

Subject: Minutes of the Union #93 Joint School Committee Meeting

Date: Tuesday, December 15, 2015

Time: 5:30 p.m.

Place: Penobscot Community School

School Committee Members Present: Joe Spinazola (1359), Temple Blackwood (0), Jan Snow (535), Ben Wootten (535), Sean Walsh (535), Anne Rice (535), Matt Freedman (186), Helen Condon (186), Brad Jones (186), Jerald Markley (252), Charles Brenton (252), Carla Hutchins (252), Marlene Tallent (1465), Don Driscoll (0) arrived at 5:31pm, Jim Goodman (252) arrived at 5:42pm, Anne Hayes-Grillo (252) arrived at 6:00pm

School Committee Members Absent: Jim Lacasse (535), Monica Hardy-Torrey (0), Joan Welgoss (0), Gail Ladd (186), Charles Tarr (186), Kathy MacArthur (0), Michelle Berger (0)

Others Present: Mark Hurvitt, Vernetta Bannister, Sheila Irvine, Heather Lanpher, Diana Stearns, Dawn Robbins, Susan Duddy

1. Joe Spinazola called the meeting to order at 5:30 p.m.
2. There was a flag salute.
3. Approval of Minutes of Previous Meeting: November 17, 2015
A motion was made by Temple Blackwood, seconded by Jerry Markley, to approve the minutes of the November 17, 2015 meeting, amending a spelling error.

Ayes: 6278

Nays: 0

4. Communications
A. Report out from Dawn Robbins, Curriculum Coordinator (Don Driscoll arrived at 5:31pm)
Dawn reported on all that she has accomplished since she was hired on November 17, 2015. She stated she has been in the Central Office just under a month, having a great time and thank you! She has become immersed in No Child Left Behind (NCLB) which will be replaced by ESSA, Gifted & Talented (G/T), and RtI (Response to Intervention). She has attended three staff meetings and has held a meeting with the art staff and the music staff of Union 93. Dawn has met with David Stearns and Libby Rosemeier of GSA and was pleased with their conversation. They will be happy to discuss curriculum topics in the future. Other meetings include: CIA (Curriculum Instruction and Assessment) to discuss piloting Union-wide report cards by the third trimester; DEEP (Down East Education Partnership) which includes the Curriculum Coordinators of Hancock County; a meeting to organize the Title 1 Parent Night scheduled for March 10, 2016 at the Bay School (featuring Randy Judkins, the comedian, juggler and motivational speaker); and will be meeting with Rich Boulet at the Blue Hill Library as they are interested in positive promotion of student activities in the Union.
5. Comments and Questions from the Public:
Joe Spinazola reported that the Castine School Committee designated their votes to him and Surry School Committee designated their votes to Marlene Tallent.
6. Approval of Agenda:
A motion was made by Jerry Markley, seconded by Temple Blackwood, to approve the agenda.

Ayes: 6278

Nays: 0

Continued on page 2

Union #93 Joint School Committee Meeting
December 15, 2015 Page 2

7. Old Business

A. Appoint Members to Resource Sharing Committee; Discuss Finance, Hiring and Evaluation Committees

Mr. Hurvitt reported that a member to the Resource Sharing Committee has been chosen from each School Committee. They are: Ben Wootten, Blue Hill; Gail Ladd, Brooksville; Joe Spinazola, Castine; Jerry Markley, Penobscot; Joan Welgoss, Surry. Joe asked if we want the Resource Sharing Committee to handle all the resource sharing, finance, hiring and evaluation discussions. It was mentioned that perhaps one person would not be interested in all the topics, and that membership would be flexible, and conversations would be directed through each board chair.

A motion was made by Joe Spinazola, seconded by Jan Snow, to make it an Advisory Committee and the membership could be fluid, depending upon the current topic.

Ayes: 6278

Nays: 0

B. Discussion and Approval of Central Office Budget and Union Office Work Regulations for 2016-2017 (Jim Goodman arrived at 5:42pm) (Anne Hayes-Grillo arrived at 6:00pm)

Mr. Hurvitt stated there is a "bigger picture" associated with the budget. There are massive reporting requirements and deadlines for the State. We need to keep good people and we have that with our current staff; recognizing that the salaries are below state average. Even with salary and health benefit increases, the budget was kept below a 3% increase and he'd like to have the budget approved as presented.

A motion was made by Temple Blackwood, seconded by Jim Goodman, to approve the budget as presented. Discussion followed: the percentage of the salary increases; trying to get closer to the state average; why the increase in vacation time; seems counterintuitive to add more vacation time if already stretched in terms of time in office; tricky to have two sets of vacation time with co-workers; allowing increase in salaries/health benefits/vacation time seems pretty significant and substantial; what happens if other employees decide they would rather have the health insurance for a spouse/partner rather than the salary increase; Maine is a graying state, many elderly not getting a cost of living increase so where is the resource coming from; would like to see the health insurance benefit increase and the Special Education Director increase be phased in rather than all at once.

Joe Spinazola mentioned that employees have been hired who are not being paid what predecessors were being paid. He stated that "we have a good bunch of employees. I'd like to see them get the proposed increases".

The budget was not passed as proposed.

Ayes: 2421

Nays: 4109

A motion was then made by Ben Wooten, seconded by Carla Hutchins, to approve a 2% salary increase, no change from the current health benefits or vacation time, Technology Coordinator and Vernetta Bannister to receive the salary as listed in the budget (Vernetta with a 60 cent per hour increase and Technology Coordinator to receive \$22.50 per hour); refer the other issues to committee and talk about again next year.

Discussion included: 2% is not a big increase; current cost for single subscriber insurance

(\$8,750.00); why do Executive Secretary and Technology Coordinator get increase (due to amount below state average and Technology Coordinator is paid through Title IIA funds). Joe Spinazola and Heather Lanpher then worked out the budget numbers. The decrease to the proposed budget would be \$6,769.24.

Jan Snow made an amendment to the motion, seconded by Jim Goodman: 2% salary increase with an additional \$2,000.00 to the health benefits for Susan Duddy and Diana Stearns with

Continued on page 3

Union #93 Joint School Committee Meeting

December 15, 2015 Page 3

intent to increase next year, and keep the new increase in vacation benefit. Charles Brenton asked if the amendment with the additional \$2,000.00 towards the health benefit and the intent to increase next year only affect the two current employees or can others be added? Ms. Snow said that her intent was that it be applied to all.

The amendment passes with:

Ayes: 5022

Nays: 1760

This makes a 2.0% increase to the budget rather than the original 2.98%.

The budget was then passed.

Ayes: 5743

Nays: 1039

The salary results are as follows:

Mark Hurvitt, Superintendent	2% increase
Sheila Irvine, Director of Special Services	2% increase
Curriculum Coordinator	2% increase
Heather Lanpher	2% increase
Diana Stearns	2% increase plus \$2,000.00 of insurance
Vernette Bannister	60 cents per hour increase
Susan Duddy	2% increase plus \$2,000.00 of insurance

8. New Business:

A . Executive Session per 1 M.R.S.A. 405 (6)(D) for the Purpose of Appointment of Officials

A motion was made by Jerry Markley, seconded by Temple Blackwood, to go into Executive Session for the purpose of appointment of officials.

Ayes: 6782

Nays: 0

Entered Executive Session at 6:17pm.

Exited Executive Session at 6:43pm.

1. Superintendent evaluation/discussion and goals for 2016-17

2. Re-employment of Central Office Staff

Superintendent Hurvitt nominated the following staff members for re-employment during The 2016-2017 year: Joe Spinazola nominated Mark Hurvitt, and Mark Hurvitt nominated Sheila Irvine, Director of Special Services; Heather Lanpher, Business Office Manager, Susan Duddy, Administrative Secretary; Vernetta Bannister, Executive Secretary; Diana Stearns, Payroll/Human Resources; Richard Avery, Technology Coordinator. So moved by Ben Wootten, seconded by Jim Goodman.

Ayes: 6782

Nays: 0

D. Set Salary and Benefits for Central Office Staff and Amend Contracts (if needed)

A motion was made by Jerry Markley, seconded by Sean Walsh, to re-employ the following:

1. Mark Hurvitt 2% increase and extend contract to June 30, 2018

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| 2. Sheila Irvine | 2% increase and extend contract to June 30, 2018 |
| 3. Heather Lanpher | 2% increase and extend contract to June 30, 2017 |
| 4. Susan Duddy | 2% increase plus \$2,000.00 for insurance costs and extend to June 30, 2017 |
| 5. Vernetta Bannister | 60 cents per hour increase and extend contract to June 30, 2017 |
| 6. Diana Stearns | 2% increase plus \$2,000.00 for insurance costs and extend to June 30, 2017 |
| 7. Richard Avery | \$22.50 per hour and extend to June 30, 2017 |

Ayes: 6782

Nays: 0

Continued on page 4

Union #93 Joint School Committee Meeting
December 15, 2015 Page 4

E. To Approve the Superintendent's Goals for 2016-2017

A motion was made by Jerry Markley, seconded by Temple Blackwood, to approve the Superintendent's goals for 2016-2017.

Ayes: 6782

Nays: 0

F. To Determine the Amount of Service to be Performed by Superintendent in Each Town in 2016-2017.

A motion was made by Ben Wootten, seconded by Jim Goodman, to leave it up to the discretion of the Superintendent the amount of service performed by the Superintendent in each town.

Ayes: 6782

Nays: 0

G. To Determine the Number of Visits Which the Superintendent is to Make Each Term to Each School in 2016-2017.

A motion was made by Ben Wootten, seconded by Jim Goodman, to leave it up to the Superintendent's discretion how many visits to make each term to each school.

Ayes: 6782

Nays: 0

H. To Determine the Cost Sharing Plan to be Paid by Each Town in 2016-2017.

A motion was made by Jerry Markley, seconded by Temple Blackwood, to approve same cost sharing plan as has been in place for several years.

Ayes: 6782

Nays: 0

9. Other Business:

None

10. Adjournment

A motion was made by Jerry Markley, seconded by Jim Goodman, to adjourn at 7:06pm.

Ayes: 6782

Nays: 0

Respectfully submitted,

Vernette Bannister, Secretary