

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 7th Regular Meeting of the Spruce Mountain Board of Directors
For 2018-19 was held

Thursday, January 10, 2019 6:00 pm Spruce Mountain Middle School Cafe

~MINUTES~

Present: Doug DiPasquale, Tammy Frost, Sara Hughes, Steven Langlin, Dale Leblanc, Shannon McDaniel (left at 9:55 pm), Michael Morrell, Shari Ouellette, Joel Pike, Phoebe Pike, Denise Rodzen, Ann Schwab and Robert Staples

Absent:

2 Student Representatives: Scott Jackson (arrived at 6:52 pm), Orion Schwab
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.

Pro tem Secretary of the Board – Steven Langlin

3. ATTENDANCE

13 Present

0 Absent

2 Student Representatives (Scott Jackson arrived at 6:52 pm)

4. ADJUSTMENTS TO THE AGENDA

4.1 Add: 18.1 - Executive Session to personnel issue in accordance with 1 M.R.S.A. § 405(6)(A).

5. APPROVAL OF THE MINUTES

5.1 December 13, 2018 – Board Meeting Minutes

Motion by Shari Ouellette and seconded by Doug DiPasquale to approve the minutes of December 13, 2018 regular board meeting.

Vote: 13 Yes 0 No 0 Abstain

1 Student Representatives Abstain

6. COMMUNICATIONS/CORRESPONDENCE

6.1 Retirement of Cynthia Paradis, SMHS Special Education Teacher, effective June 24, 2019.

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Motion by Robert Staples and seconded by Shari Ouellette to accept with regret the resignation of Cynthia Paradis, SMHS Special Education Teacher, effective June 24, 2019.

Vote: 13 Yes 0 No 0 Abstain
1 Student Representative Yes

6.2 Motion by Michael Morrell and seconded by Shari Ouellette to accept on behalf of the RSU 73 Board of Directors the resignation of Superintendent Todd LeRoy effective January 10, 2019.

Vote: 13 Yes 0 No 0 Abstain
1 Student Representative Yes

Board Chair Rodzen directed the audience to review Policy BEDH, Public Participation at Board Meetings.

7. PUBLIC COMMENTS

Kristy Labonte

Good Evening, my name is Kristy Labonte, and I have lived in this community my entire life. I attended MSAD 36 schools and now I have 4 children attending RSU 73.

When I think of the school, I think of the center of the community. It is where our children learn and grow. Where they learn to be part of a community, to work with others, to communicate, collaborate to get better results. We all want our children to develop these skills, and we all expect them to be held accountable when they fall short of expectations, or if they have done wrong.

We teach our children that TRUST is difficult to earn, but very easy to lose. And they learn in their families and in their peer relationships that a loss of trust can damage a relationship beyond repair.

I will ALWAYS be willing to stand by someone who welcomes open communication, who collaborates with others and with their community, and is accountable for their own mistakes and shortcomings. That is a person who has EARNED my TRUST

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I will likely NEVER trust a person who chooses NOT to communicate. Who, instead of collaboration, chooses unilateral decision making. I will NEVER TRUST someone who deflects blame and changes stories to avoid being held accountable.

We should expect at least as much from our administrators and decision makers as we expect from our children; our children who are depending on those same people to be good examples for them as they grow.

The leaders of our school system – now and moving forward – need to EARN OUR TRUST through COMMUNICATION, COLLABORATION, and ACCOUNTABILITY.

Thank you.

Beth Kennedy

If we, as a community, were able to come together with so much passion, drive, dedication, unity and support in such an unfavorable, ground shaking time, could you imagine the mountains we would move with that same level of action being applied for a beneficial outcome?

In the last 21 days the communities of RSU #73 have experienced emotions that have left us feeling very unstable, insecure and worried for not only our children's scholastic future, but our work as a community.

Surprises are great when they are birthdays, Christmas or wedding proposals, but not when your whole life is being turned upside down with lack of communication from those that you depend on to inform you of changes in your children's lives. Communication and transparency are key when connecting home and school, especially when children spend at least 1/4 of their day in schools.

The leaders of RSU # 73 have left a lasting impression on the community with their recent antics. Students need stability, consistency, and they need to feel they can depend on constants. Those things were taken from them recently with no warning, and through no fault of their own. We as parents cannot allow such uncertainty from our school board, or the leaders. It is my expectation that in the future more investigations be done on such leaders, and more clear deliverance of plans be made. In order to be a successful, unified, informed community we must all be completely truthful and transparent with each other, unlike the recent events.

It is my hopes that from now on, these communities will keep their focus,

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maintain higher standards, and come together on a more consistent basis in order to prevent another ground shattering event like this from happening again. Unfortunately, I do believe the scars will remain for some time to come, as this community tries to learn how to trust again, and attempts to put faith that the decision makers are truly working for the best interest of our children.

It is my goal to continue to stand, fight, support and believe in the students of RSU #73 rather than my prior wrongful sense of comfort found in leaving it up to those I thought were better qualified than I.

It takes a village to raise a child, and secondary to home, school should be the safest place for our greatest chance of a wonderful future.

Thank you for your time and dedication!

Linda Reynolds Flagg

I come to the board and community today with 1 statement that I find impactful after weeks of self-reflection!

I've come here today to apologize to the board, parents, staff and mostly our children. I am sorry it took this turmoil to bring me to a board meeting. I, like a lot of parents assumed things in our district were kosher and my children's education was in good hands. December 21st my world was stopped leading me standing here today. I was blind to the unspoken and longstanding dissatisfaction that members of our community had with our school board. So here we are; tax-payer's money wasted and unnecessary stress placed on staff, students and parents. I am standing here today to say "I will not be blinded again", my children deserve more! We are all here to show our board and children whom which are our future leaders of this community that we will not stand down in difficult situations and we have proven that. Also and most importantly that we are here for them and the teachers teaching them and I'll lastly concluded with that RSU 73 will show all of you change in 2019 & we will never be blind-sided again and put through the turmoil shown in the last 3 weeks!

Holly Richards

Please allow me to introduce myself. My name is Holly Richards and I am currently a Livermore resident and have lived my entire life in in our district. I am also a mom to a 1st grade son.

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I wasn't too long ago; I was sitting where you all are so I am not here to point fingers as to what has transpired over the last few weeks. I will be honest that I am angry, nervous, scared, confused, and sad. I speak for many, we are left with so many unanswered questions but I am not going to focus on what happened, instead, I want us all to focus on our future. We need to look forward not backwards. RSU #73 needs to be a district of educational excellence and improved academic performance for all students. RSU #73 needs to be something our children, teachers, administrators, school board, parents, tax payers and the great community feel proud of.

When I think of what is a school, I think of it as the foundation of our children's future. Over the past few weeks, we seem to have lost sight of this. For some children, school is the only "normalcy" they have in their life. I am all for improving our schools, enriching our student's education, and enhancing our community; all while being fiscally responsible. All this cannot be accomplished without communication and community involvement. What happens in a school affects the whole community.

No level of improvement is going to happen without better communication between the students, parents, staff, administrators and the Board, so that this District can give the students the best possible education so they are prepared for the ever changing workforce and can be contributing members to society (because isn't this really the goal).

We cannot make this happen without strong leaders. We deserve leaders who do not make decisions in the dark; ones who communicates to staff, students, the community and parents.

Leaders who exhibit:

- Passion
- Commitment
- Positivity
- Collaboration
- Integrity
- Honestly
- Relationship building skills.

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And most importantly we need to have trust among each other. So many times I feel like it's the school leadership against the community and the community against the school leadership. We are united in this and need to be a team.

I have a vision for RSU #73 to be **that** district of educational excellence with improved academic performance. I have one question for us all. How do we get there from here? I don't have the answers but I am willing to roll up my sleeves and make the effort. And out of the ashes the Phoenix will fly again but it's too bad it took complete embarrassment and community outrage for so many of us to realize how involved where we needed to be. The center of our attention should be our children. They are the reason we all do what we do.

Thanks you for your listening to me!

Rhonda Bean

I was a teacher in RSU 36 and RSU 73 and I am now retired but I work as a substitute in the district. A great injustice has been righted, we have let it be known that vendettas and power plays have no place in our district. Changes cannot be dictated by a few. We are a united force and now the adults have a great challenge. Please rise from the recent mayhem. Welcome home TJ Plourde!

Robert Fowler

Student at Spruce Mountain High School. I moved here when I was 4 and attended Jay Elementary School. Since living in this community I have learned a lot. By working together, we can get things done. Students need to feel safe in school and when the shocking decision was made our school was no longer safe. We need stronger leadership to guide our district, I want the best for my future and my peer's future.

Sue Hiscock

Thank you for listening to us. I am worried about things that were decided before – proficiency based diplomas. Were the teachers provided tools for PBD? Why not start in the elementary level instead of at the high school.

Chair Rodzen replied that Proficiency Based Education came from the Department of Education. Like other school districts, this one started working toward the goal of proficiency based diplomas. It was not an option to start at earlier grades as

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originally the Proficiency Based Diplomas were to begin 2018 and then moved to 2019 by the Department of Education. It has been difficult and is a work in progress. Now the state says you do not have to do Proficiency Based Diplomas, the mandate has evaporated. The administration recommended going forward with the Proficiency Based Diplomas for the student's best interest.

Dawn Corley

I have a middle school and high school student. I moved here in November because of bullying and assaults on my child which were tossed aside because of the size of the school. On December 21 my heart broke. My son was devastated by the decision and I thought will he ever have a safe place. Please research before you make any major decisions. My son was depressed when that decision was made but when we moved here he was very happy.

Chair Rodzen said that she graduated from a large class and she is happy with the way things are turning out.

Garrett Smith

Senior at Spruce Mountain High School. Thank you for listening to us. We need more communication with the board and students. Trust is gone, the kids were very happy at Spruce Mountain High School. Everyone was very disheartened.

Dale Leblanc asked if the morale has improved since Principal Plourde has returned.

Garrett Smith replied "Absolutely".

Anna Bradford

Senior at Spruce Mountain High School. I have grown up in this community and I can say on behalf of the Senior class we are ecstatic to have Mr. Plourde back, someone who is morally and ethically focused on all of us. He is concerned about our personal lives; he knows us personally. It is wonderful to know that there is an adult in the high school who has your best interest at heart. Mr. Plourde will always be welcomed in our community if he is principal or someone on the streets. We thought it might have something to do with us.

Chair Rodzen said it had nothing to you or kid's behavior, it was a situation that blindsided all of us. There are plenty of us on the board, I am only one member. This board did not vote for this; I am one member.

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Erin Payne

My son graduated last year and I want to explain how TJ was to my family. My son didn't do well in school; it was hard for him. I ended up taking him out, even though that was no what TJ wanted to happen. My son then went to Adult Ed and is now in Marine Boot Camp. If it were not for TJ my son would not have found his way. My son has been injured and I went to TJ and he wrote my son a letter. Even though TJ disagreed with some of my decisions he still supported my son. I would like to see TJ as Superintendent, but I don't want to take him away from the high school. TJ is morally, ethically and in every way an outstanding principal. Thank you for putting him back where he belongs.

Lynne Ouellette

I would like to ask a question about procedure. Why between December 21 and January 2 didn't someone put the brakes on so kids would not come back from break with this change.

Chair Rodzen replied that is a good question. When this thing hit us the superintendent had just left for Florida. We tried to call a special meeting but in order to do that we needed to know what happened and Mike Morell and I met with him once he returned. We had through emails told him that this needed to be changed. We needed to meet with lawyers to find out what we could and couldn't do. We were blindsided when he put out his press release to anything we have ever heard. We never voted for any of this. We did sit down with him and he did pull in back. There is a process like the one used to merge the elementary schools. That process did not take place.

Renada Hutton

This completely rocked their world. Scott Albert is a fabulous asset to the district. My question is how are we going to prevent this in the future. This happened to him at another school, how will we hire someone next time.

Chair Rodzen replied that the situation in Madison was completely different. The Board voted to combine the schools into 6-12 and decrease administration by 1.

Renada Hutton continued he had done something like this somewhere else

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Chair Rodzen replied you don't know what you don't know, hindsight is 20/20.

Renada Hutton asked did you do a background check?

Chair Rodzen replied that the references came back fine. We were in a situation, we had no guidance counselors, we had a construction project. We needed someone that would be more long term. There was a search committee. The process is two-fold. Emails and phone calls were made to ask who would like to be on a search committee. I sat down with the Vice Chair Michael Morrell the outgoing superintendent and the interim for feedback to form the committee which was made up of directors, administrators, food service, transportation, teachers and students. At the first meeting we looked at all resumes, numbered them, members picked who to interview and not interview. The Committee interviewed people and brought recommendations to full board. The members of that committee then went away once they made their recommendations to the board, their charge had been fulfilled. Three were recommended to the board. The entire board interviewed every candidate and board members formed their own interview questions. Three board members could not be there for every interview so those three did not vote.

Scott Jackson Student Representative arrived at 6:52pm.

Pam Spaulding

I have lived in the district for 50 years and substituted for over 30 years. This reflects a personality conflict. Someone was being paid a good amount of money and went rogue. I am thankful that he did resign. Will we ever know how much we paid to get rid of him

Denise Rodzen said she has his resignation, agreement and release.

Pam Spaulding said this is our tax money, we deserve to know.

Denise Rodzen said there are certain things in there.

Board Chair and Vice Chair confer.

- Vice Chair Michael Morrell said we had two options as a board. One was to resign and the other was dismissal. The road to dismissal is very expensive with legal fees, investigator claims and then it would go to the board for a decision. What he did was enough from dismissal but then it would go to a

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hearing and the commissioner would decide whether or not he agrees or he does not agree with the board's decision. He could return the Superintendent to work and I didn't want that to happen. We chose not to do that because of legal fees. This option is way less than that.

- Pam Spaulding asked did you buy out his contract?
- Chair Rodzen said no.
- Pam Spaulding continued did you pay him off?
- Chair Rodzen said that he will be getting regular payments until January 9, 2020. The reality is the possibility of interim such as Bob Wall, 5 days a week, 3 days or 2 days. I did speak to the Maine School Board Association; they know who is available to be interim. We have gotten two names from there and I received two more phone calls today. That would be more cost effective for taxpayers, we are trying to not overtax the taxpayers.
- Vice Chair Morrell said I know this does not sit well, we were faced with two options, this one hurts less.
- Chair Rodzen said we actually had four options, do nothing, keep the individual here; put him on an action plan, resignation or dismissal.
- Debra Finley asked if there was a non-disclosure agreement with this.
- Chair Rodzen said that we cannot say anything and he is not supposed to say anything disparaging about us.
- Debra Finley continued can you please - if there are red flags brought to your attention that you hold off. All you had to do was google him.
- Chair Rodzen said I will have to say there are many stories about him, some of the facts have been cherry picked. We did in fact check out his resume.
- Kristy Labonte said trouble seems to follow him.
- Chair Rodzen said Madison was different, student performance improved.
- An audience member said he was bought out of that one too.
- Tammy Frost said that there was no contract extension.
- Chair Rodzen said he was hired for 2 years, no one will go anywhere for one year, his contract was expiring June of 2020. Every year in December the school board goes into executive session to evaluate the superintendent. After that executive session the only vote was to keep the contract as it was to 2020 with no extension. I will tell you there have been a lot of things on Facebook, nice and not so nice and very inaccurate. Some asked why there was a budget freeze already, he inherited the current budget, it was not his. He was in process of working with administration on next year's budget. The fact that we had 3 teachers defamed on Facebook that should be a

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concern to people. There was a cluster of teachers blamed. Mr. LeRoy acted alone.

- Kristy Labonte said how did everyone know about it.
- Chair Rodzen said there were sales people, vendors, central office that leaked. He was not escorted from school by police. The police were there picking up baskets.
- Sally Boivin said they were actually there picking up a bus tape.
- Chair Rodzen said that is what she had been told.
- Chair Rodzen said that one of the administration had been criticized for issuing an email to staff, he was following his boss' orders.
- Why were principals placed where they were?
- Denise Rodzen replied that that is not what we do. Nobody said the principal at the high and middle school were not nice guys. The board did not know about the restructuring. There were a lot of things that were hurtful, one that the Department of Education would be taking certification away from three people including me. I am not certified. The fact is we were asked about whether we knew about school restructuring, we did not vote on anything. We had followed the process to the letter of the law when we combined the two elementary schools. We would have done the same here. There are a lot of things on Facebook and we, by law, are not allowed to say things. You have come to us with innuendos, threatened, defamed....
- Deb Finley - You are throwing it all back on us.
- Judith St Pierre said I have one question, how can an individual plan this and the board had no inclination that this was being discussed. What I hear tonight, people knew it was coming down.
- Ann Schwab – The board, all of us here, all work for you. The superintendent acted on his own, I believe this happened through a mental break. I feel like you are accusing the board, we can only act as a board not as an individual.
- Judith St. Pierre asked don't you feel as a board you should have known.
- Ann Schwab - no one came to the board.
- Mike Morrell I know it does not feel good, and I understand that. On the snow day on December 21 I received a call from concerned parent, I had no idea, we never acted, never had discussions - board approval should have happened first. He thought he had the authority. We can only ever act as a

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board. He rolled it back. We couldn't hit the brakes because we couldn't act as 13.

- Judy St. Pierre this needs to be phrased as a question for new applicants.
- Michael Morrell said I assume anyone worth their weight would come to the board first. It is frustrating that this discussion did not take place.
- Kristy Labonte said that on December 17, I tried to give you a heads up about what I was hearing.
- Shari Ouellette said most of you found out on the 21st I found out on Christmas eve from a press release.
- Chris Grimblis said I spent 30 years in corporate America, an organization builds trust and loyalty when they promote from within. I know we have at least one who has the necessary credentials to be our superintendent. If the board wants to have the trust of parents, they need to have someone they trust.
- Ann Souther said she was a former board member, and is a parent and grandparent, money is not the issue - I would rather pay an attorney than pay him. What we are showing the kids, that you can resign and you don't get fired, I don't understand why we don't pay him..... why....I understand there is all kinds of mumbo jumbo but he went above and beyond his jurisdiction. It is wrong that we have had to pay him and this is not the first time we have had to pay off someone. I think we would win the case and I don't think it would be that much more.
- Chair Rodzen replied the reality is in order to remove a superintendent you need to have just cause, it is crap shoot as to what is and isn't just cause. There is a statute which says a 90-day notice, he interpreted this as his authority – it will be looked at as a mistake, not just cause. We chose an option that was secure and finalizing.
- Shannon McDaniel said she has lived in Livermore for 6 years, I have never been a part of a community more loving, caring and tight knit. I appreciate that you all came out and I for one want to say sorry.
- Susan Hogan a teacher for 21 years. What is the boards plan to make official announcements? I had to hear about it through the newspaper. There should have been a statement. Moving forward what will the process be?
- Chair Rodzen said the board can only speak as a group. Statements come out via the superintendent.

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- Susan Hogan continued I hope the board will find a way to communicate even though you can't say much.
- Jean Tardiff said communication is key. It pissed us off when teachers found out in the paper, this starts with you. I am hearing Shari say she did not hear until the 24th of December.
- Shari Ouellette replied that no one called or emailed me.
- Jean Tardiff said why was not anyone called, the board should have known, if you knew on the 21st why didn't Shari know until the 24th why was she not called. Why didn't you guys call a special meeting? It has been encouraged to not communicate and say nothing, saying there will be repercussions. Please as a board work on communication from here on out, at some point someone should have come forward, anything.
- Rhonda Bean said we as community members have a great responsibility to the board, unfortunately they hear negative stuff and there is so much positive stuff going on in this school district. We need to tell the board about the good stuff.
- Erin Payne said what this man did was an abuse the power and authority, it is not a stretch or misinterpretation, I do not want to pay him anything. Can we put something in another contract? This man does not deserve the money he is going to get.
- Chair Rodzen said there are things that we will tightened up, reasons for dismissal this need to be spelled out a lot more clearly. Things are listed in the teachers' contract and other employee contracts, that is a good suggestion.
- Amy Byron – what about including a probationary period in contract, certain expectations.
- Chair Rodzen good point, we have it in employees contract and not in administrators.
- Who is in charge right now?
- Chair Rodzen said that as of tonight we do not have anyone. We have 4 possible candidates. Will need to go into executive session. There will only be an interim at this point.
- Dale Leblanc asked if there was a policy about interim being able to apply or not apply for the full-time position.
- Chair Rodzen replied that it is the way it is recommended by MSMA; it does not have to be done that way

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- Tammy Dwinal-Shufelt said it is not a fun job being on the board. If you make a mistake it makes you smarter.
- Doug DiPasquale asked how do we work on communication.
- Carrie Mitchell by asking us going forward, we don't have a leader why not ask us, what we would feel comfortable with, truthfully it does scare me a little, go with your gut, just ask us we will be honest.
- Deb Finley said that just a reminder this is not the first time this has happened with a superintendent. I was on the committee last time. The committee asked people about the man and all of us said do not hire this man. We hired him and bought him out. Listen to the people, they may know something.
- Renada Hutton said thank you everyone, your support was great we have a great group of teachers and administrators. But I have heard tonight we have someone in our district who is qualified, why are we not utilizing someone who knows our children best.
- Chair Rodzen said that if we put the individual in that position it would leave that position open.
- Renada Hutton - Why can't we look out for the best interest of our children, why can't we make this difference. I would like to see someone step in and give the teachers the recognition they deserve.
- Robert Staples said he has lived here for 22 years and been on the board for 2. I would like to say thank you to those who have stood up and commented, especially the students. Please call me even for something positive. I want to hear from people to help make a qualified vote. We may not know what teachers are doing, keep us informed. The first time I ever received a phone call was after this disaster. Please don't let that stop now, call members of the board with positive feedback too.
- Shari Ouellette said she wanted to speak to Renada's comment, we actually have two administrators who have their certification at this point.
- We are only mentioning one.
- Chair Rodzen said I have to protect the employees in this public forum, there is a process.
- Rob Taylor said the board has to be involved in the school, communication, I saw one board member in the school, other members I see all the time, those are the ones that I turn to. I only saw the superintendent maybe 3 times. Need to have presence in the schools and communication.

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- Liz Smith – concerned about the rumors on Facebook, I would hope that we can in the future find someone who is active on social media. Find a way to police rumors.
- Ann Schwab said all of the regular school board meetings are on RSU73.com website and there is a drop down menu with names and numbers of school board members.
- Phoebe Pike said I know the feeling of the community; I am very involved. When we talked about the best interest of the kids we are talking about our own, when we make a decision we make them as a whole board. We expected backlash but we want what is best for the children. We want to hear from you. I am sorry if you feel there will be repercussions that is not a feeling I want. Send emails, text, message or call. We are always open for feedback.
- Mike Morrell said I really enjoy seeing everyone here, if we could have this at every board meeting that would be awesome, but for most it is the 13th of us, 2 students, administration and Pam Harnden, often the seats are empty. I want public input. You guys need to tell us.
- Dale Leblanc said I would like to thank all for coming and for all the emails, phone calls, and thank the students.
- Scott Jackson said I want to say I have never been more proud of the students for speaking up and letting their voices be heard. We all really appreciate it.
- Orion Schwab we are extremely proud for the professionalism of being able to stand up for what is right, I am so proud of you guys.
- Susan Cassidy said I have never attended a school meeting before, the responsibility falls on us. I would like to commend the board. I wish I were more involved, thank you.
- Dale Leblanc said I meant to apologize to the administration that had to work over their Christmas break because of all of this.
- Tammy Frost said I have been on board since consolidation and we have waited 8 years for this audience. I will not be taking out papers again to be a member of the board. If needed, though, I could be a write in and I'll do it. I have enjoyed working with past and present board members. It has been a tough 3 weeks. I hope the people who run are not out for revenge. We were blindsided by this; we did not know that this was coming.

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS
The 7th Regular Meeting of the Spruce Mountain Board of Directors
For 2018-19 was held

Thursday, January 10, 2019 6:00 pm Spruce Mountain Middle School Cafe

- Tina Riley said because you are doing your job you do not have a room full at meetings. For the most part, outrage was handled well by board. If you need us, you can call on us and we will be there.
- Shari Ouellette said 6 years ago I joined the board. My time is up but for anyone in the town of Jay I encourage you to step up.
- Robert Fowler I would like to comment on the blindside. I started organizing a march, half way through my vacation and I received an email from a staff member giving me advise that I should not do the protest that I do not have their support, he said we could have done something about that earlier.
- Chair Rodzen said she was proud of him. He believed in a cause and stood up.
- Ann Schwab I am from Livermore Falls and have 2 kids one in 8th and the other a senior. Thanks for caring but there is more work to do, we can't do it alone. I am ready to work. When I first decided to run for the board I didn't know how this worked, I went to the town office and she said if you have an interest get your papers, it has been an adventure with a trying few weeks.
- Joel Pike said thank you everyone for coming. When I first got on the board I was a write in with 2 votes. It is great to see you all here. Just remember we are all here, I appreciate your emails thank you. I am going to listen. The biggest thing is I want to see you here. I have always been against Cedar Street for the meetings.
- Denise Rodzen said Sara was concerned parent and she asked questions and then she joined the board. The room on Cedar Street is stuffy and not inviting. With student presentations we want parents there. We will rely on administrators to let us know if we can move to the schools for meetings. In March in Livermore and Livermore Falls the papers will be available for anyone wishing to be on the board. I have said I would finish out my term. I was told today that my term is up in 2020 but I will not be finishing out my term because of health issues. At this point my family needs to come first. I appreciate all the years on the board. The town will have to put someone else on. My legacy is my family. I will be taking care of me for a change.
- Doug DiPasquale said papers are available on Monday for anyone interested in running for the Jay seats that are available.

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- Michael Morrell said to set meetings at different schools and begin the rotation. Scott Albert said the Ad Team will be meeting on Monday to discuss the budget and we will talk about it then.

8. STUDENT PRESENTATION - None

9. BOARD COMMENTS - None

10. SUPERINTENDENT'S REPORT - None

11. BOARD CHAIR'S COMMENTS - None

12. COMMITTEE REPORTS - None

13. ADMINISTRATOR'S REPORTS

13.1 Dora York – Food Service

The primary school is at 53%, the elementary at 56%, the middle school at 51% and the high school at 39% for a district average of 50% Free and reduced lunch.

Most grants and Title 1 monies are awarded based on free and reduced percentage. I will be mailing forms again next week.

Tomorrow January 11, I will be attending our purchasing group meeting where we will be starting the bid process.

On January 24 and 25th I will be attending the NSNA Winter Conference. We will receive guidance on a number of items available next year and updates to regulations.

Families can apply for Free and Reduced lunch at any time during the school year.

Discussion around ideas to get families to complete the free and reduced lunch application, even if they do not think they will qualify.

13.2 Tina Collins – Special Services

Apologies to The Board for not being present she had to leave the meeting early.

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13.3 Ken Vining – Facilities and Transportation

All is going as well as can be expected in transportation with breakdowns, employee sickness, vacations, personal days and our busy sports schedule of basketball, skiing and cheering competition.

Several manufacturing delays with our new lift bus. It is finally in at Cressy and should be delivered next week.

Again, all is going as well as could be expected in facilities with the water break that we had on Thanksgiving Day at the elementary school. It was not good but could have been much worse. 10 rooms were affected in the flood, 8 greatly with carpets removed by our crew on Sunday after Thanksgiving. We have been dealing with Peter Jabbusch of Atlantic Environmental and our insurance adjustor Rebecca Michaud of Colonial Adjustment Inc. On January 2, 2019 we got 2 – 44' x 10' mobile classroom units which Mr. Hollingsworth has assigned. We also got 2 storage boxes, 20' x 8', to store the room contents in. Chris Hollingsworth said that the Title 1 classroom and the new behavior program will be moved to the portables. There are not a lot of children in those programs. Yesterday they were hoping to finish up the tearing off the sheetrock. Hopefully within 4 weeks (by February vacation) they will have the rooms back together.

They are still working on the automation of the heating system. They will be coming on the 16th. Once everything is complete they will set up a meeting with all of the board. We have continued to receive some of our rebate monies.

On a little bit of a lesser note, if you go into the elementary gym you will notice all the wires that were hanging down now neatly wrapped in behind the water pipes and approximately 30 were eliminated. On another good note we got another 10 white board free. Darrell thought that sometime in March they should be done tweaking.

13.4 Robyn Raymond – Adult Education

We have been working with workforce development training rapid response team with those effected by the Barclays closing. We are a part of the response team. We are going to develop a survey with the department of labor. I will be attending a conference in New Orleans to report on our CMA program. We have a small culinary class that is up and running with 4 students going from dishwashers to line cooks.

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14. POLICY - None

15. OLD BUSINESS

15.1 Review of Budget Timeline FY 20

Chair Rodzen said thank you to building administrators for having the meetings where they usually happen. The time line was approved.

15.2 School Board Committee Assignments
Will be emailed per Board Rodzen.

16. NEW BUSINESS - None

17. APPOINTMENTS - None

18. OTHER BUSINESS

18.1 Executive Session to discuss personnel issue in accordance with 1
M.R.S.A. § 405(6)(A).

**Motion by Michael Morrell and seconded by Sara Hughes to
enter into Executive Session at 9:23 pm to discuss personnel
issue in accordance with 1 M.R.S.A. § 405(6)(A).**

Shannon McDaniel left Executive Session at 9:55 pm.

Returned from Executive Session at 10:23 pm

**Motion by Michael Morrell and seconded by Robert Staples that due to
the immediate need for a Superintendent, we move to appoint Scott
Albert as Acting superintendent until such a time that an interim
superintendent has been appointed.**

**Vote 11 Yes 0 No 1 (Shari Ouellette) Abstain
2 Student Representatives Yes**

SPRUCE MOUNTAIN SCHOOL DISTRICT BOARD OF DIRECTORS

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19. CALENDAR/ANNOUNCEMENTS

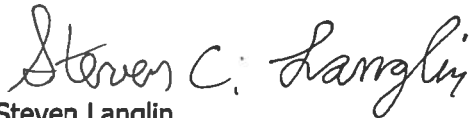
19.1 January 24, 2019 – Regular Meeting – 6:00 PM Spruce Mountain Middle School Cafe

20. ADJOURNMENT

20.1 **Motion by Shari Ouellette and seconded by Tammy Frost to adjourn at 10:27 pm.**

**Vote: 12 Yes 0 No 0 Abstain
 2 Student Representatives Yes**

Respectfully submitted:



Steven Langlin
School Board Director