

NORTHERN PENOBSCOT TECH REGION III

Mary Hawkes, Director
Hugh Porter, Student Services Coordinator

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NORTHERN PENOBSCOT TECH REGION III COOPERATIVE BOARD MEETING

Wednesday, September 25, 2019 6:30pm

MINUTES

- A. Chairperson Saba called the meeting to order at 6:29 p.m.

Members Present: Patricia Saba, Kevin Gregory, Richard Angotti, Jeff Gordon,
Diana Lambert, Mike Jewers, Mary Plourde, Dianne Buck
Warren Steward, Mary Tompkins, Ryan Whitehouse
Paul Hatch, Loree Libby, Priscilla Clark, Mary Lindahl

Members Absent Excused: Rebecca Hanscom, Wayne Danforth

Members Absent Unexcused:

- B. **APPROVAL OF MINUTES:** Mr. Jewers moved and Mr. Angotti seconded approving the minutes of the August 28, 2019 Cooperative Board meeting.

DISCUSSION: NONE

VOTE: 15-0

- C. **AUDIENCES & COMMUNICATIONS:** NONE

- D. **AGENDA ADJUSTMENTS:** NONE

- E. **REPORTS OF COMMITTEES:**

Finance Committee: Mrs. Lindahl reported that the committee met on September 25, 2019. **The Accounts Payable Warrant** and bills were reviewed and signed for Region III totaling **\$105,812.61**. Larger items (\$2,000.00 or more): Anthem BCBS, Bangor Savings Bank, CDW Government, Cengage Learning, Dead River, LED Sign City, Power Tech, RM Flag Company Also reviewed and signed were **Payroll Warrants** for **09/03/2019** in the amount of **\$46,600.28**, for **09/17/2019** in the amount of **\$51,873.46**

A **Student Activity Warrant** in the amount of **\$1,988.82** was reviewed and signed. A **School Nutrition Warrant** in the amount of **\$4,950.16** was reviewed and signed.

Negotiations Committee: Mr. Gregory reported the Negotiations Committee met on September 19th and the items discussed are on the agenda for approval.

- F. **Old Business:** NONE

- G. **New Business**

1. **Elect a member to be the voting delegate for the MSMA Fall Conference at the Augusta Civic Center on October 24th and 25th.**

Mr. Jewers nominated Mr. Gregory, Mr. Whitehouse seconded the nomination. Mr.

Gregory nominated Mr. Steward and Mr. Angotti seconded the nomination. Mr. Angotti moved to cease nominations, seconded by Mrs. Plourde.

Vote was 15-0 Mr. Gregory as Delegate and Mr. Steward as alternate.

2. Discussion and Possible action to hire Maryann Cupero as the CDL Instructor at a salary of \$33,500.00.

Mr. Jewers moved and Mr. Steward seconded hiring MaryAnn Cupero as the CDL Instructor at a salary of \$33,500.00.

DISCUSSION: Mr. Gregory explained that NPT Region III is bound by the Teacher's Agreement. It is impossible to hire new teachers with the base at \$24,500.00. Under the current new hire criteria the most we can offer Ms. Cupero is \$33,500.00. As a committee we don't want to break the contract and without opening the contract a higher wage can't be given. Mrs. Hawkes explained that the timing of this opening makes it very difficult to hire a new CDL Teacher. There are 11 students in the program and without an instructor, we will lose the program. The Negotiations Committee is going to meet with the Association in the future. There is an addendum to the contract to open it if the \$40,000.00 mandate is approved. The criteria in the contract is very limiting regarding the hiring of experienced CTE Teachers. The CDL Program cannot be offered without a qualified teacher.

VOTE: 15-0

3. Discussion and Possible action to approve the Director's recommendation to enter into a stipend agreement of \$6500.00 with the new CDL Instructor.

Mr. Whitehouse moved and Mrs. Plourde seconded approving the Directors recommendation to enter into a stipend agreement of \$6500.00 with the new CDL Instructor.

DISCUSSION: Mr. Gregory mentioned that having an Adult Ed. CDL program could be a tremendous boost to this area.

VOTE: 15-0

G. Report of Director

H. On Monday, September 9th, I attended our monthly Maine Administrators of Career and Technical Education (MACTE) meeting held at the new Sanford Regional Tech Center & High School. I was able to attend via Zoom which is the new face time technology that is replacing our Tandberg system. Due to other obligations I was unable to attend in person. There are still some kinks to work out but good for now. I have included a copy of the minutes from this meeting in your board packet. On Wednesday, September 10th, I met with a possible candidate for the Commercial Truck Driving (CDL) instructor position. This will not only be a difficult position to fill due to state certifications regarding drivers' education but also the low salary that can be offered. I will keep you updated.

On September 12th, we interviewed Jacob Dow a former automotive student for a temporary worker position in our Automotive Technology Program. This program is over capacity and requires at least another set of eyes for safety reasons. Jacob has completed three years here at Region 3, all in our automotive technology program. He also has significant experience in the civil air patrol, fire fighter and holds several ASE certifications. He will be with us until January 2020 and then he will attend Maine Maritime Academy full time. We will wait till October 1st and see how the enrollment stands after the add/drop period has ended.

On September 18th I traveled to Waterville to attend another subcommittee meeting to work on the CTE-EPS subsidy formula. Currently we have four CTE Directors and four superintendents working together to review and make recommendations regarding the current CTE-EPS formula and the hold harmless mandate. I will keep all of you informed once we have discussed and come to agreement on all the issues. I felt this was a very productive meeting with much discussion. Also on September 18th, we had an early release day. The teacher workshop was led by Mr. Porter who presented my agenda to the staff. This agenda also included (unknown to the staff) a lock down drill. It was discovered that the kitchen door would not lock due to a stripped locking mechanism. Scott replaced the lock today. The MELMAC Grant criteria was also on the agenda as an opportunity for the staff to provide feedback on the curriculum delivery for middle school (6,7,8) and 9th & 10th grade. My concern is the burn out of our teaching staff and what can we do to provide other choices and opportunities to this population of students in our Region.

Today, September 19th we will interview a candidate for the Commercial Truck Driving (CDL) instructor position. The candidate has thirty years' experience as a licensed CDL driver, is also certified by the bureau of motor vehicles as a driver's education instructor and is also certified to haul hazardous materials. We have only one candidate at this time. Mr. Baer will have met his obligation to Region 3 on September 30, 2019. In order for us to run the CDL program we need a qualified instructor. I will be meeting with the negotiations committee after the interview in hopes that we may come to agreement on a plan to meet salary expectations. Our current new hire criteria is in dire need of change especially with the recent law which will mandate \$40,000 as the beginning teacher salary in 22/23.

We remain extremely busy as students continue to add/drop programs. We will have the final enrollment numbers on October 1st 2019. Currently our enrollment is 213. Look forward to seeing all of you at the Board Meeting next week. ☺

H1. Report of Student Services Coordinator

Sending schools did a great job last June by sending in their prospective students for each program. This helped us all hugely to start balancing the numbers per day. Max Voisine and I developed a fair formula to allot each sending spaces for Welding due to the huge number of students who want welding. We worked with all counselors to resolve this in an acceptable manner. All but a couple of students chose other programs here at region 3. We currently have 214 students. This school year seems to be going smoother and balanced out the A and B days numbers very nicely for each program. IEP/504 and medical information is still coming in.

The Winterport Boot Marketing Director briefed Automotive, Welding, Construction, CDL, Law, and EMT Instructors on their free work boot and discounts programs. We've already identified 2 economically deserving students who will be able to get free boots. Each CTE can nominate 5 students per year for this program. We also obtained an 8-20% discount for students, faculty, and staff for work boots.

Reps from EMCC, WCCC, UMFK, Husson University, and NMCC are already scheduled to visit. NOCTI testing is being scheduled for the first week in October. The MACTE Tech Update meeting is scheduled for October 11.

Mila Tappan at FAME (whom I believe is the best financial aid counselor in Maine!) will be here to help students complete their FAFSAs on October 16 in the afternoon and 6:00-8:00 PM. This is a must for any family needing help with this. Please help spread the word.

I'm working with faculty members to set up field trips to Boston to see the human body exhibit, Pratt and Whitney, BIW, Somic America, colleges, and other places.

- I. ANNOUNCEMENTS:** Announcements were read.
- J. ADJOURNMENT:** Mr. Jewers moved and Mr. Steward seconded the motion to adjourn.

VOTE: 15-0

Adjournment at: 7:10pm