

RSU 56 Board of Directors Minutes
Board Meeting Amended Agenda- March 28, 2023- 6:30pm
(This meeting will be held at Dirigo High School.
The board meeting will also be available via zoom and live streamed on Youtube.)

School Board Members Present: Barbara Chow, Bruce Ross, Tim Kelly, Larry Whittington, Don Whittemore, Elizabeth Kelly, Deanna Dolloff, Angela Cushman, Carl Lueders, Marianne Young (6:36)

School Board Members Absent: Natalie Sneller, Peru (Vacancy), Student Reps: Dianna Cayer, Sylvia Hodsdon

Staff Attending: Pam Doyen, Cathy Arsenault, Mary Dailey, Charlie Swan, Brian Keene, Shawn Murphy, Heidi Connelly, Jason Long, Kenny Robbins, Tom Kelly, Michele/Chris Araujo, Heidi Broomhall, Beth Edwards, Jay Nicholson, Stacey Gilbert, Aaron Arsenault, Brandy Bordeau, Andrea Palmer

Also Attending: Richard Pickett, Larry Blodgett, Jan Hutchinson, Michelle Larrabee, Kathleen Szotek, Peter Holman, Jason Dolloff, Alicia Conn, Marianne Hutchinson

CALL TO ORDER AND THE PLEDGE OF ALLEGIANCE

Barbara Chow, Board Chair, opened the meeting with the Pledge of Allegiance at 6:30pm. Audience introductions were made. Everyone on zoom and Youtube were welcomed.

ADJUSTMENTS TO THE AGENDA

Motion to add the following:

VII Supt. Report: New hires and Reporting of transfers

Motion: B. Ross

Seconded: L. Whittington

Motion Carried

CONSIDERATION OF THE MINUTES

1. Minutes of the March 21, 2023 Board Meeting

Motion: B. Ross

Seconded: T. Kelly

Not Voting: D. Whittemore, A. Cushman

Motion Carried

PUBLIC COMMENTS

None

B. Chow replied to the request from the previous meeting from Kathleen Szotek regarding two articles she spoke about and how the board stood on these issues. It will be put as an agenda item for next meeting and will get the two articles to the board to read and discuss.

COMMUNICATIONS

Pam told the board that this afternoon she received two pieces of communication. The first being that the maximum the insurance will increase would be no more than 6% (savings from the 10% in the budget of about \$66k).

The second communication was that the state updated the ED279. There was an error found at the state level. Previously RSU 56 was down \$100k, we are now up just over \$60k. Pam stated both of these were good news, however it does mean that the full budget will not be available until Friday. There are bottom line budgets for the board to consider tonight but Mary has to go in and manually change every employee's benefits now that the benefits have changed. Mary will email the board members the budget on Friday and there will be hard copies available in the office.

B. Ross- asked about the ED279. Are we down \$40k? Pam said we were \$100k down, we're \$60k up so that's a net gain of \$160k.

NEW BUSINESS

1. Motion to appoint Brian Keene to the Region 9 board of directors.

Motion: B. Ross

Seconded: T. Kelly

Motion Carried

2. 2023-24 Budget Overview and full budget distribution (Pam Doyen/Mary Dailey)

Key Considerations:

1. What's best for our students?
2. How do we support our current employees?
3. How do we respond to community concerns?

ED279-State Subsidy

1. Overall down ~~\$99,764.13~~

Up \$60,779.88

Key Points:

MIL rate down to 6.97 (from 7.10)

Valuations up in all four towns

State share down from 68.53 to 67.64

Disadvantaged substantially down (From .6335 to .4755)

Budget figures from FY 18 to FY 24

Fiscal Year	Total Budget	\$ Increase from Prev Yr	% Increase fr Prev Yr
2017-2018	\$12,959,164		
2018-2019	\$12,284,996	(\$674,168)	1.5% due to change in Region 9 funding fr state
2019-2020	\$12,717,342	\$432,346	3.5%
2020-2021	\$12,974,779	\$257,437	2.02%
2021-2022	\$12,974,779	\$0	0%
2022-2023	\$13,215,140	\$240,361	1.85%
2023-2024 (proposed)			

Revenue Breakdown (full chart of \$)

Uncontrollable Increases

Electricity	\$29,216
Gas/Diesel	\$28,775
Heating Oil	\$9,545
Health Insurance	\$99,828
Contractual Wages	\$181,649
Other Benefits	\$70,348

Total: \$419,361 (3.17% budget to budget inc)

FY 23 to FY 24 Budget with no changes to positions (maintain what we have)

Would be a total of **\$13,589,204** reflecting an increase of \$374,064 (**2.83%** FY23 budget to FY 24 budget)

Impact to towns:

Town	Percentage Increase
Canton	13.296%
Carthage	1.448%
Dixfield	4.395%
Peru	4.171%

At 2.83% increase: What's in? What's out?

Included in budget:

Current employees
Current co- and extra-curricular
Current programs*

Not in budget:

Site improvements
New Bus (\$54,000)
JMG portion (\$13,500)*
Civil Rights Stipend at DES (\$1,300)

*We would lose JMG without the additional \$13,500 going into the budget.

Total budget if the add-ons are included:

An additional \$68,800

Would include:

New Bus at \$54,000
JMG portion at \$13,500
Civil Rights Stipend at DES at \$1,300

Resulting in an additional 0.52% increase for a total \$13,658,004, a 3.35% budget to budget increase.

FY 23 to FY 24 Budget with add ons: \$13,658,004

3.35% Increase

Impact to towns:

Town	Percentage Increase
Canton	14.50%
Carthage	2.447%
Dixfield	5.753%
Peru	5.361%

Reductions to get to 2.5% budget to budget increase:

\$43,685 (without add-ons)

List to be determined by the administrative team after insurance increase is verified.

\$112,485 (with add-ons)

Estimated Town Assessment Sheets for FY24 at 2.5% budget to budget increase:

Town	Percentage Increase
Canton	12.531%

Carthage	0.813%
Dixfield	3.532%
Peru	3.415%

Reductions to get to 2% budget to budget increase:

\$109,761 (without add ons)

List to be determined by the administrative team after verified insurance increase.

\$178,561 (with add ons)

Estimated Town Assessment Sheets for FY24 at 2% budget to budget increase:

Town	Percentage Increase
Canton	11.373%
Carthage	-0.147%
Dixfield	2.228%
Peru	2.272%

Percentage increases and impact on towns:

	3.35% Inc	2.83% Inc	2.5% Inc	2% Inc
Canton	14.50%	13.296%	12.531%	11.373%
Carthage	2.447%	1.448%	0.813%	-0.147%
Dixfield	5.753%	4.395%	3.532%	2.228%
Peru	5.361%	4.171%	3.415%	2.272%

Vote on Bus Garage

Currently have \$500,00 in Capital Reserve. Will be asking for an additional \$600,000 +/- to be added for a total of around \$1.1 million.

No additional cost to the FY24 budget as this would be completed with Balance Forward funds through the Capital Reserve account.

This is not an additional cost to the budget because it is FY 24 carryforward money.

D. Whittemore commented that they have been down and toured the current garage. He would be surprised if it was still standing in 5 years. If we don't put in the \$600k we will be paying it out in other ways.

Vote on Revolving Renovations Grant: DHS Bathrooms

Revolving Renovation Grant of up to \$214,750. Of the \$214,750, 68.53% (\$147,168) would be forgiven while the remaining 31.46% (\$67,582, at 0% interest over five years) would need to be paid by RSU 56.

No additional cost to the FY24 budget as the first payment would be required in the FY25 budget year.

This would go out to the four towns to be voted on in the referendum. It would affect the next five budgets.

Estimated Town Assessment Sheets for FY24 - showing a 1% & 0% increase

FY24 Budget Timeline

March 28, 2023- Special Budget Workshop- Full budget to board

April 11, 2023- Board to vote on Budget

April 25, 2023

May 9, 2023- Board to Sign Warrants

May 23, 2023- Budget Hearing/Validation Meeting

June 13, 2023- Budget Referendum Vote in all four towns

Open Discussion

3. Budget Workshop

B. Chow- Asked about the bathroom renovation loan and if there were issues.

P. Doyen- 2 things going on: We've been having some issues with appropriate behavior in the bathrooms, such as some soap dispensers ripped off, chocolate milk spilled around and students walking on the toilets. This renovation would help this issue. Any adult would be able to walk in and see anybody using the stall. It would help with supervising the bathrooms better having privacy stalls. The other issue there is a law that gender expansive students and transgender students have the right to use the bathroom of their choice. Privacy stalls help for all students.

L. Kelly asked if privacy stalls would be walls going from floor to ceiling? Pam- basically privacy stalls go from ceiling to floor and have no peak doors. Liz asked with privacy stalls how do you know if a student is in there damaging a toilet or vaping or on their phone for 20 min?

Pam: Adults will feel more comfortable going in to check. Liz also asked if the teachers have sign out sheets when students leave for the bathroom.

R. Pickett: Looking at the budget proposal and looking at the percentage & seeing how the inflation is going, and representing the taxpayers I find it difficult to believe we are taking out over \$200k to retrofit bathrooms. Where is the money coming from? Pam stated it is a revolving renovation loan from DOE. It is a loan with part of it forgiven. R. Pickett: so it would be paid for by taxpayers. Pam: The percentage quoted will be paid for by taxpayers. R. Pickett: so we're going to put another burden on top, if it goes, along with the budget. I'm concerned about the taxes in town. I don't feel it's needed.

B. Chow: Pam had asked us (the board) to give some guidance for a percentage for the administrative team. 3 things to consider for add-ons: The new bus, the JMG program & the civil rights advisor at DES.

D. Whittemore: I think with everything going on if we stay at about 2% we should be able to get it passed the first time. This stuff with all these add-ons I don't believe in that at all. If we want to get a budget passed we need to keep it about 2%. I've heard it mentioned that we may have to lay people off. If that's what needs to happen to keep the budget down, this is not a perfect world, we have to bite the bullet and help the taxpayers.

M. Young: asked to go back and look at the add-ons and how much each of them are. New bus \$54K, part of which would come back from the state in the next budget year; JMG Program at \$13,500; Civil rights stipend at DES at \$1,300. Mr. Swan stated that between grades 3-5 there about 10 students involved.

D. Dolloff: What is the civil rights stipend? Pam: We have civil rights advisors at the middle school & the high school. The Ad-hoc committee recommended to have civil rights at DES. We had a volunteer to see if kids were interested. In order to maintain and keep that it would be a stipend position. 2nd question: Was regarding Future Perspectives...is that not offered anymore? Pam: We do still have Future Perspectives, it's different than JMG. JMG is more in line with what used to be at Region 9, Job & Career readiness. It does more than what our Future Perspectives would do. D. Dolloff: Feels it would be worthwhile to look at what the district (high school) can do rather than pay \$13,500 for an outside program.

B. Ross: New bus, it is an upfront cost but we do get reimbursed for about 63%. Kenny got a quote for a new bus for about \$133k. It would replace a bus with 134k miles. It is a 77 passenger diesel. It would have cameras inside/out.

B. Ross: We've been fortunate with COVID money to get some new buses. Kenny's bus line has gone down with less repairs. The state will reimburse a percentage of the cost. If we don't take it another district will. It puts us a year behind with older buses. JMG: I'm trying to gather all the information. We have a lot of students using this program. It would be a sad asset we would be losing if we didn't take it. He would be supportive of hanging onto JMG for another year. See where it is another year. The civil rights: It's a small amount of money, though it's still money. It would be good to offer this program to students. I don't think a 3.35% would fly very far. I would hate to see that we go down to a 2% so I'm somewhere mixed between 2.5% & 2.83%.

L. Whittington: How many buses do you need? Kenny said we have 17 buses currently. One of the buses went down with a warranty problem, looking at 4 months before there are parts. 12 buses that are run everyday. There are a couple that are used for trips so that leaves 2 spares. L.W. asked how many buses did we get during covid? Kenny said 3 or 4 but we ran more buses during covid and when that was over we get rid of some of the older ones.

B. Chow: When we apply we don't get it every time correct? Kenny said that is correct? Do we know how much we've saved in maintenance?

D. Whittemore: Asked if a bus was figured in last year in the budget? Mary: there were 2 bus payments in the budget. D.W.: Why are we putting this \$54k in as an add-on? Pam: it would be a new bus, we always put any new item down as an add-on. Even when it's in the cycle, if it's a new item (bus) we put it out as an add-on.

Peter Holman: It was a long time ago when I went to school here, we had like 5 or 6 buses. I don't know if the count of students has increased that we need 17 buses. On the bathroom issue: the money that you have here to be spent, is that just here for the high school? Pam: that is just the high school and just the hallway bathrooms, it is not the locker rooms. How long do you suppose it'll be before the elementary school, the middle school is asking for the same thing?

Pam: I can't project that, I don't know.

Mary: Mary explained about the \$93K Don referred to about the bus in previous years. She said there was an amount in the line items of around \$91k that was 3 bus payments. During Covid, we were buying the buses with Covid money so we didn't have to take out a note so that is where we got off track of having the 3 payments in the budget. Part of the confusion I think with having it as an add-on is that in the past we would buy the bus and we didn't have to have the money in the budget till the following year, but now the way the state has changed the reimbursement we buy the bus and the first payment has to be made in the same fiscal year.

M. Young: When RSU 56 was started, I was here, I remember and I'm sure Kenny remembers trying to divvy up the buses. I remember it was always our intention (because a lot of the buses had very high mileage) to never be in that situation again. We had agreed to always buy a bus a year so we didn't have buses that were old and had high mileage. That is how our children get to school and that is our priority. I would not be opposed to the add-on for the bus. JMG: I work with them, I like the program. I would oppose it if we did not have JMG in the budget. I don't know really what the civil rights team does, but if it's at the middle school & the high school and it's being asked for at the elementary school I can't say I'm opposed to that. I will find out more

about it myself. I'm not horrified by the 2.83%. I don't think the community would want or handle 3.35%.

A. Cushman: Can we tell what an average household would be paying on \$100k home? Is there a way to know what the amount would be on each of the percentage? I would be able to live with a 2.83% so we're not taking anything away from our students. She was on committee's that were behind starting it at the elementary school and the highest percentage of students is at the elementary school. Our hopes were that the students would go from DES, to middle school and on to high school.

B. Chow: asked Mary if that was something that could be figured out? How much for a household of \$100k home. Mary D: It is something that we have to ask the towns to figure out. We don't like to ask the town's too many times but it's something I could ask them. Maybe we could narrow it down to a couple percentages to ask to be calculated.

B. Chow: I want to say personally for me I do not want to see an employee get cut. We are not over-staffed. We have a little bit more staff now with ESSER funds, once that's done they're gone. That means trying to get the kids back up to where they were.

M. Young: My suggestion would be to do the 2.83 & the 2.5%. We can figure out any others from there.

L. Kelly: Would be interested in 2.5% and where that falls.

L. Whittington: 2.5% would be the median that we should shoot for.

C. Lueders: Bus is heavily funded from the state. JMG, isn't there like 33% of our student body? Would we need to hire an aid or something? Do they actually go to a classroom? Pam: yes, they go to a classroom. They would be distributed amongst other classes and learning labs if there was no JMG. C. Lueders: Seems like a large percentage. Is it funded by the state? Pam: The state does contribute some of the money and they have private donors. They are now asking that the school contribute to some of the cost. It's \$13,500 year 1, \$25k year 2 & \$27k year 3. C. Lueders: Are the buses full? C. Lueders: Would be ok with 2.83%, I'd hate to cut any programs.

D. Dolloff: Feel like we're missing a mark where we talking about maybe cutting a position but asking an outside agency to come in and teach our students. Every service I heard from JMG we had in our own school back 12 years ago when she was in school.

T. Kelly: If the add-ons are included cuts have to be made? Pam: that would be correct, depending on where insurance comes in. Even if it came in at zero, yes there would still have to be cuts. Administrators came in no increases this year. If more cuts have to be made, you really can't nickel and dime it...you talking positions? Pam: There are no more nickels and dimes, it would be position.

Barbara did a consensus on what each board member would be able to live with for a percentage.

D. Whittemore: 2%; L. Whittington: 2.5%; B. Ross: 2.83%; T. Kelly: 2.83%; B. Chow: 2.5%; L. Kelly: 2.5%; D. Dolloff: 2.5%; C. Lueders: 2.83%; M. Young: 2.83%; A. Cushman: 2.83/2.5% Some said with add-ons, some said without. The administrative team will look at each of the add ons and what it would mean for cuts.

Pam: Wanted to be clear on what the admin team will be doing. They are asking the four towns for a 2.5% & 2.83% impact. We are going to calculate at 2.5 if you want a bus, this is what is to be traded out, if you want JMG this is what would be traded out, if you want civil rights this is what's traded out... same for 2.83%.

D. Whittemore: I want to touch on something, I'm not sure if this has been figured in or not. Back

when Pam gave her presentation on the office of the Principal. She had a 1-5 year plan. Has that money been figured into this budget? Pam: That money is figured in there.

D. Whittemore: When do we get a chance to vote on that? Barbara: When you see the whole budget. D. Whittemore: I discussed some of this before..He has a problem with some of this. Feels the \$ for the Superintendent is too much when it's been on tv that Auburn & Portland are working for a lot less than \$130k a year and there are schools bigger than this one. This market correction,,,,,"BS" is the best thing I can say.

B. Chow: We will get the numbers. I do not believe Portland makes less than that.

Barbara explained that when the Superintendent/Principal retires and they have such a low number in the budget it's not going to be good. We will have to come up with 3 positions.

Don: She has 2 jobs, not sure where you come up with the third one.

Barbara: She doesn't have an Admin Asst. Every Superintendent has an Admin Assistant...in a school this size. In Portland they have an Assistant Superintendent. We will get those numbers.

Pam: the numbers that were in the lines previously given were an increase in the Principal's line of \$6,250 and an increase in the Superintendent line of \$6,250.

Don: So we can vote this down the next time around.

Pam: the situation we have here at Dirigo is in the 2019-20 budget (went through many attempts) in order to get a budget passed the Superintendent/Principal position was created, without an increase in pay. She has done that for the last 4 years. She is concerned that when she retires, the district will not be able to hire somebody to come in here and be the Superintendent/Principal/ Admin Asst to the Superintendent for \$130k. It was talked about the fact that the money needs to get up there and it seemed like it was better to do that in talking to the Finance committee, and it was better to do that in steps over 5 years as opposed to doing it in one lump sum when this happens. That was the conversation behind this increase and we did it over 5 years to make it more palatable than a one time cliff that you could be facing. That's how it came to be.

Mary: Gave the dollar amount of the principal for DES & DMS

Barbara: Could we get the local numbers of the surrounding area?

B. Ross: If you break it down, if it was broken into two different salaries it would be a lot more than what we're paying our Superintendent/Principal. The other piece that needs to be looked at is the benefits piece. If you have two different people doing two different jobs, you're going to be having two additional benefit packages that you're paying out. We have one benefit package and we're going to pay one person a little more in pay for everything that is being done.

L. Kelly: Do you know if there are any small schools that have the same thing? Superintendent/ Principal in dual rolls doing the same thing?

Pam: Not sure off hand. She believes there are one or two across the state, very few in our area do the combined positions. L. Kelly: It would be interesting to see how they pay. She feels a raise would probably be good but it would be more in her liking if it was \$3k for each position not \$6k for each. Yes, it will increase over the next few years. Do we revisit that each year?

Barbara: Can't lock in ...so it would be revisited each year. L.Kelly: What percentage is it you're looking at that raise? Barbara: We call it a market adjustment.

Mary: $\$6,250 \times 2$ for Principal & Superintendent is \$12,500 is a 9.7% increase over the 2022-23 salary.

D. Whittemore: Asked what the total would be over the 5 years and how much was going to each one. There was discussion around how the calculation would be figured for the Superintendent/

Principal salary over the 5 years.

Pam: To break it down..I can go anywhere as a straight Superintendent for \$130k, if you have to hire a Principal you're looking at around \$100k, and if you had to hire an Admin Asst it would be right around \$45k. You'd need to add your 3 benefit packages from there. You still might be short. There might be someone out there willing to come and do all 3 jobs for that salary, but if not at least you're close enough to hire 3 people and you'd have money in the budget to do so.

Barbara: When we hire an administrator there is a range based on experience. It's not about Pam, it's about what is good for the future.

D. Whittemore: This is not about Pam...

Pam: I want to be above board. I think the board needs to decide if we keep this or not. Next week the board can vote on this but when it goes to the Budget Hearing you can't say take out \$12,500 from that line. You can say take out \$12,500 from the budget and the administrative team gets to decide where it comes from. At least under general consensus whether the board wants this in or not.

M. Young: There are a lot of job openings for Superintendent right now in the state of Maine.. There are a lot of Principal positions open in the state of Maine. Pam stated she could retire in 4 years and she's not looking to leave...that doesn't mean that she wouldn't leave if there was another position that was better for her. Thrilled to death she's here, but if any circumstance changed in the next 6 months and she wanted to apply for a position that was simply Superintendent somewhere else we would be a bad position because we do not have the money to hire two people and we are not going to be fortunate enough to have someone with this amount of experience. The bottom line is that we are not in the position to hire 2-2.5 people that will keep us financially sound and to do those jobs and do it as well.

C. Lueders: When it was first said, I thought she was asking for a raise or she'd leave. Then I thought it was a little excessive...Then I remembered when we tried to hire the last principal. We hired her 2 days before school started and it was a total disaster.

L. Whittington: Can the voters vote on this each year? Pam: It would always be voted on each year because it is one of 5. Larry: So if the voters want next year they can vote it out. Pam: I want to be clear again how this goes: When the voters come to the Budget Hearing here at the high school. ..they can vote to raise up or down any of the cost centers. They do not have the ability to say they want the \$6,250 out of the Superintendent's salary. The best place to have that conversation is here because they can vote to raise or lower it but they can't tell you what line to take it from.

Barbara: Asked for a consensus showing thumbs if they wanted to keep the Superintendent/Principal salary increase in the budget. The consensus showed the board approved.

OLD BUSINESS

1. Region 9 Updates (Bruce Ross/Angela Cushman)

Bruce Ross reported that there will be a special Region 9 Finance committee meeting will be Thurs March 30, 2023

SUPERINTENDENT'S REPORT AND CORRESPONDENCE

Superintendent's Report: Pam Doyen

Pam reiterated that they had the bus garage bids openings on Monday, March 27th. The low bid came in at \$963,700 by Sheridan Construction of Fairfield Me. Aaron Wilson, the design architect that's been working with RSU 56, is going to review the bid to make sure that it fits all the specs. The other bids ranged from \$998,000 to 1.4 million.

Administrator's Report: Jason Long, TWK Dirigo Middle School/Curriculum Coordinator

TWKDMS- Winter/Spring 2023 Building Report

Enrollment Update

	Grade 6	Grade 7	Grade 8	Total
Oct Enrollment	52	56	65	173
April Enrollment	53	56	64	173

Enrollment remains steady, however it is worth noting that as students leave and new students enroll we are seeing an increase in the number of students with an IEP.

Attendance Data




	Grade 6 W23/W22/W21	Grade 7 W23/W22/W21	Grade 8 W23/W22/W21	Total W23/W22/W21
Tuant, Paused or Resolved	0/0/8	0/4/6	3/4/15	3/7/29
Tuant, Active	0/1/3	0/1/4	1/0/1	1/2/8
Warning, Improved or Resolved	6/1/7	11/4/11	7/2/8	24/7/26

Currently, TWKDMS has 1 active truancy case, 3 paused cases, and 24 students that have received warnings. Without the same COVID procedures in place, we are seeing some students have more unexcused absences. This is mainly due to communication, and in many cases the warning procedures are preventing the cases from becoming truant.

TWKDMS NWEA ELA: Fall to Winter Growth Goals

17/18: 43%  Yes/Yes*  No*  No

21-22  45%  24%  31%

22-23  52%  20%  29%

TWKDMS NWEA Math: Fall to Winter Growth Goals

17/18: 27%  Yes/Yes*  No*  No

21-22  50%  24%  26%

22-23  56%  21%  23%

Average Office Referrals per Day, by Month (past 6 years)-Jason did a graph on office referrals (with the minutes in the book)

20 (up from 12) students are currently on a Tier Two Check-In and Check-Out (CICO) Behavior Plans, 5 (up from 2) students with Individual Crisis Management Plans (ICMP)

Referrals by Student-All, Aug 1, 2022-Mar 27, 2023, At Least 3 Referrals-(again Jason did a graph)

16 students (10% of the population) account for 67% of all referrals

Winter/Spring Clubs & Activities

Student Council	Yearbook
Speech & Debate	Skiing
Early Act Club (Rotary)	Drama Club
Civil Rights Team	Technology Club
Positive Cougar Club (RVHCC)	Basketball
Craft Club	Unified Basketball
Band & Chorus	Track
Wrestling	Baseball/Softball

Special Events

Veterans Day Luncheon (November)

Winter Celebration Day (December)

PBIS Cougar Challenge Reward (February)

Student Council “SnowBall” (February)

Remember Rally (March)- Jason showed a picture of 4 of the basketball players in the art room looking up and seeing the ceiling tile they had painted when they were in middle school.

Capstone Projects- Similar to a civics class for 8th graders.

Black Mountain Day Celebration (March)

Educator Self Care Workshop (March)

Slugger’s Reading Challenge (April)-If the students read a certain number of books the Portland Sea Dogs give tickets and the kids get bussed down to a game. It helps get the kids reading and is a lot of fun.

Upcoming

Anti-Drug Abuse Presentation (March)-March 31st-Honest but age appropriate presentation for the middle school

Family Movie Night (April)13th- Fundraiser for the Chapman family-Anti-bullying movie “Wonder”

8th-9th Grade Transition (April/May)

Spring Science MEA & NWEAs (May)

8th Grade Semi-Formal (May)

8th Grade Class Trip (May)

Step Up Days (June)

End of Year Activities (June)

Summer School (July)

22-23 TWKDMS School Goals

Improve academic performance in reading and math by at least 5% as measured by the Spring NWEA (fall-to-spring)

Improve positive indicators of school climate and student engagement by at least 5% as measured by student behavior data (SWIS, fall-to-spring)

Improve academic progress in reading and math for struggling students by at least a half-grade as measured by EasyCBM (fall-to-spring)

22-23 TWKDS Professional Development Priorities

Rigor=Deeper Learning (not just more work and harder)

Relationships= Pedagogically Centered Strategies (not just more caring and nicer)

RtI= Prevention and Intervention Across Tiers (not just more help and time to complete the same assignments)

22-23 TWKDMS Professional Development Activities

Combined PD on Deeper Learning with DHS staff (15 sessions)

School Committees on Family Engagement, PBIS/SST, Academic RtI, and Staff Wellness (9 sessions)

Published school assessment calendar and School Data Committee focusing on Academic Tier II (9 sessions)

M. Young- Asked Jason what a growth goal is and who determines it. Jason: NWEA is a “diagnostic” test. On the test there are different “strands”...it continues to ask questions until the student can no longer get them right 50% of the time. When it gets to that point that is their instructional level. Goes on to the next thing,,that is the instructional level. The teachers can use that information to give them a better sense of what they should teach next and what the trends are going on in the classroom. When they take the test in the fall it always says, this is where you are at now, this is where we hope you’ll get to in the spring, where you’ll get to by winter. These are designed to be realistic goals. Jason uses it as a growth goal...are the students growing the way they should be?

B. Ross- Are our students doing grade for grade, year for year? Are we seeing a percentage that are failing or are we seeing a percentage that most are doing well? J. Long: Our students are doing better now but not nearly good enough. When he became Principal of TWKDMS in 17-18 Dirigo middle school had the lowest achievement in Math and Reading. We had the lowest in Oxford county, now we have the 3rd highest in Oxford county in both Reading and Math. That means something to me, but we’re not there yet.

B. Ross: I’m in high hopes from grade 5-8 that we are well preparing them for the high school range.

New Hires:

Julie Couture, DES teacher (with ESSER funding)

Motion: T. Kelly

Seconded: D. Whittemore

Motion Carried

Transfers:

Rachel Buck from DES social worker (ESSER Funded) to DHS social worker (which includes 20% special education social work)

COMMITTEE REPORTS

1. Student Representative Report- Pam said D. Cayer was unable to attend. She was at a leadership meeting all day in Winthrop and needed to study for a test.
2. Policy Committee- Not met
3. Finance Committee- Met on Monday for bus garage bids. Can’t believe the bids came in so high, it’s really quite disappointing

4. Curriculum Committee- Not met
5. Buildings & Grounds Committee- Will meet Friday March 31 at 9am
6. Negotiations Committee- Nothing this year
7. Personnel Committee- Nothing new
8. Ad-hoc Committee- Not met

BOARD MEMBER COMMENTS

None

ADJOURNMENT

1. Motion to adjourn

Motion: B. Ross

Seconded: D. Whittemore

Motion Carried

Meeting adjourned at 8:59pm