

**KIDS REGIONAL SCHOOL UNIT #2  
BOARD OF DIRECTORS**

**DATE: THURSDAY, DECEMBER 3, 2020**

**PLACE: ZOOM MEETING**

**TIME: 6:00 PM REGULAR MEETING**

**BOARD MEMBERS PRESENT:** Chair Jon Hamann, Vice-Chair Leanne Burnham, Directors Chris Asch, Dawn Gallagher, Russ Hughes, Jon Lambert, Linda Leet (arrived at 7:10pm), Kathryn Marseglia, Mark Pearson, Jeff Pierce and Donna Seppy

**BOARD MEMBERS ABSENT:** Director Jay Brown

**ALSO PRESENT:** Superintendent Tonya Arnold; Asst. Superintendent Mary Paine; RSU Principals Mark Tinkham, Tom McKee, Karl Matulis, Sara Derosby, Kristie Clark, Melissa Burnham Barter; RSU Directors Deb Murphy, John Armentrout, Vicki Raymond, Gordon Murray; KIDS EA President Keith Morang; Athletic Directors Jonathan Spear, Chris Ranslow and Steve Bell; Instructional Coach Dania Price; Parent Advocacy Coordinator Kelly Byron and other members of the RSU staff and public

**1.0 CALL TO ORDER/QUORUM PRESENT**

The Chair declared a quorum present and called the meeting to order at 6:00 p.m.

**2.0 APPROVAL OF MINUTES OF THE REGULAR MEETING OF NOVEMBER 5, 2020**

Director Jeff Pierce **motioned** to approve the minutes of the Regular Meeting on November 5, 2020. Director Jon Lambert **seconded** the motion, **voted 9-0**.

Roll Call Vote: YES = Asch, Burnham, Hamann, Hughes, Lambert, Marseglia, Pearson, Pierce, Seppy (Dawn Gallagher was not present for first vote; arrived just after.)

**3.0 ADJUSTMENT(S) TO AGENDA**

Add to Item 6.2

Add to Item 9.1

Item 9.6 postponed to January meeting

**4.0 PUBLIC COMMENT**

**4.1 Public Comment**

George LaPointe shared emails with news of Richmond leaving RSU 2; Concerned about impact on the city/towns. Requests ongoing clear communication as the process unfolds.

**4.2 Richmond Principal Reports \*(Full reports from Principals are included at the end of this document.)**

MBES Discussion: Added to included report: Early review of NWEA pleasant surprise

Director Russ Hughes expressed appreciation for push to bring kids back.

RM/HS Discussion: NWEA Score looking better than expected. Question about national norms; Director Chris Asch: Commented on success of virtual parent conferences.

## 5.0 OLD BUSINESS

- 5.1 Second Reading and Approval of Policy GBIA - Staff Participation in Political Activities  
Director Jon Lambert **motioned** to approve second reading and adopt Policy GBIA.  
Director Chris Asch **seconded** the motion, **voted in favor 10-0**. Roll Call Vote: YES =  
Asch, Burnham, Gallagher, Hamann, Hughes, Lambert, Marseglia, Pearson, Pierce,  
Seppy

## 6.0 NEW BUSINESS

- 6.1 Acceptance of Resignation(s) / Retirement(s)  
None

- 6.2 Approval of Nominated Personnel  
Vice-Chair Leanne Burnham **motioned** to approve the following nominated personnel.  
- Yolanda Alonso, RMS/RHS Spanish  
Director Jeff Pierce **seconded** the motion, **voted in favor 10-0**. Roll Call Vote: YES =  
Asch, Burnham, Gallagher, Hamann, Hughes, Lambert, Marseglia, Pearson, Pierce,  
Seppy

Director Jon Lambert **motioned** to approve the nomination of Virginia Trhim as the new  
DES 40% School Counselor contingent upon receipt of ME certification. Vice-Chair  
Leanne Burnham **seconded** the motion, **voted in favor 10-0**. Roll Call Vote: YES =  
Asch, Burnham, Gallagher, Hamann, Hughes, Lambert, Marseglia, Pearson, Pierce,  
Seppy

- 6.3 Vote on participation in MPA HS, MS, and other co/extra-curricular activities

Vice-Chair Leanne Burnham **motioned** to approve participation in MPA HS, MS, and  
other co/extra-curricular activities with full implementation of safety measures and  
guidelines for each as well as creative safe alternatives to practices or competitions  
should those be deemed unsafe to occur; including adherence to any no spectator rules  
with implementation of live streaming for fans when possible as an alternative. Director  
Jon Lambert **seconded** the motion, **voted in favor 10-0**. Roll Call Vote: YES = Asch,  
Burnham, Gallagher, Hamann, Hughes, Lambert, Marseglia, Pearson, Pierce, Seppy

### **Public Comment from Athletic Directors:**

Chris Ranslow provided general conditions for return to sports; jointly drafted by state  
and professional agencies: Signed health survey; safety requirements posted and  
enforced; cleaning, masks, hand sanitizer, pods, bus loading, etc.; fall sports were  
incident free.

Jon Spear added fall data does not show any incidents; low to moderate will start sooner  
than higher risk sports.

Steve Bell: We see kids being kids again when they play. We are equipped to moved  
ahead safely.

Discussion:

Director Chris Asch: What if the MPA/state changes course? Assumption is that the vote is to follow the course.

Superintendent Tonya Arnold: Coding and response will be by school; In the even a school's county is coded yellow, we will encourage virtual connection

Director Donna Seppy: Funding for hardware? Will come from CARES money.

Vice-Chair Leanne Burnham commends ADs, kids, all who worked to follow the guidelines.

Steve Bell also thanked parents and great community effort.

Director Mark Pearson: Home games? Phone access? Should be available depending on individual bandwidth.

Streaming platforms: same or different? Will work on more consistency. Principal Mark Tinkham: going with vendor used in the fall; Request for more central place to find all the school links in one place.

Chair Jon Hamann would like to emphasize the consistent use of masks.

Director Kathryn Marseglia: Will there be more ventilation to support mask use? Director Gordon Murray: We can adjust for games.

6.4 Vote on participation of some of our students in cooperative teams through MPA

Director Kathryn Marseglia **motioned to** allow participation in MPA cooperative team activities with full implementation of safety measures and guidelines for each; including adherence to any no spectator rules with implementation of live streaming for fans when possible as an alternative. Director Jeff Pierce **seconded** the motion, **voted in favor 10-0**. Roll Call Vote: YES = Asch, Burnham, Gallagher, Hamann, Hughes, Lambert, Marseglia, Pearson, Pierce, Seppy

**Discussion**

Difference between cooperative teams and home-based teams; all but wrestling are considered moderate to low risk categories; will follow same guidelines

Mark Tinkham: Importance to SEL health of all kids having this opportunity to play

6.5 Review of Budget Process Timeline - subject to change

Director Jeff Pierce **motioned** to approve the Budget Process Timeline. Director Russ Hughes **seconded** the motion, **voted in favor 10-0**. Roll Call Vote: YES = Asch, Burnham, Gallagher, Hamann, Hughes, Lambert, Marseglia, Pearson, Pierce, Seppy

6.6 First Reading of Policies

Director Jon Lambert **motioned** to approve the First Reading of the following policies.

- IMB - Teaching about Controversial Issues
- BBAA - Board Member Authority and Responsibilities

Vice-Chair Leanne Burnham **seconded** the motion, **voted in favor 10-0**. Roll Call Vote: YES = Asch, Burnham, Gallagher, Hamann, Hughes, Lambert, Marseglia, Pearson, Pierce, Seppy

**Discussion:** Intent was to encourage teaching of controversial issues and provide guidance to support this important academic

6.7 Review and Re-adoption of unchanged policies

Director Jeff Pierce **motioned** to re-adopt the following policies

- ACAD - Hazing
- ADF - School District Commitment to Learning Results
- BBA - School Board Roles and Responsibilities

Vice-Chair Leanne Burnham **seconded** the motion, **voted in favor 10-0**. Roll Call Vote: YES = Asch, Burnham, Gallagher, Hamann, Hughes, Lambert, Marseglia, Pearson, Pierce, Seppy

**Discussion:** We are supposed to review every 5 years. We are looking at those that have not been reviewed; want to reaffirm our commitment. These are not changed.

Director Dawn Gallagher: NEP/NSBA Code BA on Letter L questions function of approving compensation function. Would like to amend it with added phrase, “not individual compensation”.

Superintendent Tonya Arnold: Intent is that the collective bargaining process is what the Board is approving.

## 7.0 COMMITTEE REPORT(S)

7.1 Curriculum, IT and Special Ed Committee  
November 12, 2020 5:30 p.m.

**Members Present:** Committee Chair Kathryn Marseglia, Directors Chris Asch, Leanne Burnham; Superintendent Tonya Arnold, Assistant Superintendent Mary Paine, Spec Ed Director Deb Murphy

**Members Absent:** **Directors** Linda Leet, Mark Pearson

Call to order: 5:34 p.m.

1. **Curriculum** - Mary Paine

Presentation of Concepts and Approaches at Work in the RSU

Draft Introduction: Approaching Curriculum Design

1. The outcome
2. The experience
3. The technical components
4. The design process

Discussion: How might we measure student engagement?

## 2. **Information Technology** - John Armentrout

Report to the Committee:

This month was focused on support of staff to more finely tune their teaching and instructional workflow. In doing this, we've deployed more hardware, including iPads to PK-2, document cameras, web cameras, teacher lav and headset microphones, amplification systems, conferencing speaker/mics systems that improve conversational engagement of remote Learners.

The deployment of the 245 new staff laptops is nearly complete, as staff have a few hours to allow us to back up and move their data to their new machine. These have been game changers for staff, as their older laptops would not have been able to manage the load of hybrid Instruction.

We have also replaced twenty-six clocks in Monmouth Memorial that were installed incorrectly. This month we were also able to install wireless access points that covered our sports fields to support the streaming of fall sporting events. For Richmond, Monmouth and Hall-Dale this required wireless bridge radios to transmit to an outbuilding near the fields, and switches and access points.

We've deployed 1:1 devices in grades K-12, and PK where necessary, though we have more iPad and Chromebook devices available for students as needed. We have also deployed 49 hotspots for families as well.

October is state reporting month as well, and an important one, as it has budgetary implications. It's important to get it right and this year was doubly hard since many students moved in and out around the State, some to homeschool and some, particularly in PK enrolled but never came. The Q1 attendance report was also a challenge, as with students' remote part of the week, we need to make sure that we count their attendance on their remote days. Otherwise we would have many students flagged as potentially truant.

I have also been focused on the ESSRF and CRF2 grant proposals and have requested \$648,000 in additional equipment. This includes classroom instructional as well as teacher instructional equipment such as 250 iPads and Apple Pencils to improve remote instruction. Additional displays on stands, with Mac Mini, camera, conference mics to help remote learners engage in classroom activities and discussions.

Other devices that will be purchased as part of the CRF2 grant will be video cameras, encoders, tripods etc. to support sporting event streaming, as well as additional instructional tools for staff and students.

As one can imagine our network infrastructure has been taxed and it's necessary to update our six-year-old Meraki Access points. I will be ordering 142 new access points that support WiFi 6 and deploying new switch infrastructure in many of the schools to help throughput and provide better management and tuning of the network.

**3. Special Education – Deb Murphy**

Update on Student Census

Up 29 students (338) plus tuition-in students

Discussed the current situation; how we are trying to meet needs

Staff doing an amazing job

Across the state: survival and teacher retention

Adjournment: 6:10 p.m.

Respectfully Submitted,  
Mary Paine, Assistant Superintendent

7.2 Policy and Personnel Committee  
November 12, 2020 6:30 p.m. [zoom meeting]

**Members Present:** Committee Chair Chris Asch, Directors Leanne Burnham, Kathryn Marseglia; Superintendent Tonya Arnold, Assistant Superintendent Mary Paine, Spec Ed Director Deb Murphy

**Members Absent:** Directors Linda Leet, Mark Pearson

Call to Order: 6:10 p.m.

1. Second Review of Policies
  - IMB - Teaching about Controversial Issues  
The Committee decided to advance the revised policy to the full Board in December.
  
2. Review of policies requiring no change, but review by the Board should be documented every five years:
  - Review of existing ACAD – Hazing  
The Committee decided to advance the revised policy to the full Board in December.
  - Review of existing AD - Educational Philosophy/Mission  
Director Chris Asch will draft some revisions to bring up to date to the next Policy and Personnel Committee meeting.
  - Review of existing ADF - School District Commitment to Learning Results

- The Committee decided to advance this policy to the full Board in December with no changes.
  - Review of existing BBA - School Board Roles and Responsibilities
    - The Committee decided to advance this policy to the full Board in December with no changes.
3. New policy available via samples from MSMA for consideration, but are not yet adopted by this RSU 2 Board:
- BBAA - Board Member Authority and Responsibilities
    - RSU 2 does not currently have this policy in place. The Committee reviewed a sample from MSMA and decided to move this version to the full Board for First Reading in December.

Policy GBIA - Staff Participation in Political Activities was added to the agenda.

The Committee decided to send this policy to the full board for approval in December.

Adjournment: 6:33 p.m.

Respectfully Submitted,  
Mary Paine, Assistant Superintendent

### 7.3 Facilities, Food Service and Transportation Committee

Discussion about the towns and routes where bus arms are needed  
For Hall-Dale, we would need to speak with the Cyr company  
Malfunctions will disable a bus until the arm is fixed.

November 19, 2020 5:30 p.m. [zoom meeting]

**Committee Members Present:** Committee Chair Donna Seppy; Directors Jay Brown, Jon Hamann, Russ Hughes, Jon Lambert, Jeff Pierce; Superintendent Tonya Arnold

**Committee Members Absent:** Dawn Gallagher initially, but she joined around 6:00 PM

**Others present:** B&G Director Gordon Murray, Food Service Director Chrissy Michaud, Transportation Director Katie Spear, Business/HR Manager Vicki Raymond, Special Ed Director Deb Murphy, HDHS A.D. Chris Ranslow, Scott Wing

#### **Called to order at 5:32 PM by Chair Donna Seppy**

1. Facilities – Gordon Murray (see written report below)
  - COVID and Capital projects
  - Shortages and delayed deliveries
  - Status of staffing
    - Substitutes hired - 2 with 2 in process
  - Looking ahead

#### Generator installation reviews

5 buildings do not have them: DES, MBES, RMHS, MA, CO

Hall-Dale schools have the state funded minimum generators.

Shared a restructure plan for manpower in terms of the number of positions at each category level. We have 29 positions in this department right now, and we will still have the 29 positions. We will still have one Director, but we plan to have 4 positions at Assistant Director level instead of 1. We currently have 3 Head Custodians who do mostly maintenance at this time, and 24 custodians. Of the current 24 custodial positions, 7 will become Head Custodian positions (one per building) making the 4 open positions we have more attractive to prospective candidates, and 17 will be Custodian positions.

2. Food Service – Chrissy Michaud (see written report below)

- CRF Grant
- Special Recognition
- Remote and in-school meals for October
- Storm Packs
- Reimbursement comparison between October 2019 and 2020

A discussion about financial challenges in terms of unreimbursed balances based on the needs regarding what has to be offered and the amount of reduced participation impacting the bottom line, creating losses.

3. Transportation – Katie Spear (see written report below)

- Bus bids
- Bus subsidy application. If approved, we can accept or decline at that point.
- Van purchase which was already in the budget
- Sale of 2011 Van: Bids opened 11/18/20. The highest bid was \$839, which we would like to accept.
- Richmond deliveries: Went to 50 students on the remote period. Families were very appreciative.
- Extended stop arms price gone up to \$2800 plus an added installation cost. Only two busses would be considered if we did this.

#### **Facilities Report – Gordon Murray**

As I write this report it seems unreal to write the word “November” already. It is that time of year that we are transitioning from summer and fall equipment, processes and seasonal task as winter is almost upon us. I have ordered over 8 ton of ice melt, we are preparing our tractors, snow blowers and the other winter equipment so that we can be ready when the white stuff comes.

Even with a hybrid model, my staff stays busy with the additional task of increased disinfection and trying to maintain a higher standard of cleanliness than most public buildings. I have some dedicated head custodians and custodians who worked hard to this end.



1. Projects

We have plenty of projects going on around the district. As part of our capital projects, we have recently replaced some exterior doors at Hall-Dale Middle High School and will be scheduling more at Dresden and Richmond. I have signed contracts and we will be starting some roof replacements in Monmouth over April vacation. This will complete the old, ballasted roofs for that facility. It will have all fully adhered roofs that decrease our loading and the cost of repairs when they are needed. We will also be replacing two roofs at Richmond Middle High School in the summer. Some camera upgrades are being done around the RSU this winter. As I have said before, the difficulty with capital projects is trying to do them when we do not have students in the building. This limits us to school vacations and summer, which can make June a very busy month each year.

Covid relief funds are affording us the ability to do more projects but under a much tighter schedule. This does cause some interruption to programming but is a great way to get things that are outside of our budget. School administrators understand this and have been good to work with during this crazy process. Some of these projects include window replacements at both Marcia Buker and in Monmouth Academy. The schedule causes contractors to work long hours and weekends.

All bathroom fixtures will be hands-free across the district soon. The ventilation upgrade in Dresden is complete and the work to upgrade the pneumatic controls on the unit ventilators in Monmouth Academy is underway and about 30% complete. There is currently an outdoor basketball court being built at Hall-Dale High School and we are having storage sheds built around the district to replace the current storage pods which are funded with CRF 1. We have been using these funds to get stocked up on needed PPE to get us through the year. Storage is always an issue at schools especially when we are getting items for programming and getting PPE and lunch supplies through CRF 2.

2. Shortages and deliveries:

Frank and I find ourselves trying to stay ahead of shortages of basic things like rubber gloves, certain disinfectants which we are now buying in 55-gallon drums. We are also having difficulty getting some regular maintenance supplies and equipment. We have to anticipate delays in shipments and maintain a higher level of inventory during these times when that is possible.

3. Staffing

We continue to be short-staffed. We have recently done some interviews and hoping to fill two openings in Richmond. We may have another sub for Monmouth starting soon. We have expanded our modes of search as well as trying to be creative to both recruit and maintain quality staff in the department. I have been using a contracted company to help with increased disinfection in three of the towns. I have decreased the service to only one town this week.

4. Looking ahead:

When I think about the number of projects that we have done around the RSU over the years it is easy to see that we have been aggressive with many roof replacements, boiler room renovations and upgrades, some mechanical upgrades. We have even been able to accomplish some window replacements. We have

truly done some major Capital projects in all 5 towns. You have heard me say that we also have some large parking lot replacements in the future. These are big-ticket items. Yet another large capital need that keeps me awake at night is the lack of generators in five of our eight buildings. I am going to be looking at some initial design and budget work for these projects. I am hoping that with this information in hand that I could take advantage of any future Covid funding for these projects. If that is not a possibility, I will look at determining building priority and looking at other funding sources or integrating this and to our capital plan. In my opinion we have frequent power outages and we need to protect millions of dollars real estate as well as the critical infrastructure that is housed in these facilities.

### **Food Service Report - Chrissy Michaud**

#### CRF Grant

School Nutrition has been approved for funds to reimburse us for Non-Food items such as:

- Containers for packaging
- Bags for handing out foods for remote meals
- Pre-wrapped silverware kits, just to name a few.

#### Special Recognition

We have 2 drivers in the Monmouth area that are helping pass out food with our School Nutrition Staff on Wednesdays. Lisa Dubay, Manager at Hall-Dale Schools, is delivering to 4 families on her way home from work each week.

#### Remote and in School Meals for October

- Dresden gave out 554 Breakfasts and 601 Lunches
  - Hall-Dale Elementary gave out 1503 Breakfast and 2446 Lunches
  - Hall-Dale Middle/High gave out 914 Breakfasts and 2073 Lunches
  - Marcia Buker gave out 601 Breakfasts and 958 Lunches in school Only
  - Monmouth Academy gave out 255 Breakfasts and 812 Lunches in school only
  - Monmouth Memorial School gave out 2330 Breakfasts and 2710 Lunches
  - Richmond Middle/High School gave out 1486 Breakfasts and 2339 Lunches
- Total of 7643 Breakfasts and 11939 Lunches

#### Storm Packs

My School Nutrition staff have put together “Storm Packs” to send home with students so they may have meals at home during storm days whether or not it is considered a remote learning day. These items are shelf stable items, or frozen foods. Even the milk is shelf stable. Frozen foods all have heating instructions with them.

Reimbursement comparison between October 2019 and 2020

### **Transportation Report - Katie Spear**

#### 1. Bus Bids

We received two bids for Buses one from Bluebird for \$89,000 and one from

Dattco/International for \$88,325. We have placed the order with Dattco for the bus and should receive it sometime in February. This is a full size, 77 passenger, gas engine bus.

2. Bus subsidy

I have asked for a subsidy for three buses.

The 2006 Bluebird in Monmouth failed inspections in August. This bus meets criteria being 14 years old and has 137,176 miles on it. We have put in for subsidy for the past two years while it is earmarked as marked for replacement on the NEO bus inventory we have not received subsidy.

The 2008 Bluebird in Richmond has 153,120 miles on it and is currently driven daily. It also meets criteria and we have asked for two years to replace it. We did get a subsidy for this bus when we purchased it. Which means we cannot dispose of it until they give us subsidy or it fails inspections.

The 2010 International bus in Monmouth has met criteria being 10 years old and has 131,135 miles on it. It is also marked for replacement on our inventory sheet. The inspection in August noted defects in the suspension and needed to go to Gray for work. Then the transmission went. Both repairs will be over \$5,500. It is my recommendation that we sell it/dispose of it. It will more than likely need to be towed from where it is (at mechanics). If we don't get bids on this, I will need to have it towed to a junkyard for scrap and do not believe the price for scrap will cover the cost of the tow.

3. We recently purchased a Kia Van using the money from the budget. Things got a little crazy in August and this was put on the back burner as we were working hard on the three plans to reopen the schools. Dodge discontinued making the caravan. We received two bids for vans, one for a Chrysler Pacifica from Lee Auto in Auburn and Kia from Charlies in Augusta. The Kia was \$3,000 less than the Pacifica. It compares to the Dodge Caravans we have been purchasing.

4. We did put the 2011 van that failed inspection in August out for bid and will have those results at meeting time.

5. Richmond Deliveries

We delivered packets of work and distributed the backpack food program on Tuesday Nov. 3<sup>rd</sup> to approximately 50 students driving 67 miles in Richmond. It took 3 vehicles, 6 drivers and about an hour and a half to accomplish this.

6. Spoke to Matt Kearns, Director of RSU 57 who had an issue with people running his buses red lights. They purchased extended stop arms for 9 of his buses. His mechanic installed them and they had a significant reduction in incidents. He said he would recommend them for buses that have ongoing issues with motorists and on highly traveled roadways and where speed could be a factor. We currently have two buses that I would consider putting these on. In Richmond we have a bus that has multiple stops on 201 and in Monmouth we have one bus that has multiple stops on 202. The cost of these arms is about \$2,000 a piece plus installation. If you want us to install the arms they will

require training and according to the dealer he suggests to budget \$3,000 a piece for them.

Respectfully Submitted,  
Tonya Arnold, Superintendent of Schools

7.4 Finance Committee  
November 19, 2020 6:30 p.m. [zoom meeting]

**Committee Members Present:** Directors Donna Seppy who had to leave at 6:45 PM, Jay Brown, Russ Hughes, Jon Lambert, Jeff Pierce and Board Chair Jon Hamann; Superintendent Tonya Arnold, Business/HR Manager Vicki Raymond

**Committee Members Absent:** Director Dawn Gallagher

Call to order at 6:32 PM by Superintendent Tonya Arnold

1. Appointment of Committee Chair

Superintendent Arnold asked for nominations for committee chair.

Director Jon Lambert nominated Jeff Pierce and Russ Hughes seconded the nomination.

Director Donna Seppy nominated Dawn Gallager. There was no second.

Jon Lambert motioned to cease nominations. Russ Hughes seconded, voted 5-0-0. Roll Call Vote: YES = Seppy, Brown, Hughes, Lamber, Pierce

Vote on Jeff Pierce as candidate for Chair

Motion to elect Jeff Pierce by Russ Hughes, Jay Brown seconded, **voted 5-0-0**. Roll Call Vote: YES = Seppy, Brown, Hughes, Lamber, Pierce

Turned the meeting over to Committee Chair Jeff Pierce at 6:36 PM.

2. Overview of the Budget Process

Vicki Raymond presented an overview of the process.

Jon Hamann suggested a set of metrics on each building staffing ratios and having Directors and Principals present directly to the Board about their budgetary needs and justifications.

3. Discussion of meeting next month and agenda items:

Budget to actual for 2020-21

Undesignated surplus

Capital Improvement

Status of Grants

Richmond status

Hall-Dale school budget impact

Vicki shared that the audit for fiscal year 2019-2020 is not complete yet but hope to have the audit finalized for presenting in December.

Adjournment at 7:05p.m.

Respectfully Submitted,  
Tonya Arnold, Superintendent of Schools

## **8.0 ASSISTANT SUPERINTENDENT'S REPORT**

### CARES Grants Update

#### ESSERF

##### Positions

- Grant Coordinator contracted service
- Software and Helpdesk Manager
- CO Receptionist/Finance Support, partially grant funded
- School Nurse at DES

#### CRF 2

##### New hires funded by the grant:

- Jennifer Seymour, Support for Remote Learning (HDES)
- Quinton Stebbins, Support for Remote Learning (HDES)
- Other remote support tutors in hiring process
- Posting Tutor Coordinator

#### ESEA/Title Grants Update

##### Positions funded by the grant

- Instructional Coach
- Kelly Byron, Parent Advocacy Coordinator
- Tutor Coordinator, January-June 2021
- Tutors, January-June 2021

Discussion: Commendations for Kelly's work  
Question about the qualifications for tutors.

Vicki provided more detail about what the grants are purchasing.

Thanks from Chair Jon Hamann for all the work.

### New projects

#### Curriculum Update

Interim reporting tool project Tabled

## **9.0 SUPERINTENDENT'S REPORT**

### 9.1 Newly Hired, Newly Appointed Personnel

#### Winter Coaches (pending approval to participate)

- Jarod Richmond, HDHS Girls Varsity Basketball
- Chris Ranslow, HDHS Boys Varsity Basketball
- Dana Lawrence, HDHS Boys JV Basketball

- Troy Gray, HDMS Girls 8th Grade Basketball
- Steve Acedo, HDMS Girls 7th Grade Basketball
- Ryan Burk, HDMS Boys 8th Grade Basketball
- Ryan Madore, HDMS Boys 7th Grade Basketball
- Joe Menice, MMS Boys 'B' Basketball
- Dave Beaudoin, MMS Girls 'B' Basketball
- Kyle Fox, MMS Wrestling
- Wade Morrill, MA Boys Varsity Basketball
- Don Flanagan, MA Boys JV Basketball
- Katie McAllister, MA Girls Varsity Basketball
- Megan Pelletier, MA Girls JV Basketball
- Brandon Ouellette, MA Cheering
- Shawn Schultz, MA Wrestling
- Kyle Fox, MA JV/Asst. Wrestling
- Mike Ladner, RHS Girls Varsity Basketball
- Scott Whittier, RHS Girls JV Basketball
- Jason Cassidy, RHS Boys Varsity Basketball
- Mark Taylor, RHS Wrestling
- Sheila Havey, RMS Girls 'A' Basketball
- Tracy Goupil, RMS Girls 'B' Basketball

9.2 Resignation(s)  
None

9.3 Open Positions in the RSU  
Please help recruit patient caring adults with positive attitudes and team player mentality.

- IT Tech in Richmond
- Title One Ed Tech III at HDES
- Two Custodians in HD
- Three Custodians in Richmond
- Two Custodians in Monmouth
- 50% Pre-K Teacher at DES
- Media Library Tech at MA
- Special Ed Teacher at RMS/RHS
- Nurse at DES and in RSU
- School Counselor at DES
- Five Special Ed Techs: HDHS (1), MBES (1), MMS (3)

9.4 Upcoming Board Events /December Committee Meetings (subject to change)

- Wellness Committee - 4:00 pm 12/9/2020
- Finance Committee - 5:30 pm 12/10/2020
- Regular Board Meeting - 6:00 pm 1/7/2021

9.5 Upcoming School Evening Events / Calendar Events

- DES Parent/Teacher Conferences - 12/10/2020
- HDES PTO Meeting - 12/19/2020
- MMS PTO Meeting - 12/1/2020
- MMS Parent/Teacher Conferences - 12/1/2020 and 12/3/2020
- MBES Parent/Teacher Conferences - 12/2/2020 and 12/3/2020
- MBES PTG Meeting - 12/2/2020

Other Events and Holidays:

- School Vacation 12/23/2020 - 1/3/2021
- Christmas Day - 12/25/2020 (schools and offices closed)
- New Year's Day - 1/1/2021 (schools and offices closed)

9.6 Executive Session Re: Act on Superintendent Contract [1 M.R.S.A. § 405 (6)(A)]  
Moved to January

**10.0 ITEMS FOR FUTURE MEETINGS** [and stretch break if time permits]  
NWEA data for January or February

**11.0 [Scheduled to begin at 7:30 PM]** Executive Session: Meeting with Legal Counsel  
[1 M.R.S.A. § 405 (6)(E)] Director John Lambert **motioned** to enter the Executive Session at 7:50 p.m. Director Linda Leet **seconded** the motion, **voted 11-0**. Roll Call Vote: YES = Asch, Burnham, Gallagher, Hamann, Hughes, Lambert, Leet, Marseglia, Pearson, Pierce, Seppy  
Time in: 7:50pm; Time out: 7:57pm; No action taken

**12.0** Executive Session: Discussion of Labor Contracts [1 M.R.S.A. § 405 (6)(D)] Director John Lambert **motioned** to enter the Executive Session at 8:01 p.m. Director Linda Leet **seconded** the motion, **voted 11-0**. Roll Call Vote: YES = Asch, Burnham, Gallagher, Hamann, Hughes, Lambert, Leet, Marseglia, Pearson, Pierce, Seppy  
Time in: 8:01pm; Time out: 9:43pm; No action taken

**13.0 ADJOURNMENT**

Director Jeff Pierce **motioned** to adjourn the meeting at 9:45 p.m. Director Mark Pearson **seconded** the motion, **voted 11-0**. Roll Call Vote: YES = Asch, Burnham, Gallagher, Hamann, Hughes, Lambert, Leet, Marseglia, Pearson, Pierce, Seppy

Respectfully Submitted,

Tonya Arnold  
Superintendent of Schools

Principals' Reports to the Board below.

**MBES Acting Principal Mary Paine’s report follows.**

**School Data**

Enrollment and Learning Modes				COVID-19		
Enrollment		All-Remote	Hybrid Cohort to 4 Days	Confirmed Positive Cases	Probable Cases	Quarantined
PK	20	2	PreK Nov. 2	1	1	31
K	28	3	K Nov. 30			
1	33	0				
2	28	1				
3	28	2				
4	26	3				
5	29	5				
	192	16 Down 7				
Student and Family Food Support						
Free/Reduced Meals	Backpack Meals	Thanksgiving Meal Requests	December Holiday Help Requests	Storm Meals		
28%	34	18	8 (and counting)	16		

**Teaching and Learning**

1. NWEA testing is underway and going very smoothly.
  - o All-Remote students coming in to take the assessment; a couple we still need to work out a plan for
2. Outdoor learning: Even on cold days, teachers are taking students outside.
- 3.



*Outdoor classroom*



3. Four-day PreK and K
  - i. Distancing possible in K classrooms with some changes
  - ii. Required a third lunch period (and additional duty monitoring)
  - iii. Busses OK, but near max
4. Music, art, PE/health, and guidance have switched to in-person instruction. This frees up many ed techs who were proctoring the lessons



*Traveling Music Cart, Teacher Katherine Rende*

5. Junior Library Guild Digital book streaming service: “A selection of book titles will revolve through the MBES Bookshelf this year, with each title remaining in the stream for an average of 30-90 days. An unlimited number of readers can access any book at the same time and as many times as they choose while it is live in the stream.” (Betsey Noble, MBES Library/Media Ed Tech)

### **Student and School Supports**

1. Parent teacher conferences: November 23 and 24 and December 2 and 3; all virtual meetings allow for greater flexibility for parents and teachers.
2. Student assistance team (SAT) intervening for students at risk
3. Bullying Prevention Awareness week (Oct): “Our guidance lessons focused on how to identify bullying behavior and the steps we can each take to make sure bullying doesn’t happen at school or outside of school. In a recent poll, students stated that this school year has been bully-free.” (Kolleen Cass, Guidance Counselor)



*Guidance class celebrates kindness with Counselor Kolleen Cass*

4. Highly successful drive-up food drive refilled the backpack pantry Wednesday, November 4th
5. Tier III Grant Approved  
Goals related to improving attendance, positive behavior intervention, response to intervention, math, and reading.



*Emergency operation: Preparing and bussing approximately 50 learning packets when a sudden quarantine was necessary.*

Currently: All students have emergency non-digital learning packets at home.

Appreciation To:

- The MBES leadership team for being my guides and advisors
- The teachers and ed techs for being flexible and willing to help when needed, often giving up their time to take on extra responsibilities and solve problems; and for caring about their students' education and social-emotional well-being
- Kerry Gardner and Debbie Bodge for always being one (or three) steps ahead; for knowing every child in the school and what they need.
- Kerry Gardner, Vickie Merrill, and Nicole Cliffe for organizing the backpack food drive and greeting donors
- The technology team for deploying devices and setting them up for NWEA testing

**RMS/RHS Principal Karl Matulis' report follows.**

Student enrollment:

- Middle School: 40/26/38 for a total of 104 students
- High School: 35/33/32/33 for a total of 133 students
- Overall total is 237 students
- Distance Only: 24 students are currently doing distance learning only.

Overview

As school continues in these uncharted times, it is important to acknowledge and celebrate the success we have had in just being present in school. Students and staff have all been amazing in following our protocols at school and doing their pre-screening health checks. We have begun to see this process get harder as winter approaches. Outside classes become more difficult with the dropping temperatures, and cold and flu season causes more absences for both staff and students. I would like to take a moment to thank my staff for their continued hard work and flexibility. There have been many days where we have had multiple teachers and ed techs out without subs, and teachers have repeatedly sacrificed prep time to cover each other's classes. Their efforts continue to make school possible for our students.

Parent Teacher Conferences

Parent teacher conferences were held virtually this year. We used PTCFast to help with scheduling, and teachers met with parents in Zoom. Overall we scheduled 200 conferences through this program, and we continue to connect with individual parents who were either unable to meet on one of our scheduled conference night, or were unable to connect with the technology used. Overall, there were few issues and staff and parents reported that the process went well and the technology worked as it was supposed to.

Co-curricular Activities

Richmond Middle and High School was able to complete a successful fall athletic season. Our season was delayed as safety guidelines, protocols, and procedures were developed in accordance with MPA and various state agency guidelines. A regional schedule was developed for each of our teams and with the exception of 2 events, we were able to complete full schedules. Our student athletes and coaches showed incredible dedication to their sport and seasons by adopting the new safety guidelines and protocols with no significant issues. The ability to have athletic contests was huge for our students and was great for their mental and physical health. We were pleased and encouraged that our participation in these activities did not show any cases of Covid 19, which was an obvious concern of many heading into the fall. One

positive thing that came out of the regionalized schedule due to Covid-19 restrictions was that RSU 2 was able to hold an end of the season tournament for our High School Soccer teams. This was a fun way to end the season, and it was just nice to be able to have competition between our three schools where each demonstrated positive sportsmanship.

Talks and plans are already underway to determine what if anything can happen for a winter athletic season. There should be more guidance from the MPA and state agencies on Friday November 20th.

On November 2nd, Richmond’s National Honor Society had its first ever virtual induction ceremony, welcoming four new members. Other activities, including Math Team, Student Council, and Civil Rights Team have all begun to meet as well.

NWEA’s

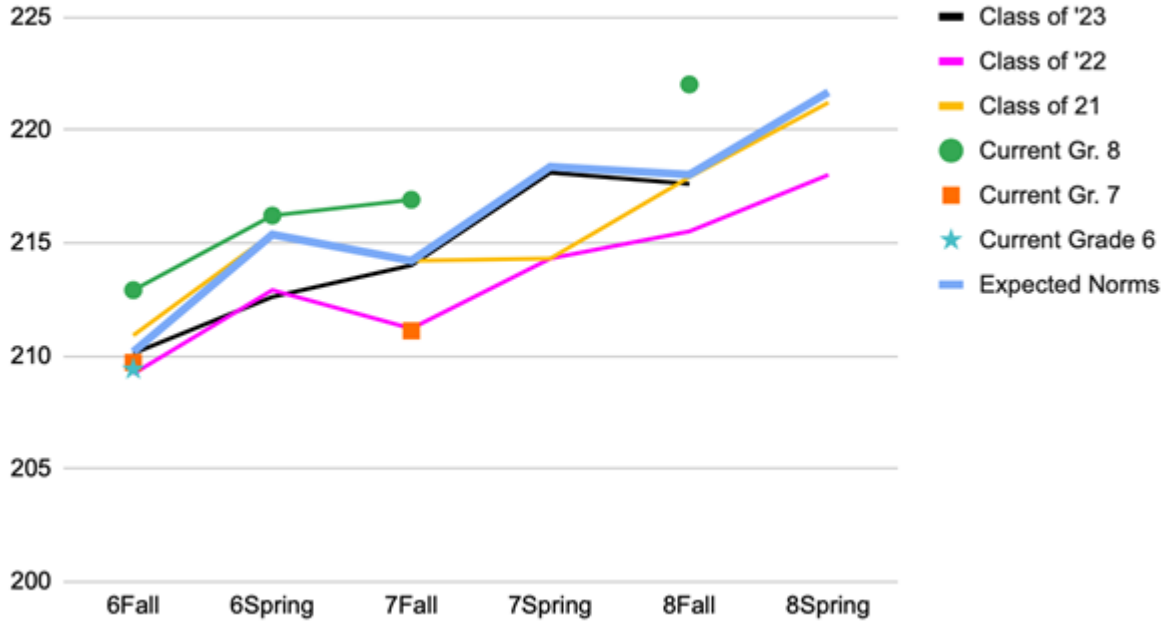
At the end of October, all students in grades 6-12 took the NWEA test for Math and Reading. We continue to analyze this data, both at a school level and using it for individual students to help identify strengths and weaknesses for support.

Fall 2020 NWEA Scores for Richmond Middle School (With national grade level norms)

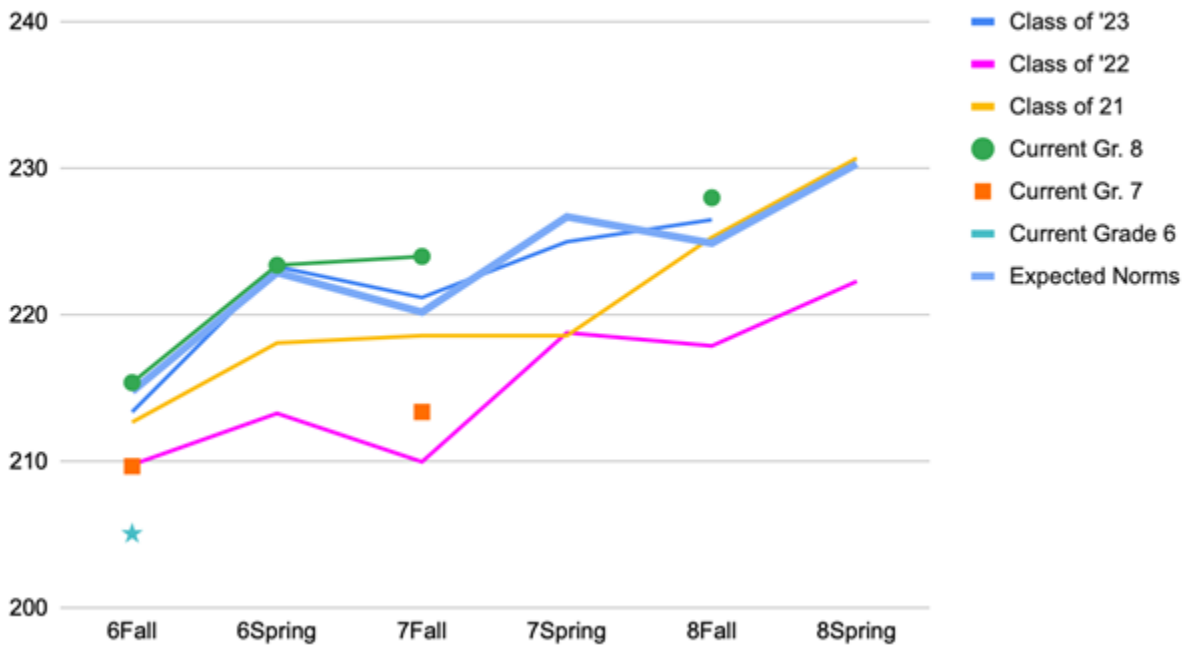
	Grade 6 (Norm)	Grade 7 (Norm)	Grade 8 (Norm)
Reading	209.4 (210.2)	211.1 (214.2)	222 (218)
Math	205.1 (214.8)	213.4 (220.2)	228 (224.9)

Historical NWEA Data

ELA NWEA (Historical)



Math NWEA (Historical)



## Wednesdays

Although students are not in the building on Wednesdays, teachers continue to use Wednesday afternoons to meet with students and help them continue to make progress on the learning targets. Wednesday's also include time for our grade level discussions. During these meetings, teachers work on grade level teams to discuss each student, the progress they are making, and whether any interventions are needed.

Interventions may include a quick check in with a student, scheduling a student for extra help, calling home, or a referral to a counselor, amongst other possible options. We also have a block of time on Wednesday's reserved for professional development. This far we have used this time to learn about a number of helpful tech tools (Nearpod, Pear Deck, Newsela, Quizziz, EdPuzzle, Jamboard, and more...) and to meet as departments to discuss how to adapt curriculum to better suit a hybrid schedule. This time has been invaluable to us.