

Hermon School Committee
Regular Meeting Minutes
Monday, February 5, 2018
Hermon High School Room #139

Providing Leadership to Enhance the Aspirations of our Children

Present

Anthony Reynolds, Chair
Ted Harris, Vice Chair
Jesse Keith
Debbie CoWallis
Shannon Knowles
Allison Treat, Student Representative
Eric Byers, Student Representative

Absent

Debora Farnham
Anne Smith

Staff: Stephanie Biberstein, Melissa Biehn, Janice Clain, Micah Grant, Jesse Hargrove, Nate Petersen and Brian Walsh

Guests: Isabel Rios-Mallett, Alexis Homstead, and Geoff Gratwick

Item I: Mr. Reynolds, Chair, called the meeting to order at 6:32 p.m. followed by the Pledge of Allegiance.

Item II: Agenda Adjustments:

Add C. Summative and Formative Assessments, under Item IV: Proclamations and Presentation.

Item III: Mr. Harris motioned, seconded by Mr. Keith, to approve the minutes of the regular meeting of January 8, 2018, as presented.

Unanimous Vote (5)

Item IV: Proclamations and Presentation:

- A. Public Comments: None
- B. Key Club Conference, Springfield, MA

Students Isabel Rios-Mallett and Alexis Homstead requested permission for the Key Club to attend the New England and Bermuda District of Key Clubs Educational Conference on April 6th through 8th, 2018 in Springfield, MA.

Mr. Harris motioned, seconded by Mrs. CoWallis, to approve the Key Club trip to attend the conference in Springfield, MA.

Unanimous Vote (5)

- C. Formative and Summative Assessments
Micah Grant, Middle School Principal, and Melissa Biehn, Literacy Specialist, presented an interactive demonstration on Formative and Summative Assessments.

Item V: Personnel

- A. Resignation
Mr. Gonyar announced the resignations of:
 - Lynn Allen – HES Secretary
 - Carolyn Ayer – HES Grade 2 teacher
 - Joanna Brigham – HES Title I Teacher
 - Mandi Mitchell – HHS Visual Arts Teacher
 - Erin Stiles – HMS Ed Tech III, Self-contained
 - Crystal Thibodeau – HES Kindergarten Teacher

- B. Employment: None

- C. Extra Curricular Appointments *New to position
 - Ryan Garbe – JV Baseball Coach
 - Adam Gray – MS Intramurals *
 - Lynn Sawyer – Unified Basketball
 - Holly Scott – Unified Basketball
 - Sam Good – Unified Basketball, Volunteer *
 - Gregory Scott – Unified Basketball, Volunteer *
 - Gary Colson – Volunteer Varsity Basketball Coach *

Item VI: Old Business

- A. Excused Absence of School Committee Member/s:
Mr. Harris motioned, seconded by Mr. Keith, to excuse the absences of Anne Smith and Debora Farnham.
Unanimous vote (5)

- B. Policies – Second Reading
 - 1. IHBB Gifted Education
 - 2. BG School Committee Policy Process
 - 3. BG-R Policy Adoption Procedure
Mr. Reynolds tabled the vote for approval of the second reading of the Policies until Mrs. Farnham and Mrs. Smith could be in attendance for the vote.

- B. Job Descriptions – Second Reading
 - 1. Director of Special Services
 - 2. Director of Guidance
 - 3. Food Service Assistant
 - 4. Head Cook
 - 5. Food Service Director

6. Facilities Director
7. Head Custodian
8. Custodian
9. Maintenance
10. Groundskeeper

Mr. Reynolds tabled the vote for approval of the second reading of the job descriptions until Mrs. Farnham and Mrs. Smith could be in attendance for the vote.

Item VII: New Business

A. Policies – First Reading

1. DJ: Bidding/Purchasing Requirements
2. JEA: Compulsory Attendance
3. JED: Attendance Policy

Mr. Reynolds tabled the vote for approval of the first reading of the policies until Mrs. Farnham and Mrs. Smith could be in attendance for the vote.

B. Job Descriptions – First Reading

1. Transportation Director
2. Bus Driver
3. Director of Information Technology

Mr. Reynolds tabled the vote for approval of the first reading of the job descriptions until Mrs. Farnham and Mrs. Smith could be in attendance for the vote.

C. 2018-19 School Calendar – First Reading

The draft calendar presented is within 5 days of UTC's calendar, as required by law. It also proposes a full student day on Monday, November 19th with Parent/Teacher conferences that evening. On Tuesday, November 20th, grades K-8 will have Parent/Teacher conferences during the day and the high school will have an in-service during the day; that evening there will be parent teacher conferences for all grades. The comp day for teachers for the two evening shifts will be the Wednesday before Thanksgiving. Several options regarding graduation were discussed if several snow days end up being used.

D. Negotiations

1. Appointment of Committee for Teachers

Mr. Harris and Mrs. Farnham will sit on the Negotiations Committee for Teachers. Mr. Gonyar will include some administrators on this committee, as well.

2. Discussion of Interest-Based Bargaining (IBB) approach

Mr. Gonyar explained that the Interest-Based Bargaining (IBB) approach was a much more collaborative approach to negotiations vs. the traditional approach. The IBB approach does require a 3-hour training as a team and requires a facilitator. The Maine School Superintendent's Association (MSSA) recommended Joel Mattos, former superintendent, who has indicated that he is willing to serve as a facilitator.

There is a cost for facilitator services. Mr. Gonyar will send out available training dates to the members of the negotiating committee.

3. Appointment of Committee for Support Staff

Mr. Gonyar has already received the 10-day notice from the support staff, and they already have two people for the committee. Mr. Reynolds and Mr. Keith will sit on the Negotiations Committee for Support Staff. Mr. Gonyar indicated he would like to use some of the same language from the Ed Tech Negotiated Agreement, as there is some missing language from the current contract.

Item VIII: Reports

A. Superintendent

Mr. Gonyar, Gail Gordon – Curriculum Coordinator, Brandy St. Pierre – Director of Student Services had a check-in session with all new teachers to see how they are doing with their jobs, and to see if they are getting the support they need. They received some great feedback.

The SPRPCE will expand as a School Management Leadership Center (SMLC) to do more for the participating districts. There are other outside districts looking to join as well. The first application was accepted by the State. The second application will be brought before the SPRPCE Board on Thursday, February 8th, and then brought back to the district boards before sending it in to the State.

Mr. Gonyar discussed the major change in how Career and Technical Education (CTE) is going to be funded by the State. Therefore, United Technologies Center (UTC) has received its own ED279 and will be funded directly from the State instead of assessing the individual districts as it always has. UTC's ED 279 was for the amount they spent last year plus a 3%, called "hold harmless". It is probably not enough for them to run the school, so this may come up again later.

B. Principals

In addition to his written report, Mr. Walsh stated that senior Jacob Godfrey scored his 1000th point in basketball on Saturday in Presque Isle. There has been a change in the basketball schedule due to the impending storm on Wednesday. Now the boy's varsity will play at 6:30 p.m. and the girl's will play at 8:00 p.m. on Tuesday, February 6th at the Cross Center. Mr. Gonyar added that he would like to give high school staff including Mr. Walsh, Mr. Sinclair and Mrs. Biberstein a lot of kudos for how they have handled the athletics this year with the weather, shifting the games around so they can get them played in a timely way.

In addition to his written report, Mr. Grant added that Tuesday, February 6th the middle school girls are playing a semi-final playoff game at Leonard Middle School at 4:00 p.m. The girls are the 3 seed, having a successful introduction into the Eastern Maine Athletic League. Mr. Gonyar again gave kudos to Mr. Sinclair and Mr. Grant for bringing our students into a tougher league, which has challenged our students a lot. He believes in acceleration in

academics, athletics and in clubs; the higher competition brings them to a higher level. It's been tough, but it has been a good transition.

Mr. Gonyar stated that Mrs. Perry was not at the meeting because she part of a Hermon School Department team that was attending a 5-night workshop on students with anxiety/school phobia. The presenter, Linda Lyons, is outstanding and has good advice on how we can best help those students.

C. Finance Report: None

D. School Committee Follow-up and Request for Information

Mr. Byers, Student Representative, stated that Student Council is planning a winter carnival which starts in about a week, as well as a blood drive with the American Red Cross. He also mentioned that the One Act Plays Competition has been bumped up to Class A.

Miss Treat announced that the following week, NHS would be selling carnations for Valentine's Day. The Justice and Law class will be holding a Moot Court.

Mr. Harris asked for an update on the Elementary School project timeline given the weather. Mr. Gonyar suggested he could come to the building tour on Thursday morning. He believes that they will be done on schedule.

E. Other: None

Item IX: Mr. Harris moved, seconded by Mr. Keith to approve Warrant # 15 of January 26, 2018, and Warrant # 16 of February 9, 2018
Unanimous Vote (3)

Item X: Mr. Harris motioned, seconded by Mrs. CoWallis to adjourn the meeting at 7:55 pm.
Accepted unless doubted

Respectfully submitted,
Jody White
Recording Secretary