

**SANFORD SCHOOL DEPARTMENT
SANFORD SCHOOL COMMITTEE
MEETING AGENDA
Monday, December 5, 2016 ~ 6:00 pm**

Note: Meeting will be held in City Council Chambers, 3rd Floor, City Hall Annex

Members present: Jon Mapes, John Roux, Thomas Miscio, Scott Sheppard, Kendra Williams

Student Reps present: Summer Korpaczewski
Cole Jones

Staff present: David Theoharides, Superintendent
Matt Nelson, Assistant Superintendent
Gwen Bedell, Business Administrator
Bernie Flynn, Curriculum Director

Guests present:

A. Call to Order Time: ____ pm

B. Pledge of Allegiance

C. Adjustments

D. Approval of Minutes None

E. Public Comments None

F. Communications

1. Jackson Laboratory letter (**Attachment F.1.**)
2. SRTC FFA Thank You letter (**Attachment F.2.**)

G. Committee Reports

1. Construction Update

H. Superintendent's Report

1. Student Representatives' Reports
2. Field Trips
 - i. SRTC Automotive Competition in Norwood, MA on 12/3/16
 - ii. SRTC SkillsUSA meeting in Bangor, ME on 12/8 and 12/9/16

I. Directors' Reports

1. Business Administrator Gwen Bedell
2. Assistant Superintendent Matt Nelson
3. Director of Curriculum Bernie Flynn

School Committee Meeting Agenda

December 5, 2016

J. New Business None

K. Old Business

- 1. Class Rank discussion and possible action
Recommendation:

L. Resignations

- 1. Superintendent Theoharides will announce the following resignations:

| | | | |
|-------------|-------------|-----------------|---------------|
| Jenna Pivin | Foodservice | Central Kitchen | Eff. 11.22.16 |
|-------------|-------------|-----------------|---------------|

M. Staff Appointments

- 1. Superintendent Theoharides will announce the following appointments:

| | | | |
|---------------|----------------------------------|------|---------------|
| Toni Bendel | KIDS Club | CJL | Eff. 11.22.16 |
| Karen Birch | PLP Stipend | SJHS | 2016/2017 |
| Pam Cote | PLP Stipend | SJHS | 2016/2017 |
| Kendra Brown | PLP Stipend | SHS | 2016/2017 |
| Sarah Preston | PLP Stipend | SHS | 2016/2017 |
| Mike Bacon | Custodian, 2 nd shift | SJHS | Eff. 11/28/16 |

N. Staff Transfers None

O. Staff Nominations None

P. Policies

- 1. First Reading – GBEC – Drug-Free Workplace, revised (**Attachment P.1.**)
Recommendation: to accept the first reading of revised policy GBEC.

Q. Items for Future Agenda(s)

- 1. Technology Plan – 1/9/17

R. Calendar Announcements

- 1. Upcoming School Committee meetings are as follows:

| | | | |
|---------------------------|------------------------|---------|-----------------------|
| Monday, December 19, 2016 | Regular Meeting | 6:00 PM | City Council Chambers |
| Monday, January 9, 2017 | Organizational Meeting | 6:00 PM | City Council Chambers |
| Monday, January 23, 2017 | Regular Meeting | 6:00 PM | City Council Chambers |

S. Adjournment

Recommendation: to adjourn at ____ pm.



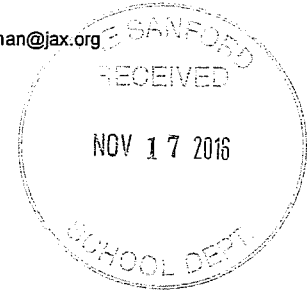
The Jackson Laboratory

Leading the search
for tomorrow's cures

Attachment F.1.

JAX Genomic Education

STEM and Undergraduate Education
207.288.6086 t
michael.mckeman@jax.org



SC-Communicate

November 7, 2016

David N. Theoharides
Superintendent
Sanford School Department
917 Main Street Suite 200
Sanford, ME 04073

Dear Superintendent Theoharides:

This past July, we had the pleasure of teaching two outstanding Sanford School Department teachers, Christina Alex and Beth Marass, from Sanford High School. Christina and Beth participated in a one-week professional development short course, *Teaching the Genome Generation* (TtGG), held July 11-15 at The Jackson Laboratory in Bar Harbor. Christina and Beth were two of 16 high school teachers from around Maine who spent the week learning the laboratory science and ethical implications of personal genomics. Personal genomics is a relatively new area of research that examines the subtle variations in each person's unique genetic code in the individualized prevention, diagnosis, and treatment of disease.

As an institution dedicated to research that improves human health, The Jackson Laboratory (JAX) believes it is essential that life sciences teachers and high school students gain a meaningful understanding of modern genomics. We were delighted to be awarded a five-year, \$1.27 million grant from the National Institutes of Health to develop and expand this program across New England. By participating in TtGG, Christina and Beth join a community of fellow genetics educators representing 64 schools in all six New England states.

We see Teaching the Genome Generation as a real partnership between The Jackson Laboratory and Sanford High School. To that end, we provide:

- 40+ hours of professional development;
- a fully developed curriculum including detailed lessons;
- a portable, research-quality molecular genetics laboratory that we ship to your school, including all supplies and chemicals;
- individualized support to implement this program at Sanford High School including selection of classroom experiments that match the teacher's and students' interests and academic level;
- a Genomics Help Desk the teacher can call during the lesson, if needed; and,
- opportunities for teachers to return as peer-instructors during future TtGG professional development short courses.

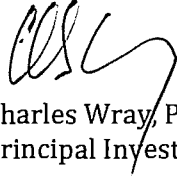
As our partners, the teachers provide feedback on what went well and how our genomics education program could be improved. They revise and improve classroom lessons and they share best practices with fellow members of the teacher cohort. Our team at JAX is

committed to continual enhancement of TtGG, including our own research studying the impact of this program on student aspirations in STEM and learning in genomics.

We think Teaching the Genome Generation will engage students at a personal level as they deepen their understanding of our genomic individuality through laboratory experiments they perform with their own hands.

We hope the program gains a foothold in Sanford High School's life sciences course of study and earns the support of the school and district at large.

Best regards,

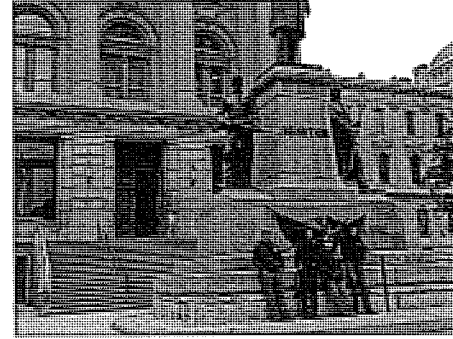
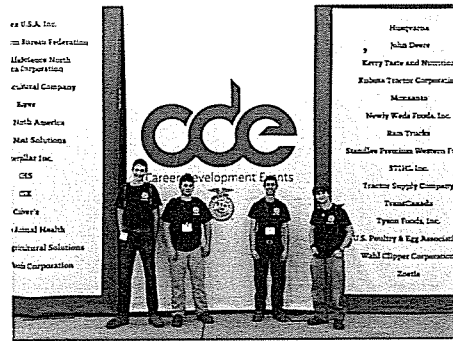
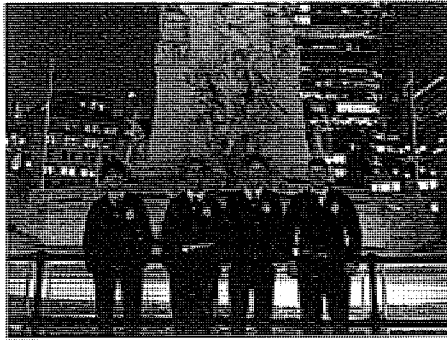


Charles Wray, Ph.D.
Principal Investigator, TtGG



Michael McKernan
Program Director, STEM and Undergraduate Education

cc: Marianne Sylvain, Principal



Indianapolis, Indiana October 18th-22nd 2016
Roger Langlois, William Stewart, Thomas Wilder, Dean Mongeon, and Mrs. Katie Hoagland

Dear Mr. Theoharides,

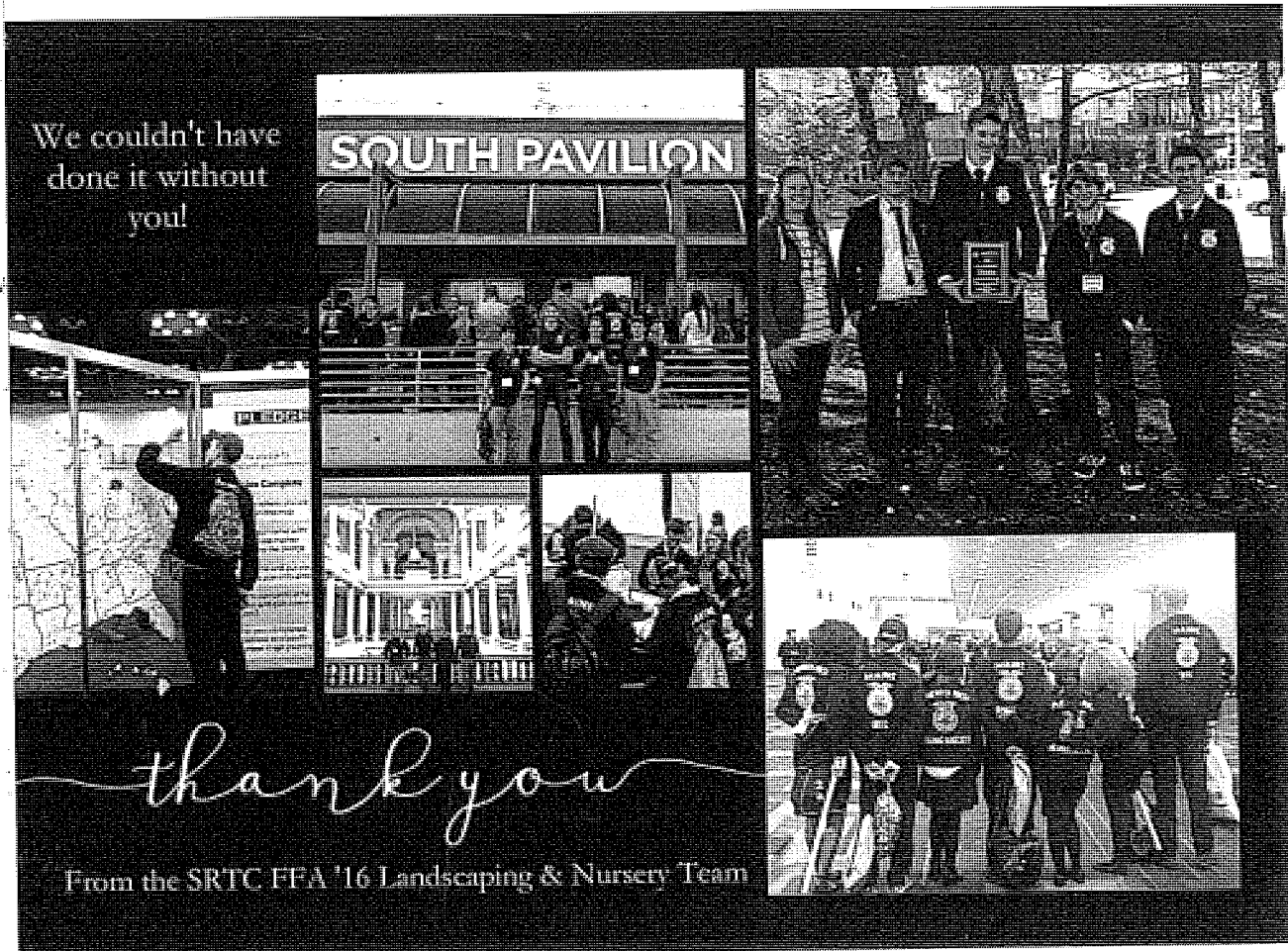
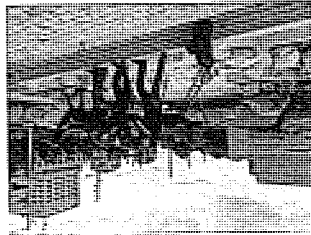
Thank you for giving the OKAY for us to go on this awesome trip, that we will all never forget.

Sincerely
William Stewart Roger Langlois

Tommy W Dean Mongeon
Mrs. Katie Hoagland

Yours Truly
Shutterfly
exclusively for shutterfly.com

Thank you for your support!



The following policy will be presented for a **“First Reading”**
on December 5, 2016

1. Policy GBEC: Drug-Free Workplace

This required policy was adopted in 1998 and has not been updated. The policy only requires the following minor revisions:

- Add “bath salts or other synthetic hallucinogen or” to the items that employees shall not unlawfully manufacture, distribute, dispense, possess, use or be under the influence of.
- Add “bath salts,” to the items that depending on the circumstances, may constitute sufficient grounds for discipline, up to and including dismissal.
- Replace the word “termination” with “dismissal” in the following sentence: Appropriate personnel sanctions shall be taken against any employee who violates the terms of this school unit’s drug and alcohol policy up to and including termination.
- Change the wording in the Implementation section from “The Superintendent shall be responsible for the development and promulgation of appropriate regulations to implement this policy” to “The Superintendent shall be responsible for developing and administering appropriate procedures to implement this policy.”
- Delete the Review section: “The Superintendent is to oversee a biennial review of the policy and regulations to determine the programs’ effectiveness, to implement changes disciplinary sanctions are consistently enforced.”

Recommended Motions

1. Motion to accept the First Reading of **Policy GBEC – Drug-Free Workplace**

DRUG-FREE WORKPLACE

The School Committee recognizes that alcoholism and drug dependency are treatable diseases. Left untreated, they may result in serious personal and family problems. At the same time, the School Committee is also seriously concerned about the effects of alcohol and drug dependency upon employee's job performance and ability to serve as a role model for our students.

The School Committee believes strongly that all employees and students should be able to work and learn in an environment free from alcohol and drug abuse. Accordingly, the district expects all employees to report for work and to perform their duties in a manner which does not jeopardize the health, safety and well-being of co-workers and students.

No employee shall distribute, dispense, possess, use or be under the influence of any alcoholic beverage, malt beverage or fortified wine or other intoxicating liquor. Nor shall an employee unlawfully manufacture, distribute, dispense, possess, use or be under the influence of "bath salts" or other synthetic hallucinogen or of any narcotic drug hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroid or any other controlled substance (as defined in schedules I through v of section 202 of the federal Controlled Substance Act (21 US 812); by regulation at 21 CFR, 1300.11 through 1300.15; and in 17-A MRSA, 1101). The above applies before, during and after school hours at school or in any other school system location, defined as follows:

"School system location" means in any school building or on any school premises; in any school owned vehicle or in any other school-approved vehicle used to transport students to and from school or school activities; off school property at any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school unit; or during any period of time such employee is supervising students on behalf of the school system or otherwise engaged in school unit business.

Any employee who suspects that he/she may have an alcohol or drug dependency problem is strongly encouraged to contact his/her supervisor to seek voluntary diagnosis and treatment. The employee will be provided confidential referral services to an outside agency upon request and assisted in determining the extent to which insurance coverage to help pay for such services is available. All voluntary referrals shall be kept confidential.

Any illegal use, possession, furnishing, selling or provision of assistance in obtaining "bath salts," alcoholic beverages or scheduled drugs not covered by the preceding paragraph may, depending upon the circumstances, constitute sufficient grounds for discipline, up to and including dismissal. Referrals under foregoing paragraphs of this policy will not preclude disciplinary action under this paragraph, depending on the circumstances.

As provided in the Drug-Free Workplace Act of 1988, any employee is required to notify the school unit of a criminal or civil conviction for a drug violation occurring in the work place no later than five calendar days after such conviction. In turn, the Superintendent, within 10 calendar days of learning of such conviction, is to give written notification to the U.S. Department of Education and to any other federal agency from which the unit receives grant funds.

Appropriate personnel sanctions shall be taken against any employee who violates the terms of this school unit's drug and alcohol policy up to and including dismissal.

Implementation

The Superintendent shall be responsible for developing and administering appropriate procedures to implement this policy.

Communication

A copy of this policy is to be given or mailed to all current employees and to new employees at the time of their employment and is to be posted in appropriate locations throughout the school system.

Legal Reference: 21 U.S.C. 512 (Controlled Substances Act)
21 C.S.R. 1300.11.15
Fed. P.L. 101-226
17-A MRSA 1101

Cross Reference: JICH-Drug and Alcohol Use by Students

Adoption Date: March 2, 1998

Effective Date: March 2, 1998

Revised: _____

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Review

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