

**REGIONAL SCHOOL UNIT #38 BOARD OF DIRECTORS**  
**Maranacook Community High School**  
**April 3, 2019**  
**Minutes of Meeting**

Members Present: Vice Chair Wendy Brotherlin, Patty Gordon, Cathy Jacobs, Betty Morrell, Jeremy Pare, Kaleb Pushard, Shawn Roderick, Alexander Wright, Adam Woodford  
Members Absent: Chair Gary Carr, Crystal Sullivan, Melissa Tobin, David Twitchell  
Administrators: Superintendent James Charette, Principals Dwayne Conway, Janet Delmar, Abbie Hartford, and Kristen Levesque, Technology Director Diane MacGregor, Special Education Director Ryan Meserve, Finance Manager Brigette Williams

1. Call to Order: Vice Chair Brotherlin called the meeting to order at 6:30 p.m.
2. Student Representatives' Reports:

Middle School representatives Malachi Vazquez-Carr and Esm'e Jamison reported on team projects as well as school-wide activities such as the recent drama production "I Am" written and directed by Mr. Adam Scarpone, and the upcoming District Music Festival.

High School representative Ella Stevens reported on recent activities at the High School, including the testing schedule for MEAs and SATs. Spring sports, the Eastern Music Festival, and the Outreach Committee's work on an Easter Egg Hunt. Broadway Night will be May 10<sup>th</sup> and the All State Music Festival will be in early May.
3. Additions/Adjustments to the Agenda by Board and/or Superintendent:

Superintendent Charette requested the addition of item 5h, Follow-up on NWEA.
4. Citizens' Comments: none
5. Action/Discussion/Informational Items:
  - a. Approval of Minutes of March 27, 2019  
**MOTION** by Wright, second by Morrell to approve the minutes of March 27, 2019 as presented. **Motion Carried:** unanimous
  - b. Acceptance of donations  
**MOTION** by Wright, second by Jacobs to accept the donations as presented.  
**Motion Carried:** unanimous
  - c. Authorization of Awesome Bear Society (ABS) Courtyard Project  
**MOTION** by Wright, second by Morrell to authorize the Awesome Bear Society to move forward with the proposed plans for the Courtyard Project on the Maranacook Campus.  
Superintendent Charette reported that Sarah Firth and Ronn Gifford are present to answer questions Board members may have regarding the proposal. The ABS brought their proposal to the Facilities Committee who has endorsed the project and recommend Board approval (see Facilities Minutes of March 18, 2019 included in Board packet).  
Mr. Gifford provided an overview of the first stage of the project which includes the renovations to the current courtyard and concessions building between the tennis courts and track. The proposal also includes a new building for restrooms and additional athletic equipment storage. The Courtyard would be framed by the 2 buildings with a wall/access area (controlled access point for events.) The fundraising project includes selling engraved bricks and pavers, as well as engraved columns at the entrance. Mr. Gifford noted this is Phase one of what they hope will have a Phase 2 and 3, expanding the current track from 6 to 8 lanes, adding an artificial turf field inside the track, and

expanded lighting. The ABS is looking at this as a community project. They are seeking authorization to move forward with the project.

**Motion Carried:** unanimous

d. Acceptance of teacher resignation effective June 30, 2019, Victoria Adams, WES  
**MOTION** by Wright, second by Morrell to accept the resignation of Victoria Adams effective June 30, 2019, with regret. **Motion Carried:** unanimous

e. Policy Second Reading – Vote to Rescind Policy EFE, Competitive Food Sales – Sales of Food in Competition With The School Food Service Program

**MOTION** by Wright, second by Morrell to vote rescind policy EFE.

Superintendent Charette reported Policy EFE is being rescinded because Chapter, 51, which the policy is based on, has been repealed. Most of what this policy covers is included in Policy JL, Student Wellness and Policy DF, Fundraising Activities. **Motion Carried:** unanimous

f. Policy First Readings – BDF, Board Advisory Committees (new policy); ACAA, Harassment and Sexual Harassment of Students

Superintendent Charette reported that Policies BDF and ACAA are first readings from the Policy Committee. Policy BDF is a new policy and Policy ACAA is a revision. He asked that Board members contact him or one of the policy committee members if there are any questions or comments on either of the policies prior to the next Policy Committee meeting on April 23<sup>rd</sup>.

g. Adoption of Revised RSU #38 Organizational Chart

**MOTION** by Wright, second by Jacobs to adopt the revised RSU #38 Organizational Chart as presented. Superintendent Charette reported the changes are from the last 2 years where the Elementary Principal structure was changed to a full time principal for both Manchester and Readfield Elementary School, and a shared principal for Mt. Vernon and Wayne Elementary Schools, as well as the change at the High School from a Dean of Students to an Assistant Principal. According to Board Policy CC, Organizational Structure, the Board approves major changes to the Organization Chart.

**Motion Carried:** unanimous

h. Follow-up on NWEA results

Superintendent Charette reported on the NWEA Results from Winter 2019. The report in the folders is a report from Nancy Harriman that has been updated from her February report, at which time some of the scores were not available. The second page has updated NWEA results and the third page is a distribution chart.

Important items to note when looking at percentile scores is that they don't say anything about how many questions a student gets right or wrong. It is the number of students that scored above other students. NWEA follows the same cohort across the grades.

There are a couple nuances: Grade K and 1 students use headphones and the test is read to them; in Grade 2 it is the first time students have to read the test themselves, so there is typically a dip in second grade. This is a nationally referenced test; when a student scores really high on the test it is difficult to show more growth. It is a self-leveling test so questions get harder if students scored high the year before.

Dr. Harriman went back and looked at the raw data rather than just percentiles, and the raw numbers do show improvements. There are things staff looks at to answer those questions, such as why are percentiles off, and what is happening in this particular class?

Discussion ensued. B.Morrell noted that what's most important is to look at the individual scores to determine who isn't making proper growth; this is where the RTI teams come in.

Requests - Dr. Harriman share the link shared last year where people can take a sample NWEA test; and request for MEA scores for 17/18 as well as 16/17.

6. Budget

a. Updates since previous meeting

Superintendent Charette provided updates since the last meeting. He met with Administrators and managers and changes include: going back to classroom configuration #1, which is similar to this year; reductions in painting projects, removal of keyless entry at the HS; reducing the special education BCBA for the HS from 4 days to 3 days/week; slight reduction in oil and diesel bids; and the largest change is with the health insurance rates, that came in at a 0% increase over the current year. This brings the fourth draft of the budget at \$18,557,435.43, or a 3.58% increase over the current year. Supt. Charette reported that the administrators and managers were instrumental in making this happen. The revenue sheet, local dollar calculation sheet and summary of budget changes sheets were revised to reflect this update.

b. Deliberations, follow-up and decision making

Questions:

Mt. Vernon Grade K – is it still at 21 students? Supt. Charette responded yes and there is currently a behavior ET III a Mt. Vernon that will be changed to a regular education ET III for the kindergarten class.

Wayne combined classes – Supt. Charette responded there will still be a combined class for grades 4 and 5, but other classes have been moved back to single grades. There is also a plan for an extra teacher at Manchester Elementary for the bubble class.

Concern was raised about the Readfield Elementary grade 5 class and whether it will be split to two classes. Principal Boston spoke to the Board about the class makeup for the upcoming grade 5. There are 22 students and 14 are receiving some type of service. He reported that he has been asking the board for this position for 3 years, this is a needy group and with them entering grade 5, it is crucial to provide them with additional support. Discussion ensued about the number of students being pulled out for additional services and whether any of them have ed techs assigned to them. Mr. Boston responded that it depends what the class content is, but there may be 2 kids at a time not in the classroom throughout the day. Regarding ed tech support, within special education they could have support in the class, but currently because the regular ed tech was pulled out to support grade 3 there hasn't been regular education support in that class since January.

Superintendent Charette added that as Mr. Boston said, every class is different. There is a class at Manchester that has 23 students, we need to be cognizant that we may be setting a precedence moving forward.

Concern was raised about the additional half year custodial position being considered when there are classroom needs.

c. Citizens' questions on budget: none

7. Informational Items:

Administrators responded to questions regarding the reports included in the Board packet.

Dr. Levesque responded to questions about the World Language Program and Habits of Work, outlined in the middle school report. She reiterated the information included in the middle school board report regarding Proficiency Based Education, explaining that middle school staff will be working on PBE at Thursday's professional development afternoon, talking about it as a staff and working out what the grade book will look like and make it so that parents will understand; she noted that 4 on the PBE scale will be attainable. Staff will also be discussing HOW. Dr. Levesque reported that the middle school will be hosting a Proficiency Based Education Night on April 25<sup>th</sup>.

Superintendent Charette added that they will prepare a full report to the Board after the middle school has had a chance to pilot the program and get staff input.

Question was asked about PBE and how it is related to the Graduation Policy Committee. Supt. Charette responded that the Committee got to the point where they needed to turn it over to principals to work with staff and work some things out. Principals were given 4 weeks to have

conversations with staff and the Committee will meet again in May to report out. A presentation to the Board is planned once this work is done.

Question was asked about the middle school trial run and how it will integrate with the high school. Supt. Charette responded that Dr. Conway and Dr. Levesque are having conversations about how they will line things up. The end result is that it should be very seamless. They need time to work through those important pieces.

Question was asked, if the trial doesn't work out, can we remain at the default. Supt. Charette responded this is the reason they need the time to work on it is to continue growth, keep what is working and get rid of what doesn't. He would be very hesitant to say we tried it for 6 months and now we're done.

Question was asked about the staff association survey included in the Board packet, specifically how many people were surveyed and how many responded. Staff Association representative Cheryl Marvinney reported that it was a high school survey and they would be more than happy to send it out to all the schools. It was sent out after the Superintendent spoke with the High School staff on March 15<sup>th</sup>. She reported that people are enjoying across the school discussions and there has been good discussion among the leadership team about what the graduation policy was going to be, and they came up with a draft policy and all voted on it. She continued the JumpRope problem for all high school teachers, but since the survey was taken there has been a visit to Poland High School to see how they are using it. Out of 38 high school staff, 23 responded to the survey. She also added that since the Poland High School visit staff has not had a chance to discuss it further.

Discussion ensued about the JumpRope grading system. Supt. Charette reported that he will attend a JumpRope Users Group meeting along with other staff to assure that it actually fits what the district is trying to do, explaining the need to do our due diligence to see if we can make it work for us. The district has been using JumpRope about 5 years and the elementary schools have been using it and they have been fairly successful; the issues arose when it got to middle school and probably carried up to the high school. We now know that the way it is set up for the elementary schools will not work for the middle and high schools, but it is very important to give it an honest effort.

Technology Director Diane MacGregor addressed the Board about the way JumpRope has been used in the past few years; there was a dual system. It was kept separate, because they felt that they needed to certify students on different reports; this decision was made as a district a long time ago. Now the system is being reevaluated and they are trying to get to one system. They are talking with other schools that are doing it differently. It is very complex and there is a lot of pressure to be able to certify proficiency at the graduation level and they are taking this very seriously. In addition, the state has changed their requirements.

Question was asked what the district is paying for JumpRope. Will get this information.

P.Gordon stated her concern is because she understood the Committee that was coming together about PBE grading, were not going to take any action. She thought it was exploratory. Supt. Charette responded that the sense of urgency is because according to Board policy we have to certify for the sophomore class; at some point you have to experiment and try things. He needed to give principals time to work on this with teachers and empower staff to do this work, so when the sophomore class gets there we can certify their diplomas.

S.Roderick echoed Ms. Gordon's comments. Policies are made to be changed. Supt. Charette replied we need some continuity. He wants something to report to the Board on and if we don't do anything he won't have that. He requested flexibility to try to make this work.

Parent Carol Doorenbos asked what is the Graduation Policy and does the district need it. Supt. Charette replied it is Policy IKF and it is a mandatory policy. The high school has given him some recommendations that he plans to bring to the Policy Committee. The high school has done some work and has provided input, he needs to make sure it follows the law, and he will bring it to the Policy Committee. The Board will consider it as they are required to approve all policies.

B.Morrell added that you can keep things in a committee level but until it gets out to the school staff to really have those hard conversations she doesn't think the board can revise the policy. She expressed the need to give the process a chance with principals and teachers.

Request was made for regular updates on the process.

Teacher Steve DeAngelis addressed the Board about PBE, reiterating the high school staff in cooperation with the leadership team voted unanimously on that.

8. Executive Session to discuss labor contract negotiations between RSU #38 Board of Directors and the Maranacook Area Staff Association professional staff, pursuant to 1 M.R.S.A. §405(6)(D)

**MOTION** by Wright, second Jacobs to enter Executive Session to discuss labor contract negotiations between RSU #38 Board of Directors and the Maranacook Area Staff Association professional staff, pursuant to 1 M.R.S.A. §405(6)(D)

**Motion Carried:** unanimous

The Board entered Executive Session at 8:14 p.m. and returned to Public Session at 8:28 p.m.

9. Executive Session to discuss pending or contemplated litigation, pursuant to 1 M.R.S.A. §405(6)(E)

**MOTION** by Wright, second by Morrell to enter Executive Session to discuss labor contract negotiations between RSU #38 Board of Directors and the Maranacook Area Staff Association professional staff, pursuant to 1 M.R.S.A. §405(6)(D)

**Motion Carried:** unanimous

The Board entered Executive Session at 8:29 p.m. and returned to Public Session at 8:33 p.m.

10. Adjournment: **MOTION** and second to adjourn at 8:34 p.m.

Respectfully submitted,  
James Charette, Superintendent/Secretary  
D. Foster, Recorder