

## MAINE SCHOOL ADMINISTRATIVE DISTRICT #37

March 27, 2019

The Regular Meeting of the Board of Directors of RSU/MSAD #37 was held at Narraguagus Jr./Sr. High School, Harrington, Maine on Wednesday, March 27, 2019 to consider and act upon the following items of business:

**Board Members Present:** Jeffery Beal, Everett Grant, Bethany Hartford, Grace Kennedy, Ronald Kennedy, Gary Magby, Debra Murphy, Charles Peterson, Jr., Vance Pineo, Jr., Dawn Robbins, and Mark Wright

**Other persons present:** Ronald Ramsay, Lorna Greene, Susan Meserve, Lucille Willey, Todd Emerson, Denise Vose, Ron Green, Lori Mathews, David Mathews, Linda Smith, Harry Beal, Jr., Samantha Beal, Tiffany Strout, Dawn Fickett, and other citizens

### MINUTES

#### A. INTRODUCTORY BUSINESS

1. **The meeting was called to order at 7:00 p.m. by Chairman Pineo.**  
Eliza Fye, President of the Senior Class at Narraguagus, asked that she be allowed to address the board regarding the Senior Class Trip (Article C-1.).
2. **RE: APPROVAL OF MINUTES OF FEBRUARY 27, 2019 REGULAR MEETING**  
**ACTION:** Motion by Gary Magby, second by Debra Murphy, and voted (859-yes, 142-abstentions) to approve the minutes of the February 27, 2019 regular meeting as presented. (Chartrand and Wright abstained as they were absent from that meeting.)
3. **RE: REPORT—SUPERINTENDENT OF SCHOOLS (Including Legislative Updates)**  
**INFORMATION:** Supt. Ramsay reported on the following.
  - He is pleased that an agreement on the site location for the CTE programming through the FEDES grant has been reached, and we can now move forward with the work. He will meet with Jennifer Pooler, of the DOE, on Monday, April 1<sup>st</sup> to learn more about the process to move forward.
  - Budget Workshops are on schedule for April 3<sup>rd</sup> & 10<sup>th</sup>. The board will be asked to give approval to the budget at its April 24<sup>th</sup> meeting. The District Budget Meeting will be on May 21<sup>st</sup>, and the Budget Validation Referendum on June 11<sup>th</sup>.
  - Next Tuesday, April 2<sup>nd</sup>, most of the district's staff will be participating in a workshop with Cassie Yackley regarding Trauma in Schools.
  - There are some big bills relating to education looming in the legislature. One is an Educational Policy bill being pushed by the MEA. They want educational policy to be a negotiable item in teacher contracts. This would involve things such as the number of students in a classroom, what classes a teacher will teach, their workload, etc. The other is the minimum \$40,000 for teacher salaries. The state is talking about funding the difference at 100% the first year, then decreasing funding and phasing it out within 3-4 years. This would really hurt us.
  - After this week, there are only 10 weeks left in the school year!
  - Resignations have been received from Michelle Davis, Health Teacher at NJSHS, and Bethany Dorr, grade 3 teacher at Harrington. We wish them both the best as they leave the district and thank them for their years of teaching in RSU/SAD #37.

**4. RE: SUBCOMMITTEE REPORTS  
INFORMATION:**

- Athletics/Student Activities—Debi Murphy noted that the committee met earlier tonight with Brienne Fraser who was hired last month as the pee-wee cheering coach for Milbridge. She was away and could not meet with the board last month, so this was an opportunity for the committee to meet with her as a formality.
- Curriculum & Instruction—None
- Negotiations & Grievance—None
- Policy & By-laws—None
- Facilities, Maintenance, Safety, & Transportation—Beth Hartford noted that this committee met last night and discussed roof guards for Narraguagus, the replacement of the canopy there, masonry work at Harrington Elementary, and some basement work at the Central Office.

**5. RE: REVIEW OF FINANCIAL STATEMENTS**

**INFORMATION:** Supt. Ramsay noted that he is pleased with where we were at the end of February. With a third of the year left and 45% of the budget remaining, we will have the funds needed for summer salaries and our balance forward for next year.

**6. RE: ADMIN REPORTS INCLUDING ESSA, G/T, AND PROFESSIONAL  
DEVELOPMENT**

**INFORMATION:** Lucille Willey presented a written report on news from Narraguagus. Highlights included college acceptances to date, Skills USA competition, CTE student of the year, art award, 8<sup>th</sup> grade boys' trip to WCCC, Healthy Acadia presentation, Edge trip to Bangor for the Maine Science Festival, pie for Pi day, JMG trip to Thomas College, Senior Class Auction, and spring athletics. Enrollment is at 292.

Lorna Greene noted enrollment at DW Merritt was 102. Students participated in Read Across America Day. The first ever Family Cabin Fever Reliever potluck was held on March 7<sup>th</sup> with great attendance! The Skills and Drills program for Grades 3 & 4 is wrapping up. Students have shown great improvement in their basketball skills. Pee wee basketball is busy. **Professional development:** The Leadership Team met on March 16 and is already planning the fall workshop for reviewing Best Practices with all staff. On March 14<sup>th</sup>, staff used the early release afternoon to work do video training for MEA administration. **ESSA:** 188 students are receiving Title I services. Staff are planning the spring Family Nights for each school. **G/T:** Students in the program will be attending a poetry presentation at the Grant called "Little Bits of Light." The spring identification process begins in April.

Susan Meserve reported an enrollment of 149. Her students also participated in Read Across America. Author Tim Caverly visited on March 8<sup>th</sup> and shared some of his Allagash adventures with students. He read to PreK and K and did writing sessions with grades 1-6. Pee wee players are having a great time. Bella Kippen participated in the state Spelling Bee and came in 6<sup>th</sup> overall. On March 22<sup>nd</sup>, DI students presented their play to parents and the school.

Denise Vose noted that 148 students are receiving special services, with 24 more under 504 plans. She has chaired 31 meetings this month, as well as attending Directors' meetings in Calais and Augusta. At a meeting on March 11<sup>th</sup> for our Special Ed Teachers and Therapists, Ed Latham (Technology Assistant) trained staff to use Google Docs.

**7. RE: AGENDA ADJUSTMENTS**

**ACTION:** Motion by Debra Murphy, second by Mark Wright, and voted (unanimously) to approve an adjustment to the agenda for a volunteer track and field assistant. This will be added as Article C-1b.

**B. OLD BUSINESS**

None

**C. NEW BUSINESS**

**1. A. RE: APPROVAL OF SENIOR CLASS TRIP TO**

**ACTION:** Lucille Willey noted that the class will travel to Boston for a day trip on May 11<sup>th</sup>. They will visit the Boston Aquarium, the Imax Theater, and attend a Red Sox game. Then return home. The bus will leave at 3:00 a.m. and return around 10:00 p.m.

Eliza Fye, Senior Class President, addressed the board. She noted that the class raised over \$30,000 and many in the class feel they should have more than just a day trip. The first choice of the class was to go to Six Flags. They thought that's where they were going, and then to a Red Sox game. The class talked about staying overnight, but advisors said they did not want to. Others have stepped forward saying they are willing to go as chaperones if the advisors don't want to. She feels they deserve more than what they are getting after all the hard work they have put into fundraising the last four years.

Lucille Willey noted that Linda Smith and Lurena Perry are the class advisors. They are working on another day trip as well. They did look into Six Flags, but the charter bus was only available for a couple of days and would cost \$9,000 for a trip there, so the decision was made by the advisors not to do it.

Linda Smith, advisor, said the plan was to take more than one day trip. She noted that she has been upfront with the class since Freshmen year that she would not be comfortable with an overnight trip.

More discussion followed. Debi Murphy wonders how the two sides can come together, hearing that the Seniors are disappointed. They raised the money, but advisors don't want to stay overnight, but can't someone else go as chaperones? Grace Kennedy said she doesn't understand the issue with an overnight trip as many classes take overnight trips. Samantha Beal, parent and school employee, said she would be more than willing to step-up and go as a chaperone as are several other high school staff members.

Supt. Ramsay noted that he just became aware of the controversy last Friday. He would have preferred that the issue had been resolved before coming to the board. He recommended that the board approve the trip as presented, and then if any revisions are made it can be brought back in April for approval. That way at least something has been approved. He noted that these trips are not rights or requirements. Not every class has gone on one. Advisors are chosen by the school and we are lucky to get them. It is a four-year commitment, and we can't force them to take kids on trips. It is a big responsibility to take students on overnight trips, so we can't look down on those that don't want to put themselves on the line for that responsibility. There can be legitimate

reasons for not wanting to do overnights, including student behavior issues. There was a time that we could exclude students because of pattern of misbehavior, but now can't exclude them unless they were in trouble just before the trip goes. There is still time for this to be worked out and brought back to the board if any changes are made.

Motion by Mark Wright, second by Chris Chartrand, and voted (unanimously) to approve the Senior Class Trip as presented with final approval at the April Board meeting if changes are made (including adding an overnight) if criteria are met.

**B. AGENDA ADJUSTMENT RE: APPROVAL OF VOLUNTEER TRACK & FIELD COACH**

**ACTION:** Motion by Debra Murphy, second by Dawn Robbins, and voted (unanimously) to approve Corrie Hunkler as Volunteer Track & Field Assistant as recommended by the Superintendent.

**2. RE: APPROVAL OF MILBRIDGE GRADE 6 TRIP TO CAMP KIEVE, APR. 24-26**

**ACTION:** Motion by Mark Wright, second by Bethany Hartford, and voted (unanimously) to approve the Milbridge Grade 6 trip to Camp Kieve on April 24-26.

**3. RE: HIRING JUNIOR HIGH BASEBALL AND SOFTBALL COACHES**

**ACTION:** Motion by Debra Murphy, second by Mark Wright, and voted (unanimously) to approve the hiring of Hilary Oliver and Hannah Alley as Junior High Softball Co-coaches as recommended by the Superintendent. We are still looking for a baseball coach.

**4. RE: HIRING PROBATIONARY CONTRACT TEACHERS FOR 2019-2020**

- a. Baker, E. Daniel, Science at Narraguagus (3<sup>rd</sup> year)
- b. Rebecca Fletcher, Special Education at Narraguagus (2<sup>nd</sup> year)
- c. Jennifer Kempthorne, Kindergarten at Harrington (3<sup>rd</sup> year)
- d. Alexandra Loukas, Grade 1 at Milbridge (2<sup>nd</sup> year)
- e. Valerie Michaud, Kindergarten at DW Merritt (2<sup>nd</sup> year)
- f. Michael Milazzo, Music K-12 (2<sup>nd</sup> year)
- g. Cristina Perez, ESL K-12 (3<sup>rd</sup> year)
- h. Erica Thompson, PreK at DW Merritt (2<sup>nd</sup> year)

**ACTION:** Motion by Charles Peterson, Jr., second by Debra Murphy, and voted (unanimously) to ratify the hiring of the above slate of probationary contract teachers for 2019-2020 as recommended by the Superintendent.

**5. RE: HIRING 4<sup>TH</sup>-YEAR TEACHERS MOVING TO CONTINUING CONTRACTS FOR 2019-2020**

- a. Heather Knapp, Special Education at Harrington
- b. David Rinkle, Industrial Technologies at Narraguagus
- c. Hannah Woodruff, Math at Narraguagus

**ACTION:** Motion by Debra Murphy, second by Mark Wright, and voted (unanimously) to ratify the hiring of the above slate of 4<sup>th</sup> year teachers moving to continuing contracts for 2019-2020 as recommended by the Superintendent.

**6. RE: HIRING ONE-YEAR ADMINISTRATORS**

- a. Samantha Beal, School Nurse/CNA Instructor
- b. Susan Dow, Part-time Assistant Principal, Grades 7/8
- c. Todd Emerson, Part-time Assistant Principal, Grades 9-12
- d. Dawn Fickett, Administrative Assistant to the Superintendent
- e. Ron Green, Maintenance Director
- f. Edward Latham, IT Assistant
- g. Tracie Martin, Part-time Athletic Director at Narraguagus
- h. Lori Mathews, Transportation Director
- i. Lisa Roeber, Food Services Director
- j. Ron Smith, IT Director

**ACTION:** Motion by Debra Murphy, second by Mark Wright, and voted (unanimously) to ratify the hiring of the above slate of one-year administrators for 2019-200 as recommended by the Superintendent.

**7. RE: EXECUTIVE SESSION TO DISCUSS NEGOTIATIONS**

**ACTION:** Motion by Chris Chartrand, second by Debra Murphy, and voted (unanimously) to enter Executive Session to discuss Negotiations pursuant to Title I § 405 (6)(A). Those included in the session will be the board and Supt. Ramsay.

Entered Executive Session at 8:40 p.m. Came out of Executive Session at 9:08 p.m.

**8. RE: APPROVAL OF SUPPORT AND ADMINISTRATOR NEGOTIATIONS FOR 2019-2020**

**ACTION:** Motion by Jeffery Beal, second by Debra Murphy, and voted (unanimously) to approve the following support and administrator negotiations for 2019-2020:

- Administrators will receive a 2.75% increase in pay.
- Support Staff scales will be increased by 2.75% and employees will be placed on the appropriate step. Those already at the top of the scale and beyond will receive a 2.75% increase to their present hourly wage.
- Sara Ippolito, Bookkeeper, will receive a \$1.00 per hour increase in addition to the 2.75% to recognize receipt of her Masters' Degree in Accounting.

**9. RE: ADJOURNMENT**

**ACTION:** Motion by Charles Peterson, Jr., and voted (unanimously) to adjourn the meeting at 9:10 p.m.

Respectfully submitted,



Ronald C. Ramsay  
Secretary to the Board

MEETING SUMMARY, March 27, 2019

A. INTRODUCTORY BUSINESS

2. APPROVED minutes of the 2/27/19 regular meeting;
7. APPROVED agenda adjustment for volunteer track & field coach (added as C-1b.);

B. OLD BUSINESS

None

C. NEW BUSINESS

1. APPROVED Senior Class Trip;
2. APPROVED Milbridge Grade 6 trip to Camp Kieve;
3. HIRED Hilary Oliver and Hannah Alley as junior high softball co-coaches;
4. HIRED probationary contract teachers—Baker, Fletcher, Kempthorne, Loukas, Michaud, Milazzo, Perez, Thompson;
5. HIRED 4<sup>th</sup> year teachers—Knapp, Rinkle, Woodruff;
6. HIRED one-year administrators—Beal, Dow, Emerson, Fickett, Green, Latham, Martin, Mathews, Roeber, Smith;
7. EXECUTIVE SESSION to discuss negotiations;
8. APPROVED administrator and support negotiations for 2019-2020.