

RSU 56 Board of Directors Minutes
Board Meeting Amended Agenda- November 14, 2023- 6:30pm
(This meeting will be held at Dirigo High School.

School Board Members Absent: Brad Dyer, Don Whittemore, Tina Courtway, Diana Cayer (Student Rep)

Also Attending: Marianne Hutchinson

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.

Motion to add the following: Stipend resignations and stipend hirings.
Motion: T. Kelly Seconded: J. Bradbury
Motion Carried

1. Minutes of the October 24, 2023 Board Meeting
Motion: T. Kelly
Not Voting: D. Dolloff
Motion Carried

None

None

1. Motion to approve updated athletic job descriptions
Natalie Sneller explained that the personnel committee has updated the athletic stipend positions. Nick Karavas (AD) went through and standardized all the athletic stipend positions for both middle school and high school. No changes to the substance of the job descriptions, it was more just formatting to get consistency. No significant changes to review. These have been presented to

the Association and no concerns there. The committee wanted to get full board approval. There was a question from a board member on what the Alpha Weigh in position is. Pam explained it is the person who weighs all the wrestlers and takes their urine samples.

Motion: L. Whittington

Seconded: J. Bradbury

Motion Carried

OLD BUSINESS

1. Region 9 Updates (Bruce Ross/ Brian Keene/ Wayne Thurston)

Brian gave an update for Region 9. The Region 9 board met on Nov 1st. Had an update from the student services coordinator on the numbers of the Oct 1 enrollment. 52 students from Dirigo HS, 118 from Mtn. Valley, 30 from Telstar, 1 from Buckfield.

They had some onsite visits from the Marine Corp, the National Guard.

Another good thing for the students is Skills USA is returning. It is a couple of students that work with an advisor and usually go to Bangor for a competition. That is coming back this year, first year since COVID.

They did a Halloween walk, which was publicized quite well through the towns. It was on the same night as DES Halloween dance. There were over 850 people that went through the school. They had an update from Adult Ed from Dr. Murphy.

There is a new position for SAD 44 in Bethel for the board at Region 9.

2. Strategic Planning Update (Pam Doyen)

Will meet Monday Nov 20th at 5:30 in the HS library. It will be twofold. One, look at strategic plans from other districts so they can have an idea of what they want it to look like. Second, Finalizing the questions that they will do for a survey. The survey will be on the school website but also every mailbox in the four towns will be receiving a postcard asking for their input about how the district is running and what they would like to see. There will be a QR code so they can scan it and go right to the website or they can go to the website directly, find the survey to take. We will also have that survey available on Dec 16th, 9-11 at Dirigo High School. There will be a community forum where people can come in, they can give information at that time or they can fill out the survey at that time. They want to get as much information as possible from our four towns as they work on updating the strategic planning for RSU 56.

SUPERINTENDENT'S REPORT AND CORRESPONDENCE

Superintendent's Report: Pam Doyen

RSU 56 received notice of an additional \$5,857.86 for preventing homelessness from an MDOE grant. We will utilize the money to support any homeless or potentially homeless youth across the district.

Gena submitted a grant for \$10,000 to go towards a new dishwasher at DES. It was approved and will be funded.

We have a student transitioning back from a special purpose private school. Possibly a second student starting next week.

Per policy, the board should prepare to do a self evaluation as to how the board is running. You should start to consider how you would like that to unfold. Pam will bring a sample to the next meeting to see how they want that to look.

Additionally, the annual evaluation of the superintendent will occur in December. You will be receiving an email from Cathy Arsenault with the scoring material as well as provide any comments on each area.

Administrator Report: Pam Doyen (Dirigo High School Principal)

Enrollment:

Grade	Freshmen	Sophomore	Junior	Senior	Totals
2023	61	59	54	58	232
2022	58	58	57	58	231
2021	52	53	55	36	196

Co-Curricular Activities:

Chess, Civil Rights, Student Council, JMG Officers, Dungeons & Dragons, Outing Club, NHS, Drama
Added esports to the extra curricular athletic schedule

Summer Credit Recovery:

38 Classes were represented
25 Students “invited”
19 Credits were recovered

Region 9 -School of Applied Technology

Automotive I- 2	Culinary Arts I, II- 9
Early Childhood I, II- 3	Metal Trades- 5
Outdoor Skills- 5	Small Engine- 1
Automotive II- 3	Building Construction- 3
CNA- 5	Computer Tech I, II, III- 3
Fire Science I, II- 2	Heavy Equipment- 4
Intro- 4	Total- 49

Student of the Month:

Ella Hines- September
Isaiah Campbell- October

National Honor Society (NHS) Induction:

There were 18 students inducted into the National Honor Society on Monday November 13, 2023

Also doing Staff of the Week at DHS:

Mr. Hamalainen, Jillian Bryant, Tom Kelly

Some fun events at DHS:

Homecoming Week
Choices Matter Assembly with Fletcher Cleaves (Hosted by the Bureau of Highway Safety)

Not so fun, but done:

PSAT, NWEA, ASVAB

Biggest issues at DHS:

1. Vaping- Pam explained that after the first offense they are sent to counseling sessions, 2nd offense would be out of school suspension and further they could go to the board for expulsion. She feels that education is the top priority around this so they can make good choices.
2. Skipping Class

Upcoming Events:

Diversity Day in January 16th- Building Empathy & Understanding
Prevention/Wellness Day in March

Pam spoke about the Superintendent's event that was held on Wed Oct 25th. They saw Dr. Daggert. He talked about AI, what's on the horizon for education.

Barbara and Kathleen went to the MSBA Fall Conference on Oct 26th & 27th.

K. Szostek- Overall she thought it was fascinating and very worthwhile. She went to a board workshop on how to effectively work on the board. The AI talk was incredible, especially the implications for education. She would encourage others to go. There were several sessions canceled due to the situation in Lewiston.

Kathleen also spoke about the delegation meeting earlier in October. It was by zoom and the voting was very much like the RSU 56 board voted.

Barbara did a few lawyer sessions at the Fall conference and a few on AI (Artificial Intelligence), she went to a course on negotiation. She won a STEM kit and a \$750 scholarship for a student going into an Arts program.

Stipended and Coaching Positions:

DHS Girls V Basketball Coach- Reggie Weston

DHS Boys V Basketball Coach- Cody St. Germain

DHS Wrestling Head Coach- Dana Whittemore

DHS Assistant Wrestling Coach- Bryce Whittemore

DMS Girls V Basketball Coach- Kathy Crutchfield

DMS Girls JV Basketball Coach- Amy Chiasson

DMS Assistant Wrestling Coach- Dana Whittemore

DMS Boys V Basketball Coach- Debbie Keene

DMS Boys JV Basketball Coach- Cole Brown

Resignations/Retirements:

DHS Girls JV Basketball Coach- Nicole Witas

COMMITTEE REPORTS

1. Student Representative Report- Diana Cayer was absent. She was at the Youth Leadership Conference representing Dirigo High School
2. Policy Committee- Met on 11/14 at 5pm. Worked on the dress code policy
3. Finance Committee- Not met-meeting scheduled for 11/28 at 5pm
4. Curriculum Committee- Have not met

5. Buildings & Grounds Committee- Met on 11/3 at 1pm. Don Whittemore was elected chairperson They discussed the bus garage. Construction is scheduled to begin in April. Talked a lot about air conditioning. Talked about well water at DES & PSAT tests. Talked about buses, sports fields- reseeding & relining. Next meeting will be 1/12 at DES
6. Negotiations Committee- Still meeting
7. Personnel Committee- Need to reschedule the next meeting for another date in Jan 2024. Need to look at job descriptions for AP, HR, PR.
8. Ad-hoc Committee- Had a meeting, started discussing Diversity Day. They looked at the number of civil rights violations that have been at the three schools.

BOARD COMMENTS

L. Kelly- After what happened at Spruce Mtn with someone sneaking into the school....I just wanted to commend one of the students that wouldn't let me in the door. They knew who I was and started to come to me and then they stopped. She felt that was good, don't let anyone in unless they are buzzed in.

N. Sneller- Spoke about the policies and procedures around middle school athletic participation. Last fall it was approved to let 5th graders participate in middle school sports..part of the reason was to help fill teams both varsity and jv. It was also thought that it would be a good transition for students preparing to go from elementary school to middle school. Her son was a 5th grader and did participate. It proved to be a good experience and good transition for him. As with anything there was a learning curve however for the most part it has been a positive. Also feel it has exacerbated an issue of an overwhelming number of students participating, more so than normal. Last fall 30+ boys attended the first practice for ms basketball. It can become pretty difficult to manage. This year 45 boys came to the gym for 2 teams. Have tried multiple things to manage this. Last year for boys basketball, the jv squad was split between an A team and a B team. They were trying to get the same number of games for each team. It didn't work out to be as successful as hoped. She was surprised to hear last year that the policy/practice was to not cut any athletes at the middle school level. My Personal feeling is that we are administering programs that are not as effective as they could/should be. Does not feel it's fair to the students, coaches or the parents. When we get too many students to adults ratio it hinders the hands-on experience. Natalie would like the administrators in the district to cap the number of athletes on a roster to something that mirrors what our neighboring districts do, that is to have competitive tryouts. I think we are very blessed in our area to have a number of rec teams for students to participate in, so if kids don't make a team at the middle school level on their first try they currently have rec opportunities. Feel we have a multitude of opportunities at the middle school level so if a student doesn't make a sports team they do have many other options that they could participate in. Moving forward hoping it can be looked at

B. Chow- Feels this needs to be looked at

K. Szostek- Interested to know what the cost would be for board members to be on the robo calls. B. Chow- said they will get a cost for it.

ADJOURNMENT

1. Motion to adjourn

Motion: L. Whittington

Seconded: J. Bradbury

Motion Carried

Meeting adjourned at 7:26pm