

PENOBSCOT INDIAN SCHOOL DEPARTMENT
EMERGENCY 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,
Dr. Reza Namin, Superintendent.

- 1) Chairperson Binette Called the meeting to order at 5:00 P.M.
- 2) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., to approve the minutes from March 27, 2023 meeting. The vote was unanimous.
- 3) Vice-Chairperson Neptune made a motion, seconded by Ms. Lolar to accept the Superintendent's nomination to extend Principal Lee Francis' employment contract (210 days) through June 30, 2025 (currently expires on June 30, 2024). The vote was unanimous.
- 4) Motion made by Mr. Sapiel, Jr., and seconded by Ms. Lolar to enter executive session at 5:02 P.M. pursuant to 1 M.R.S.A. § 405(6)(A), to discuss personnel matters where public discussion could damage reputations or violate the right to privacy. The vote was unanimous. Resumed the School Committee Meeting at 5:35 P.M.
- 5) CONSIDERATION OF THE SUPERINTENDENT'S NOMINATION TO EMPLOY PROFESSIONAL STAFF MEMBERS WITH AN ANNUAL CONTRACT.
 - a) Vice-Chairperson Neptune made a motion, seconded by Chairperson Binette, 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. The vote was unanimous.
 - b) 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 _____. No action was taken.

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

- a) Ms. Lolar made a motion, seconded by Vice-Chairperson Neptune., 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. The vote was unanimous.
- b) Ms. Lolar made a motion, seconded by Vice-Chairperson Neptune., 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. The vote was unanimous.

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

- a) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- b) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- c) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- d) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- e) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.

- f) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- g) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- h) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- i) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- j) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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 2023-2024 school year. The vote was unanimous.
- k) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- l) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- m) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- n) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., to accept the Superintendent's recommendation to employ Sharon Paul as an Ed. Tech. III (37.5 hours per week) with a written reasonable assurance for the 2023-2024 school year. The vote was unanimous.

- o) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.
- p) Ms. Lolar made a motion, seconded by Mr. Sapiel, Jr., 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. The vote was unanimous.

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

- a) Vice-Chairperson Neptune made a motion, seconded by Chairperson Binette, to accept the Superintendent's recommendation to employ Kelly Cookson as RREV Site Coordinator with an extracurricular contract for the 2023-2024 school year. The vote was unanimous.
- b) Vice-Chairperson Neptune made a motion, seconded by Chairperson Binette, 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. The vote was unanimous.
- c) Vice-Chairperson Neptune made a motion, seconded by Chairperson Binette, to accept the Superintendent's recommendation to employ Kaitlin Mowrer as RREV Site Coordinator with an extracurricular contract for the 2023-2024 school year. The vote was unanimous.
- d) Vice-Chairperson Neptune made a motion, seconded by Chairperson Binette, to accept the Superintendent's recommendation to employ Karen Paul as PBIS Coordinator with an extracurricular contract for the 2023-2024 school year. The vote was unanimous.
- e) Vice-Chairperson Neptune made a motion, seconded by Chairperson Binette, to accept the Superintendent's recommendation to employ Tracy Thompson as Rtl Coordinator with an extracurricular contract for the 2023-2024 school year. The vote was unanimous.

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 – 1st Year Probationary
- Natalie McCarthy – Elementary Teacher – 1st Year Probationary
- Ali O’Keefe – Elementary Teacher – 1st 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.

Ms. Sockbeson made a motion, seconded by Mr. Sapiel, Jr., to approve 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, 21st 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. The vote was unanimous.

Chairperson Binette made a motion, seconded by Ms. Sockbeson, to approve the Maine Fire Protection Systems quote for the work for the performance of hydraulic flushing of the dry sprinkler system in attic space through end lines and mains with the cost of \$82,350.00, all labor, materials, and travel have been included. The vote was unanimous.

10) DISCUSSION OF THE SPECIAL EDUCATION COORDINATOR POSITION.

The position of Special Education Coordinator will focus on the students in grades PK-8 similar to the previous position, as well as grades 9-12 students. This position will have additional 10 days as an annual contract.

11)REPORTS:

PRINCIPAL'S: (See Exhibit A)

SUPERINTENDENT'S:

Dr. Namin informed the school committee that the first company that assess the Sprinkler System indicated that the system would require to be replaced entirely. We spent \$3900 to have the Maine Fire Protection Systems make a full audit and assessment of the sprinkler system. According to the Maine Fire Protection Systems, there would be a need for a partial repair, which they can start the work on May 16. The Maine Fire Protection Systems also indicated that schools can be open and have regular operations because their work is focused on using attics. They may require a particular space where we will be making sure to accommodate them. We have started the BIE requirement of having a Fire Safety Watch Plan and have developed it and implemented it and submitted it to the BIE. In addition, we have placed a work order at the BIE Maximo System for the purpose of reimbursements. We have the funds to start the work and appreciated the work of Principal Francis to communicate the process with the parents and the community. He also informed the school committee the school community grant opportunity will be a five-year grant-funded opportunity to provide more culturally responsive programs to support the student's academic and emotional needs.

12) COMMUNITY COMMENTS:

An update regarding the School Fencing will be provided at the next school committee meeting. The Security and technology work to upgrade the school security system has been completed. The Wabanaki Day Event will be investigated further after the sprinkler work begins to examine the limitations regarding the work after May 16.

13) Chairperson Binette made a motion to adjourn the meeting, and Ms. Lolar seconded the motion at 6:33 P.M., The vote was unanimous.

Respectfully submitted,



Dr. Reza Namin, Superintendent of Schools
Maine Indian Education
Penobscot Indian School Department