

Directors present: Carl Steidel, Andrew Landry, Tim Rector, Sherry Gilbert, Jeff Desrosier, Linda Warner, Janna Townsend (via video conference)

Directors absent:

Staff: Heather King, Principal/Interim Director; Diane Manter, Office Manager; Heather Neal, Business Manager; Melissa Hurley, Marketing

Public: Lauren Jorgensen, Student Representative

Call to Order – ~~Janna Townsend~~ Carl Steidel at 5:01 pm

1) Adjustments to Agenda:

Remove Section 1400 from 3c Fiscal Policies and Procedures

Public Comment: Diane Manter shared positive comments received from the re-enrollment forms.

"I will most definitely return to Snow Pond I have a passion of acting and writing and I want to go to college for film acting and filmmaking to have for a potential career. Also I have grown as a person threw out my years here and I have changed so much and I have amazing friends and all the teachers are just awesome at least the ones I've had. But in general I love everything about this school and I can't wait until I graduate and turn into a successful person."

"Definitely want to come back next year! Love it here!"

2) Approval of Minutes : MOTION: To approve the December 4, 2019 minutes as amended was made by Tim Rector. 2nd - Jeff Desrosier VOTE: 7-0

3) Review/Approve Financial Reports and Finance Committee Updates

- a) Financial Update - Heather Neal reported that the Finance Committee had reviewed the budget with special attention to the approximately \$94,000 deficit. The DOE changed the funding for Charter schools. They will be funded, for the first 5 years, at either the October 1st enrollment number or the previous school year October 1 number, whichever is greater. Therefore, MEAA will be funded for 206, which creates an approximate \$200,000 reserve. MOTION: To accept the November financials was made by Jeff Desrosiers. 2nd - Sherry Gilbert VOTE: 7-0
- b) Approval of FY1920 Employee Handbook - Andrew Landry stated that there should be a review of employee agreements and some improvements before next year. Changes made were with pay scales, flex time and personal time. Janna Townsend stated that this should go to the Governance Committee
- c) Fiscal Policies and Procedures: Sections 501, 1100, 1200, 1201, 1202, and 1400 - MOTION to approve Policies 501, 1100, 1200, 1201 and 1202 was made by Jeff Desrosiers. 2nd by Tim Rector VOTE: 7-0
- d) Annual Audit - Heather Neal reported that there has been an extension to the audit due to changes. She hopes to have a draft soon.
- e) Finances: Looking to the future - The Board discussed looking to the future in the areas of positions and salaries and a way to strive through changes. Heather Neal mentioned the Certification Committee was discussing defining teachers and it would be used to forecast teacher pay scale. Carl Steidel asked that Heather King and Heather Neal assess and come up with a long term budget ideas. Heather Neal stated that Charter renewal is coming up and needs to be to the Commission by August. There was talk of expansion to

a middle school, but it was decided at this time to concentrate on making 9-12 the best we can. Janna stated that we need to be sure all jobs are serving our students - need to look globally and our teachers need to be paid fairly. Heather King stated that the teachers were not happy with the raise last year and thought it was low. Jeff Desrosiers stated that we need to know that the most important part of our school is our students and are we supporting them, are we getting all that want to attend.

- f) SPCA/John Wiggin - Sherry Gilbert reported that John has requested the February rent be paid early as this is their slow time. Heather Neal stated this is the third time he has asked and Sherry added that he has stated he will not ask again. There was discussion of working a different rent payments schedule to help SPCA with their slow time. MOTION to prepay the February lease payment was made by Jeff Desrosiers. 2nd by Sherry Gilbert. VOTE: 7-0 Sherry will send a letter to John.

4) Approval of policies/ plans:

- a) Emergency Plan - Heather King presented the Emergency Plan and noted that it has been tailored to MEAA. Tim Rector asked that this be tabled until the next Board meeting in order to give Heather the chance to review this with the State Police.
- b) National Honor Society - Heather King reviewed the change in the candidates. MOTION to approve the changes was made by Jeff Desrosiers. 2nd by Linda Warner VOTE; 7-0

5) Committee Reports:

- a) Academic Excellence Committee- Sherry Gilbert reported that the Committee had met with Jeri Pitcher. They also met with Sonja Fraser. Sonja presented to the Committee a Drop Out Alternative Program which the Committee is supporting. Heather King added that the students would access class virtually. Sherry also referred to the National Honor Society change and spoke about college classes.
- b) Governance Committee - Did not meet
- c) Fundraising, Development/Marketing - Melissa Hurley presented the Meeting Notes from the last meeting.

6) Principal's Report: See attached

7) Old Business-

8) New Business-

9) Announcements-

- ASCH will be performed on Wednesday January 29th, 2020 at 7pm in Alumni Hall. Tickets are \$12 for adults and \$5 for students.
- Open house for prospective students on January 29 at 6:00 pm before the performance of ASCH.
- Grades close on January 3 for the semester and report cards will be sent January 10.
- February 1 at 3 pm members of the Board will be in a concert at the Green St. United Methodist Church in Augusta
- March 15 at 1 pm Maine Bicentennial - Statehood Day Celebrations at the Augusta Armory - The Reprise Choral Ensemble will be performing at 3pm. The Ensemble includes Board Members and former Board Members.

10) Next Board Meeting - February 5, 2020 at 5:00 pm

11) Adjourn- MOTION to adjourn was made by Jeff Desrosiers at 6:55 pm 2nd by Sherry Gilbert VOTE 7-0