

**MILLINOCKET SCHOOL REGULAR COMMITTEE MEETING  
STEARNS JR/SR HIGH SCHOOL CONFERENCE ROOM  
PUBLIC IN-PERSON OR BY ZOOM  
TUESDAY, JUNE 14, 2022  
4:30 PM**

Michelle Brundrett	Present – Left at 6:45
Kevin Gregory	Present
Erika Mackin	Present – Left at 6:46
Donald Raymond	Present
Warren Steward	Present
Dr. Joshua McNaughton, Superintendent	Present

**I. Call to Order**

The meeting was called to order at 4:30 PM by Warren Steward, Chairperson.

**II. Adjustments to the Agenda**

Remove XIII. To approve the Superintendent’s nomination of and authorize the Superintendent’s hiring of an Occupational Therapist.

Add IIIa. Presentation of a letter from the Association.

**III. Public Comment**

Matt Waite asked permission to read Shelley Farrington’s letter

Terry Given stated she is about to retire. She has never felt as underappreciated or treated as unprofessionally as she has this year from the Board and Town. It is time to be open. To be a true leader can include putting personal feelings aside. The employees need to know they are appreciated. She urged the Board to come together as a group to create a budget that the school needs. She is extremely upset at how the school employees have been treated.

Taylor Sulander stated she stands with Miss Given’s comments. She has worked in several school departments and in several countries and has never felt as disrespected as she has this year. She came back to Millinocket because she wanted the learning opportunity, but she feels there is not as much respect as before she left.

Mary McCleary she agrees with Ms. Given and Taylor’s comments. She stated she is ashamed of what she reads on Facebook. Adults are behaving that way and posting things that are not true. Facts need to be looked into before posting and slandering people.

Matt Waite received permission from the Mr. Steward to read a letter from Shelley Farrington. She publically commended staff and administration for keeping our students safe. She understands the School Board is reviewing the International Program. She asked the Board to keep the program. It was put in place for revenue to keep programs

and salaries in place because of budget cuts. It has been highly successful. COVID had a devastating affect on the Program and even though it is a business, it does not get the benefits other business would have received. We had 3 students this year. We have 20 European students who want to come next year if we can find host families. She commended the International Program Coordinator, Michelle McGreevy, for her hard work. She encouraged the Board to look at ways to help it grow.

Matt Waite stated he would like to discuss the school budget and the comments by some Board members during this process. The Code of Conduct says, "I will at all times think of the students first and base my decisions on how they will affect students, their education and their training". When the Board is discussing a budget he doesn't hear talk about the students and their needs but the Town Council and their needs. This needs to stop. The discussion of cutting the AP/AD position and the International Program is not the best for student needs. The small increase to the budget is commendable and the Superintendent and Administrators should be thanked.

Tammy McLaughlin added that she has worked in the school department for 25 years. She assured the Board that the AP/AD is a need, not a want. If they could witness the day-to-day operations of the Principal's Office, they would know it is what is best for the students.

Taylor Sulander also pointed out that administrators are a valued part of our school system.

Jen Jandreau concurred that the AP/AD position is very much needed.

Michelle Brundrett stated she moved back to Millinocket to raise her children in a small, tight- knit community. Her kids are sad today that school has ended and that speaks volumes. She is confident that her children will look back fondly on their teachers as she does hers. She thanked the teachers, staff and administrators for taking care of the kids.

Alice Hartley stated she doesn't feel unappreciated. She's not on social media, but she feels confident we are all doing our jobs and we should not feel unappreciated. She found it offensive that a reporter put the Superintendent's picture in the paper and his wife and kids had to view that in relation to a negative article. The unrest is hard.

Warren Steward apologized to the staff for you feeling unappreciated. It isn't right.

### **IIIa. Presentation of a letter from the Association**

Dear Millinocket School Board Members,

The Millinocket Education Association is reaching out to you on behalf of all staff members here in the Millinocket School System.

Over the past two years and two months, the students, staff, administration, and community have endured overwhelming challenges. COVID, virtual learning, school safety, learning loss, mental health and exhaustion, and ever changing protocols to just name a few. We all, including the Millinocket School Board, have met these challenges head on. For many of them we had no warning, we had no experience with dealing with

them, and no time to plan a successful strategy. Even with all of these challenges and obstacles in our path we have never lost sight of our shared purpose: to successfully educate our students, keep them and our staff as safe as possible, and provide the most opportunities we are able to given the restrictions and resources available to us.

We do recognize that on many occasions, the school board have been partners with us in overcoming these mountainous challenges, and we thank you for those occasions. Together, we can continue to meet the needs of our students and our community.

Unfortunately we have also noticed a number of concerning behaviors by some members of the Board which threaten our ability to work together and undermine what we believe to be our common goals. Because these behaviors and actions have seemed to be more frequent and more public in recent weeks we can no longer be silent. Please understand the damage these actions do to staff morale and our working relationships. Your staff is left feeling unsupported, underappreciated, and increasingly uncomfortable in their employment at a time when we need to continue to all be working together to address the aftermath of the last 26 months. It is creating an unhealthy and hostile work environment which leaves staff to question if our employer has the best interests of students and staff at the heart of its decision making.

We have many specific instances which violate school board policies. (NEPN/NSBA Code: BBA and NEPN/NSBA Code: BCA. A copy of these policies are attached to this letter with the specific areas highlighted that have been violated.) Due to FERPA and Maine Labor Laws these instances may only be discussed in executive session, and the specifics do not change the fact that these policies have been violated.

We are bringing this to your attention so that actions by school board members which break policy can be stopped and we can begin to fix the relationship between the board and the staff. Identifiable changes in behavior and action will go a long way to restoring trust and will be incredibly important to our success in the future. We want to be a partner with you in this healing process and we hope for a brighter future for the staff, the students, the community, and for you as a board.

Thank you for your time and attention. If you have questions please feel free to reach out.

Sincerely,  
Matthew Waite  
President  
Millinocket Education Association

#### **IV. Approval of Minutes**

**Motion:** To approve the minutes of the School Board Meeting May 31, 2022, barring any errors or omissions.

**Motioned by:** Donald Raymond

**Seconded by:** Kevin Gregory

#### **Board Discussion:**

None

**Voted:** 5 - Yes      0 - No                      0 - Abs

**V. Payroll Warrant**

**Motion:** It was moved to direct the Superintendent of Schools to authorize payment by the Town Treasurer to each party listed herein, the sum set against each name contained in School Payroll Warrant #22-26 in the amount of \$168,306.94 on June 16, 2022, and MainePERS #22-12 in the amount of \$37,590.30 on June 6, 2022.

**Motioned by:** Donald Raymond                      **Seconded by:** Kevin Gregory

**Board Discussion:**

None

**Voted:** 5 - Yes      0 - No                      0 - Abs

**VI. Payable Warrant**

**Motion:** It was moved to direct the Superintendent of Schools to authorize payment by the Town Treasurer to each party listed herein, the sum set against each name contained in School Payable Warrant #22-37 in the amount of \$33,413.51 and #22-38 in the amount of \$82,768.29 on June 16, 2022.

**Motioned by:** Donald Raymond                      **Seconded by:** Michelle Brundrett

**Board Discussion:**

None

**Voted:** 5 - Yes      0 - No                      0 - Abs

**VII. To see if the Board will approve attorney-recommended changes to the Solar Power Credit contract.**

**Motion:** I move that the Vote entitled, “Vote to Authorize the Purchase of Net Energy Billing Credits,” be adopted in form presented to this meeting

WHEREAS, pursuant to 35-A M.R.S. § 3209-B and the Maine Public Utilities Commission’s rules enacted thereunder, including without limitation 65-407 C.M.R. ch. 313, a nonresidential utility customer, such as a school administrative unit, with a financial interest in a solar electric energy generation facility (“Solar Facility”) may participate in net energy billing and thereby receive, for electricity delivered on the customer’s behalf to the electric grid from the Solar Facility, monetary credits in an amount equal to a tariff rate established by the Maine Public Utilities Commission (“Tariff Rate”) which may be used to reduce the customer’s utility bill (“Net Energy Billing”); and

WHEREAS, the Millinocket School Department (the “MSU”), recognizing the speculative nature of purchasing Net Energy Billing credits associated with a Solar Facility on a long-term basis and understanding the variables that can affect electricity costs, the Tariff Rate, and the monetary value of Net Energy Billing credits (including the risk of electricity rate fluctuations,

increases or decreases to the output of a Solar Facility, and changes to the MSU's electricity costs and needs), nonetheless desires to enter into a long-term agreement to purchase a percentage of Net Energy Billing credits attributable to the electric energy generated by one or more Solar Facilities in order to achieve anticipated long-term electric energy cost savings arising from its participation in Net Energy Billing.

NOW, THEREFORE, the School Committee of the MSU hereby VOTES, as follows:

1. That, under and pursuant to the provisions of 20-A M.R.S. §§ 1001 and 1055, the Superintendent of Schools (the "Superintendent") of the MSU is authorized to execute and deliver one or more solar power and net energy billing credit purchase and sale agreements to ReVision Energy Inc., its nominee, or its investment partner (the "Seller"), in the name and on behalf of the MSU, to purchase a percentage of the Net Energy Billing credits associated with the electric energy generated by one or more Solar Facilities in a quantity equivalent to not more than the MSU's historical annual electricity expenditures, at a purchase price equal to 85% of the Tariff Rate (*i.e.*, a percent discount price of 15%), for a term of 20 years, on such terms not inconsistent herewith as the Superintendent may approve (the "Agreement");
2. That the Superintendent is authorized to execute and deliver on behalf of the MSU such other contracts, documents, and certificates as may, in the Superintendent's judgment, be necessary or convenient to effect the transactions authorized by this Vote and qualify the MSU to participate in Net Energy Billing, including without limitation any documents required to establish net energy billing pursuant to 35-A M.R.S. § 3209-B, any amendments or consents to collateral assignment of the Agreement, any estoppel certificates, and any amendments to the MSU's electricity supply agreement(s);
3. That if the Superintendent or any other officer or official of the MSU is for any reason unavailable to, as applicable, approve, execute, or attest the Agreement, Net Energy Billing documents, amendments or consents to collateral assignment of the Agreement, estoppel agreements, amendments to electricity supply agreements, or any related contracts, documents, or certificates, the person acting in any such capacity, whether as interim, successor, assistant, deputy, or otherwise, is authorized to act for such officer or official with the same force and effect as if such officer or official had performed such act.

**Motioned by:** Donald Raymond

**Seconded by:** Kevin Gregory

**Board Discussion:**

The Solar Project was voted on at the last meeting. The next step was to have the attorneys look at the contract. Attorney Aga Dixon stated she made some minor changes to the contract that will protect the school. She emphasized that the Board should understand the contract is for 20 years.

Tina Meserve from Revision Energy stated they are comfortable with the contract language that is proposed to the Board.

**Voted:** 5 - Yes      0 - No      0 - Abs

**VIII. To see if the Board will approve the bread bid for 2022-2023**

**Motion:** To approve Bimbo Bakeries as the bread provider for the 2022-2023 school year.

**Motioned by:** Donald Raymond

**Seconded by:** Kevin Gregory

**Board Discussion:**

None

**Voted:** 5 - Yes      0 - No      0 - Abs

**IX. To see if the Board will approve the dairy bid for 2022-2023**

**Motion:** To approve Oakhurst Dairy as the milk provider for the 2022-2023 school year.

**Motioned by:** Donald Raymond

**Seconded by:** Kevin Gregory

**Board Discussion:**

None

**Voted:** 5 - Yes      0 - No      0 - Abs

**X. To see if the Board will approve an increase in the adult meal price from \$4.50 to \$5.00 for the 2022-2023, due to an increase in food and labor costs**

**Motion:** To approve an adult meal prices increase from \$4.50 to \$5.00 for the 2022-2023 school year.

**Motioned by:** Donald Raymond

**Seconded by:** Kevin Gregory

**Board Discussion:**

Small adjustment to help offset costs.

**Voted:** 5 - Yes      0 - No      0 - Abs

**XI. Notification of Summer School and Summer Food Service staff**

**Summer School:**

Director:

Danielle McNally \$25/hour

Teachers:

Alyssa LaPorte \$20/hour

Danielle Waite \$20/hour

Ed Techs

Shelley Farrington \$18.60/hour  
Angela Guy \$16.40/hour  
John Haugen \$16.80/hour  
David Jamo \$16.40/hour  
Corinne Reece \$15.80/hour  
Taylor Sulander \$18.00/hour

**Food Service Staff:**

Alicia Campbell, Manager \$23/hr  
Lori Arsenault, Food Service Assistant/Cook \$16.00/hr  
Kathryn Lewis, Food Service Assistant/Prep \$13.66/hr  
Donna Seamans, Food Service Assistant/Prep 13.60/hr

**XII. To see if the Board will approve a new copier lease**

**Motion:** To approve the new copier lease as presented.

**Motioned by:** Donald Raymond      **Seconded by:** Kevin Gregory

**Board Discussion:**

Louie DiFrederico stated it is a copier lease with Transco who does our current lease and printers. We have had great service from them. They will buy out the last year of our lease so we will get new copiers this year and the lease price is going down. They are also letting us retain one of our current copiers which has had lower use to put at Granite Street, which has a high need.

**Voted:** 5 - Yes      0 - No      0 - Abs

**XIII. To approve the Superintendent's nomination of and authorize the Superintendent's hiring of an Occupational Therapist.**

Removed

**XIV. Report and Discussion of Water Testing**

Report from Louie DiFrederico:

During the second week of May we received the results of the lead testing now mandated for schools under the new Maine State Rule (LD208-HP141). The law requires sampling to be taken from fixtures where water may be used for drinking or consumption.

On April 9<sup>th</sup> after the water set dormant for a minimum of 8 hours, 28 samples were collected from Granite St. and 35 samples were collected from Stearns. The samples were mailed to A & L Laboratory in Auburn Maine, they were received at the lab on 4/13/2022. The Lab reports show testing was completed on 5/12/2022, (of note: due to the volume of testing the lead time is now 90 days for results). On 5/16/22 found the lab results while cleaning out junk email, this unfortunately due to how the lab distributes

reporting. It was my understanding from documentation on next steps, that we would receive a formal letter indicating results and corrective actions. A timeline of next steps would begin upon receipt of this letter. (This is the typical customary process that follows with all State Inspections and Reporting) I gave it one week for this letter to arrive which it never did. Knowing from prior correspondence that the lab was overwhelmed and backlogged on testing and reporting, I called on 5/23/22 feeling that it was the responsible thing to see if we could move forward with the next steps. A & L Labs indicated that we should fine to proceed based on the lab report alone and were unsure where the State was with formal notification. From this point forward, all required control measures were put in place for anything flagged in the initial lab report.

Fixtures with <1ppb or Not Measurable may be used as normal. (ppb=parts per billion)

Fixtures with 1-3ppb can be uses as normal with routine control measures such as flushing and cleaning of aerators.

Fixtures with over 4ppb require temporary and permanent control measures.

Many fixtures at both schools came back above the 4ppb range. These fixtures have been isolated and clearly marked Not For Drinking and many have been removed from service where possible. Bottled water has been provided for use in the High school cafeteria for cooking.

**It is important to note that in both schools that the new drinking fountains and bottle fill stations that have installed water filtration have tested safe for drinking.**

We are now in the next steps of conducting the required additional verification testing and 30 second flush testing that will guide us with our control measures. All old fixtures will be replaced and new certified lead-free fixtures as well as point of use water filtration will be installed in all areas where needed. After these changes follow-up testing will continue to ensure the control measures were effective.

As indicated by the State testing Lab, over 90% of high levels detected come from the fixtures and not the water supply. This is indicative of the results we are seeing here as well. Many of the high levels we are seeing are from older fixtures that sit unused for long periods of time. Periodic testing of our supply water in both buildings has been done in the past by the local water company and has always met safe drinking standards and I am very confident this remains the case. Again, this would indicate problems lie more with aging fixtures.

In reviewing the results of currently published State-Wide testing which is available online, it is clearly evident that many schools are facing the same challenges that we are to improve water quality. Nearly every building constructed prior to 1986 would most likely have lead used in plumbing solder. The test results are posted at both schools and a notification email to parents, students and staff sent regarding the public posting.

To date, nearly 50% of the schools in Maine have Not even begun this process and did not comply with the May 31<sup>st</sup> deadline to have completed mandatory testing. The State has now extended this deadline into the fall. No testing will be allowed during the



summer months for the schools that have not started the process and will resume with the start of school in the fall.

Fortunately for us, in complying with the testing timeline, we will be able to follow up with confirmation testing and water line flush testing during the summer. This will allow us to ensure effective corrective action has been successful and we should be ready for the start of school in the fall.

## **XV. Budget Workshop**

The Superintendent stated the budget was brought back to the Board because the International Program caused some confusion. We have two confirmed contracts with revenue of approximately \$220,000. We have 5 host families confirmed for next year, so the anticipated revenue totals \$273,000, not including the summer program. The anticipated expenses, including summer school is \$83,000. The Superintendent thanked Michelle McGreevy, International Program Coordinator, for her hard work.

The carryover costs were reviewed, as well as the town share spreadsheet. The budget increase is 2.20% but the local contribution would decrease by 1.10% if we use the anticipated revenue to offset these expenses.

Kevin Gregory said he would like to change his vote from the last meeting based on this new information.

**Motion:** To rescind the vote for the budget from the meeting on May 31.

**Motion by:** Kevin Gregory                      **Seconded by:** Donald Raymond

**Voted:** 5 - Yes      0 - No      0 - Abs

**Motion:** To accept the 2022-2023 school budget as presented.

**Motioned by:** Kevin Gregory                      **Seconded by:** Donald Raymond

### **Board Discussion:**

Discussion regarding getting the numbers late and holding a special meeting on Wednesday.

**Voted:** 5 - Yes      0 - No      0 - Abs

## **XVI. To see if the Board will enter into Executive Session 1 MRSA § 405(6)(A) duties of officials**

**Motion:** To enter into executive session pursuant to 1 MRSA § 405(6)(A) duties of officials

**Motioned by:** Donald Raymond                      **Seconded by:** Erika Mackin

**Board Discussion:**

None

**Voted:** 3 - Yes      1 - No (Erika Mackin)      0 - Abs

**Time In:** 6:46 PM.    **Time Out:** 6:59 PM

**Result of executive session**

No motion as a result of executive session.

**XVII. Adjournment**

Meeting adjourned at 7:00 PM

**Motion by:** Donald Raymond

**Seconded by:** Kevin Gregory

**Voted:** 3 - Yes      0 - No      0 - Abs

**UPCOMING MEETINGS:**

July 5, 2022 (3 week period due to 26 pay cycle change)

July 19, 2022

Respectfully submitted,

Joshua McNaughton, Ed.D  
Superintendent of Schools