

Hermon School Committee  
Minutes – Regular Meeting  
Monday, July 9, 2018 – 6:30 p.m.  
Hermon High School Library

*Providing Leadership to Enhance the Aspirations of our Children*

Present

Anthony Reynolds, Chair  
Ted Harris, Vice Chair  
Debora Farnham  
Jesse Keith  
Anne Smith  
Shannon Knowles

Absent

Debbie CoWallis

- Staff: Micah Grant, Jenny Perry, and Brian Walsh
- Item I. Mr. Gonyar, Superintendent, called the meeting to order at 6:31 p.m. followed by the Pledge of Allegiance.
- Item II: Election of Officers
- A. Chairperson  
Mrs. Farnham nominated Mr. Reynolds.  
Unanimous Vote (6)
- B. Vice Chairperson  
Mr. Harris nominated Mrs. Farnham. Mrs. Farnham declined.  
Mrs. Farnham nominated Mr. Harris.  
Unanimous Vote (6)
- Item III. Agenda Adjustments:  
Under Item X: Approval of Warrants, add approval of Warrant #1 of July 13, 2018.  
Also, table Item XI: Executive Session – Compensation of Employees 1 M.R.S.A. § 405 (6) (a) until the August meeting as we are still working on contracts.
- Item IV. Mr. Harris motioned, seconded by Mrs. Smith to approve the minutes of the regular meeting of June 4, 2018, amended to correct two of the student names to be Liana Shaw and Kaden Nevels under Mr. Harris' comments on the Maine Youth Leadership Conference.  
Unanimous vote (6)
- Item V. Proclamations and Presentation  
A. Public Comments \*: None
- Item VI. Personnel  
A. Resignations  
Mr. Gonyar announced the resignations of:

- Clint Eaton, HHS Physics Teacher
- Heather Sutherland, HHS Food Services
- Rob Jenkins, Varsity Softball Coach

B. Employment

Mr. Harris motioned, seconded by Mr. Keith to approve the employment for the 2018-19 school year of:

- Suzanna Michaud, HMS Resource Room Teacher
- Alicia Tardie, HMS Resource Room Ed Tech
- Kathryn Callahan, HES Kindergarten Teacher
- Jessica Fusco, HHS Physics Teacher

Unanimous vote (5)

C. Transfers

Mr. Gonyar announced the transfers of:

- Marissa Kelley (1<sup>st</sup> grade) be transferred to the Title Math teaching position
- Courtney Williams (3<sup>rd</sup> grade) be transferred to 2<sup>nd</sup> Grade
- Miranda Mauger and Ashley Emery, Ed Techs, transferring from the elementary to the high school

D. Student Representative 2018-2020

Motioned by Mr. Keith, seconded by Mrs. Smith, to approve the recommendation of Liana Shaw as a Student Representative to the Hermon School Committee.

Unanimous vote (6)

Mr. Keith will notify the candidate, as well as the other nominees.

Item VII: Old Business

A. Excused Absence of School Committee Member/s

Motioned by Mr. Harris, seconded by Mrs. Smith to approve the absence of Mrs. CoWallis.

Unanimous vote (6)

Item VIII: New Business

A. Approval to Apply for Federal Funds

Mr. Gonyar explained that there must be school committee meeting minutes with approval to apply for federal funds, for example: Special Education, Entitlement funds or Title grants.

Motioned by Mr. Harris, seconded by Mrs. Smith, to approve the superintendent to apply for federal funds.

Unanimous vote (6)

B. HSC Meeting Schedule 2018-2019

Motioned by Mr. Harris, seconded by Mrs. Smith, to approve the Hermon School Committee meeting schedule for 2018-19.

Unanimous vote (6)

C. Superintendent report on employee exit interviews

The exit survey was sent out to employees leaving the district and returned with responses. Not everyone chose to have an exit interview. Mr. Gonyar felt the exit interviews were wonderful for him to get some honest feedback for all the different buildings and positions that they have. Overall, they were very positive. The big items were that they felt overwhelmingly supported by administration and coworkers; Frustrations were for the amount their jobs have grown over time with State mandates, testing requirements, training requirements with nothing coming off their plates. Technology issues and planned updates were discussed further.

D. Permission for Superintendent to hire employees over summer, prior to school committee meeting

Motioned by Mr. Harris, seconded by Mrs. Smith, to approve the Superintendent to hire employees over summer, prior to school committee meeting.

Unanimous vote (5)

E. Set date for Policy Committee meeting

The next policy committee meeting will be held Monday, August 13<sup>th</sup> from 3:30-5:00 pm at Hermon High School Library.

F. First Reading of Policies

a. GBGAA-R Bloodborne Pathogens Exposure Control Plan

Motioned by Mr. Harris, seconded by Mrs. Smith, to approve the first reading of the policy GBGAA-R Bloodborne Pathogens Exposure Control Plan, as presented.

Unanimous vote (6)

G. First Reading of Job Description

a. Behavioral Coach

b. Safety/Attendance Monitor

i. Approval to advertise and fill the position of Safety / Attendance Monitor.

Motioned by Mr. Harris, seconded by Mr. Keith to approve advertising and filling the position of Safety / Attendance Monitor at HHS.

Unanimous vote (5)

Item IX: Reports

A. Superintendent

In addition to his written report, Mr. Gonyar discussed the State's rollback of the Proficiency Based Education (PBE) Law, making it optional. He stated that over this year, the new Curriculum Coordinator and the A-Team will look at our progress and keep the things they feel are valuable and reshape the things that may be a hinderance. He stated that they will also have to go back and revisit all the policies that revolve around graduation and PBE. Mr. Walsh has lined up a team that is looking at that this summer

and bring them for first readings. Mr. Gonyar stated we will have to look at what our standards are and decide what is the best for students. Mrs. Farnham stated that she would like to see an example of what a classroom is going to look like and feel like. Annual State testing results will not be available until sometime in the fall. We are doing more at the classroom level with formative assessments, so the teachers have a better idea of what the students get or don't get, and not rely so much on standardized tests.

Mr. Gonyar stated that he did not have a detailed budget report yet, as we are still closing that budget. He will have Rhonda Byers, Finance Manager, do a detailed report as to how much money we have left and what we are going to do with it. We are in great shape. He stated he wants to look at our annual spending vs. our budget. He discussed that it is difficult for us to projections because we are always behind in the business office. We started to get caught up when we added a shared person from the Town, but the Town has been short-handed and has had to call her back several times, leaving us short-handed again. He thinks it's time to hire a full-time person who can help with finance who can do payroll, accounts receivable and accounts payable. He'll take .25 Accounts Receivable from Rhonda Hachey (leaving her full-time Special Ed/504), and put with the current .5 Payroll Clerks, and add a .25 to create a full-time position. Mr. Gonyar will have Mrs. Byers attend the meeting in August to be available to answer any questions.

Regarding construction, a series of events have left us where the addition itself is on schedule. There is a great plan for site work. The roof is going well, the hang-up is the canopy over entrance. The original design had the canopy come from the gym roof, down across the walkway, one section of metal roof installed. The building committee did not feel that was the way to go and had Randy Bragg, Carpenter and Associates, design a second design which had a flat roof. The problem with the shed roof, is when the snow comes off it will pile up and people can climb the snow and get on the roof. The flat canopy design price was excessive, at about \$375,000, with only \$175,000 in the budget. When the date came to order the materials, they had to decide if they should go with the shed roof which is not ideal, and they did not get approval from the Town Council to do the flat roof, so they opted to not do the canopy until next summer. Discussion around canopy and roof options ensued.

Motioned by Mr. Harris, seconded by Mrs. Smith, to go with a canopy with a flat roof, prolonging the process until next summer.

Unanimous vote (5)

#### B. Principals

The principals did not have anything in addition to their written reports.

#### C. Finance Report

#### D. School Committee Follow-up and Request for Information

Mrs. Smith commended Mr. Walsh on a super graduation, she thought it was a class act. She inquired about the High School dress code and do students know what they can and cannot buy for clothes to come back for school. Mr. Walsh stated they made it very clear, they sent it home and have put it in the handbook. Mr. Walsh

also sends home a memo with the dress code every August, but the reality is there will always be an issue with the dress code.

Mrs. Farnham asked if there is there a waiver you can get for the amount received from the State about when there are significant changes in the numbers of students in a class. Mr. Gonyar stated there was not a waiver and that's why you do not want to build a cliff, so you expand slowly. She asked for more information on the vandalism issue. Mr. Gonyar stated that it is being actively investigated by the Sheriff's Department. There was a window broken, the football pads were cut, and tires were slashed on our trailers. He has estimated it to be between \$3,000 - \$4,000 worth of damage, with at \$1,000 deductible it is not worth filing a claim with the insurance. We are going to use some of last year's money to replace those items right away. She also inquired about how the Rec program was doing at the high school. Mr. Gonyar reported that last he knew, it was going great.

Mrs. Knowles asked if there was one subject (English, math and social studies) more than another with numbers in summer school. Mr. Walsh stated there was more math this summer. He stated that students are limited, by policy, to two summer school courses during their high school career with a minimum 60 average to be eligible. Freshman and sophomores retake classes.

Mr. Harris asked about incoming freshman. Mr. Walsh stated that they have students coming in from 11 communities. Mr. Harris also asked if there was going to be an 8<sup>th</sup> grade Spanish class. Mr. Grant stated that there will be a Spanish 1 elective or one of the other electives: band, chorus, or the ½ year course of Healthy Lifestyles (combination health and phys. ed) and one of the other ½ year courses they could choose civics or probability & statistics. Mr. Grant stated that students had already signed up for classes with a parent sign off. Mr. Grant will send out welcome to letters with student schedules in August.

#### E. Other

- Item X: Approval of Warrant  
Motioned by Mrs. Smith, seconded by Mr. Harris to approve warrant # 25 of June 15<sup>th</sup>, warrant # 26 of June 29<sup>th</sup>, and warrant # 1 of July 13<sup>th</sup>, 2018.  
Unanimous vote (5)
- Item XI: Executive Session – Compensation of Employees 1 M.R.S.A. § 405 (6) (a).  
Tabled until the August 6, 2018 meeting, as we are still working on contracts.  
Accepted unless doubted
- Item XII: Adjournment  
Mr. Harris motioned, seconded by Mrs. Smith to adjourn at 8:25 p.m.  
Accepted, unless doubted

Respectfully submitted,  
Gary J. Gonyar  
Superintendent of Schools