty amazing that our school is being selected for this, not surprising about the academic athletes.
2. Policy Committee- Met 11/8. Went over 3 policies. One was administering medication to students. We got back with the nurses on items that they needed to add. We'll bring that forward for a 1st reading. We reworked the student use of cell phones. We will have a 1st reading on that one. Barbara was part of the zoom meeting for MSBA and there is an updated policy on the public participation at board meetings. The current policy was discussed along with many other things. Some guidance is needed from the whole board. The board is good at listening to all people with respect. The last meeting did go long. Sometimes when they go late and past 9pm it is difficult for the board. Barbara asked some of the legal people at the conference what was the procedure, it's not clear. A lot is not defined about public participation. A lot of boards do it differently. There was discussion about doing a timeline for public participation, could be a half hour, could be an hour. The attorney did say there are certain circumstances that it could go longer. There was some discussion around a timeline...some districts do 3 min, some do 5, some do 10 min. There was talk about having a signup sheet to speak. The board chair would get an idea how many wanted to talk. There are policies and procedures for complaints against an employee or board member. This is separate from board meeting public participation.
Pam: when the policy committee met, they discussed having a signup sheet with 5 min and a 1 hour time limit. If the person is still making new german points the board chair can allow the person to continue. Looking for the board to give some direction on this.
B. Ross- his concern is people that get into a long story. Have precise comments. We also want to make that if we're allowing 5 min we aren't allowing the same person to come up 10 times. We allow other people to talk. We do want to hear from the people we are serving but our role here is to go through our agenda.
N. Sneller- How would the signup sheet work for participation from online audience members?

Barbara referred to Brian for some ideas.

Natalie said she wasn't as inclined to use the signup sheet being it might be difficult to monitor and manage that especially for the online audience. If there's a large turnout we usually know what the particular issue is about. She doesn't mind there being a time limit, it could help keep people focused so there might not be a lot of repetition but wants to make sure there is enough time so people feel they can be heard. Maybe somewhere between 5-8 minutes would be good. M. Young-agreed with Natalie and thought that the online platform would be difficult for people to sign up for. She also brought up the question of who is "public"? It has been stated by some people in the past that they pay taxes here but may not live in the towns. Is that policy going to be changed to people who live here or the people who pay taxes? Barbara went over the policy and it is not specific to that but past practice has been that it has been people who live in the district. It is up to the board. M. Young feels it needs to be more defined, so the public and board knows what is happening. Barbara said the board has been following the current policy and have been very consistent.

3. Finance Committee- Next meeting will be held 11/18 at 2pm. A. Cushman is not able to attend so that date could get changed if other committee members are not available
4. Curriculum Committee- Next meeting will be held Tues. 12/13 in the library at the high school.
5. Buildings & Grounds Committee- Not met
6. Negotiations Committee- Nothing for the year
7. Personnel Committee- Met last Tuesday- Had a meeting last Tues. First meeting with new board members on the committee they went over the role of the personnel committee, mainly working on job descriptions and doing interviews. Talked with Pam about the process of interviews, when the administrator is scheduling an interview they will email the committee chair, the board chair and personnel committee members to see who would be available to sit in. They will try to give as much advanced notice as possible. They had some discussion about the process of exit interviews, whether or not the district is conducting those. Found out that is not being done currently and thought that could be a beneficial process. Talked with Pam about what it might look like. Pam will put together a sample google form. The committee would like to see an electronic form that would be completed by the employee and then returned to HR and reviewed by the administrators. The committee's hope is to have an exit interview process in place for this coming spring. The committee also talked about a new job description. One that would be for a Learning Facilitator. This is coming about because it is getting more difficult to hire Ed tech II & III's. It might allow the district to bring someone on that doesn't have the certification for Ed tech but could work towards that. This is being reviewed right now by the DOE. A few other things were talked about in reference to background checking and job descriptions.
8. Ad-hoc Committee (1st Thursday of each month)- Have met a couple of times. Next meeting is 12/1 at the library at the high school.
9. **Region 9**- Pam explained why this was added to the agenda. She said she was surprised to find out there was a referendum vote for Region 9 addition and Pam didn't know anything about it. Important for communications and what is happening at Region 9.
B. Ross- has been on the Region 9 board for a number of years as RSU 56 rep. They have a meeting once a month with an agenda similar to RSU 56 agenda. Angela C. is another rep from our district as well as another person from our area. They have their own set of finances. It is set up through the state the way the budgetary things are done and voted on. There are a good

number of programs available at Region 9 and we have a good number of students from Dirigo that attend Region 9. There are a lot of things that students can explore that they would not be able to do in a regular high school setting. This school is very valuable to expand and allow students other opportunities. Region 9 supports RSU 56, RSU 10 and the Bethel area. There are a few students that come from a few other smaller towns that do not belong to those districts. The referendum vote was a grant that became available that needed to be applied for, not knowing if Region 9 would be approved for. Unfortunately it was one of those things of “putting the cart before the horse”. There are 4-6 CTE schools applying for this grant. There are a lot of forms that have to be filled out, do all the correct things in order and submit the grant. The Region 9 board had done all of that. Each part of the grant had to have a dictation of what the grant money would be used for. The board came up with three projects to use the funds. One was to establish a four season outdoor center, another was to provide a classroom for the welding program and the third was a classroom/kitchen/greenhouse for the culinary arts program. These programs have been exploding. There is a lot of demand for a lot of hands on things. The nice thing with this grant money is that there was close to \$22 million available. The towns are not being asked to come up with any additional amounts, it is all grant money. The grant that Region 9 put in for was close to \$5.5 million, in hopes of getting maybe \$1, \$1.5 or \$2 million. The grants approved all three of their programs submitted. The reason no one had heard anything about it was because Region 9 just found out 3 weeks ago that they got the money. At the last Region 9 board meeting they were uncertain if they were going to get any money at all. Bruce will report out for Region 9 probably every other meeting since they only meet once a month. This grant is an opportunity for this school to expand itself. There is a lot of unknown at this time of how the money will be used but it will all be on the current site of Region 9. If all 16 towns agree to this money they will be allocated it and they will have roughly 2 years to go through and do the projects. There will be no additional cost to the towns but it will expand the courses to the CTE school. It is a win win for all. Not anything that Region 9 was trying to hide.

B. Chow- asked to have the Region 9 minutes to come to RSU 56 so we can see the board minutes and know what is going on.

B. Ross agreed that the board minutes are public so there should be no problem getting a copy of the minutes.

BOARD MEMBER COMMENTS

B. Chow: The last few sports events, very proud of them. It's great to see the kids.

B. Ross: Amazing to see how large a community turnout we had at the football game. It shows how many people support the school. It's nice to see so many grandparents, and people whose children have graduated, to see our kids and what's going on. It's a nice warm feeling.

ADJOURNMENT

1. Motion to adjourn

Motion: B. Ross

Seconded: L. Whittington

Motion Carried

Meeting adjourned at 7:50 pm