

Hermon School Committee  
Minutes – Regular Meeting  
Monday, December 19, 2016  
Hermon High School Room #139

Providing Leadership to Enhance the Aspirations of our Children

Present

Mr. Anthony Reynolds, Chairperson  
Mr. Ralph Carr, Vice Chairperson  
Mrs. Debora Farnham  
Mr. Ted Harris  
Mrs. Anne Smith  
Mrs. Debbie CoWallis  
Mrs. Shannon Knowles  
Mr. Michael Lana, Student Representative  
Mr. Eric Byers, Student Representative

Absent

Staff: Mr. Micah Grant, Mr. Jerry Kiesman, Mrs. Jenny Perry, Mr. Brian Walsh  
Guests: Mr. Gary Gonyar, Mrs. Debbie Langille, Mr. Adam Leach, Members of the Hermon Education Association

Item I: Mr. Reynolds, Chairperson, called the meeting to order at 6:30 p.m. followed by the Pledge of Allegiance.

Item II: Agenda Adjustments

Mrs. Duran, Superintendent, requested the following adjustments:

- (1) Under New Business, move the HEA presentation to Proclamations And Presentation
- (2) Under Personnel, add Mathew Farnham, Ed Tech I at Hermon Elementary School and election of new superintendent.

Item III: Approval of Minutes of Regular Meeting of November 7, 2016.

Mr. Harris motioned, seconded by Mr. Carr, to approve the minutes of the regular meeting of November 7, 2016, as presented.  
Unanimous vote (7)

Item IV: PROCLAMATIONS AND PRESENTATION

A. Proclamations and Presentations

Mr. Jesse Hargrove, Social Studies teacher and President of the Hermon Education Association requested the school committee grant recognition of Ed Techs in the Hermon School Department as part of the collective bargaining unit. Also speaking on behalf of the request were Brandi Butterfield - Special Ed teacher, Heather Haskell – Math/Science tutor, and Deana Leach - 3<sup>rd</sup> grade teacher and Vice President of the HEA. Mr. Reynolds, voiced appreciation of the presentation and suggested the item be placed on the next agenda.

B. Public Comments

None

Item V: PERSONNEL

A. Resignations

Mrs. Duran, Superintendent, announced the resignations of Felicity Urquhart, Ed Tech – Hermon Elementary School.

B. Employment

1. Mr. Carr motioned, seconded by Mr. Harris, to employ Matthew Farnham, Ed Tech I at Hermon Elementary School.  
Voting for: Carr, Harris, Reynolds, Smith  
Abstention: Farnham
2. Mr. Carr motioned, seconded by Mr. Harris, to employ Stephanie Erb, COTA at Hermon Middle and High Schools.  
Unanimous vote (7)

C. Extra Curricular Appointments 2016-2017

\* New

High School

\* Melissa Davis - Department Head, English Language Arts

\* Melissa Davis - National Honor Society Advisor

Matt Kinney – Varsity Baseball Middle School

Middle School

Nicole LeBarnes – MS Cheerleading

Amanda Lovejoy – MS Yearbook

Rob Jenkins – MS Girls A Basketball

\* Rob Powell – MS Boys & Girls B Basketball

D. Election of new Superintendent

1. Mr. Harris moved, seconded by Mrs. Smith, to nominate Gary Gonyar as the new Superintendent.

Unanimous vote (5)

Item VI: OLD BUSINESS

A. Excused Absence of School Committee Member/s

None

B. HSC Goals and Objectives 2016-2017

Mr. Harris moved, seconded by Mrs. CoWallis, to move this item to the January agenda.

Unanimous vote (7)

Item VII: NEW BUSINESS

A. Course Reimbursement

Mr. Carr motioned, seconded by Mrs. Smith, to pay for the university course that Mr. Boucher was enrolled in, if a bill is issued.

Unanimous vote (7)

Item VIII: REPORTS

A. Principals

Mrs. Perry stated there was a Helping Hands board created with the PTA. Canaan York, author of "What's up with Blair's Hair?" visited the school as a reward for earning 15,000 hawk wings. There will be a Pre-k to grade 4 dance on January 17<sup>th</sup> after school. Report cards are out. The system has changed a little in that they are strictly standards based, so in addition to grades and comments, teachers had to format the report cards to the standards. The pre-K to grade to concert was huge.

Mr. Kiesman stated the middle school had 50 5<sup>th</sup> graders recently visit the elementary school to read.

Mr. Walsh stated the high school is starting to get back to normal after the tragedy, having a strong staff supporting each other. Two workshops and parent/teacher conferences were cancelled, and they are diligently working to reschedule them. He also wanted to recognize Mallory Cook, English teacher for being selected for the Inspiring Maine Educators award. She will be featured on WLBZ 2 in the near future. Applause followed.

B. Superintendent

Mrs. Duran discussed the comparison of the State Assessments of schools that send students to United Technologies Center (UTC). Comparing just the high schools, Hermon was 4<sup>th</sup>. Mrs. Duran along with Melissa Biehn, Gail Gordon and Brian Walsh attended two sessions at UTC to find common standards and proficiencies. If proficiency is defined differently by every district, it will be difficult for students moving from one district to another. They are hoping to come up with common standards. Bangor has created a form for students transferring in or out as to what standards the student has met, or how far along they are towards meeting them.

Mr. Kroll, Town Manager, believes everything has been submitted now that is needed for the audit.

The Department of Education released the 2016-17 tuition rates. Hermon's rate was reduced and is now the lowest in the State.

Mrs. Duran announced that Hermon High School student, Katelyn Walsh, was selected as an All-State member.

C. School Committee Follow-up and Request for Information

Mr. Harris congratulated Mrs. Cook on her award. He stated his son had been in for some help from Mrs. Haskell. He asked how many Ed Techs are employed and what impact the request would have on taxpayers and the budget. He asked if we knew yet if we could get another bus this year, which Mrs. Duran informed him that we would not know that for a while. He asked if replacing the curbing was in the plowing contract. Mrs. Duran stated that we do not have a plowing contract. While we pay Alan Dorr it is done sans contract. Mr. Reynolds stated that curbing is supposed to be installed that will stand up to plows.

Mrs. Farnham asked for a building committee update. Mrs. Duran informed her that Ed Marsh has put out a Request for Qualifications, and then a bid for design build will go out. Mrs. Farnham then asked about the progress regarding rec facilities use and challenges. Mrs. Duran stated that the school would be paying for half the surfacing for the playground and Mrs. Perry said it had been completed prior to the snowfall. There is a policy that the school has first priority for the use of the building, followed by the rec department, then the community. The use of individual classrooms is discouraged. Mr. Harris asked about communication regarding scheduling. Mrs. Duran stated she would discuss it further with Mrs. Biberstein.

Mrs. Farnham asked Mrs. Duran for insight as to why the tuition rate fell to the lowest in the State. Mrs. Duran suggested that 3 high school teachers at the top of the scale retiring last year and being replaced with teachers of less experience would have some impact on that. Mrs. Farnham also asked if there could be a follow up to inquire when the Penobscot Coalition may meet in January, as discussed at the MSMA School Board conference in November.

Mrs. Smith asked Mrs. Duran how the tuition rate is set. Mrs. Duran stated that it is the amount spent per pupil cost in the previous year. She also inquired about the collective bargaining unit. Mrs. Duran explained there is a collective bargaining unit for the teachers and one for support staff. What the teachers get for an increase may be passed on to the ed techs.

Mrs. Smith also asked where to find updates on sports teams. Mrs. Duran gave the web addresses for each of the schools and stated it should be listed on their athletics pages.

Mrs. CoWallis welcomed the new superintendent. She also thanked Mrs. Duran for the opportunity to work with her. She let the student representatives know that she appreciated the glimmer of input they provide about what goes on in the schools.

Mrs. Knowles thanked the board for the opportunity to participate in the hiring of the new superintendent.

Mr. Carr wished everyone a Merry Christmas.

Mr. Reynolds welcomed Mr. Gonyar aboard.

D. Other

Michael Lana, student representative, discussed the fundraiser sponsored by both the JROTC and sophomore class for an ill Hermon High student receiving care in Boston.

Eric Byers, student representative, reported the planned holiday party for the 17<sup>th</sup> was called off due to the weather. He also discussed the Winter Carnival and Key Club Inductions.

Item IX: Approval of Warrant # 11 of November 18, Warrant # 12 of December 2, 2016 and Warrant #13 of December 16, 2016.

Mr. Carr motioned, seconded by Mr. Harris, to approve Warrant 11 of November 18, Warrant 12 of December 2, 2016 and Warrant 13 of December 16, 2016.

Unanimous vote (5)

Item X: Executive Session – Employment of Officials, Appointees, Employees (1 M.R.S.A. § 405 (6) (a).

Mr. Harris motioned, seconded by Mr. Carr, to enter into Executive Session at 7:38 p.m. pursuant to 1 M.R.S.A. § 405 (6) (A) to discuss compensation of employees.

Unanimous vote (7)

Mr. Carr motioned, seconded by Mrs. Smith, to rename Hermon Elementary School after the renovation to Patricia A. Duran Elementary School.

Unanimous Vote

Item XI: Mr. Carr motioned, seconded by Mrs. Smith, to adjourn the meeting at 7:40 p.m.

Unanimous vote (7)

Respectfully submitted,

Jody White  
Recording Secretary