

REGIONAL SCHOOL UNIT 40

Friendship • Union • Waldoboro • Warren • Washington
1070 Heald Highway, PO Box 701, Union, Maine 04862
207.785.2277

Steve Nolan, Superintendent
Kimberly Schroeter, Director of Instruction

Karla Miller, Business Manager
Karen Etheridge, Director of Special Services

Board of Directors Meeting Thursday, November 5, 2015 Central Office

MINUTES

School Board Members: Erik Amundsen, Sara Andrews, Guy Bourrie, Tod Brown, Cheryl Cichowski, Dana Dow, Danny Jackson, Lynda Letteney, Sandra O'Farrell, Dorothy Robinson, Errol Silvestri, Brooke Simmons, Tara Wellman, Bob Williams, Dennis Wooster

Student Representatives: Sophie Cohen, Patrick White, Jake Faria (Alternate)

I. The meeting was called to order by Chair Danny Jackson at 7:00 p.m.

1. Pledge of Allegiance
2. Declaration of 803 of 927
3. Note Absences: Dorothy Robinson, Tara Wellman
4. Adjustments to the Agenda

II. Audience with the Public –

III. Consent Agenda

Motion to approve the Minutes of October 15, 2015: Lynda Letteney Second: Sandra O'Farrell
Vote: 591 – 0 – 212 (Erik Amundsen, Dana Dow, Errol Silvestri, Brooke Simmons)

IV. Superintendent and/or Chair Reports

A. Superintendent's Report

1. Attached
2. October 1st enrollment
3. Education Indicators for Maine 2015 report, RSU 40 comparison
4. Programs, Facilities, Staffing and Budget Planning – positives and needs
5. RSU 40 Vision and Mission Survey

B. Board Chair's Report

1. Tod Brown spoke to the board on "Stand up for Students"
2. Report is attached
3. Discussed the Superintendent evaluation process
4. Waldoboro representative still needed for the board

C. Business Manager's Report

1. Attached
2. Transportation issues
3. Budget Process – administrators' budgets are due December 1st

D. Student Representative(s) Report

I. Attached

VI. Reports from Schools

VII. Presentations

VII. Educational Issues - Local Entitlement – Karen Etheridge

VIII. Action Items

- A.** Motion to approve an anonymous donation of \$2,000 to support student participation in the Scholastic Book Fair and Positive Behavioral Interventions and Supports (PBIS) at Friendship Village School: Brooke Simmons Second: Erik Amundsen
Vote: 803 – 0 – 0
- B.** Motion to approve a \$5,000 donation from Kimberly Veilleux (former student) to be used to support athletics, music and/or horticulture at Medomak Valley High School: Brooke Simmons Second: Lynda Letteney Vote: 803 – 0 – 0
- C.** Motion to approve the recommendation from the Finance Committee to allocate up to \$50,000 for funding needs this year that include an additional \$2,400 for snow plowing/sanding, \$15,000 for Special Education Ed Techs for MaineCare billing, \$12,000 for unfunded stipends, \$10,000 increase in liability insurance, \$5,000 for the Athletic Trainer and \$5,000 for Food Corps: Dennis Wooster Second: Lynda Letteney
Vote: 803 – 0 – 0
- D.** Motion to approve entering into contracts with 1) Ryan Benner for the 2015-16 school year for snow plowing and sanding for the Medomak Campus in the amount of \$20,000, Friendship Village School for \$1,300, Miller School for \$5,000, Warren Community School for \$5,500, and 2) Jake Boynton for Prescott Memorial School in the amount of \$4,000 and Union Elementary School for \$5,000. The contracts will include an option for an additional year for the following two years: Brooke Simmons Second: Dennis Wooster Vote: 803 – 0 – 0
- E.** Motion to approve the retirement incentive for the 2015-16 school year: Brooke Simmons Second: Sandra O'Farrell Vote: 748 – 0 – 55 (Guy Bourrie)
- F.** Motion to approve a memorial bench for Harold Wilson: Brooke Simmons
Second: Dennis Wooster Vote: 803 – 0 – 0
- G. Approve policies for 1st reading:** Guy Bourrie Second: Sandra O'Farrell
Vote: 803 – 0 – 0
- a. ACAA – Harassment and Sexual Harassment of Students
 - b. ACAA-R – Student Discrimination and Harassment Complaint Procedure
- H. Approve policies for deletion:** Errol Silvestri Second: Sandra O'Farrell
Vote: 761 – 42 – 0 (Brooke Simmons)
- a. IHB – Class Size

IX. Committee Reports

- A. Finance Committee – November 10th @ 5:00 p.m. – Central Office
- B. Facilities-Transportation Committee – November 12 @ 4:00 p.m. – MVHS
- C. Personnel Committee – November 17th @ 5:00 p.m. – MMS
- D. Negotiations Committee – November 18th @ 4:00 p.m. – MMS
- E. Policy Committee – November 24th @ 5:00 p.m. – Central Office
- F. Curriculum Committee – December 1st @ 5:00 p.m. – MMS

X. Region 8 Board – November 18th @ 7:00 p.m. – MCST

**XI. Executive Session 1 MRSA §405 (6) (D) Negotiations with Administrative Group:
Brooke Simmons Second: Dennis Wooster Vote: 803 – 0 – 0**

Time in: 8:44 p.m.

Time out: 8:48 p.m.

XII. There was no result of the Executive Session.

XIII. The meeting adjourned at 8:48 p.m.

All meetings of the Board, except executive sessions, will be open to the public. All actions of the Board will be taken openly and the deliberations leading to Board action will likewise be conducted openly. The public and district employees are encouraged to attend Board meetings. A time of up to thirty minutes in duration for comments by visitors at Board meetings will be scheduled at the beginning of the Board's agenda. Board committee meetings are open to the public. Public input is welcomed but the Board Chair may need to limit discussion.

REGIONAL SCHOOL UNIT 40

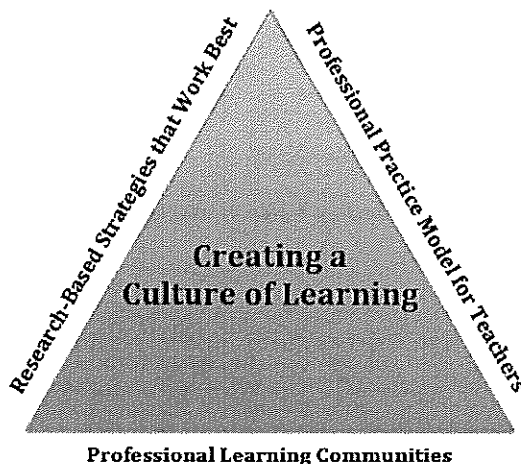
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Steve Nolan, Superintendent
Kimberly Schroeter, Director of Instruction

Karla Miller, Business Manager
Karen Etheridge, Director of Special Services

To: Members of the Board of Directors
From: Steve Nolan
Date: October 30, 2015
Subject: Board Agenda for November 5, 2015

- I. Opening
- II. Audience with the Public
- III. Consent Agenda
- IV. Superintendent and/or Chair Reports
 - A. Superintendent's Report



1. I joined Danny, Guy and Sandy at MSMA's 42nd Annual Fall Conference on Thursday and Friday last week. I attended a variety of clinics to learn more about special education costs, strategic planning, Maine's assessment system, employment law and proficiency-based education.
2. At the national level, Education Secretary Arne Duncan has resigned and will step down in December. John King, Jr. will serve as acting secretary through the end of President Obama's term. Also, the House of Representatives and Senate have approved a two-year budget deal that extends through March 2017, and the bill now goes to President Obama for his signature.
3. At the state level, Bill Beardsley has replaced Tom Desjardin as Acting Commissioner of the Maine Department of Education. Additionally, the Department of Education has conditionally selected *Measured Progress* to develop the statewide assessment that will replace the Smarter Balanced assessment.
4. We are finalizing the mission and vision survey and postcard invitation. A copy of the survey is included in this packet for your review. The survey is expected to be available beginning November 6th and will close on December 4th.

5. To begin the annual budget development process, I will provide an overview of district programs and facilities when we meet. I want to share the *Education Indicators for Maine 2015* report released this week by Educate Maine to help provide context for the information I'll share. A copy of the report is included in this packet for your review.

V. Reports from Schools

VI. Presentations

VII. Educational Issues – Local Entitlement, Karen Etheridge

Karen Etheridge will provide an overview of Local Entitlement funds we receive to support special education.

VIII. Action Items

- A. Approve an anonymous donation of \$2,000 to support student participation in the Scholastic Book Fair and Positive Behavioral Interventions and Supports (PBIS) at Friendship Village School.

You will be asked to approve a donation from an anonymous donor to Friendship Village School.

- B. Approve a \$5,000 donation from Kimberly Veilleux (former student) to be used to support athletics, music and/or horticulture.

You will be asked to approve a donation to support athletics, music and/or horticulture at Medomak Valley High School.

- C. Approve recommendation from the Finance Committee to allocate up to \$50,000 for funding needs this year that include an additional \$2,400 for snow plowing/sanding, \$15,000 for Special Education Ed Techs for MaineCare billing, \$12,000 for unfunded stipends, \$10,000 increase in liability insurance, \$5,000 for the Athletic Trainer and \$5,000 for Food Corps.

You will be asked to approve a recommendation from our Finance Committee to allocate up to \$50,000 for funding needs this year. The funds will come from within the approved budget for 2015-16.

- D. Approve entering into contracts with 1) Ryan Benner for the 2015-16 school year for snow plowing and sanding for the Medomak Campus in the amount of \$20,000, Friendship Village School for \$1,300, Miller School for \$5,000, Warren Community School for \$5,500, and 2) Jake Boynton for Prescott Memorial School in the amount of \$4,000 and Union Elementary School \$5,000. The contracts will include an option for an additional year for the following two years.

You will be asked to approve entering into contracts for snow plowing and sanding for 2015-16.

- E. Approve retirement incentive for the 2015-16 school year.

You will be asked to approve a retirement incentive for the 2015-16 school year. Please review the *Memorandum of Agreement 2015-16 Retirement Incentive Option* included in this packet.

- F. Approve memorial bench for Harold Wilson.

You will be asked to approve a memorial bench for Harold Wilson, former principal of Medomak Valley High School.

- G. Approve policies for 1st read

You will be asked to approve the policies on the agenda for 1st reading. Please review the draft policies included in this packet.

- H. Approve policy for deletion

You will be asked to approve the deletion of the policy included on the agenda. Please review the policy included in this packet.

IX. Committee Reports

Please review the committee meeting minutes included in this packet.

X. Region 8 Board

XI. Executive Session 1 M.R.S.A. § 405 (6) (D) Negotiations with Administrative Group

XII. Action as the Result of Executive Session

XIII. Adjournment

RSU 40 - October 1st School Enrollment - Revised 11/2/15

Projected FY 2017

	PreK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
Friendship															0
Miller															0
Prescott															0
Union															0
Warren															0
MMS															0
MVHS															0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total Grades Pre-K - 6: 0

Total Grades 7 - 8: 0

Total Grades 9 - 12: 0

School Enrollment - FY 2016

	PreK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
Friendship		12	9	12	15	11	15	11							85
Miller	30	53	41	54	41	41	44	43							347
Prescott		12	20	17	14	15	15	16							109
Union	21	15	21	11	19	18	16	16							137
Warren	32	41	47	45	46	48	50	42							351
MMS									140	147					287
MVHS											172	117	151	125	565
Total	83	133	138	139	135	133	140	128	140	147	172	117	151	125	1881

Total Grades Pre-K - 6: 1029

Total Grades 7 - 8: 287

Total Grades 9 - 12: 565

School Enrollment - FY 2015

	PreK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
Friendship		9	13	13	10	11	12	12							80
Miller	32	44	50	43	42	43	40	35							329
Prescott		17	11	14	15	16	16	19							108
Union		17	16	15	15	15	16	24							118
Warren	31	53	45	55	49	51	51	49							384
MMS									143	138					281
MVHS											172	145	147	89	553
Total	63	140	135	140	131	136	135	139	143	138	172	145	147	89	1853

Total Grades Pre-K - 6: 1019

Total Grades 7 - 8: 281

Total Grades 9 - 12: 553

School Enrollment - FY 2014

		K	1	2	3	4	5	6	7	8	9	10	11	12	Total
Friendship		12	15	11	14	12	13	19							96
Miller		54	41	37	41	38	38	48							297
Prescott		13	11	12	17	14	14	14							95
Union		13	15	16	14	13	25	14							110
Warren		46	59	48	43	48	49	44							337
MMS									133	142					275
MVHS											178	162	117	91	548
Total		138	141	124	129	125	139	139	133	142	178	162	117	91	1758

Total Grades K - 6: 935

Total Grades 7 - 8: 275

Total Grades 9 - 12: 548

TEN INDICATORS

These ten indicators follow the path of Maine children as they grow and learn. We look at participation in educational programs in early childhood because those experiences lay the foundation on which all future education is based. We examine performance from first grade through high school because we understand the importance of demonstrating proficiency at one level in order to be ready to achieve at the next level. Finally, we study postsecondary outcomes because, ultimately, it is educational attainment that we seek to measure and celebrate.

INDICATOR	WHERE WE STAND – MAINE	WHERE WE STAND – RSU 40
PRESCHOOL PARTICIPATION	42% of 3 & 4 year-olds are enrolled in public or private preschool	
PRESCHOOL ACCESS	35% of 4 year-olds are enrolled in public preschool 64% of Maine school districts offer public preschool	Approximately 60% of 4 year-olds are enrolled in Pre-K 60% (3 out of 5) of RSU 40 schools offer Pre-K
FULL-DAY KINDERGARTEN	88% of Maine school districts offer full-day kindergarten	100% of RSU 40 elementary schools offer full-day kindergarten
4TH GRADE ACHIEVEMENT (Smarter Balanced)	Percentage of Maine students who are at or above proficiency in 4th grade: Reading (47%), Math (40%)	Percentage of RSU 40 students who are at or above proficiency in 4th grade: Reading (32%), Math (19%)
8TH GRADE ACHIEVEMENT (Smarter Balanced)	Percentage of Maine students who are at or above proficiency in 8th grade: Reading (46%), Math (32%)	Percentage of RSU 40 students who are at or above proficiency in 8th grade: Reading (30%), Math (22%)
HIGH SCHOOL ACHIEVEMENT	87% of Maine students graduated from high school 49% of Maine students in grade eleven are proficient in reading and math	92% of Medomak Valley High School students graduated from high school
COLLEGE-GOING	62% of Maine students enrolled in college within one year of graduating from high school 83% of Maine first-year students returned for a second year at their college institution	55% of RSU 40 students enrolled in college within one year of graduating from high school
COLLEGE COMPLETION	48% on-time graduation rate (11 percentage point gap with New England)	
COLLEGE COST & STUDENT DEBT	The average net cost of college for Maine students is higher as a percent of per capita income than New England: 54% vs. 48% Maine students have a higher annual debt burden as a percent of per capita income than New England: 17% vs. 14%	
MAINERS WITH COLLEGE DEGREES	39.1% of Maine students have an associate degree or higher	

Regional School Unit 40

Programs

Enrollment summary (separate document)

Education Indicators for Maine 2015 report, RSU 40 comparison (separate documents)

Positives: Pre-K, literacy work, curriculum/assessment work, special education

Needs: Ensure the *taught curriculum* is clear, consistent and coherent Pre-K-12

Assessment system emphasizing ongoing formative assessments Pre-K-12

Coordinated plan to provide additional time and support for struggling students Pre-K-12

Instructional supplies/materials

Math achievement

*"Good teaching helps all students, but it turns out that it makes a bigger difference for some than others.
...low-achieving students benefit disproportionately from good teaching."*

Marshall, 2013

Facilities

Positives: Middle school, Siemens energy project, high school portable classrooms removed

Needs: Develop maintenance and capital improvement plans consistent with Chapter 64

Renovate MVHS, improvements needed at FVS, MMS, MS, PMS, UES and WCS

Options for transportation facility

- See Karla's facilities report for more information (separate document)

Staffing

Positives: New positions, teacher contract, work ethic

Needs: Understand we are turning over staff 2-3 times the natural rate of unemployment (4-5%)

- New hires for 2015: 48 (13%), 2014: 48 (13%), 2013: 27 (8%)

Compensate our staff fairly and competitively

Ed techs, meeting "highly qualified" requirements, working full day

Add/adjust positions: administrative assistants, maintenance, custodians, teachers, staff to address math achievement

Budget Planning

Positives: FY15 revenues exceeded expenditures with no significant deficiencies, FY16 budget

Needs: Plans to address funds with a *negative* balance totaling \$567,049

Comply with state and federal requirements, including School Approval and Title IX

Identify needs, quantify cost, plan for budgeting and timeline for implementation

- Think long-term, 5+ years

Consider School Revolving Renovation Fund and Maine Municipal Bond Bank to fund capital improvement needs

Regional School Unit 40 Mission and Vision Survey

Regional School Unit 40 (RSU 40) is updating our district mission and vision statements. As a community member, your input is greatly appreciated! Please respond to the following prompts to help us determine the schools we wish to create for our students and community. Thank you for your input. This survey closes December 4, 2015.

Which of the following best describes your role in our school district?

- Board Member
- Community Member
- Parent/Guardian
- RSU 40 Employee
- Student
- Other:

Please review the following terms and select up to five choices that best represent what RSU 40 schools should be.

- Caring*
- Challenging*
- Collaborative*
- Creative*
- Innovative*
- Respectful*
- Safe*
- Supportive*
- Trusting*
- Welcoming*

Please tell us if there are other terms you would like us to consider.

Please review the following value statements and select up to five choices that best represent what RSU 40 should be.

- All students are expected to learn at high levels*
- Students are consistently challenged by a rigorous curriculum*
- Teachers do whatever it takes to help all students meet high academic standards*
- Schools take responsibility to ensure all students learn*
- Schoolwork is meaningful to students*
- Teachers use a variety of approaches and activities to help students learn*
- Students receive regular feedback about what they need to do to improve*
- Students receive extra help when they need it*
- Students feel safe while at school*
- Students learn more through effective family support*
- Schools work with community organizations to support student learning*
- Staff help students to be self-confident, self-directed learners*

If there are other values you would like to see represented, please tell us.

Please complete the following sentence: I want our schools to be a place where...

Envision our schools 5 years from now. In what significant ways would you like them to be different than they are today?

Is there anything else you would like us to consider regarding the mission and vision for RSU 40?

Siemens Industry completed the performance contract work in all school buildings with the exception of lighting sensors on the lights at Union Elementary School. The Facilities Committee has completed walk-throughs of 5 of our 7 school buildings and will tour Medomak Middle School on October 29th and Medomak Valley High School on November 12th. To date there are 9 pages of repairs and projects to be completed.

We had a safety walk-through with MSMA and items that need to be repaired from that visit are also included on our Repair & Maintenance list. MSMA has recommended that we remove all high risk playground equipment like climbing ropes and walls, monkey bars, climbing domes, see saws, merry-go-rounds and "spring" toys due to inherent risk of injury. Our gym bleachers that are over three feet high need rails to meet the code (4" spaces between bars and most of ours are 6"), remove/replace coat hooks that cause risk of eye or body damage.

Chapter 64 of the MDOE Rules lists systems (heating, ventilation/air conditioning; plumbing and electrical systems; roof systems; building exterior; windows and doors; interior for painting, floors, etc.; and site maintenance) that need to be included in a 10-year Maintenance and Capital Improvement Plan. A checklist for each school has been developed and shared with the Facilities and Transportation Committee for completion.

Friendship Village School

Friendship Village School has a few maintenance items outstanding. The chair lift will need to be replaced in the near future; the school needs to be repainted and have missing shingles and rotting trim replaced; there are solar panels that need to be removed from the side of the building and electrical outlets need to be added to the school to reduce the use of extension cords.

Miller School

Miller School needs to continue to be updated inside replacing the flooring, painting walls, adding electrical outlets, etc. Miller School has a parking safety issue that could be solved with a driveway specifically for bus use. The parking lot needs to be totally paved. Trees and landscaping work need to be done all the way around the school. For safety purposes, a fence is being requested between the Miller playground and the mobile home park. Work needs to be done on the outside of Miller that includes gutters, cleaning the outside of the building, removing the weather station from the roof, painting parts of the outside of the school and taking care of the playground. Many ceiling tiles inside the school need to be replaced, the stair treads need replacing and there are some remaining heating and ventilation issues.

The ACE building needs to be addressed; the building is in very poor condition.

Prescott Memorial School

Prescott Memorial needs to be updated inside for the bathrooms, electrical outlets, carpet/tile replacement, ceiling tiles replaced, painting, etc. The driveway and sidewalks at Prescott need to be repaired/replaced, basketball hoops need to be repaired and/or straightened.

Union Elementary School

Union Elementary needs some cosmetic uplifting; the front doors painted, new tiles in the entry way of the school, paving of the entire parking lot, the weather station removed, the baseball backstops

removed, ceiling tiles replaced throughout the school. Sharing the building with the Superintendent's Office, it would be nice to have a sign to the Superintendent's Office and a sign over the entryway of Union Elementary School. Union Elementary did not have any lighting retrofit done by the Siemens Performance Contract and that should be addressed in the future. Some rooms need painting, shades, and lights. The fabric on the stage doors needs to be repaired or replaced. The lunch room tables need to be taken out of the walls and disposed of. The intercom system needs to be replaced. The "no parking" signs in the parking lot need to be replaced as you cannot read many of them.

Warren Community School

Warren Community School needs some maintenance work done; evacuation signs need to be posted in each room and room numbers placed on exterior windows for emergency personnel. Several outlets throughout the building need to be repaired or replaced, junction boxes and cover plates also need to be repaired or replaced. The traffic pattern for drop off and pick up of students is an area of concern as they need to walk through the bus lane to get into school or to get to the parking lot. Some bricks around the outside of the building are crumbling and need to be replaced. The bridge from the lower parking lot to the upper parking lot needs repair. The intercom/telephone system needs to be upgraded. The stage curtain has duct-tape holding it together. The cafeteria needs painting. There is a hole on the lower floor in the hallway that needs to be repaired.

Medomak Middle School

Medomak Middle School has maintenance and repair jobs that need to be completed at the school including correcting the parking lot pavement job from this past summer, replacing the metal grate in the entrance to the school with a concrete slab, replacing a piece of siding on the back of the building, replacing a shingle on the roof, removing broken lights in front of the building and replacing the broken safety lights around the outside of the building, window sills need to be finished from replacing windows, switching out a couple of fixed windows to windows that open for fresh air and replacing missing screens. A storage system is needed for the wrestling mats while not in use. Several lockers need to have the locks replaced. Bookshelves are needed to help clean up the storage areas. Additional interior cameras have been requested for the gym, school entryway, stairwells, gym entryway and cafeteria. We need to begin a replacement cycle for student chairs.

Medomak Valley High School

Medomak Valley High School is in need of renovation and systems upgrade (electrical system, security, telephone system, plumbing, bathrooms, fire alarm, clocks, heating, sprinkled). Classrooms need electrical outlets, new floors and painting. Hallways need new floors and painting. The front entrance to the schools needs renovation. The glass corridor needs to be removed. The board and batten and T1-11 siding should all be replaced with vinyl siding. Landscaping around the school needs to be improved with removal of dead trees, pruning, getting rid of vegetation growing in the cracks of the pavement, painting the curbs, crosswalks and parking spaces. The campus, as a whole, needs to be paved.

Board Chair Report 11/05/15

- 1) I attended the MSMA Fall Conference in October. Guy, Sandy, myself, Superintendent attended along with Patrick, Sophie, and Jake. I want to thank Mr. Cavanaugh for allowing the student reps to attend and not have it affect their school attendance.
- 2) The Superintendent Evaluation will be sent out later tonight or tomorrow. It will be done electronically this year. You have until November 20th to complete it. We will review the results on 12/03/15. We will use the results to set his goals for next year which we will discuss at the board meeting on 12/17/15. This is an anonymous survey.
- 3) The Board is still lacking a representative from Waldoboro. If anyone knows of someone from Waldoboro who they think might be interested in serving on the Board please contact them.
- 4) I attended the MMS Fall Sports awards on 10/29/15. It was nice seeing the students recognized for their hard work. I want to thank Christina Wotton for helping me with cutting and handing out the cake. We did such a good job with the cake that Matt wasn't able to take any home.
- 5) I would like to remind Board Members that the next meeting is at MCST on 11/19/15. There will be a tour of the school if anyone is interested. If you are interested, please let me know. The tour will start at 6:00pm.
- 6) I attended the MVHS Fall Sports Awards on 11/02/15. It was great seeing all of student athletes recognized. I was able to see some of the individual groups' recognitions. These were golf, boys soccer, girls soccer, and cross country. I would like to congratulate our student reps on receiving awards. Sophie received All Conference 2nd team, All Academic and she also received the MVP for the varsity girls soccer team. Patrick received an academic award. Jake received the academic award as well. I would like to congratulate the Varsity Girls soccer team as it was announced that they received the Maine Principals' Association Good Sportsmanship Award- North Class B. We will be recognizing them at a future board meeting.
- 7) I would like to ask Board members to please let myself, Superintendent, or the committee chair if you can't make a meeting. In the case of Region 8, please contact Region 8 to let them know you can't make a meeting and let Erik know as he is the alternate for RSU 40 this year.

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Steve Nolan, Superintendent
Kimberly Schroeter, Director of Instruction

Karla Miller, Business Manager
Karen Etheridge, Director of Special Services

November 5, 2015

To: School Board Members
From: Karla Miller, Business Manger
Re: Board Report for Business Office, Facilities, Food Service and Transportation

Business Office

- ✓ On October 15th I attended the 2nd Annual Law Seminar for Maine School Business Officials. Topics covered included budget validation referendum, lease purchasing for performance contracts, key pitfalls to avoid in human resources, responding to the Bond Bank's request post-issuance compliance letters and recent developments in school reorganization. The most valuable take-away that I received from this seminar was that districts cannot use an advance budget validation referendum authorization to expend extra state subsidy, they need to go through the process as RSU 40 did this past year. We also spent a considerable amount of time on the misclassification of independent contractors.

Facilities & Maintenance

- ✓ Facilities & Maintenance has been very busy in October with three (3) facilities committee meetings and we will finish up the tours with the high school on November 12th
- ✓ We are currently looking at establishing a 5-year maintenance and project list and a 10-year capital improvement plan with the committee

Transportation

- ✓ It has been a very challenging year for Transportation so far. We have experienced multiple bus failures and at one point had all of the spare buses in use to cover routes! The bus mechanics continue to work diligently to repair the broken buses and service and maintain the rest of the fleet.
- ✓ Manpower is the biggest issue facing transportation. We currently have only two substitute drivers to fill in for a regular driver that calls out and one trip driver to cover athletic and field trips. The Transportation Supervisor is still covering a route.

Food Service

- ✓ Applications are all in and verification of income starts next week
- ✓ There is currently one stove that should to be replaced and we are looking at options
- ✓ There is one family that Storm is working with on their account as she feels they would qualify for free and reduced to no avail

GAO: 1.4M kids reject Michelle Obama's lunches, starves schools of \$1.2B in lost revenue

Requirements that federally-supported school food be super healthy isn't just prompting students to steer clear of the cafeteria line, but it is crushing popular fundraising campaigns because favorites like candy, cupcakes and popcorn aren't allowed anymore, according to a new report.

The General Accountability Office, in a report that said 1.4 million children have bailed from the school lunch program because they don't like the low-salt, low-sugar chow, found that school club and team fundraisers are failing too because outside, "competitive" food, is also covered by the new rules.

"An athletic director in one district we reviewed and a school store manager in another said that they had experienced reduced revenues from fundraising, which resulted in less money to subsidize athletic facilities, equipment, uniforms, field trips, and travel for competition at regional and national events," said the report.

Some school officials have solved the problem by ignoring the rules and refusing to act as "the food police."

GAO snoops in one school, for example, "observed a bake sale in a school cafeteria during the lunch period, and students told us about another bake sale held by a teacher in a classroom during the school day and sales of candy in the library during the school day."

Those problems are in addition to the rejection by students of the new diet, the product of the Healthy, Hunger-Free Kids Act championed by first lady Michelle Obama and signed by President Obama.

The School Nutrition Association just this week said so many kids are protesting their school cafeteria that schools are having to eat \$1.2 billion in costs because their sales revenues are down. "School districts are being forced to financially subsidize meals at the expense of educational programs," the association said in a letter to Congress asking for financial support.

At the schools, many students just throw the food away, said GAO. But it's not as bad as before, and students are now tossing fruit and vegetables. "The plate waste we observed when visiting schools in school year 2014-2015 was generally limited to a small number of students throwing away some of their fruits and vegetables in 7 of the 14 schools," said GAO.

But items high in grains are still a turn off. "Specifically, directors and staff from seven of eight (school districts) told us that students do not like certain whole grain-rich foods, so getting them to take and eat them continues to be a challenge," said GAO.

And some kids even bring in their salt and pepper to add flavor to the bland, low salt fare, said GAO.

Paul Bedard, the Washington Examiner's "Washington Secrets" columnist, can be contacted at pbedard@washingtonexaminer.com.

Student Rep Report- November 5th, 2015

Sophie Cohen, Jake Faria, Patrick White

High School Fall Musical

The drama department has been hard at work all year and is finally ready to open their annual fall musical. This year they will be performing the classic "The Wizard of Oz." The students have put an extraordinary amount of effort into the play, including multiple grueling 5+ hour rehearsals as opening night drew closer. The production opens tonight, Thursday the 5th, and will continue showings the 6th, 7th, 12th, 13th, 14th at 7:30 PM. In addition, the matinee will take place Sunday the 8th at 2:00 PM. The student body looks forward to seeing the always fantastic support from our community.

Sports

Athletics have ended for the fall. Boys soccer made playoffs and girls soccer received the Class B Sportsmanship award. Middle school winter sports have now started and high school sports will be starting in a couple of weeks. Grades will be closing this Friday, meaning we are now one fourth through the year. Friday was the conclusion of the Maine School Spirit Challenge, and two students drove down early on a bus to Portland this morning to attend.

DRAFT

MEMORANDUM OF AGREEMENT 2015-16 RETIREMENT INCENTIVE OPTION

The RSU 40 Board, the Medomak Valley Education Association and the Administrative Group agree to the following 2015-16 retirement benefit in addition to any retirement benefit provided under the respective collective bargaining agreements or its successor for any eligible employee:

1. The Board will pay a one-time lump-sum payment of \$10,000 in July, 2016, pro-rated for part-time employees.
2. The employee must be full retirement age and retire pursuant to the requirements of the Maine Public Employees Retirement System.
3. Any eligible employee must request this retirement benefit in writing to the Superintendent of Schools no later than February 1, 2016, to be eligible for the benefit.

A teacher retiring after teaching in RSU 40 for fifteen (15) years shall be eligible to receive the teacher's per diem rate of pay for up thirty (30) accumulated sick leave days upon retirement on or before July 1 of the calendar year she/he retires (MVEA Contract Section XV, Paragraph B). The deadline for notifying the Board of Directors is February 1, 2016 to be eligible for the accumulated sick leave benefit.

4. This additional retirement benefit is only for employees who retire at the conclusion of the 2015-16 school year.
5. This memorandum does not establish any precedent and shall not be used by the bargaining agent as a basis for negotiations in successor collective bargaining; and
6. This memorandum shall become effective as of its signing date below and is only applicable to those eligible employees.

Dated: _____

For the RSU 40 School Board

For the RSU 40 Administrative Group

For the Medomak Valley Education Association

Accepted by Participant:

Employee Signature

Date

Date of Birth

