

PENOBSCOT INDIAN SCHOOL DEPARTMENT  
SPECIAL MEETING OF THE SCHOOL COMMITTEE

THURSDAY, MARCH 24, 2022 @ 3:00 P.M.

Community via Zoom

MEMBERS PRESENT: Carole Binette, Chairperson  
Naomi Neptune, Vice-Chairperson (attended via Zoom)  
David Sapiel, Sr., Jo-Ann Lolar, Elisha Sockbeson

OTHERS PRESENT: Annemarie Swanson, Principal  
Lee Francis, Interview Candidate  
Beth Clifford, MIE Representative  
Faye DeContie, Paraprofessional/Elder Representative  
Candi Ewer, Parent Representative  
Abbey Recker, Teacher Representative  
Julia Sockbeson, Teacher Representative

1. Chairperson Binette called the meeting to order at 3:18 P.M.
2. Principal Annemarie Swanson introduced the interview candidate, Lee A. Francis, and she was interviewed. A discussion was held at the end of the interview to collect and review any issues, comments, or concerns that anyone may have had concerning the candidate. Many positive comments were made by all in attendance.

Issues of concern were made concerning the Nepotism Policy. (The candidate's spouse is a teacher at the school.) The lawyer suggested having an assistant principal handle any issues involving said spouse, but it was pointed out that we currently do not have an assistant principal (and that position currently does not exist). One board member stated that we should use the exception clause in our policy since it is in the best interest of our school to hire said candidate. Another board member stated that it would not be fair to our candidate to be put in that position (of having to potentially discipline/evaluate her spouse) and we should prevent this from happening. Chairperson Binette stated that she had the same concerns about the Nepotism issue and we should be protecting our employees and following our written policies (they were created for a reason). Principal Swanson stated that many small schools have similar situations, and it can be handled effectively. Vice Chairperson Neptune requested to have the lawyer present at our board meeting on Monday, March 28, 2022, to discuss this concern.

Another issue of concern was made by Chairperson Binette. It was noted that this candidate does not meet the minimum requirements of this position. This position requires a minimum of a master's degree. This candidate is currently working towards her master's degree. Chairperson Binette asked if we could amend the job

PENOBSCOT INDIAN SCHOOL DEPARTMENT  
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MARCH 24, 2022  
MINUTES – PAGE 2

description to indicate that a waiver could be obtained for this requirement as long as the Degree could be obtained within a specified time period. Others asked if we allowed former principals to obtain a waiver and work in similar circumstances. Principal Swanson said that she would ask the superintendent.

3. A motion was made by Ms. Sockbeson to adjourn and seconded by Mrs. Lolar to adjourn.  
Voted: Unanimous  
The meeting adjourned at 4:20 P.M.

Respectfully submitted,



Carole Binette, Chairperson  
Penobscot Indian School Committee

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Faye DeContie - Para/Elder Rep  
Candi Ewer - Parent Rep  
Abbey Recker - teacher  
Julia Sockbeson - teacher

Beth Clufford - Central office rep

AGENDA

1. CALL THE MEETING TO ORDER.

TIME IN: 3:18pm

2. INTERVIEW OF CANDIDATE FOR PRINCIPAL POSITION.

Interview of Candidate - Discussion only

3. ADJOURNMENT.

TIME OUT: 4:20

Motion: Alisha Seconded: Jo-Ann Lolar Vote: 5-0-0

Abbey - Working w/ Lee while A.M. gone - was calm  
Julia - Concerns - draws line in sand between Native/Non-Native  
Pos - she does like + Morgan in a pos. Experience  
Everyone in room matters  
Candi - Impressed w/ her responses can tell how much she loves  
the school / students  
Beth - agrees + recognize she hasn't completed coursework  
Her need for support - concerned w/  
Elisha - Nepotism policy Asst Principal position doesn't exist

Naomi - feels we should use the  
exception clause - if it's  
in the best interest of the school.

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have lawyer present @ meeting.

- Asst. Principal - ask