

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

**Thursday, May 25, 2017 6:00 pm Cedar Street Conference Room**  
**Policy Committee Meeting – 5:00 pm**  
**Finance Committee Meeting – 5:30 pm**

~MINUTES~

Present: Doug DiPasquale, Tammy Frost in at 6:11, Dale Leblanc, Shari Ouellette, Joel Pike, Cea Jay Pitcher, Holly Richards, Denise Rodzen, and Cindy Young.  
Absent: Michael Morrell, Ann Schwab, Bob Staples not excused, Laurie Sanborn excused  
Trevor Doiron, Student Representative Present

**1. CALL TO ORDER**

Chair Rodzen called the meeting to order at 6:00 pm.

**2. PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was recited by all present.

**3. ATTENDANCE**

**9 (including Tammy Frost arriving at 6:10pm) Present**

**4 (Michael Morrell, Ann Schwab, Bob Staples and Laurie Sanborn)**

**Absent**

**1 Student Representative Present (Trevor Doiron)**

**4. ADJUSTMENTS TO THE AGENDA**

**5. APPROVAL OF THE MINUTES**

5.1 May 11, 2017 – Board Meeting minutes

**Motion by Shari Ouellette and seconded by Cindy Young to approve the minutes of the May 11, 2017 regular board meeting.**

**Vote: 6 Yes 0 No 2 (Joel Pike and Holly Richards)**

**Abstain**

**1 Student Representative Yes**

**6. COMMUNICATIONS/CORRESPONDENCE**

6.1 Robotics team presentation and request.

**Motion by Shari Ouellette and seconded by Cindy Young to approve the Robotics team request to travel to China on May 26, 2017.**

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**1 Student Representative Yes**

**7. PUBLIC COMMENTS - None**

**8. BOARD COMMENTS**

**Shari Ouellette wanted to express her deep condolences to Michael Morrell on loss of his brother.**

**Trevor Doiron asked what the difference was between probationary contract and continuing contract.**

**Chair Rodzen replied that for the first three years of employment teachers are on a probationary contract. After their third year they have a continuing contract.**

**9. SUPERINTENDENT’S REPORT - None**

**10. BOARD CHAIR’S - None**

**11. COMMITTEE REPORTS - None**

**12. ADMINISTRATOR’S REPORTS**

**12.1 Ken Vining – Facilities/Transportation**

In Transportation we have been extremely busy with sports trips and field trips. Due to rain cancellations we have had several days with 4 games in the same day. Next week the regular season should come to a close for baseball and softball except for the playoffs. On Saturday the high school track team will be at KVAC’s at Morse High school. On Tuesday the middle school track team will be at Lawrence High School.

The State Police inspections finished up yesterday. It went well with only 2 taken out of service. By 3 pm one was back in service.

In Custodial/Maintenance we have been busy preparing ball fields. Also, we have been busy getting things set up for Graduation. We have also been setting up for and tearing down for two concerts this week. We will have three concerts next week at middle school and a recital at the primary school. We will have two

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more concerts the following week at the middle school. Our fields and lawns are looking good. The grass is growing fantastic and we are busy keeping up. I am looking for guidance from the board for mechanical for the buses. Do you want to negotiate with Bailey Brothers? Do you want me to send out for bids? Please tell me what you would like me to do.

Chair Rodzen said I would like to see if you could get bids from others.

Joel Pike asked when our current contract expired.

Ken Vining replied June 30. Bailey's gave us a proposal for 5 years.

Joel Pike asked if we could get a short term extension

Ken Vining replied that I think Bailey's would be up for negotiation. I still have to get a lot of figures from the State to see if we want to do it ourselves.

Doug DiPasquale asked if we were going to put it out for bids

Chair Rodzen said she would like him to look around.

Doug DiPasquale asked if it was going to be like the snow removal.

Ken Vining said he would put the maintenance of buses out to bid. Either party needs to give a 90 day notice to be out of the contract at any point.

Dale Leblanc asked who does Mt. Blue's maintenance.

Ken Vining replied that Mt. Blue does their own. They may be interested in joining with us, but we need to look into that.

Chair Rodzen asked if Ken could set up something with Brenda about a possible extension right now

Tammy Frost stated that it is hard to know with our budget for next year not being approved yet.

Dale Leblanc asked if we have locked in for our fuel account.

Ken Vining replied that we locked in at \$1.68/gallon.

12.2 Robyn Raymond – Adult Education

I'm only discussing three things tonight:

- Graduation is next Thursday, June 1<sup>st</sup> at 6:00 pm in the HS gym. I will have a table set up for board members should you wish to all sit together. We are honored to have Tina Riley be our keynote speaker. This year we will graduate 14 HiSET and adult ed diploma students, acknowledge 27 College Transitions learners, 8 graduates in the HVAC course, and a number of other honorable mentions from within our program.

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- Our College Transitions coordinator, Michelle, and I initiated a meeting with KVCC to discuss a stronger partnership between our sites. We currently have articulation agreements with UMA and CMCC to award college credit to those that successfully complete our 15 week CT course. We are looking to have a similar agreement with them. In addition to that, we signed a MOU to start a medical pathways program with KVCC. We will offer Accuplacer exams, a health science seminar, and as I mentioned a few weeks ago, getting a CNA course up and running next year. There is also a possibility of having KVCC core college courses offered at our location to break down transportation barriers. These classes would be open to HS seniors as well.
- Lastly, I received an e-mail this week from the Dept. of Ed asking our program to present in their "Top Performers" webinar series. They asked that I speak to meeting the needs of our community through our College Transitions program and the data we've collected in support of the difference it makes to have remedial courses through adult ed before entering higher ed. I will also speak to the partnerships that we created with the DOL, career centers, and local employers; attending TRA meetings at Verso seeking to understand what their retraining needs are; and building our HVAC program to speak to that need. I will be presenting June 13th; if any of you would like the link to listen when it comes out, I'd be happy to email it to you.

## 12.3 Tina Collins – Special Services

I have some great news, I had told the board earlier in the year that as a region (RSU 10, RSU 73, Rangeley Schools, SAD 44, RSU 56, RSU 9, MSAD 58, Spurwink, Hope Association, Voc Rehab, and University of Maine) we had applied for Educational Efficiencies Opportunities Grant. When the awards were granted we were not selected, but on May 5 I received a call from the Department of Education and our grant project was approved. Our partners include RSU 10 (fiscal agent), RSU 73, Rangeley Schools, SAD 44, RSU 56, RSU 9, MSAD 58, Spurwink, Hope Association, Voc Rehab, and University of Maine. The grant is in the amount of \$789,000. Regionalized day treatment programming services is the primary focus of the proposal. Positive behavioral interventions and supports, staff training for trauma informed practices, access

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to peers and hands on learning opportunities, and focus on CCSS through experiential learning/community cased activities and service.

The next steps will be the creation of a governing board amongst the regions ensure program fidelity and integrity, uniformity of evidence based practices, and act as an advisory board to monitor program goals and ensure accountability. The special ed directors will begin their work on this component early this summer. There will be a press release and a recognition ceremony with the Commissioner of Education (TBD)

May 12<sup>th</sup> was the Special Olympics and everywhere you looked there were examples of personal success and triumph. I was so proud of our students and the community! Kids left happy and proud of their efforts and accomplishments.

On Wed June 14, the Harris House has invited our MS/HS life skills students to an end of the school year "Street Dance" from 9:15 to 11:15. This should be a great time and a wonderful opportunity for the students socially. Thank you Harris House for hosting this event!

Tammy Frost said I just want to make sure that everyone knows that the \$789,000 is not for our district alone.

Tina Collins replied that money does not go to us, RSU 10 is the fiscal agent.

### **13. POLICY**

- 13.1 First Reading of Policy GCSB – Use of Social Media by School Employees
- 13.2 First Reading of Policy GBEC – Drug Free Work Place
- 13.3 First Reading of Policy GBGA – Short Term Disability
- 13.4 First Reading of Policy GBEE – Alcohol and Drug Policy and Testing Procedures

**Motion by Cindy Young and seconded by Tammy Frost to approve the first reading of policies: GCSB – Use of Social Media by School Employees, GBEC – Drug Free Work Place, GBGA – Short Term Disability, and GBEE – Alcohol and Drug Policy and Testing Procedures.**

**Shari Ouellette said she had a question on use of social media policy. It talks about staff using social media outside of school and that**

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consequences can come from something that was said on someone's personal face book account, for example if a parent/teacher rants about a coach, can we really do that.

Chair Rodzen said that it is a fine line, employees are professionals and should not be on social media trashing another employee or coach or the school district.

Shari Ouellette let's just say I have a kid and he plays football and something happened at the football game, I don't trash anyone, I just express my displeasure and then I am reprimanded, it is subjective.

Chair Rodzen replied that when someone looks at that account, your account is not your account, you are a teacher, and you are speaking for the school district. Rumors start fast and furious. For example it is out there that the school board has voted that the band cannot march in the parade, did any of you vote for that? No.

Tammy Frost said that most employers have a policy about social media now. It is the standard at most companies now to have such a policy.

Joel Pike said that from my perspective if you ask those of us on the policy committee we started with this 6 or 7 months ago, this policy before you is much smaller than what we started with. Is it perfect, I'm not sure, but we have gone through this with the legal team and this is what has come about. I feel better about his one than I did the earlier one.

Chair Rodzen said we did have the president of the MEA speak with the membership and he came back to us with notes and concerns that we reviewed.

Shari Ouellette said that the policy said that school employees cannot be friends with students, well that is a problem if you are related.

Chair Rodzen said that common sense needs to apply.

Joel Pike said that we spent a lot of time discussing and reviewing this policy, I don't know if there is a better way. It is what is being recommended from the legal side to protect the district and employees.

Denise Rodzen said that not any of us think it is perfect, we have looked at many options over the last six or seven months.



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**Joel Pike said that two are policy reviews and the social media policy and the short term disability are new policies.**

**Dale DiPasquale asked if short term disability covers all the bargaining units.**

**Chair Rodzen said if they have it in their contracts, I know the teachers have it and I believe that the bus drivers and custodians. It may not be in the secretary/ed tech contract but we are negotiating with them next year.**

**Vote:            9 Yes            0 No            0 Abstain  
                     1 Student Representative Yes**

**Cea Jay Pitcher had a questions about the Alcohol and Drug Policy and Testing Procedures on page 9 shouldn't the breath test result be 0.00 not 0.02.**

**Chair Rodzen said that over the counter drugs like Nyquil and some other medications have alcohol.**

**Joel Pike said it matches up with the statutes.**

**14. OLD BUSINESS**

14.1 Bid for Snow Removal and Sanding for the 2017/2018 School Year.

**Motion by Dale Leblanc and seconded by Cindy Young to accept the bid from Castonguay's for snow removal and sanding for the 2017/2018 school year.**

**Vote:            7 Yes            0 No            1 (Shari Ouellette) Abstain  
                     1 (Tammy Frost) Recuse  
                     1 Student Representative Yes**

Ken Vining asked the Board if they wanted him to put the mechanical out to bid and they replied yes.

**15. NEW BUSINESS**

15.1 Action on 2<sup>nd</sup> Year Probationary Contract 2017/2018 for Amy Ryder pending approval of appropriate school budget.

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15.2 Action on 2<sup>nd</sup> Year Probationary Contract 2017/2018 for Mark Ostroff pending approval of appropriate school budget.

15.3 Action on 2<sup>nd</sup> Year Probationary Contract 2017/2018 for Kyle McLellan pending approval of appropriate school budget.

15.4 Action on 2<sup>nd</sup> Year Probationary Contract 2017/2018 for Kerry Jackson pending approval of appropriate school budget.

15.5 Action on 2<sup>nd</sup> Year Probationary Contract 2017/2018 for Jeremy Gath pending approval of appropriate school budget.

15.6 Action on 2<sup>nd</sup> Year Probationary Contract 2017/2018 for Annika Durrell pending approval of appropriate school budget.

15.7 Action on 2<sup>nd</sup> Year Probationary Contract 2017/2018 for Bernadette Bessey pending approval of appropriate school budget.

15.8 Action on 2<sup>nd</sup> Year Probationary Contract 2017/2018 for Samantha Bellerose pending approval of appropriate school budget.

15.9 Action on 2<sup>nd</sup> Year Probationary Contract 2017/2018 for Jennifer Baker pending approval of appropriate school budget.

15.10 Action on 2<sup>nd</sup> Year Probationary Contract 2017/2018 for Sikwani Dana pending approval of appropriate school budget.

**Motion by Shari Ouellette and seconded by Cindy Young to approve 2<sup>nd</sup> year Probationary Contract 2017/2018 pending approval of appropriate school budget. This vote reflects 15.1 – 15.10.**

**Vote:            9 Yes                    0 No                    0 Abstain**

15.15 Action on 3<sup>rd</sup> Year Probationary Contract 2017/2018 for Donna Landry pending approval of appropriate school budget.

**Motion by Shari Ouellette and seconded by Cindy Young to approve 3<sup>rd</sup> year Probationary Contract 2017/2018 for Donna Landry pending approval of appropriate school budget.**

**Vote:            8 Yes                    0 No                    0 Abstain    1 (Dale Leblanc) Recuse**

15.11 Action on 3<sup>rd</sup> Year Probationary Contract 2017/2018 for Erica Grimaldi pending approval of appropriate school budget.



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15.12 Action on 3<sup>rd</sup> Year Probationary Contract 2017/2018 for Christopher Sagner pending approval of appropriate school budget.

15.13 Action on 3<sup>rd</sup> Year Probationary Contract 2017/2018 for Susan Lyons pending approval of appropriate school budget.

15.14 Action on 3<sup>rd</sup> Year Probationary Contract 2017/2018 for Brandy Latham pending approval of appropriate school budget.

15.16 Action on 3<sup>rd</sup> Year Probationary Contract 2017/2018 for Michele Hall pending approval of appropriate school budget.

15.17 Action on 3<sup>rd</sup> Year Probationary Contract 2017/2018 for Michelle Grimbilas pending approval of appropriate school budget.

15.18 Action on 3<sup>rd</sup> Year Probationary Contract 2017/2018 for Jayne Flagg pending approval of appropriate school budget.

**Motion by Shari Ouellette and seconded by Cindy Young to approve 3rd year Probationary Contract 2017/2018 pending approval of appropriate school budget. This vote reflects 15.11, 15.12, 15.13, 15.14 – 15.16, 15.17 15.18.**

**Vote:            9 Yes            0 No            0 Abstain**

15.19 Action on 1<sup>st</sup> Year Continuing Contract 2017/2018 for Charles Stratton pending approval of appropriate school budget.

15.20 Action on 1<sup>st</sup> Year Continuing Contract 2017/2018 for Tanya Perreault pending approval of appropriate school budget.

15.21 Action on 1<sup>st</sup> Year Continuing Contract 2017/2018 for Brooke Newton pending approval of appropriate school budget.

15.22 Action on 1<sup>st</sup> Year Continuing Contract 2017/2018 for Karen McDonald pending approval of appropriate school budget.

15.23 Action on 1<sup>st</sup> Year Continuing Contract 2017/2018 for Kelly Lake pending approval of appropriate school budget.

15.24 Action on 1<sup>st</sup> Year Continuing Contract 2017/2018 for Jennifer Kachnovich pending approval of appropriate school budget.

15.25 Action on 1<sup>st</sup> Year Continuing Contract 2017/2018 for Ashlee Giroux pending approval of appropriate school budget.

15.26 Action on 1<sup>st</sup> Year Continuing Contract 2017/2018 for Courtney Flagg pending approval of appropriate school budget.

15.27 Action on 1<sup>st</sup> Year Continuing Contract 2017/2018 for Brian Fielding pending approval of appropriate school budget.

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**Motion by Shari Ouellette and seconded by Tammy Frost to approve 1<sup>st</sup> Year Continuing Contract 2017/2018 pending approval of appropriate school budget. This vote reflects 15.19 – 15.27.**

**Vote: 9 Yes 0 No 0 Abstain**

15.28 Consideration of Draft 2017/2018 School Board Meeting Calendar.

**Motion by Holly Richards and seconded by Shari Ouellette to approve the Draft 2017/2018 School Board Meeting Calendar.**

**Vote: 9 Yes 0 No 0 Abstain**  
**1 Student Representative Yes**

15.29 New motion to accept Michael Morrell and Cindy Young as Chairman of the Board for high school graduation.

**Motion by Shari Ouellette and seconded by Tammy Frost to accept Michael Morrell and Cindy Young to serve as School Board for the June 11, 2017 Graduation Ceremony.**

**Vote: 7 Yes 0 No 0 Abstain 2 (Michael Morrell and Cindy Young) Recuse**  
**1 Student Representative Yes**

Trevor Doiron asked if it is was a conflict of interest if a student was a representative on the school board and their parent was an employee of the district.

Chair Rodzen said that it is not a conflict however they cannot vote on anything in the area where the parent works.

Holly Richards said that I think it has been lovely to having Trevor on the board, he is going to go far.

Tammy Frost said my thought on having a student on the board is that I would rather have a student with a parent in the district rather than not having a student representative on the board

Chair Rodzen said they will just not vote.

**16. APPOINTMENTS - None**

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**17. OTHER BUSINESS - None**

**18. CALENDAR/ANNOUNCEMENTS**

June 8, 2017 – Regular Meeting – 6:00 PM Cedar Street Conference Room

**19. ADJOURNMENT**

**Motion by Shari Ouellette and seconded by Holly Richards to adjourn at 6:59 pm.**

**Vote:                      9 Yes              0 No              0 Abstain**  
**1 Student Representative Yes**

Respectfully submitted:



Kevin Harrington  
Principal, SMPS