

Hermon School Committee
Minutes – Regular Meeting
Monday, May 7, 2018 – 6:30 p.m.
Hermon High School Room #139

Providing Leadership to Enhance the Aspirations of our Children

Present

Anthony Reynolds, Chair
Ted Harris, Vice Chair
Debora Farnham
Jesse Keith
Anne Smith
Debbie CoWallis
Eric Byers, Student Representative
Allison Treat, Student Representative

Absent

Shannon Knowles

- Staff: Stephanie Biberstein, Janice Clain, Jason Davis, Micah Grant, and Brian Walsh
- Guests: Sue Shapiro, Brandon Crocker, Shannon Arce, Marlon Arce, Shannon Mockler, Amy Oliver-Stubbs, and James Stubbs
- Item I: Mr. Reynolds, Chair, called the meeting to order at 6:30 p.m. followed by the Pledge of Allegiance.
- Item II: Mr. Harris motioned, seconded by Mr. Keith to enter Executive Session at 6:31 p.m. pursuant to Student Issue 1 M.R.S.A. § 405 (6) (B).
Accepted, unless doubted
The school committee returned to public session at 7:16 pm.
- Item III: Agenda Adjustments
Add Item XI Executive Session – Employment of Officials, Appointees, Employees [1 M.R.S.A. § 405 (6) (a)] at the end of the meeting.
- Item IV: Mr. Harris motioned, seconded by Mrs. Smith to approve the Minutes of Special Meeting of April 30, 2018.
Unanimous vote (6)
- Item V: Proclamations and Presentation
A. Public Comments *
Shannon Arce, parent of an elementary student, read a statement regarding a bus issue. She created a petition requesting bus monitors for safety. She also felt there are bullying issues. She presented Mr. Reynolds with letters from other parents unable to be at the meeting. Mr. Reynolds

stated that he did not feel it was in the budget to have a bus monitor on every bus. He suggested Mrs. Arce should work with Mr. Gonyar, Mrs. Perry and Mr. Higgins, Transportation Director, to come up with solutions for immediate problems.

Shannon Mockler, parent of elementary students, also read a statement detailing bus related bullying issues. She also feels there is a need for bus monitors to assist the drivers on the buses. Mr. Reynolds requested Mr. Gonyar meet with Mrs. Mockler to make sure everything is followed up on in her case.

Amy Oliver-Stubbs, parent of an elementary student, spoke regarding bullying issues at the Elementary School. Mr. Reynolds asked her to meet with Mr. Gonyar, to see if there is a workable solution. He explained that when situations arise the chain of command is to go to the Principal first, then if not satisfied with that, go to the Superintendent. If you are not satisfied with the Superintendent, then the Chain of Command is to go to the School Committee. She also inquired about the ODR policies in place. Mr. Gonyar explained that the School Committee creates the Code of Conduct Policy, found in the policy and student handbooks. The system is put in to place by the Principal and staff at each school to best address the unique characteristics and appropriateness for the ages of their students.

B. Proclamations – Mr. Gonyar asked to wait on this until later in the meeting.

Item VI: Personnel

A. Resignation

Mr. Gonyar accepted with regret:

- The resignation of Gail Gordon, Assessment/Curriculum Coordinator, retiring effective June 29th.
- The resignation of Brandy St. Pierre, Director of Special Services, retiring effective June 30th.
- He thanked both Mrs. Gordon and Mrs. St. Pierre for staying an additional year for support during his transition as the new superintendent.
- The resignation of Amy Chandler, HES Self-contained Ed Tech, effective the end of the school year.

B. Employment

Mr. Harris motioned, seconded by Mrs. Smith to approve the employment of Susan Shapiro, HHS Art Teacher for the 2018-19 school year.

Unanimous vote (6)

Mr. Harris motioned, seconded by Mrs. Smith to approve the employment of Brandon Crocker, HHS Math Teacher for the 2018-19 school year.

Unanimous vote (6)

Mr. Harris motioned, seconded by Mrs. Smith to approve the employment of Tracy Reardon, HMS Self-contained Teacher for the 2018-19 school year.

Unanimous vote (5)

- C. Extra-Curricular Appointments *New to position
Chad Scripture – MS Volunteer Assistant Baseball Coach*

Item VII: Old Business

- A. Mr. Harris motioned, seconded by Mr. Keith to excuse the absence of school committee member Shannon Knowles.

Unanimous vote (6)

- B. Approval of the SPRPCE Inter-local Agreement

Mr. Harris motioned, seconded by Mrs. Smith that the School Board on behalf of the voters of Hermon hereby approves the Interlocal Agreement for the Southern Penobscot Regional Program for Children with Exceptionalities as described in the regional service center application approved by the Commissioner of the Maine Department of Education, and authorizes the Superintendent of Schools to sign the Interlocal Agreement and related documents on behalf of the Hermon School Department.

Unanimous vote (5)

- C. Policies – Second Reading

a. ADC: Tobacco Use and Possession

b. ADC-R: Tobacco Use and Possession Administrative Procedure

Mr. Harris motioned, seconded by Mr. Keith to approve the second reading of the policies, as presented.

Unanimous vote (6)

Item VIII: New Business

- A. Review of Capital Maintenance Plans

Mr. Gonyar handed out the first draft of the capital maintenance plan. He worked with Mr. Davis, Director of Facilities, and with principals to come up with a maintenance plan in writing; a list that will be continuously added to and updated as we get projects done. The plan is for the type of projects that do not require going out to bid and contracting with outside companies. Most of the work can be done by Mr. Davis and his crew and can be budgeted within our regular budget. The projects listed were prioritized and indicated whether they were budgeted or not for next year. Priority one being the highest. The Capital Improvement Plans are being done by Carpenter & Associates.

- B. Contribution to Employee's Retirement Celebration
Motioned by Mr. Harris, seconded by Mrs. Smith to Contribute \$100 to the Employee's Retirement Celebrations per building and including the superintendent's office for a total of \$400.
Unanimous vote (5)
- C. Policies – First Reading
- a. JICH - Drug and Alcohol Use by Students
 - b. JKE - Expulsion of Students
 - c. JKE-R Expulsion Guidelines
 - d. GBGAA - Bloodborne Pathogens
- D. Job Descriptions – First Reading
- a. School Principal
The State of Maine has had us create new evaluation systems: one was for the teacher's effectiveness and one was for administrators. To do a good evaluation, you must have accurate, updated job descriptions. Mr. Gonyar will be doing the Principal's evaluations within the next month or so. He would like to have a good job description to draw from. The draft School Principal job description will be one job description for all school principals.
- E. Review of the Census Study
The chart handed out reflected the enrollment projections for our district for the next 10 years. The elementary has already grown quite a bit over the past few years; if that growth continues, the middle school will grow, and then as students continue to go up, the high school will grow. This will influence the budget, capital improvement plans, and capital maintenance plans. The capacity of the high school is 600 students. The middle school capacity is about 360 students. We also probably need to add at least one science teacher within a couple of years at the middle school.

Back to Proclamations

Mr. Gonyar presented Eric Byers with a certificate of appreciation for his outstanding service and leadership in his role as student representative to the Hermon School Committee. A round of applause followed.

Item IX: Reports

A. Superintendent

Referring to his written report, Mr. Gonyar went over his goals. The town council has asked Mr. Gonyar to return to answer more questions regarding the proposed budget and have asked the school committee to designate what the additional \$191,000 is for. Mr. Gonyar mentioned there is a mandate to sprinkle the elementary school within the next 3 years at the

estimated cost of \$150,000. Mr. Gonyar recommended that they designate \$150,000 for the sprinkler system, and have that project done next summer.

Mr. Harris motioned, seconded by Mrs. Smith to earmark the estimated \$150,000 for the HES sprinkler system.

Unanimous vote (5)

Mr. Gonyar also spoke on 3 Proficiency-based options from the State. He and the administrative team have discussed the major components of proficiency-based education, the 10 core ideas behind the shift from traditional to proficiency and what is in the best interest for our students. We will be reviewing all the policies around proficiency-based education.

B. Principals

In addition to his written report, Mr. Walsh added that the list of events in his report did not include any athletic activities. He will update once Mr. Sinclair knows where we are with playoffs.

In addition to his written report, Mr. Grant added that they are done testing at the middle school with a 100% participation rate.

C. Finance Report

D. School Committee Follow-up and Request for Information

Mrs. Smith mentioned that the attendance numbers looked good. She also mentioned that she was a proud citizen of the community that has a Board that works so nicely with the schools run by good people with a good man, Mr. Gonyar, at the top.

Mrs. Farnham mentioned that she really likes the Guidance report. She thought it was amazing there were 105 early college opportunities. She inquired about the Powerschool comments in the guidance report. Mr. Gonyar stated that we need more training in Powerschool, and that we have a plan for that.

Mr. Harris wanted to recognize the folks that came in this evening and spoke. He hopes that working with the new superintendent will take care of the issues. He mentioned he may have a lead on 50 oversized lockers from Kennebec Valley Community College for football equipment at no cost. He also wanted to recognize the Emergency Response system that Mr. Gonyar has put in place with the emails/calls is extremely nice to have.

E. Other

Mr. Byers stated that elections are coming up for each class, as well as student council. Once they have student council representatives, he and Miss Treat will go and talk to them about the student representative position. He also mentioned the show dates and times for "The Importance of Being Earnest".

Miss Treat mentioned that the French Club donated letters, backpacks, and various toiletry items to a Haiti orphanage. The Key Club had elections, and she was elected President of the Key Club. NHS also had elections, and they are now planning the academic awards night. The JROTC had their banquet last week. Hawks for Change helped with a food collection for Neighbors Helping Neighbors at Danforth's on Saturday.

Item X: Mr. Harris moved, seconded by Mrs. Smith to approve Warrant # 21 of April 20, 2018, and Warrant # 22 of May 4, 2018.

Accepted, unless doubted

Item XI: Mr. Harris motioned, seconded by Mr. Keith to enter Executive Session pursuant to 1 M.R.S.A. § 405 (6) (a) to discuss Employment of Officials, Appointees, Employees.

The school committee returned to public session at 9:24 pm.

Item XII: Mr. Harris motioned, seconded by Mr. Keith to adjourn at 9:25 p.m.

Accepted, unless doubted

Respectfully submitted,
Gary J. Gonyar
Superintendent of Schools