

# Personnel and Finance Committee

## Agenda

November 7, 2023

6:00 - 7:00 pm

The Forum, Mt. Blue Campus

COMMUNITY | CULTURE | CURRICULUM

Working together to provide high-quality educational opportunities for all.

---

Members:

Other Board Members present:

Staff: Christian Elkington, Monique Poulin, Alison Gamache

Other staff present:

---

1. Call Meeting to Order - Chair McGraw
2. Review [Minutes](#) from the last meeting - Chair McGraw
3. [23-24 Schedule for Signing of Warrants](#)
4. Updates:
  - a. [23 Audit Work](#) - Gamache
  - b. [23-24 Account Updates](#) - Gamache
  - c. [Banking RFP](#) - Gamache
  - d. ESSER - Elkington
    - i. CBS Project Initial Estimate
5. 22-23 Budget Estimates - Gamache
  - a. Review
    - i. Updated details
6. School Nutrition Special Requests
  - a. School Nutrition Balance
    - i. [RSU 9 Letter](#)
    - ii. [Nutrition Fund Balance Plan](#)
    - iii. Approve Plan
  - b. Transit Van Purchase

## Personnel and Finance Committee

- i. [Bidding Policy](#)
    - ii. [Bid](#)
    - iii. Approve Purchase
  - c. Central Kitchen Design Plan
    - i. [Design Plan Contract](#)
    - ii. Approve Contract
7. Oct 26th & 27th Staff [Work Plan](#)
- a. Review
  - b. Questions
8. Supt. Goals Adjusted Draft
- a. Three goal areas

# Personnel and Finance Committee

## i. Transition in Central O

### MT. BLUE REGIONAL SCHOOL DISTRICT

CHESTERVILLE - FARMINGTON - INDUSTRY - NEW SHARON - NEW VINEYARD - STARKS - TEMPLE - VIENNA - WELD - WILTON

129 SEAMON ROAD, SUITE 2, FARMINGTON, ME 04938

Phone (207) 778-6571 | Fax (207) 778-4160

COMMUNITY | CULTURE | CURRICULUM

Working together to provide high-quality educational opportunities for all.

---

TO: RSU 9 Staff  
FROM: Christian M. Elkington  
RE: Next Steps for Thursday and Friday Oct 26 and 27  
DATE: 11-2-2023

#### How are these days being handled as far as the student and staff calendar?

- Thursday, Oct 26<sup>th</sup> is being considered like a storm day. We will make up the day.
- Friday, Oct 27<sup>th</sup> has two options to be decided:
  - o Have the March 15<sup>th</sup> Workshop Day become a student day with Oct 27<sup>th</sup> taking its place.
  - o Ask the Maine Commissioner of Ed for a waiver of one student day and keep the March Workshop Day for staff.

I will be reviewing these two options with the RSU 9 School Board at its Nov 14<sup>th</sup> Board Meeting. With how important we know student attendance is, losing student days does not model what we have been preaching and working with our students and families to improve. We also know how important it is to provide professional time for all staff so this won't be an easy decision to finalize.

#### How are these days being handled as far as pay for staff?

- As has been shared, Friday, Oct 27<sup>th</sup> has been made a fully paid day for all staff who attended for the five hours or used a pre-approved sick day or personal day on the 27<sup>th</sup>.
- Thursday, Oct 26<sup>th</sup> is being handled as follows:
  - o Full year staff (260-day people) are being paid for the day as the logistics for making-up the day are complicated.
    - Like a storm day they will need to decide what kind of day they choose and will need to email or use a Time Adjustment Slip approved by their supervisor Nicole Ibarguen, Richard Joseph, or Kevin Bremner. The following options are available:
      - A vacation day
      - A personal day
      - If a full-year staff member doesn't have any personal days remaining, they may choose to use one of their sick days for their compensation to be approved under.
  - o School Year and less than 260-Day people will work on another day as though this was a storm day.

The horrific events of last week had many moving parts and we prioritized student and staff support first. We certainly understand the need for RSU 9 Staff to be given correct information regarding these days. Unfortunately, an error on our part occurred before this update could be shared, causing unneeded concern. A meeting with the Association to review the plan before sharing it with all could not happen until this past Tuesday after school. We understand why some feel we did not let people know this information quickly enough, and I hear that. We will continue to strive to share correct information with staff quickly and in a transparent way.

---

COMMUNITY | CULTURE | CURRICULUM  
Working together to provide high-quality educational opportunities for all



ffice

## Personnel and Finance Committee

- ii. Admin Evaluation
- iii. Committee Structure

### b. Super's Eval?

- i. Do we align board evaluation document with super's goals?
  - 1. Are superintendent's goals just one piece of the responsibilities and so more than the goals need to be addressed in the evaluation?
- ii. Do we schedule a workshop session?

9. Next Mtg. Nov. 7, 2023

10. Adjourned at 6:48 without objection

11. Future Agenda Items:

- a. Supt. 360 Evaluation
- b. Quarterly Budget Report Update
- c. AI Planning Update
- d. RFP for new banking partner