

ISLESBORO CENTRAL SCHOOL DEPARTMENT  
SCHOOL COMMITTEE MEETING—DECEMBER 8, 2015  
6:15 P.M. IN THE ICS MUSIC ROOM

MINUTES

- I. Call to Order and Roll Call
  - a. Board Chair Laura Houle called the meeting to order at 6:15 p.m. Board members in attendance were Laura Houle, Bill Kelly, Mike Boucher, John Gorham, and Lars Nelson. Also present were: Kristen Kelly, Ryan Martin, Owen Howell, Betha Howell, Julie Reidy, C.J. Houle, B. Pendleton, and J. Howell.
- II. Approval of Minutes
  - a. Minutes of the November 10, 2015 meeting: Motion by Mike Boucher, with second by, Bill Kelly, to approve the minutes of the November, 10, 2015 board meeting. 4-0 in favor. Lars Nelson abstained.
- III. Correspondence: None.
- IV. Adjustments to the Agenda: In order to accommodate the teachers and students who were present to discuss the Senior Trip, it was agreed to move this agenda item up on the agenda, immediately following the Adjustments to the Agenda item.
- V. Presentations
  - a. Senior Class Trip: Kristen Kelly and Ryan Martin, Senior Class Advisors, introduced the presentation. Students C.J., Jacob, and Bethany were also present to comment on the rationale for their selections. Mr. Martin commented that the Advisors were very proud of the students for choosing a cultural trip rather than a recreational one. The students had been very clear that they wanted museums and historical locations on their trip, thus their decision to select the trip to Paris, Rome, Florence, and other European locations. The board had a number of questions about the security issues for a trip to these European locations. Ms. Kelly discussed the provisions that the tour company has in place that allow other trips to be substituted if security alerts become an issue. Mr. Kelly asked what the students would do if one or more students said that the security concerns in Europe made them feel afraid of going on the trip. The students in attendance said that such concerns on the part of one or more students would make a difference in their attitudes about going. It was agreed that the Advisors would explore this issues. Julie Reidy asked whether the board has a policy in which the criteria around security concerns are specified. Mr. Phillips stated that he would contact MSMA to see if sample policies on this were available. Lars Nelson stated that ultimately the school is not forcing the students to go on a trip, but that the parents were always in the position of making the final decision. The Advisors also agreed to seek additional information from the tour company regarding the possibility that a last-minute change might need to be made due to security concerns. Motion by Mike Boucher, with second by Bill Kelly, to approve the Senior Class trip to Europe as presented by the Advisors and students, scheduled for April 15<sup>th</sup> to the 24<sup>th</sup>. Unanimous in favor.
- VI. Review of Financial Records: Mr. Phillips reported that his most recent conversation with Sally McDonough affirmed that the 2015-16 budget continues to unfold in a satisfactory way, with both revenues and expenditures falling within expected ranges. Warm weather and lower than expected oil prices still may produce positive outcomes for the remainder of the budget year.
- VII. Open Session: None

## VIII. Unfinished Business

- a. Continued discussion of budget priorities for the 2016-17 school year: Mr. Phillips stated that this item was back on the agenda to be sure the administration had heard the board's perspectives on budget priorities, especially for new items. Bill Kelly asked about the possible need for additional exterior cameras on the gymnasium to help with identifying those who might be smoking unlawfully on school grounds. Mr. Phillips and Ms. Knight stated that they would follow up with Dick Cilley on this issue, but that it should not need additional spending next year. Lars Nelson outlined the discussion at the Facilities Committee meeting about possible LED lights being added as part of an energy saving project. Bill Kelly wanted to be sure that a job description for a new position to assist with the high school academic program would be developed. Mr. Phillips stated that a next draft of the job description would be presented to the Curriculum Committee the following week, and that it was still an option to advertise for this position prior to the end of school. Mr. Kelly asked about the prospects for paving. Mr. Phillips and Laura Houle reported on their meeting with town officials at which time it was agreed that the road into school would be on the paving list when such paving is due to occur. They reported that it is not clear, but would become so, whose budget the cost would appear in, either town or school. Mr. Phillips also noted that additional maintenance time is needed in the budget for next year to keep pace with work needed at the school, including the blow downs along the road into school.

## IX. New Business

- a. Discussion of and approve increase in lunch prices: Mr. Phillips explained that both the School Nutrition office at Maine DOE and our auditor recommend that we increase school lunch prices so that we do not have to add as much to the lunch program from the general budget. Mr. Phillips noted that the board packet had included a summary of the increased prices. Motion by Bill Kelly, with second by Mike Boucher, to approve the new school lunch prices, which will take effect on January 1, 2016. Unanimous in favor.
- b. Approve teacher members of the educator effectiveness stakeholder group: Mr. Phillips explained that the current state law requires that 2/3 of the membership of the educator evaluation stakeholder group must be approved by both the teachers and board. Mr. Phillip noted that the teacher membership of the group were noted on a memo in the board packet. The teacher members were listed as: Kristen Kelly, Kate Legere, Becky Bolduc, and Chris Morris. Motion by Mike Boucher, with second by Bill Kelly to approve the teacher members of the stakeholder group. Unanimous in favor.
- c. Discussion of request for reconsideration of placement of Betha Howell on the salary scale: Mr. Phillips explained that Betha Howell had asked him, shortly after he was hired, to review her placement on the salary scale on the basis that she had learned that credit had been awarded in at least two other cases for experience outside the K-12 public school criterion listed in board policy. Mr. Phillips noted that he had met with Betha, Kate Legere (representing the teachers association), and Laura Houle in her role as board chair to review Betha's resume and to assess the degree to which her experience might be counted. Mr. Phillips also noted that he had consulted with the board attorney prior to reviewing this matter, and that the board attorney wanted the board to be aware that any review of Betha's placement should not be assumed to be a result of any error made at the time of her hire. Mr. Phillips also noted the presence of a board policy governing placement on the salary scale, and that presence of a policy was unusual in his experience, and that he had usually been able to review new hires' resumes and make placement decisions on a more general basis of relevance to the position and value being added to the organization. Members of the board had several questions for Betha about her experience and why she had brought the issue forward at this time. Board members expressed the view that it would be better to have the superintendent address placement on the scale rather than being based on the board policy, but since we do have a policy it seems to limit this possibility. It was

recommended that we first change the policy to give the superintendent discretion in this area, then he would be able to address Betha's request without having it come to the board. Mr. Phillips said he would bring a policy back to the January board meeting. Julie Reidy suggested that it would be advisable to see if this issue was covered in the Policy Committee minutes from 2012 when the policy was passed to determine the intent. Mr. Phillips agreed to check the files for the minutes. Bill Kelly asked if Betha is seeking retroactive pay from the date of her hire, and she stated that she was not.

- d. Review of policies for first reading:
  - i. ECB—Pest Management in School Facilities and on School Grounds: It was suggested that we remove the name of Dick Cilley from the policy so the policy does not need to be changed when personnel changes occur. Mr. Phillips agreed to make this change for the second reading. Motion by Mike Boucher, with second by Lars Nelson, to approve policy EDB for first reading. Unanimous in favor.
  - ii. ILD—Educational Research: Student Submission to Surveys, Analyses, or Evaluations: Motion by Mike Boucher, with second by Lars Nelson, to approve policy ILD for first reading. Unanimous in favor.
  - iii. IKE—Promotion, Retention, and Acceleration of Students: Mr. Phillips noted that he had deleted considerable language from the sample policy prior to preparing this draft, due to the significant change in state law around proficiency based diplomas. Motion by Mike Boucher, with second by Lars Nelson, to approve policy IKE for first reading. Unanimous in favor.
  - iv. JICH—Drug and Alcohol Use by Students: Motion by Mike Boucher, with second by Lars Nelson, to approve policy JICH for first reading. Unanimous in favor.

#### X. Committee/Administrative Reports

- a. Principal: Ms. Knight updated the board on her arrangements for the Athletic Director role, in essence splitting the responsibility between Patrick Powers and Colden Golann. She also noted that two surveys would be going out in the near future, one for students on their perceptions of school climate, and one to the staff on Ms. Knight's progress on her professional goals for the year. Ms. Knight also outlined the process we are using the update curriculum, including providing a full day of work time for the Principal's Advisory Committee, who is guiding the curriculum development process this year.
- b. Superintendent: Mr. Phillips noted that he envisions scheduling a board workshop in late January or early February to review the progress on the three-part action plan he reviewed with the board early in the year. He also noted that a new initiative is being considered by the faculty that would involve school-wide instructional experiences around the theme of "sustainability." He noted that he would have updates on this next month.
- c. Region 8: John Gorham provided an update on the construction/renovation discussions that are taking place with Region 8. He noted that one strong possibility is that the center would remain in the same location.
- d. Committee Reports: Mr. Phillips noted that both Finance and Policy Committees had met recently, and that the Curriculum Committee would meet the following week.

- #### XI. Other Business: Mr. Kelly noted that he had recently seen, and brought copies of, an article outlining the new agreement that would permit college students to have access to over 500 colleges and universities around the country, involving 35 other states. He noted that this is an example of how important it is for our students to have broader opportunities for learning options beyond the school walls. He also noted an article that found fault in a DHHS investigation, and recalled that our recent policy update includes the option to stop a DHHS process if school officials object. Mr. Kelly also updated the board on his recent meeting with magnet families, in which he heard the concerns from magnet families about the viability of ICS for high school programming. He noted how

important it is for the magnet families that we add greater capacity to personalize programming at the high school level.

*XII.* Executive Session

- a. Discussion of the superintendent's evaluation, Title I MRSA, section 405. Motion to go into executive session by Mike Boucher, with second by Lars Nelson. Unanimous in favor. The board entered executive session at 8:39 p.m. The board came back into public session at 9:20 p.m.
- b. Action taken as a result of the discussion in Executive Session: Motion by Mike Boucher, with second by Lars Nelson, to extend the superintendent's contract to another year for the 2016-17 school year, and that his salary be increased on July 1, 2016 by 3%, and that his two benefits for reimbursement for Medicare costs be increased by \$10 each. Unanimous in favor.

*XIII.* Adjournment: The meeting was adjourned at 9:30 p.m.