

## MAINE SCHOOL ADMINISTRATIVE DISTRICT #37

September 27, 2023

A regular meeting of the MSAD #37 Board of Directors was held at 7:00 p.m. on September 27, 2023 at the Coastal Washington County Institute of Technology, in Columbia, Maine to consider and act on the following business:

**Board Members Present:** Leann Beal, Chris Chartrand, Steve Dunham, Dan Kane, Grace Kennedy, Ronald Kennedy, Kimberly Look, Debra Murphy, David Perham, Tiffany Strout

**Board Members Absent:** Shelby Greene and Beth Hartford

**Other persons present:** Ken Johnson, Eric Brooks, Carol Ann Lisee, Denise Vose, Lorna Greene, Todd Emerson, Marla Bagley, Jonathan MacLeod, Lucille Willey, Chris & Candy Tucker, Courtney Williams, Anita McGray, Elmer & Annie Morris, Ronie Strout, Amanda Kowalsky, Dawn Fickett, and other citizens

### MINUTES

#### A. INTRODUCTORY BUSINESS

1. **The meeting was called to order at 7:05 p.m. by Chair Debra Murphy.** She noted that Directors Greene and Hartford were excused from the meeting tonight due to other obligations.
2. **RE: APPROVAL OF MINUTES OF THE AUGUST 30, 2023 REGULAR MEETING**  
**ACTION:** Motion by Grace Kennedy, second by Steve Dunham, and voted (unanimously, with no abstentions) to approve the minutes of the August 30, 2023 regular meeting as printed.
3. **RE: REPORT—SUPERINTENDENT OF SCHOOLS (Including Legislative Updates)**  
**INFORMATION:** a) Supt. Johnson shared some legislative updates from the last session. He noted that he attended a meeting last week in Augusta where these were shared with superintendents from around the state.  
b) He noted that he reached out to Haley Ward regarding the board's concerns about the "error" in designing the specs for the CTE renovations with the wall separating the two sections of the building not meeting code. The response was a bit evasive. He doesn't believe they will be willing to reimburse the district for the \$85,000 paid to them for their work. In a conversation with Nickerson and O'Day, he learned that we would need to put sheetrock on the floor of the attic because the ceiling in the welding area is plywood. He is waiting for a quote from Nickerson & O'Day on the cost of that. Once we know that, we can decide if we want to put more pressure on Haley Ward through our legal team. He will bring the issue back to the board as soon as he gets a firm quote from the contractors.  
c) Supt. Johnson also reported on the repairs to the sinkhole at the high school. Located near the building entrance, it wasn't something we could wait to tend. The sinkhole was caused by an old drainpipe from the roof that had collapsed. It was about eight feet underground and had to be dug up. The pipe was fixed, but there is still work to be done on the other end of the drain that comes out on the backside of the senior parking lot. Jon MacLeod, who excavated the pipes for us, explained the work and what still needed to be done. Mr. Johnson asked the board to adjust the agenda to consider approval to fix the rest of the pipe in the parking lot.  
d) Supt. Johnson noted that a transportation survey sent home with all students at the start of the school year showed that an overwhelming majority of parents want us to continue door-to-door pick-up/drop-off of students, even though it means run times are longer. This led to a conversation about the transportation of students by parents and if the district paid parents to do so. Mr. Johnson noted that we do have one family that is paid to transport their own children. He is not sure of the history of this arrangement, but the cost to the district is around \$15,000 for the year at \$90 per day. He and Jon MacLeod did look at the issue at the start of school. Jon noted that it would affect several other families if we started picking this family up. Board members expressed concern about paying that much money to just one family and the precedent it was setting. There was discussion about negotiating the daily rate, only paying mileage, or sending our own buses to pick them up. Supt. Johnson and Jon MacLeod will look again at the possibility of the district providing the transportation.

e) Supt. Johnson noted that Myah Jellison, our long-term sub for junior high ELA has resigned her position. This has caused some shuffling of existing staff, but the high school is making it work.

f) Supt. Johnson thanked Mark Wright for his many years of service to the school board. Because Mark's wife was hired as an ed tech at the August meeting, he is no longer able to hold a seat on the board by state law.

**4. RE: REVIEW OF FINANCIAL STATEMENTS**

**INFORMATION:** Supt. Johnson noted that we are in a healthy position with finances at the present time. It is still early in the year, so we would expect that to be the case.

**5. RE: ADMINISTRATIVE REPORTS (Including Professional Development, ESEA, and G/T)**

**INFORMATION:** Denise Vose reported that we have had several transfers both in and out of special ed already. The district is currently serving 154 students, which is less than we ended last year with. There are nineteen 504 students, and we are transitioning to having the principals and regular ed staff take over these cases as they are not special education. Special ed staff members are completing the Safety Care Training, and the staff is busy preparing for the site review later in the year. She has also been busy assisting with evaluations.

Eric Brooks noted that Harrington Elementary has an enrollment of 128 presently. Fall sports are going well with 16 soccer players and 22 cross-country runners. Students are having fun! His staff is working to build routines/strategies to work with students and that is going well. "Hawk" cards are being earned by students for going above and beyond. The PTSG sold 1,350 mums and he thanked Kim Look for her assistance with that fundraiser. Student council elections were held. EdGE starts next week, and students will be taking monthly trips to the town's Gallison Library to participate in learning activities there.

Lorna Greene reported an enrollment of 89 at DW Merritt. She noted that six students have left temporarily but are expected to return. Open House was held on 9/13 with great attendance. There are 37 students participating in cross-country and no soccer players this year. The Chewonki Museum came today with an assortment of animals for students to learn about. **PD--**Staff have started a book study. At the October 10<sup>th</sup> workshop, staff will review our bullying policy and procedures, along with other work in their Learning Clubs. If approved by the board, an anti-bullying assembly for students will be held on October 13<sup>th</sup> with Jason Tardy. His "Stand up, Stand out...Become an Upstander" presentation is both entertaining and inspiring according to reviews. He will do two sessions, one for all the PreK-6 students, which will be held at DW Merritt, and another with the 7-12 students at Narraguagus. **ESEA—**On 9/7, she met with the ESEA staff to review guidelines and expectations for the program, which is currently serving 127 students. Family Engagement events are being held at each Open House. **G/T—**Mrs. Greene noted that she recently attended a required G/T meeting and received many positive comments for our plan and program here. The district's G/T Advisory Team met on Monday and are working to set up experiences for G/T students for the year.

Carol Ann Lisee noted that Milbridge has an enrollment of 123 right now. Open house was held with a good crowd. Cross country has 36 runners, and the "Silver Shoe" award is given each Friday to a male and female runner who have shown good sportsmanship, hard work, etc. for the week. Soccer has 18 players. Grades K and 3 are doing STEM activities together. First grade is participating in "Maker's Monday" where they are given a challenge to use specific items to create something. There are 38 signed up for band lessons.

Todd Emerson reported an enrollment of 314, with 102 in junior high and 212 in high school. Open House was held on 9/12. The intercom system has been down since Thursday before school started. A new one is on order with a tentative installation date of October 11<sup>th</sup>. It has been a busy month with fall sports, sports pictures, sports physicals, PTSG meetings, and getting settled into the school year. Fall sports are going very well with a lot of students participating.

**6. RE: SUBCOMMITTEE REPORTS:**

- a. Athletics/Student Activities-none
- b. Curriculum & Instruction-none
- c. Negotiations & Grievance-none
- d. Policy & By-laws-none
- e. Facilities, Maintenance, Safety & Transportation-none

**7. RE: PUBLIC COMMENTS**

**INFORMATION:** Annie Morris spoke about the issue her son had last year. She would like the minutes to reflect that it was more than just a bullying issue but included racial slurs against her child. She asked when policies would be updated to include progressive discipline guidelines. Abner Morris asked how parents would know if resolution was accomplished. He realizes there are issues of confidentiality, but it leaves a gray area of not knowing. Debi Murphy, board chair, noted that in most instances we have no right to share how other students are disciplined, only your child. Supt. Johnson noted if there is an employee issue, the district cannot share disciplinary information with parents or others in these situations. He noted that the bullying policy is open-ended and is designed that way to allow flexibility. It allows administration to consider such things as age, maturity level, subject matter, and progressive discipline. There would be no way to spell out a prescriptive discipline for every situation possible.

**8. RE: AGENDA ADJUSTMENTS**

**ACTION:** Motion by Chris Chartrand, second by David Perham, and voted (unanimously, with no abstentions) to adjust the agenda to consider fixing the drain issue at Narraguagus.

Motion by Chris Chartrand, second by Grace Kennedy, and voted (unanimously, with no abstentions) to authorize the Superintendent to pursue having the drain repaired at Narraguagus.

**B. OLD BUSINESS--None**

**C. NEW BUSINESS**

**1. RE: CONSIDERATION OF HAVING A STRUCTURAL ANALYSIS STUDY DONE AT MILBRIDGE ELEMENTARY PRIOR TO ROOF PROJECT**

**ACTION:** Supt. Johnson noted that he received two quotes from Independent Roofing Services to begin the process for the replacement of the Milbridge roof next summer. One quote is for the regular work we've had done in the past, drawing up specs, putting the project out to bid, and overseeing it through completion. That bid is for \$14,000. The other bid includes an additional \$5,000 for a structural analysis of the roof prior to beginning, because of the age of the building. Constructed in 1957, there is no telling what issues may be hiding beneath the roof. We know it has several leaks. It might be better to pay the extra \$5,000 now to know exactly what the job will entail instead of being surprised by an issue when they start tearing the old roof off. This is not required, but Walter Barschdorf, president of Independent Roofing Services, recommends it.

Motion by Chris Chartrand, second by Grace Kennedy, and voted (unanimously, with no abstentions) to accept the quote of \$19,000 from Independent Roofing Services, to include the structural analysis of the Milbridge roof.

**2. RE: CONSIDERATION OF BULLYING PRESENTATION FOR SAD 37 STUDENTS**

**ACTION:** Motion by Tiffany Strout, second by Chris Chartrand, and voted (unanimously, with no abstentions) to approve the "Stand Up, Stand Out-Be an Upstander" anti-bullying presentation by Jason Tardy on October 13<sup>th</sup> for all district students.

**3. RE: APPROVAL OF JOB DESCRIPTIONS FOR ASSISTANT SUPERINTENDENT AND BUSINESS MANAGER**

**ACTION:** Motion by Chris Chartrand, second by David Perham, and voted (unanimously, with no abstentions) to approve the job descriptions for Assistant Superintendent and Business Manager as presented.

**4. RE: ACCEPTANCE OF SNOWPLOWING BID FOR CTE TRAINING SITE**

**ACTION:** Supt. Johnson noted that we only received one bid for plowing at the CTE training site. This site is located at the Cherryfield Food transfer station on the Wing Siding Road. Since they only use it in the summer for blueberrying, Cherryfield Foods has leased it to the district for \$1 per year, but with the understanding that we are responsible for keeping it plowed in order to use it. Last year, we entered the lease partway through the winter and looked for someone to plow, but since it was mid-winter and most were already booked, we had trouble finding someone. Jared Coffin, of Hammer Down Construction, agreed to plow it for us at \$1,000 per storm, knowing we would bid it out this year. He was the only bidder, submitting a bid for the same price of \$1,000 per storm as last winter.

There was much discussion about how much that could potentially cost the district if we had a lot of snow. Many felt it was too high. There were suggestions to reword the contract adding language on the minimum snow quantity before plowing or having the CDL instructor be the one to determine if we needed to plow each storm. More discussion followed.

Motion by tiffany Strout, second by Leann Beal, and voted (466-yes, 378-no) to reject the bid and authorize the Superintendent to explore other options available by policy, including re-bidding it. (Yes votes-Perham, Dunham, Look, Strout, Beal, G. Kennedy; No votes-R. Kennedy, Chartrand, Kane, Murphy)

**5. RE: HIRING SUBSTITUTE TEACHERS**

**ACTION:** Motion by David Perham, second by Chris Chartrand, and voted (unanimously, with no abstentions) to approve the hiring of the following substitute teachers as recommended by Supt. Johnson: Kathryn Canavan, Pamela Endre, Tricia Gamez-Torrez, Britney Grover, Michael Haire, Brittany McManus, Brittany McMillan, Robin Santiago, Diane Seavey, and Jacob Tenney.

**6. RE: HIRING SUBSTITUTE COOKS**

**ACTION:** Motion by Grace Kennedy, second by Chris Chartrand, and voted (unanimously, with no abstentions) to approve the hiring of the following substitute cooks as recommended by Supt. Johnson: Kathryn Canavan, Martha Cox, Stephanie Crowley, and Deborah Cunningham.

**7. RE: HIRING SOCIAL WORKER**

**ACTION:** Motion by Grace Kennedy, second by Chris Chartrand, and voted (unanimously, with no abstentions) to ratify the hiring of Dakota Johnson as Social Worker as recommended by Supt. Johnson.

**8. RE: ELECTION OF INTERIM BOARD VICE-CHAIR**

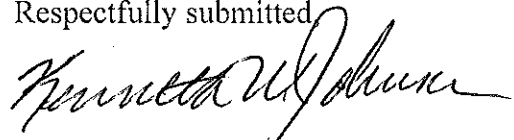
**ACTION:** Chris Chartrand was nominated to serve as Interim Board Vice-Chair until the annual meeting of the board in December when elections are normally held. There were no other nominations.

Motion by David Perham, second by Daniel Kane, and voted (unanimously, with no abstentions) to elect Chris Chartrand as Interim Board Vice-Chair.

**9. RE: ADJOURNMENT**

**ACTION:** Motion by Tiffany Strout, and voted (unanimously, with no abstentions) to adjourn the meeting at 9:33 p.m.

Respectfully submitted



Kenneth W. Johnson  
Superintendent of Schools

## September 27, 2023, MEETING SUMMARY

### A. INTRODUCTORY BUSINESS

2. APPROVED minutes of August 30, 2023, regular meeting;
8. ADJUSTED agenda to include consideration of drainpipe project at Narraguagus;  
AUTHORIZED Supt. to pursue repair of the drainpipe at Narraguagus;

### B. OLD BUSINESS

None

### C. NEW BUSINESS

1. APPROVED having Structural Analysis done on Milbridge roof;
2. APPROVED anti-bullying presentation for district students on October 13th;
3. APPROVED job descriptions for Assistant Superintendent and Business Manager;
4. REJECTED bid for snowplowing of CTE training site;
5. HIRED substitute teachers: Kathryn Canavan, Pamela Endre, Tricia Gamez-Torrez, Britney Grover, Michael Haire, Brittany McManus, Brittany McMillan, Robin Santiago, Diane Seavey, and Jacob Tenney
6. HIRED Substitute Cooks: Kathryn Canavan, Martha Cox, Stephanie Crowley, and Deborah Cunningham;
7. HIRED Dakota Johnson as social worker;
8. ELECTED Chris Chartrand as Interim Board Vice-Chair