

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

~MINUTES~

Present: Doug DiPasquale, Tammy Frost, Jackie Knight, Michael Morrell, Shari Ouellette, Joel Pike, Holly Richards, Denise Rodzen
Absent: Laurie Sanborn, Cindy Young, Cea Jay Pitcher, Amy McDaniel, Darcie Calden
Trevor Doiron, Student Representative Present

1. CALL TO ORDER

Chair Rodzen called the meeting to order at 6:03 pm.

2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited by all present.

3. ATTENDANCE

8 Present

**5 Absent (Laurie Sanborn, Cindy Young, Cea Jay Pitcher,
Amy McDaniel and Darcie Calden)**

1 Student Representative Present (Trevor Doiron)

4. ADJUSTMENTS TO THE AGENDA

6.1

5. APPROVAL OF THE MINUTES

5.1 March 23, 2017 – Board Meeting minutes

**Motion by Michael Morrell and seconded by Shari Ouellette to approve
the minutes of March 23, 2017 regular Board meeting as amended.**

**Vote: 8 Yes 0 No 0 Abstain
 1 Student Representative Yes**

6. COMMUNICATIONS/CORRESPONDENCE

6.1 Resignation of Craig Suttie, Technology Director effective April 14, 2017.

**Motion by Michael Morrell and seconded by Shari Ouellette to accept
the resignation of Craig Suttie, Technology Director effective April 14,
2017.**

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

Vote: 7 Yes 0 No 1 (Doug DiPasquale) Abstain
1 Student Representative Yes

7. PUBLIC COMMENTS

Brenda Merrill, resident of Livermore and RSU 73 employee said as all the meetings have gone on we try to remain behind the scenes however I have made a few observances. Be nice, there have been so many comments and you forget sometimes to be kind. Civility, we should not do or say anything that we need to apologize for. Be supportive, the citizens elect the school board who hires the administrators who oversees administration and teachers. We support our administrators. The administrators were asked to deliver a budget and even though we may not always agree we still support our administrators. Comments like "we don't need this job" are not helpful, there are many jobs in the office that may not be seen by the outside world. We play a vital role, we support the administrators and teachers. We are at the base of the pyramid where you need a strong foundation to support teachers, parents and students. Anyone who would like to can come walk in our shoes.

I was at the hospital for an appointment and met someone who was originally from Lisbon who had relocated to Jay, I asked why they had moved to this area and she said they moved to Jay because housing is affordable, we need maintain our schools to attract young families to our district. Sometimes the value or impact of what we do now will not be realized until we are much further down the road. My point is it has been hard to hear the public comments.

Susan Gagnon, resident of Jay and RSU 73 employee said I am here to echo what Brenda said and to remind people we support our administrators. They see what can and cannot be cut within their schools and departments. I ask that you accept the budget proposal the administrators made and then let the public decide.

Annette Girardin, resident of Jay and RSU 73 employee said I sent the letter about keeping the curriculum coordinator. I choose to not talk because I don't have a very good filter. I think we have a great staff and support. Don't think I am trying to attack anyone but I feel that a curriculum coordinator is very important at this time because of standards based diploma. If coordinating curriculum was an easy task to do it would already have been done, I have not seen a coordinated curriculum. The curriculum coordinator we have presently is very good. Someone commented that teachers needed support, those of us on the team are given direction from the curriculum coordinator

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

and it is our responsibility to go back to staff members and tell them what is happening. If anyone has any questions all you have to do is send the curriculum coordinator an email and she quickly responds. If we do not go with keeping the curriculum coordinator it is going to be a big mess.

Also, I have worked when we had only one building administrator in a building and if that administrator has to be out for a meeting someone had the brilliant idea to pull a teacher from a classroom that is not a good idea. Those are my two concerns, I apologize if anyone was offended. Those two positions are very important.

Denise Rodzen said I have been quite about curriculum coordinator position. I do work with the individual and I have attended several meetings. I see progress every meeting, I see it being developed. The two younger buildings are still trying to get acclimated to what they are doing, I think if she were telling you exactly how to do it, it would take away from your knowledge, I see that as a very positive.

8. BOARD COMMENTS

Joel Pike said he would like to call out to Mr. Taylor and the Clan of Mordu Lego league team. They are heading to St. Louis for the Worlds and it is a very exciting time for them. There are only a few teams from Maine and they are the only Lego league from Maine.

Denise Rodzen said they sent a very nice letter to all of us. You can see how hard they have worked and we should be proud of them.

9. SUPERINTENDENT'S REPORT

As of April 13, 2017 our student population is 1454 PK – 12, SMPS 455, SMES 295, SMMS 286, and SMHS 418. (+ 8 from last report - 35 from the beginning of the year)

We have hired or accepted the resignation of the non-teaching and non-administrative positions. You have the list.

I was asked to look into the matter of the \$25 board stipends and to get a legal opinion. In our reorganization plan it did in fact state that the board would be paid for board meetings and subcommittee meetings at \$25 per meeting. In looking into it as for as lowering or looking to change the amount the board receives it would take a long drawn out process and ultimately would have to go to referendum. Anything that changes the stipend has to go through the rigors, the board would have to vote to explore having a change in the stipend, the municipality would have to have a subcommittee and then

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

have a supermajority and then it would have to go to the voters. I would certainly not recommend that process. Individual members of the board can do what they may with their stipends.

I would like to thank Craig Suttie for his 9 years of service to the school district.

10. BOARD CHAIR'S

Denise Rodzen said if any board members want to forego their stipends let Susan Gagnon in Payroll know that.

We have two board members Amy McDaniel and Darcie Calden who are not coming back to the board and we also have a board member who has been on the board several years representing Livermore Falls, Jackie Knight who has resigned. I would like to say thank you for your time served, thoughts and opinions.

11. COMMITTEE REPORTS - None

12. ADMINISTRATOR'S REPORTS

12.1 Curriculum – Amanda Hersey

The building administrators may have more information in their reports regarding State testing, but tomorrow we are at the end of our first EmPower Me testing session. Our technology was reliable and any issues we did encounter were on the end of Measured Progress who helped to quickly resolve any problems. We will have an additional essay assessment when we return from break. Additionally, we will open the NWEA window and begin NWEA testing for all grade K-10.

We had a few make up curriculum meetings this week, and I do want to report and respond to recent statements regarding curriculum.

Curriculum development this years has been planned, purposeful, and systematic. Because there was no formal, written, documented curriculum for RUS 73; curriculum work this year has had a very broad scope. It is rare that a district would take on writing curriculum for all eight content areas but in the absence of coordinated curriculum this was a desperate need so that work was taken on and I am very proud of the work the curriculum teams, the administrative staff, and the teachers have accomplished. Additionally, it has been a pleasure to have board members attend the after school curriculum content and grade level meetings.

This year we have worked to establish a curriculum infrastructure. We began this work by creating broad K-12 standards for all eight content areas. Once those broad standards were written, we then began the work of carefully defining; for each grade

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS

The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

level and each content area; what we want students to know, understand, and be able to do. This is no small feat, and this work is in different stages of being complete, but it is imperative this step is done well and done thoroughly. We all know the analogy of the importance of building a house on a strong foundation. The same is true for curriculum, being thorough and thoughtful with this initial curriculum infrastructure will mean we have a strong foundation on which to make future decisions. These future decisions could mean staffing, purchasing of curriculum resources or materials, or how to spend money on professional development to enhance practice and pedagogy. If we are going to spend money in any of those areas, I want to be able to assure everyone that money will be well spent and support a well-established curriculum.

Coordinated curriculum will and does matter a lot – it matters in setting the direction of growth for the system, it matters when supporting a new proficiency based diploma in the year 2021, it matters when making budgetary decisions, and most importantly it matters in assuring our students will be career and college ready 21st century learners. We have continued work that is necessary for a clear, consistent, aligned curriculum. We will move away from the broad focus of this year, and begin to incorporate assessment, instruction, and reporting. Curriculum is never really done; a solid curriculum is revisited, reviewed, and assessed for needed changes or adjustments.

I look forward to continuing the work – that will – and does directly affect our students.

Tammy Frost asked if EmPower Me replaces NWEA.

Amanda Hersey replied that no it replaces smarter balance.

12.2 SMHS – TJ Plourde

Last year's SAT results are in. I looked at where we stood in our area and I have compared us to other schools. I will tell you that Spruce Mountain out of the 5 area school districts we were the highest in percent of students meeting or exceeding. That speaks to what our staff and students are doing to prepare for the SAT. In math we are at 31.63% meets or exceeds the other districts around are as low as 25%. Our ELA score was 56.12% with 48% the lowest of schools compared. In science, SAT does not have science portion but state of Maine has science portion and we have gone up. We are at 43.16% of our students meeting or exceeding with others as low as 33.3%. We are above average and our students are working very hard, every day they work on SAT math and questions. This year with our SAT we had 100% participation that is the first time. If you look around the state they have make up exams. As we head into the spring time this is the time for our seniors, we start tomorrow with the seniors and with

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

looking at our ceremony and who is speaking. We will have good conversations with our kids and will be sending home letters to parents with information.

12.3 SMMS – Scott Albert

Congratulations to the March Students of the Month

Grade 6	Connor Blanche	
Grade 7	Bayleigh Buote	Ella Plourde
Grade 8	Ryleigh Duval	Jordan Blais

Student Council has sponsored our Spirit Week taking place this week:

Monday- Multi-color (wear as many colors as you can)

Tuesday- School Spirit day

Wednesday- Twin day

Thursday- Pajama day

Friday- Character/ career day

Congratulations to Sam Perkins, Owen Schwab, Mackenzie Guay, Emma Diaz, Myles Labonte, Xander Reichenbach and Deakin Toothaker for an outstanding performance with the District IV Honors Music Festival this past week. You were great representatives of Spruce Mountain Middle School.

Congratulations to our local Patriot's Pen Essay winners. Leah Gilbert received first, Ella Plourde received second, and Kimberly Fleury received third. Great job ladies

Go Clan of Mordu!

12.4 SMES – Chris Hollingsworth

The 4th grade class has been working on a project, they were trying to answer a question that is impossible to answer...."What does the principal do all day"? Mr. Hollingsworth read a couple of the students answers. Mr. Hollingsworth said, "It brings us back to why we all do what we do."

12.5 SMPS – Kevin Harrington

Pre-K registration has taken place and k registration has also taken place. We do have a couple of make-up dates. We are pretty much on track, we will receive some students

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

in the summer and a couple more of in the fall. The nurse report shows immunized students and in all categories we are above the state average that is because of the dedicated nurses talking to parents. Also the Red Nose Day casting director was here. Red Nose Day raises awareness and money to help kids who need us most – at home and around the world. Red Nose Day in School provides the tools for students to discover their power to make a difference for children living in poverty. It is an international fund raiser who have raised over \$100 million. They are looking for real stories on food insecurities, on May 25th on NBC we will find out if we made the cut. We received a grant from Otis Federal Credit Union for \$2001.17 for hunger relief and then received an additional \$500 from them for our food pantry. We also received \$1250.00 from Good Shepard for plant towers so that we can grow our own fruits and veggies. We all got to see “Shrek” at the middle school, it was a great show and a lot of fun.

13. POLICY

- 13.1 Final Reading of Policy AC – Nondiscrimination/Equal Opportunity and Affirmative Action
- 13.2 Final Reading of Policy ACA – Gender Neutral Language
- 13.3 Final Reading of Policy ACAA – Harassment and Sexual Harassment
- 13.4 Final Reading of Policy ACC-R – Discrimination and/or Harassment Complaint Form

Chair Rodzen suggested grouping all policies together.

Motion by Shari Ouellette and seconded by Jackie Knight to approve the final reading of policies; AC – Nondiscrimination/Equal Opportunity and Affirmative Action, ACA – Gender Neutral Language, ACAA – Harassment and Sexual Harassment, ACC-R – Discrimination and/or Harassment Complaint Form.

**Vote: 8 Yes 0 No 0 Abstain
 1 Student Representative Yes**

15. NEW BUISNESS

- 15.1 Siemens Energy Audit Presentation

Tom Seekins, Market Manager, Elmer Arbogast Lead Project Developer and Darryl Joudrey Service Account manager introduced themselves. Tom Seekins handed out

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

Siemens presentation to the Board. Tom Seekins outlined their performance contracting approach, process and project development.

14. OLD BUSINESS

14.1 Draft 2017/2018 School Calendar

Discussion concerning survey results and input from staff about 2017/2018 school calendar and late arrival Wednesday's.

Motion by Michael Morrell and seconded by Jackie Knight to approve the Draft 2017/2018 school calendar with the following changes; early release day on December 21 with no Pre-K and last student day will be a half student day with no Pre-K.

**Vote: 8 Yes 0 No 0 Abstain
 1 Student Representative Yes**

14.2 Budget

Superintendent Healey presented the Board with the latest budget. He said first of all I would like to thank Jay Town Manager Shiloh LaFrenier for all her hard work getting the sudden and severe subsidy. The new ED 279 came out last week showing an additional \$926,000 for the town of Jay. This has a net effect of a reduction to the town of \$814,000. Essentially we will get the subsidy which means the town will not have to raise as much.

At the last meeting I provided you with a budget. A number of suggests were made and I have provided to the board in advance what those suggestions look like. We are hoping that a motion to accept the budget will be brought forward this evening with discussion. Whatever the will of the board, I will abide by.

Chair Rodzen asked that the following be added back into the budget: PBIS Stipends, JV Sports stipend, Drama stipend, Cross Country stipend, Nordic skiing stipend, Tennis stipend, Evaluation Committee stipend, Department Head stipend, and ½ Lego league stipend for a total of \$67,850.

Tammy Frost asked about NEASC.

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

TJ Plourde said NEASC is most meaningful to teachers as they provide the education to our kids, we have completed the self-study which will prepare us to provide a better education for our students. If we don't have the NEASC we won't have a visit to see if it is an accurate self-study. I would love to see it is as a part of our school. If we did not fund it we could make due and move forward by looking at the self-study.

Tammy Frost asked what would it cost us if we choose to do it at a later date.

Superintendent Healey replied that this is done by volunteer peers to validate the self-study and give recommendations. The cost would be annual dues of \$3,500, a self-study would have to be done again and \$15,000 for the visit.

Chair Rodzen said I would like to say that the self-study is not lost, they can go forward with it.

Michael Morrell said that at the last meeting Doug, Amy and Jackie had talked about finding money in maintenance lines.

Superintendent replied that Ken Vining did do that.

Ken Vining said that he did look through the budget lines and we could capture some money. The reason why some of the lines have not been expended the last few years is because we have had a budget freeze each year. If we reduce lines things like not replacing carpets, doors, and windows would not happen. If you walk around the buildings you always find things that need to be done. Some of our roadways need to be done, if we keep cutting we are going to be in disarray and it won't be just one building that will need major renovations it will be several. I understand the need to cut. From the primary repair and maintenance line you could cut \$10,000, you could cut \$8,000 from the middle school repairs, \$3,000 from middle school operations and \$10,000 from high school for a total of \$31,000.

Joel Pike said I am \$30,000 plus above where Ken Vining is.

Chair Rodzen said if we use the \$31,000 from the maintenance lines towards the \$67,850 of additions I just mentioned could we use some of those lines Joel is talking about to get to \$36,850? We are getting very close to keep what we want to keep in there for the kids.

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

Michael Morrell asked if board members don't collect all of the stipends is it still pulled out of that line.

Superintendent Healey replied that it is very much like the tuition line. We budget based on average. Where does money come from if we cut, do we then stop paying stipends after we reach that amount and or take it from somewhere else. If you hire a new person their health plan vs a retiree may be different. When we overspend where does that money come from? If we locked in now for fuel out budget for next year would be over expended. There are real increases, at some point we are not going to be able to find it from somewhere else. I will follow the will of the board. If Joel made a motion and said to find \$36,850 in those lines, that's what we would do, you tell me what to do and if that is the motion passed I would follow it.

Michael Morrell said my concern is that there are board members that don't take their stipend.

Shari Ouellette said we are currently negotiating 3 units, next week I have 4 meetings, that does not happen all the time but you can't take that money. What I would like to see I would like to go with what Mike has proposed and adding in additional \$20,000 of proposed cuts from Ken Vining.

Tammy Frost said that my real concern is we start the budget process with \$313,000 already for salaries and benefits, if we were to have a zero budget we would have to cover benefits and salary increases. We are cutting over a million dollars from last year's budget. If we cut too much from our maintenance we are going to have a huge increase next year.

Superintendent Healey replied I agree with you.

Tammy Frost said we will be in a worse place next year.

Joel Pike asked just for my own piece of mind, Chris and Scott what does this end up looking like in your office.

Scott Albert replied that it leaves me with one secretary and one administrative support person.

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

Chris Hollingsworth replied that I will have one secretary transfer from the middle school and I will find the money in my budget to keep the second secretary. It would be my responsibility to find that money without raising the budget.

Scott Albert said that he did not want to cut any secretarial positions.

Denise Rodzen said I would entertain a motion that adds back in the \$67,850 for PBIS stipend, JV sports stipend, drama stipend, cross country stipend, Nordic stipend, tennis, evaluation committee stipend, department head stipend and 1/2 Lego league stipend added back. Take \$31,000 from Ken Vining and have Superintendent Healey and his team come up with an additional \$36,850.

Motion by Joel Pike and seconded by Doug DiPasquale to add back in the \$67,850 for PBIS stipend, JV sports stipend, drama stipend, cross country stipend, Nordic stipend, tennis stipend, evaluation committee stipend, department heads stipend and 1/2 Lego league stipend added back. Take \$31,000 from Ken Vining and have Superintendent Healey and his team come up with an additional \$36,850.

Chair Rodzen said my reasoning for doing this is that I do believe that we are getting what we were looking for. We have asked for a responsible budget and they have showed us multiple ways. If we go deeper we are setting ourselves up for a fall. If we leave it to them they know what the will of the board is. We are not supposed to be micromanaging.

Jackie Knight asked is what you are proposing, is that the final, are we voting tonight?

Chair Rodzen said we need to vote and then we will start the time line.

Superintendent Healey said that the timeline for the motion on the floor, if in fact we were to be provided a budget, the timeline could be; warrants on April 27, district budget meeting on May 11 and referendum on May 30 at the earliest. It would cost approximately \$700 per town for the referendum.

Doug DiPasquale asked can we go to June 13th which is the state referendum.

Superintendent Healey replied that yes we can.

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 14TH Regular Meeting of the Spruce Mountain School District Board of Directors
For 2016-17 will be held

Thursday, April 13, 2017 6:00 pm Spruce Mountain Primary School Gym

Doug DiPasquale said with the resignation of technology director he had also provided options.

Superintendent Healey said what you see is the presentation is what we presented. We will ask one of our hourly employees to take on more responsibility and ask the curriculum coordinator to oversee the administration. I believe we will have some savings. We will be trying to purchase and not over purchase technology as we have done in the past.

Vote: 5 (Doug DiPasquale, Joel Pike, Michael Morrell, Holly Richards, and Denise Rodzen) Yes
3 (Shari Ouellette, Tammy Frost and Jackie Knight) No
0 Abstain
1 Student Representative Yes

Motion passes

16. APPOINTMENTS - None

17. OTHER BUSINESS - None

18. CALENDAR/ANNOUNCEMENTS

April 27, 2017 – Board Meeting – 6:00 PM Cedar Street Conference Room

19. ADJOURNMENT

Motion by Shari Ouellette and seconded by Michael Morrell to adjourn at 8:00 pm.

Vote: 8 Yes 0 No 0 Abstain
1 Student Representative Yes

Respectfully submitted:



Kenneth J. Healey
Superintendent of Schools