

PENOBSCOT INDIAN SCHOOL DEPARTMENT  
MEETING OF THE SCHOOL COMMITTEE

MONDAY, APRIL 24, 2023 @ 5:00 P.M.

Community Via Zoom

MEMBERS PRESENT: Carole Binette, Chairperson,  
Naomi Neptune, Vice-Chairperson,  
Jo-Ann Lolar, Elisha Sockbeson, David Sapiel, Jr.

OTHERS PRESENT: Lee Francis, Principal,  
Tom Vicaire, Assistant Principal,  
Dr. Reza Namin, Superintendent.

AGENDA

1. CALL THE MEETING TO ORDER. TIME IN: \_\_\_\_\_

2. CONSIDERATION OF THE MINUTES OF THE MARCH 27, 2023 MEETING.

Suggested Motion: \_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to approve the minutes of the March 27, 2023 meeting. It was voted \_\_\_\_\_.

3. CONSIDERATION OF THE SUPERINTENDENT'S NOMINATION TO EXTEND THE PRINCIPAL'S EMPLOYMENT CONTRACT.

Suggested Motion: \_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent's nomination to extend the Principal Lee Francis' employment contract (210 days) through June 30, 2025 (currently expires on June 30, 2024). It was voted \_\_\_\_\_.

4. CONSIDERATION TO ENTER EXECUTIVE SESSION TO DISCUSS A PERSONNEL MATTER.

Suggested Motion: \_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to enter executive session at \_\_\_\_\_ p.m. in accordance with 1 M.R.S.A. 405(6) to discuss a personnel matter where public discussion could damage reputations or violate the right to privacy. It was voted \_\_\_\_\_.

The regular session reconvened at \_\_\_\_\_ p.m.

5. CONSIDERATION OF THE SUPERINTENDENT'S NOMINATION TO EMPLOY PROFESSIONAL STAFF MEMBERS WITH AN ANNUAL CONTRACT.

Suggested Motion: \_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent's nomination to employ Kristi Mitchell as School Nurse (185 days) with an annual contract for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion: \_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent's nomination to employ Thomas Vicaire as Assistant Principal with an annual contract for the 2023-2024 school year. It was voted \_\_\_\_\_.

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6. CONSIDERATION OF THE SUPERINTENDENT'S NOMINATION TO EMPLOY PROFESSIONAL STAFF WITH PROBATIONARY CONTRACTS.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent's nomination to employ Aimee McCarthy as Prekindergarten Teacher with a second-year probationary contract for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent's nomination to employ Megan Scarborough as Art Teacher with a second-year probationary contract for the 2023-2024 school year. It was voted \_\_\_\_\_.

7. CONSIDERATION OF THE SUPERINTENDENT'S RECOMMENDATIONS TO EMPLOY SUPPORT STAFF WITH WRITTEN REASONABLE ASSURANCES.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent's recommendation to employ Karen Clukey as an Ed. Tech. II (37.5 hours per week) with a written reasonable assurance for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent's recommendation to employ Saul Dana as Maintenance/Custodian (40 hours per week) with a written reasonable assurance for the 2023-2024 fiscal year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the superintendent's recommendation to employ Jennifer Day as Special Education Ed. Tech. III (37.5 hours per week) with a written reasonable assurance for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent's recommendation to employ David Loring as Custodian (40 hours per week) with a written reasonable assurance for the 2023-2024 fiscal year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent's recommendation to employ Janet Elvidge as Library Technician – Ed. Tech. III (24 hours per week) with a written reasonable assurance for the 2023-2024 school year. It was voted \_\_\_\_\_.

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Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Luke Esty-Kendall as Computer Technician (40 hours per week) with a written reasonable assurance for the 2023-2024 fiscal year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Jeremy Fields as a Maintenance Mechanic/Custodian (40 hours per week) with a written reasonable assurance for the 2023-2024 fiscal year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Katie Folsom as a Special Education Ed. Tech. III (37.5 hours per week) with a written reasonable assurance for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Brandon Fowle as a Special Education Ed. Tech. III (37.5 hours per week) with a written reasonable assurance for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Judith Hamilton as Ed. Tech. III (37.5 hours per week) with a written reasonable assurance for the of the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Kaitlin Mowrer as Administrative Assistant (40 hours per week) (231 days) with a written reasonable assurance for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion: \_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Eric Paul as a Head Cook (40 hours per week) with a written reasonable assurance for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Karen Paul as Special Education Ed. Tech. III (37.5 hours per week) with a written reasonable assurance for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Sharon Paul as a Ed. Tech. III (37.5 hours per week) with a written reasonable assurance for the 2023-2024 school year. It was voted \_\_\_\_\_.

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Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Zachary Paul as a Cook (40 hours per week) with a written reasonable assurance for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Tracy Thompson as Special Education Ed. Tech. III (37.5 hours per week) with a written reasonable assurance for the 2023-2024 school year. It was voted \_\_\_\_\_.

8. CONSIDERATION OF THE SUPERINTENDENT’S RECOMMENDATIONS TO EMPLOY STAFF MEMBERS WITH EXTRACURRICULAR CONTRACTS.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Kelly Cookson as RREV Site Coordinator with an extracurricular contract for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Gene Wayne Francis as RREV Site Coordinator with an extracurricular contract for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Kaitlin Mowrer as RREV Site Coordinator with an extracurricular contract for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Karen Paul as PBIS Coordinator with an extracurricular contract for the 2023-2024 school year. It was voted \_\_\_\_\_.

Suggested Motion:\_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to accept the Superintendent’s recommendation to employ Tracy Thompson as Rtl Coordinator with an extracurricular contract for the 2023-2024 school year. It was voted \_\_\_\_\_.

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Continuing Contracts – no action required  
Victoria Akins – Elementary Teacher  
Kelly Cookson – Physical Education Teacher  
Alison Dufour – Elementary Teacher  
Gene Wayne Francis – Elementary Teacher  
Kevin Laflamme – Elementary Teacher  
Diane Landean – Instructional Coach  
Katherine Mishou – Elementary Teacher  
Roger Paul – Language Teacher  
Terry Paul – Elementary Teacher  
Julia Sockbeson – Elementary Teacher  
Beth Zdrojowy – Music Teacher (3/5 IIS, 2/5 Greenbush)

Probationary Contracts – New Hires – March 2023  
Devin Downing – Native Studies Teacher – 1<sup>st</sup> Year Probationary  
Natalie McCarthy – Elementary Teacher – 1<sup>st</sup> Year Probationary  
Ali O’Keefe – Elementary Teacher – 1<sup>st</sup> Year Probationary

Annual Contract – New Hire – March 2023  
Heather Henderson – Special Education Coordinator (195 days)

9. CONSIDERATION AND APPROVAL OF THE SCHOOL YEAR 2023-2024 CONTRACT AND GRANT APPLICATIONS TO ALLOW FOR TIMELY SUBMISSIONS AND REPORTING.

Suggested Motion: \_\_\_\_\_ made a motion, seconded by \_\_\_\_\_, to approve of contract and grant applications for the 2023-2024 school year to allow for timely submission. Approval to include: BIE School Operations & ISEP, Facilities Operations, Title I, Title II, Title IV, Reading and Math Enhancement Grants, 21<sup>st</sup> Century Learning Center, ESSA (Every Student Succeeds Act), IDEA (Special Education, Preschool Handicapped and Part B), Johnson O’Malley, Federal P.L. 81-874 Impact Aide, U.S. Department of Education Indian Education Formula Grant, U.S. Department of Education Mental Health Services Grant, State of Maine NCLB Consolidated Grant (which includes Title VI Innovative Education), and all LEA and Special Education assurances and other miscellaneous grant opportunities. It was voted \_\_\_\_\_.

10. DISCUSSION OF SPECIAL EDUCATION COORDINATOR POSITION.

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11. REPORTS:  
PRINCIPAL'S

SUPERINTENDENT'S.

12. COMMUNITY COMMENTS:

13. ADJOURNMENT. TIME OUT: \_\_\_\_\_  
Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_ Motion: \_\_\_\_\_