

Hermon School Committee
Minutes– Regular Meeting
Monday, December 7, 2020 – 6:30 p.m.
Hermon High School Room 167
Providing Leadership to Enhance the Aspirations of our Children

*** Due to Governor Mills' declaration of emergency, this meeting will be closed to public attendance. The public may join the meeting virtually by using the following link:
meet.google.com/upr-jekn-zyi*

Attending

Absent

Ted Harris, Chair
Debora Farnham, Vice Chair
Scott Hatch
Deborah Langille
Kristen Shorey
Debbie CoWallis, RSU 87 Representative
Mackenzie Stepp, Student Representative
Madison Despault, Student Representative

Staff: Cindy Badger, Stephanie Biberstein, Brandi Butterfield, Jim Chasse, Melissa Davis, Kathryn Goodman, Micah Grant, Jesse Hargrove, Tiffany Howard, Deana Leach, Alan Owen, Jenny Perry, Tracy Reardon, Jamie Rennebu, Angie Scripture, Rick Sinclair, Brian Walsh and Jody White

Guests: Scott Perkins and Kim Shaffer

Item I: Call to Order

Mr. Harris, Chair, called the meeting to order at 6:30 p.m.

Item II: Agenda Adjustments: None

Item III: Approval of Minutes

Moved by Mr. Harris, seconded by Mrs. Shorey, to approve the minutes of the regular meeting of November 2, 2020 and the special meeting minutes of November 18, 2020.

Unanimous (6)

Item IV: Proclamations and Presentation

A. Public Comments: None

B. Donations:

\$600 donation to Hermon School Department & youth programs from the Spaghetti Drive-Thru Event fundraiser, Law Office of Joseph Baldacci.

C. Presentation by Scott Perkins, Town of Hermon Economic Development Director on the Hermon Middle School Traffic Safety.

D. COVID Update presented by Angela Scripture, Patricia A. Duran School Nurse and Tiffany Howard, Hermon Middle and Hermon High School Nurse.

- E. NWEA 2020 Results presentation by Melissa Davis, Assessment/Curriculum Coordinator and the school principals.
- F. Remote 2.0 Deployment and Training presentation given by Jeff Wheeler, Director of Information Technology and Alan Owen, Assistant Director of Information Services.
- G. Winter Athletics presentation by Rick Sinclair, Athletic Director.

Item V: Personnel

- A. Resignations
 - Steve Ashe, Maintenance
 - Cathy Coats-Ramey, HHS Ed Tech III - Resource Room
- B. Co / Extra-curricular positions
 - Volunteer, Girls Basketball Assistant Christy Leeman

Item VI: Old Business

- A. Excused Absence of School Committee Member/s: None

Item VII: New Business

- A. General Consent for Limited Queries of the Federal Motor Carrier Safety Administration (FMCSA) Drug and Alcohol Clearinghouse Consent Form
In order to ensure compliance with the regulations governing the Clearinghouse, all school units that employ CDL holders covered by the FMCSA should register for use online. They should also obtain consent from CDL holders to allow them to query their names in the Clearinghouse. If an employee refuses to give consent, the query cannot be performed. As a result, the employee must be barred from performing safety sensitive functions until such consent is given and the employer can ensure that the driver is in good standing.
- B. Hermon High School New Course Proposal: AP Human Geography presented by Brian Walsh, Hermon High School Principal.
Mrs. Shorey moved, seconded by Mrs. CoWallis, to approve Hermon High School New Course Proposal.
Unanimous (6)
- C. Increase Substitute Teacher Pay
Mr. Harris motioned, seconded by Mrs. Farnham, to approve an increase in substitute teacher pay from \$84.00 per day to \$85.05 per day to meet the minimum wage increase, effective January 1, 2021 and to increase any qualifying employee not in compliance with minimum wage standards as per state law.
Voting for: (5) Harris, Farnham, Hatch, Langille, Shorey
Abstaining: (1) CoWallis
- D. Move to approve the winter athletic season grades 5-12 per MPA and regional guidelines.
Mr. Harris motioned, seconded by Mrs. CoWallis, to approve the winter athletic season for grades 5-12, per MPA and regional guidelines.
Unanimous (6)

Item VIII: Reports

A. Students

In addition to her written report, Miss Stepp, Student Representative added that since the high school has gone remote, the National Honor Society induction will not be happening. They are still working out other ideas to honor those students.

Miss Despault, Student Representative, added that she feels this week will be a big learning experience being remote at the high school.

B. Superintendent and Principals

Mr. Walsh also mentioned the National Honor Society induction has been postponed. He also added that there is a write-up in his written report on the camera system. If we can do any athletics before the Christmas break, he will certainly let people know so that they can zoom in to watch. The high school did go remote that week, so they are interested to see how that goes and what the feedback from students and teachers will be.

Mr. Grant mentioned that the Student Council and the Hermon Middle School students raised just over 1,200 food items in their food drive donated to Neighbors Helping Neighbors.

Mrs. Perry mentioned that the Patricia A. Duran School was finishing up their annual Helping Hands donation drive. Through donated mittens or monetary donations, they were able to meet all their needs for mittens this year. The community is incredibly generous year-round, especially during the holiday season and it is greatly appreciated.

Superintendent Chasse added that there are student opportunities, grades 5 through 12, on their at-home learning days to have access to a 3-hour block at Hermon Mountain at no cost to students. This includes equipment, lessons for those that want it for skiing or snowboarding. The limit is 50 students. We are trying to provide transportation and food for each trip and one employee will be sent as a supervisor. This is covered under the CARES/CRF ACT funds. They are also looking at a skating rink next to the elementary school through COVID relief funds. A classroom of Fat Tire mountain bikes has also been purchased that can be used on all the trails in Hermon. Trying to create opportunities for outdoor experiences that can safely socially distance. He also would like to acknowledge all of the families that have been proactive in regards to COVID and protocol. He feels he is fortunate to have inherited such a talented group of leaders. He mentioned that based on the earlier presentations, the work loads are significant, and we are doing the best we can do under the restrictive circumstances. He is looking forward to this being over so students can better enjoy what education is supposed to be about yet praises the current efforts.

C. SPRPCE

Mr. Harris mentioned that the SPRPCE superintendents recommended and the SPRPCE Board unanimously approved Dr. Webb staying on for the remainder of the year to oversee SPRPCE. They updated budgetary figures for items that were approved such as better door controls, playground updates, drainage and parking lot updates.

D. Negotiations

E. Community Track Committee

Mrs. Farnham stated that when they met in November. They reviewed a design and conversation ensued about the significant increase in the cost proposals. They will be looking at other options at the next meeting in December.

F. Finance Report

In addition to her written report, Ms. Rennebu stated the final touches are being put in place for Infinite Visions. We are looking for the first payroll to be generated from that system for January 8th. The first accounts payable run will be January 15th. As far as the audit is concerned, RKO is behind due to COVID. They are still requesting, and we are providing.

G. Curriculum/Assessment Report (as written)

H. Guidance Report (as written)

I. Nurses Reports (as written)

J. Transportation and Facilities (as written)

Superintendent Chasse stated that we applied for CRF 3 (COVID Relief Funds) to the State for the HVAC unit for the Patricia A. Duran School in the old wing under the caveat that if a contract were made, that the work could be done at a later date because the deadline has been December 30th. There is a little wiggle room if you cannot get the product or the contractors to install by that date. That is about a \$70,000 project. We have also put some funds towards the music programs to provide more musical expression. Another bus was budgeted for this year, so we have put that out to bid for the best finance rate.

K. Possible Future Agenda Items:

- a. Legislative Updates – The legislature is back in session, so there should be some updates in the future as they proceed.
- b. Change Style Indicator Fly Hermon Planning Workshop – Most of the administrative time is consumed with reacting and adjusting to COVID details. Change Style Indicator is basically how to work together and understand each other's personality types.
- c. Fly Hermon Planning Session – A strategic plan of initiatives as a guiding document to some of our work.
- d. Mrs. Farnham expressed that she felt it would be helpful to have a workshop to have an opportunity to look at the courses we offer. She knows our courses are standards driven, but she would like the opportunity to take a deeper dive into the overall picture of what we are offering in the area of civics. Mr. Harris also commented on the possibility of course offerings that focus on personal/family finance. Discussion ensued.

Mr. Harris motioned to move the discussion forward to another meeting and extend the meeting past 9:00 p.m. per policy BEDL.

Voting for: (5) Harris, Farnham, Hatch, Langille, Shorey
Mrs. CoWallis had already left the meeting at this time.

Ms. Langille added that she would like to thank everybody that is working at the Hermon School Department for all they are doing. She knows the pandemic is not easy to deal with. Mrs. Farnham and Mr. Harris agreed with this statement, including students as well.

Item IX: Approval of Warrants

Mr. Harris motioned, seconded by Ms. Langille, to approve warrants 9A and 9B of October 30th, warrant 10 of November 13th and warrant 11 of November 27, 2020.

Voting for: (5) Harris, Farnham, Hatch, Langille, Shorey

Abstaining: (1) CoWallis

Item X: Executive Session – Employment of Superintendent 1 M.R.S.A. § 405 (6) (A)

Mr. Harris motioned, seconded by Ms. Langille, to enter Executive Session pursuant to 1 M.R.S.A. § 405 (6) (A) Employment of Superintendent at 9:02 pm.

Voting for: (5) Harris, Farnham, Hatch, Langille, Shorey

Return from Executive Session at 9:30 p.m.

Ms. Langille motioned, seconded by Mrs. Shorey to extend the superintendent's contract by 1 (one) year to 2023.

Unanimous (5)

Item XI: Adjournment

Mr. Harris motioned, seconded by Ms. Langille, to adjourn the meeting at 9:31 p.m.

Respectfully submitted,
Jim Chasse
Superintendent of Schools

** This is an opportunity for members of the public to comment on agenda items, contribute information that may be of interest to the School Committee or ask clarifying questions. Please wait to be recognized and identify yourself before speaking. This is not the time to register complaints or promote a personal agenda. Please remember that you may not identify any person by name or job function.*