

ISLESBORO CENTRAL SCHOOL DEPARTMENT
SCHOOL COMMITTEE MEETING
TUESDAY, MAY 8, 2018—6:15 P.M. IN MS. KRISTEN'S ROOM

MINUTES

5:45 P.M.: Finance Committee met to review warrants. Laura Houle and Chloe Joule present.

- I. Call to Order and Roll Call: The meeting was called to order at 6:17 p.m. by board chair Laura Houle. Board members present: Laura Houle, Bill Kelly, Chloe Joule, John Gorham, and Melissa Jagger. Others present: Heather Knight, Vicki Conover, Jon Bolduc, Jess Woods, Charles Hamm, and Patrick Phillips.
- II. Approval of Minutes
 - a. Minutes of the April 10, 2018 regular board meeting. Motion by Chloe Joule, with second by John Gorham, to approve the minutes of the April 10, 2018 board meeting. Unanimous in favor.
- III. Correspondence: Laura Houle noted that she had received a letter from Ken Smith on the topic of perhaps separating the Town and School portions of the annual budget review by citizens.
- IV. Adjustments to the Agenda: Add bus sale under New Business j.
- V. Open Session: No comments were offered by the public
- VI. Presentations: None.
- VII. Unfinished Business
 - a. Discussion of PE/Health position: Heather Knight reviewed her memo on how she envisions the high school Health and PE programs running next year. She noted that the Health curriculum at the high school level would be implemented by a team of teachers and community resources, and PE would offer students options on how to earn credit, so that the focus on the hiring process would be on finding someone who excels in grades K-8.
 - b. Discussion and possible approval of Technology staffing plan for 2018-19: The board continued its review of how to staff for various aspects of the technology program, which it had begun several months ago. Heather and Patrick reviewed the latest draft of a memo the board had requested at its last meeting, covering two broad options for staffing next year. The first option, recommended by the administration, would be to continue employing a part-time Network Administrator, but add a part-time Technology Teacher, and seek a half-time Mathematics Teacher. The second option would be to fold all the Technology duties, including Network Administrator and Technology Teacher, into a single position. This option would include seeking a full-time Mathematics Teacher instead of a half-time one. Both Jon Bolduc and Vicki Conover were asked about their perspectives on which option would be best. Vicki noted that over time it has been demonstrated that the amount of work in network administration and teaching was too

much for one position, and really should be spread across one and a half positions. Jon expressed conflicted feelings about the options. Melissa Jagger asked about the difficulties of finding a half-time math teacher, and it was acknowledged by Heather and Patrick that it might be harder to find a qualified candidate. The board also asked about the number of courses that would be taught under both options. Heather and Patrick agreed that 2-3 courses would be possible in either option, and most likely at the high school level. Bill Kelly asked about the budget for next year and how that impacted the two options. Patrick noted that the budget would support either option, in the case of option 1, a half-time math teacher, a half-time technology teacher, and a part-time network administrator; and in option two, a full-time math teacher and a full-time technology teacher that would include network administrator duties. Bill Kelly asked if the position of technology teacher needed to be posted, and Patrick replied that Jon could be transferred into, or reassigned to, the position using past practice. Laura Houle stated that she was eager to see the technology position become more integrated into one role, and that there would be advantages to having one person being responsible for all aspects of the work. Motion by Laura Houle, with second by John Gorham, to combine the technology roles into one position next year, and to transfer Jon Bolduc into the role, and to post the resulting full time math teacher position. 4-1 in favor, with Melissa Jagger opposing. After the vote, Vicki Conover expressed her disappointment in the board's decision, and stated that it would have been better if she had been more involved in the discussions over the past several months. Laura stated that it is the board's duty to always put the students first, and she believes this role change will work better for students.

- c. Discussion and possible approval of IKF—Graduation Requirements policy: Jess Woods was present and reviewed the modifications to the graduation requirements policy that needed to be updated after the board's decision to include sustainability as a requirement. Jess also noted a few other minor changes that needed to be made to keep the policy consistent with current law. Motion by John Gorham, with second by Melissa Jagger, to approve as a first reading policy IKF—Graduation Requirements. Unanimous in favor.
- d. Update from the Search Committee: Laura Houle outlined the latest work of the Search Committee in regard to the Head of School position. Laura noted that the unanimous choice of the committee was Charles (Chuck) Hamm, who was present for the discussion. Laura added that discussions with Chuck had included his certification status, in particular that Chuck could be hired as Head of School but would not be fully certified as a superintendent until his second year of employment, and could perform duties association with K-12 principal. She noted that this would require that the school utilize a part-time superintendent for one year.

VIII. New Business

- a. Nomination of Head of School for the 2018-19 school year: Motion by Melissa Jagger, with second by Laura Houle, to a) employ Charles Hamm as Head of School for the 2018-19 school year, at an annual salary of \$85,000 in year one of a two-year contract, and at \$95,000 in year two providing certification issues have been resolved, b) that his role would be inclusive of K-12 principal duties only, c) that Laura Houle is authorized to

- complete negotiations on other contract issues with Chuck, and d) that the board advertise for a part-time (40-50 days) interim superintendent of schools for the 2018-19 school year. Unanimous in favor. Bill Kelly wished the record to note that he is very pleased to have Chuck join the team. Chuck expressed his gratitude and joy at being offered this opportunity.
- b. Discussion of arrangement for superintendent services for the 2018-19 school year. (see New Business a.)
 - c. Discussion and possible approval of school bus lease program. Mr. Phillips asked the board's permission to table this issue until he and Dick Cilley had more fully investigated possible grants based on the VW settlement to states. The board agreed. Tabled.
 - d. Discuss Anne Dillon House project grant proposal: Mr. Phillips updated the board on the meeting earlier in the day at which community members who had been serving on a committee to explore a possible grant donation of a house across from Alumni Drive met with the Facilities Committee. The house would be utilized by a school administrator or, if not, a member of the faculty. Motion by Laura Houle, with second by John Gorham, to approve the grant proposal for the Anne Dillon House. Unanimous in favor.
 - e. Acknowledge continuing contract staff returning next year: Mr. Phillips reviewed a list of faculty members who are currently on continuing contract.
 - f. Nominate teachers for year two and/or three of probationary status: Mr. Phillips nominated the following teachers to move from year 2 to year 3 of probationary status: Deb Delea and Renee Miller, and the following teachers from year 1 to year 2 of probationary status: Casey Everett. Motion by Bill Kelly, with second by Melissa Jagger, to approve the superintendent's nominations. Unanimous in favor.
 - g. Nominate teacher to move from probationary status to continuing contract: Mr. Phillips nominated Colden Golann, Chris Morris, Rob McHugh, and Jessica Woods to move from year 3 of probationary status to continuing contract status. Motion by John Gorham, with second by Chloe Joule to approve the superintendent's nominations. Unanimous in favor.
 - h. Update on hiring process for open positions: Heather Knight updated the board on the process status of seeking a new science teacher (interviews underway), a new PE/Heather teacher (will advertise now that the role is clear), and new math teacher (will advertise now that the role has been clarified by the board).
 - i. Discussion of transition planning list: Patrick and Heather reviewed a memo they develop, which outlines a large number of transition tasks that they will be working on prior to the new administration coming on board.
 - j. Bus sale: Mr. Phillips noted that the bus that was removed from service has been put out to bid as a sale item. According to the newly revised bid procedures, Mr. Phillips noted

that he opened the bus bids with Dick Cilley at 3:00 p.m. the closing time for the bids. He read the bids aloud for the public record: Sue and Joel Ploszaj--\$550; Josh Read--\$200.25; and Joshua Leach--\$176.76. Motion by Laura Houle, with second by John Gorham, to approve the high bid. Unanimous in favor.

IX. Committee/Administrative Reports

- a. Principal: Heather updated the board on the Magnet Program application process, upcoming events, senior portfolio schedules, and an update to parents on sunblock and bug repellent use.
- b. Superintendent: No report.
- c. Region 8: John Gorham updated the board on Region 8 construction.
- d. Committee Reports: The Facilities Committee met earlier in the day to review the Anne Dillon House proposal and a few other building needs.

X. Other Business: None.

XI. Executive Session: Discussion of a personnel matter, Title I MRSA, section 405: None.

XII. Adjournment: The meeting was adjourned at 8:30 p.m.

Respectfully submitted,

Patrick R. Phillips, Superintendent of Schools