

Hermon School Committee  
Minutes– Regular Meeting  
Monday, April 5, 2021– 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/spn-jfer-dze](https://meet.google.com/spn-jfer-dze)

Attending

Ted Harris, Chair  
Debora Farnham, Vice Chair  
Scott Hatch  
Deborah Langille  
Kristen Shorey  
Debbie CoWallis, RSU 87 Representative

Absent

Madison Despault, Student Representative  
Mackenzie Stepp, Student Representative

Staff: Stephanie Biberstein, Jim Chasse, Melissa Davis, Micah Grant, Jesse Hargrove, Jenny Perry, Jamie Rennebu, Leslie Smith, Brian Walsh and Jody White

Guests: Hannah Buhler and several staff and community members attended virtually.

*Note: There was a Statewide internet outage.*

Item I: Call to Order

Mr. Harris, Chair, called the meeting to order at 6:31 p.m.

Item II: Agenda Adjustments: None

Item III: Approval of Minutes

Moved by Mrs. Farnham, seconded by Mrs. Shorey, to approve the minutes of the regular meeting of March 1<sup>st</sup> and the budget workshop of March 22<sup>nd</sup>, 2021, as presented.

Unanimous (6): Mrs. CoWallis, Mrs. Farnham, Mr. Harris, Mr. Hatch, Ms. Langille, and Mrs. Shorey

Item IV: Proclamations and Presentation

A. Public Comments: None

Item V: Personnel

A. Resignations

- Marsha Burr, HMS/HHS Food Services Assistant
- Nathaniel Colby, HHS Self-contained Teacher -
- Diane Haggerty, PADS Kindergarten Teacher
- Carolyn Turner, HMS Ed Tech II - Resource Room
- Caroline Washington, HMS Resource Room Teacher

B. Transfers for 2021-22

- Marissa Kelley, PADS Title I Intervention/Coach to 3rd Grade Classroom Teacher
- Laura Landry, PADS 2nd Grade Teacher to Kindergarten Teacher

C. Employment

Moved by Mrs. Farnham, seconded by Mrs. Shorey, to approve the superintendent's recommendation for the employment of Hannah Buhler, PADS Grade 2 Teacher.

Voting for (5): Mrs. Farnham, Mr. Harris, Mr. Hatch, Ms. Langille, Mrs. Shorey  
Abstaining (1): Mrs. CoWallis

D. Co / Extra-curricular positions *\*new to position*

- HMS Baseball **Jason Largay \***
- HHS JV Softball **Erin Hasler**
- HHS Spring Track **David King**
- HHS Spring Track Assistant **Jeffrey King**
- HHS Varsity Baseball, Volunteer Asst. **Mark Reed\***
- HHS JV Baseball, Volunteer Asst. **Kevin Boudreau \***

Item VI: Old Business

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

B. Move to approve the Second Reading of Policy Amendments

- a. BCB Conflict of Interest
- b. DJ Bidding/Purchasing Requirements
- c. DJH Purchasing and Contracting: Procurement Staff Code of Conduct
- d. DJ-R - Federal Procurement Manual - Admin. Procedure

Mrs. CoWallis moved, seconded by Mrs. Farnham, to approve the Second Reading of Policy Amendments.

Unanimous (6): Mrs. CoWallis, Mrs. Farnham, Mr. Harris, Mr. Hatch, Ms. Langille, and Mrs. Shorey

Item VII: New Business

A. Probationary Teachers

Mrs. Farnham moved, seconded by Mrs. CoWallis, to approve the following Probationary and Continuing Contract Teachers, as presented:

**To Probationary (Year 2 of 2):**

<b>PADS:</b> Hannah Buhler	<b>HMS:</b> Brooke Dupuy	<b>HHS:</b> Rachel Hobbs
Lisa Chichetto	Karen Hendrix	Samantha Ireland
Kaitlyn Hinton	Seth Ordway	Kris-Anne Spring
Laura Landry	Emily Prue	
Shannon Shook	Mark Reed	
Ashley Stowe		
Julie Zucchi		

**To Continuing (Year 3):**

<b>PADS:</b> Courtney Klages	<b>HMS:</b> Allison LeClair	<b>HHS:</b> Liam Adams
	Caroline Phillips	Heather Haskell
	Elizabeth Walls	

**To Continuing (Year 4):**

<b>PADS:</b> Kathryn Callahan	<b>HMS:</b> Suzanna Michaud	<b>HHS:</b> Brandon Crocker
Katherine Crocker	Tracy Reardon	Jessica Fusco
Heather McFarlin	Lisa Roy (Guidance)	Susan Shapiro

Unanimous (6): Mrs. CoWallis, Mrs. Farnham, Mr. Harris, Mr. Hatch, Ms. Langille, Mrs. Shorey

## Item VIII: Reports

A. Students (no report)

B. Superintendent (oral) and Principals (as written)

- Superintendent Chasse gave kudos to the high school for the NEASC process. Next month, in regards to learning loss, he will ask you to consider a full-time curriculum coordinator next year. The air exchange units for PADS have arrived. He would like to have another meeting on April 26<sup>th</sup> to discuss the budget. Mr. Harris mentioned he would be away for that meeting and that Mrs. Farnham will need to run the meeting. Superintendent Chasse mentioned that Ms. Rennebu, Business Manager has been with the district a little over a year. The finance responsibility is tremendous, and she is doing an incredible job. Superintendent Chasse also handed out an updated, draft line-item budget by cost center since the budget workshop. He also mentioned that the ARP funds may address the food services challenges from this year.

Recently the Standard Operating Procedure (SOP) came out. Our nurses have been fantastic and continue to watch the SOP for upgrades. Our situation continues to be the 3' and 6' distancing and seating plans. His complaint to the Commissioner is that districts healthy with enrollment and smaller space are taking it on the chin. Superintendent Chasse is hoping for students to attend 5 days per week no matter what in the fall, and how we can prepare for that.

Hermon will host a clinic for the 2<sup>nd</sup> COVID vaccination on April 10<sup>th</sup>. The high school will be vaccinated at 89% after that. HHS will have to go remote if they have more than 10% that are sick from their 2<sup>nd</sup> vaccination due to lack of subs. This will also affect their NEASC visit. HMS would also have to go remote as well. At PADS, they would first try to pull from staff within but as a last resort, 4<sup>th</sup> grade would go remote and K-3 would go remote with work to have at home; not screen-time.

- Mr. Grant mentioned the updated SOP worked fantastic with a positive case they'd had. They took the seating chart to the room, measured the distances and were able to quarantine only 17 students instead of 37. Those quarantined students can log in. They will have about 10 outside presenters for Spring into the Arts for the week of April 13<sup>th</sup>. He wants to thank Mrs. Libby for booking all the presenters.
- Mr. Walsh asked the Committee members to please look in depth at the pieces on the prom and graduation in his report because he would like to proceed with planning those events. Since they are unable to do a Senior Banquet, they are planning a Senior Cookout on the field catered by Jess Thompson, Food Services Director. Mr. Chasse signed an application so that we can do the testing of the students the morning of at HHS. If approved, anyone going to the prom will be COVID tested Saturday morning. There will also be temperature screenings at the prom for everyone. Mr. Walsh is really excited about having graduation at Hermon High School.
- Mrs. Perry asked the Committee to look at Goal #2: Curriculum and Assessment in her written report. There has been a lot of discussion about where they are this year in comparison to the past. Each grade level team met and looked at their curriculum, standards of math, reading and writing. The common planning for teachers on Mondays since they did not have any prepping and planning from Tuesdays to Fridays this year paid off. They have no significant gaps in the instruction of their standards nor significant delay in their programming for math, reading or writing at all grade levels. The small class sizes also allowed for more individualized instruction and interventions in the classroom. Behaviors decreased significantly due to the small class sizes as well.

C. SPRPCE (Ted H)

D. Negotiations (Scott H)

- Still working with the Support Staff and Teachers negotiations.

- E. Community Track Committee (Deb L, Deb F.)
  - The Town Council unanimously accepted the project and it will be on the ballot in June.
- F. Finance Report (as written)
  - Ms. Rennebu clarified the questions regarding Debt & Other Commitments being at 100% in her report. There was one bond debt that we paid both the principal and interest payments on. Systems Administration is at 89.4% because of implementing Infinite Visions. As far as the time clock, IT has built our server and we are back in the queue for getting the software installed.
- G. Curriculum/Assessment Report (oral)
  - Mrs. Davis spoke about the successful SPRPCE regional professional development event. Dr. Greta Peavy, the keynote speaker, spoke on equitable educational practices. Hermon had presentations from our district. Mallory Cook also presented on equity. Tiffany Howard gave a presentation educating teachers on diabetes.
- H. Guidance Report (as written)
  - Mrs. Smith stated after April break they will be focusing on transitioning 4th graders to 5th grade, continuing with transitioning 8th graders to 9th grade. All three school are gearing up for assessments.
- I. Nurses Reports (as written)
- J. Transportation and Facilities (as written)
- K. Possible Future Agenda Items:
  - April 26<sup>th</sup> at 6:30 pm - Special meeting for Budget and Contract Negotiations

Ms. Langille congratulated the cheerleaders for State championship. She mentioned her concern about the Transportation report stating that they are having to seat two students per seat due to the increase in elementary student days. Superintendent Chasse will ask Jason Davis about that, he believes some of the guidance at the State level may have changed. She asked everyone to go vote in June for the track project. She thanked everyone for everything they are doing.

Mrs. Shorey inquired about any plans for more instruction to occur over the summer. Superintendent Chasse mentioned there will be extended year services and recovery interventions, but he did not know the numbers at that time. He suggested a future presentation or to be reported as part of principals' reports. Mrs. Shorey mentioned a return to normal school days will change the COVID prep days. She thanked Mr. Walsh and Mrs. Biberstein for their time in creatively planning for 2021 graduation.

Mrs. CoWallis thanked all and stated that if graduation could happen at the high school that would be awesome.

Mrs. Farnham agreed there are a lot of things to be thankful for. She appreciates the idea of looking at summer school to help close the gap. Mrs. Farnham requested an Excel version of the budget, as well. She felt the idea of hiring a curriculum coordinator full time is great, but also wondered about the continuity of a shared important position for both districts. She also mentioned the need to review our vision for IT services in Hermon, as our technology has changed over time. Discussion ensued. Superintendent Chasse suggested this should be a future agenda item and not a discussion item. Mr. Harris agreed and a suggested a future discussion.

Mr. Harris also congratulated the cheerleaders on their 6<sup>th</sup> title in a row. He also reminded all to vote in June. He suggested a survey of all households of those who attend our schools to see how we are doing. He asked the capital expenditure projects for this summer mentioned in Mr. Davis' report. He'd like to know when those bids will be posted in the Bangor Daily or where they are posted. Those bids have not been brought to the committee to be voted at this time.

Item IX: Approval of Warrants

Move to approve:

- Accounts Payable Warrant 1016 of February 19, 2021
- Payroll Warrants 18, 1022 – 1026 of March 5, 2021
- Accounts Payable Warrant 1027 of March 11, 2021
- Payroll Warrants 19, 1028 – 1032 of March 19, 2021
- Accounts Payable Warrant 1033 of March 26, 2021
- Payroll Warrants 20, 1034 - 1037 of April 2, 2021

Mrs. Shorey motioned, seconded by Mrs. Farnham, to approve the warrants, as listed.  
Voting for (5): Mrs. Farnham, Mr. Harris, Mr. Hatch, Ms. Langille, Mrs. Shorey  
Abstaining (1): Mrs. CoWallis

Item X: Executive Session

Mr. Harris motioned, seconded by Mrs. Shorey, to enter Executive Session pursuant to 1 M.R.S.A. § 405 (6) (D) Discussion of Labor Contract Negotiations with the Hermon Education Association at 8:06 PM. Mrs. CoWallis was excused from the Executive Session.

Return from Executive Session at 9:02 PM.

Motioned to extend the meeting past 9:00 PM.

Unanimous

Mr. Harris motioned, seconded by Mrs. Shorey, to enter Executive Session pursuant to 1 M.R.S.A. § 405 (6) (D) Discussion of Labor Contract Negotiations with the Hermon Education Association again at 9:03 PM.

Unanimous

Item XI: Adjournment

Mr. Harris motioned, seconded by Mrs. Farnham, to adjourn the meeting at 9:42 PM.

Unanimous

Respectfully submitted,

Jim Chasse  
Superintendent of Schools