

**RSU21 SCHOOL BOARD
MONDAY, JUNE 15, 2015**

KENNEBUNK ELEMENTARY SCHOOL ROOM A102 - 7:00 p.m.

This meeting will be streamed live over the internet at: www.rsu21.net/livestream

I. CALL TO ORDER

Chair Maureen King, Vice Chair Brad Huot. Directors: Bob Domine, Frank Drigotas, Matthew Fadiman, Susan Sinnott-Curran, Erin Nadeau, Amy Johnson, Marybeth Luce, Jeffrey Cole, Lionel Menard and Mike Mosher. Student Representatives: Anna Kate Luddy, and Tim Walsh.

II. PLEDGE OF ALLEGIENCE

III. INTRODUCTION OF BOARD MEMBERS AND GUESTS

IV. SPECIAL PRESENTATION

1. Presentation of School Board Awards
2. Introduction of New School Board Members

V. PUBLIC INPUT - This time is set aside for the public to comment on any district issues that are not included on tonight's agenda.

VI. AGENDA ADJUSTMENTS

VII. CONSENT AGENDA ITEMS

- a. Approval of June 1, 2015 School Board Minutes
- b. Nomination of Cory Steere as Assistant Principal of the Middle School of the Kennebunks
- c. Nomination of Kristin Roper for the Position of Classroom Teacher at Kennebunkport Consolidated School
- d. Resignation of Thomas Battles as Kennebunk Elementary School Resource Room Teacher
- e. Resignation of Julie C. Marsh Spanish Teacher
- f. Approval of Computation and Declaration of Votes

VIII. OLD BUSINESS

IX. NEW BUSINESS

- a. School Board Summer Meeting Dates and FY17 Budget Approval Schedule

X. COMMITTEE REPORTS

- a. Policy Committee
 1. EBC – Pest Management – Second Reading
 2. EBAA – Chemical Hazards – Second Reading
- b. Curriculum Design
- c. Finance
- d. Human Resources
 1. Superintendent's Goal Summary

XI. SCHOOL LIAISON REPORTS

XII. UPDATE FROM SCHOOL BOARD CHAIR

XIII. COMMUNICATIONS FROM THE ASSISTANT SUPERINTENDENT OF SCHOOLS

XIV. EXECUTIVE SESSION

- a. Evaluation of officials/appointees/employees 1 M.R.S.A. 405(6)(A) – Superintendent Evaluation and Board Evaluation
- b. Negotiations – Bus Drivers and Teachers 1 M.R.S.A. 405(6)(D)

XV. ADJOURNMENT

IV. SPECIAL PRESENTATION

- 1. Presentation of School Board Awards**
- 2. Introduction to New School Board Members** – Catherine Rush from Arundel and Peter Fellenz from Kennebunkport.

VI. AGENDA ADJUSTMENTS

VII. CONSENT AGENDA ITEMS

- a. Approval of June 1, 2015 School Board Minutes**

RSU 21 SCHOOL BOARD MEETING

MONDAY, JUNE 1, 2015

KENNEBUNK ELEMENTARY SCHOOL, ROOM A102 – 7:00 P.M.

This meeting will be streamed live over the internet at www.rsu21.net/livestream

I. CALL TO ORDER

Chair Maureen King, Vice Chair Brad Huot. Directors: Bob Domine (absent), Frank Drigotas, Matthew Fadiman, Susan Sinnott-Curran (absent), Erin Nadeau, Amy Johnson, Marybeth Luce, Jeffrey Cole, Lionel Menard and Mike Mosher. Student Representatives: Anna Kate Luddy and Tim Walsh. Dr. Hawes was acting superintendent this evening.

II. PLEDGE OF ALLEGIENCE

III. INTRODUCTION OF BOARD MEMBERS AND GUESTS

IV. PUBLIC INPUT – Jack Reetz spoke about the signs around town with misleading information. He pointed out that all voters want the true facts and can make up their own minds.

V. AGENDA ADJUSTMENTS

None

VI. CONSENT AGENDA ITEMS

- a. Approval of May 18, 2015 School Board Minutes**
- b. Nomination of Mariel Leonard as Special Education Teacher at Mildred L. Day School**

A MOTION WAS MADE TO APPROVE THE ABOVE CONSENT AGENDA ITEMS (BRAD HUOT), SECOND (MATTHEW FADIMAN). VOTED: 10-0. STUDENT VOTE: 2-0. MOTION CARRIES.

VII. OLD BUSINESS

a. Public Preschool Update – Dr. Katie Hawes reported that last fall, the board had directed her to form a committee to look at public preschool. The legislature has softened their view on making this program mandatory and is now issuing grants for interested schools. It will take two years for the grant money to show up in EPS. Chair King would like to see this discussed as part of the district Strategic Plan. Dr. Hawes will do more research on the plan.

VIII. NEW BUSINESS

a. Kennebunk High School End of Year Report – Susan Cressey – Principal Cressey reported on the high school end of year activities. Currently, there is a new initiative going on called senior projects. There are 60 students participating in this initiative. Teacher, Michael Bennett and community member Jane McMahon have been the front-runners of this program. The students will report on their public community projects on June 9th. The feedback from the mentors has been very positive. Prom was a success with 250 in attendance at the Nonantum. The Alternate Education Programs have worked at the Sea Shore Trolley Museum, Conservation Trust, and the Teen Trendsetter group will help with Barbara Bush’s 90th birthday party. The National Honor Society had 19 seniors and 13 juniors recently inducted. Approximately 30 graduating seniors have received STEM Honor of Distinction Certificates. 73% of IB and AP students have had an early college course experience, which is an open admission program. Last year, 95.83% of district students graduated, being the best in the state. Biddeford Voc and PATHS students were honored with scholarships. Currently, there are 13 sophomore IB certificate students, and 26 juniors will continue in the program. The Board was invited to the June 14 graduation and to the Senior Last Assembly on June 12th. Last year, 88% of students went directly to college. The gap year is becoming more popular, and some students are attending the community colleges because they are not sure what they want to do.

b. Maine Unified Basketball Team Proposal – Joe Schwartzman – This program is to have students with intellectual disabilities work with regular education students playing basketball. There will be practices and four to eight games. There will be a financial grant for two years to start the program. The district will assume responsibility for the \$3,000 once the grant is concluded. **A MOTION WAS MADE TO APPROVE THE MAINE UNIFIED BASKETBALL TEAM PROPOSAL (AMY JOHNSON), SECOND (MATTHEW FADIMAN). VOTED: 10-0. STUDENT VOTE: 2-0. MOTION CARRIES.**

c. Partnership with Cheverus for Girls Ice Hockey – Joe Schwartzman – The Kennebunk girls, playing ice hockey, and a couple of other schools that do not have enough girls to create a team, would like to partner with Cheverus so they can be on a regular girls ice hockey team. The girls also have a chance to play varsity ice hockey if they are in this partnership. Cheverus was the only school that responded to the request to have the girls play on their team. Kennebunk also has the option to host a game at UNE. **A MOTION WAS MADE TO COLLABORATE WITH THE CHEVERUS GIRLS HOCKEY TEAM (JEFF COLE), SECOND (LIONEL MENARD). VOTED: 10-0. STUDENT VOTE: 2-0. MOTION CARRIES.**

d. Update on U.S. News Report Ranking – Susan Cressey – Ms. Cressey is being proactive in finding out why Kennebunk High School was not ranked by U.S. News Report. They had high school numbers on total students, total teachers and free and reduced lunch wrong. The process of ranking is under investigation and the high school is waiting for a response.

IX. COMMITTEE REPORTS

a. Policy Committee – There will be no June Policy Meeting.

1. IKF – Graduation Policy – Third Reading

A MOTION WAS MADE TO APPROVE THE GRADUATION POLICY (BRAD HUOT), SECOND (MATTHEW FADIMAN). VOTED: 9-0 (ONE ABSENTION: FRANK DRIGOTAS). STUDENT VOTE: 2-0. MOTION CARRIES.

2. EBC – Pest Management – First Reading

3. EBAA – Chemical Hazards – First Reading

A MOTION WAS MADE TO APPROVE THE PEST MANAGEMENT AND CHEMICAL HAZARDS POLICIES FOR A FIRST READING (MARYBETH LUCE), SECOND (LIONEL MENARD). VOTED: 10-0. STUDENT VOTE: 2-0. MOTION CARRIES.

b. Facilities Committee – Bruce Rudolph reported on the May 21st Facilities Meeting. The topic of discussion was the Revolving Renovation funds. The 1.8M has to be spent by the end of July of this year. Much of the work is done and will not be undone by the capital expansion bond.

c. Human Resources – Chair King reported on last Thursday’s meeting. Applications are out for student board members for the next school year. The superintendent’s evaluation link was send out, the results will be shared with the board after the superintendent evaluation is complete. The superintendent’s goals were discussed and approved by the committee, and will be voted by the board at the next meeting. The committee had an executive session regarding negotiations with drivers and teachers.

d. Prevention Assistance Team (PAT) - Dr. Hawes reported on the last meeting. Discussion included the 8th graders being invited to the Day One Program. The prom went well with no problems. The Strategic Plan and goals were discussed. Restorative Justice was also discussed. One or two meetings will be planned with the Wellness and Positive School Climate groups. Meetings for 2015-16 are: September 15, November 17, January 19, March 15 and May 17.

X. SCHOOL LIAISON REPORTS

Circus Smirkus tickets will be on sale at the Portico at Consolidated School beginning June 12.

XI. UPDATE FROM SCHOOL BOARD CHAIR

Chair King reported that LD1222 was passed onto the governor’s desk.

June 4th will be the last day to pick up absentee ballots for the June 9th vote.

XII. COMMUNICATIONS FROM THE ASSISTANT SUPERINTENDENT OF SCHOOLS

The alternative program will be invited to Barbara Bush’s 90th Birthday. This will include 21 first grade students and nine high school students.

The Julia Robinson Math Festival was attended by all 5th grade students. The festival was held at UNE.

Vice Chair Huot expressed regret that there was misleading information in the public domain around the school budget and the capital building projects. He asked community members to vote their own minds and seek out correct information.

XIII. EXECUTIVE SESSION

a. Negotiations – Bus Drivers and Teachers 1 M.R.S.A. 405(6)(D)

A MOTION WAS MADE TO GO INTO EXECUTIVE SESSION AT 8:35 P.M.

(MARYBETH LUCE), SECOND (MATTHEW FADIMAN). VOTED: 10-0. STUDENT VOTE: 2-0. MOTION CARRIES

XIV. ADJOURNMENT

AT 9:15 P.M. A MOTION WAS MADE TO ADJOURN (MARYBETH LUCE), SECOND (MATTHEW FADIMAN). VOTED: 10-0. MOTION CARRIES.

b. Nomination of Cory Steere as Assistant Principal of the Middle School of the Kennebunks – Cory Steere is nominated for the position of Assistant Principals at the Middle School of the Kennebunks. Cory earned a bachelor’s degree in Elementary Education at the University of New England and a master’s degree in Educational Leadership from the University of Southern Maine. Mr. Steer has 20 years of experience as a teacher and this past year has been the interim principal at Mildred L. Day School. His salary will be 78,219.

c. Nomination of Kristin Roper for the Position of Classroom Teacher at Kennebunkport Consolidated School – Kristen is nominated for the position of classroom teacher at Kennebunkport Consolidated School. Mrs. Roper earned a bachelor’s degree in Sociology at Bowdoin College and a master’s degree in The Art of Teaching at Tufts University. Mrs. Roper has 6 years of experience as a third, fourth and fifth grade teacher at Kennebunk Elementary School, in Salem New Hampshire, and in Winchester, MA. She will be placed on Step 6 of the Master’s Scale with a salary of \$49,479.

d. Resignation of Thomas Battles as Kennebunk Elementary School Resource Room Teacher – Tom has taken a position out of state.

e. Resignation of Julie C. Marsh Spanish Teacher

f. Approval of Computation and Declaration of Votes – This must be signed by the board. It is the total number of votes cast in all of the municipalities within the Regional School United in the affirmative and in the negative on Article 1 and 2 of the Warrant and Notice of Election of the RSU 21 Budget Validation and Bond Referendum held June 9, 2015.

VIII. OLD BUSINESS

IX. NEW BUSINESS

a. School Board Summer Meeting Dates and FY 17 Budget Approval Schedule –

**School Board Meeting dates
2015-2016**

July 13, 2015	Business Meeting	
August 3, 2015	Workshop – Board Orientation	
August 17, 2015	Business Meeting	
September 21, 2015	Workshop – a. Overview of EPS	b. Strategic
Planning Process		
October 5, 2015	Business Meeting	
October 19, 2015	Workshop	
November 2, 2015	Business Meeting	
November 16, 2015	Workshop	
December 7, 2015	Business Meeting	
December 21, 2015	Workshop	
January 4, 2016	Business Meeting	
January 25, 2016	Workshop	

February 1, 2016	Business Meeting
February 22, 2016	Workshop
March 7, 2016	Business Meeting
March 21, 2016	Business Meeting
April 4, 2016	Business Meeting
April 25, 2016	Workshop - TBD
May 2, 2016	Business Meeting
May 16, 2016	Workshop – Board Evaluation and Goal Setting
June 6, 2016	Candidates’ Night and Workshop
June 20, 2016	Business Meeting and School Board Awards

FY17 BUDGET APPROVAL SCHEDULE (6-15-15)

Board of Directors Review

March 21	Monday	Board Meeting – Finance Committee Presentation, FIRST READING
April 4	Monday	Board Meeting – PUBLIC FORUM
May 2	Monday	Board Meeting – SECOND READING

Public Approval Process

May 17	Tuesday	District Budget Meeting
June 14	Tuesday	Budget Validation Referendum

X. COMMITTEE REPORTS

a. Policy Committee

1. EBC – Pest Management – Second Reading

**EBCB
ECB**

PEST MANAGEMENT IN SCHOOL FACILITIES AND ON SCHOOL GROUNDS

~~It is therefore the policy of RSU 21 to incorporate Integrated Pest Management (IPM) principles and procedures for the control of structural and landscape pests.~~

~~-~~

~~The objective of the school unit's IPM program will be to provide effective pest control while minimizing pesticide use. This objective will be addressed by the establishment of a Pest Management Plan.~~

~~-~~

~~The Superintendent and/or designee shall develop and implement a Pest Management Plan consistent with the following IPM principles and procedures:~~

~~A. Appointment of an IPM Coordinator~~

The School Committee recognizes that structural and landscape pests can pose significant problems for people and school unit property, but that use of some pesticides may raise concerns among parents, students, and staff. It is therefore the policy of Regional School Unit 21 to incorporate Integrated Pest Management (IPM) principles and procedures for the control of structural and landscape pests. A copy of this policy shall be kept in every school and made available upon request to staff, parents, students, and the public.

IPM is a systematic approach to pest management that combines a variety of methods for managing pests, including monitoring; improved horticultural, sanitation, and food storage practices; pest exclusion and removal; biological control; and pesticides.

The objective of the school unit's IPM program is to provide effective pest control while minimizing pesticide use. The goals of the IPM program include managing pests to reduce any potential hazards to human health; preventing loss or damage to school structures or property; preventing pests from spreading beyond the site of infestation to other school property; and enhancing the quality of life for students, staff and others.

Pesticides may periodically be applied in school buildings and on school grounds and applications will be noticed in accordance with Maine Board of Pesticides Control Rule Chapter 27, Standards for Pesticide Applications and Public Notification in Schools.

RESPONSIBILITIES OF THE IPM COORDINATOR

The Superintendent or designee will appoint an IPM Coordinator for the RSU. The IPM Coordinator will be the primary contact for pest control matters and will be responsible for the IPM plan, including making pest control decisions. ***act as the lead person in implementing the school unit's IPM policy. He/she will be responsible for coordinating pest monitoring and pesticide applications; and making sure that all notice requirements set forth in Maine Board of Pesticides Control Rule Chapter 27, Standards for Pesticide Applications and Public Notification in Schools, are met; keeping records of pesticide applications as required by rule; authorize any pesticide applications that are not exempted by rule; and implementing the notification provisions required by rule.***

The IPM Coordinator will complete the training requirements established in Board of Pesticides Control Rule Chapter 27, Standards for Pesticide Applications and Public Notification in Schools.

The school unit will provide the Board of Pesticides Control with the identity and contact information for any person appointed as IPM Coordinator in the schools.

The IPM Coordinator's responsibilities include:

- ~~1. Recording and monitoring data and pest sightings by school staff and students.~~
- ~~2. Meeting with licensed pesticide applicators to share information about pest problems in school buildings and on school grounds.~~
- ~~3. Record and ensure that all maintenance sanitation recommendations are carried out where feasible.~~
- ~~4. Ensure that any pesticide use is done according to the school unit's Pest Management Plan and during times when school is not in session. Areas where pesticides are applied will be properly posted according to State Board of Pesticide Control guidelines.~~
- ~~5. Evaluate the school unit's progress in implementing the IPM plan.~~
- ~~6. Notify building principal of planned pesticide applications.~~
- ~~7. Record all pesticides used by either a professional applicator or licensed school staff as a means to track compliance with the school unit's IPM policy.~~

~~B. Pesticide applicators~~

~~Any person who applies pesticides in school buildings or on school grounds must be trained and knowledgeable in the principles and practices of IPM and possess a Maine pesticide applicators license. All~~

~~pesticide use must be approved by the school IPM Coordinator. Applicators must follow state regulations and label precautions, and must comply with the IPM policy and pest management plan.~~

~~C. Selection, use and storage of pesticides~~

~~Pesticides should be used only when needed. Non-chemical pest management methods will be implemented whenever possible to provide the desired control. The choice of using a pesticide will be based on a review of all other available options (sanitation, exclusion, mechanical means, trapping, biological control) and a determination that these options have not worked or are not feasible. When it has been determined that a pesticide must be used to achieve pest management goals, the least hazardous pesticide will be selected.~~

~~Pesticide purchases should be limited to the amount expected to be used for a specific application or during the year. Pesticides will be stored in an appropriate, secured location not accessible to students or unauthorized personnel.~~

~~D. Notification of students, staff and parents of use of pesticides~~

~~A notice will be provided to staff, students and parents at the beginning of the school year briefly explaining the school unit's pesticide use policy and indicating that pesticides may be used both indoors and outdoors, as needed. The school will notify staff and students of planned indoor pesticide treatments at least 48 hours in advance by posting notices in designated areas in school building. In the case of emergencies, such as stinging insects, the 48 hour notice will be waived.~~

~~E. Record keeping~~

~~In order to keep track of pesticide use and locate problem areas in buildings and on school grounds, records of pesticide use will be maintained at each school site for two years. Records are to be completed on the day the pesticide is applied. Pest surveillance records should be maintained to verify the need for pesticide treatments.~~

NOTIFICATION OF PESTICIDE APPLICATIONS

When school is in session the school shall provide notification of each application not exempted by rule, whether inside a school building or on school grounds, to all school staff and parents/guardians of students. Such notices shall state, at a minimum: a) the trade name and EPA registration number of the pesticide to be applied; b) the approximate date and time of the application; c) the

location of the application; d) the reasons for the application; and e) the name and phone number of person to whom further inquiry regarding the application may be made. Notices must be provided at least five days prior to the planned application. In addition, signage will be posted at each point of access to the treated area and in a common area of the school at least two working days prior to the application and for at least 48 hours following the application.

When school is not in session, signage will be posted at each point of access to the treated area and in a common area of the school at least two working days prior to the application and for at least 48 hours following the application.

In accordance with Maine Board of Pesticides Rule Chapter 27, school is considered to be in session during the school year including weekends. School is not considered to be in session during any vacation of at least one week.

The IPM Coordinator for the RSU 21 schools is Bruce Rudolph, who may be contacted at 207-985-1100. This IPM policy and Board of Pesticides Control Rule Chapter 27, Standards for Pesticide Applications and Public Notification in Public Schools is available for inspection and copying at every school.

Legal References: 7 MRSA §§ 601-625
22 M.R.S.A. §§ 1471-A – 147-X
~~Me. Dept. of Ag. Reg. Ch. 28 § 26 (June 2000)~~
**Ch. 27 Me. Dept. of Agriculture Board of Pesticides Control
Rules (Standards for Pesticide Applications and Public
Notification in Schools)**

Cross References: EBAA – Chemical Hazard

Adopted: 04/23/01
Amended: 07/19/04
Amended: 11/02/09

2. EBAA – Chemical Hazards – Second Reading

EBAA

CHEMICAL HAZARDS

The Board ~~RSU 24~~ is committed to providing a safe environment for students and employees. It is the policy of RSU 21 to follow safe practices regarding the storage and handling of hazardous chemicals in its schools. The school unit will comply with all applicable Maine and federal laws and regulations concerning hazardous chemicals.

The Superintendent **has responsibility for the safe handling and storage of hazardous chemicals in schools**, will be responsible for developing **the development of required written plans, the designation of a Chemical Hygiene Officer**, Plan that includes procedures relevant to the identification, purchase, storage, inventory, handling, and disposal of hazardous chemicals, maintenance of material safety data sheets (MSDS), and for ensuring that employees **staff** are provided required **is** training **with respect to chemical hazards found in the workplace. Written plans shall include information regarding proper purchasing, labelling, storage, training, handling, and disposal of hazardous chemicals.** and information concerning hazardous chemicals used in the schools. The Superintendent may delegate responsibilities associated with Plan development to school system staff, as appropriate.

HAZCOM (HAZARD COMMUNICATION) STANDARDS

The school unit will comply with OSHA's Hazard Communication standard 29 CFR 1910.1200, as adopted and enforced by the Maine Department of Labor, which requires a written hazard communication (HazCom) plan, including a listing of chemicals being used in the schools; training of employees that handle these chemicals; and, for all employees, where safety data sheets (SDS) are located, and how to read them. This standard applies to hazard communications for hazardous chemicals such as those used in cleaning and disinfection, which may be found in custodial and food service areas, among other locations.

LABORATORY SCIENCE CHEMICALS

The school unit will comply with OSHA standard 29 CFR 1910.1450, as adopted and enforced by the Maine Department of Labor, which addresses science laboratory chemicals. This standard applies to science laboratory chemicals commonly found in chemistry and biology laboratories in schools.

The Superintendent/designee will appoint an **an employee of the school unit as** Chemical Hygiene Officer for the school unit **RSU 21**. The Chemical Hygiene Officer will have the primary **be** responsibility **le** for **developing and** implementing the school unit's **a** Chemical Hygiene Plan, **to be reviewed annually, that includes procedures relevant to the identification, purchase, storage, inventory, handling, and disposal of hazardous chemicals used in science laboratories; maintenance of safety data sheets (SDS) for laboratory chemicals; and ensuring that employees with science/laboratory responsibilities are provided appropriate training on the specific hazards associated with the chemicals being used in school laboratories and how to read the SDS for these chemicals.** The person appointed Chemical Hygiene Officer should be familiar with State and federal regulations pertaining to laboratory and chemical safety and the chemicals used in the schools.

~~The Chemical Hygiene Officer shall achieve such certification and/or attend such training as may be mandated by the Maine Department of Education or other State agencies.~~

The person appointed Chemical Hygiene Officer must be an employee of RSU 21, preferably a science teacher or another staff member who is knowledgeable about the chemicals being used in school laboratories and stored in the schools.

Legal Reference: 29 C.F.R. 1910.1200, **1910.1450**
26 M.R.S.A 565
Me. Dept. of Prof. Regulation Rule Ch. 2 179
Me. Dept. of Ed. Rule Ch. 161
Commissioner's Administrative Letter No. 33, June 9, 2005
(Chemicals in Schools)
NEPN/NSBA Code: ~~EBAA~~

Cross Reference: EBCA – Comprehensive Emergency Management Plan

Adopted: 05/22/06
Amended: 11/02/09

b. Curriculum Design Team -

Curriculum Design Team Minutes 6/1/15	Members	Present	Absent	Members	Present	Absent
	Blatt, Leona		x	Lewia, Bruce	x	
	Chapman, Kent		x	Noble, Mia	x	
	Cressey, Susan	x		Pflugl, Elizabeth		x
	Curran, Susan		x	Quinn, Ryan		x
	Fadiman, Matt		x	Reetz, Jack	x	
	Gibson, Jan	x		Saunders, Ann		x
	Hanson, Sean	x		Spofford, Gayle	x	
KES Room B135 (3:15pm)	King, Maureen	x		Hawes, Katie	x	
	Luce, MaryBeth		x	Jensen, Jamie		x
	Welcome – Phil Potenziano, our new Assistant Superintendent			Special Guests: Claudia Daulton, Maureen Fulford, Jill Lamontagne, Karen Mathews, Lisa Farrell, Laurie Hall, and Jane Matheson		
Topic	Information/Discussion				Action	
3:15-3:35	Examples of 6-12 curriculum maps in Music, PE, and Health Education: Maureen, Claudia, Jill and Karen				Support for the curriculum mapping work continues. The district is working to use consistent formatting across grade levels and content areas.	
3:35-3:45	Update on the UNE / KHS credit agreement process for IB Environmental Science: Lisa Farrell				Support for this initiative	
3:45-4:10	Weighted Grading at KHS: Sue Cressey, Jane Matheson, Laurie Hall				Support for the proposed weighting	
4:10-4:15	Discussion of dates for next year				Maintain the last Monday of the month at 3:15.	

c. Finance -

No minutes at this time

d. Human Resources

RSU 21 Human Resources Committee Agenda
Thursday, May 28, 2015 at 7:30 AM
KES, Superintendent's Conference Room

Committee Members Present: Frank Drigotas, Amy Johnson, Erin Nadeau, Maureen King.

Administrators: Bruce Rudolph, Kevin Crowley.

Absent: Brad Huot.

Chair Maureen King called the meeting to order at 7:35 am.

The Student Board member application is available to the Class of 2017. Mrs. Cressey will collect applications and let the board know when the interviews will be held at KHS.

The superintendent's evaluation form will be posted on Friday. It will be due June 10. Superintendent Crowley presented his goals summary for the year. Erin Nadeau motioned that the goals be recognized as complete and that the performance pay be authorized; Amy Johnson seconded the motion. The vote was unanimous in favor of the motion. The full board will vote on authorizing performance pay at the next board meeting.

The board self-evaluation is completed. The administration will collect and collate the data and send it out. The date for review is June 15. The board members will be voting on whether to hold in executive session, a workshop, or in a board meeting.

The committee entered executive session (pursuant to 1 MRSA 405 (6)(D) to discuss negotiations with the teachers and the transportation employees.

After coming out of executive session, there was a brief discussion of the board's policies regarding how to add programs and how boosters groups can provide funding. Maureen referred the committee to Policies JJ Formation of Programs, JJIBA Hiring and Evaluation of Coaches, and JJIBC Relations with Booster Groups.

Board Action Required: Board self evaluation; Student Board member interviews and selection; Superintendent's Evaluation; Executive session regarding negotiations.

Next meeting: Thursday, June 25, 2015, at 7:30 AM in the Superintendent's Conference Room, if necessary.

The meeting adjourned at 8:10.

XI. SCHOOL LIAISON REPORTS

XII. UPDATE FROM SCHOOL BOARD CHAIR

XIII. COMMUNICATIONS FROM THE ASSISTANT SUPERINTENDENT OF SCHOOLS

XIV. EXECUTIVE SESSION

a. Evaluation of officials/appointees/employees 1 M.R.S.A. 405(6)(A) – Superintendent Evaluation and Board Evaluation

b. Negotiations – Bus Drivers and Teachers 1 M.R.S.A. 405(6)(D)

XV. ADJOURNMENT