

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

Providing Leadership to Enhance the Aspirations of our Children

Present

Absent

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

- Staff: Janice Clain, Micah Grant, Vicky Devine, David Oliver, Rick Sinclair and Brian Walsh
- Guests: Stephanie Maclagau (Old Town), Liliana Martinez, Kristie Reed and the Hermon High School Varsity Cheerleaders
- Item I: Mr. Reynolds, Chair, called the meeting to order at 6:30 p.m. followed by the Pledge of Allegiance.
- Item II: Agenda Adjustments: None
- Item III: Mr. Harris motioned, seconded by Mrs. CoWallis, to approve the minutes of the regular meeting of February 5, 2018, as presented.
Voting for: Reynolds, Harris, Keith, Smith, CoWallis, Knowles
Abstention: Farnham
- Item IV: Proclamations and Presentation:
- A. Public Comments: None
 - B. Acceptance of Donations
 - Mr. Gonyar announced a donation to the Hermon Hawks for Change Food Cupboard at HHS from All Saints School and their parent coordinators, estimated at a value of \$350.
 - Mr. Walsh announced a donation from Camden National Bank of \$750 to purchase 150 boys basketball state championship game tickets that were given out free to high school students to wishing to attend.
 - C. Recognitions
 - a. Hermon High School freshman, Liliana Martinez, recently represented Hermon High School at the Regional Poetry Out Loud competition held at Hampden Academy, finishing in the top 10. She narrated "The Caller" by George Herbert for the School Committee.

- b. The School Committee and Mr. Gonyar recognized the Varsity Cheering State Champions: Kristie Reed - Coach, Jasmine Boulier, Brooklyn Brown, Jenika Buck Trinity Butler, Kalley Curry, Cali Cyr, Mercedes Davis, Ashley Dunphy, Kate Fergola, Mia Foley, Jazmin Landry, Kristen Lusignan, Hannah Morin, Olivia Nash, Cameron Pierce, Jillian Shorey, Leah Thibault Myatt, Emily Willey, Torria Wittmer, and Laura Zenk.
- c. The School Committee and Mr. Gonyar recognized Indoor Track State Champions: Braedon Stevens for the 800-meter run and Zach Beaton for Triple Jump, High Jump, and 55-meter Hurdles.
- d. Mr. Gonyar recognized the following Hermon teachers who were all nominated for Penobscot County Teacher of the Year: Erika Hake – Grade 2, Terry Martin – Resource Room, and Janet O’Clair – Grade 4.
- e. Mr. Walsh gave an interactive demonstration on data and data protocol using the 2016-17 MEA Results.

Item V: Personnel

- A. Mr. Gonyar announced the employment of Debra Murray and Krystal Tracy, both HES school secretaries.
Mrs. Smith motioned, seconded by Mr. Harris to employ both Debra Murray and Krystal Tracy as HES school secretaries.
Unanimous Vote (5)
- B. Extra-Curricular Appointments *New to position
Matt Kinney – Varsity Baseball
Marcel Fortier - JV Softball *
Kristen Wilcox – MS Softball

Item VI: Old Business

- A. Excused Absence of School Committee Member/s: None
- B. Policies – Second Reading
 1. IHBB Gifted Education
 2. BG School Committee Policy Process
 3. BG-R Policy Adoption Procedure
Mr. Harris motioned, seconded by Mrs. Smith to accept the second reading of the policies, as presented.
Unanimous Vote (7)
- 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. Gonyar explained that additional payroll would not be added at this time based upon the job descriptions, but it would be his recommendation down the road to differentiate some with pay. The job descriptions will be used as a basis for evaluations.

Mr. Harris motioned, seconded by Mrs. Smith to accept the second reading of the job descriptions, as presented.

Unanimous Vote (7)

C. Adopt School Calendar

Mr. Gonyar stated there was one change from the first reading; the in-service day on March 1, 2019 being moved to March 8, 2019 to match UTC's calendar.

Mr. Gonyar recommended tabling the vote for approval of the second reading of the 2018-2019 School Calendar to allow the HEA more time to look at the proposed change of the addition of a full day of school on the Monday the week of Thanksgiving and parent teacher conferences that same evening. Mr. Gonyar also will ask Mrs. Biberstein to look at it with the Student Advisory Committee.

Mr. Harris motioned, seconded by Mrs. Smith to table the second reading of the calendar until next month.

Unanimous Vote (7)

Item VII: New Business

A. Policies – First Reading

1. DJ: Bidding/Purchasing Requirements – new policy
2. JEA: Compulsory Attendance - amendment
3. JED: Attendance Policy - amendment

Mr. Harris motioned, seconded by Mrs. Smith to accept the first reading of the policies, with the addition of adding the word “and” at the end of B.1., B.3., and B.3 on Policy JEA: Compulsory Attendance.

Unanimous Vote (7)

B. Job Descriptions – First Reading

1. Transportation Director
2. Bus Driver
3. Director of Information Technology
4. Guidance Counselor (PK-8)

Mr. Harris motioned, seconded by Mr. Keith to accept the first reading of the job descriptions, as presented.

Unanimous Vote (7)

C. Approval of joining SMLC

Mr. Harris motioned, seconded by Mrs. Smith, that the Board authorizes and approves the participation of the Hermon School Department in the Southern Penobscot Regional

Program for Children with Exceptionalities' Part II application to be approved as a School Management and Leadership Center pursuant to 20-A M.R.S. Chapter 123, with the intent that upon the Commissioner of Education's approval of the Part II application that the Board shall vote to approve an interlocal agreement and cooperative agreement that are consistent with the interlocal agreement submitted with the Part II application.

Unanimous Vote (5)

- D. Mr. Gonyar presented an Adult Education proposal from Riverside Education Partnership. The proposal outlined 3 different levels for joining the partnership.

Mr. Harris motioned, seconded by Mrs. Smith, to join the Riverside Education Partnership at the \$0 level, as presented.

Unanimous Vote (5)

Item VIII: Reports

A. Superintendent

Mr. Gonyar addressed the bus fire, which was contained to the engine of the bus. The bus was totaled. Everyone evacuated as they were supposed to, which shows that when you do the safety drills and have a crisis, people will respond. We put in an insurance claim and as well as an emergency request for a bus, which has been approved.

Mr. Gonyar discussed the March 14, 2018 Student Walkout. It has been organized by an outside group through social media to encourage students to walk out to protest gun violence in response to the school shooting in Florida. The number one concern is for student safety. The campus will be closed that morning, and no press or outside groups will be allowed on campus. There will be a police presence. Students will not be disciplined nor encouraged to participate in the Walkout. We take this as an opportunity to educate students about advocacy and student voice. The students who choose to exercise their voice to walk out will have a safe place to go inside the building. Mr. Gonyar, with school committee approval, will send out a note to parents through School Messenger to let them know about the above.

Mr. Gonyar gave the school committee members a handout of the first draft budget of the transportation and maintenance cost centers. He will email the other cost centers as they are completed. Mr. Harris asked to also have a bulleted list of big ticket item increases. Capital Maintenance items will be reflected in the budget as well.

B. Principals

In addition to his written report, Mr. Walsh added that SkillsUSA was held at UTC and the Cross Center on Friday, March 2nd. Hermon had 3 silver medalists: Nathan Raymond in Diesel Equipment, Eric Byers in Health Occupations Portfolio and Ashley Cote in First Aid/CPR. We also had 4 bronze medalists: Lane Hartford in Power Equipment Technology, Brevin Pelkey in Plumbing, Andrew Lopez in Urban Search & Rescue and Nick Batchelder in Television Video Production. Mr. Walsh also added that Hermon High School began as a 4-year high school in 1927-1928 and had a basketball team that year. This year was the 90th season of boys basketball in Hermon and we won a gold ball.

In addition to his written report, Mr. Grant thanked his staff, and district staff Leslie Smith, Kara Kitchin, and Angie Scripture for their support over the past week. He also added that Albert Bai, 6th grader, won the local spelling bee and finished 3rd at the State Spelling Bee.

Mr. Gonyar stated that Mrs. Perry was absent because she is attending the Lynn Lyons training on supporting students with anxiety.

C. Finance Report: None

D. School Committee Follow-up and Request for Information

Mr. Byers stated that Winter Carnival was a couple of weeks ago and went over well. The One Act Play competition is Saturday, March 10th and will be held at MDI. The Blood Drive was on Thursday, March 1st and they collected 22 units of blood.

Miss Treat stated that Key Club is having a school wide book drive through Kiwanis and the books will be going to go to the Penobscot County jail. The key club will receive \$0.50 per book. Step-up day for all 8th graders will be Wednesday, March 7th. There will be a club fair, and Steel Pans will be performing, as well as One Act Plays. There is also a visual performing arts assembly coming up.

Mrs. Smith appreciated that Mr. Gonyar keeps the school committee so well informed with things going on when there is an incident of some kind. She also likes the presentations that are being done at the school committee meetings.

Mrs. Farnham inquired about kids who turn 5 before October 15th, but who are not 4 years old. The Pre-k program is a 4-year-old program and students cannot do 2 years of Pre-k. She initiated discussion around the Town Council having the decision about the school budget. The Chair of the Town Council and the Town manager are both aware that we have had to negotiate 3 bargaining groups this year. Two of our bargaining groups were below minimum wage and had to be brought up by State law, which is a big increase. The budget is what we need to sustain a good educational system in Hermon. The town will need to have a mill rate increase from 8.1 to 8.7 to meet EPS.

Mr. Harris congratulated the cheerleaders, and thanked Lily Martinez for the poem reading, and All Saints for the donation to the food cupboard. He recommended an exit process for all teachers and staff at the end of the school year to have a correction of errors and a wish list. He would like to know if the teachers feel they are supported or where they feel they need support from. He strongly recommends capital improvement for the middle school. He feels we need to know sooner than late, so that we can prioritize.

E. Other: None

Item IX: Mr. Harris moved, seconded by Mr. Keith to approve Warrant # 17 of February 23, 2018,
and Warrant # 18 of March 19, 2018
Unanimous Vote (5)

Item X: Mr. Harris motioned, seconded by Mrs. Smith, to enter Executive Session at 8:53 p.m. pursuant to 1 M.R.S.A. § 405 (6) (D) to discuss Contract Negotiations.

Unanimous vote (5)

The School Committee returned to public session at 9:02 p.m.

Mr. Harris motioned, seconded by Mrs. Smith to accept the Agreement Between Hermon School Committee and The Hermon Support Personnel Association July 1, 2018 Through June 30, 2021.

Unanimous vote (5);

Item XI: Mr. Harris motioned, seconded by Mrs. Smith to adjourn the meeting at 9:02 pm.

Accepted unless doubted

Respectfully submitted,
Jody White
Recording Secretary